



International
Wholesaler of
Fine Silver &
Gold Jewelry

E Chabot LTD
195 Carter Drive 2R
Edison NJ 08817
Tel: 212.575.1026
Email: INFO@echabot.com
www.echabot.com

Supply Chain Policy

E. Chabot is a Jewelry Wholesaler. This policy confirms E. Chabot's commitment to respecting human rights, avoiding contributing to the finance of conflict, and complying with all relevant UN sanctions, resolutions, and laws.

E. Chabot operates in compliance with the standards set by the Responsible Jewelry Council (RJC). As such, we commit to providing, through independent third-party verification, that we:

- a. Respect human rights according to the Universal Declaration of Human Rights and International Labor Organization Fundamental Rights at Work.
- b. Do not engage in or tolerate bribery, corruption, money laundering, or financing of terrorism.
- c. Support transparency of government payments and rights-compatible security forces in the extractives industry.
- d. Do not provide direct or indirect support to illegal armed groups.
- e. Enable stakeholders to voice concerns about the jewelry supply chain.
- f. Implement the OECD 5-Step framework as a management process for risk-based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

We also commit to using our influence to prevent abuses by others. E. Chabot will not acquire or sell any product that has not been vetted from a transparent responsible sourcing partner that adheres to the same code of ethics. We will immediately stop engaging with any entity in our supply chain that we find to pose a reasonable risk of these abuses.

Concerns regarding material sourced from high-risk areas or human rights abuses can be raised by interested parties via email using the following contact information:

Email: hr@echabot.com

Regarding serious abuses associated with the extraction, transport, or trade of precious metals:

We will neither tolerate nor profit from, contribute to, assist, or facilitate the commission of:

- a. Torture, cruel, inhuman, and degrading treatment.

- b. Forced or compulsory labor.
- c. The worst forms of child labor.
- d. Human rights violations and abuses.
- e. War crimes, violations of international humanitarian law, crimes against humanity, or genocide.

We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are committing abuses described, or are sourcing from, or linked to, any party committing these abuses.

Regarding direct or indirect support to non-state armed groups:

We only sell or purchase precious metals and do not directly or indirectly support non-state armed groups. This includes, but is not limited to, procuring precious metals from, making payments to, or otherwise assisting or equipping non-state armed groups or their affiliates who illegally:

- a. Control mine sites, transportation routes, points where precious metals are traded, and upstream actors in the supply chain.
- b. Tax or extort money for precious metals at mine sites, along transportation routes, or at points where precious metals are traded, or from intermediaries, export companies, or international traders.

We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from or linked to any party providing direct or indirect support to non-state armed groups as described.

Regarding public or private security forces:

We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment, and property in accordance with the rule of law, including laws that guarantee human rights. We will not provide direct or indirect support to public or private security forces that commit abuses described in point 4 or act illegally as described .

Regarding bribery and fraudulent misrepresentation of the origin of precious metals:

We will not offer, promise, give, or demand bribes, and we will resist the solicitation of bribes to conceal or disguise the origin of precious metals or to misrepresent taxes, fees, and royalties paid to governments for the purposes of extraction, trade, handling, transport, and export of precious metals.

Regarding money laundering:

We will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from or connected to the extraction, trade, handling, transport, or export of precious metals.

Signed/endorsed:

Ezra Shabot

Date of effect: **05/16/2023**