



ELOQUENCE CORPORATION

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Annual Report on Ethical Business Practices

Senior management and our Board of Directors have reviewed our recent efforts and results in pursuing Ethical Business Practices, and ensuring that our employees, suppliers, and other stake holders pursue business in a similar manner.

Environment – For the fourth consecutive year, we have compiled a comprehensive analysis of the emissions footprint of our organization and offset 100% of our known Carbon Dioxide emissions through the purchase of emission credits. In addition, we are pursuing others recycling efforts, power consumption reductions with the deployment of LED lighting and conservation of clean water wherever practical.

Human Rights – Our employees, suppliers, customers, and other stakeholders are knowledgeable about our striving for a high level of diversity and inclusion; we support health and safety in the workplace; we do not condone forced or child labor nor human trafficking; we abide by applicable labor laws; we advocate, at the minimum, a living wage compensation. Our recent evaluation proved that we have a significant 84% majority of women in full time employment in our Company and 2/3 of management positions are held by women. Within our staff of 25 people, we have representatives of more than 10 ethnic cultures on 5 continents with no dominant group. Over 90% of our employees are first generation Americans. We have a high-quality comprehensive healthcare and benefits plan. All employees and the families of employees all have access to this benefit at a low cost as well as access to a retirement plan, insurance and other benefits with Company paid cost support. Our payroll agent assures that we pay at the minimum a living wage, and our average employee tenure of over 19 years is substantiation of our fair and kind treatment of all employees.

Supply Chain Management – Our Company wide responsible sourcing begins with advising vendors of our ethical business practices and the requirement of their compliance to these practices. Substantially all of our small number of vendors are long-term relationships measurable in decades. We do not source from conflict-affected high-risk areas (updated February 24, 2022, to include Russia). Our suppliers are rated on the basis of their adherence to Dodd Frank, UN and OECD guidelines for responsible sourcing, the Kimberley Process, human rights, the absence of corruption or the funding of armed groups, and protection of the environment in sourcing our supply of diamonds, colored gemstones, gold and platinum. Our responsible sourcing team evaluates supplier compliance adherence in all of these disciplines and determines a risk rating employing a comprehensive risk analysis algorithm. Based on these factors, reviewed annually, our top vendors who provide over 95% of our annual purchases have a calculated risk of between 0.9 to 1.9 on a scale of 1 to 10 with 10 being the highest risk factor. These supplier ratings are all Low risk. A Medium risk rating, over 2.5, would be a candidate for improvement or replacement. A High risk rating of 4.0 or more would mean dis-continuance as a vendor. We have tested the efficacy of our rating system on ourselves where our rating is 0.96 and on a risky non-vendor who has a determined a risk rating of 6.25 as a validation of our system.

Questions can be sent to Chief Financial Officer Peter Rugg. PR(at)MWINY.com Confidential grievances should be directed to ComplaintsMWI(at)SomersAndAssociates.ie

Approved by the Board of Directors, 20 FEB 2024