

2024
ANNUAL
SUSTAINABILITY REPORT

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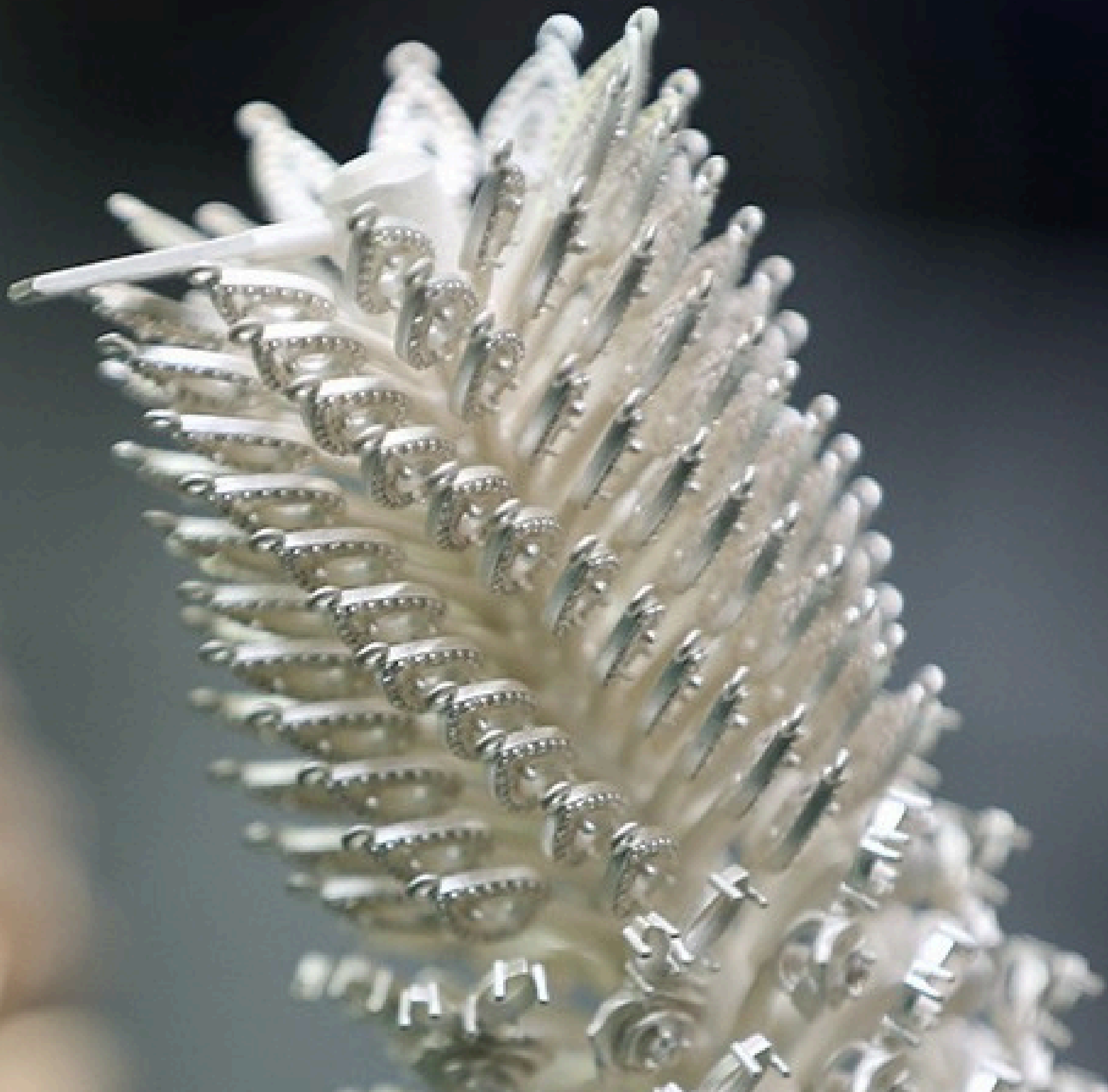


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ALIGNMENT WITH GLOBAL STANDARDS



○ INTRODUCTION



ABOUT THIS REPORT

The Omega Jewelry Casting LLC Sustainability Report 2025 presents the company's commitments, policies, and performance towards responsible business practices aligned with global Environmental, Social, and Governance (ESG) standards. This report reflects Omega's continued progress in embedding sustainability into its operations, supply chain, and governance systems. Omega Jewelry Casting LLC operates with the belief that ethical integrity and sustainable growth go hand in hand. Guided by the Responsible Jewellery Council (RJC) Code of Practices 2024, OECD Due Diligence Guidance, and United Nations Sustainable Development Goals (SDGs), this report outlines the company's policies, initiatives, and achievements during the reporting period of January 2024 to December 2025.

Purpose of the Report

The purpose of this report is to:

Communicate Omega's approach to sustainability, transparency, and responsible sourcing.

Demonstrate compliance with the Responsible Jewellery Council (RJC) requirements and other international frameworks.

Present key ESG performance indicators and highlight progress made against environmental and social objectives.

Reinforce the company's commitment to ethical conduct, fair labor practices, and community well-being.

Reporting Scope and Boundary

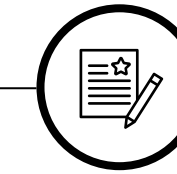
This report covers the operations of Omega Jewelry Casting LLC, headquartered at 151 W 46th St, Suite 11, New York, USA, including its jewelry casting, refining, and finishing processes. The scope includes:

- Operational practices at Omega's production and office facilities.
- Employee welfare, workplace health and safety, and human rights.
- Environmental impact management including waste, energy, and emissions.
- Supply chain due diligence and responsible sourcing measures.

This report is intended for stakeholders including employees, customers, suppliers, regulatory authorities, and the broader jewelry industry. It also serves as a transparency tool for Omega's Responsible Jewellery Council (RJC) audit and ESG disclosure commitments.

Reporting Scope and Boundary

This report covers the operations of Omega Jewelry Casting LLC, headquartered at 151 W 46th St, Suite 11, New York, USA, including its jewelry casting, refining, and finishing processes. The scope includes:



Assurance and Review

All policy statements and data presented in this report are reviewed and approved by Omega's Senior Management and Compliance Committee. The information is supported by the company's documented policies (OJC-POL-001 to OJC-POL-020), last reviewed on 8th January 2025.

The report will undergo independent verification during the Responsible Jewellery Council audit to ensure transparency, accuracy, and alignment with best industry practices.

ABOUT OMEGA JEWELRY CASTING LLC

Omega Jewelry Casting LLC, headquartered in New York City, USA, is a precision jewelry casting and alloy manufacturing company that serves global jewelry designers, retailers, and manufacturers. Established with a commitment to craftsmanship, innovation, and responsibility, Omega provides a full suite of casting services for gold, silver, platinum, and palladium alloys, delivering superior quality and ethical integrity at every stage. Omega's operations are designed to balance technical excellence with social and environmental responsibility. The company's values are anchored in respect for human rights, environmental protection, and ethical business conduct. Omega's management recognizes that sustainability is not an external obligation but an integral part of how it creates long-term value for customers and society.



Mission Statement

To deliver high-quality jewelry casting solutions with precision, integrity, and a steadfast commitment to sustainability and ethical sourcing.



Vision Statement

To be recognized globally as a trusted, responsible, and innovative jewelry casting partner that combines artistry with environmental and social stewardship.

Core Values

Omega Jewelry Casting operates on a foundation of ethical and sustainable principles reflected in its policies and practices:



Integrity

Conducting business with honesty, fairness, and respect for people and communities.

Responsibility

Ensuring ethical sourcing and adherence to environmental laws and human rights standards.

Excellence

Delivering the highest quality casting and refining processes using advanced technologies.

Innovation

Continuously improving manufacturing efficiency and material recovery to reduce waste.

Sustainability

Embedding environmental, social, and governance principles in every business function.

ABOUT OMEGA JEWELRY CASTING LLC

Business Operations

Omega Jewelry Casting provides end-to-end jewelry casting and metal refining solutions, specializing in:



To deliver high-quality jewelry casting solutions with precision, integrity, and a steadfast commitment to sustainability and ethical sourcing.



Wax Model Casting and Mold Preparation



Metal Refining and Reclamation



Alloy Formulation and Customization

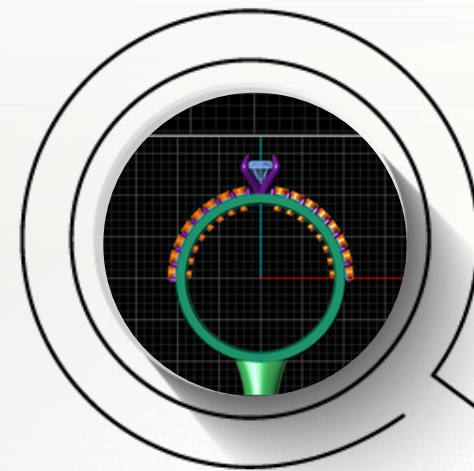


Finishing and Quality Assurance

Omega follows standard production processes with an emphasis on safe handling of precious metals, chemical controls, and resource efficiency.



MANUFACTURING PROCESS OVERVIEW



DESIGN AND MODEL PREPARATION

Jewelry designers submit digital models or physical prototypes, which are converted into wax or resin models.

TREE ASSEMBLY AND INVESTMENT

Models are attached to casting trees and encased in investment material to form a mold.



CASTING

Using state-of-the-art induction and vacuum casting systems, molten metal alloys are poured into molds under controlled conditions to ensure purity and precision.

FINISHING & REFINING

Cast pieces are cooled, separated, polished, and refined. Waste metal is recovered and recycled back into production.



QUALITY CONTROL AND PRODUCT INTEGRITY

Each casting batch is verified for purity, karat quality, alloy composition, and defect-free finish in compliance with Omega's Product Integrity Policy (OJC-POL-012).

GEOGRAPHIC FOOTPRINT AND MARKETS



Operating from New York's jewelry district, Omega serves a diverse clientele across North America, Europe, and Asia, providing ethically sourced casting alloys and refining services to global brands and small-scale artisans alike. The company's customer-first approach, combined with its responsible sourcing and ESG principles, ensures that Omega continues to be a trusted partner in sustainable luxury manufacturing.

MESSAGE FROM LEADERSHIP

At Omega Jewelry Casting LLC, our legacy is built upon the principles of integrity, precision, and responsibility. As a trusted name in the jewelry casting industry, we recognize that true craftsmanship extends beyond the quality of our products — it encompasses how ethically and sustainably we conduct our business.

The jewelry sector holds a unique position in shaping a more responsible and transparent global supply chain. At Omega, we are deeply committed to advancing ethical practices across all facets of our operations. Our adherence to the Responsible Jewellery Council (RJC) Code of Practices 2024 and Chain of Custody standards reflects our dedication to maintaining the highest benchmarks of social, environmental, and governance performance. We have taken decisive steps to embed Environmental, Social, and Governance (ESG) principles into our business strategy. From ensuring responsible sourcing of precious metals and promoting fair labor practices to maintaining compliance with anti-corruption, human rights, and environmental regulations — sustainability is at the core of who we are.

During 2025, we continued to strengthen our framework through comprehensive policies that align with OECD Due Diligence Guidance, UN Universal Declaration of Human Rights, and U.S. Dodd-Frank Act Section 1502. These commitments ensure that our gold, platinum, palladium, and silver casting alloys are responsibly sourced, conflict-free, and traceable throughout the value chain.

We also acknowledge our responsibility toward the planet and our people. Omega has reinforced workplace health and safety programs, expanded diversity and inclusion initiatives, and enhanced employee engagement to ensure a culture of respect, equality, and empowerment. On the environmental front, our focus remains on efficient energy use, waste reduction, and continuous improvement of our environmental management systems. Sustainability is not a destination but an ongoing journey. As we look ahead, Omega Jewelry Casting LLC remains steadfast in its pursuit of excellence — driving transparency, accountability, and positive impact across our operations and partnerships. Together with our employees, suppliers, and clients, we aspire to create long-term value that benefits both business and society.

We thank our stakeholders for their continued trust and collaboration as we move forward on our shared path toward a responsible and sustainable future.



Leadership Team

Omega Jewelry Casting LLC
New York, USA



TRANSPARENCY

INTEGRITY

CREATIVE

BRILLIANCE

SUSTAINABILITY

STAKEHOLDER IDENTIFICATION AND MAPPING

Stakeholders are identified based on their influence, interest, and impact on Omega’s business and sustainability outcomes. The mapping process is reviewed annually by the Corporate Compliance and CSR Committees.

Key Stakeholder Groups and Engagement Mechanisms

Stakeholder Group	Engagement Mechanisms	Frequency	Key Topics / Expectations
Employees	Townhall meetings, training sessions, internal surveys, intranet updates	Quarterly	Fair wages, health & safety, equal opportunity, career growth
Customers	Client meetings, ethical sourcing declarations, product traceability reports	Ongoing	Quality, transparency, responsible sourcing, innovation
Suppliers & Business Partners	Supplier assessments, audits, training workshops, Code of Conduct adherence	Annual / As needed	Ethical conduct, compliance, ESG performance
Communities	CSR initiatives, volunteering programs, stakeholder consultations	Biannual	Education, livelihoods, environment, social investment
Regulators and Industry Bodies	Compliance reporting, RJC audits, certifications, consultations	Annual / As required	Legal compliance, ESG disclosures, transparency
Investors / Financial Institutions	ESG performance reports, ethical sourcing documentation	Annual	Governance, risk management, sustainability data
NGOs and Civil Society	Partnerships for CSR and sustainability programs	Case-by-case	Social welfare, environment, responsible sourcing

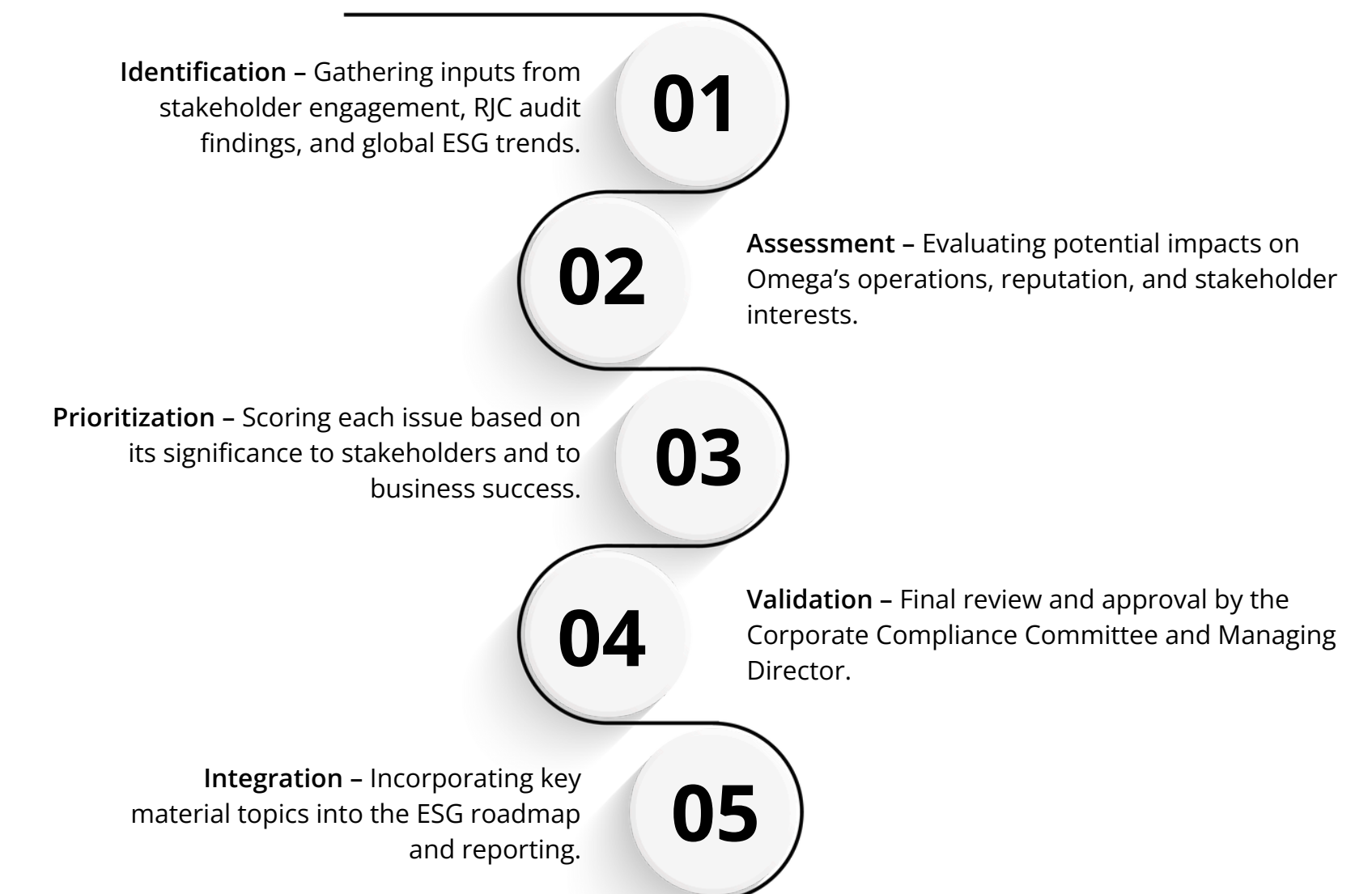
Through these ongoing interactions, Omega ensures that stakeholder feedback informs its policies, risk assessments, and sustainability priorities.

Materiality Assessment

To identify the most significant sustainability issues, Omega conducts a Materiality Assessment every two years, in alignment with RJC and GRI Standards.

The assessment integrates both internal priorities (as defined by management and employees) and external expectations (as raised by customers, regulators, and communities).

Materiality Process



STAKEHOLDER IDENTIFICATION AND MAPPING

Material Topics Matrix (2025)

The following material issues were identified as most relevant to Omega Jewelry Casting's operations and stakeholders:

Category	Material Topic	Relevance	Impact Area
Governance	Business Ethics and Integrity	Critical	All business operations
Social	Human Rights and Labor Standards	High	Workforce, supply chain
Social	Health, Safety, and Well-being	High	Manufacturing operations
Environmental	Energy Efficiency and Emission Control	High	Operations, climate
Environmental	Waste and Resource Management	High	Production, circular economy
Economic	Responsible Sourcing and Supply Chain	Critical	Procurement, brand trust
Social	Diversity, Equity, and Inclusion	Medium	Workforce culture
Community	Social Responsibility and Local Development	Medium	CSR programs
Governance	Transparency and ESG Reporting	Critical	Stakeholder trust
Innovation	Process Efficiency and Sustainable Technology	Medium	R&D, competitiveness

These material issues guide Omega's Sustainability Strategy 2025–2030 and help define focus areas for continuous improvement.

Stakeholder Feedback Integration

Omega systematically integrates stakeholder feedback into its sustainability strategy:

- Insights from employee engagement surveys inform workplace policies and safety programs.
- Customer feedback helps enhance traceability and product integrity measures.
- Supplier discussions influence training and capacity-building initiatives.
- Community inputs guide the allocation of CSR resources toward education and skills.

This process ensures that Omega's sustainability roadmap remains dynamic, inclusive, and stakeholder-driven.



GOVERNANCE



GOVERNANCE AND ETHICAL BUSINESS PRACTICES

Governance Framework

At Omega Jewelry Casting LLC, governance is the foundation of responsible business conduct. The company has established a structured Ethics, Compliance, and Sustainability Governance System that ensures accountability, transparency, and continuous improvement across all business functions.



Code of Conduct and Business Ethics

Omega operates under a formal Code of Business Conduct and Ethics, which guides every employee and supplier interaction.

It is built around integrity, transparency, and fairness, and is binding on all employees, contractors, and business partners.

Key Practices



GOVERNANCE AND ETHICAL BUSINESS PRACTICES

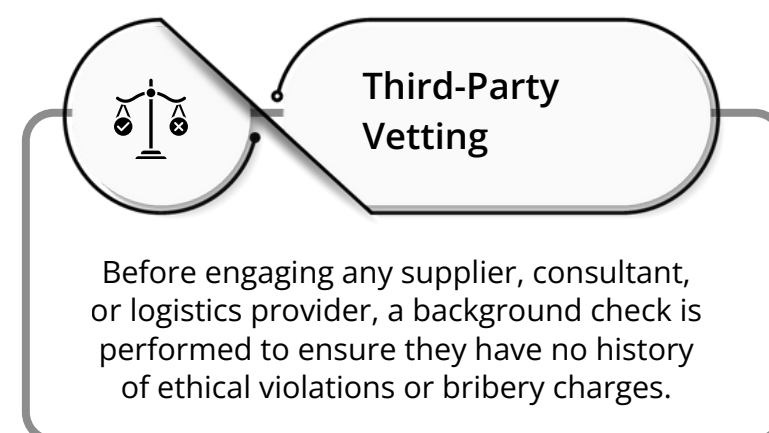


Omega Jewelry Casting strictly prohibits any form of bribery, kickbacks, or facilitation payments in business operations. The policy applies equally to employees, suppliers, intermediaries, and agents.

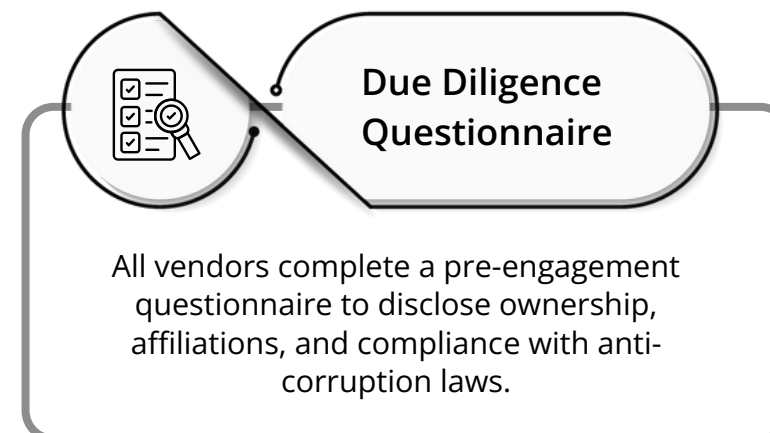
Implementation Practices



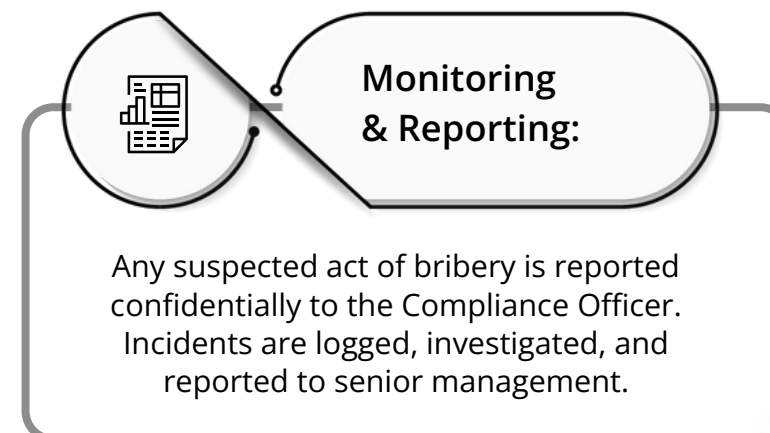
Employees are not permitted to accept gifts, commissions, or favors from suppliers or customers. A gift register is maintained to record any offered or declined gifts.



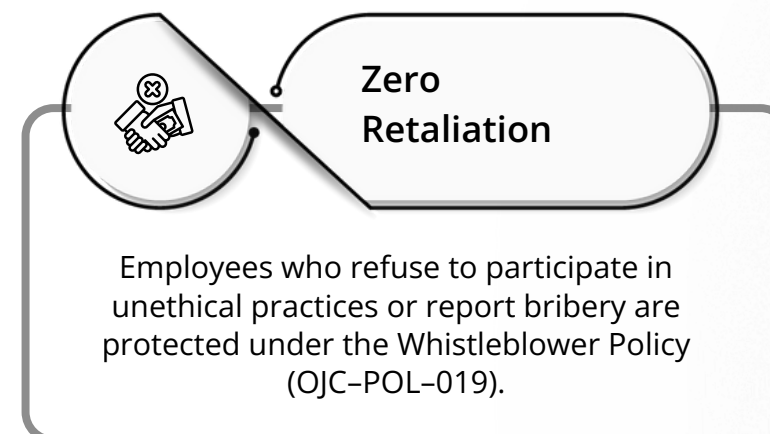
Before engaging any supplier, consultant, or logistics provider, a background check is performed to ensure they have no history of ethical violations or bribery charges.



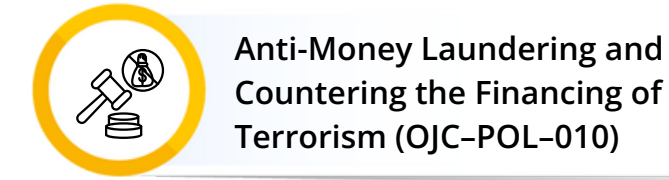
All vendors complete a pre-engagement questionnaire to disclose ownership, affiliations, and compliance with anti-corruption laws.



Any suspected act of bribery is reported confidentially to the Compliance Officer. Incidents are logged, investigated, and reported to senior management.



Employees who refuse to participate in unethical practices or report bribery are protected under the Whistleblower Policy (OJC-POL-019).



As part of the precious metals supply chain, Omega recognizes the sector's vulnerability to money laundering and illicit trade. The company follows a robust AML-CFT Compliance Framework aligned with U.S. Treasury FinCEN regulations, OECD Guidance, and RJC requirements.

Practical Controls

Customer and Supplier Identification (KYC & KYS):

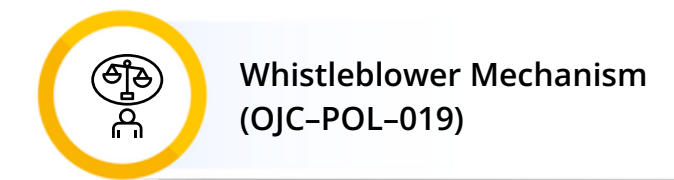
- Government-issued identification, business licenses, and tax registrations are verified for all business partners.
- Counterparty screening against international watchlists and sanction lists is conducted annually.

Employee Training:

- Staff in procurement, finance, and sales receive AML/CFT awareness training every six months to identify and report suspicious activities.

Audit & Record Retention:

- Transaction and KYC records are maintained securely for at least five years, in line with regulatory requirements.

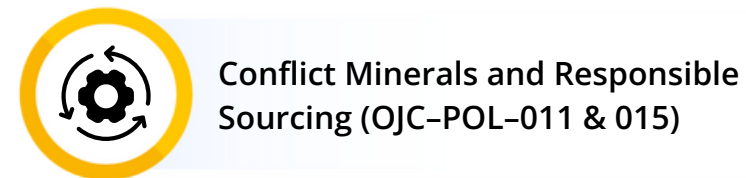


Transparency and accountability are reinforced through a formal Whistleblower Policy. This allows any employee, supplier, or stakeholder to report unethical or illegal behavior without fear of retaliation.

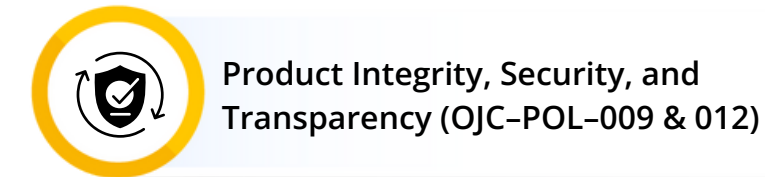
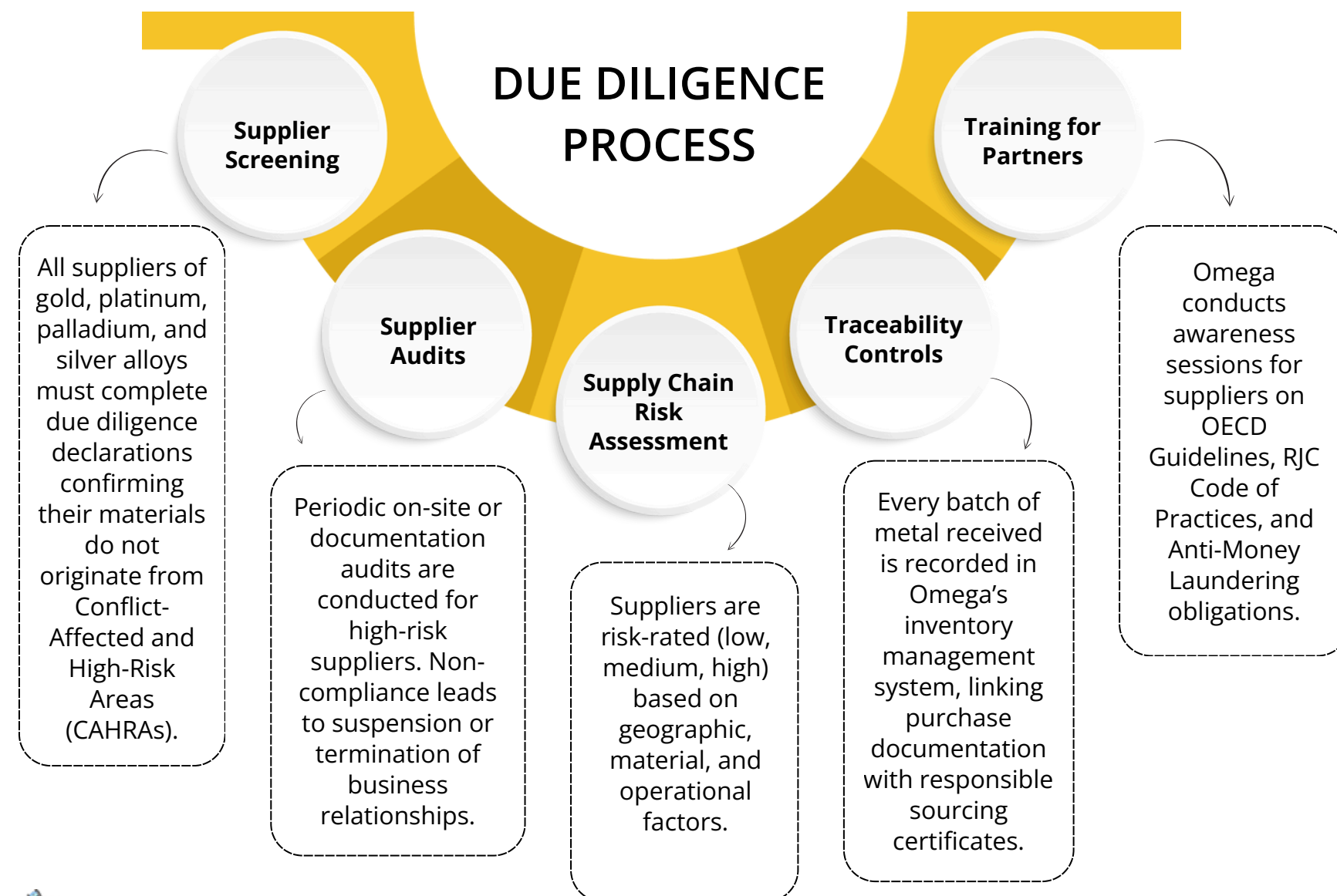
Key Elements

- Reports may be submitted anonymously via:**
 - Designated email (confidential@omegajc.com)
 - Secure drop box at the corporate office
 - Direct communication with the Compliance Officer
- Independent Investigation:**
 - All complaints are investigated confidentially by the Compliance Committee. Outcomes and corrective actions are documented.
- Protection Against Retaliation:**
 - Omega enforces a zero-tolerance policy against retaliation, demotion, or harassment of whistleblowers.
- Tracking and Review:**
 - Each case is logged and reviewed quarterly to identify systemic issues and enhance internal controls.

GOVERNANCE AND ETHICAL BUSINESS PRACTICES

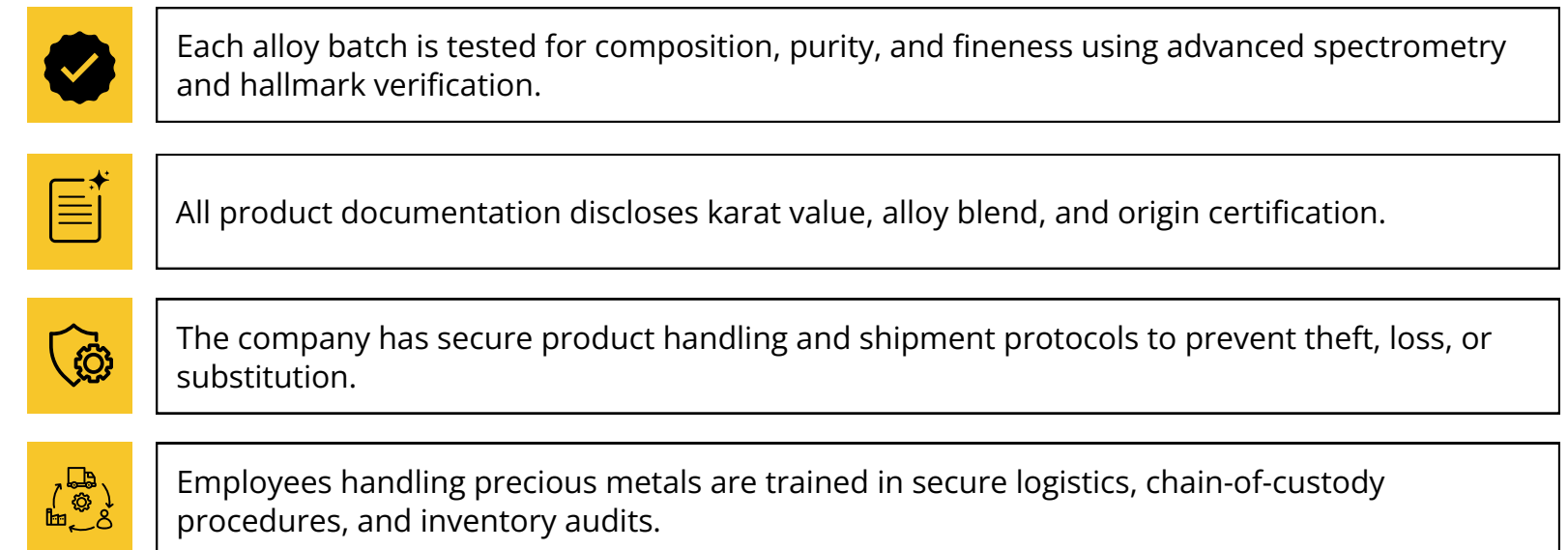


Omega Jewelry Casting has embedded responsible sourcing as a key pillar of its governance system. The company fully complies with the Dodd-Frank Act Section 1502, the OECD Due Diligence Guidance, and the Responsible Jewellery Council Chain of Custody Standard.



Omega ensures that all precious metal alloys and casting products are accurately labeled, traceable, and authentic.

Operational Practices



Omega Jewelry Casting LLC is an active member of the Responsible Jewellery Council (RJC) and aligns its practices with the Code of Practices 2024 and Chain of Custody 2024 standards.

RJC Implementation Practices

- Annual self-assessment submitted to RJC covering labor, environment, and supply chain performance.
- Continuous documentation improvement to prepare for RJC certification audit.
- Management accountability through KPIs linked to ESG performance.
- Employee awareness and communication campaigns on RJC requirements.

Integration with ESG Governance

- ESG performance data is reviewed quarterly by senior management.
- Material issues (energy use, safety, human rights, sourcing) are tracked using internal dashboards.
- ESG training is integrated into annual competency programs for all employees.

HUMAN RIGHTS AND LABOR PRACTICES

Our Commitment to Human Dignity

Omega Jewelry Casting has embedded responsible sourcing as a key pillar of its governance system. The company fully complies with the Dodd-Frank Act Section 1502, thOmega Jewelry Casting LLC recognizes that respect for human rights is fundamental to ethical business.

The company is guided by the United Nations Universal Declaration of Human Rights, ILO Core Conventions, and the RJC Code of Practices, ensuring that every individual connected with its operations—employees, suppliers, and partners—is treated with fairness, dignity, and equality. Omega’s human rights framework is supported by formal policies including: the OECD Due Diligence Guidance, and the Responsible Jewellery Council Chain of Custody Standard.

Child Labour Policy (OJC-POL-001)

Forced Labour Policy (OJC-POL-002)

Human Rights Policy (OJC-POL-007)

Freedom of Association & Non-Discrimination Policy (OJC-POL-003)

General Employment & Remuneration Policy (OJC-POL-004)

Anti-Harassment Policy (OJC-POL-016)

Diversity, Equity & Inclusion Policy (OJC-POL-020)

All policies were reviewed and reaffirmed in January 2025 and are applicable to Omega’s direct workforce, contractors, and supply chain partners.



HUMAN RIGHTS AND LABOR PRACTICES

Fair Employment Practices

Recruitment and Hiring



- ✓ Omega employs a strict screening and verification process to ensure no person under 18 years of age is employed.
- ✓ Proof of age documents such as government-issued IDs are mandatory at the time of hiring and securely recorded in the HR system.
- ✓ The company's hiring is merit-based—candidates are selected based on skill, experience, and fit, without discrimination based on gender, ethnicity, religion, age, or orientation.
- ✓ New employees undergo orientation sessions covering their rights, workplace policies, and health and safety requirements.

Employment Records



- ✓ Comprehensive personnel files are maintained for each employee, documenting employment terms, wages, and benefits as per U.S. labor laws.
- ✓ Records are reviewed annually to ensure compliance and accuracy.

Working Hours and Rest



- ✓ Working hours comply with applicable federal and state labor laws. Regular workweeks are maintained within prescribed limits, and overtime is voluntary, compensated at legally required premium rates.
- ✓ Employees receive mandatory rest breaks, weekly off-days, and paid leave entitlements.

Wages and Benefits



- ✓ Wages meet or exceed the national minimum wage standard and are reviewed periodically for competitiveness.
- ✓ All employees receive:
 - Written wage statements with clear details on earnings, deductions, and benefits.
 - Social security and insurance coverage in accordance with law.
 - Access to a grievance redressal mechanism in case of payroll discrepancies.

Freedom of Association and Collective Bargaining



- ✓ Omega Jewelry Casting respects the right of employees to form or join associations and to collectively bargain through representatives of their choice.

Practices

- Employees are free to express concerns, form committees, or elect representatives without interference or retaliation.
- Worker representatives are provided reasonable access to management for consultations on employment conditions or grievances.
- Regular employee engagement meetings are conducted to discuss safety, welfare, and operational improvements.

HUMAN RIGHTS AND LABOR PRACTICES

Prohibition of Forced or Compulsory Labour



- ✓ Omega Jewelry Casting strictly prohibits any form of forced, bonded, indentured, or prison labor in its operations and supply chain.
- ✓ Implementation Controls
 - No employee is required to deposit money, identification, or other personal documents as a condition of employment.
 - Freedom of movement is guaranteed within all company premises.
 - Contracts are provided in clear, understandable language, signed voluntarily by the employee.
 - The HR department conducts random internal audits to confirm there are no indicators of coercive employment.

Health, Safety, and Well-Being



- ✓ While the detailed Health & Safety Policy is covered in the next section, employee well-being is central to Omega's HR practices.
- ✓ Key Features
 - All employees receive safety orientation and refresher training.
 - Safety representatives are appointed on the shop floor to monitor compliance with PPE, ventilation, and chemical handling protocols.
 - Omega maintains first-aid stations, fire extinguishers, and evacuation signage across all work zones.
 - An internal Health & Safety Committee meets quarterly to review incident reports and preventive measures.

Diversity, Equity, and Inclusion (DEI)



- ✓ Omega Jewelry Casting's workforce reflects diversity across gender, age, nationality, and background. The DEI Policy (OJC-POL-020) ensures every individual feels respected, valued, and empowered.
- ✓ Actual Practices
 - Recruitment panels are trained to reduce unconscious bias.
 - The company maintains a gender-neutral pay structure for equal roles.
 - Reasonable accommodation is provided for employees with disabilities.
 - Regular DEI awareness sessions are organized to promote respect and empathy in the workplace.
 - Omega supports supplier diversity, engaging women- and minority-owned businesses as vendors where possible.
 - Leadership reviews DEI progress indicators biannually.

Health Support Programs



- ✓ Employees have access to medical check-ups, ergonomic assessments, and stress management sessions.
- ✓ Omega encourages a drug- and alcohol-free workplace, with clear disciplinary guidelines.

HUMAN RIGHTS AND LABOR PRACTICES

Anti-Harassment and Abuse-Free Workplace



- ✓ Omega Jewelry Casting enforces a zero-tolerance policy toward any form of harassment or abuse—verbal, physical, or psychological.
- ✓ Systems and Implementation
 - A POSH (Prevention of Sexual Harassment) framework is in place, consistent with U.S. EEOC and state laws.
 - A Confidential Internal Complaints Committee (ICC) investigates all reported cases impartially.
 - All employees undergo mandatory POSH training annually.
 - Managers are trained to handle complaints sensitively, ensuring victim confidentiality and timely resolution.
 - The company promotes a culture of mutual respect, emphasizing positive communication and workplace civility.

Human Rights in the Supply Chain



- ✓ Omega's commitment to human rights extends beyond its workforce to its suppliers and partners.
- ✓ Due Diligence Practices
 - Suppliers must sign the Supplier Code of Conduct, committing to zero child labor, forced labor, or discrimination.
 - Periodic audits and self-assessment questionnaires verify adherence to these standards.
 - High-risk suppliers (based on geography or material source) undergo deeper assessments.
 - If violations are found, Omega's approach is corrective first—working with suppliers to remediate issues—but persistent non-compliance leads to business termination.

Employee Engagement and Grievance Redressal



- ✓ Omega encourages open communication and constructive feedback through multiple engagement channels.
- ✓ Mechanisms in Place
 - Grievance boxes and direct HR access for confidential issues.
 - Periodic employee satisfaction surveys to assess morale, inclusion, and safety culture.
 - Suggestion programs to capture ideas for operational or environmental improvements.
 - All grievances are acknowledged within 48 hours and resolved within defined timelines.

COMMITMENT TO ETHICAL LEADERSHIP

“ Integrity in action is the true measure of responsible business

Omega Jewelry Casting LLC upholds the principle that integrity is the foundation of trust. The company's governance framework is built to ensure accountability, transparency, and ethical conduct in every decision and business relationship.

Omega's leadership believes that sustainability is inseparable from sound governance — ethical practices protect the company's reputation, ensure compliance with global standards, and strengthen stakeholder confidence.

Committees and Responsibilities

Committee
Corporate Compliance
Committee (CCC)

Primary Role
Oversee ethics, integrity, and legal compliance.

Committee
Responsible Sourcing
Committee

Primary Role
Manage due diligence, supplier ethics, and traceability.

Committee
Health, Safety &
Environment (HSE)
Committee

Primary Role
Review occupational health and safety performance.

Committee
CSR & Community
Development Committee

Primary Role
Guide social and philanthropic initiatives.

This governance framework ensures checks and balances in decision-making, promoting ethical responsibility at every level.

Code of Conduct

The Omega Code of Conduct (OJC-POL-010) serves as the cornerstone of ethical business behavior for all employees, suppliers, and partners.

It outlines expectations for integrity, fairness, respect, and compliance with laws and regulations.

COMMITMENT TO ETHICAL LEADERSHIP

Code of Conduct

The Omega Code of Conduct (OJC-POL-010) serves as the cornerstone of ethical business behavior for all employees, suppliers, and partners. It outlines expectations for integrity, fairness, respect, and compliance with laws and regulations.

Key Principles of the Code:

- Conduct all business honestly, transparently, and in compliance with applicable laws.
- Avoid conflicts of interest and disclose any potential ethical dilemmas.
- Respect confidentiality and data privacy.
- Protect company assets and intellectual property.
- Prohibit discrimination, harassment, and unfair treatment.
- Commit to accurate reporting, recordkeeping, and financial integrity.
- Uphold Omega's zero-tolerance policy toward bribery and corruption.

All employees receive a copy of the Code upon joining and must sign an Annual Declaration of Compliance confirming their understanding and adherence.

Whistleblower Protection and Grievance Mechanism

Omega promotes a culture where employees can raise ethical concerns without fear of retaliation. The Whistleblower Policy (OJC-POL-009) provides a confidential and secure mechanism to report misconduct, violations of the Code of Conduct, or unethical practices.

Reporting Channels:

- ◆◆ Dedicated email: susanna@omegajc.com
- ◆◆ Anonymous drop box located in common areas for written submissions.
- ◆◆ Direct access to the Compliance Officer or Managing Director for sensitive matters.

Protection and Procedure:

- Whistleblowers are protected under a non-retaliation guarantee.
- Each complaint is reviewed by the Ethics & Compliance Subcommittee, which conducts independent investigations.
- All findings and corrective actions are documented and reported to senior management.

COMMITMENT TO ETHICAL LEADERSHIP

Compliance with Laws and Regulations

Omega ensures strict adherence to all applicable federal, state, and international laws governing its operations. This includes compliance with:

Responsible Jewellery Council (RJC)
Code of Practices 2024

U.S. EPA and OSHA regulations

OECD Due Diligence Guidance

Dodd-Frank Act (Conflict Minerals
Reporting)

Data Privacy and Anti-Money
Laundering laws

The company undergoes periodic internal and third-party audits to assess compliance and improve governance performance. All required licenses, permits, and certifications are maintained up to date and reviewed annually.

Data Privacy and Confidentiality

Omega values the privacy and trust of its employees, clients, and suppliers. The company's Data Protection Policy ensures responsible collection, use, and safeguarding of personal and business data in line with applicable data protection laws. Access to sensitive information is restricted on a need-to-know basis, and digital systems are protected with encryption and multi-layer security protocols. All employees receive training on information security best practices and sign non-disclosure agreements as part of employment.

Conflict of Interest Management

Employees are required to act in the best interests of the company at all times.

- Any potential or actual conflict of interest—such as personal financial involvement with suppliers or competitors—must be disclosed immediately to management.
- A Conflict of Interest Register is maintained by HR and reviewed quarterly.
- Regular awareness sessions help employees understand ethical decision-making and disclosure obligations.

Internal Controls and Audit Mechanisms

Omega has established a strong internal control system to ensure integrity in financial reporting and operational transparency.

- Periodic internal audits verify adherence to company policies, procedures, and statutory compliance.
- Risk assessments are conducted annually to identify vulnerabilities and mitigate potential fraud or ethical lapses.
- Audit findings are reviewed by the Corporate Compliance Committee, and necessary actions are tracked through a Corrective Action Log.
- Independent external audits are conducted as part of the RJC certification and revalidation process.

Training, Awareness, and Continuous Improvement

Omega's commitment to ethics is sustained through continuous employee education and engagement:



Ethics and compliance training is part of induction for all new hires.



Annual refresher sessions are held on anti-bribery, whistleblowing, and responsible conduct.



Managers undergo leadership ethics programs to strengthen ethical culture and governance accountability.

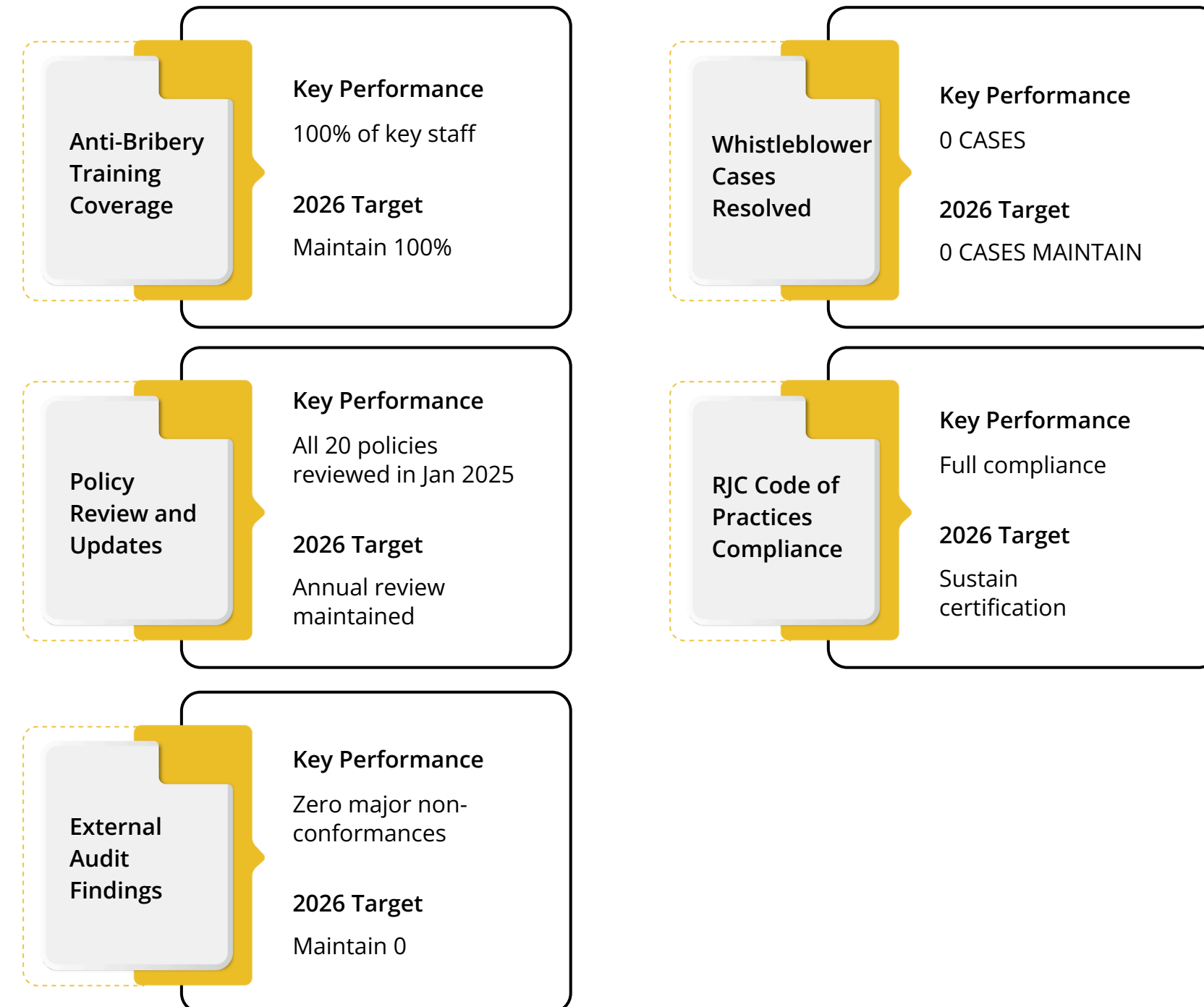


Periodic surveys gauge employee understanding of the company's ethical values and identify improvement areas.

In 2025, training participation reached 98% of the workforce, reinforcing a culture of integrity and responsibility.

COMMITMENT TO ETHICAL LEADERSHIP

Governance Performance Snapshot – 2025



Governance Philosophy

Omega's governance philosophy is built on responsibility, fairness, and transparency. Ethical conduct is not just a compliance requirement — it is a defining feature of the company's identity.

“

Good governance is the invisible hallmark behind every piece we cast — it ensures that beauty and ethics coexist.

”



○ SOCIAL

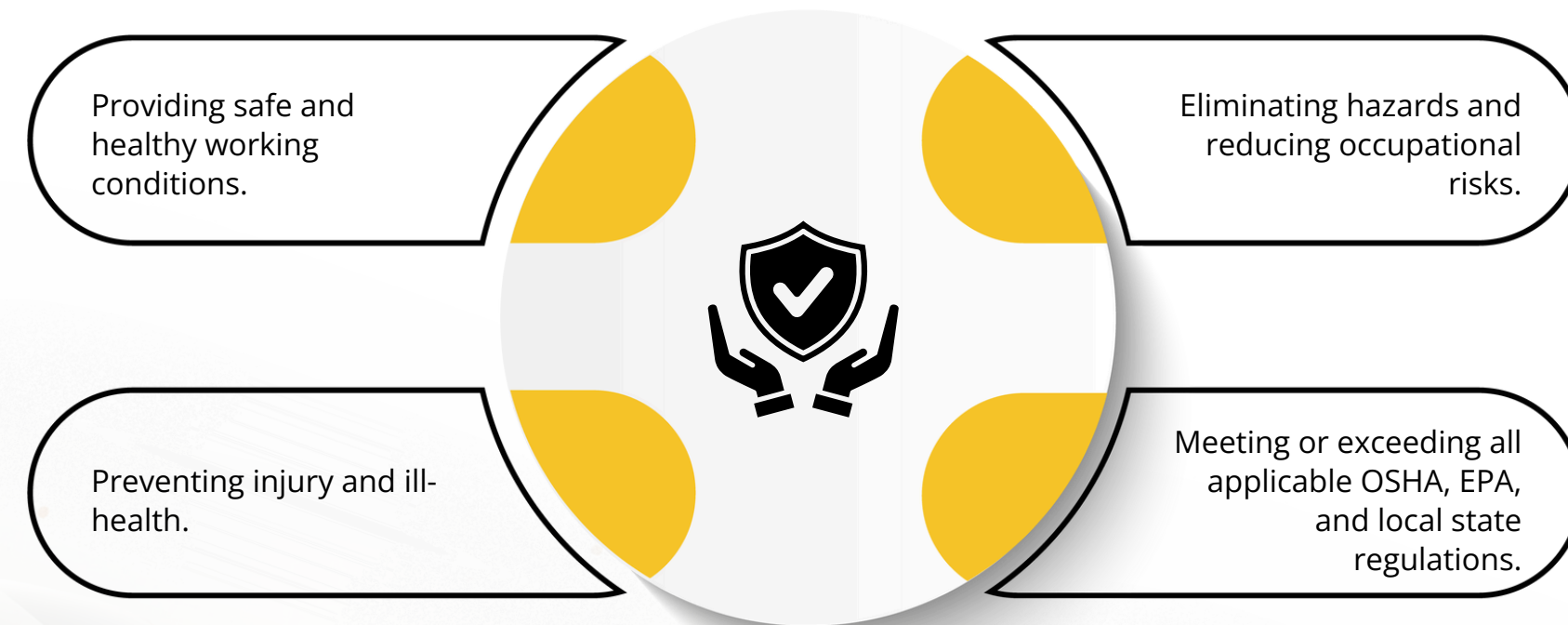


OCCUPATIONAL HEALTH, SAFETY, AND WELL-BEING

Our Safety Philosophy

Omega Jewelry Casting LLC believes that a safe workplace is a productive workplace. Occupational Health and Safety (OHS) is not treated as compliance, but as a core business value integrated into every aspect of operations — from metal melting and casting to finishing and refining.

The company's Health & Safety Policy (OJC-POL-005) establishes its commitment to:



Governance and Responsibility Structure



OCCUPATIONAL HEALTH, SAFETY, AND WELL-BEING

Occupational Risk Identification and Assessment

Omega maintains a structured Risk Assessment and Hazard Identification Program (RAHIP) covering all work areas and processes.

Key Risk Assessment Activities

- Annual OHS Audit: Conducted internally and reviewed by the EHS Committee to identify unsafe conditions or behaviors.
- Job Safety Analysis (JSA): Each job function—melting, casting, finishing—is assessed for ergonomic, chemical, thermal, and mechanical risks.

Control Hierarchy:

- Elimination or substitution of hazardous substances (e.g., replacing corrosive chemicals with safer alternatives).
- Engineering controls (ventilation systems, fume extractors).
- Administrative controls (work rotation, rest breaks).
- PPE use (gloves, respirators, goggles).

Each corrective action is logged in a Safety Tracker and reviewed monthly.

Safe Work Practices and Infrastructure

Omega’s manufacturing units are designed to ensure safety, efficiency, and compliance.

Examples of Implemented Safety Controls



Chemical Safety

- All casting and refining chemicals are properly labeled and stored in ventilated cabinets with Material Safety Data Sheets (MSDS) available on site.
- Workers are trained in chemical handling, mixing ratios, and spill containment procedures.
- Regular air-quality monitoring ensures exposure levels are below OSHA limits.



Machine Safety

- Casting machines and furnaces units are fitted with interlocks and heat shields.
- Routine maintenance schedules prevent mechanical failures and overheating incidents.



Ventilation and Air Quality

- Dedicated exhaust and filtration systems control airborne particulates, fumes, and metal dust.
- Periodic testing is carried out by certified environmental agencies.



Noise and Ergonomics:

- Workstations designed with ergonomic considerations to reduce repetitive strain and vibration exposure.
- Noise levels monitored; ear protection provided in high-decibel areas.



Emergency Preparedness and Response

Omega has implemented a comprehensive Emergency Preparedness and Response Plan (EPRP) that ensures quick, coordinated action during any workplace emergency.

Key Components

FIRE SAFETY

- All production areas equipped with fire extinguishers, sprinklers, and alarms maintained under annual inspection contracts.
- Regular fire drills conducted twice annually with employee participation.
- Emergency exits are clearly marked and unobstructed at all times.

EVACUATION PROCEDURES

- Each floor has designated Fire Wardens trained in evacuation protocols and first response.
- Muster points and headcount procedures followed during drills.

FIRST AID AND MEDICAL RESPONSE

- Trained first-aid personnel present in each department.
- First-aid kits inspected monthly; stretchers and emergency eyewash stations available.
- Tie-up with a local medical center ensures rapid response for emergencies.

INCIDENT INVESTIGATION

- All accidents, near misses, or unsafe acts are recorded using an Incident Report Form (IRF).
- Root Cause Analysis (RCA) conducted to identify underlying causes and corrective actions.

OCCUPATIONAL HEALTH, SAFETY, AND WELL-BEING

Safety Training and Awareness

Training Program Highlights

- Induction Training:**
Conducted for all new hires on safety rules, emergency response, PPE use, and reporting mechanisms.
- Refresher Courses:**
Organized every six months for existing staff focusing on hazard identification, first aid, and safe equipment operation.
- Contractor Safety Orientation:**
All external maintenance or service providers must complete site safety induction before starting work.
- Toolbox Talks:**
Short daily or weekly briefings on safety topics, conducted at the beginning of each shift.
- Performance Tracking**
Training completion rates are recorded in the HR-EHS joint database, and non-compliance triggers retraining within 7 days.

Personal Protective Equipment (PPE) Management

Omega ensures all workers are provided with high-quality PPE suitable to their tasks.

Issued PPE Includes:

-  Heat-resistant gloves and face shields for casting operations.
-  Respiratory masks and safety goggles for chemical handling.
-  Anti-static, fire-retardant clothing for foundry areas.
-  Ear plugs and helmets for noise or impact zones.

Each PPE item is logged in an Issue Register and replaced periodically based on usage and wear.

Safety Training and Awareness

Omega uses leading and lagging indicators to track its safety performance.

Indicator	2024 Baseline	2025 Performance
Lost Time Injury Frequency Rate (LTIFR)	0.0	0.0
Recordable Incident Rate	0.0	0.0
Fire Drills Conducted	1	1
PPE Compliance	95%	100%
Safety Training Coverage	100%	100%

Employee Financial & Health Security

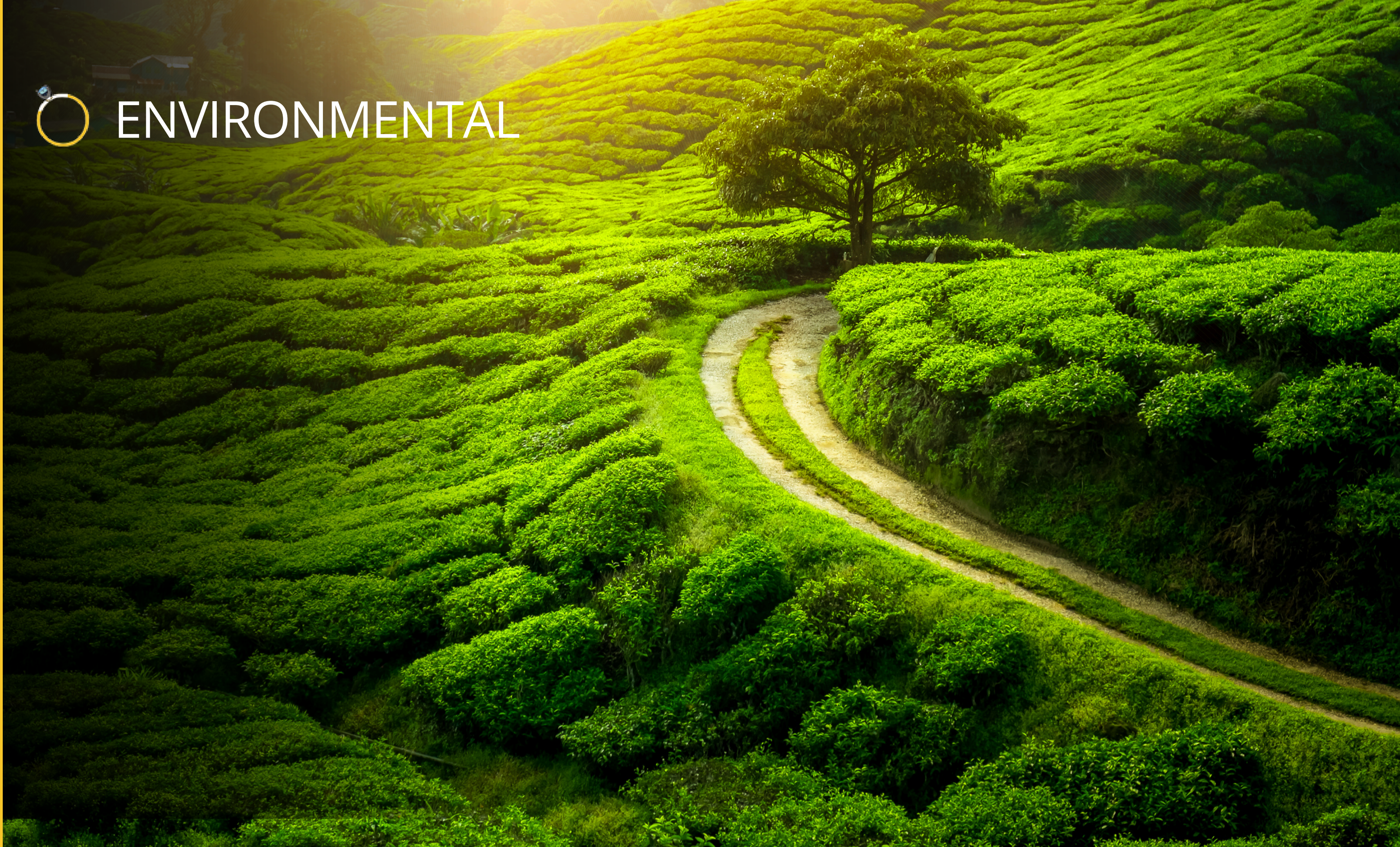
Training Program Highlights

- 401(k) Retirement Savings Plan:**
Omega offers a 401(k) plan enabling employees to build long-term financial security through employer-supported retirement savings.
- Health Insurance Coverage:**
Comprehensive health insurance is provided to all employees, covering medical, preventive, and emergency care for them and their dependents.

These initiatives, along with ongoing wellness and safety programs, reflect Omega's holistic approach to safeguarding employees' physical, mental, and financial well-being.



ENVIRONMENTAL



ENVIRONMENTAL STEWARDSHIP AND RESOURCE MANAGEMENT

”

Every gram of metal, every drop of water, and every unit of energy saved today safeguards tomorrow.

”

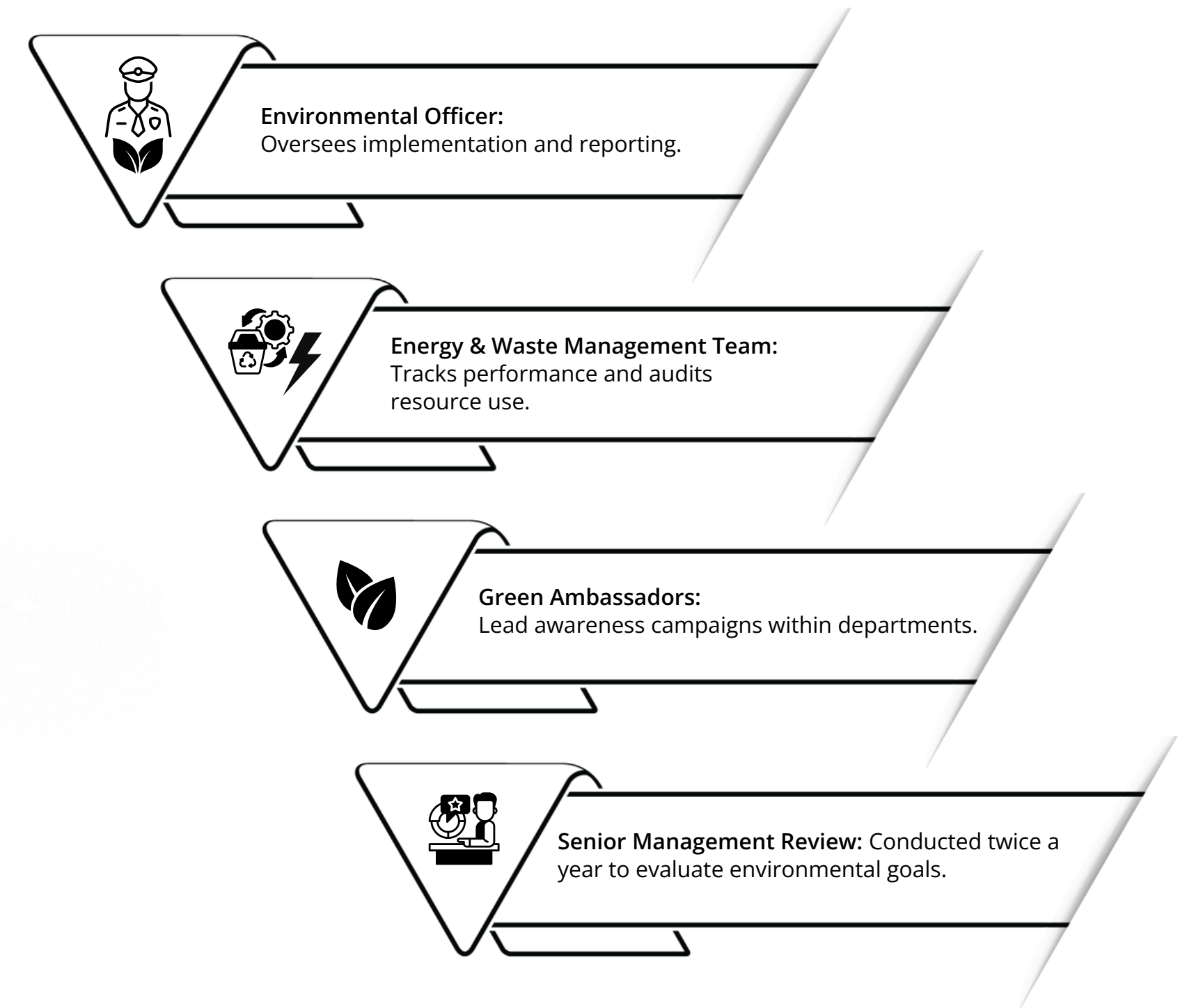
Environmental Philosophy

Omega Jewelry Casting LLC believes that environmental responsibility is a fundamental aspect of sustainable business. The company is committed to minimizing its ecological footprint, conserving resources, and promoting circular practices across all operations. Guided by its Environmental Protection Policy (OJC-POL-006) and ESG & Sustainability Policy (OJC-POL-018), Omega strives to prevent pollution, comply with environmental laws, and continuously improve its performance.

Environmental Management System

Omega has implemented an Environmental Management System (EMS) aligned with ISO 14001:2015 principles to identify, control, and mitigate environmental impacts. The system ensures compliance, monitoring, and continuous improvement through structured reviews and defined responsibilities.

Governance Structure:



ENVIRONMENTAL STEWARDSHIP AND RESOURCE MANAGEMENT

Compliance and Legal Adherence

All operations comply with U.S. Environmental Protection Agency (EPA) standards, Occupational Safety and Health Administration (OSHA) regulations, and the State of New York's environmental codes for emissions, waste handling, and chemical management. Omega also aligns its practices with the Responsible Jewellery Council (RJC) Code of Practices (2024 Edition).

Resource and Energy Efficiency

Omega has undertaken several initiatives to reduce energy consumption and carbon emissions:

- » Installation of energy-efficient induction furnaces and vacuum casting systems.
- » Replacement of all lighting with LED fixtures.
- » Implementation of smart power management to reduce idle energy.
- » Optimization of compressed air systems using leak detection sensors.
- » Regular monitoring and reporting of monthly energy performance.

Energy Performance 2025



Parameter	Energy Use per kg of Output
2024 Baseline	1.85 kWh/kg
2025 Result	1.63 kWh/kg
2026 Target	1.55 kWh/kg



Parameter	Carbon Emission Reduction
2024 Baseline	-
2025 Result	6%
2026 Target	12%

Water Management

Omega follows responsible water management practices, emphasizing reuse and contamination prevention.

- Closed-loop cooling systems minimize fresh water use in casting.
- Condensate recovery from air compressors is reused for cleaning.
- Wastewater treatment removes particulates and residues before discharge.
- Water quality is tested quarterly by external laboratories.

Water Performance 2025

Water Reuse Rate		
55%	65%	75%
2024 Baseline	2025 Result	2026 Target

Freshwater Use (L/kg Output)		
12.5	10.8	9.5
2024 Baseline	2025 Result	2026 Target

ENVIRONMENTAL STEWARDSHIP AND RESOURCE MANAGEMENT

Omega applies the waste management hierarchy -
reduce, reuse, recycle - in all processes.



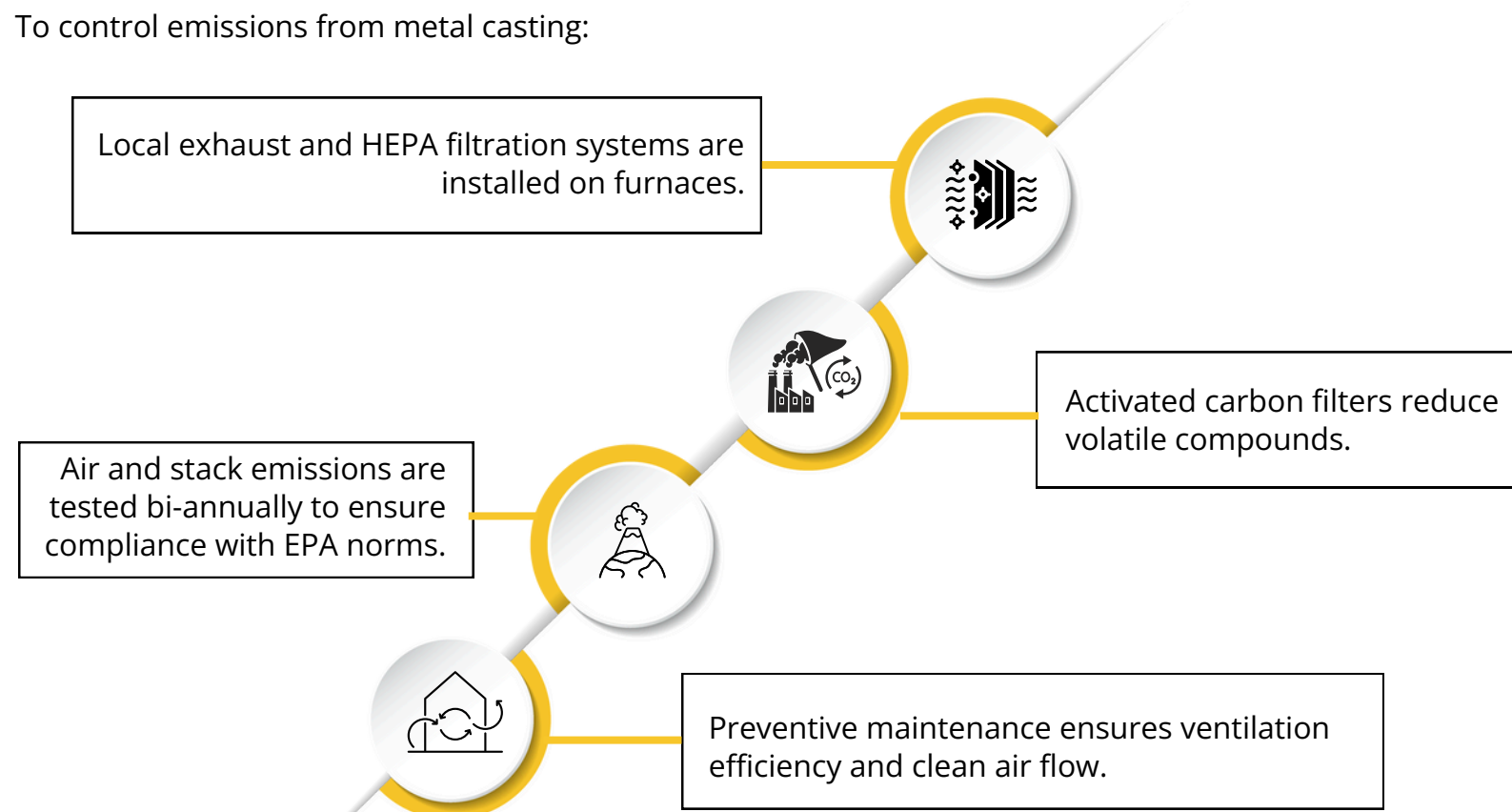
ENVIRONMENTAL STEWARDSHIP AND RESOURCE MANAGEMENT

Waste Performance

Waste Type	Recycling Rate	Disposal Method
Precious Metal Scrap	95%	Internal Refining
Investment Material	60%	Reuse / Disposal
Packaging Material	85%	External Recycling
Chemical Containers	100%	Authorized Vendor

Emissions and Air Quality Management

To control emissions from metal casting:



Chemical and Hazardous Substance Management

Omega maintains a centralized Chemical Inventory Management System (CIMS) to track and control all hazardous substances.

- Material Safety Data Sheets (MSDS) are available for all chemicals.
- Chemicals are stored in banded, ventilated enclosures.
- Regular spill response drills and disposal through licensed handlers ensure safe management.

Employee Awareness and Engagement

Environmental awareness is promoted through:

Annual World Environment Day campaigns.

Green Month" competitions for energy and waste reduction.

Quarterly sustainability talks and training sessions.

Induction and refresher training for all employees and contractors.

Environmental Performance Monitoring

Area	Indicator	Frequency	Responsible Department
Energy	Energy intensity (kWh/kg)	Monthly	Maintenance
Water	Reuse and discharge quality	Quarterly	EHS
Waste	Recycling and hazardous waste	Monthly	Production
Emissions	Air quality & stack results	Bi-Annual	Environmental Officer
Training	Employee participation	Quarterly	HR & EHS

GHG EMISSIONS AND CLIMATE RESPONSIBILITY

Omega Jewelry Casting LLC recognizes that mitigating climate change is a shared global responsibility and a crucial aspect of sustainable business operations. In line with the company's Environmental Protection Policy (OJC-POL-006) and ESG & Sustainability Policy (OJC-POL-018), Omega systematically monitors, evaluates, and reports its greenhouse gas (GHG) emissions to identify opportunities for energy efficiency, emission reduction, and long-term climate resilience.

GHG Emission Accounting Approach

The GHG inventory for the reporting period (January 2024 – December 2025) was prepared in accordance with the Greenhouse Gas Protocol (Corporate Accounting and Reporting Standard), covering Scope 1, Scope 2, and Scope 3 emission categories. Emission factors used for the calculations are based on internationally recognized databases and reflect region-specific energy grid intensities for the United States.



Scope 1 (Direct Emissions)

Omega Jewelry Casting LLC does not operate any direct fuel combustion sources such as generators, furnaces, or company-owned vehicles. Hence, Scope 1 emissions are not applicable to the company's operations.



Scope 2 (Indirect Emissions)

Purchased Electricity: Emissions from the consumption of purchased grid electricity totaled 46.82 tCO₂e, derived from an annual consumption of 190,404 kWh. The company continues to evaluate energy-efficient solutions and explore renewable energy procurement options to further minimize its indirect carbon footprint.



Scope 3 (Other Indirect Emissions)

Omega's Scope 3 emissions arise primarily from employee commuting, purchased goods and materials, waste disposal, and other upstream and downstream logistics activities associated with the jewelry casting process. The total Scope 3 emissions were estimated at 219.68 tCO₂e, as detailed below:

Category	Unit	Consumption	GHG Emission (tCO ₂ e)
Employee Commute	km	151,174.92	80.41
Purchased Goods	tonne	54	129.01
Upstream Activities	km	582.6	582.6
Downstream Activities	km	348,000	5.83
Waste Disposal	tonne	6.1	4.00
Water Consumption	m ³	10.9	0.00
Business Travel (Land)	km	2,008.46	0.07

Total GHG Emissions

0.00

Scope 1 Emissions (tCO₂e)

46.82

Scope 2 Emissions (tCO₂e)

219.68

Scope 3 Emissions (tCO₂e)

266.50

Total (Scope 1+2+3) (tCO₂e)

The company remains committed to continually reviewing its emission sources, setting quantifiable reduction targets, and integrating climate-conscious practices into its decision-making processes. As part of its long-term sustainability roadmap, Omega aims to progressively align with net-zero transition pathways, consistent with international climate goals and the Responsible Jewellery Council's Environmental Stewardship Principles.

RESPONSIBLE SOURCING AND SUPPLY CHAIN MANAGEMENT

Commitment to Ethical and Transparent Sourcing

Omega Jewelry Casting LLC recognizes that responsible sourcing is central to sustainability and business integrity. The company is committed to ensuring that all materials used in its products — including gold, silver, platinum, and palladium — are obtained through legal, ethical, and socially responsible supply chains.

Omega's sourcing principles are aligned with:

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs),

Responsible Jewellery Council (RJC) Code of Practices (2024 Edition),

U.S. Dodd-Frank Act Section 1502 (Conflict Minerals Regulation).

Through these frameworks, Omega strives to ensure that the beauty of its craftsmanship is matched by the integrity of its material origins.

Responsible Sourcing Policy Framework

The company's approach to responsible sourcing is guided by three foundational policies:

- Responsible Sourcing Policy (OJC-POL-011)
- Product Integrity and Chain of Custody Policy (OJC-POL-012)
- Anti-Money Laundering & Know Your Customer Policy (OJC-POL-015)

These policies establish due diligence requirements, traceability standards, supplier screening procedures, and grievance mechanisms for supply chain transparency. All suppliers and contractors are required to formally acknowledge and adhere to these policies as a precondition to doing business with Omega Jewelry Casting LLC.

Casting Quality management

- Omega ensures product excellence through integrated quality checks, regular audits, and continuous process enhancement.
- Employees follow strict safety protocols, including Anti-Blade and Anti-Needle measures, ensuring a safe and compliant workplace.

Supply Chain Due Diligence and Risk Management

Omega follows a five-step due diligence framework based on the OECD guidelines to identify and manage social, environmental, and ethical risks within its supply chain.

Step 1: Establish Strong Company Management Systems

- A Responsible Sourcing Committee chaired by the Compliance Manager oversees all sourcing and audit processes.
- The committee maintains a Supply Chain Due Diligence Manual defining procedures for onboarding, monitoring, and reviewing suppliers.
- All suppliers are required to sign the Supplier Code of Conduct, covering human rights, labor standards, anti-corruption, and environmental management.
- A dedicated Responsible Sourcing Coordinator ensures regular supplier communication and training.

Step 2: Identify and Assess Risk in the Supply Chain

- Suppliers are classified as low-, medium-, or high-risk based on:
 - Geographic exposure to CAHRAs,
 - Material type (precious metals, alloys, chemicals),
 - Sourcing channel and previous audit history.
- New suppliers must complete a Self-Assessment Questionnaire (SAQ) and submit supporting documentation such as business registration, origin certificates, and RJC membership evidence.
- High-risk suppliers undergo enhanced due diligence, which may include on-site audits and third-party verification.
- Omega maintains a Supplier Risk Register updated annually.

Step 3: Design and Implement a Strategy to Respond to Identified Risks

- Risks are prioritized based on severity and likelihood.
- For moderate non-conformances, suppliers are given a Corrective Action Plan (CAP) and monitored for implementation.
- Serious or repeated violations — such as child labor, conflict mineral involvement, or corruption — lead to immediate suspension or termination.
- The Compliance Committee reviews all escalated cases and ensures follow-up actions are documented.

RESPONSIBLE SOURCING AND SUPPLY CHAIN MANAGEMENT

Step 4: Carry Out Independent Third-Party Audits

- Omega engages qualified independent auditors to verify compliance of selected suppliers, especially refiners and bullion dealers.
- Audits assess traceability documentation, labor practices, and environmental performance.
- Audit findings are shared transparently with suppliers, and improvements are tracked through follow-up visits.

Step 5: Report and Communicate Supply Chain Due Diligence

- Omega discloses its responsible sourcing performance annually in this Sustainability Report and during RJC audit cycles.
- Any grievances or concerns regarding unethical sourcing can be reported through a confidential whistleblower mechanism accessible to employees and external stakeholders.

Traceability and Chain of Custody

Omega Jewelry Casting maintains complete traceability from raw material sourcing to finished product delivery.

- » Each metal batch is assigned a unique identification number, recorded in the Chain of Custody Register.
- » The system ensures traceable movement of metals through refining, casting and finishing stages.
- » Physical segregation is maintained between certified (responsible) and non-certified materials.
- » All metal purchases are supported by documentation verifying their origin and compliance with RJC and OECD guidelines.

Omega's traceability system enables audit-ready transparency and fosters confidence among customers and regulators regarding material provenance.

Supplier Code of Conduct

Omega's Supplier Code of Conduct outlines mandatory standards for all business partners:

- » Prohibition of child, forced, or bonded labor. Respect for human rights and non-discrimination.
- » Fair wages, working hours, and safe working environments.
- » Commitment to environmental protection and waste reduction.
- » Compliance with anti-corruption, AML/CFT, and trade regulations.

Suppliers are required to provide evidence of compliance and agree to periodic audits. Non-compliance is addressed through remediation or contract termination.

Conflict-Free and Recycled Material Sourcing

Omega ensures that none of its raw materials contribute to armed conflict, human rights abuses, or illegal trade.

- Precious metals are procured only from RJC-certified refiners, LBMA Good Delivery List members, or other recognized responsible sources.
- The company promotes the use of recycled gold and silver, reducing reliance on virgin mining and minimizing environmental impact.
- Material declarations and invoices clearly identify the conflict-free or recycled origin of each batch.

IN 2025, OMEGA ACHIEVED

95%

Sourcing of recycled gold,

100%

Sourcing from conflict-free suppliers,

0

incidents of sourcing from high-risk, unverified regions.

RESPONSIBLE SOURCING AND SUPPLY CHAIN MANAGEMENT

Supplier Engagement and Capacity Building

Omega believes in building responsible partnerships rather than transactional relationships.

Annual Supplier Sustainability Training Sessions are conducted to educate partners on ESG, RJC, and OECD expectations.

Omega provides guidance materials on due diligence, risk mitigation, and documentation.

Suppliers are encouraged to adopt ISO 14001 and ISO 45001 management systems.

Recognition is given to suppliers demonstrating exceptional environmental or social performance under the "Preferred Responsible Partner Program."

In 2025, Omega trained over 50 supplier representatives through webinars and in-person workshops on responsible sourcing practices.

Anti-Money Laundering (AML) and Know Your Customer (KYC)

Omega enforces a robust AML/KYC framework in compliance with U.S. Federal regulations and RJC COP requirements.

- Customer and supplier identities are verified using official documentation and sanction-list screening.
- All transactions are monitored for unusual activity and reported in line with AML protocols.
- Annual AML refresher training is mandatory for all employees involved in procurement and sales.
- Recordkeeping ensures traceability and financial transparency for all material movements.

Performance Monitoring and Indicators

Focus Area	2025 Performance	Target 2026
Recycled Gold and Silver Sourcing	95%	100%
Conflict-Free Supplier Compliance	100%	Maintain 100%
Suppliers Trained on ESG and RJC Standards	50%	75%

Continuous Improvement and Future Roadmap

Omega Jewelry Casting aims to further strengthen its supply chain transparency through:

- Implementation of a digital supplier compliance dashboard.
- Integration of blockchain-based traceability systems for precious metals by 2027.
- Collaboration with global refiners to increase recycled material sourcing to 90%.
- Expanding supplier ESG assessments to include carbon footprint and water usage.
- Regular publication of Responsible Sourcing Statements to promote transparency.

Our Commitment

Omega Jewelry Casting LLC upholds the belief that true luxury is built on trust, responsibility, and transparency. By enforcing rigorous sourcing standards and nurturing ethical partnerships, Omega ensures that every product it crafts reflects not only artistry and quality but also respect for people, communities, and the planet.

“We trace every metal, respect every hand that touches it, and take responsibility for every link in our chain.”



OUR ESG AND SUSTAINABILITY PARTNER – GROWLITY

“

Together, Omega and Growlity are crafting a future where every piece of jewelry represents not just beauty, but responsibility.

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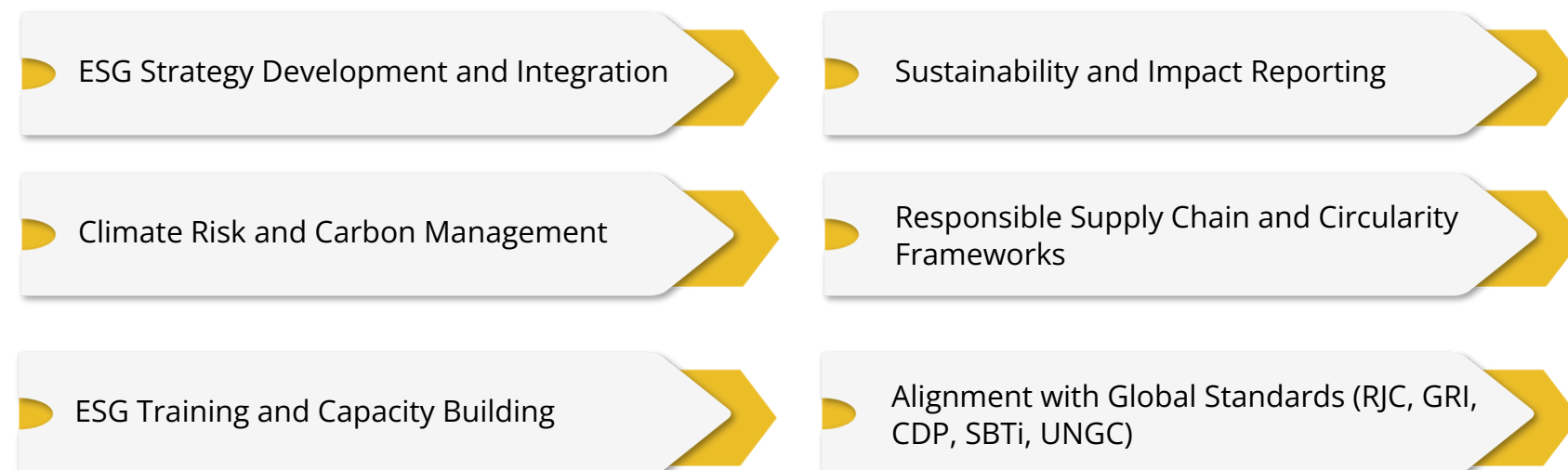
Omega Jewelry Casting LLC has partnered with Growlity Consulting as its official ESG and Sustainability Partner to strengthen its commitment to responsible business practices, environmental stewardship, and transparent reporting.

Growlity brings deep expertise in Environmental, Social, and Governance (ESG) strategy, sustainability reporting, and responsible supply chain integration, supporting Omega in aligning its operations with international best practices such as the Responsible Jewellery Council (RJC) Code of Practices, OECD Due Diligence Guidance, and the United Nations Sustainable Development Goals (SDGs).

About Growlity

Growlity is a specialized ESG and sustainability consulting firm that partners with organizations to embed sustainability into their core business strategy. The firm’s approach combines data-driven insights, stakeholder engagement, and industry-specific expertise to help companies transition toward more sustainable, compliant, and resilient operations.

Growlity’s areas of focus include:



Growlity’s Role in Omega’s Sustainability Journey

As Omega’s ESG Partner, Growlity has supported the company in:

- Developing and reviewing corporate sustainability policies (OJC-POL-001 to OJC-POL-020).
- Conducting materiality and stakeholder assessments to define Omega’s key ESG priorities.
- Structuring Omega’s Sustainability Framework and Reporting System aligned with RJC and OECD requirements.
- Establishing measurable environmental performance indicators for energy, emissions, waste, and water efficiency.
- Facilitating employee training sessions on responsible sourcing, ethics, and environmental management.
- Assisting in the preparation of the Sustainability Report 2025, ensuring accuracy, completeness, and alignment with global disclosure frameworks.

Through this partnership, Omega Jewelry Casting has advanced its goal of building a transparent, ethical, and sustainable business model that creates long-term value for all stakeholders.

Shared Vision

Omega and Growlity share a unified vision — to drive sustainability excellence in the jewelry industry by integrating ethical craftsmanship with measurable environmental and social progress.



DR. NITIN DUMASIA

President and CEO, Growlity

ALIGNMENT WITH GLOBAL FRAMEWORKS

Our Global Commitment

Omega Jewelry Casting LLC aligns its sustainability approach with internationally recognized standards and frameworks that define responsible business conduct across the jewelry value chain. This ensures that the company's efforts are measurable, comparable, and credible at a global level.

Alignment with the Responsible Jewellery Council (RJC) Code of Practices 2024

Omega is a proud member of the Responsible Jewellery Council (RJC) and adheres to the Code of Practices (COP 2024) and Chain of Custody (CoC) standards.

Key RJC Principles and Omega's Alignment

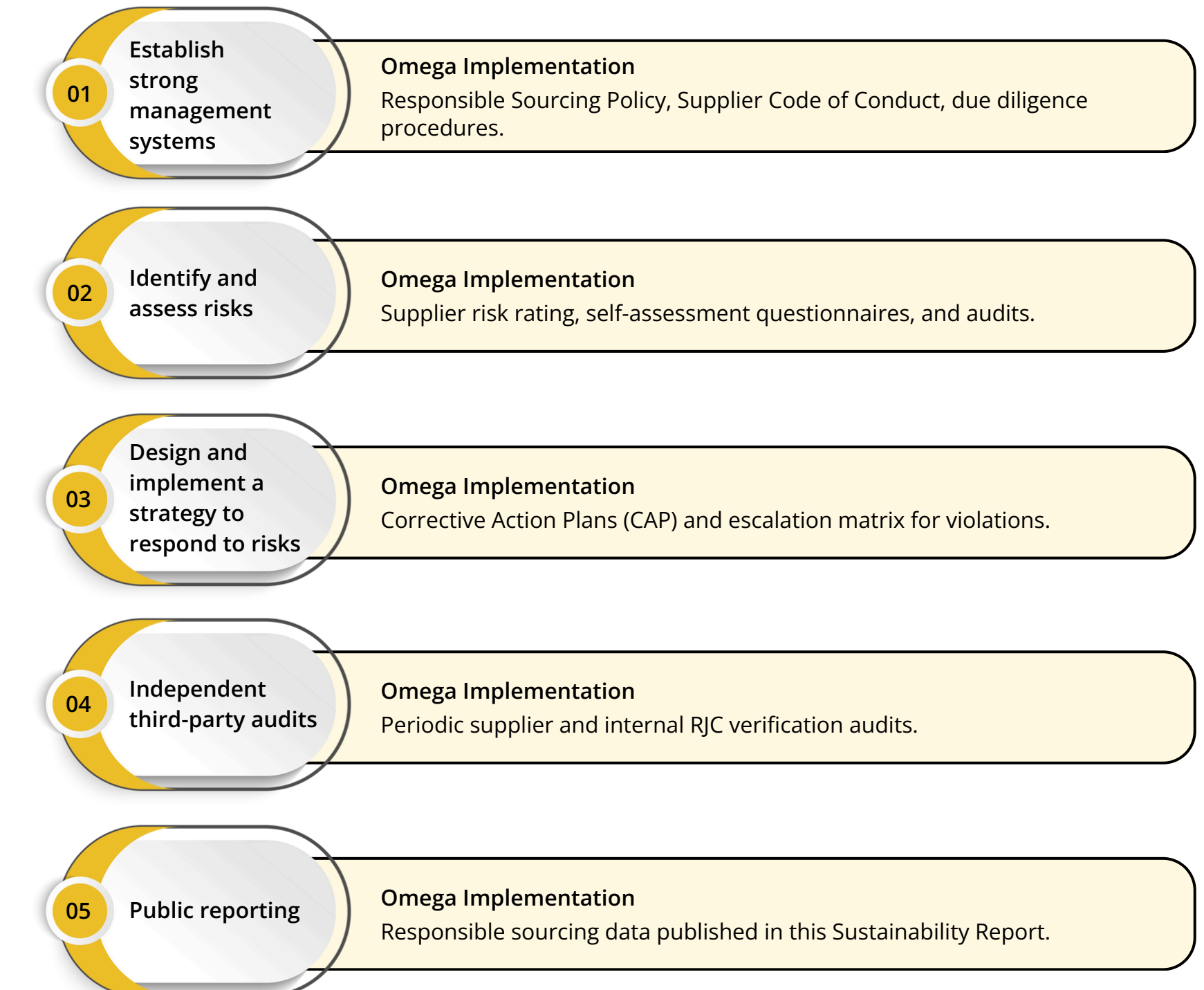
RJC Principle	Omega Implementation Example
Legal Compliance and Ethical Business	Full compliance with U.S. laws, FCPA, and RJC COP. Anti-bribery training for 100% of employees.
Human Rights and Labor Practices	Zero tolerance for child or forced labor; DEI and fair wage programs implemented.
Health, Safety, and Well-being	Comprehensive OHS management system aligned with ISO 45001.
Environmental Stewardship	Energy-efficient casting processes, waste recycling (95%), and water reuse (65%).
Responsible Sourcing	Full traceability for all precious metals; 90% recycled gold sourcing in 2025.
Community Engagement	Active CSR programs supporting education, artisans, and local welfare.
Transparency and Reporting	Annual Sustainability Report and RJC audit compliance reviews.

Omega's RJC alignment underscores its commitment to industry best practices, ethical sourcing, and continuous improvement.

Alignment with the OECD Due Diligence Guidance

Omega's responsible sourcing due diligence follows the OECD Five-Step Framework, ensuring robust risk management in mineral and precious metal supply chains.

OECD Step



CORPORATE RESPONSIBILITY & SUSTAINABILITY GOALS

Our Commitment to a Responsible Future

For Omega Jewelry Casting LLC, setting clear corporate responsibility and sustainability goals is fundamental to shaping a future where business excellence and ethical integrity coexist. Sustainability is not viewed as a separate agenda but as the foundation of how Omega operates — guiding every decision, process, and partnership.

Our sustainability journey reflects our belief that true progress lies in balancing craftsmanship with conscience — combining precision engineering with environmental stewardship, social responsibility, and transparent governance. Each initiative we undertake strengthens our role as a responsible partner to our customers, communities, and the planet.

These goals have been developed following the SMART framework — Specific, Measurable, Achievable, Relevant, and Time-bound — to ensure meaningful, trackable progress. They serve as a structured roadmap for reducing carbon emissions, conserving natural resources, advancing employee welfare, and embedding sustainability across our entire value chain.

Aligned with the Responsible Jewellery Council (RJC) Code of Practices 2024, the OECD Due Diligence Guidance, and the United Nations Sustainable Development Goals (SDGs), Omega’s sustainability vision integrates global best practices into local action. We continuously strive to minimize our environmental footprint, uphold human rights, and champion transparency across our supply chain.

Our commitment extends beyond compliance — it is about creating long-term value through innovation, inclusivity, and integrity. From investing in energy-efficient casting systems and water reuse technologies to ensuring conflict-free sourcing and equal opportunities for all employees, Omega is shaping a business model that is both profitable and purposeful.

By embedding sustainability into our daily operations, we reaffirm our pledge to craftsmanship that not only meets the highest industry standards but also contributes positively to society and the environment. Together with our partners and stakeholders, Omega Jewelry Casting LLC continues to forge a path where responsible luxury and sustainable growth go hand in hand.

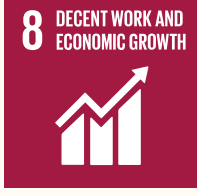
Focus Area	Target Description	Target Year
Environmental Stewardship	Achieve 75% reduction in carbon emissions from manufacturing operations through energy-efficient and zero-carbon ovens	2030
	Ensure 100% responsible and conflict-free sourcing of all precious metals	2030
	Increase manufacturing waste recycling rate to 60%	2030
Social Responsibility	Achieve zero workplace accidents	2030
	Introduce employee benefit programs including 401(k)	2030
	Attain gender parity in leadership and enhance workforce diversity to reflect community demographics	2030
Economic & Governance Performance	Develop and launch a new line of ethically sourced jewelry products contributing to 20% of annual sales	2030
	Achieve full transparency and traceability across the supply chain, ensuring supplier adherence to Omega’s sustainability and ethical standards	2030
	Launch a customer education program on sustainable jewelry practices, engaging at least 50% of customers via newsletters and social media	2030

ALIGNMENT WITH GLOBAL FRAMEWORKS

Alignment with the United Nations Sustainable Development Goals (SDGs)

Omega contributes to several SDGs through its policies, programs, and day-to-day operations.

The table below outlines the key SDGs aligned with Omega’s 2025 initiatives.

SDG	Goal Description	Omega’s Contribution
	Promote healthy lives and well-being for all.	Comprehensive OHS policy, annual medical checkups, and workplace wellness programs.
	Achieve gender equality and empower women.	Equal pay structure, women participation in DEI and CSR programs (46% in 2025).
	Promote inclusive and sustainable economic growth.	Ethical labor practices, fair wages, and local job creation.
	Build resilient infrastructure and foster innovation.	Investment in clean casting technologies and digital traceability systems.

SDG	Goal Description	Omega’s Contribution
	Ensure sustainable production patterns.	82% recycled metal sourcing, 95% metal recovery rate, and waste reduction initiatives.
	Combat climate change and its impacts.	6% carbon emission reduction in 2025 and renewable energy integration goals.
	Promote inclusive institutions and transparency.	Anti-bribery and whistleblower systems; full legal compliance.
	Strengthen implementation and global partnerships.	Collaboration with RJC, NGOs, and suppliers for ethical sourcing and training.

ALIGNMENT WITH GLOBAL FRAMEWORKS

Alignment with ESG and Global Reporting Practices



This alignment ensures that Omega's disclosures are transparent, consistent, and internationally credible.

Commitment to Accountability

Omega Jewelry Casting LLC remains committed to maintaining a stakeholder-inclusive, globally aligned sustainability strategy. By listening to its stakeholders and aligning with international frameworks, Omega strengthens its role as a responsible manufacturer contributing to a more ethical and sustainable jewelry industry.



Our responsibility extends beyond our operations — it lies in shaping a transparent and sustainable value chain for generations to come.

 Omega
Jewelry Casting

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