





# OUR MISSION

Our Mission is to cultivate a more transparent, sustainable, compassionate, and inclusive jewelry industry.

Since our founding, our Mission has been at the core of everything we do. Our Mission and ESG Goals are underpinned by our foundational pillars:



## TRANSPARENCY

We believe that demonstrating transparency, through ethical business practices and governance, and enforcing rigorous protocols for sourcing environmentally and socially responsible materials are key to driving change in our industry.



## SUSTAINABILITY

Our products are designed to be loved for generations, and we seek to reduce our environmental footprint by keeping our jewelry circular and embedding environmental sustainability throughout our operations and value chain.



## COMPASSION

We seek ways to create lasting impact, not just in our own value chain and customer communities but also across artisanal small-scale mining communities where gemstones and precious metals are sourced.



## INCLUSION

We are committed to creating a representative jewelry industry through our unique products and inclusive experiences for customers, and through a company culture that emphasizes equitable recruiting practices and invests in our diverse employee base.





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## About Brilliant Earth

In 2005, we launched Brilliant Earth to raise the standards in the jewelry industry while creating beautiful fine jewelry that is different in every way – how it's made, how it's sold, how it's sourced and crafted, and how it gives back. As a result, we go beyond current industry practices for sourcing, use recycled precious metals to minimize our environmental footprint, and support environmental and social causes through our giving back initiatives.

## About This Report

This is our second Mission Report. It is based on calendar year 2022 except where otherwise noted. It covers all entities within our operational control and discusses how we are influencing change along the supply chain. This Report also includes our Sustainability Accounting Standards Board (SASB) disclosure, which is aligned with SASB's standards for Consumer Goods. This year, we are also reporting to the Global Reporting Initiative (GRI) 2021 Universal Standards. **The GRI and SASB disclosures can be found in the appendices.** Data has not been externally verified.

## Trademarks

Brilliant Earth, Beyond Conflict Free, Truly Brilliant and other Brilliant Earth marks are trademarks or registered trademarks of Brilliant Earth, LLC in the US and other countries. All other trademarks are the property of their respective owners.



## Forward-Looking Statements

This Mission Report contains certain "forward-looking statements" concerning our expectations, goals, objectives, plans, and projections with respect to environmental matters, corporate responsibility, sustainability, inclusivity, employee relations, and procurement. One can identify these forward-looking statements by the fact that they use words such as "achieve," "ahead," "aims," "continue," "expects," "forward," "furthering," "future," "goals," "implement," "plans," "seek," and "will" and other words and terms of similar meaning and expression in connection with any discussion of future sustainability initiatives and objectives. One can also identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. The forward-looking statements are based on our current plans and involve inherent uncertainties and assumptions that could cause actual outcomes to differ materially from the current or reported plan. The statistics and metrics included in this Report may be reported as estimates and may be based on assumptions or developing standards. The standards and codes of conduct for third-party suppliers are not guarantees that suppliers will follow the codes in all instances, and suppliers bear primary responsibility for meeting our standards and expectations. We believe that we have been prudent in our plans and assumptions; however, no assurance can be given that any sustainability goal or plan set forth in forward-looking statements can or will be achieved, and readers are cautioned not to place undue reliance on such statements. We undertake no obligation to update any of the forward-looking information in this Report, whether as a result of new information, future events, changes in sustainability objectives and expectations, or otherwise.



# MESSAGE FROM OUR CEO

We are excited to release our second annual Mission Report.

When we released our first report as a public company after our IPO a few months earlier, we were proud to showcase to the world the pillars that have served as Brilliant Earth's foundation since we started in 2005 – transparency, sustainability, compassion, and inclusion.

In the year since our inaugural report, we never lost focus on these values and ideals that drive us, or on our Mission to modernize and transform the jewelry industry.

We have spent the last year building on our progress and finding new opportunities to drive our Mission forward. I'm particularly proud of our early decision in February 2022 to delist certified Russian-origin diamonds that could help fund the invasion of Ukraine; of our team's progress in energy conservation, renewable energy, and recycled precious metals; and of our Company's continued leadership in traceability, sustainability, and worker safety.

I'm also proud of our employees for more than doubling their volunteering efforts, and of tripling the Brilliant Earth Foundation's contributions to programs that support reproductive justice, humanitarian relief, rehabilitation of land destroyed by unregulated mining, and fair trade in artisanal mining.

We know that our customers come to Brilliant Earth for products and experiences that will bring them joy and that will reflect memories throughout their lifetime. We love being a part of these special moments.

And as we work every day to live up to that responsibility, we remain as committed as ever to our Mission and the principles on which we've built Brilliant Earth.

We hope you enjoy our Mission Report. Thank you for taking the time to learn about our environmental, social, and governance-related work. We look forward to continuing to be a part of your lives, to furthering our progress on our Mission and our ESG Goals, and to leading the industry to even greater heights in the years ahead.

Sincerely,

*Beth Gerstein*

Beth Gerstein  
Co-Founder & Chief Executive Officer





# AT A GLANCE

Premier, omnichannel fine jeweler for

## MILLENNIAL AND GEN-Z CONSUMERS



25 SHOWROOMS  
in the US and growing

Customers in  
**50+ COUNTRIES**  
around the world



**LESS THAN 1%**  
of natural diamond suppliers  
meet our standards



## ETHICALLY SOURCED

engagement rings  
wedding rings  
fine jewelry



## FEMALE-LED

female majority  
46% BIPOC



**THOUSANDS OF**  
BLOCKCHAIN-ENABLED  
diamonds



Built In's Best Places to Work  
**WINNING**  
**WORKPLACE**  
in 13 cities



## MISSION-DRIVEN

and committed to  
transparency, sustainability,  
compassion and inclusion



**98%** recycled gold  
**97%** recycled silver



**\$440 MILLION**  
in sales in 2022



Pure Earth  
**IMPACT AWARD**  
**WINNER**



# NATURAL DIAMONDS

Our Beyond Conflict Free™ diamonds continue to exceed current industry standards and are selected for their ethical and environmentally responsible origins.



## Selective Origins

We source our natural diamonds from approved mines with strong social and environmental governance practices in Botswana, Namibia, Lesotho, South Africa, and Canada, which are ranked low or moderate risk.

## Living Our Values

The day after Russia invaded Ukraine in February 2022, we removed Russian-origin diamonds from our website even as they continued to be bought and sold globally. We're proud of the fast and decisive action we took to help ensure that our products do not support the invasion of Ukraine.

## Blockchain Technology

Blockchain technology automates traceability across the global supply chain, from mining operator to the ultimate end consumer, with a digital asset detailing information about the diamond's origin and journey. This is the future of supply chain traceability and is an investment we are proud to make and grow. We currently offer thousands of blockchain-enabled diamonds.

## Truly Brilliant™ Natural Diamonds

Our Truly Brilliant™ natural diamond suppliers use sustainable production practices, such as renewable energy or green building construction.

### Responsibly Manufactured

Suppliers must agree to the Brilliant Earth Supplier Code of Conduct, and we evaluate their compliance through various audit protocols, such as Responsible Jewellery Council Code of Practices certification and the DTC Best Practice Principles (BPP) Assurance Programme.

**LESS THAN 1%**

of natural diamond suppliers worldwide meet our standards

**96%** of natural diamond manufacturers are audited for safe working conditions



# LAB GROWN DIAMONDS

We are creating the standard for traceable, sustainable, and responsibly manufactured lab grown diamonds.



## State-of-the-Art Technology

Lab grown diamonds are created using advanced technology to replicate the conditions under which diamonds develop in nature.

## The Same Sparkle

These diamonds have the same physical, chemical, and optical characteristics as natural diamonds and exhibit the same fire, scintillation, and sparkle.

## Never Mined

Lab grown diamonds provide a mining-free alternative to natural diamonds.

## Truly Brilliant™ Lab Diamonds

Our Truly Brilliant™ lab diamonds are made using sustainable production practices, such as renewable energy or Renewable Energy Credits.

## Leading the Industry

The lab grown diamond industry has no defined standard to ensure responsible manufacturing, so we created our own standard.

### Responsibly Manufactured

As members of the Supplier Ethical Data Exchange (Sedex), we are leading the industry by using the Sedex Members Ethical Trade Audit (SMETA) to verify compliance to the Brilliant Earth Supplier Code of Conduct at our lab diamond manufacturers.

**Sedex** Member  
Since 2021

**92%**

of lab diamond manufacturers are audited for safe working conditions



# GEMSTONES

Our ethically sourced colored gemstones are from select origins, and we are as strict about our suppliers as we are about their sources.



## Partnering for Good

We have long-term partnerships with gemstone suppliers who are passionate about their products and can demonstrate traceability in their supply chains.

## As Responsible As They Are Beautiful

In striving to offer gemstones sourced in alignment with environmentally responsible principles, we approve origins with mining regulations and requirements for rehabilitation of the land.

## Continuous Process

We require our gemstone suppliers to have close relationships with their mining sources, and we regularly evaluate them and their countries of origin to push for additional visibility and transparency into their supply chains.

## Handpicked

Our gemstones are individually inspected and handpicked by our expert gemologists.

## Moyo – A brighter future in artisanal mining

Named after the word for "heart" in Swahili, Moyo Gems is an ethical gemstone collaboration that empowers female artisanal miners through safer work environments, better mining practices, and improved equity in fair trade markets of Tanzania and a newly established program in Kenya.





# RECYCLED PRECIOUS METALS

We source traceable, responsible precious metals to reduce our social and environmental footprint.

## You Don't Even Have to Ask

Whether creating your own pieces or choosing from our selection, recycled gold and silver are used across our collections.\*

## No "Dirty Gold"

We require our suppliers to use recycled precious metals, and we do not use so-called "dirty gold." "Dirty gold" mining has a history of civil war, is one of the most environmentally destructive types of mining, and often pays miners low wages in dangerous working conditions.

*\*Certain components and findings, like peg heads, posts, clasps, tennis bracelet mountings, and chains, may not be from recycled sources due to limited availability.*

## Only Certified Refiners

Our precious metals are sourced from certified responsible refiners who also hold recycling certifications from the Responsible Jewellery Council or third-party validator SCS.

## Independent Verification

Our jewelry suppliers participate in annual independent verification of their recycled metal purchases to help us calculate our recycled percentages.



### ESG Goal

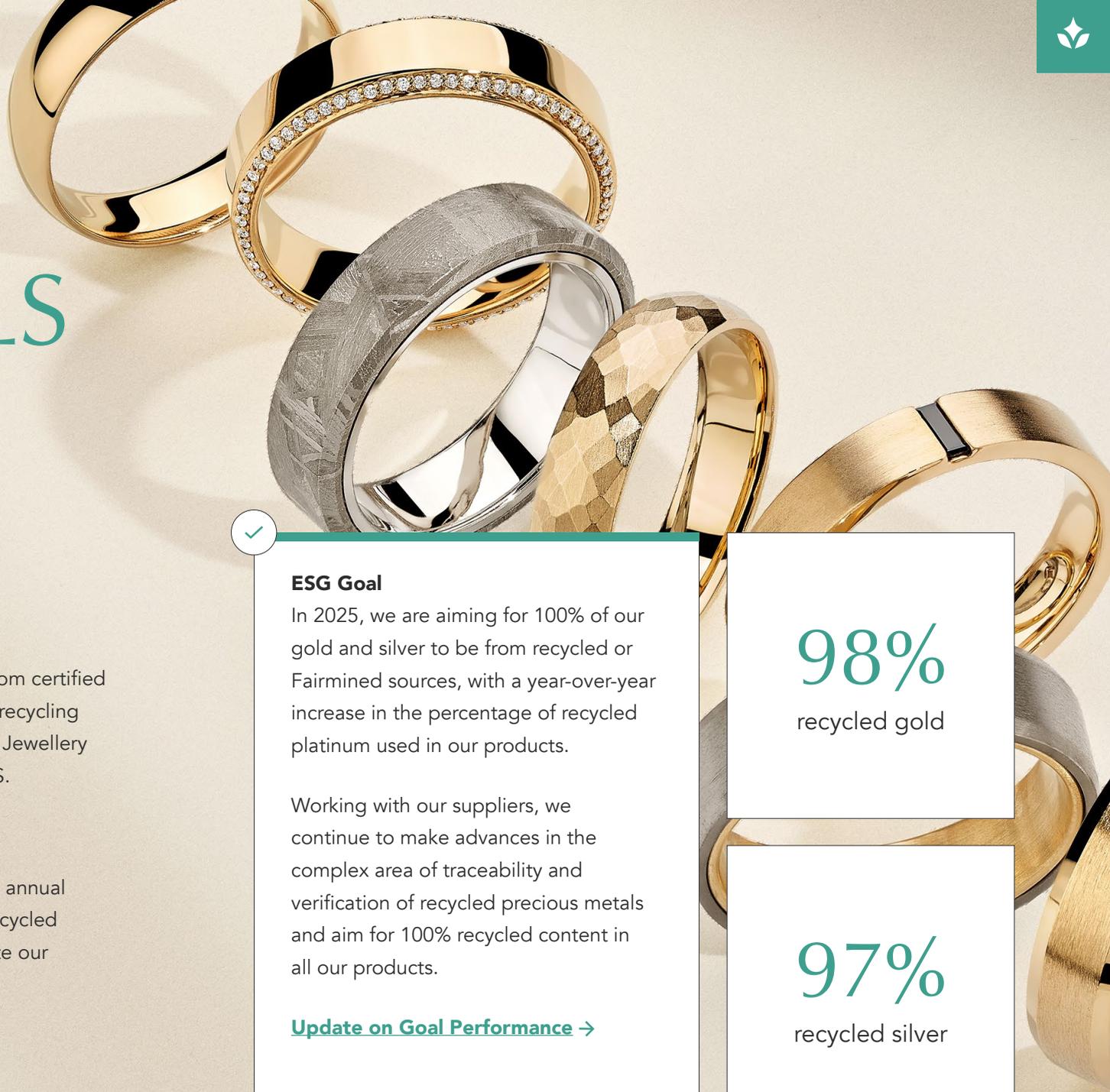
In 2025, we are aiming for 100% of our gold and silver to be from recycled or Fairmined sources, with a year-over-year increase in the percentage of recycled platinum used in our products.

Working with our suppliers, we continue to make advances in the complex area of traceability and verification of recycled precious metals and aim for 100% recycled content in all our products.

[Update on Goal Performance →](#)

98%  
recycled gold

97%  
recycled silver





# FAIRMINED COLLECTION

We've made one important exception to our recycled metal focus: Gold for Good from Fairmined.



## Gold for Good Is Good for Everyone

Artisanal small-scale miners (ASM) are miners who use picks, shovels, and human strength. ASM make up 90% of the global workforce for gold extraction and are responsible for 20% of global gold production. With 20 million small-scale miners worldwide, empowering artisanal gold miners has positive social potential.

Through its mine-to-market approach, Fairmined empowers ASM and the families they support, while ensuring that their gold meets the Fairmined Standard for social and environmental practices.

## Ongoing Advocacy for Artisanal Miners

In 2015, we became a Fairmined Licensed Brand and launched our first Fairmined collection. We introduced a new Fairmined collection, Gold for Good, in 2021 and added new styles to this collection in 2022.

## Providing Miners with Financial Incentives

By offering a Fairmined collection, we provide Fairmined certified miners with economic incentives for developing and using responsible practices. The Fairmined Standard also sets requirements for small-scale operations with low environmental impact, safe and reduced handling of chemicals or chemical-free extraction, and protection of water supplies.



### ESG Goal - Completed

Support new Fairmined certifications of artisanal or small-scale gold mines and increase purchases of Fairmined gold from these mines year over year.

Over the last year, our grant partnership with Pure Earth and the Alliance for Responsible Mining has supported the Fairmined certification of mining association AMATAF in Madre de Dios, Peru.

[Update on Goal Performance →](#)



27%  
increase

in Fairmined  
gold purchases



# CONSCIENTIOUS PACKAGING

We design our packaging with resource conservation in mind.

For our iconic wood boxes, we use Forest Stewardship Council (FSC) materials that promote zero deforestation, a fair wage and work environment, biodiversity preservation, and local community rights.

Our fine jewelry box is designed to be repurposed to carry jewelry pieces when traveling. Our paperboard packaging is 100% FSC Recycled from pre- and post-consumer content, which supports a circular economy and provides customers with recyclable packaging that can take another turn in its life cycle.



## 100%

FSC certified wood

## 100%

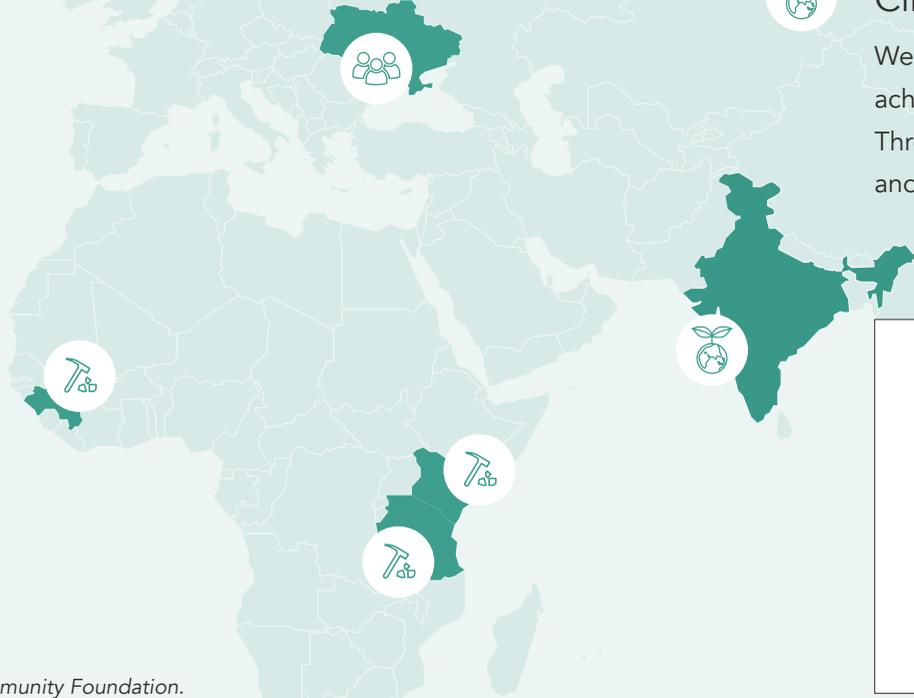
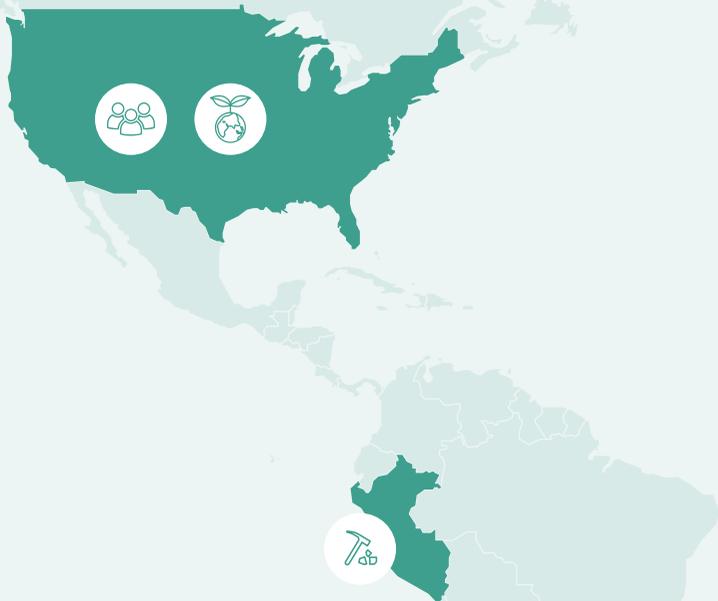
FSC recycled paper





# BRILLIANT EARTH FOUNDATION

Since our founding in 2005, compassion has been central to our Company, and we established the Brilliant Earth Foundation to further our Mission.



## Responsible Sourcing

We support fair trade in artisanal mining, community development, human rights protection and child labor prevention, education and training, and environmental restoration such as rehabilitating land that has been destroyed by unregulated mining.



## Social Impact

We seek to make an impact in both our supply chain and our communities. Our social impact efforts are directed toward awareness, social justice, women’s empowerment, gender inclusivity, LGBTQIA+ equality, diversity, and local engagement.



## Climate Action

We are committed to approaching business sustainably and to achieving our business goals while also preserving the planet. Through climate action, we seek to reduce our own carbon footprint and leverage our platform to advocate for environmental protection.

**\$518K**  
awarded to nonprofit organizations in 2022

**3X**  
our donations from 2021 to 2022

\*The Brilliant Earth Foundation is a corporate advised fund with Silicon Valley Community Foundation.



# FOSTERING DIVERSITY, EQUITY & INCLUSION

We are committed to creating a diverse, equitable, and inclusive workplace that celebrates the unique differences and perspectives of our customers and employees.

## Designing an Inclusive Experience

We want our customers to feel respected, welcomed, and delighted by their experience with us – whether during a showroom visit or shopping online.

## Something for Everyone

We know that each one of our customers is as unique as the pieces we create. We developed one of the industry's first gender-neutral collections, the Mx Collection, because offering inclusive jewelry is part of our Mission to inspire a more compassionate jewelry industry.

## DEI at Brilliant Earth

We know that diversity makes our Company better. That's why we celebrate the diversity represented in our leadership and employees. We are proud of the number of our people who identify as Black, Indigenous, and People of Color (BIPOC) and that a majority of staff, people managers, directors, executives, and Board members identify as women.

## Inclusive Sizing

As part of our Mission, we began offering extended sizing at no additional cost within our Rings for Everyone assortment. We are proud to be one of the only jewelry brands to offer this inclusive sizing approach.

76%

of employees identify  
as female

46%

of employees identify  
as BIPOC



# PROGRESS TO CARBON NEUTRALITY

5 years  
displacing corporate emissions

## Greenhouse Gas Accounting

Since 2018, we have been calculating greenhouse gas (GHG) emissions from our corporate and showroom energy use, packaging, shipping from supplier through to customer, employee business travel, and employee commuting. This year, we enhanced our data collection to include operational waste and fuel- and energy-related activities using emissions factors from the Environmental Protection Agency (EPA), and we have more accurately estimated emissions from purchased energy and employee business travel. These efforts have ensured greater accuracy as we align to the Greenhouse Gas Protocol for all categories.

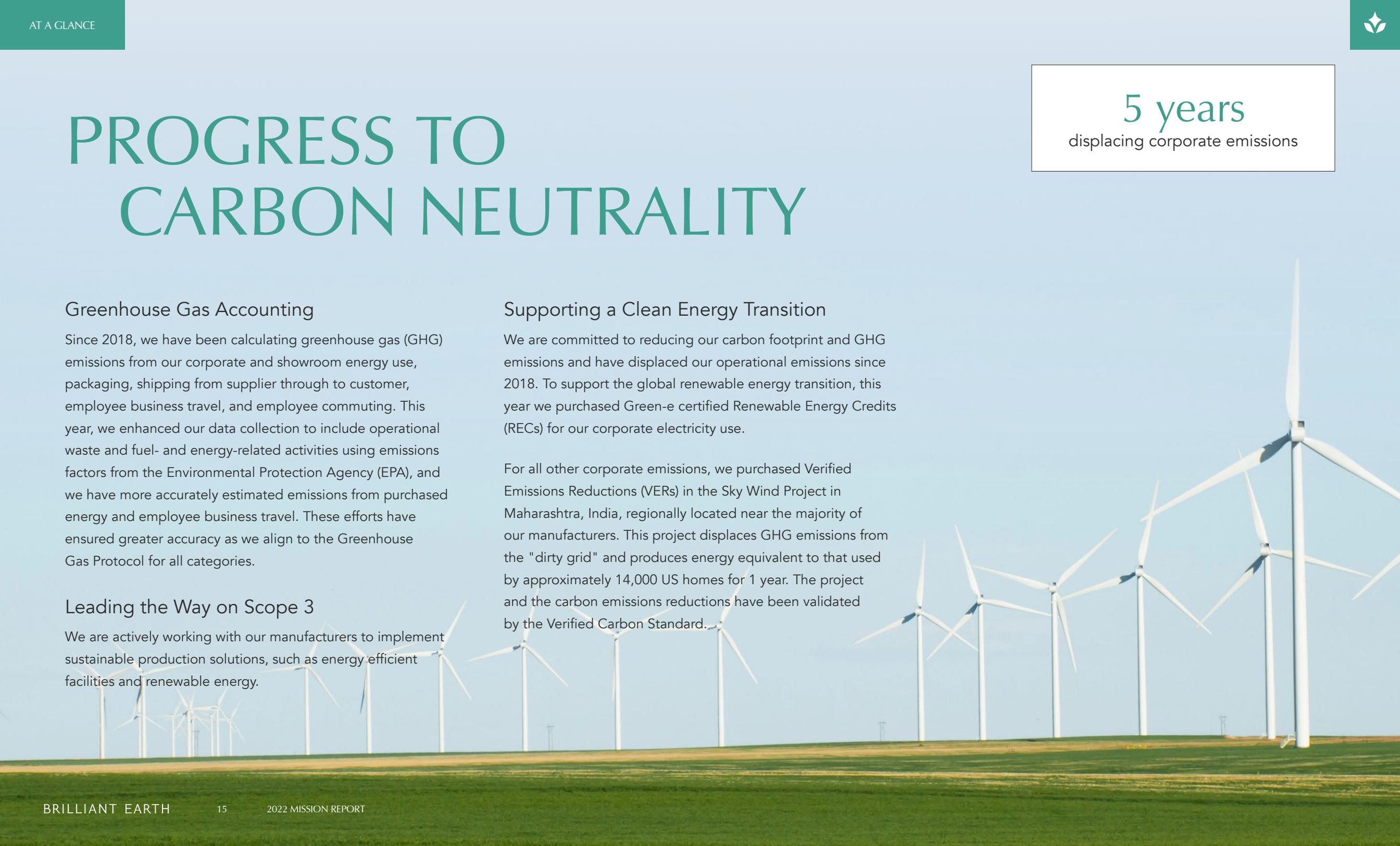
## Leading the Way on Scope 3

We are actively working with our manufacturers to implement sustainable production solutions, such as energy efficient facilities and renewable energy.

## Supporting a Clean Energy Transition

We are committed to reducing our carbon footprint and GHG emissions and have displaced our operational emissions since 2018. To support the global renewable energy transition, this year we purchased Green-e certified Renewable Energy Credits (RECs) for our corporate electricity use.

For all other corporate emissions, we purchased Verified Emissions Reductions (VERs) in the Sky Wind Project in Maharashtra, India, regionally located near the majority of our manufacturers. This project displaces GHG emissions from the "dirty grid" and produces energy equivalent to that used by approximately 14,000 US homes for 1 year. The project and the carbon emissions reductions have been validated by the Verified Carbon Standard.





# TRANSPARENT & TRACEABLE

Just as we seek to increase transparency in jewelry supply chains, we also prioritize transparency throughout our Company. That means focusing on ethical business practices and governance, utilizing environmentally and socially responsible sourcing practices, and proactively communicating our approach to our stakeholders.





# TRANSPARENCY

We believe that demonstrating transparency and enforcing rigorous protocols throughout our supply chain and business activities are essential to driving change in our industry.

Some of the ways in which we embed transparency in our work include:

- ♦ Following internationally accepted disclosure frameworks and standards while implementing thorough internal quality controls and reporting on our impacts and progress annually.
- ♦ Collaborating with and learning from others in our industry to amplify our impact. We engage with initiatives led by the Jewelers Vigilance Committee (JVC), Diamonds Do Good, Sedex, and other organizations committed to transparency in our industry.
- ♦ Establishing and developing strong governance practices, policies, and procedures that lay the foundation for how we manage environmental, social, and governance (ESG) including how our Board and leadership oversee it.

Learn more about how we've built a strong foundation for ESG governance and oversight by reading the [Governance](#) section.





# SUPPLIER DILIGENCE

Our natural and lab grown diamond, colored gemstone, and jewelry suppliers are subject to a diligent vetting process.

We go beyond industry norms by requiring suppliers to adhere to our sourcing and compliance standards.

Once we start working with a supplier, we track its performance and adherence to our requirements through regular reviews.

Find out more about our supplier onboarding requirements in the [GRI Content Index](#).

## SUPPLIER ONBOARDING REQUIREMENTS





# PROVIDING SAFE PLACES TO WORK

To verify safe working conditions where our products are being manufactured, Brilliant Earth requires suppliers to comply with our Supplier Code of Conduct.

## Responsible Manufacturing and Safe Working Conditions

Our Supplier Code of Conduct states that suppliers must use fair and responsible labor practices, provide a healthy and safe working environment, are evaluated for their investments in local community development and environmental protection, and more.

We monitor suppliers' manufacturing facilities using a combination of independent social compliance audit standards, otherwise known as mutual recognition, to evaluate workplace safety and compliance with our [Supplier Code of Conduct](#). Read more in the [GRI Content Index](#).

## Social Compliance Audits in 2022

<b>Mutual Recognition of Audit Protocols</b>	<ul style="list-style-type: none"> <li>◆ RJC Certification</li> <li>◆ DTC Best Practice Principles (BPP) Assurance Programme</li> <li>◆ Forevermark Management System Certification Assessment Report</li> <li>◆ Sedex Members Ethical Trade Audit (SMETA)</li> <li>◆ APSCA Social Compliance Audit</li> <li>◆ Sustainability Rated Diamonds (SCS-007)</li> </ul>
<b>Tier 1</b> Natural Diamond Suppliers	<b>93%</b> of our Tier 1 natural diamond suppliers were audited for alignment to one or more of these audit protocols.
<b>Tier 2</b> Natural Diamond Cutting and Polishing Manufacturers	<b>96%</b> of our Tier 2 natural diamond manufacturers were audited for alignment to one or more of these audit protocols.
<b>Tier 1</b> Lab Diamond Suppliers	Tier 1 comprises mainly of US sales offices with no manufacturing on-site and therefore low risk for workplace safety issues.
<b>Tier 2</b> Lab Diamond Cutting and Polishing Manufacturers	<b>92%</b> of our Tier 2 lab diamond manufacturers were audited for alignment to one or more of these audit protocols.
<b>Tier 1</b> Jewelry Suppliers	<b>86%</b> of our Tier 1 jewelry suppliers were audited for alignment to one or more of these audit protocols.
<b>Tier 2</b> Jewelry Manufacturers	<b>89%</b> of our Tier 2 jewelry manufacturers were audited for alignment to one or more of these audit protocols.



# TRACEABILITY

## Natural Diamond Origins

Brilliant Earth goes above and beyond current industry standards to offer Beyond Conflict Free™ diamonds that have been selected for their ethical and environmentally responsible origins. Jewelers that offer "conflict free" diamonds limit themselves to the Kimberley Process definition, which narrowly defines conflict diamonds as rough diamonds used to finance wars against governments.

We source our natural diamonds from approved mines in **Botswana, Namibia, Lesotho, South Africa, and Canada** with strong social and environmental governance practices, in countries ranked low or moderate risk according to the **Gemstones and Jewellery Community Platform** Index for Conflict-Affected and High-Risk Areas. Our ongoing evaluations of mine operations include environmental and social risks, international certifications, in-country supply chain risks, and geopolitical and environmental issues related to natural diamond supply chains.

## Selecting Natural Diamond Suppliers

Our suppliers must have systems for sourcing natural diamonds from Brilliant Earth-approved mines in specific countries and demonstrate that they comply with our origin requirements.

## Monitoring Natural Diamond Suppliers

Our suppliers must adhere to our robust Chain of Custody Protocol for their diamonds and be able to track and segregate diamonds by origin to meet our Beyond Conflict Free™ standard. We regularly evaluate natural diamonds suppliers' compliance to ensure they are sourcing diamonds that originate from our approved mines, which follow internationally recognized labor, trade, and environmental standards. We continuously refine these review processes with our partners to improve transparency and traceability in our supply chain.

## Promoting Traceability with Blockchain

We were one of the first jewelers to deploy blockchain technology at scale. In partnership with a leading blockchain technology enterprise, we provide the customer with a digital asset with detailed information about their diamond's origin and journey. This is one more way we're promoting transparency and responsibility and defining next-generation standards in the jewelry industry.

**LESS THAN 1%** of natural diamond suppliers worldwide meet our standards

## Lab Grown Diamonds

We were one of the first jewelers to offer lab grown diamonds, which we have done since 2012. These diamonds are created in highly controlled laboratory environments using advanced technology that replicates the conditions under which diamonds develop in nature.

These diamonds have the same physical, chemical, and optical characteristics as natural diamonds and exhibit the same fire, scintillation, and sparkle. Lab grown diamonds provide a mining-free alternative to natural diamonds.

## Monitoring Lab Grown Diamond Suppliers

We hold our lab diamond suppliers to the same high ethical standards as our natural diamond suppliers. Like all suppliers, they must agree to our Supplier Code of Conduct and regular reviews of their manufacturers to ensure compliance with our standards. As members of Sedex since 2021, we are leading the industry – which currently lacks a standard for safe working conditions at lab diamond cutting and polishing manufacturers – by using the Sedex Members Ethical Trade Audit (SMETA) to verify workplace safety at our lab diamond manufacturers.



# GEMSTONES

We strive to offer ethically mined gemstones sourced from select origins around the world with developed environmental and mining regulations and enforcement of safe working conditions.

The common obstacles of traceability in small-scale mining still exist in gemstones, making it challenging to trace some gemstone origins and track the conditions under which they were mined. We partner with our long-term gemstone suppliers to improve traceability. We require them to focus their supply chain on select origins where they can demonstrate traceability, have close relationships with their mining sources, and therefore can push for additional visibility and transparency into their supply chains.

### OUR GEMSTONES AND THEIR SELECT ORIGINS

- SAPPHIRES**
  - Sri Lanka**  
 Colors include royal blue, teals, purples, greens, pinks, yellows, and white. Special focus on the rehabilitation of mining sites.
  - Australia**  
 Known for a broad spectrum of blues, teals, greens, and yellows. Collaboration between the government and mining sector on environmental protection of Indigenous land.
  - Montana, USA**  
 Recognized for stone traceability and colors ranging from teal to dark blues, green, yellow, and more. Sustainable and environmentally respectful mining practices.
- RUBIES**
  - Greenland**  
 Rubies meet high standards for human rights, labor, environmental protection, and mining. Mine-to-market transparency for each gemstone.
  - EMERALDS**
    - Zambia**  
 Dark green, but can also have a dark bluish tone and other beautiful hues. Zambia's Mines and Minerals Development Act includes protections for environmental obligations and occupational health and safety.
- GARNET, CITRINE, AND TOURMALINE**
  - Kenya and Tanzania**  
 Moyo Gems is an ethical gemstone collaboration that empowers female artisanal miners through safer work environments, better mining practices, and improved equity in fair trade markets.
- RHODOLITE, TOURMALINE, AND AQUAMARINE**
  - Kenya, Malawi, and Zambia**  
 Virtu Gem keeps mining, trading, and cutting and polishing in the country of origin to support local economies at fair trade prices. This localizes the economic benefits while integrating and empowering people at every step of the process.



# KEEPING IT SUSTAINABLE

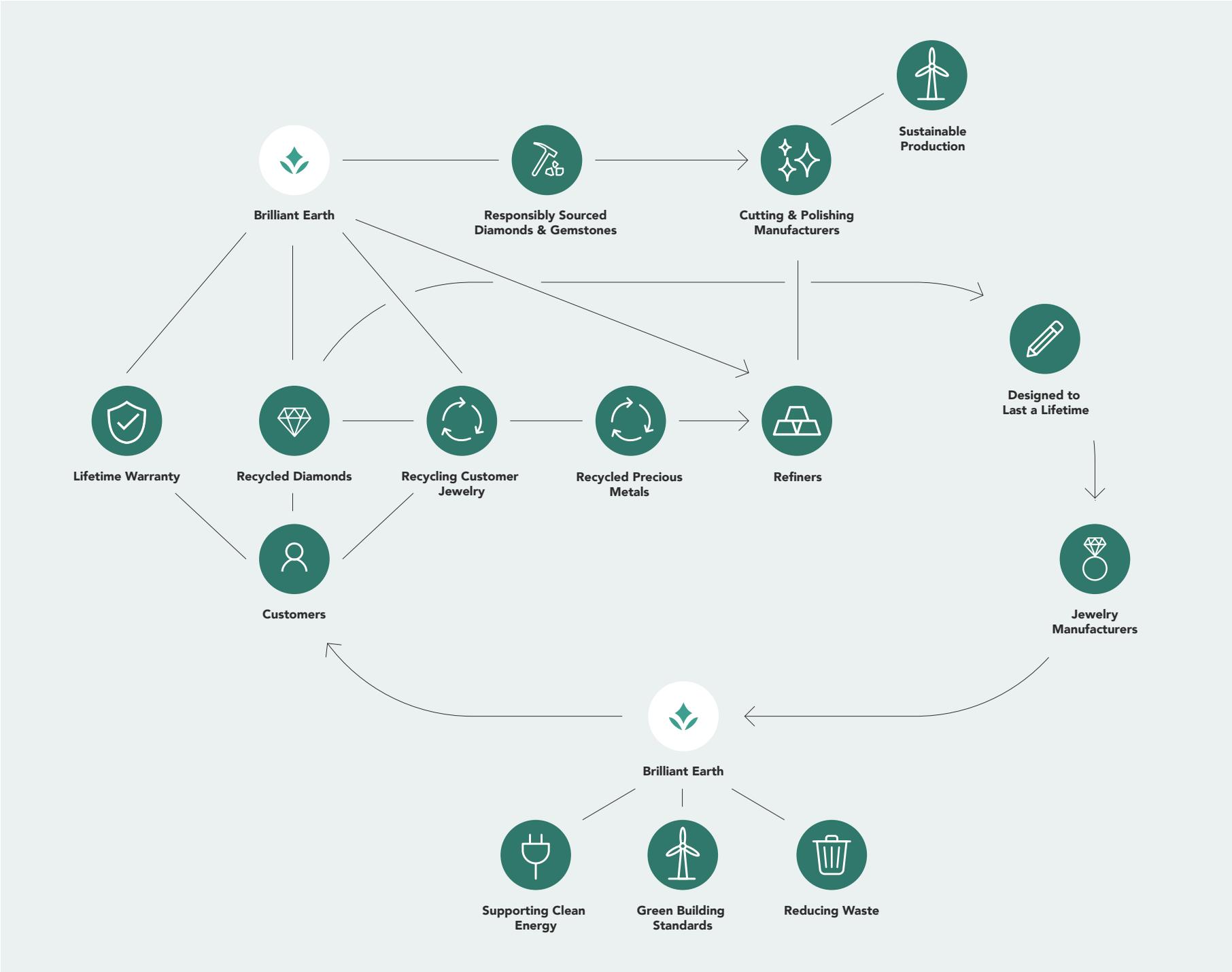
We take action to reduce our environmental footprint and keep our jewelry in a circular economy. Reducing our environmental footprint and minimizing the climate and environmental impacts along our value chain are core to who we are. From our Board and leadership, who are responsible for overseeing our ESG Goals and performance, to all our team members, everyone at Brilliant Earth understands that they have a role in climate action.



# CIRCULARITY IN PRACTICE

A circular product incorporates responsible raw materials, quality craftsmanship, enduring style, recovery of materials, and measuring and reducing corporate and supply chain emissions.

We go beyond industry standards when sourcing our raw and recycled materials. We obsess over wearability, quality, and durability to ensure the longevity of our products. It's all backed by our free lifetime warranty against manufacturing defects: when it's time for a jewelry piece to take a second turn in its life cycle, we offer customers opportunities to recycle previously used jewelry.





# QUALITY & CRAFTSMANSHIP

Sustainability is worked into all phases of the development of our pieces.



## Designed to Last a Lifetime

We incorporate sustainability principles into the design of our pieces from initial product design and ideation, to customer feedback and research, to product marketing and development. We work hard to design beautiful products that are sustainable today, tomorrow, and always.



## Raw Material Selection

We go above and beyond industry social and environmental standards when choosing raw materials. We selectively source our raw materials to reduce the environmental impacts associated with mining and extraction. This includes Beyond Conflict Free™ natural diamonds, lab diamonds verified for safe and healthy working conditions, certified recycled precious metals, Fairmined gold, and colored gemstones sourced from countries vetted for strong social and environmental practices. Learn more about our raw material standards in the [Transparency](#) section of this Report.



## Responsible Manufacturing and Renewable Energy

In 2022, we conducted renewable energy verifications of natural and lab diamond suppliers. The cutting and polishing manufacturers that have transitioned to renewable energy or participate in carbon offsetting are featured in our Truly Brilliant™ collection, expertly curated for beauty and verified sustainable sourcing.





### ESG Goal - Completed

We met our goal to, establish and implement guidelines for the energy, pollution, water, and waste impacts of all new construction, expansion, and renovation of office, retail, and distribution in line with green building standards.

[Update on Goal Performance →](#)

# 30% less

energy for lighting  
new showrooms



## Reducing Waste

We are committed to reducing waste wherever possible – whether in our packaging, in office supplies for our showrooms, or by increasing our recycling efforts. Some of the steps we have taken to reduce waste across our operations are through FSC-certified customer packaging and the elimination of single-use tableware in our new showrooms and distribution center.



## Green Building Standards

We reevaluated the design of our new showrooms to minimize their environmental footprint through an analysis of the current lighting power density and building materials. Some of the ways we will reduce the impact of showrooms constructed in 2023 are by reducing energy use by as much as 30% through fewer fixtures and reduced wattage, and substituting most commonly used construction materials with lower embodied carbon alternatives.



## Supporting a Clean Energy Transition

Since 2018, we have been calculating and displacing greenhouse gas (GHG) emissions from our corporate and showroom energy use, packaging, shipping from supplier through to customer, employee business travel, and employee commuting. To support the global renewable energy transition, this year we purchased Green-e certified Renewable Energy Credits (RECs) for our corporate electricity use. For all other corporate emissions, we purchased Verified Emissions Reductions (VERs) in the Sky Wind Project in Maharashtra, India, regionally located near the majority of our manufacturers.



# JEWELRY FOR LIFE

We promote sustainable consumption by creating pieces for today, tomorrow, and always by being there when our customers' needs change.



## Lifetime Warranty

Our products are backed by our free lifetime warranty, and we use on-the-ground data and feedback from customers, such as reasons for a return and customer reviews, to identify areas of opportunity to improve and refine our products. These findings inform our redesign process as well as design standards for future products. Not only does this improve customer satisfaction, but it also means less waste and emissions and minimizes the impact of returns and repairs.



## Lifetime Diamond Upgrade

Brilliant Earth proudly offers customers a free lifetime diamond upgrade for our natural and lab grown diamonds. If and when it's time for a jewelry piece to take a second turn in its life cycle, we proudly offer customers a natural or lab diamond upgrade for a credit on a future purchase.



## Recycling Customer Jewelry

To facilitate a circular economy and encourage the reuse of materials, we recycle gold or platinum jewelry a customer no longer wears for credit toward a future purchase.



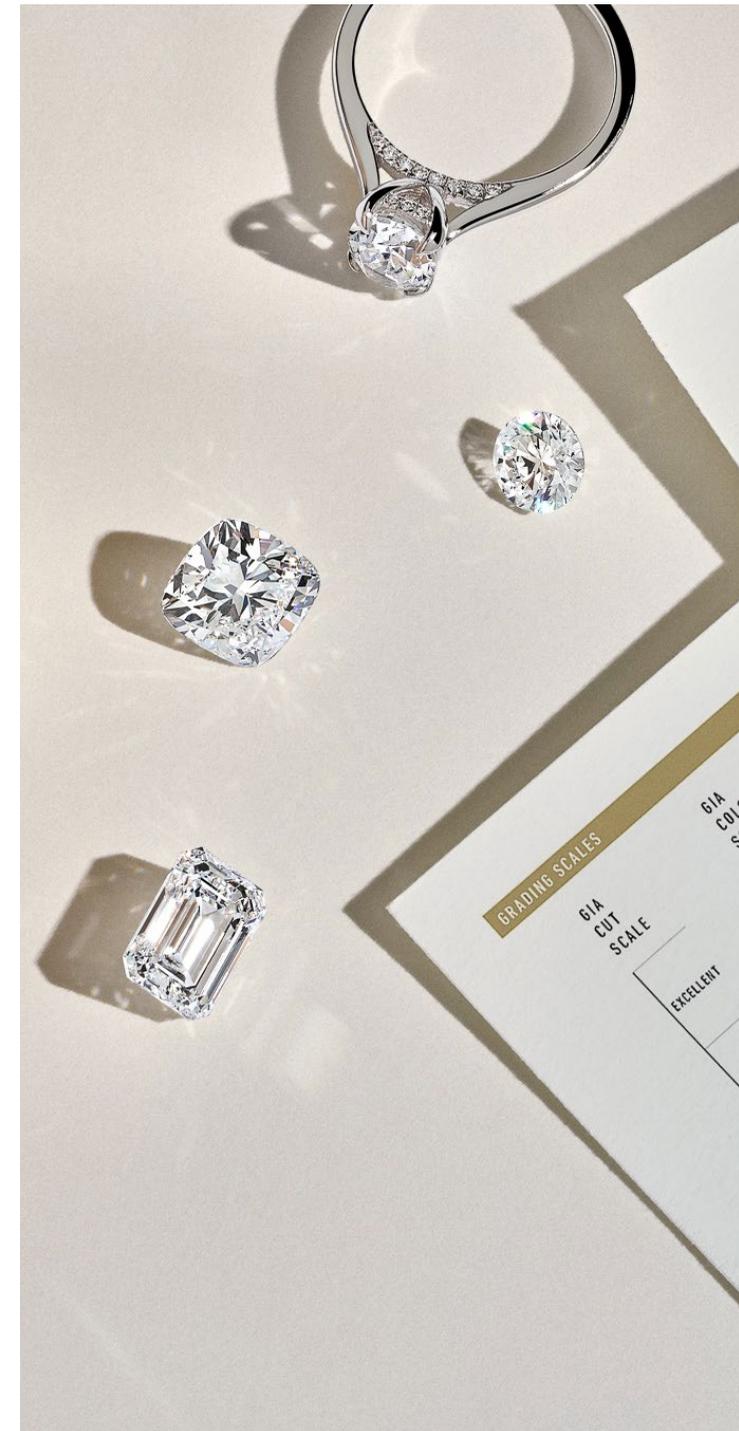
## Keep It Circular

Requiring **recycled precious metals** in all our cast products supports a circular economy while reducing our social and environmental footprint. Our precious metals are sourced from certified responsible refiners that also offer certified recycled metals. Read more in the [GRI Content Index](#).



## We are proud to offer **post-consumer recycled diamonds**

that were previously mined, cut, polished, and owned. These diamonds require no new mining, making them an environmentally and socially responsible choice.





# A COMPASSIONATE APPROACH

At Brilliant Earth, we are committed to giving back, from supporting the communities where our showrooms and headquarters are located, through employee volunteering, to funding environmental and social programs in gold and gemstone supply chains. Our funding has been especially impactful in gold and gemstone mining communities negatively impacted by harmful mining practices.





# BRILLIANT EARTH FOUNDATION

We established the Brilliant Earth Foundation in 2021 to amplify and formalize our commitment to giving back, and to provide long-term support to partners who share our Mission. Since its founding, we have more than tripled our donations, giving over \$518,000 in 2022.



## Responsible Sourcing

We support fair trade in artisanal mining, community development, human rights protection and child labor prevention, education and training, and environmental restoration such as rehabilitating land that has been destroyed by unregulated mining.



## Social Impact

We seek to make an impact in both gold and gemstone mining supply chains and our communities. Our social impact efforts are directed toward awareness, social justice, women's empowerment, gender inclusivity, LGBTQIA+ equality, diversity, and local engagement.

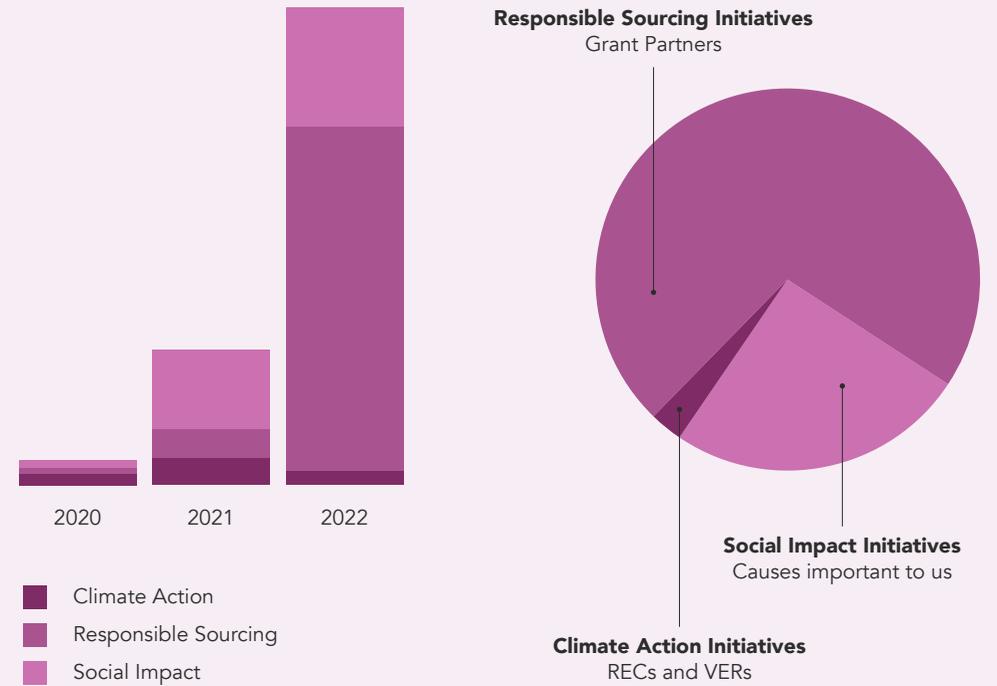


## Climate Action

We are committed to approaching business sustainably and to achieving our business goals without compromising the ability of future generations to meet their needs. Through climate action, we seek to reduce our own carbon footprint and leverage our platform to advocate for environmental protection. Learn more about our commitment to climate action under [Sustainability](#).

\*The Brilliant Earth Foundation is a corporate advised fund with Silicon Valley Community Foundation.

### We continue to grow our giving and impact



### ESG Goal - Completed

In 2022 and moving forward, make further commitments to restore habitats where mining and other extraction activities have occurred.

[Update on Goal Performance →](#)



### ESG Goal - Completed

In 2022 and moving forward, contribute to the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.

[Update on Goal Performance →](#)



# STORIES OF COMPASSION

One of the best ways to learn about our work with our grant partners is to read their stories. See some of the ways these organizations are working to improve diamond, colored gemstone, and gold mining communities – and how they benefit from their partnerships with Brilliant Earth.

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Photo credit: Resolve

## Restoring Abandoned Diamond Mines DDI@Resolve

We have worked with DDI@Resolve for over 14 years. In 2021, we began a new **4-year \$100,000 grant** to DDI@Resolve's Peace Diamonds Restoration Initiative, which is aimed at restoring abandoned diamond mining sites in **Sierra Leone**. Between 1991 and 2002, diamond mining fueled a civil war, destabilizing the country and leaving behind abandoned mining pits that pose physical risks and limit the amount of arable land. In 2022, the Peace Diamonds initiative reported that 29 mining sites had been rehabilitated in the Kono District of Sierra Leone.

Some 240 young people from 30 households are cultivating crops on the reclaimed land. About 714 people, the majority of whom are women and children, will benefit directly from post-reclamation land reuse through crop cultivation, and more than 5,000 people will benefit from the post-reclamation land reuse for all agricultural activities.

Learn more about [DDI@Resolve](#)



Photo credit: Michael Goima

## Fair Market Prices for Female Gem Miners Pact-Moyo

Moyo, the word for "heart" in Kiswahili, reflects Moyo Gems' focus on being a responsible miner-to-market gemstone collaboration in East Africa. The Moyo Gems program educates and trains women artisanal gem miners to sell their colored gemstones at Market Days directly to international gem traders for fair market prices. This work is made possible through a unique partnership between the Tanzania Women Miners Association (TAWOMA), the Association for Women in Energy and Extractives in Kenya (AWEIK), the global nonprofit organization Pact, international gem traders, and brands like Brilliant Earth.

In 2022, we began a **2-year \$390,000 grant** to Pact to help Moyo Gems expand from **Tanzania into Kenya**, hire a full-time regional program manager, and fund financial literacy trainings that help women build secondary sources of income. Since the grant initiation, Pact has recruited 241 miners in Kenya and 61% are women.

Learn more about [Pact-Moyo](#)



Photo credit: ARM

## Mercury-Free Gold Mining Pure Earth and ARM

Our partnership with Pure Earth began in 2017. In 2022, we teamed up with Pure Earth and the Alliance for Responsible Mining (ARM) on a new **3-year \$300,000 grant** to create a program in the Amazon to reduce global mercury emissions. The Green Mining Project aims to train gold miners in **Madre de Dios, Peru**, in mercury-free mining techniques and certify them as the first Fairmined Ecological Gold miners in the region.

The Green Mining Project promotes the implementation of mercury-free technologies, mitigating the negative impacts of this toxic chemical on the environment and people's health and restoring the damage done to Amazon rainforests degraded by gold mining and mercury use. The Fairmined certification and Fairmined premium incentivizes miners to maintain mercury-free mining practices.

Learn more about [Pure Earth](#) and [Fairmined gold](#)



# MAKING A SOCIAL IMPACT

We make direct donations to causes important to us and design jewelry that expresses our commitments to environmental conservation, social justice, women’s empowerment, and LGBTQIA+ equality, among other causes that align with our values.



NAACP Legal Defense Fund



Food banks



Feeding America



Keep Our Clinics  
Abortion Care Network



Rainforest Alliance



Preservation of America’s  
national parks



International Rescue  
Committee for humanitarian  
assistance in Ukraine



Fairmined

## Organizations and causes we support



# GIVING BACK IN OUR COMMUNITIES

Our employees have a Mission-oriented mindset and are eager to give back to the communities in which they live and work.

For every new showroom we opened in 2022, we set the tone with a corporate donation to a food bank within the community, chosen by the local employees. Employees also donate their time by volunteering where our showrooms and offices are located.

We're proud of our employees. This year, they volunteered at 26 organizations, including Food Bank of the Rockies, Empower Youth Network, Hands On Atlanta, MedShare, the San Francisco-Marin Food Bank, and the Periwinkle Foundation. All told, our employees donated 521 volunteer hours.



### ESG Goal - Completed

Double employee volunteer hours in 2022.

[Update on Goal Performance →](#)



Volunteering with San Francisco Firefighters at their annual toy drive.

Columbus, Ohio Showroom, joined Make-A-Wish and Jewelers for Children to show compassion to a local student.

To celebrate her wish, 14-year-old Jocelyn received a VIP experience at our Columbus showroom a mock engagement ring appointment, a beautiful necklace, and a life-size cutout of Harry Styles. The Brilliant Earth team was honored to help make Jocelyn's wish one to remember.





# DIVERSITY, EQUITY & INCLUSION

Fostering inclusivity and belonging for our people and customers is one of the guiding pillars of our Mission. We have specific ESG Goals around diversity, equity, inclusion, and belonging, and these goals are also part of our Company strategy, culture, and performance monitoring. Our leadership is deeply committed to championing diversity and belonging and to continuing to build on the progress we've made.





# OUR PILLARS OF CULTURE

The Brilliant Earth culture is key to our success and helps us attract and retain team members. We collaborate, celebrate, and promote based on our Pillars of Culture.



## Commitment to the Customer

Providing an exceptional customer experience is always our top priority.

## Partnership and Positivity

Foster a community of collaboration, inclusivity, respect, and encouragement. Celebrate each other's differences and each other's victories, big and small.

## Bias Toward Action

When you see a need, step up rather than standing by. Discuss, test efficiently, and take action.

## Embrace Growth and Change

Be a champion of continuous improvement. Look for new opportunities to support business goals.

## Mission Mindset

Be an educated, passionate advocate of our Mission in your role and beyond.

## Ownership

Be accountable for your actions, take pride in your work, and inspire others with your example.

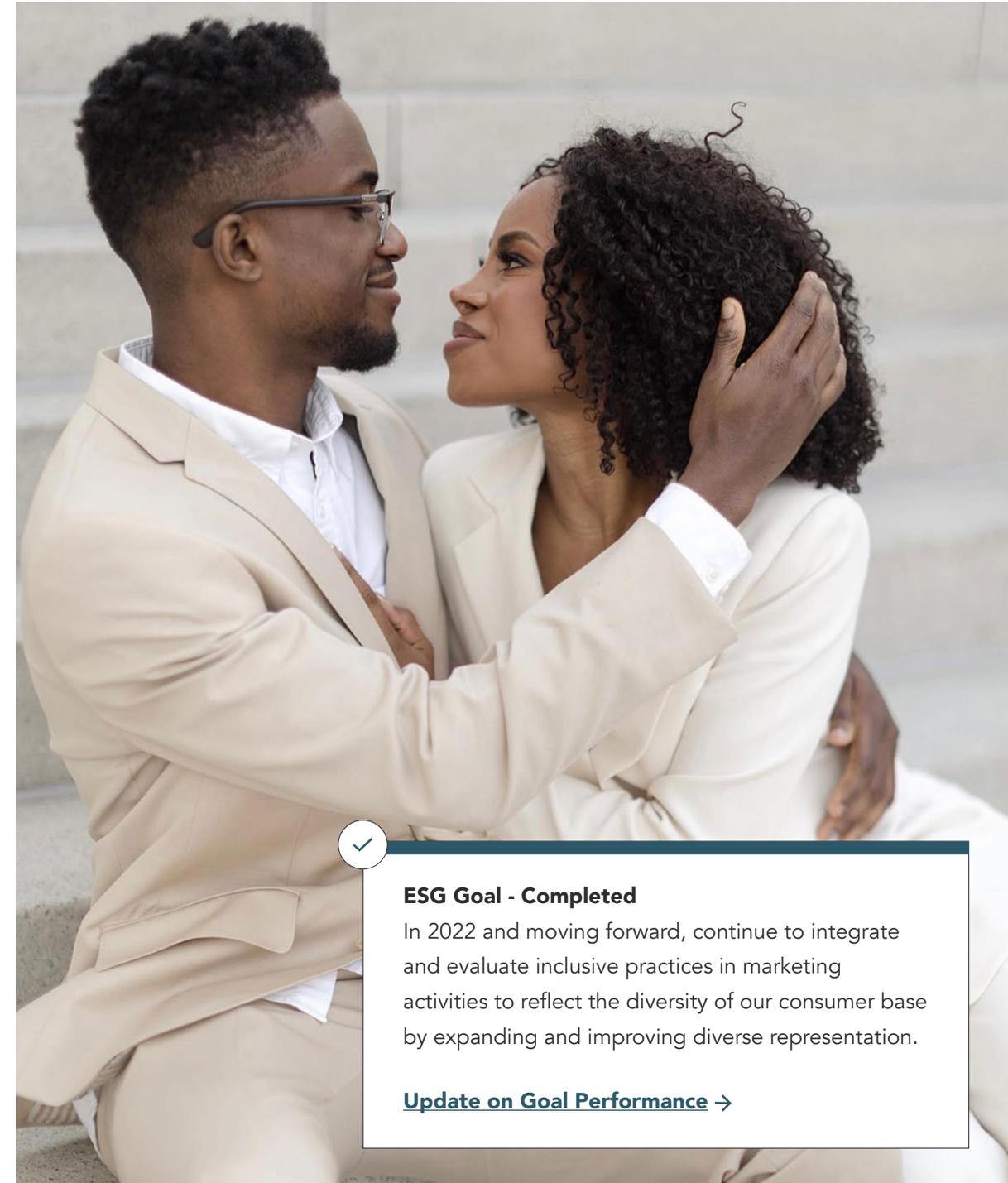


# INCLUSIVE PRODUCTS & CUSTOMER EXPERIENCE

Our commitment to diversity, equity, and inclusion has led us to design products and shopping experiences that celebrate these values.

Our philosophy is to treat our customers to a relaxed yet luxurious experience in our showrooms. Just as each of our diamonds and gemstones is unique, we seek to give each customer an exceptional experience tailored to their individuality that results in them finding that special piece of jewelry.

- ◆ We began offering free extended sizing at no additional cost within our Rings for Everyone assortment. We are in the process of rolling this out across our entire ring collection.
- ◆ We recently updated our sample size based upon feedback from our customers.
- ◆ We greatly expanded our product offerings with designs for all genders.
- ◆ We offer a virtual try-on experience with technology that allows anyone to visualize jewelry on their unique skin tones.



### ESG Goal - Completed

In 2022 and moving forward, continue to integrate and evaluate inclusive practices in marketing activities to reflect the diversity of our consumer base by expanding and improving diverse representation.

[Update on Goal Performance →](#)



# CHAMPIONING EMPLOYEE BELONGING

We celebrate the diversity within our Company and know we're a better business because of it.

## Equitable and Inclusive Hiring

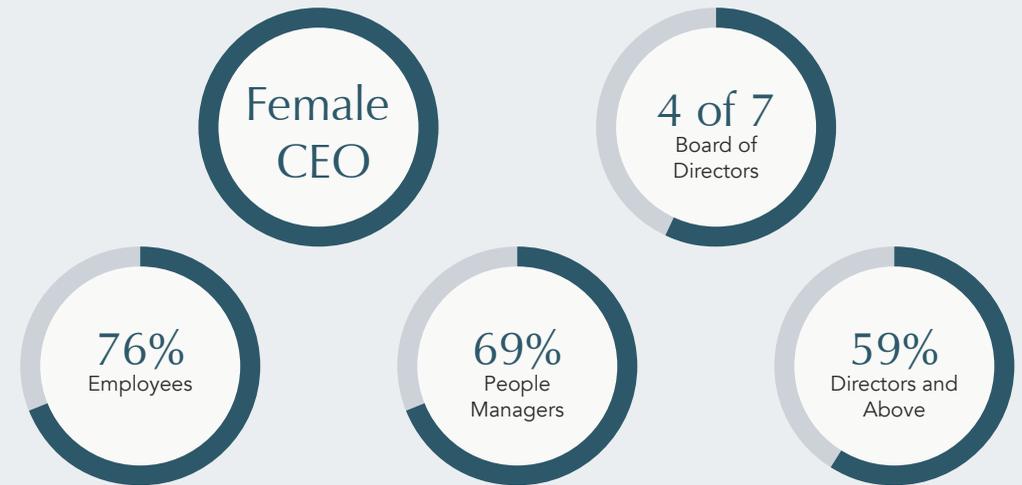
We also know that maintaining and expanding this diversity requires ongoing and continual efforts. We are committed to these efforts and to fostering an inclusive workplace and a more diverse jewelry industry. Our executive team closely monitors monthly reports and survey responses on diversity, employee wellness, and belonging at Brilliant Earth and incorporates these findings into their strategy and decision-making.

We are proud to have increased the number of people who self report as female and/or as BIPOC across all levels of the organization in 2022. We strengthened and grew our inclusive hiring practices through:

- ♦ Evaluating our job descriptions to ensure language choices are inclusive to attract diverse talent.
- ♦ Including our EEO statement and applicant accommodation process in job descriptions.
- ♦ Anti-bias training for our interviewers and Talent Acquisition Team.
- ♦ Posted employment opportunities with historically Black colleges and universities (HBCUs) and other organizations serving diverse communities.
- ♦ Limiting positions that require a college degree to senior leadership and technical positions.

We are proud of our diverse workforce representation, which is also reflected in our leadership.

### FEMALE-LED, FEMALE MAJORITY



### PEOPLE WHO SELF REPORT AS BLACK, INDIGENOUS, AND PEOPLE OF COLOR





# DIVERSITY, INCLUSION & BELONGING COUNCIL

Our employees lead our internal Diversity, Inclusion and Belonging (DIB) Council, launched in 2020. The council is made up of employees across departments who are interested in advancing diversity, inclusion, equity, and belonging in our workplace, products, and operations. Many important initiatives have come from the council, such as extended ring sizing at no additional cost.



"Diversity, equity, and inclusion mean to me that people of different backgrounds, races, ethnicity, sexual orientation, learning styles, disabilities, and any other differences are treated fairly and given equal opportunities. This is important to me because as a Black woman, I have not always received fair treatment. However, at Brilliant Earth, I have been given the opportunity to grow and become a leader."

**Briana Baker**

Customer Experience Regional Manager &  
Diversity, Inclusion and Belonging Council Member

# CELEBRATING WOMEN'S EQUALITY MONTH

In August, we celebrated Women's Equality Month by honoring women at Brilliant Earth who chose to mentor others.



"I didn't truly realize the impact of having women mentors and leaders until I joined Brilliant Earth. I am very proud to work for a company that creates spaces not only for women but for a variety of other identities."

**Kylie Topp**

Talent Acquisition Manager



# BUILDING OUR EMPLOYEE COMMUNITY

We hired many new team members in 2022, and as we grow our Company, taking care of and investing in our employees is an important part of our strategy.

## Be Brilliant, Be Well

Our employee wellness program, Be Brilliant, Be Well, focuses on four core areas: **body, mind, life, and community**. Our monthly newsletter shares resources, events, and other key topics that correspond to each quarter's theme.

In 2022, we offered access to a mental health app, free of cost to all employees. The app provides behavioral health coaching, a self-care library, 24/7 mental health support and coaching, and video-based therapy and psychiatry with licensed professionals.





# INVESTING IN OUR TEAM

Our team members are our most valuable asset, and we are committed to providing an inclusive, supportive workplace where employees can be their authentic selves and focus on achieving their professional and personal goals. We provide regular training, ongoing learning opportunities, workshops, and incentive award plans for our team members.



"The Brilliant Earth training program is unlike any I have ever experienced! From day one, I felt so supported by the training team, my colleagues, and Company leadership."

**Conrad Fox**

Customer Experience Manager





# EMPLOYEE ENGAGEMENT

Our team members are the most important part of Brilliant Earth. Simply put, they drive our success. To help us build and maintain an exceptional experience for them, we conduct an annual anonymous engagement survey so they can provide direct and confidential feedback we can act on. These findings are incorporated into our goals, strategy, and action plans for people managers and leadership.

From our surveys, several values and beliefs are consistently shared by employees.

95%

"I share the values of the Pillars of Culture"

87%

"I feel like I am part of a team"

89%

"My manager genuinely cares about my well-being"



### ESG Goal - Completed

Maintain an employee engagement score of at least 75%.

[Update on Goal Performance →](#)



# WORKING AT BRILLIANT EARTH

## Equitable and Inclusive Compensation Strategies

We understand that all our team members play a direct role in our success, and we are committed to compensation strategies and benefits that are equitable and inclusive. We offer competitive and comprehensive compensation packages, and we invest in our talent with Equity and Incentive Award Plans. Shortly after our September 2021 initial public offering, we made broad-based equity awards so that employees had opportunities to become shareholders in the Company.

## Our Awards

We are proud to be recognized as one of Built In's Best Places to Work in more than 10 tech hubs, and as a VIBE Best Medium Sized Company based on our compensation, benefits, culture programs, and employee testimonials.

Learn more about our employment practices, the generous benefits we offer to employees, and our workplace health and safety practices in our [GRI disclosures](#) in the appendix and by visiting the [Careers page](#) on our website.



Atlanta | Austin | Boston | Chicago | Colorado | Dallas  
Houston | Los Angeles | Miami | San Diego  
San Francisco | Seattle | Washington, DC



VIBE Best Medium Sized Company for Financial and Retirement Benefits

VIBE Best Medium Sized Company for Professional Development Benefits



### ESG Goal - Completed

Annually assess our compensation packages to continue to offer competitive and comprehensive packages that are also equitable and inclusive.

[Update on Goal Performance](#) →



# GOVERNANCE

Since our founding, sound ESG practices have been fundamental in our business, operations, and supply chain partnerships.

## Board Oversight of Sustainability

Our Board of Directors sets high standards for the Company's employees, officers, and directors while creating value for our shareholders. Our commitment to sustainability only strengthened as we went public in 2021 and continued to improve the transparency of our sustainability efforts. Our Board comprises seven members who are committed to advancing sustainability at Brilliant Earth and playing an active role in providing strategic oversight and review.

### Brilliant Earth Board Structure & ESG Oversight

- ◆ Audit Committee
- ◆ Compensation Committee (Oversight of ESG topics and employee-related matters)
- ◆ Nominating & Corporate Governance Committee (Oversight of environmental and governance-related topics)

Each committee has its own charter that outlines the committee's responsibilities, role, meeting frequency, oversight of material issues, and other duties. Read the committee charters on [our website](#).

## Board Diversity

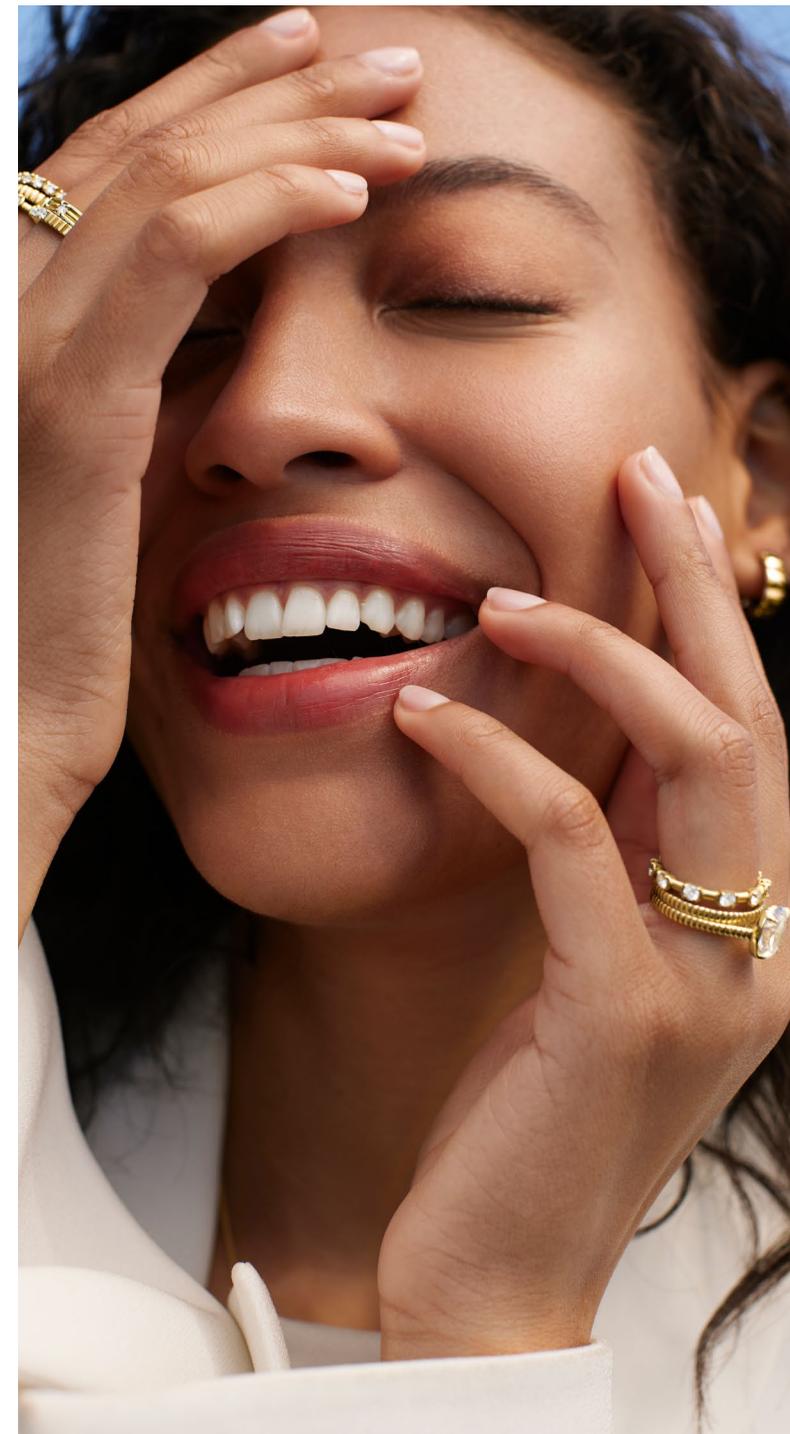
We're proud to have a Board with rich public company experience and a deep commitment to and knowledge of sustainability. The Board's diversity reflects the diversity of our team members, and most of our Board is female.

## Executive Compensation

A portion of our executives' bonuses is tied to the Company's performance regarding our ESG Goals so that all executives are working toward the same targets.

## Risk Management

Our Board, executive leadership, officers, and directors are constantly monitoring potential risks to our business operations, activities, and supply chain. With our Mission and commitment to transparency, traceability, and creating a more socially and environmentally sustainable jewelry industry, ESG topics are a natural component of this process. Risks are discussed often and are categorized by likelihood and severity of impact, with plans put into place to mitigate risks to ensure business continuity.





# GOVERNANCE

## Materiality and Stakeholder Engagement

We have worked extensively to identify our key sustainability issues.

Our journey to uncovering risks, opportunities, and strategic commitments unfolded by:

1. Launching a values-based company to provide jewelry that's different in every way – how it's made, how it's sold, how it's sourced and crafted, and how it gives back.
2. Committing to transforming an outdated industry to achieve the ideals that we were founded on and that inform our goals.
3. Conducting third-party due diligence assessments across our value chain to help us determine risks, opportunities, and areas for improvement.
4. Working with peers and industry associations to drive change across the supply chain.
5. Monitoring and analyzing implementation of strategic pillars that have guided us since our founding in 2005.
6. Evaluating management systems to ensure strong policies and processes are in place to operationalize our efforts.
7. Establishing programs – including specialized training, education, and reviews – to enable success in our teams, from associate to executive, and with our supply chain partners.

8. Aligning to leading sustainability/ESG standards and frameworks to better track and report on performance to key stakeholders.

Whether we are working with regulators to ensure compliance with various laws; collaborating with our peers, industry associations, or supply chain partners to elevate our vision for sustainable development; or working with our team to implement our strategic efforts, we continuously engage our stakeholders on key sustainability topics.

## Doing Business with Ethics

We address ethical issues, legal and regulatory compliance, human rights, health, safety, environmental issues, and diversity, equity, and inclusion (DEI) in our **Code of Business Conduct and Ethics**, which applies to our directors, officers, and employees. We address these topics and more in our Ethical Business Policy, which includes key GRI topics like forced labor, DEI, and community development and outlines our expectations for employees, suppliers, and third parties. Read more in the **GRI Content Index**.

## Anti-Money Laundering, Anti-Corruption, and Ethical Behavior

We prohibit money laundering, **insider trading**, bribery, and other forms of corruption and unethical behavior, and we require that employees report any instances they might be aware of. We have robust internal tracking, controls, monitoring,

and annual reviews of our systems and suppliers. This helps prevent bribery and corruption and ensures that our programs are effective and continually improved upon.

Our officers, employees, and agents around the world are required to sign and commit to our Anti-Money Laundering Policy. Employees working in areas that have the potential to implicate money laundering issues are required to complete anti-money laundering training. In 2022, **100% of these employees completed the training.**

As members of the Jewelers Vigilance Committee (JVC), we strive to go beyond basic compliance with anti-money laundering and anti-corruption rules via continuous education, collaboration with business partners, responsible advertising, and sound customer relationship management. The JVC has tested and confirmed that our Anti-Money Laundering program is appropriate, most recently in 2022.

Our Insider-Trading Compliance Policy and our Employee Handbook outline the ethical, legal, and other compliance policies in place for employees. Additionally, we require that employees report any illegal, fraudulent, or unethical behavior. We maintain a third-party-operated whistleblower hotline that employees can use to report unethical behavior through a variety of methods, including anonymously.

**We are proud that we had zero reported incidents of violations of these policies in 2022.**



# GOVERNANCE

## Financial and Corporate Transparency

We regularly file public reports with the US Securities and Exchange Commission (SEC) that detail our operational results, risks that could impact the business, and our financial performance. We publish all our SEC filings and quarterly performance reports on [our website](#).

## Product Responsibility

We take pride in creating beautifully designed, sustainable, and joyful products for our customers. Our Product Development, Merchandising, Sourcing, and Marketing Teams work closely with our Legal & Compliance team to ensure that our products are responsibly designed. We carefully review products, designs, and marketing to avoid intellectual property or trademark conflicts and to adhere to the Federal Trade Commission's Green Guides, which help us ensure that our environmental claims are accurate, substantiated, and do not mislead consumers.

Brilliant Earth's natural and lab diamonds are independently graded for quality characteristics of the 4Cs – cut, color, and clarity in a variety of carat weights. A diamond certificate or grading report from an independent gemological lab provides an expert opinion on the quality of each diamond. These include some of the world's leading gem-grading labs, such as the Gemological Institute of America (GIA), International Gemological Institute (IGI), HRD Antwerp, and Gem Certification & Assurance Lab (GCAL).

## Privacy and Data Security

We value the privacy and security of the data that our employees, customers, and business partners entrust us with. We have robust policies and systems in place to ensure that data is protected and handled with care. Some of the ways we protect privacy and data are:

- ◆ Annual cybersecurity trainings for employees.
- ◆ Regular phishing tests and trainings for employees.
- ◆ Multi-factor authentication for applications and accounts.
- ◆ Investing in and growing our IT team, including key roles focusing on cybersecurity, data and privacy compliance, and legal and regulatory oversight.
- ◆ Implementing secure platforms and systems that protect employee emails and customer credit card data and that guard against data breaches, viruses, malware, and other threats.
- ◆ Complying with the Sarbanes-Oxley Act, payment card industry requirements, and other legal and regulatory requirements.
- ◆ Addressing potential threats and issues before they arise by mapping our systems and data and undergoing regular reviews and audits of our practices.

**We had zero known cybersecurity incidents in 2022.**



## ESG Goals & Performance

Goal Year	Goal	Goal Status	2022 Progress	2023 Ambitions
<b>Sustainability</b>				
2022	Establish and implement guidelines for the energy, pollution, water, and waste impacts of all new construction, expansion, and renovation of office, retail, and distribution in line with <b>green building standards</b> .		We identified opportunities to implement more environmentally friendly updates focused on operating energy, embodied carbon, and global warming potential (GWP). We expect that these updates will reflect a 30% reduction in energy use through fewer fixtures and reduced wattage, and reduce GWP of new showrooms and renovations starting in 2023.	We will implement in new showrooms starting in 2023.
	Reduce the amount of paper-based packaging in our consumer-facing boxes while maintaining 100% FSC Recycled content.		We began the process to reduce the paper content of our <b>100% FSC Recycled packaging</b> .	We will finalize packaging updates and implement in showrooms.
2022+	Integrate sustainability into our design and manufacturing processes. Identify innovations that continue to make our designs and manufacturing processes sustainable by reducing material use and key waste streams in Tier 2 manufacturing locations.		We analyzed data on return and repair rates, and redesigned a number of styles based on that data to improve quality, durability, and reduce waste.	We will redesign styles flagged as 'highest repair' and monitor other styles to inform design standards for future products.
	Promote circularity and longer use of jewelry through repair, refurbishment, diamond upgrade, metal credit program, and recycled diamond offerings.		We increased marketing and circularity education for the <b>lifetime warranty, diamond upgrade, and recycled metal credit program</b> .	We will establish a baseline for the metal credit program to monitor year-over-year progress of our recycled metal collection.
	In addition to our efforts to increase transparency and improve jewelry industry standards, leverage the Brilliant Earth platform to also advocate for environmental and social protection by supporting relevant causes, events, political and social movements, and employee education.		We supported several organizations that advance environmental, political, and social movements that align with our values through the " <b>Brilliant Earth Foundation</b> " and through our <b>Jewelry That Gives Back collection</b> . In reflecting on the major social events that took place in 2022, such as the invasion of Ukraine and the reproductive justice movement, we have updated this Goal to include social as well as environmental protection.	We will focus our efforts and increase our give-back in environmental advocacy.
2023	Using 2022 as a baseline, measure and publish science-based GHG emissions reduction targets to corresponding target dates.		Since 2018, we have calculated our corporate GHG emissions. In 2022, we enhanced our data collection and aligned to the Greenhouse Gas Protocol for all categories. We have updated this Goal and Goal Year to reflect using 2022 as a baseline.	Using data from calendar year 2022 as a baseline, we will set targets and make a Science Based Targets commitment.
	Since 2018, we have offset our emissions from our corporate and showroom energy use, packaging, shipping, employee travel, and commuting. In addition, we will neutralize quantifiable pre-2018 Scope 1 and 2 emissions.		In accordance with the Greenhouse Gas Protocol, we made steps toward more accurately quantifying our Scope 2 and 3 emissions by engaging with digital service providers and transportation companies, improving data collection for employee travel and commuting, surveying our supplier base for renewable energy use, and using secondary data to estimate purchased goods and services. To learn more about how we are improving emissions calculations, read <b>Greenhouse Gas Emissions Inventory</b> .	We will evaluate the availability of emissions data prior to 2018 and determine if the data can be accurately used to displace historical emissions.
2030	Neutralize Scope 2 and 3 emissions (purchased electricity, manufacturing, digital communications, B2B and B2C transportation, and employee travel) by engaging key business partners to implement renewable energy or investments in renewable energy projects.			We will continue to work with our supplier base to encourage their transition to renewable energy and, where available select utility providers with renewable energy for new and existing showrooms.
2025	Eliminate single-use plastics in showrooms and corporate spaces.		We eliminated single-use disposable tableware at our new showroom locations and in our distribution center to reduce waste.	We will work with our suppliers to evaluate how to reuse and reduce single-use plastic product bags.



Goal Year	Goal	Goal Status	2022 Progress	2023 Ambitions
2025	100% of gold and silver will be sourced from recycled or Fairmined sources, with year-over-year increases in the percentage of recycled platinum used in our products.		Our annual independent review determined that 98% of our gold and 97% of our silver are from recycled sources.	We will use the Responsible Minerals Initiative's Downstream Assessment Program to conduct additional verifications on suppliers of gold and silver jewelry, verifying compliance with our <b>Recycled Precious Metals</b> Policy.
2030	Achieve zero waste in showrooms and corporate spaces.		We made strides to reduce waste in our showrooms, offices, and distribution center. <a href="#">Learn more here.</a>	We will reevaluate sources and measure waste in our showrooms, offices, and distribution center to find ways to reduce.
<b>Transparency</b>				
2023	Continue to expand use of traceability technology, increasing blockchain diamonds to 20% of our natural diamond inventory.		Blockchain-enabled diamonds accounted for 7%-8% of our natural diamond inventory. We have updated this Goal to reflect our focus on blockchain.	We will implement a new blockchain solution that will help us reach our goal of 20%.
	Conduct a life cycle assessment of key raw materials to measure impacts on biodiversity, water, and energy use.		We performed initial GHG estimates of raw materials: natural diamonds, lab diamonds, gold, silver, and platinum.	We will improve our research and data collection of cradle-to-gate emissions of key raw materials.
	Support mutual recognition and 100% participation of moderate-to high-risk Tier 1 natural, lab and jewelry suppliers are participating in an acceptable standard such as RJC, DTC BPP, or Sedex.		Percentages of suppliers that completed a social compliance audit to an approved independent audit protocol: 93% of Tier 1 natural diamond suppliers 86% of Tier 1 jewelry suppliers *Tier 1 lab suppliers are categorized as low-risk sales offices with no manufacturing on-site.	We will continue to verify the balance of suppliers for compliance with our <b>Supplier Code of Conduct</b> .
	Support mutual recognition and 100% participation of moderate-to high-risk Tier 2 natural, lab and jewelry manufacturers are participating in an acceptable standard such as RJC, DTC BPP, or APSCA Member Firms.		Percentages of supplier manufacturers that completed a social compliance audit to an approved independent audit protocol: 96% of Tier 2 natural diamond manufacturers 89% of Tier 2 jewelry manufacturers 92% of Tier 2 lab diamond manufacturers* *In Oct. 2021, we began the process of verifying our lab manufacturers' compliance with our Supplier Code of Conduct.	
2025	Publish key metrics on factory audit findings, including risks identified and remediation efforts.		We have full audit reports from 92% of lab diamond manufacturers.	We will require full audit reports from Tier 2 natural diamond and jewelry manufacturers.
	Certify 50% of lab diamond suppliers to an environmental product standard.		We conducted renewable energy verifications of lab diamond manufacturers that transitioned to renewable energy or purchase RECs. These suppliers are featured in our <b>Truly Brilliant™ Collection</b> .	We will continue to push suppliers to transition to renewable energy sources, and research environmental product standards for lab diamond suppliers that meet our requirements.
<b>Compassion</b>				
2022	Double employee volunteer hours.		We more than doubled our <b>volunteer hours</b> .	We will aim for 100% employee participation in volunteering.
2022+	Further commitments to restore habitats where mining and other extraction activities have occurred.		Through the Brilliant Earth Foundation, we have committed to multiyear grants for programs with a focus on responsible sourcing. <a href="#">Learn more here.</a>	We look forward to seeing the progress of our multiyear grants develop, with a focus on rainforest reforestation and mining pit rehabilitation.



Goal Year	Goal	Goal Status	2022 Progress	2023 Ambitions
2022+	Contribute to the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.		We began a 2-year \$390,000 grant with Pact-Moyo to empower female artisanal miners. <a href="#">Learn more here.</a>	Pact will strengthen Moyo expansion and a financial literacy program in Kenya.
2025	Support new Fairmined certifications of ASM gold mines and increase purchases of Fairmined gold from these mines year-over-year.		Through Pure Earth and the Alliance for Responsible Mining, we sponsored the Fairmined certification of mining consortium AMATAF in Peru. We increased our Fairmined gold purchases by 27%, from approximately 470 grams to 600 grams. <a href="#">Learn more here.</a>	In addition to monitoring AMATAF's progress on achieving Fairmined certification, we plan to sponsor an additional mine to achieve certification.
<b>Inclusion</b>				
2022+	Continue to broaden our product offerings to reflect our diverse customer base.		We are committed to inclusive products. In addition to our gender-neutral rings, we began offering extended sizing within our Rings for Everyone assortment.	We will roll out extended sizing across our entire ring assortment.
	Identify new opportunities for inclusive designs and collections.			
	Continue to <b>integrate and evaluate inclusive practices in marketing activities</b> to reflect the diversity of our consumer base by expanding and improving diverse representation.		We have always showcased diversity on our website and in our marketing materials. In 2022, we ramped up these efforts to better reflect our customers.	As we scale our community and influencer outreach, we will continue to prioritize diversity in all of our paid, gifted and organic partnerships, ensuring we amplify diversity and promote equity across all marketing efforts.
	Maintain an <b>employee engagement score</b> of at least 75%.		The overall score on our last engagement survey was 77%.	We will maintain and improve the employee engagement score.
	Annually assess our compensation packages to continue to offer <b>competitive and comprehensive packages</b> that are also equitable and inclusive.		We worked with an independent consultant to analyze and assess our compensation packages for various roles across the Company to ensure compensation equity. We also hired a full-time Compensation Director to oversee and ensure equitable compensation going forward.	We will continue to assess and offer competitive and comprehensive packages that are also equitable and inclusive.
	Perform annual surveys to understand the intersectionality of the diversity of our employees. Support the continued growth and development of staff to support internal mobility and maintain diverse employee, leadership, and executive representation.		We survey our team members twice a year to understand the diversity of our employees, what matters most to them, and how we might create a more inclusive company. We conducted weekly pulse surveys to better understand <b>employee engagement and belonging</b> . Our leadership and people managers worked with Human Resources to create action plans based on these results.	We will survey our employee base, utilizing a new human resources information system platform implemented in 2022, to better understand the intersectionality of the diversity in our workplace.
	Continue to train, educate, and support all employees in creating and fostering diverse teams through a variety of DEI-focused initiatives such as online trainings, guest speakers, employee resource groups (ERGs), and other resources.		All new employees were required to take training on anti-harassment, discrimination, inclusion, and belonging in the workplace. At regular intervals throughout the year, we offered additional trainings, workshops, resources, and events on diversity, equity, inclusion, and belonging.	At the end of 2022, we signed the Open to All pledge. We plan to utilize the resources of this campaign to strengthen our DEI efforts.
2023	Identify a focused leader to spearhead and execute the Company's DEI program and initiatives.			



## GRI & SASB Integrated Content Index\*

GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	<b><a href="#">Brilliant Earth at a Glance Annual Report</a></b>	This Report covers business activities associated with Brilliant Earth, LLC and our efforts to influence responsible management practices across our supply chain. For more information about our organizational footprint, see Item 1. Business of our CY2022 Annual Report.	CG-MR-000.A Number of: (1) retail locations and (2) distribution centers  CG-MR-000.B Total area of: (1) retail space and (2) distribution centers
	2-2 Entities included in the organization's sustainability reporting	<b><a href="#">Trademarks Brilliant Earth at a Glance</a></b>	25 showroom (retail) locations 1 distribution center Showroom (retail) space: 90,383 square feet Distribution center: 23,818 square feet	
	2-3 Reporting period, frequency and contact point	<b><a href="#">About This Report</a></b> Content Index	This 2022 calendar year report marks our second set of nonfinancial disclosures made publicly available. Moving forward, we intend to issue updates annually. Stakeholders are invited to send questions and/or comments regarding our reporting efforts to <a href="mailto:sustainability@brilliantearth.com">sustainability@brilliantearth.com</a>	
	2-4 Restatements of information	Content Index	Not Applicable. There are no restatements of information.	
	2-5 External assurance	Content Index	Our financial statements are audited by our independent auditor. We have not otherwise leveraged external resources for verification of data found within this Report. In the near future, we may consider how to begin testing the readiness of our greenhouse gas-related emissions and disclosures.	
	2-6 Activities, value chain and other business relationships	Content Index <b><a href="#">Annual Report (Item 1. Business)</a></b>	For natural diamonds, the majority of our suppliers own their manufacturing facilities. We require them to prioritize directly sourcing from approved mines in Botswana, Namibia, Lesotho, South Africa, and Canada with strong social and environmental governance practices, in countries ranked low or moderate risk. We verify our suppliers', value chains from approved mines, through rough sales offices, to manufacturers through our Chain of Custody Protocol, Supplier Onboarding Requirements, and regular traceability reviews. Less than 1% of natural diamond suppliers worldwide meet our standards.  For lab diamonds, we conduct regular traceability reviews to verify the manufacturing locations. Traceability reviews and social compliance audits are used to confirm that lab manufacturers are in compliance with our Supplier Code of Conduct. These supplier manufacturers buy rough lab diamonds from growers and/or traders.  For jewelry suppliers, we require supplier manufacturers to purchase from a list of approved precious metal refiners that provide certified recycled gold and silver.  Because of the nature of our high-value products, we require tracking from suppliers to our distribution center, which is wholly controlled by Brilliant Earth, and from our distribution center to customers and our 25 showrooms and two headquarters.	
	2-7 Employees	–	As of the end of 2022, Brilliant Earth employed 603 people. Our workforce is primarily full-time employees. Full time: 590 Part time: 13	
	2-8 Workers who are not employees	Content Index	From time-to-time, we hire contractors who may work in our facilities. It does not include third-party consultants or service providers.	
	2-9 Governance structure and composition	<b><a href="#">Governance Governance Overview Site Page</a></b> <b><a href="#">Corporate Governance Guidelines</a></b>	The Nominating & Corporate Governance Committee of the Board of Directors is responsible for identifying individuals qualified to be members of the Board and for ensuring that the Board has the requisite expertise, independence, and diversity. The Nominating & Corporate Governance Committee, in recommending director candidates for election to the Board of Directors, and the Board of Directors, in nominating director candidates, consider candidates who have high levels of personal and professional integrity, strong ethics and values, and the ability to make mature business judgments. The Board of Directors believes that its members should reflect a diversity of experience, qualifications, skills, gender, race, and age in order to ensure that the Board as a whole has the necessary tools to perform its oversight functions effectively.	
	2-10 Nomination and selection of the highest governance body			
	2-11 Chair of the highest governance body			

\*GRI Statement of SSE: Brilliant Earth has reported in accordance with the GRI Standards for the 2022 calendar year.

SASB Alignment: Apparel, Accessories, and Footwear [CG-AA]; Multiline and Specialty Retailers and Distributors [CG-MR]; E-Commerce [CG-EC]



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	<b>Governance</b> <a href="#">Corporate Governance Overview Site Page</a> <a href="#">Corporate Governance Guidelines</a>	Our Board, executive leadership, officers, and directors work closely to set policies and practices aimed at identifying and managing risks that could negatively impact our business operations, activities, and supply chain.		
	2-13 Delegation of responsibility for managing impacts				
	2-14 Role of the highest governance body in sustainability reporting		The Nominating & Corporate Governance Committee of the Board of Directors periodically reviews, and provides oversight with respect to, the Company's strategy, initiatives, and policies concerning corporate social responsibility, including environmental and social matters.		
	2-15 Conflicts of interest	<b>Code of Business Conduct and Ethics</b> <a href="#">Supplier Code of Conduct</a>	We require that employees report any illegal, fraudulent, or unethical behavior. We maintain a third-party-operated whistleblower hotline that employees can use to report unethical behavior through a variety of methods, including anonymously if they choose.		
	2-16 Communication of critical concerns		Consistent with the OECD Due Diligence Guidance for Responsible Supply Chains, which is instrumental in shaping our supply chain management efforts, suppliers are encouraged to submit grievances to our Responsible Sourcing Team via email (becomplianceext@brilliantearth.com), via postal mail (300 Grant Ave, San Francisco, CA 94108, Attn: Responsible Sourcing), or through audit findings or third-party stakeholders.		
	2-17 Collective knowledge of the highest governance body	<b>Governance</b> <a href="#">Board of Directors Site Page</a>	Members of our Board of Directors are selected based on their knowledge and expertise that can be leveraged to help us realize our Mission and vision.		
	2-18 Evaluation of the performance of the highest governance body		The Nominating & Corporate Governance Committee of the Board of Directors oversees periodic self-evaluations of the Board of Directors and all of its committees.		
	2-19 Remuneration policies	<b>Board Compensation Committee Charter</b>	Our employees earn well above the minimum wage in regions in which they work across the country. Our lowest paid hourly wage in the US in 2022 was \$16.00 per hour (compared to that location's minimum wage of \$7.25).  To ensure competitive and equitable compensation practices, we contracted with an external consultant to review salaries and recommend adjustments. We also have a full-time Compensation Director whose responsibilities include monitoring compensation practices.  As a mission-driven company, we have tied a portion of executive compensation to ESG-related goals and performance since the launch of our ESG Goals in 2021. Shortly after our initial public offering in 2021, we also made broad-based equity awards to employees so that they had opportunities to become shareholders in the Company.  Compensation-related initiatives are led by our Human Resources Team, with oversight by the Compensation Committee of the Board of Directors.		CG-MR-310a.1 (1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region
	2-20 Process to determine remuneration				
	2-22 Statement on sustainable development strategy	<b>ESG Goals</b>	Our Mission-related pillars provide a framework for our ESG Goals, and we track our progress toward these Goals as part of our overall corporate strategy. While our sustainability programs are unique to our industry and our business, we have developed and present our Goals in keeping with our Mission framework. SASB and GRI give us additional frameworks with which to measure our progress, which we communicate publicly through our Mission Report.		
	2-23 Policy commitments	Content Index <b>Insider Trading</b> <b>Code of Business Conduct and Ethics</b> <b>Ethical Business Policy</b>	In addition to the policies and procedures expanded upon within our Report, we are committed to ensuring compliance with local, state, and federal regulations. Our officers and other employees whose responsibilities might implicate money laundering issues are required to take an Anti-Money Laundering training. In 2022, 100% of these employees completed the training.		
	2-24 Embedding policy commitments				
2-25 Processes to remediate negative impacts	<b>Supplier Diligence</b> <b>Traceability</b>	In support of our supplier diligence processes (described within the Report on pages 18-20), we have sharpened our focus on our goal of communicating key metrics on factory audit findings, including risks identified and remediation efforts, by 2025.	CG-AA-430b.2 Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.		



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	<b>Code of Business Conduct and Ethics</b>	Refer to the entry for 2-15 and 2-16.	
	2-27 Compliance with laws and regulations	<b>SEC Filings</b>	We comply with laws and regulations in the jurisdictions in which we operate. Additionally, we are required to regularly file public reports with the US Securities and Exchange Commission (SEC) that detail our operational results, risks that could impact the business, and our financial performance. We publish our SEC filings and quarterly performance reports on our website.	
	2-28 Membership associations	<b>Transparency</b>	We participate in initiatives led by the Jewelers Vigilance Committee (JVC), Diamonds Do Good, Supplier Ethical Data Exchange (Sedex), Society for Human Resource Management (SHRM), the Association of Corporate Counsel (ACC), and the National Retail Federation (NRF) – all of which we maintain active memberships with on an organizational or leadership level.	
	2-29 Approach to stakeholder engagement	<b>Materiality and Stakeholder Engagement</b>	We intend to evaluate materiality in the near future and to report results in future reporting efforts.	
	2-30 Collective bargaining agreements	Content Index	N/A	
<b>Material topics</b>				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<b>Governance</b>	Since our founding in 2005, we have been guided by our Mission and commitment to transform the jewelry industry through ethical business practices and sustainability. We have conducted numerous internal and third-party due diligence assessments across our value chain to determine material risks, opportunities, and areas for improvement. We also collaborate with peers through industry initiatives and associations to drive change across the wider industry supply chain.	
	3-2 List of material topics		<p>We openly and transparently discuss the challenges and issues in the jewelry industry, endeavor to drive change throughout our supply chain, and give back through our charitable donations and employee volunteering efforts. We endeavor to source materials with environmentally and socially responsible origins, to demonstrate transparency by identifying those origins, and to enforce rigorous protocols throughout our supply chain. We go above and beyond current industry standards for sourcing natural diamonds and offer Beyond Conflict Free™ diamonds that have been selected for their ethical and environmentally responsible origins.</p> <p>By contrast, the industry norm for diamond sourcing is the Kimberley Process, which narrowly defines conflict diamonds as those used to finance wars against governments. The limited Kimberley Process allows diamonds to enter the supply chain that are tarnished by forced labor, child labor, worker exploitation and low wages, unsafe working conditions, and irresponsible mining leading to soil erosion, deforestation, and even ecosystem collapse.</p> <p>Using recycled metals is one of our solutions to sourcing traceable, responsible precious metals and reducing our social and environmental footprint. We do not use so-called dirty gold, the mining of which has a history of civil war and is one of the most environmentally destructive types of mining, where miners often earn low wages in dangerous working conditions.</p> <p>We recognize the importance of engaging with artisanal small-scale mining communities, and through our giving-back initiatives, we aim to extend our positive impacts not just to our supply chain and customer communities but also across communities where diamonds, gemstones, and precious metals are sourced. Our work through the Brilliant Earth Foundation is thus guided by two key ESG Goals: to restore habitats where mining and other extraction activities have occurred, and to contribute to the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.</p> <p>Our ESG disclosures found within this Report are based on topics that support our Goals of addressing these critical issues. More can be found about our process of discovery thus far throughout the Report and in the Governance section, in particular.</p>	
<b>Economic performance</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Our Mission Governance</b>	Our team members are our greatest asset and drive our success. We aim to provide best-in-class benefits to our employees, which we continually evaluate year over year to ensure we're meeting evolving needs.	



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<b>At a Glance Annual Report</b>	For a complete view of our financial performance, please refer to our CY2022 Annual Report.	
	201-3 Defined benefit plan obligations and other retirement plans	<b>Working at Brilliant Earth</b>	Those working 30 hours or more are eligible for our full benefits package. Part-time employees are eligible for our commuter benefits program, our 401(k) program, our employee discount, and certain wellness benefits and perks.	
<b>Anti-corruption</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Governance</b> Brilliant Earth Website: <b>Ethical Business Policy</b> <b>Supplier Code of Conduct</b>	Just as we set expectations of our suppliers, we expect our employees to operate under high ethical standards. Our policies, engagement, and various methods for monitoring practices internally and externally enable us to minimize risks and deliver on our Mission.	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		100% of our operations are assessed for risks related to corruption. The policies listed to the left, along with all vendor-facing documents, specify terms and expectations set for reducing risks within our operations and across our supplier base.	
	205-2 Communication and training about anti-corruption policies and procedures		Our officers and other employees whose responsibilities might implicate money laundering issues are required to participate in anti-corruption and anti-money laundering trainings. Our suppliers around the world are required to sign and commit to our Anti-Money Laundering Policy, portions of which are embedded into our Ethical Business Policy and Supplier Code of Conduct. Jewelers Vigilance Committee annually tests our anti-money laundering program, reviews supporting policies, and suggests updates as needed.	
	205-3 Confirmed incidents of corruption and actions taken	Content Index	There were no incidents of corruption identified in 2022.	
<b>Materials</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	Content Index <b>Traceability</b> <b>Keeping It Sustainable</b>	<p>Sourcing diamonds, precious metals, and gemstones carries social and environmental risks that we strive to mitigate via the tools and practices we employ.</p> <p><b>Natural Diamonds:</b> Brilliant Earth goes above and beyond current industry standards to offer Beyond Conflict Free™ diamonds that have been selected for their ethical and environmentally responsible origins. For more about our supplier diligence process, please see page 18 in our Report. For more about our natural diamond origins, selecting and monitoring natural diamond suppliers, and our Chain of Custody Protocol, see page 20 of our Report. For more details on the Supplier Code of Conduct, see SASB criteria CG-AA-430b.3.</p> <p><b>Lab Grown Diamonds:</b> Lab grown diamonds are created in highly controlled laboratory environments using advanced technology that replicates the conditions under which diamonds develop in nature. Our Truly Brilliant™ lab diamonds are made using sustainable production practices, such as renewable energy or Renewable Energy Credits.</p> <p>In 2021, we were one of the first authorized retailers to introduce the independently certified Sustainability Rated Diamond collection. Each diamond in this collection comes with a certificate to provide assurance of responsible production practices and climate neutrality. For more details on monitoring lab grown diamond suppliers, see page 20 of our Report.</p> <p><b>Precious Metals:</b> We do not source so-dirty gold, which has a history of environmental devastation, labor abuses, violence, and other human rights abuses. We use responsible, recycled precious metals, reducing our footprint for newly mined materials.</p> <p>Our recycled precious metals come from numerous sources, including post-consumer materials such as existing jewelry, electronics components, product manufacturing, and investment gold products like gold bars. Our objective is to diminish the negative impacts of dirty gold, reduce our environmental footprint, and contribute to programs dedicated to improving small-scale mining practices.</p> <p>We require our jewelry suppliers to abide by our Recycled Precious Metals Policy, which dictates that gold and silver must be recycled and acquired from Brilliant Earth-approved refiners who are independently audited for recycled content. We continue to make advances in the complex area of traceability and verification of recycled precious metals as we work with our suppliers to close the gap and achieve 100% recycled metals in all our products. See SASB criteria CG-AA-440a.2 for recycled metal percentages. [continued on next page]</p>	CG-AA-440a.3 (1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
GRI 3: Material Topics 2021	3-3 Management of material topics	Content Index <b>Recycled Precious Metals Gemstones</b> <b>Conscientious Packaging</b>	<b>Colored Gemstones:</b> Our ethically mined gemstones are sourced from select origins around the world with well-developed environmental and mining regulations and enforcement of safe working conditions. By partnering with our colored gemstone suppliers to improve traceability, we aim to promote higher standards for responsible gemstone sourcing. We continuously evaluate our colored gemstone sources to gain as much visibility as possible into the supply chain, and we require our suppliers to provide documentation to demonstrate origin. <b>Product Packaging:</b> For our iconic wood boxes, we use Forest Stewardship Council (FSC) wood that promote zero deforestation, a fair wage and work environment, biodiversity preservation, and local community rights. Our paperboard packaging is certified as 100% FSC Recycled from pre- and post-consumer content, which supports a circular economy for paper-based materials and provides customers with recyclable packaging that can take another turn in its life cycle.	CG-MR-410a.3 Discussion of strategies to reduce the environmental impact of packaging
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<b>Traceability</b>	We track quantities of loose diamonds, gemstones, and precious metals for inventory purposes and origin traceability reviews, and to calculate percentages of recycled content in our precious metals. Exact quantities of the materials we source are proprietary.	CG-AA-440a.4 (1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard
	301-2 Recycled input materials used	<b>Recycled Precious Metals</b>	By 2025, we aim to achieve 100% of our gold and silver to be from recycled or Fairmined sources, with a year-over-year increase in the percentage of recycled platinum used in our products.. Currently, 98% of our gold and 97% of our silver are from recycled sources.	CG-AA-440a.2 Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard
	301-3 Reclaimed products and their packaging materials	<b>Reducing Waste</b> <b>Post-Consumer Recycled Diamonds</b> <b>Conscientious Packaging</b>	We offer customers post-consumer recycled diamonds. The exact quantity is proprietary. We analyzed data on the return and repair rates of our highest repair styles in 2022 and redesigned a portion of them to improve durability and reduce waste. The data collected and the redesign process inform future design standards. For our iconic wood boxes, we use Forest Stewardship Council (FSC) materials. Our paperboard packaging is certified as 100% FSC Recycled from pre- and post-consumer content.	
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Progress to Carbon Neutrality</b> <b>Green Building Standards for Retail Showrooms</b>	We evaluated the design of our showrooms in an effort to minimize their environmental footprint. We conducted an analysis of the current lighting power density and alternative building materials, and showrooms constructed or renovated in 2023 will reflect a 30% reduction in energy use through fewer fixtures and reduced wattage. We have offset our corporate emissions (purchased electricity, packaging, shipping, employee travel, and commuting) since 2018. We purchased Renewable Energy Credits for our purchased electricity in 2022 and displaced other corporate emissions (packaging, shipping, employee travel, and commuting). We are working toward switching to renewable energy sources at our corporate and showroom locations and decreasing our reliance on the grid, and plan to quantify this in the future. In 2022, we conducted renewable energy verifications of natural and lab diamond suppliers. The cutting and polishing manufacturers that have transitioned to renewable energy or purchase Renewable Energy Credits are featured in our Truly Brilliant™ collection.	
GRI 302: Energy 2016	302-1 Energy consumption within the organization		We do not generate our own electricity. Total electricity consumed by our corporate offices and showrooms is based on primary data from utility bills where available, and otherwise based on average consumption per square foot. [continued on next page]	CG-MR-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric												
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<b>Progress to Carbon Neutrality</b> <b>Green Building Standards for Retail Showrooms</b>	For total electricity consumed by our corporate offices and retail stores, we use a hybrid approach. Primary data is used for all Brilliant Earth locations where consumption data is directly provided by utility companies. For showrooms and offices without primary data, existing primary data is used to find average consumption per square foot by month (kWh/ft <sup>2</sup> ) for each month.  Opening 10 new showrooms in 2022, out of 25 total showrooms, contributed to an overall increase in energy consumption from 2021 to 2022.  <table border="1"> <thead> <tr> <th>Energy consumption within the organization (kWh)</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Energy purchased</td> <td>138,710</td> <td>290,010</td> <td>962,639</td> </tr> <tr> <td>Total</td> <td>138,710</td> <td>290,010</td> <td>962,639</td> </tr> </tbody> </table>	Energy consumption within the organization (kWh)	2020	2021	2022	Energy purchased	138,710	290,010	962,639	Total	138,710	290,010	962,639	CG-MR-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
	Energy consumption within the organization (kWh)		2020	2021	2022											
	Energy purchased	138,710	290,010	962,639												
Total	138,710	290,010	962,639													
302-2 Energy consumption outside of the organization	In 2022, we enhanced our data collection process by aligning to the Greenhouse Gas Protocol for all categories. In 2023, we plan to set science-based targets.  In 2022, we conducted renewable energy verifications of natural and lab diamond suppliers. The cutting and polishing manufacturers that have transitioned to renewable energy or purchase Renewable Energy Credits are featured in our Truly Brilliant™ collection.															
302-5 Reductions in energy requirements of products and services	<b>Responsible Manufacturing and Renewable Energy</b>  In 2022, we performed a number of vendor verifications for renewable energy. As we expand the breadth of our program, we will begin to collect data and information on trends that can inform our future disclosures.  We also intend to continue the following efforts in 2023 and beyond:  <ul style="list-style-type: none"> <li>- Reducing lighting fixtures and wattage to consume approximately 30% less energy in new and renovated showrooms.</li> <li>- Managing our heating and cooling energy consumption by sourcing electricity from renewable energy sources whenever possible. Approximately 31% of the energy used in our San Francisco headquarters and showroom is supplied by our utility provider from renewable resources that qualify under California's Renewables Portfolio Standard.</li> <li>- In our Houston and Dallas showrooms, our utility provider supplies 100% renewable energy that is generated from both wind and solar power sources.</li> </ul>															
<b>Emissions</b>																
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Progress to Carbon Neutrality</b> <b>Green Building Standards for Retail Showrooms</b> <b>Responsible Manufacturing and Renewable Energy</b>	In 2022, we improved our greenhouse gas management practices and data collection. For example, we used specific regional emissions factors from the Environmental Protection Agency (EPA) to more accurately understand emissions from purchased energy in our showrooms, and we began estimating the operational waste of our locations. Employee travel is now calculated with the most current EPA emissions factors from the Intergovernmental Panel on Climate Change (IPCC) global warming potential (GWP) values and categorized appropriately based on mileage. Going forward, we expect to continue to improve our management practices and data collection, particularly where Scope 3 is concerned and as we set targets and move toward external assurance.													
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		We do not produce our own electricity.													
	305-2 Energy indirect (Scope 2) GHG emissions		403 metric tonnes of CO <sub>2</sub> e. We converted kWh to metric tonnes using emissions factors provided by the EPA Power Profiler tool.													
	305-3 Other indirect (Scope 3) GHG emissions	2022 activities (tonnes of CO <sub>2</sub> e) <ul style="list-style-type: none"> <li>- Customer packaging: 312 CO<sub>2</sub>e</li> <li>- Shipping: 650 CO<sub>2</sub>e</li> </ul> We strive to offset our Scope 2 GHG emissions from our energy use, and Scope 3 for packaging, shipping, employee travel, and commuting. Carbon emissions data for customer packaging estimated using an independent emissions calculator. Data for shipping is provided by our shipping partners. Our GHG accounting practices are aligned to the Greenhouse Gas Protocol for all categories.	CG-EC-410a.1 Total greenhouse gas (GHG) footprint of product shipments													



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	<b>Progress to Carbon Neutrality</b> <b>Green Building Standards for Retail Showrooms</b> <b>Responsible Manufacturing and Renewable Energy</b>	We evaluated the design of our showrooms in an effort to minimize their environmental footprint. We conducted an analysis of the current lighting power density and alternative building materials, and showrooms constructed or renovated in 2023, and we expect that it will reflect a 30% reduction in energy use through fewer fixtures and reduced wattage.  We are managing our heating and cooling energy consumption by sourcing electricity from renewable energy sources whenever possible. In our San Francisco headquarters and showroom, our utility provider supplies approximately 31% of energy from renewable resources that qualify under California's Renewables Portfolio Standard (RPS). In our Houston and Dallas showrooms, our utility provider supplies 100% renewable energy that is generated from both wind and solar power sources.	CG-EC-410a.2 Discussion of strategies to reduce the environmental impact of product delivery
<b>Waste</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Conscientious Packaging</b> <b>Progress to Carbon Neutrality</b> <b>Reducing Waste</b>	Whether at our showrooms, corporate offices or activities associated with packaging, we execute diligence in designing management schemes with the environment in mind.  At our corporate and retail operations: - We provide recycling receptacles at all our showrooms and office locations. - We eliminated single-use disposable tableware at our new showroom locations and in our distribution center. Wherever possible, our established showrooms have also eliminated single-use items and are instead using reusable dishware and utensils and high-efficiency dishwashers. - We replaced individual desk wastebaskets with community waste receptacles in the back office of our new showroom locations, reducing the number of plastic bag liners used to collect waste. - We created a corporate office supply list to ensure that all offices and showrooms are purchasing supplies that have environmental attributes, such as recycled content.  We have made great strides in 2022 to expand our data collection process to include waste details. In future years, we intend to request waste data from our manufacturers.	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts			
<b>Employment</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Building Our Employee Community</b> <b>Working at Brilliant Earth</b> Content Index	Our people are incredibly important to us, and their well-being is vital to the success of the Company. We maintain competitive benefits packages for our employees. Through direct and confidential feedback, we're able to better understand their needs and retain the best possible talent.  We experienced no material monetary losses as a result of legal proceedings associated with labor law violations in 2022.  Total Employee Headcount: 604 Employees Full time: 590 Part time: 13 New Hires in 2022: 123 No H1B visa holders were represented in our workforce in 2022.	CG-MR-310a.3 Total amount of monetary losses as a result of legal proceedings associated with labor law violations
GRI 401: Employment 2016	401-1 New employee hires and employee turnover			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Our Brilliant Earth Benefits Program is extended to all regular full-time employees working a minimum of 30 hours. These benefits include medical insurance, dental insurance, vision plan, 401(k), life insurance, short-term disability, long-term disability, paid parental leave, emotional wellness and meditation apps, commuter benefits, jewelry discounts, and additional wellness perks that support a HealthyBody, HealthyMind, HealthyLife, and HealthyCommunity. Benefits are effective the first of the month following date of hire. Legal spouses, domestic partners, and dependent children are eligible for benefits as well.	CG-MR-310a.2 CG-EC-330a.2 (1) Voluntary and (2) involuntary turnover rate for in-store employees/all employees  CG-EC-330a.4 Percentage of technical employees who are H1B visa holders



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
GRI 401: Employment 2016	401-3 Parental leave	<b>Building Our Employee Community</b> <b>Working at Brilliant Earth</b> Content Index	Full-time employees are eligible for paid parental leave to ensure work life balance and provide parents an opportunity to bond with their children.	
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Building Our Employee Community</b> Content Index	Ensuring the health and safety of our team members is paramount. While we generally operate in low-risk environments, we do take precautions to ensure a safe workplace, including: <ul style="list-style-type: none"> <li>- Having emergency preparedness response plans in place and assigning captains at each of our locations who are trained and responsible for these plans.</li> <li>- Offering long-term and short-term disability benefits.</li> <li>- Complying with OSHA requirements and guidelines at our distribution center and all our showrooms and offices.</li> </ul>	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		Our health and safety management system meets OSHA guidelines.	
	403-2 Hazard identification, risk assessment, and incident investigation		Though our facilities have minimal hazardous waste exposure, we regularly assess site-level risks. As an example, we recently partnered with OSHA-certified safety consultant and conducted an on-site risk assessment. We also distributed, a custom employee safety manual with detailed instructions on how to identify and report hazards and/or other incidents.	
	403-4 Worker participation, consultation, and communication on occupational health and safety		In addition to comprehensive health benefits extended to full-time personnel, employees can engage in different wellness activities every week to increase learning, community building, and work-life balance. These activities could be walks with co-workers, puzzle breaks, health workshops, and more. Other wellness benefits include: <ul style="list-style-type: none"> <li>- Regular events to encourage learning and team building.</li> <li>- A dedicated quarterly culture budget to nurture culture and team-building activities.</li> <li>- An award program that celebrates employees who demonstrate their commitment to our Mission.</li> <li>- Virtual meetings and activities to encourage collaboration across our dispersed workforce.</li> </ul>	
	403-5 Worker training on occupational health and safety		For our Operations Team working in our distribution center, we provide occupational safety training. This includes an initial training when new employees join and an annual training on features and protocols. This annual training is conducted over a half day. In addition, a full-time employee spends an average of 3 hours on health, safety, and emergency response training (depending on whether they are expected to take a lead in these situations or not). All distribution center employees are also administered a mandatory hazard prevention training and quarterly safety trainings covering various subject matters.	
	403-6 Promotion of worker health		The health and safety of our employees is a top priority. In addition to the benefits described elsewhere, we offer other wellness, health, and fitness events and opportunities regularly throughout the year. In 2022, we also began offering access to a mental health app with mental health professionals, a library of hundreds of resources, and more for employees to access 24/7.	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Our distribution center, showrooms, and offices comply with OSHA guidelines. All our suppliers and vendors are required to abide by our Supplier Code of Conduct and our diligent screening process. We screen for worker health, safety, and adequate working conditions.	
	403-8 Workers covered by an occupational health and safety management system		Our distribution center, showrooms, and offices comply with OSHA guidelines. Workers employed at those sites fully implement OSHA guidelines and procedures we have established.	



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric																															
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<b>Building Our Employee Community</b> Content Index	Our all-incidence rate was one (1) for 2022.																																
			<table border="1"> <thead> <tr> <th>Work-related incidents</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Incident rate</td> <td>0</td> <td>2</td> <td>1</td> </tr> <tr> <td>Fatality rate</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Work-related incidents	2020	2021	2022	Incident rate	0	2	1	Fatality rate	0	0	0																				
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<b>Training and education</b>																																			
GRI 3: Material Topics 2021	3-3 Management of material topics	–	<p>Training and education, overseen by the Training Team, is a critical component of this. In addition to annual and new hire trainings, our employees have the option to pursue additional trainings to help enhance their professional experience. Other uniquely Brilliant Earth efforts include:</p> <ul style="list-style-type: none"> <li>- Our People Managers complete training each year on avoiding bias in performance reviews.</li> <li>- Professional development training for our team members aimed at being able to promote from within.</li> <li>- Trainings offered by subject matter experts on topics specific to our industry and Mission.</li> <li>- An online library with over 200 training sessions available to our workforce.</li> <li>- Continuing education and tuition assistance for employees with over one year tenure to advance their professional development.</li> </ul>																																
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<b>Investing in Our Team</b>	New customer experience representatives in showrooms are expected to complete extensive training. For our corporate team, there are 12 hours of required courses during onboarding as well as supplemental courses. Annually, employees are required to complete confidentiality and non-disclosure training. Biannually, employees are required to complete harassment prevention training. Those working in areas that have the potential to implicate money laundering issues are required to annually complete anti-money laundering training. 100% of the required employees completed the anti-money laundering training in 2022.																																
	404-3 Percentage of employees receiving regular performance and career development reviews	–	To help us build and maintain an exceptional experience for our employees, we conduct biannual, anonymous engagement surveys so they can provide direct and confidential feedback we can act upon. These findings are incorporated into our goals, strategy, and action plans for people managers and leadership.	CG-EC-330a.1 Employee engagement as a percentage																															
<b>Diversity and equal opportunity</b>																																			
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Inclusive Governance - Board Diversity</b>	<p>We strive to maintain a Board of Directors that is as diverse as our people and those we serve, and we are committed to creating a diverse, equitable, and inclusive environment in our Company and the jewelry industry.</p> <p>Our predominantly female Board, executive team, and ethnically diverse employee team are testaments to these commitments.</p> <p>We continue to train, educate, and support all employees in creating and fostering diverse teams through a variety of DEI-focused initiatives such as online trainings, guest speakers, employee resource groups, and other widely accessible resources. Our Diversity, Inclusion and Belonging (DIB) Council meets monthly to discuss a variety of topics that help shape our programming efforts. Their decisions are also informed by monthly reports and survey responses on diversity, employee wellness, and belonging.</p> <p>For more examples of how we drive inclusivity through our organization and our products, refer to pages 35 and 37 in this Report.</p>																																
			<table border="1"> <thead> <tr> <th rowspan="2">Diversity</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th>Female</th> <th>BIPOC</th> <th>Female</th> <th>BIPOC</th> </tr> </thead> <tbody> <tr> <td>CEO</td> <td>1</td> <td>–</td> <td>1</td> <td>–</td> </tr> <tr> <td>Board of Directors</td> <td>4</td> <td>1</td> <td>4</td> <td>1</td> </tr> <tr> <td>Director and above</td> <td>57%</td> <td>36%</td> <td>59%</td> <td>41%</td> </tr> <tr> <td>People managers</td> <td>70%</td> <td>29%</td> <td>69%</td> <td>32%</td> </tr> <tr> <td>Employees</td> <td>79%</td> <td>41%</td> <td>76%</td> <td>46%</td> </tr> </tbody> </table>	Diversity	2021		2022		Female	BIPOC	Female	BIPOC	CEO	1	–	1	–	Board of Directors	4	1	4	1	Director and above	57%	36%	59%	41%	People managers	70%	29%	69%	32%	Employees	79%	41%
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees																																		



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric																																			
<b>Non-discrimination</b>																																							
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Inclusive Governance - Board Diversity</b>	See the Diversity and equal opportunity disclosure above.																																				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		There were no substantiated complaints or material monetary losses as a result of legal proceedings associated with discrimination in 2022.	CG-MR-330a.2 Total amount of monetary losses as a result of legal proceedings associated with employment discrimination																																			
<b>Supplier diligence: Supplier social assessment and supplier environmental assessment</b>																																							
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Supplier Due Diligence Traceability Supplier Code of Conduct</b> Content Index	<p>Our supply chain includes risks associated with our raw materials, which are described in SASB criteria CG-AA-440a.1.</p> <p>Strict environmental management practices are in place operationally and across our supply chain, according to best practice and all relevant laws and regulations. Further, our suppliers are required to have a system to trace natural diamonds from Brilliant Earth-approved mine operations in specific countries, provide documentation to demonstrate their diamonds' origin, and track their stones from rough purchase through polished stone.</p> <p>Further into our manufacturing supply chain, there exist health and safety risks to labor in Tier 2 manufacturers. Our natural diamond suppliers must complete an RJC certificate, or a BPP or Forevermark audit. Lab suppliers must also comply with our Supplier Code of Conduct, and their compliance is evaluated through audits conducted by the Association of Professional Social Compliance Auditors (APSCA) member firms. These audit protocols identify labor non-conformances, monitor corrective action plans, and close conformances according to their audit protocol.</p> <p>As many as three out of five potential suppliers are rejected at some point in our compliance process. Much of the set criteria includes environmental, social, and governance considerations.</p> <p>For more about our supplier diligence process, please see page 18 in our Report.</p>	<p>CG-AA-430b.3 Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain</p> <p>CG-AA-430b.2 Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits</p> <p>CG-AA-000.A Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1</p>																																			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		<p>100% of our suppliers and vendors are provided copies of our relevant policies – including our Supplier Code of Conduct – and are expected to remain in compliance with these standards. Our due diligence efforts can be found throughout the Report.</p> <table border="1"> <thead> <tr> <th>Supplier audit</th> <th>2021</th> <th>2022</th> <th>Supplier audit</th> <th>2021</th> <th>2022</th> <th>Supplier audit</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td colspan="3"><i>Percentages of natural diamond suppliers that completed a social compliance audit to one or more third-party audit protocols</i></td> <td colspan="3"><i>Percentages of jewelry suppliers that completed a social compliance audit to one or more third-party audit protocols</i></td> <td colspan="3"><i>Percentages of lab grown diamond suppliers that completed a social compliance audit to one or more third-party audit protocols</i></td> </tr> <tr> <td>Tier 1 natural diamond suppliers</td> <td>92%</td> <td>93%</td> <td>Tier 1 jewelry suppliers</td> <td>77%</td> <td>86%</td> <td>Tier 1 lab grown diamond suppliers</td> <td>–</td> <td>*</td> </tr> <tr> <td>Tier 2 natural diamond manufacturers</td> <td>95%</td> <td>96%</td> <td>Tier 2 jewelry manufacturers</td> <td>81%</td> <td>89%</td> <td>Tier 2 lab grown diamond manufacturers</td> <td>–</td> <td>92%</td> </tr> </tbody> </table> <p><i>*Tier 1 lab suppliers are categorized as low risk because they are sales offices with no manufacturing on-site.</i></p>	Supplier audit	2021	2022	Supplier audit	2021	2022	Supplier audit	2021	2022	<i>Percentages of natural diamond suppliers that completed a social compliance audit to one or more third-party audit protocols</i>			<i>Percentages of jewelry suppliers that completed a social compliance audit to one or more third-party audit protocols</i>			<i>Percentages of lab grown diamond suppliers that completed a social compliance audit to one or more third-party audit protocols</i>			Tier 1 natural diamond suppliers	92%	93%	Tier 1 jewelry suppliers	77%	86%	Tier 1 lab grown diamond suppliers	–	*	Tier 2 natural diamond manufacturers	95%	96%	Tier 2 jewelry manufacturers	81%	89%	Tier 2 lab grown diamond manufacturers	–	92%
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GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<b>Supplier Due Diligence</b> <b>Traceability</b> <b>Supplier Code of Conduct</b> Content Index	Refer to the entry for GRI 414 for data table.	CG-AA-430a.2 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment
Human rights: Child labor, forced or compulsory labor, and rights of Indigenous peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Supplier Diligence</b> <b>Brilliant Earth Supplier Code of Conduct</b>	Human rights regulations and responsible labor practices, such as prohibition of child labor, forced or compulsory labor, and supporting the rights of Indigenous people, are important issues that we diligently work to uphold. Most material impacts fall outside our immediate operational control. Details can be found within our Supplier Code of Conduct.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		All operations and suppliers are assessed for significant human rights risks. Our select group of natural diamond suppliers are required to adhere to our Chain of Custody Protocol, which requires suppliers to source diamonds from specific mine operations in specific countries that have demonstrated their commitment to adhere to internationally recognized labor, trade, and environmental standards. We conduct regular traceability reviews to ensure the mining origin of these diamonds and to ensure that the manufacturing facilities being used to cut and polish the diamonds meet our Supplier Code of Conduct.	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		There have been no identified incidents of violations within the reporting period.	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			
Human rights: Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>A Compassionate Approach</b> <b>Giving Back in Our Communities</b> <b>Brilliant Earth Foundation</b>	Our charitable foundation, the Brilliant Earth Foundation, a donor advised fund through Silicon Valley Community Foundation, oversees community giving activities. We identify grant partners working in gemstone and precious metal mining communities, and support certain partners by taking their products to market. We seek partners who share our values around responsible sourcing, social impact, and climate action. Our partners in 2022 included Diamond Development Initiative, now part of RESOLVE, Pact-Moyo, and Pure Earth and the Alliance for Responsible Mining.  Further, for every new showroom we opened on 2022, we made a corporate donation to a local food bank chosen by employees in the community. Employees also donate their time by volunteering where our showrooms and headquarters are located.	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Through our annual charitable giving and volunteering efforts described elsewhere in this Report, we are able to play a role in the communities where are showrooms are located. In 2022, our employees more than doubled the number of volunteer hours they donated the previous year, surpassing our ESG Goal for employee volunteering.	
	413-2 Operations with significant actual and potential negative impacts on local communities		Refer to the entry for GRI 301 regarding materials.	



GRI Standard	Disclosure	Location	Omissions and/or Additional Detail	SASB Code & Metric
<b>Marketing and labeling</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Supplier Diligence</b> <b>Traceability</b> <b>Keeping it Sustainable</b> Content Index	Our Product Development, Merchandising, Sourcing, and Marketing Teams work closely with our Legal & Compliance Team to ensure that our products are responsibly designed and brought to market.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		A customer buying a diamond ring is provided information about the diamond, the available certificates, the diamond's origin, and the type of precious metal and the carat counts. In addition, we provide the customer with information about our Beyond Conflict Free™ standard and recycled precious metal percentages and disclose these environmental claims in accordance with the Guides for the Use of Environmental Marketing Claims. These claims are maintained through internal controls and external auditing processes as described in the Report.	CG-EC-220a.2 Description of policies and practices relating to behavioral advertising and user privacy
	417-2 Incidents of non-compliance concerning product and service information and labeling		There were no identified incidents of non-compliance in 2022.	
	417-3 Incidents of non-compliance concerning marketing communications			
<b>Customer privacy</b>				
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Privacy and Data Security</b>	Policies and procedures implemented at Brilliant Earth are aimed at remaining in compliance with all laws and regulations where we operate. In addition, regular trainings and ongoing monitoring work to reduce potential information security threats.	CG-MR-230a.1 CG-EC-230a.1 Description of approach to identifying and addressing data security risks
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Content Index	There were no substantiated complaints or known data breaches in 2022.	CG-MR-230a.2 CG-EC-230a.2 (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected

<b>SASB Omissions</b>				
SASB Code	SASB Metric	SASB Code	SASB Metric	
CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	CG-EC-220a.1	Number of users whose information is used for secondary purposes	
CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-EC-000.A	Entity-defined measure of user activity	
CG-EC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-EC-000.A	Data processing capacity, percentage outsourced	
CG-EC-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-EC-000.A	Number of shipments	
CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	-	-	

