

DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.

DISCLOSURE QUESTIONNAIRE

Company Name: ANUKA Jewellery
 Date Submitted: 02/12/2022

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining	✓	
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations	✓	
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration		✓
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓

B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

ANUKA Jewellery

UPDATED AS OF:

02/12/2022

DISCLOSURE QUESTIONNAIRE CATEGORY	Industries at risk for human rights violations and disclosure mining
TOPIC	The company manufactures jewellery on a small scale and sources jewellery from 3rd party manufacturers.
SUMMARY OF ISSUE	ANUKA Jewellery is a jewellery business reliant on precious metals and stones -- raw materials that could be considered conflict minerals and pose a potential human rights risk during the mining process. It purchases its minerals through distributors and manufacturers, not direct from mine sites.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company has indicated that 100% of their material sourcing comes Fairmined certified suppliers.
IMPACT ON STAKEHOLDERS	The use of precious metals and gemstones poses a human rights risk due to the possibility that they are sourced from conflict-affected and high risk areas, where they may be used to finance conflict and/or be associated with human rights abuses in the supply chain.
IMPLEMENTED MGT PRACTICES	<p>"ANUKA Jewellery itself, and its manufacturers VIPA DESIGNS & D&M JEWELLERY FINISHERS are all Fairmined authorised suppliers. 50.6% of total cost is covered by these certifications. The company is able to track every order and gram of gold used directly back to the Fairmined authorised artisanal mines in Colombia & Peru. These manufacturers also supply the 100% recycled silver used in ANUKA Jewellery's collections and the company has clear access to the process and origins of the recycled precious metal sourced in Germany through a member of the Responsible Jewellery Council.</p> <p>ANUKA Jewellery sources its diamonds via a distributor (FAIRTRADE GEMSTONES) who supply certified CANADA MARK diamonds and are a registered supplier of CANADA MARK, these are fully traceable back to the mine and are laser inscripted with a serial number which can be used to track the stone direct to the mine. It sources precious gemstones from (NINETEEN48 LTD) who work directly with the mines. Nineteen48 own mines and cut their own gemstones. Both companies can provide exact sourcing information of where each gemstone is mined and cut and support small scale artisanal miners, their communities and environments.</p> <p>The company indicates only working with gemstone suppliers who have direct mine to market supply chains, currently there are no established trade bodies that trace the gemstone supply chain from mine to market, therefore it sees it as its responsibility to work closely with gem dealers with only the most transparent supply chain.</p> <p>Where certifications are not feasible e.g. 100% recycled silver, the company looks for suppliers to provide letters of assurance of where the bullion is processed and the methods used. It also looks for compliance with local laws and regulations, and excellent labour practices.</p> <p>ANUKA Jewellery asks for proof of certifications from companies, e.g. Fairmined gold, Responsible Jewellery Council, FSC certification, to prove integrity of product and supply chain.</p> <p>As most suppliers are local to the company, it makes every effort to visit each site, allowing it to further understand the company values, their environmentally-friendly practices and methods along with the health and safety of the workplace and the well being of the employees.</p> <p>The company is also in regular contact with its suppliers, building strong relationships and asking for any information it requires.</p>