

J. HOMAN LTD.

Unit 816, Lippo Sun Plaza, 28 Canton Road,
Tsim Sha Tsui, Hong Kong.

TEL : (852) 2759 1823
FAX : (852) 2758 5152

May 2023

Annual statement to company stakeholders

J. Homan Ltd. has followed local health and safety regulations due to the Covid-19 pandemic ensuring a safe work environment with distancing, masks and hand sanitizers. During the height of the outbreak beginning in mid-March 2020, employees were able to work from home via the internet and Zoom, leaving a skeleton crew in the office to handle order shipments, ensuring non-interrupted business operations. As of this report, all employees have returned to the office with safety protocols in place, ensuring operations to continue while keeping in mind the safety of our employees.

In June, 2023, J. Homan Ltd. will undergo an audit to renew its RJC 3-year certification. The expanded policies that the company will be audited will include the following subject matters:

- Anti Bribery & Facilitation payments
- Anti Money Laundering and Finance of Terrorism
- Adherence to the Kimberley Process and World Diamond Council System of Warranties
- Supply Chain Policy-OECD-CAHRAs
- All gold, silver and PGM's used in jewelry is responsibly sourced and fully traceable to its origin
- Only using natural diamonds (NO CVD's) and colored gemstones
- Diamonds and gemstones to be purchased from responsible and legitimate sources
- Company policy with regards to synthetic diamonds and colored gemstones
- Security of People and Products
- Sexual Harassment Policy
- Product Integrity Practices
- Human Rights
- Health & Safety Performance
- Community Relations
- Environmental Performance
- Relationship with Business Partners
- Statement of commitment to RJC policies and procedures
- Commitment to employee policies manual

Review and training of RJC & company policies will take place prior to the RJC audit.

This letter to stakeholders has been posted online and sent out to the company email list.

J. Homan Ltd. is committed to the safety and human rights of our employees and have trained our staff on proper workplace behavior and complaint mechanisms. By informing our business partners of our RJC requirements, we are committed to educating the jewelry industry in proper workplace practices and procedures throughout the supply chain.

Policies and procedures are available at <http://jhoman.com.hk/> and upon request.

William

William Chow
C.E.O.
May 2023