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<tr>
<th>COMPANY/BUSINESS NAME</th>
<th>Bario Neal</th>
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<tr>
<td>COMPANY/BUSINESS WEBSITE</td>
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<tr>
<td>LOCATION</td>
<td>155 Grand St, Brooklyn, NY 11249, United States</td>
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<tr>
<td>YOUR NAME</td>
<td>Anna Bario</td>
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<td>POSITION</td>
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<tr>
<td>EMAIL</td>
<td><a href="mailto:anna.bario@bario-neal.com">anna.bario@bario-neal.com</a></td>
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<td>LINKEDIN</td>
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<td>FACEBOOK</td>
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<tr>
<td>INSTAGRAM</td>
<td>@barioneal</td>
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I have a clear, comprehensive written commitment on my website and/or marketing materials and include specific practices I follow. Additionally, my jewelry descriptions include whether they are made from recycled materials and/or artisanally mined metals such as Fairtrade, Fairmined, or Gold from the Just Gold Project sold as 'Harmony Congo'. I provide the provenance of my gems and diamonds, based on written assurances from my suppliers and/or a source that is certified and third-party validated.

When communicating with customers, [my staff or] I proactively educate our customers on our policies regarding responsible practices and sourcing in jewelry production. Written material is included with my final product.

I require a written copy of my vendors and suppliers policies regarding origins, ethics, or practices when purchasing gemstones, metal, findings, supplies, or subcontractor services.

I request a written copy of these documents, though it is not possible in 100% of cases

I am a leader in this field and present at relevant forums, symposiums, seminars, webinars or conferences and help educate others on responsible jewelry practices.

Yes

I am a member of two or more professional Jewelry or Metalsmithing organizations and I present findings in Symposia, Conferences, Seminars, and/or Webinars.
I have considered the environmental impact of my studio operations and have taken extensive measures to reduce them. Please provide a summary of measures taken below:

**SUMMARY OF MEASURES**

We conduct a review of energy use annually, as well as reviewing office supplies, compost and recycling practices in our spaces, and our product packaging itself is specifically designed around environmental impact and domestic production.

I only use precious metals that are either Fairmined, Fair Trade, Third-Party Certified Recycled precious metals, or metal I recycle myself.

My vendor has shown me the chain of custody and/or applicable certifications to assure me that my colored gemstones are sourced from ethically run mining operations. I list the country of origin of my gems on my website and/or marketing materials. OR I use 100% recycled, synthetic, or heirloom gemstones.

My vendor has shown me the documented chain of custody and/or applicable certifications to assure me that my colored gemstones (natural) are sourced from ethically run mining operations. I list the country of origin of my gems on my website and/or marketing materials. OR I use 100% recycled, synthetic, or heirloom gemstones.
ethically run mines and cutting operations (natural or synthetic). I list the country of origin of my gems on my website and/or marketing materials. OR I use 100% post-consumer recycled or heirloom gemstones.

I USE RESPONSIBLY MINED CENTER DIAMONDS (.19 CARAT AND OVER) IN MY PRODUCTS. (RESPONSIBLY MINED PRACTICES INCLUDE AT A MINIMUM: NO CHILD OR FORCED LABOR, FAIR WAGES, SAFE WORKING CONDITIONS, AND LOW ENVIRONMENTAL IMPACT.)

Most of my diamonds are CanadaMark certified, certified Lab-grown, Certified Post-Consumer Recycled, or heirloom diamonds.

I USE RESPONSIBLY CUT CENTER DIAMONDS (.19 CARAT AND OVER) IN MY PRODUCTS. (RESPONSIBLY CUT PRACTICES INCLUDE AT A MINIMUM: NO CHILD OR FORCED LABOR, FAIR WAGES, SAFE WORKING CONDITIONS, AND LOW ENVIRONMENTAL IMPACT.)

Meets the criteria above and my vendor has provided video or photo footage of the gem cutting operations, and/or I have visited and verified the cutting operations in person.

I USE RESPONSIBLY MINED MELEE DIAMONDS (.01-.18 CARAT) IN MY PRODUCTS. (RESPONSIBLY SOURCED PRACTICES INCLUDE AT A MINIMUM: NO CHILD OR FORCED LABOR, FAIR WAGES AND SAFE WORKING CONDITIONS. IF RAW DIAMONDS ARE USED, SELECT THE ANSWER BELOW THAT APPLIES BEST TO THE MINING OPERATIONS.)

All of my melee diamonds are CanadaMark certified, certified Lab-grown, Certified Post-Consumer Recycled, or heirloom diamonds. I have written documentation to prove this. If I use Lab-grown diamonds, they must be responsibly grown in facilities that meet the bold statement above.

I USE RESPONSIBLY CUT MELEE DIAMONDS (.01-.18 CARAT) IN MY PRODUCTS. (RESPONSIBLY SOURCED PRACTICES INCLUDE AT A MINIMUM: NO CHILD OR FORCED LABOR, FAIR WAGES AND SAFE WORKING CONDITIONS.

Meets criteria above and my vendor has provided photo or video footage of the gem cutting operations, and/or I have visited and verified the cutting operations in person.

I USE FINDINGS AND COMPONENTS THAT ARE MADE OF RECYCLED OR ARTISANALLY MINED METALS (CERTIFIED FAIRTRADE OR FAIRMINED) AND MANUFACTURED UNDER SAFE WORKING CONDITIONS.

I make my components and findings or buy components and findings that are made of recycled metals. My components and findings are manufactured under safe working conditions.

PLEASE ADD ANY ADDITIONAL INFORMATION YOU THINK IS RELEVANT TO THIS SECTION. (OPTIONAL)

For diamond cutting facilities, I have seen photos or videos of most but not 100% of facilities. Our recycled diamonds are traceable as recycled but not all certified PCR. For findings- chain is an exception and
sometimes struggle and our stock does sometimes vary from recycled/traceable.

I AM COMMITTED TO LEARNING ABOUT WHICH CHEMICALS ARE HAZARDOUS (THOSE WHICH CAN CAUSE BODILY HARM) AND USING NON-HAZARDOUS MATERIALS WITH THE LEAST ENVIRONMENTAL IMPACT IN THE DESIGN AND MANUFACTURE OF MY PRODUCTS.

I have learned about which chemicals are hazardous in the industry and I have eliminated all hazardous materials from my processes.

I DISPOSE OF HAZARDOUS CHEMICALS IN ACCORDANCE WITH LAWS AND IN WAYS THAT MINIMIZE THE IMPACT TO THE ENVIRONMENT.

I utilize a professional hazardous waste disposal or recycling facility for all of my hazardous chemicals, or I have eliminated all hazardous chemicals from my processes.

I RECYCLE PRECIOUS AND NON-PRECIOUS METALS USED IN THE MANUFACTURING PROCESS.

I recycle all of the precious metal and non-precious metal scraps and sweeps from my manufacturing process. I dehydrate and recycle liquids and water which have come into contact with metal, as well as vacuum bags, filters, and anything else which has metal embedded.

I USE SUBCONTRACTORS THAT ARE COMMITTED TO RESPONSIBLE LABOR PRACTICES. (THEY PROVIDE THEIR EMPLOYEES WITH A REASONABLE, SAFE WORK ENVIRONMENT, AND THEY PAY FAIR WAGES. THEY DO NOT USE FORCED OR CHILD LABOR. THEY DO NOT DISCRIMINATE BASED ON RACE, RELIGION, OR SEXUAL ORIENTATION). THIS QUESTION APPLIES TO JEWELERS WHO HIRE SUBCONTRACTORS TO MANUFACTURE SOME OR ALL OF THEIR FINISHED PRODUCT.

I have visited and verified that my subcontractors provide their employees a reasonable, safe work environment and pay fair wages. They do not use forced or child labor.

I USE SUBCONTRACTORS THAT ARE COMMITTED TO RESPONSIBLE SOURCING OF MATERIALS. (THEY USE ARTISANALLY MINED OR RECYCLED METALS, AND ETHICALLY-SOURCED GEMSTONES, BEADS, AND OTHER MATERIALS.) THIS QUESTION APPLIES TO JEWELERS WHO HIRE SUBCONTRACTORS TO MANUFACTURE SOME OR ALL OF THEIR FINISHED PRODUCT.

I have visited and verified that my subcontractors responsibly source their materials (e.g Fairmined, Fairtrade or Certified Post-Consumer recycled metals), or I provide the materials used by my subcontractor.
I am an equal opportunity employer and I hire without discrimination on the basis of race, color, religion, gender identity or expression, sexual orientation, age, disability, marital status, citizenship, or national origin. I abide by all of the criteria defined in the non-discrimination clause above.

I am committed to providing fair wages and access to employer-sponsored benefits. (Continuing educational opportunities, health insurance, paid time off, and a retirement plan). My employees are paid more than minimum wage or the fair living wage for the area, and can access employer-sponsored benefits.

I provide all of the items listed above.

I am committed to providing a reasonable work environment for my employees. A reasonable work environment should include: access to a working bathroom, a reasonable number of breaks throughout the day, handwashing stations, ergonomic seats, adequate ventilation, and temperature control. I provide all of the items listed above.

I provide my employees (if applicable), and myself, with the appropriate personal protective equipment (protective eyewear, gloves, aprons, respirators, MSDS sheets, etc) and information to do their/my job safely and in compliance with applicable health and safety laws. I provide all of the necessary personal protective equipment for my employees and I to work safely. We meet to discuss and review safety protocol in the work environment at least quarterly.

I provide a safe, well-ventilated work environment for myself and my employees. There is forced air ventilation in all work areas and local exhaust hoods with Hepa filters are provided for
operations using chemicals, casting, high temperature soldering, or any processes that generate fumes.

PLEASE ADD ANY ADDITIONAL INFORMATION YOU THINK IS RELEVANT TO THIS SECTION. (OPTIONAL)

I HAVE COMMITTED TO MOVING THE ETHICAL JEWELRY MOVEMENT FORWARD BY JOINING ONE OR MORE OF THE ORGANIZATIONS THAT SEEK TO MAKE THE JEWELRY INDUSTRY CLEANER AND SAFER. SOME OF THE NOT-FOR-PROFIT ORGANIZATIONS AND IMPACT INITIATIVES WORKING FOR CHANGE ARE MERCURY FREE MINING CHALLENGE, PACT, SOLIDARIDAD, IMPACT, AND ARM (ALLIANCE FOR RESPONSIBLE MINING).

I have joined, supported, or renewed my membership in one or more of these non-profit organizations.

I HAVE A FORMAL PLAN TO CONTINUALLY IMPROVE THE PRACTICES IN MY JEWELRY MAKING OPERATIONS.

I have completed this self-assessment, have a written plan to address all of the questions where I have less than the highest score and have made good progress on implementation.