

FELICIA DESIGN SUPPLY CHAIN POLICY

1. Felicia Design is a jewelry manufacturing company. This policy confirms Felicia Design's commitment to respect human rights, avoid contributing to the finance of conflict and comply with all relevant UN sanctions, resolutions and laws.
2. Felicia Design is a member of the Responsible Jewellery Council (RJC). As such, we commit to proving, through independent third-party verification, that we:
 - a. respect human rights according to the Universal Declaration of Human Rights and International Labour 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; and
 - e. enable stakeholders to voice concerns about the jewellery supply chain.
 - f. are implementing 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.
3. We also commit to using our influence to prevent abuses by others. We have shared our policy with our suppliers, who confirm that they share our same ethical principles and our practices. We have made our policy public by posting it on our website, and reply to all inquiries concerning the materials we use.
4. Regarding serious abuses associated with the extraction, transport or trade of precious metals, diamonds and coloured gemstones, 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 labour;
 - c. the worst forms of child labour;
 - d. human rights violations and abuses; or
 - e. war crimes, violations of international humanitarian law, crimes against humanity or genocide.
5. We will immediately investigate upstream suppliers if we find a reasonable risk that they are committing abuses described in 4 or are sourcing from, or linked to, any party committing these abuses, and stop engagement with these suppliers if evidence is found.
6. Regarding direct or indirect support to non-state armed groups, we only sell or purchase precious metals, diamonds and coloured gemstones that are fully compliant with applicable international and national law and, as such, will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring precious metals, diamonds and coloured gemstones from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:
 - a. control mine sites, transportation routes, points where precious metals, diamonds and coloured gemstones, are traded and upstream actors in the supply chain; or
 - b. tax or extort money or precious metals, diamonds and coloured gemstones, at mine sites, along transportation routes or at points where precious metals, diamonds and coloured gemstones, are traded, or from intermediaries, export companies or international traders.

7. We will immediately investigate upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups as described in paragraph 6, and stop engagement with these suppliers if evidence is found.

8. 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 law that guarantees human rights. We will not provide direct or indirect support to public or private security forces that commit abuses described in paragraph 4 or that act illegally as described in paragraph 6.

9. Regarding bribery and fraudulent misrepresentation of the origin of precious metals, diamonds and coloured gemstones, we will not offer, promise, give or demand bribes, and will resist the solicitation of bribes under all circumstances, including to conceal or disguise the origin of precious metals, diamonds and coloured gemstones, or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of precious metals, diamonds and coloured gemstones.

10. 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, diamonds and coloured gemstones.

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Approved by: Vibeke Lyssand Leirvag
Managing Director