



REPORTING

FOR COPs

3, 6, 7 & 27

E Chabot LTD

COP 3: REPORTING

CONTACT INFORMATION

COMPANY NAME: **E.Chabot LTD.**
DATE: **4-1-25**
REPORTING PERIOD: **6-1-24**
CONTACT: Estherh@echabot.com

ISSUES

Our company, E. Chabot, has identified several relevant business practices and material issues that relate to the COP and are important to our business. These include our commitment to responsible sourcing, our supply chain management, environmental impact, our commitment to human rights and labor practices, reduction of waste and emissions.

In this report will be providing details on the following issues identified during our due diligence activities.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our company, E. Chabot, has identified several relevant business practices and material issues related to the COP that are important to our business. These include our commitment to responsible sourcing, supply chain management, environmental impact, human rights and labor practices, and reduction of waste and emissions.

In this report, we will provide details on the issues identified during our due diligence activities. Through our due diligence activities, we have identified the following SDGs as relevant to our business. As a responsible business, E. Chabot is committed to contributing to the Sustainable Development Goals (SDGs) set out by the United Nations. We have identified several SDGs that are particularly relevant to our business, including SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), and SDG 10 (Reduced Inequalities).

To address these SDGs, we have implemented a range of initiatives that align with our business objectives and help us to contribute to the broader SDG agenda.

For SDG 8, we are committed to creating decent work and economic growth, both within our own operations and in our supply chain. We have implemented a Code of Conduct for our suppliers that includes fair labor practices, responsible sourcing guidelines, and human rights. We regularly assess our suppliers to ensure that they are meeting our standards.

For SDG 12, we are committed to responsible consumption and production. This means reducing our environmental impact, promoting sustainable practices in our operations, and working with our suppliers to reduce waste and improve efficiency. For example, we have implemented a waste reduction program in our offices, and we encourage our employees and vendors to recycle their jewelry packaging.

For SDG 13, we are committed to taking action on climate change. This means reducing our carbon footprint and working with our suppliers to reduce emissions. We have implemented a range of energy-saving initiatives, such as installing LED lighting in our offices and limiting the use of plastic. We also installed an electric charging station for electric vehicles.

For SDG 10, we are committed to reducing inequalities, ensuring that all individuals have access to equal opportunities and resources regardless of race, gender, age, or economic status.

At E. Chabot, we take our commitment to the Sustainable Development Goals (SDGs) seriously and have identified significant impacts through our implementation of these goals. These impacts include both positive and negative effects.

Positive impacts:

- **Improved environmental performance:** Our focus on SDG 12 - Responsible Consumption and Production - has led us to implement a range of initiatives to reduce waste, promote sustainable practices, and reduce our environmental footprint. This has resulted in a significant reduction in our carbon emissions and waste generation.
- **Strengthened relationships with our supply chain:** Our efforts to implement SDG-related initiatives have helped us to build stronger relationships with our suppliers, customers, and the communities in which we operate. This has increased trust and transparency and improved our reputation as a responsible business.
- **Increased employee engagement:** Our commitment to SDG 8 - Decent Work and Economic Growth - has helped us to create a more engaged and motivated workforce. Our employees appreciate the opportunities for training and development, and our commitment to fair labor practices and human rights.

Negative impacts:

- **Increased costs:** Implementing SDG-related initiatives requires an investment of time and resources, which can result in increased costs. This can be a challenge, particularly for small and medium-sized businesses with limited resources.
- **Disruption to supply chain:** Implementing SDG-related initiatives can also require changes to our supply chain, which can cause disruption and may lead to delays or increased costs.

- **Need for Ongoing Monitoring and Reporting:** To ensure that we make progress towards the SDGs, we need to regularly monitor and report on our performance. This process can be time-consuming and may require additional resources.

Our implementation of the SDGs has had significant positive impacts, such as improved environmental performance, stronger relationships, and increased employee engagement. However, it has also had some negative impacts, such as increased costs, disruption to our supply chain, and the need for ongoing monitoring and reporting.

Here are a few examples of the strategies and activities we have implemented to achieve some of the SDGs that are relevant to our business:

SDG 12: Responsible Consumption and Production

- We have implemented a waste reduction program that includes recycling and repurposing materials, reducing energy consumption and carbon emissions, and ensuring responsible disposal of hazardous waste. Additionally, we promote sustainable procurement practices by working with suppliers who adhere to ethical and environmentally responsible standards.

SDG 13: Climate Action

- We have developed a comprehensive carbon management plan that includes measuring, monitoring, and reducing our carbon footprint. Furthermore, we encourage employees to use alternative transportation methods such as cycling or public transport to reduce our overall impact on the environment. We have also installed an electric charging port for electric and hybrid vehicles.

SDG 5: Gender Equality

- We are an equal opportunity employer and do not discriminate based on gender.

SDG 8: Decent Work and Economic Growth

- We promote fair labor practices and provide our employees with safe and healthy working conditions. Additionally, we have invested in training and development programs for our staff, which helps to improve productivity and efficiency.

As a company, we are committed to doing our part to promote sustainable development and create a better future for all.

ACTIONS

E.Chabot has policies in place on various issues relating to human rights, forced labor, child labor, hazardous substances, waste, and emissions.

Human Rights:

We are committed to upholding human rights in all of our business activities. Our Human Rights Policy outlines our commitment to respecting and protecting the rights of all individuals, including our employees, customers, suppliers, and the communities in which we operate.

Forced Labor and Child Labor:

At our company, we strictly prohibit any form of forced or child labor. We enforce this policy with our suppliers and regularly monitor our supply chain to verify compliance. In the event of any non-compliance, we collaborate with our suppliers to promptly address and resolve the issue.

Hazardous Substances:

E. Chabot encourages their supply chain to limit the use of Hazardous substances whenever alternatives are available.

Waste and Emissions:

E.Chabot has a waste reduction program that includes recycling and repurposing materials, reducing energy consumption and carbon emissions, and ensuring responsible disposal of hazardous waste. Our carbon management plan involves measuring, monitoring, and reducing our carbon footprint. We also encourage employees to use alternative transportation methods or carpool to reduce our overall impact on the environment.

As a company, we have taken significant steps to address important issues such as human rights, hazardous substances, waste, and emissions.

In terms of human rights, we provide regular training to our employees on fair labor practices, non-discrimination, and ethical behavior. We also conduct regular assessments to identify any risks or issues related to human rights in our operations and supply chain and take immediate action to address them.

We believe that education and awareness are essential in promoting and maintaining ethical practices within our organization and supply chain.

Regarding hazardous substances, we have reduced our use of such substances by switching to more natural cleaning products and eliminating unnecessary use wherever possible.

Concerning waste and emissions, we have implemented a range of measures to reduce our impact on the environment. We have established a recycling program for all recyclable materials, use energy-efficient appliances, and have implemented strategies to reduce our energy consumption. We have also reduced our waste and emissions throughout our supply chain by turning off lights and equipment when not in use and implementing other energy-saving measures.

The outcomes of the actions we have already taken include improved environmental performance through reduced use of hazardous substances, waste reduction, and decreased carbon emissions. We have also improved relationships with stakeholders, including employees, customers, and suppliers, by upholding human rights and fair labor practices.

We expect further outcomes from our actions, such as increased employee engagement as a result of our commitment to sustainability, reduced waste and emissions. Additionally, we anticipate improved brand reputation and increased customer loyalty as a result of our sustainable practices. By continuing to implement sustainable measures, we aim to create long-term benefits for our business, the environment, and society as a whole.

COP 6 & 7: HUMAN RIGHTS & DUE DILIGENCE

Contact Information

COMPANY NAME: **E.Chabot LTD.**
DATE: **4-4-25**
REPORTING PERIOD: **6-1-24**
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COMPANY MANAGEMENT SYSTEMS

E Chabot is committed to respecting human rights throughout our supply chain and conducting supply chain due diligence on the following minerals: gold and silver originating from conflict-affected and high-risk areas. We take these issues very seriously and have implemented policies and procedures to ensure compliance with industry standards and regulations.

In regards to human rights, we have established a code of conduct that outlines our commitment to fair labor practices, non-discrimination, and ethical behavior. This code of conduct is communicated to all of our employees and suppliers, and we ensure that our suppliers also comply with these standards. We conduct regular assessments to identify any risks or issues related to human rights in our operations and supply chain, and we take immediate action to address them. This policy is also available on our website <https://www.echabot.com/sustainability>

Regarding our responsible mineral sourcing policy, we follow the guidelines set forth in the Conflict Minerals Reporting Template (CMRT) and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our policy includes measures such as traceability, supplier engagement, risk assessments, and reporting to ensure that we do not source minerals from conflict-affected and high-risk areas. We have also implemented a due diligence program and regularly monitor our supply chain to ensure compliance.

These policies are communicated internally to all of our employees through our code of conduct, employee training programs, and regular updates on industry regulations and standards. We also communicate our policies to our suppliers through our supplier code of

conduct and regular supplier assessments. Our policies can be found on our website, and we make sure that they are easily accessible to all relevant parties.

<https://www.echabot.com/sustainability>

We are committed to upholding high standards of human rights and responsible mineral sourcing throughout our operations and supply chain. We continue to monitor and improve our policies and practices to ensure compliance with industry regulations and to uphold our commitment to ethical and sustainable business practices.

Regarding our internal management systems to support supply chain due diligence and identify human rights impacts, we take these issues seriously and have implemented a range of measures to ensure that we meet our commitments to ethical and sustainable practices.

Our internal management systems are designed to identify, assess, and address any risks related to human rights impacts and supply chain due diligence. We have designated Esther Hammer as the Chief Sustainability Officer responsible for overseeing these efforts and ensuring that our commitments are met throughout our operations and supply chain.

Our approach to human rights impacts and supply chain due diligence includes the following steps:

- **Commitment:** We have established a commitment to respect human rights and to conduct our operations in an ethical and sustainable manner. This commitment is communicated throughout our organization and supply chain.
- **Assessment & Treatment:** We conduct regular assessments to identify any potential human rights impacts in our operations and supply chain. We also have a process in place to evaluate and address any risks that are identified.
- **Supply Chain Due Diligence:** We have implemented a supply chain due diligence process to identify and assess any risks related to our suppliers and business partners. This process includes a review of supplier policies and practices, as well as an assessment of their adherence to our ethical and sustainability standards.
- **Senior Management Oversight:** We have designated a senior manager responsible for overseeing our efforts related to human rights and supply chain due diligence. This person is responsible for ensuring that our commitments are met and that we are continuously improving our practices.
- **Monitoring and Evaluation:** We regularly monitor and evaluate our efforts related to human rights impacts and supply chain due diligence. This includes ongoing assessments of our risks, strategies, and action plans to address identified risks, and a review of our overall progress towards meeting our commitments.

We have implemented a range of internal management systems to support our efforts related to human rights impacts and supply chain due diligence. Our senior manager is responsible for overseeing these efforts, and we have a process in place to assess, treat, and monitor any identified risks. We remain committed to ethical and sustainable practices and will continue to improve our efforts in these areas by conducting more visits to the factories in our supply chain.

In regards to our system of controls and transparency over our supply chain and suppliers, we recognize the importance of supply chain transparency and have implemented a range of measures to ensure that our products are sourced ethically and sustainably.

Our approach to supply chain controls and transparency includes the following steps:

- **Identification of Materials:** We have established procedures to identify the origin of materials used in our products. For example, for precious metals, we require that the factory is applying or in the process of applying the OECD framework guidelines.
- **Due Diligence:** We conduct due diligence on our suppliers to ensure that they meet our ethical and sustainability standards. This includes a review of their policies and practices related to human rights, labor rights, environmental impacts, and anti-corruption.
- **Contractual Requirements:** We require our suppliers to adhere to our ethical and sustainability standards, and we include these requirements in our contracts with them.
- **Ongoing Monitoring and Evaluation:** We regularly monitor and evaluate our suppliers' compliance with our ethical and sustainability standards. This includes audits, site visits, and other measures to ensure that our suppliers meet our expectations.
- **Transparency:** We are committed to transparency and provide information on our supply chain and sourcing practices to our customers. This includes information on the origin of materials used in our products, as well as our efforts to promote ethical and sustainable practices throughout our supply chain.

We have made significant progress in implementing these measures and have established a strong system of controls and transparency over our supply chain and suppliers. However, we recognize that there is always room for improvement, and we remain committed to continuously improving our practices.

Our steps to strengthen engagement with suppliers:

We understand that engaging with suppliers is essential to ensure that our products are sourced ethically and sustainably. We have taken the following steps to strengthen our engagement with suppliers:

- **Establishing Long-term Relationships:** We believe that building long-term relationships with our suppliers is critical to ensuring that they share our commitment to ethical and sustainable practices. We prioritize suppliers who share our values and are committed to working with them over the long term.
- **In-person Visits:** We conduct regular in-person visits to our suppliers' facilities to understand their operations and ensure that they meet our ethical and sustainability standards. These visits also provide an opportunity for us to build relationships with our suppliers and understand their challenges and opportunities.
- **Fair Pricing:** We believe that paying fair prices to our suppliers is essential to building strong, long-term relationships. We work closely with our suppliers to understand their costs and ensure that they receive fair compensation for their products and services.
- **Remote Engagement:** We also engage with our suppliers remotely, using technology such as video conferencing and email to stay in touch and provide support when needed.

- **Communicating our Expectations:** We clearly communicate our expectations regarding human rights and supply chain due diligence to our suppliers. We provide training and guidance on these issues and work with our suppliers to help them understand and meet our expectations.
- **Building Capacity:** We recognize that some of our suppliers may not have the resources or knowledge to meet our ethical and sustainability standards. We provide support and guidance to help our suppliers build capacity and meet our expectations.

Through these steps, we have been able to strengthen our engagement with our suppliers and promote ethical and sustainable practices throughout our supply chain.

Grievance mechanism:

We understand the importance of providing a mechanism for our employees, suppliers, and other relevant entities to raise concerns and report grievances. Our grievance mechanism is designed to serve as an early warning system for identifying and addressing potential risks and issues.

Our grievance mechanism includes a dedicated email address for any entity outside or inside our organization to report or raise concerns, which can be accessed from our website

<https://www.echabot.com/>

We have a designated person responsible for receiving and investigating grievances. All grievances are reviewed within 24 hours. We ensure that all grievances are treated with confidentiality and impartiality.

As an organization, we take pride and satisfaction in the fact that no grievances have been raised, which is a testament to our commitment to maintaining a harmonious and respectful environment for all our members.

Our grievance mechanism is regularly reviewed and evaluated to ensure its effectiveness and accessibility. We believe that an effective grievance mechanism is essential to building trust with our employees, suppliers, and our community.

IDENTIFIED & ASSESSED RISKS

To identify and assess the risks of adverse human rights impact, we have conducted a comprehensive human rights impact assessment across our operations, with a focus on high-risk areas and activities. This assessment included an analysis of our supply chain, as we recognize that our suppliers can also pose risks to human rights.

In addition, we have assessed our own and our suppliers' due diligence practices relating to human rights risks and the importance of due diligence. We are taking steps to help build their capacity in these areas.

To address these risks, we have developed a strategy and action plan that includes ongoing monitoring and evaluation of our efforts. Through these efforts, we aim to mitigate the risks of adverse human rights impacts and ensure that we are operating in a responsible and sustainable manner.

We take pride in our long-standing relationship with our suppliers, who share the same code of ethics as our company. As a result, we have not identified any red flags or risks related to human rights violations.

STRATEGY

In our company, the results of supply chain risk assessments are reported to designated senior management and compliance officers, who are responsible for reviewing and analyzing the results and determining appropriate courses of action to mitigate any identified risks. They also oversee the implementation of any remediation efforts and monitor ongoing performance to ensure continued risk mitigation. Communication and collaboration with these senior leaders is critical to our efforts to effectively manage and mitigate supply chain risks related to human rights and other sustainability issues.

To design and implement a strategy to respond to the risks and impacts identified, we have taken the following steps:

- **Risk Prioritization:** We prioritize the identified risks based on their severity and likelihood of occurrence to focus our efforts on addressing the most significant risks first.
- **Risk Mitigation Strategies:** We develop specific strategies and action plans to mitigate the identified risks. These strategies may include conducting training for our employees and suppliers, conducting regular assessments.
- **Assigning Responsibility:** We assign specific responsibilities for implementing the risk management plan to relevant staff members, such as our compliance officer.
- **Monitoring and Reviewing:** We regularly monitor and review our risk management plan to ensure its effectiveness and identify areas for improvement. This process involves collecting and analyzing data from our ongoing assessments.
- **Reporting:** We report on our risk management plan and its progress to our senior management team to demonstrate our commitment to addressing identified risks and ensuring transparency in our operations.

Our risk management plan is designed to be proactive, responsive, and adaptable to evolving risks and changing circumstances within our supply chain. We are committed to continuously improving our risk management processes and ensuring that we are effectively addressing the risks and impacts associated with our operations and supply chain.

To implement our risk management plan, we have taken the following steps:

1. **Implementation of Mitigation Measures:** Based on the risk management plan, we have implemented mitigation measures to address the identified risks and impacts. This includes actions such as enhanced due diligence on suppliers, training programs for employees, and the establishment of a grievance mechanism.
2. **Monitoring and Evaluation:** We monitor and evaluate the effectiveness of our risk mitigation measures to ensure that they are having the desired impact. We track actual

impacts, rather than just processes or procedures, to identify areas where further improvement is needed.

3. **Follow-Up Activities:** After six months, we evaluate the significant and measurable improvement resulting from our risk mitigation measures. This includes reviewing the results of our mitigation efforts, identifying areas where further improvement is needed, and taking action to address any ongoing or new risks and impacts.
4. **Senior Management Oversight:** Our senior manager oversees the implementation of the risk management plan and the monitoring of our risk mitigation efforts. They receive regular reports on the progress of our mitigation measures and any areas of concern that require further attention.

To ensure that all staff and contractors are aware of our commitment to human rights and responsible business practices, we have implemented a comprehensive training program that includes the following:

1. **Human Rights Policy Training:** All staff and contractors receive training on our Human Rights Policy, which outlines our commitment to respecting human rights and the expectations we have for our suppliers.
2. **Supply Chain Due Diligence Training:** Staff and contractors who are involved in supply chain management receive training on how to conduct due diligence to identify and mitigate human rights risks throughout our supply chain.
3. **Awareness-Raising Sessions:** We periodically organize awareness-raising sessions that cover topics such as human rights risks, ethical business practices, and supply chain management. These sessions are mandatory for all staff and contractors.
4. **Supplier Training:** We provide training to our suppliers on our expectations regarding human rights and supply chain due diligence. We also offer guidance and support to help our suppliers develop and implement their own policies and procedures to address human rights risks.

We track the participation of staff and contractors in these training programs to ensure that everyone is receiving the necessary knowledge and skills to effectively identify and mitigate human rights risks in our operations and supply chain.

As an organization, we take great pride and satisfaction in the fact that no grievances have been raised, which is a testament to our commitment to maintaining a harmonious and respectful environment for all of our members.

As a company committed to upholding human rights, we understand the importance of transparent and regular communication with our stakeholders regarding our due diligence activities and efforts to prevent and address human rights risks.

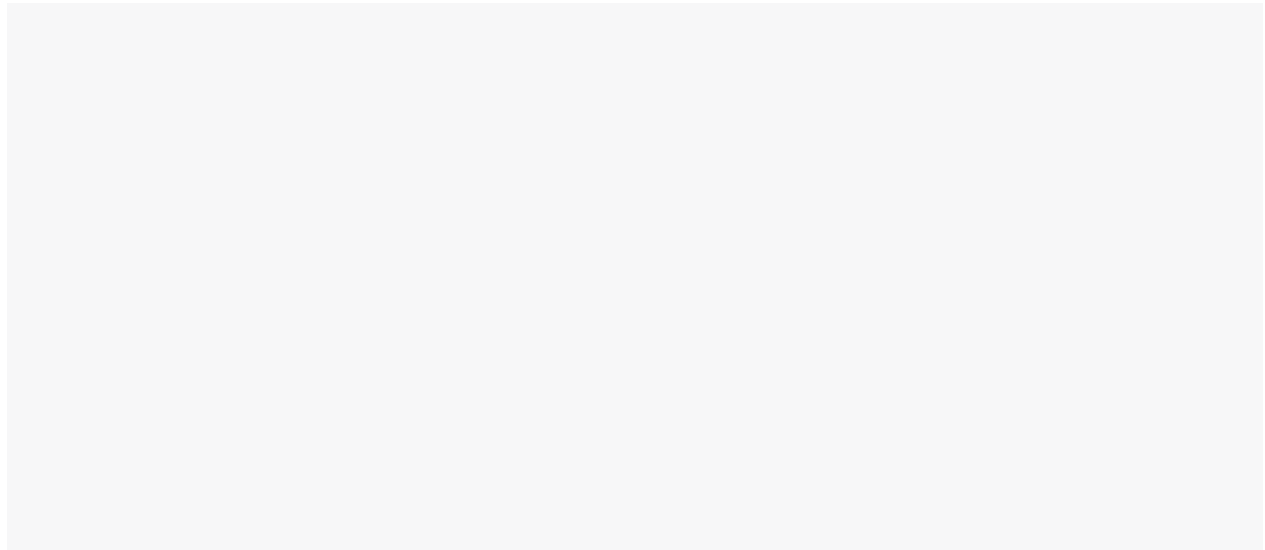
Internally, we communicate through regular training and awareness programs for our employees to ensure they are familiar with our human rights policies and procedures. We also hold regular meetings with our management team to discuss any potential human rights risks and how they are being addressed.

We believe in keeping our external stakeholders informed about our sustainability efforts and due diligence activities, and we do so through a variety of communication channels such as email, Zoom meetings, and in-person meetings.

Our future plan is to share a yearly sustainability report with our stakeholders to provide a comprehensive overview of our sustainability initiatives, progress towards our goals, challenges faced, and information on our supply chain and human rights policies. In addition to the annual report, we also recognize the importance of regularly communicating with stakeholders through various channels to keep them updated on new developments and initiatives.

When we identify a human rights risk, we will take immediate action to address it and communicate with potentially affected stakeholders to explain how we are addressing the risk.

This communication will through direct engagement with the affected stakeholders, either in-person or through email or phone calls.



COP 27: NATURAL RESOURCES

CONTACT INFORMATION

COMPANY NAME: **E.Chabot LTD.**
DATE: **4-3-25**
REPORTING PERIOD: **6-1-24**
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BUSINESS PRACTICES & MATERIAL ISSUES

At Echabot, we have undertaken a thorough review of our natural resource usage and identified several areas where improvements can be made. Through engagement and analysis, we have received feedback on the issues and concerns related to our use of natural resources.

These include:

- Occasional High water consumption levels that could potentially impact local water supplies and the environment.
- The significant amount of energy used in our operations, which contributes to greenhouse gas emissions and climate change.
- Excessive use of paper and plastic.

ACTIONS & OUTCOMES

As a responsible business, we are committed to implementing sustainable practices throughout our business. We recognize the importance of addressing climate change and reducing our carbon footprint. In preparation for COP27, we have identified several business practices and material issues that are important to us and our community, including the following:

- **Energy and Water Usage:** We understand that our energy and water usage contribute significantly to our carbon footprint. We have implemented several measures to reduce our consumption, including the installation of energy-efficient lighting.

- **Monitoring Techniques:** Monitoring our usage is a top priority for us, as we currently lack the ability to do so. This is a significant concern, and we are actively seeking a solution to address this issue.
- **Waste Management:** We recognize that waste management is an important issue that contributes to climate change. We have implemented a waste reduction and recycling program that includes recycling paper, plastic, and glass, and using recycled products whenever possible.
- **Sustainable Procurement:** We believe that sustainable procurement is essential in reducing our carbon footprint. We prioritize the purchase of environmentally-friendly products, such as those made from recycled materials or those with minimal packaging. We consolidate our shipping to use less shipping material and cardboard.

Throughout our business, we have taken the following steps to reduce our consumption of energy and water, such as:

- Installing energy-efficient lighting.
- Turning off equipment and lighting when not in use.
- Fixing leaking pipes and taps.
- Encouraging staff to print less and use digital documents where possible.

We have also identified the significant use of paper, plastic, and waste throughout our business and reduced this use by:

- Using recycled or sustainable paper products.
- Implementing a waste reduction program.
- Encouraging staff to reuse plastic bags, which has saved on plastic and garbage consumption.
- Using 50% less paper than we used to by only printing when necessary.

We rent our office, so we are not responsible for the energy, water, or sewage bills. However, we try to reduce these usages for the sake of the environment. We do not have access to our exact usage or charges to show any data. That is why we appointed Esther Hammer as the Chief Sustainability Officer and oversees our company's water and energy consumption and the use of paper and plastic to the best of her ability.

At Echabot, we are deeply committed to the pursuit of continuous improvement in the realm of clean energy and natural resource management. To further this goal, we have implemented several frameworks aimed at promoting the use of clean energy and reducing our ecological footprint.

These frameworks include:

- Adoption of energy-efficient technologies and equipment to reduce our overall energy consumption.

- Recycling and proper disposal of waste to minimize our environmental impact.
- Encouraging the use of public transport, carpooling, and electric vehicles to reduce emissions.
- Partnering with suppliers who share our commitment to sustainable practices.

In the future, we intend to build on these initiatives and implement additional measures to further reduce our carbon footprint and conserve natural resources. These include:

- Setting up a comprehensive waste management system to minimize waste and ensure proper disposal.
- Investing in new technologies and infrastructure to increase our use of renewable energy sources.
- Conducting regular audits of our energy consumption and resource usage to identify areas for improvement.
- Encouraging our employees to adopt environmentally conscious practices in their daily routines.

By taking these steps, we hope to set an example for others in our industry and contribute to a cleaner, more sustainable future for all.

END