



BRILLIANT EARTH®

Mission Disclosures and Goals

2024 PERFORMANCE REPORT





MESSAGE FROM OUR CEO

In a world that can feel increasingly fragmented, this year reminded me just how deeply we are, in fact, connected – and why our work matters more than ever.

Standing at a Market Day in Tanzania and watching female miners proudly sell their gemstones directly to buyers, I witnessed the profound ripple effects of our commitment to our Mission. One miner – who smiled as she told me she was the “boss” (the same word in both Swahili and English) – had tapped into our grant-funded WORTH financial literacy program to open a restaurant that serves her community. This is what real transformation looks like – not just business metrics, but human lives empowered and dreams realized.

This year forged new strengths and revealed the true power of our team. Our partnership with Dr. Jane Goodall and the work of the Brilliant Earth Foundation have shown us that even in challenging times, we can create lasting positive change. With our partners, we served meals to over 900 schoolchildren in Tanzania; planted over 2,000 saplings in the Peruvian Amazon to combat mercury-related deforestation; and supported artisanal women miners in Kenya to expand their entrepreneurial pursuits. Driven by our shared purpose, we received validation of our net-zero goals by the Science Based Targets initiative in under a year. And through it all, our team’s adaptability and unwavering dedication to our core values proved invaluable as we continued to serve our customers and communities.

Every day, our commitment to transparency, sustainability, compassion, and inclusion brings us closer to a more equitable future for those in the global jewelry supply chain and beyond. When I see our customers choosing pieces that support these values, I’m reminded that each of us has the power to contribute to a positive impact.

Thank you for being part of this journey – together, we’re proving that beautiful jewelry can spark meaningful change.

Beth Gerstein

Beth Gerstein
Co-Founder and CEO

Our Mission

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

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 mission-driven company, we go beyond industry standards for sourcing and select responsible materials to minimize our social and environmental impact; support our communities through our giving back initiatives; and keep inclusivity in mind when fostering our diverse teams and designing for diverse customers.

Trademarks

Brilliant Earth, Beyond Conflict Free Diamonds, 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. 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.

About Our Reporting

This is the fourth release of our [Mission Report](#) and Integrated GRI and SASB Disclosures. Our Report and Disclosures are based on the calendar year 2024, covering all entities within our operational control and our influence on our supply chain.

Again for 2024, we are reporting in line with the core option of the Global Reporting Initiative (GRI) 2021 Universal Standards and to the Sustainability Accounting Standards Board (SASB) aligned with SASB’s standards for Consumer Goods. The Disclosures are organized numerically according to the GRI Standards, with SASB integrated. The Disclosures can be read with our [2024 Mission Report](#) for more clarity. SASB omissions are listed at the end of this document.

Included with the Disclosures is an update of our Mission Goals. We are also reporting our 2023 greenhouse gas (GHG) inventory baseline, our 2024 GHG inventory, and our Science Based Target initiative (SBTi) near-term, long-term, and net-zero targets. Progress toward our SBTi targets will be reported annually with these Disclosures. GHG data for 2024 has been independently verified by Apex Companies, LLC; all other data has not been externally verified.



Our Science-Based Targets

This year, we accomplished something major – our greenhouse gas emissions (GHG) reduction targets were validated by the Science Based Targets initiative (SBTi) and conform with the SBTi Corporate Net-Zero Standard.

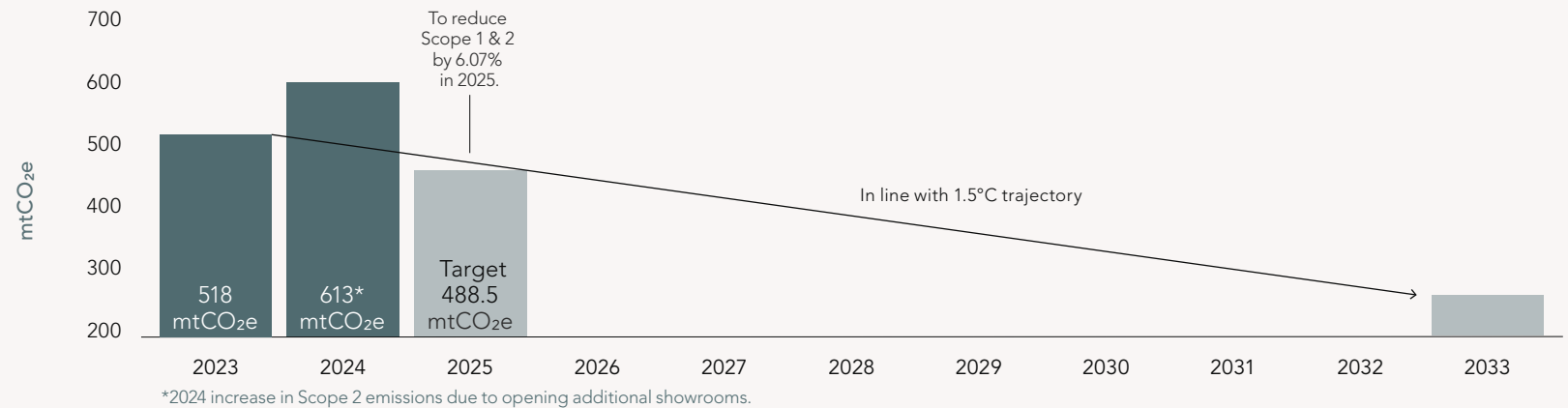
SBTi helps companies and financial institutions set clear targets for decarbonization in line with the latest climate science. Science-based targets help companies reduce their GHG emissions and limit global warming to 1.5°C above pre-industrial levels through emissions reduction strategies.

These targets are designed to increase efficiency and identify new opportunities to develop products, services, and technology that reduce emissions and prepare us for a low-carbon economy. But you can't reduce what you don't measure. So, we have started with a big-picture look at our targets, our 2023 baseline GHG inventory, and our 2024 GHG inventory to see where our emissions are coming from and how we can reduce them.

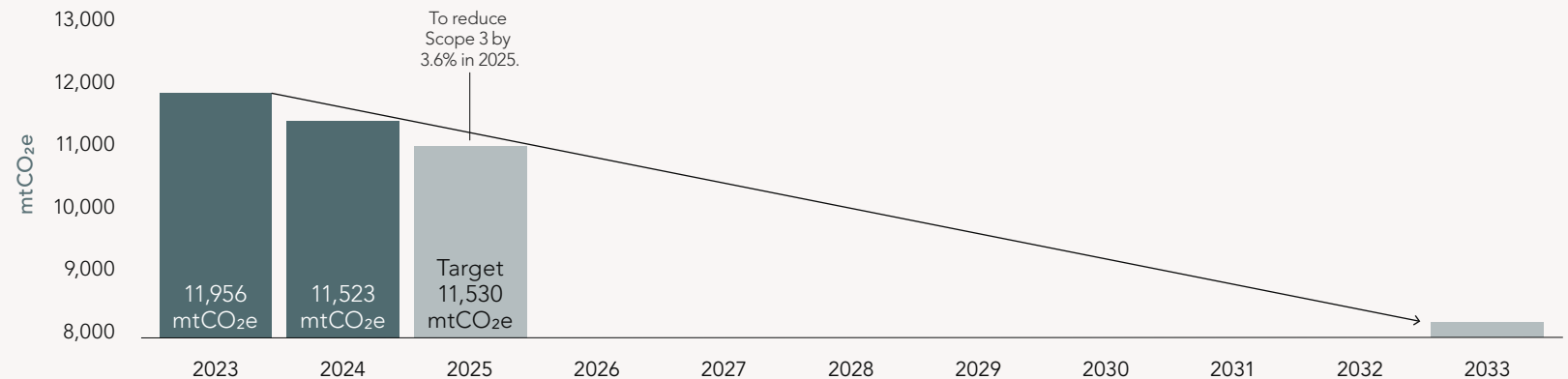
NEAR-TERM TARGETS

We commit to reduce absolute Scope 1 and 2 GHG emissions 54.6% by 2033 from a 2023 base year. We also commit to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and end-of-life treatment of sold products by 32.5% within the same timeframe.

Reduce absolute Scope 1 and 2 GHG emissions 54.6% by 2033



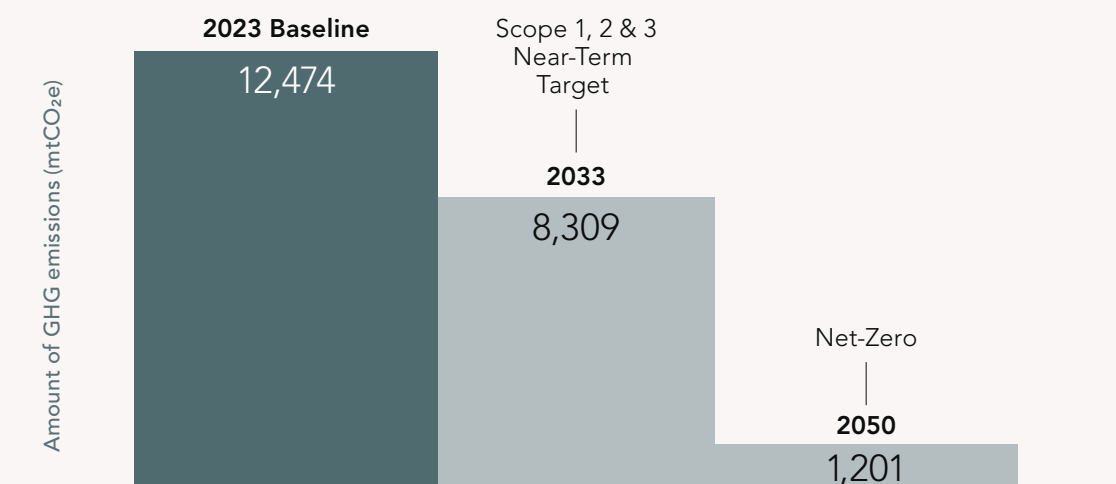
Reduce absolute Scope 3 GHG emissions by 32.5% by 2033



OVERALL NET-ZERO TARGET

We commit to reach net-zero greenhouse gas emissions across the value chain by 2050.

Reduce absolute Scope 1, 2, and 3 GHG emissions by 90% by 2050



LONG-TERM TARGETS

We commit to reduce absolute Scope 1 GHG emissions 90% by 2050 from a 2023 base year. We also commit to reduce absolute Scope 2 GHG emissions 100% within the same timeframe. Further, we commit to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and end-of-life treatment of sold products 90% within the same timeframe.

OUR GREENHOUSE GAS EMISSIONS INVENTORY

Scope 1 and 2 Emissions	2023 Baseline GHG Inventory		2024 GHG Inventory	
	Metric Tons CO ₂ e (mt CO ₂ e)	Share of Total Emissions (location based)	Metric Tons CO ₂ e (mt CO ₂ e)	Share of Total Emissions (location based)
Scope 1	49	0.4%	36	0.3%
Scope 2 Location-based	469	3.8%	576	4.8%
Scope 2 Market-based	—	0.0%	—	0.0%
Total Scope 1 and 2	518	4.1%	612	5.1%
Capital Goods and Services	1,565 ¹	12.5%	2,271	18.8%
Office Paper and Packaging	408	3.3%	182	1.5%
Fuel and Energy-related Activity	90 ²	0.7%	201	1.7%
Jewelry – Precious Gemstones and Precious Metals	7,959	63.8%	6,799	56.4%
Upstream Transportation and Distribution	369	3.0%	447	3.7%
Waste Generated in Operations	154	1.2%	192	1.6%
Business Travel	509 ³	4.1%	332	2.8%
Employee Commuting	900 ⁴	7.2%	1,029	8.5%
End-of-life Treatment of Sold Products	0.31 ⁵	0.0%	0.16	0.0%
Total Scope 3	11,956	95.8%	11,452	94.9%
Total Scope 1, 2, and 3	12,474	100.0%	12,064	100%

¹ 1,330 mtCO₂e added for Services and 236 mtCO₂e added for Capital Goods under Categories: Capital Goods and Purchased Goods & Services during the SBTi validation.

² 68 mtCO₂e added for Upstream Natural Gas and Electricity Generation under Category: Fuel & Energy-related Activity during the SBTi validation.

³ 117 mtCO₂e added to account for Well to Tank for rideshare and air travel under Category: Business Travel during the SBTi validation.

⁴ 167 mtCO₂e added to account for Well to Tank for commuting under Category: Employee Commuting during the SBTi validation.

⁵ 0.31 mtCO₂e added to account for the End of Life of Sold Products under Category: End-of-Life Treatment of Sold Products during the SBTi validation.

Mission Goals & Performance

Advancing our Mission is ingrained in our culture and is part of everyone’s responsibility at Brilliant Earth. Our Mission Goals reach every part of our organization, from our Board of Directors and the CEO to each of our teams. Everyone at Brilliant Earth has a role in achieving our Mission Goals.

Year	Goal	2024 Ambitions	2024 Goal Status	2024 Progress	2025 Ambition
Sustainability					
2024	Reduce the amount of paper-based packaging in our consumer-facing boxes while maintaining 100% FSC-certified recycled content.	To incorporate FSC-certified recycled content into the shipper box to reduce related emissions.	◆◆◆◆◆	We transitioned our shipper boxes to 100% FSC Recycled paper, and they are recyclable.	Goal completed in 2024.
2024	Using 2023 as a baseline, measure and publish science-based GHG emissions reduction targets with corresponding target dates.	To set near-term and net-zero targets and submit to SBTi for validation.	◆◆◆◆◆	SBTi validated our near-term, long-term, and net-zero targets in October.	Goal completed in 2024.
Ongoing	Develop building standards to reduce energy, pollution, water, and waste impacts of new construction, expansions, and renovations of office, retail, and distribution sites.	To implement guidelines for reduced lighting layout and alternative materials for showrooms constructed in 2024 and to adhere to energy, water, and waste savings guidelines.	◆◆◆◆◆	Seven new showrooms were constructed to use 30% less energy for lighting.	To determine new guidelines as we evolve our store design elements. To continue to evaluate renewable energy options for new showrooms.
Ongoing	Integrate sustainability into design and manufacturing processes and continually incorporate innovations that reduce material use and key waste streams in Tier 2 manufacturing locations.	To further reduce repair rates by 10% to improve design standards for future products.	◆◆◆◆◆	We reduced repair rates and continue to refine manufacturing processes to improve quality and further reduce repairs.	To continue to reduce repair rates while documenting new design standards for future products.
Ongoing	Promote circularity and longer use of jewelry through repair, refurbishment, diamond upgrade, metal credit program, and recycled diamond offerings.	To support circularity programs across all channels and to reaffirm brand Mission and sustainable practices while encouraging customer education, awareness, and affinity.	◆◆◆◆◆	We launched a customer education blog for our recycling programs for old jewelry and wood boxes, and we posted to our socials, driving customers to the blog post. Recycled metal collection rates are showing customer participation.	To advocate for circularity across every channel, reinforcing our brand’s Mission and sustainable practices while fostering customer education, engagement, and a deeper connection to our Mission and values.
Ongoing	Leverage the Brilliant Earth platform to advocate for environmental protection by supporting relevant causes, events, political and social movements, and employee education.	To focus on evergreen and cultural moment campaign initiatives, with a goal of including a philanthropic element in each partnership, and across brand, campaign, and cultural moments.	◆◆◆◆◆	We celebrated our partnership with Dr. Jane Goodall, the Jane Goodall Institute, and the Jane Goodall Legacy Foundation Fund with an exclusive fine jewelry collection to honor her 90th birthday.	To leverage brand campaigns and influencer partnerships that seamlessly integrate a philanthropic impact, ensuring moments that amplify social good and drive meaningful change across our brand, initiatives, and community connections.
2025	Procure 100% of our gold and silver from repurposed or Fairmined sources, with year-over-year increases in the percentage of repurposed platinum used in our products.	To verify the remaining jewelry manufacturers in the RMI DAP pilot. To move upstream and engage with refiners used by our jewelry manufacturers to improve due diligence on their sourcing practices for repurposed materials.	◆◆◆◆◇	Four out of five jewelry manufacturers have completed the RMI DAP and are currently in the Corrective Action Plan (CAP) phase to address findings. We are utilizing the RMI Gold Team platform to directly educate refiners in India on the RMAP assessment; this is a key region where many of our jewelry vendors operate.	To achieve our 2025 Goal of 100% of gold and silver to be from repurposed or Fairmined sources. To move upstream and conduct due diligence on key refiners used by our jewelry manufacturers, evaluating refiners’ standards for vetting scrap materials.
2033	Eliminate single-use plastics in showrooms and corporate spaces.	To evaluate biodegradable plastic diamond bag suppliers and determine an implementation plan.	◆◆◆◆◆	We have transitioned to reusable plastic sleeves for pickup orders and transfer orders, to replace single-use plastic bags. We transitioned from plastic tape to water-based tape for all customer boxes shipped from our Distribution Center.	These goals are now aligned with our SBTi targets. Future progress toward these Goals will be reported as emissions reductions in our annual GHG inventory.
2050	Achieve zero waste in showrooms and corporate spaces.	To enhance our data collection method of showroom waste from average-data method to primary data for each showroom.	◆◆◆◆◆	We continue to explore methods to enhance our waste data collection. We standardized our showroom and corporate supply ordering process and supply list, prioritizing items made from recyclable material.	



Year	Goal	2024 Ambitions	2024 Goal Status	2024 Progress	2025 Ambition								
Transparency													
2025	Continue to expand use of traceability technology, increasing blockchain-verified diamonds to 20% of our natural diamond inventory.	To scale blockchain across our supplier base of natural diamonds.	◆◆◆◆◆	16% of our natural diamond inventory was blockchain-verified diamonds.	To retain blockchain-verified diamonds at 15% of natural diamond inventory.								
2025	Conduct a life cycle assessment of key raw materials to measure impacts on biodiversity, water, and energy use.	To utilize the learnings from third-party assurance on our 2023 baseline GHG inventory to complete a cradle-to-gate life cycle assessment of key raw materials.	◆◆◆◇◇	We established a data collection plan to conduct a life cycle assessment of key raw materials.	To roll out the data collection plan in 2025.								
2025	Communicate key metrics on factory audit findings, including risks identified and remediation efforts.	To utilize SMETA audit data in Sedex to identify any year-over-year audit finding trends and develop a Capacity Building Workshop for moderate- to high-risk suppliers.	◆◆◆◆◆	We conducted an online Capacity Building Workshop for lab diamond suppliers, covering key metrics on factory audit findings and common remediation efforts. Social audit statistics for 2024 can be found in GRI 414-1.	To complete this goal by communicating key metrics, identified risks, and remediation efforts in the 2025 Mission Goals & Performance.								
2025	Ensure that 50% of lab diamonds are certified for an environmental attribute.	To continue to push existing suppliers to transition to renewable energy sources, reaching 30% of lab inventory by year-end, and prioritize new lab diamond suppliers with renewable energy.	◆◆◆◇◇	16% of our lab diamond offerings are produced with solar or wind energy, are produced in facilities with green building certifications, have sustainable product certifications, or utilize RECs or green tariffs.	To continue to push existing suppliers to transition to renewable energy sources, reaching 50% of lab inventory by year-end, and to prioritize new lab diamond suppliers with renewable energy.								
Compassion													
Ongoing	Encourage employee volunteering and giving back.	To continue to strengthen our internal message of giving back by offering quarterly volunteering opportunities, remote and in-person, and to increase volunteer hours by 22%.	◆◆◆◆◆	Our employees increased the number of hours they volunteered in 2024 by 62% from 2023.	To promote positive change in every community where we operate by engaging employees in giving back efforts and tracking our impact through recorded giving back hours across showrooms and remote locations.								
Ongoing	Contribute toward the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.	To secure Moyo Gems' commercial independence by the end of 2024 to serve women miners long into the future.	◆◆◆◆◆	Gemstone quality vastly improved through the Moyo Gems program in Kenya. This was bolstered by 600 miners enrolled, 27 WORTH groups established, 510 people served by WORTH, and 2,500 household members benefiting.	To track progress of our 3-year \$300K grant for the construction of the Gem Legacy Gem Faceting School and College Dormitories to train the next generation of Tanzanian gemstone cutters.								
Ongoing	Make commitments and contributions to restore habitats where mining and other extraction activities have occurred.	To track progress of La Coqueta's Fairmined certification and deepen our partnership with Fairmined.	◆◆◆◆◆	We embarked on new collaborations with Fairmined by visiting the first four mines certified in the Amazon in Madre de Dios, Peru. To support these mines during their transition period, the Brilliant Earth Foundation sponsored their Fairmined credits, ensuring that the Fairmined premium was paid for their responsibly produced gold.	To support the expansion of Pure Earth's work to the Women's Mining Network of Madre de Dios, supporting the Network in four key areas: mercury-free technologies, environmental mitigation and restoration practices, gold commercialization, and institutional capacity building.								
2025	Support new Fairmined certifications of ASM gold mines and increase purchase of Fairmined gold from these mines year over year.	To track progress of La Coqueta as the mine pursues Fairmined certification by June 2024. To deepen our partnership with Fairmined and explore new collaborations to increase Fairmined premiums paid and maintain the engagement level of Fairmined certified mines.	◆◆◆◆◆	We secured internal and external speaking engagements to amplify the importance of supporting Fairmined certified gold, and we committed to a new grant with Pure Earth focused on the Women's Mining Network of Madre de Dios. La Coqueta, Colombia, reached an overall compliance of 84% in the Fairmined certification process and came very close to achieving certification; however, regulatory obstacles prevented the certification process from being completed.									
				Fairmined Purchases (Grams of Pure Gold) <table border="1"> <thead> <tr> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>473</td> <td>601</td> <td>582</td> <td>2,701</td> </tr> </tbody> </table>	2021	2022	2023	2024	473	601	582	2,701	
2021	2022	2023	2024										
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Year	Goal	2024 Ambitions	2024 Goal Status	2024 Progress	2025 Ambition
Inclusion					
2024	Annually assess our compensation packages to continue to offer competitive and comprehensive packages that are also equitable and inclusive.	To continue to assess and offer competitive and comprehensive packages that are also equitable and inclusive. After using consultative market data to make relevant adjustments, we will revisit this data to maintain our competitive advantage and offer generous pay ranges.	◆◆◆◆◆	We conducted our annual full market analysis in preparation for our annual review process, and onboarded an additional compensation data source for increased specificity in market calibration.	To continue to assess and offer competitive and comprehensive compensation packages.
2024	Continue to train, educate, and support all employees in fostering diverse teams through a variety of inclusion and belonging initiatives such as online trainings, guest speakers, and other resources.	To improve and create new training materials and resources to cater to various learning styles and levels, and to foster a supportive and respectful learning environment in which all team members feel valued and encouraged to participate.	◆◆◆◆◆	We launched standup safety trainings in Spanish for employees in our Manufacturing and Repair Center, tailored to their job function.	To continue using survey data to understand our workforce and identify opportunities for additional support.
2024	Identify a focused leader to spearhead and execute the Company's inclusion and belonging program and initiatives.	To evaluate our programming and advise on strategic future initiatives.	◆◆◆◆◆	We continued conversations with employees to drive forward Spanish language initiatives and an evaluation of necessary translated materials and internal systems to support this group.	
Ongoing	Continually broaden product offerings to reflect our diverse customer base.	To launch Fairmined engagement rings and wedding bands and increase total Fairmined sales.	◆◆◆◆◆	We successfully launched our Fairmined engagement rings and wedding bands assortment and added additional styles to our Fairmined collection, increasing Fairmined gold purchases by 364% !	To increase total sales of Fairmined products vs 2024. To launch more expanded sizing (additional lengths) across our chain necklace & bracelets assortment.
Ongoing	Identify new opportunities for inclusive designs and collections.				
Ongoing	Continue to integrate and evaluate inclusive practices in marketing activities to reflect the diversity of our consumer base, by expanding and improving diverse representation.	To prioritize inclusivity and belonging via brand strategy and creative marketing to ensure amplification of inclusive practices and content across owned and operated channels, partnerships, and paid marketing efforts.	◆◆◆◆◆	Over 50% of our influencer partners and 75% of our VIP bridal partners represented our diverse customer demographic.	To champion inclusivity at the heart of our brand strategy and campaigns, amplifying inclusive practices and content across all channels—owned, organic, and paid—to drive authentic representation and cultural relevance.
Ongoing	Maintain an employee engagement score of at least 75%.	To maintain an employee engagement score of at least 75%.	◆◆◆◆◆	We achieved an employee engagement score of 79% .	To maintain an employee engagement score of at least 75%.
Ongoing	Perform annual surveys to understand the intersectionality of the diversity of our employees. Supporting the continued growth and development of staff to support internal mobility and maintain diverse employee, leadership, and executive representation.	To continue capturing demographic information and surveying employees to understand the intersectionality of diversity in our workplace.	◆◆◆◆◆	We surveyed our employees, and we now better understand the intersectionality of their diversity.	To continue capturing demographic information and surveying employees to understand and support our diverse workforce.



GRI & SASB Integrated Disclosures

GRI Statement of Use: Brilliant Earth has reported in accordance with the GRI Standards for the 2024 Calendar Year.

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

GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric			
General Disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	This report covers business activities associated with Brilliant Earth, LLC, and our efforts to influence responsible practices across our supply chain. For more information about our organizational footprint, see Item 1 of our 2024 Annual Report.	2024 Annual Report	CG-MR-000.A Number of: (1) retail locations and (2) distribution centers			
	2-2 Entities included in the organization's sustainability reporting	<table border="1"> <tr> <td>40 Showrooms and Offices</td> <td>1 Distribution Center</td> </tr> <tr> <td>125,417 square feet</td> <td>23,818 square feet</td> </tr> </table>			40 Showrooms and Offices	1 Distribution Center	125,417 square feet
	40 Showrooms and Offices	1 Distribution Center					
	125,417 square feet	23,818 square feet					
	2-3 Reporting period, frequency and contact point	This report covers the 2024 calendar year. We intend to issue these nonfinancial disclosures annually, aligned with the release of our Annual Report on SEC Form 10-K. Stakeholders are invited to send questions and/or comments regarding our sustainability reporting efforts to sustainability@brilliantearth.com .					
	2-4 Restatements of information	Not applicable. There are no restatements of information.					
2-5 External assurance	Our financial statements are verified by our independent auditor. Our 2024 greenhouse gas (GHG) inventory was independently verified by Apex Companies, LLC.						
2-6 Activities, value chain and other business relationships	<p>Brilliant Earth is an innovative, digital-first jewelry company and a global leader in ethically sourced fine jewelry. We offer exclusive designs with superior craftsmanship and supply chain transparency, delivered to customers through a highly personalized omnichannel experience.</p> <p>Our extensive collection of premium-quality diamond engagement and wedding rings, gemstone rings, and fine jewelry is conceptualized by our leading in-house design studio and brought to life by expert jewelers. From our award-winning jewelry to our responsibly sourced materials, we aspire to exceptional standards in everything we do.</p> <p>Our Mission is to create a more transparent, sustainable, compassionate, and inclusive jewelry industry, and we are proud to offer customers distinctive and thoughtfully designed products that they can truly feel good about wearing.</p> <p>For our Beyond Conflict Free Diamonds®, we require our natural diamond suppliers to source directly from approved mine operations in Botswana, Namibia, South Africa, and Canada from sources with strong social and environmental governance practices, in countries ranked low or moderate risk. The majority of our natural diamond suppliers have owned manufacturing facilities. We verify their value chains are from approved mine operators through our Chain of Custody Protocol, Supplier Onboarding Requirements, and regular traceability reviews. Less than 1% of natural diamond suppliers worldwide meet our standards.</p> <p>We conduct regular traceability reviews of our lab diamond suppliers to verify manufacturing facilities, and we confirm these manufacturers are complying with our Supplier Code of Conduct through independent social compliance audits.</p> <p>We require our jewelry suppliers to purchase precious metals from approved refiners who supply certified repurposed gold and silver.</p> <p>Because of the nature of our high-value products, we track our shipments from suppliers to our Distribution Center, which is wholly controlled by Brilliant Earth, and from our Distribution Center to customers and our 40 showrooms and two headquarters. We sell directly to consumers; there are no major entities downstream of us.</p> <p>There were no major changes to our supply chain in 2024.</p>		2024 Annual Report Supplier Code of Conduct Natural Diamond Chain of Custody Protocol Supplier Diligence Process				



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric														
GRI 2: General Disclosures 2021	2-7 Employees	<table border="1"> <thead> <tr> <th></th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>All Employees</td> <td>753</td> </tr> <tr> <td>Female</td> <td>532</td> </tr> <tr> <td>Male</td> <td>209</td> </tr> <tr> <td>Other Gender Identities</td> <td>12</td> </tr> <tr> <td>Full-Time</td> <td>736</td> </tr> <tr> <td>Part-Time</td> <td>17</td> </tr> </tbody> </table> <p>Data was provided from our Human Resources (HR) Information System. Data was collected at year-end for accuracy during the 2024 reporting period.</p>		Total	All Employees	753	Female	532	Male	209	Other Gender Identities	12	Full-Time	736	Part-Time	17		
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2-8 Workers who are not employees	Brilliant Earth does not rely heavily on workers who are not employees. The vast majority of workers are either full-time or part-time employees. We will utilize non-employee workers or service providers to help support projects, initiatives, or teams.																	
2-9 Governance structure and composition	Our Board of Directors (Board) has seven directors, five of whom are independent. The two non-independent directors are our Co-Founders, Beth Gerstein, CEO, and Eric Grossberg, Executive Chairman. Detailed biographies and tenures of each of our directors can be found on our website. We have a female-majority Board; four of our seven directors are women.	Governance Overview Board of Directors Committee Composition																
2-10 Nomination and selection of the highest governance body	There are three Board committees: Audit; Compensation; and Nominating and Corporate Governance. Descriptions of these committees and their roles, responsibilities, and members can be found on our website.																	
2-11 Chair of the highest governance body	<p>The Nominating and Corporate Governance Committee (NGC) is responsible for identifying qualified individuals for the Board, ensuring expertise, independence, and diversity. When recommending Board of Director candidates, the committee seeks individuals with personal and professional integrity, strong ethics and values, and the ability to make sound business judgments. The Board believes in a diverse range of experience, qualifications, skills, backgrounds, and age to effectively fulfill its oversight functions. Additional considerations for nominations may include experience in a particular industry and stakeholder representation.</p> <p>Eric Grossberg, Executive Chairman of our Board, is a Co-Founder of Brilliant Earth and served as co-CEO until 2021.</p>																	
2-12 Role of the highest governance body in overseeing the management of impacts	<p>Brilliant Earth's Mission is to cultivate a more transparent, sustainable, compassionate, and inclusive jewelry industry. These four Mission pillars guide our strategy, business decisions, and sustainability goals, which are monitored by our Board, CEO, and Executive Leadership.</p> <p>The NGC is responsible for monitoring our Mission Goals and the Brilliant Earth Foundation's philanthropic strategy. At least twice per year, the VP of Responsible Sourcing & Sustainability (RS&S) provides the NGC and the Board with updates on progress toward our Mission-related goals. We also tie a portion of executive compensation to Mission-related goals and performance.</p>																	
2-13 Delegation of responsibility for managing impacts	The VP of RS&S, reporting to the General Counsel, oversees the progress related to our Mission Goals and manages annual reviews of our supply chain that support the policies and programs under our Mission. These reviews include, but are not limited to, anti-money laundering, natural diamond traceability, Supplier Code of Conduct and health and safety at our manufacturers, repurposed precious metals, Conflict Minerals Reporting, and GHG accounting. The VP of RS&S regularly reports on the results of these reviews to our CEO, General Counsel, Chief Operations Officer, and Directors of Product Vendor Management. If we identify significant issues in our supply chain, we promptly consider how best to respond.																	
2-14 Role of the highest governance body in sustainability reporting	<p>The VP of RS&S collaborates with Executive Leadership and the leaders from HR, Merchandising, Product Development, Retail Operations, Product Vendor Management, Operations, Customer Service, Training, Finance, and Brand Marketing to achieve our Mission-related Goals within their areas of oversight. The VP of RS&S regularly reports on the progress toward these goals to the Company's leaders and employees.</p> <p>Employee stakeholder perspectives are considered by the Leadership team through the biannual anonymous employee engagement survey. People Managers are presented feedback from the employee engagement surveys by their HR Business Partner.</p>																	



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric	
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Our Code of Business Conduct and Ethics, Ethical Business Policy, and Supplier Code of Conduct cover ethical issues, legal and regulatory compliance, human rights, health and safety, environmental issues, and inclusion. These policies apply to our Executive Leaders, Leadership team, employees, and suppliers.	Ethical Business Policy Supplier Code of Conduct Code of Business Conduct and Ethics Supplier Diligence Process		
	2-16 Communication of critical concerns	<p>We strictly prohibit corruption and unethical behavior, including money laundering, insider trading, bribery, and other forms of corruption, and employees are required to report any illegal, fraudulent, or unethical behavior. To facilitate this, we maintain a third-party whistleblower hotline that allows employees to report any unethical behavior through various methods, including anonymously.</p> <p>We also encourage our suppliers to submit any grievances they may have, in line with the OECD Due Diligence Guidance for Responsible Supply Chains, which influence our supply chain management efforts. Suppliers can do so by contacting our Responsible Sourcing inbox (becomplianceext@brilliantearth.com), sending mail to our address (300 Grant Ave, 99 Harlan Pl 3rd Floor, San Francisco, CA 94108, Attn: Responsible Sourcing & Sustainability), or providing feedback through audit findings or third-party stakeholders.</p> <p>We require all our Executive Leaders, Leadership team, and employees to be trained in our anti-money laundering program. Executive Leaders, Leadership team, and employees working in areas with potential to involve money laundering issues are required to undergo this training annually. In 2024, 100% of these employees completed this training.</p> <p>All of our suppliers are required to agree to our Anti-Money Laundering Agreement, which includes a Vendor Identification Form (or Know Your Customer) and an Anti-Corruption Agreement as per the Foreign Corrupt Practices Act. We have a robust system of controls and monitoring, which includes software to automate the screening of suppliers of covered goods and customers against blocked and sanctioned parties lists, and an annual, voluntary independent audit to conduct a review of our Anti-Money Laundering Policy and systems.</p>			
	2-17 Collective knowledge of the highest governance body	Members of our Board are selected based on the knowledge, expertise, and experience that they can contribute toward helping us realize our Mission. For example, the Chair of the NGC, which is responsible for monitoring our Mission Goals and the Brilliant Earth Foundation's philanthropic strategy and for identifying potential members of our Board, has extensive business experience managing a purpose-driven brand and seller of ethical and sustainable products.			Governance Overview
	2-18 Evaluation of the performance of the highest governance body	The NGC administers annual self-evaluations by the Board and its committees. These evaluations assess performance against the Board's and committees' individual, Mission-related, and strategic goals and objectives. The NGC reviews the self-evaluations and presents the results to the full Board for review and discussion.			
	2-19 Remuneration policies	<p>Compensation-related initiatives are led by our HR team, with oversight by the Compensation Committee. Director and Section 16 officer compensation is disclosed publicly in our filings with the Securities and Exchange Commission (SEC).</p> <p>As a Mission-driven Company, we tie a portion of Executive Leaders' and Leadership team compensation to Mission-related goals and performance. We also offer Executive Leaders, Leadership team, and management equity awards to provide them with opportunities to become shareholders in the Company.</p>	Board Compensation Committee Charter SEC Filings	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	<p>Our employees earn well above the minimum wage in all regions across the country. Our lowest paid hourly wage in the US in 2024 was \$18.00 per hour, and 100% of our employees across all regions earn above minimum wage.</p> <p>We actively and regularly review our compensation practices to ensure that they are competitive and equitable. For example, in 2024, we conducted a compensation benchmarking project using consultative market data to make adjustments to multiple markets within our showroom fleet and maintain our competitive advantage.</p>			
	2-22 Statement on sustainable development strategy	<p><i>"We founded Brilliant Earth in 2005 with ambitious goals – to modernize and transform the jewelry industry – and a bold mission – to make the industry more transparent, sustainable, compassionate, and inclusive. Our Mission drives everything that we do, and these four key pillars – transparency, sustainability, compassion, and inclusion – serve as a strong foundation to anchor us."</i></p> <p>— Beth Gerstein, CEO and Co-Founder</p> <p>Our Responsible Sourcing and Sustainability programs and Mission Goals are organized around our Mission pillars. We track our progress toward our Mission Goals as part of our corporate strategy and utilize our Mission Report and these GRI and SASB disclosures to measure and communicate our progress publicly.</p> <p>Our Ethical Business Policy and Supplier Code of Conduct are rooted in the Responsible Jewellery Council Code of Practices, the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, OECD Due Diligence Guidance, and local laws.</p>	2024 Mission Report Mission Goals & Performance Ethical Business Policy Supplier Code of Conduct		



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
GRI 2: General Disclosures 2021	2-23 Policy commitments	We maintain several policies to drive ethical business conduct. These policies can be found on our public website.	Ethical Business Policy	
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> – Ethical Business Policy: This policy applies to all Brilliant Earth employees, suppliers, and business partners acting on Brilliant Earth’s behalf. It covers all locations and events. Employees, officers, and directors are required to read and comply with this policy, which includes an explicit statement on respecting human rights. – Supplier Code of Conduct: This code applies to all product suppliers. Suppliers are required to agree to the code, which covers a wide range of areas, including ethical, legal, and regulatory compliance; human rights; health and safety; environmental issues; and inclusion and belonging. – Code of Business Conduct and Ethics: This policy applies to all directors, officers, and employees, who must review and agree to this policy. While this policy does not explicitly address human rights, it emphasizes protection against harassment and discrimination, and the creation of a safe workplace, as well as protections for whistleblowers. – Insider Trading Policy: This policy aligns with federal and state regulations and applies to all officers, employees, and related entities. It has been reviewed and approved by the Board. – Mission Goals: We publicly announced our Mission Goals in our 2020-2021 Mission Report. We annually report on progress and ambitions toward those Goals. We tie a portion of Executive Leaders’ and Leadership team members’ compensation to Mission-related goals and performance. 2024 progress toward our Mission Goals is reported in our Mission Goals & Performance. <p>In addition to our existing policies, we are committed to complying with local, state, and federal regulations.</p>	Supplier Code of Conduct Code of Business Conduct and Ethics Insider Trading Policy Mission Goals & Performance	
	2-25 Processes to remediate negative impacts	<p>In support of our supplier diligence, we are working toward our 2025 Mission Goal of communicating key metrics on factory audit findings, including risks identified and remediation efforts. All lab diamond suppliers underwent a social compliance audit starting in 2023, with the majority participating in the Sedex Members Ethical Trade Audit (SMETA) and sharing their audit reports and findings through the Sedex online platform. The Sedex platform provides analytics, trends, and insights into corrective actions. In 2024, we utilized audit findings and insights to conduct a virtual capacity-building webinar for lab diamond suppliers, covering key metrics on factory audit findings at lab diamond suppliers, and common remediation efforts.</p> <p>Refer to GRI disclosure 2-27.</p>	Supplier Code of Conduct	CG-AA-430b.2 Priority non-conformance rate and associated corrective action rate for suppliers’ labor code of conduct audits.
	2-26 Mechanisms for seeking advice and raising concerns	Refer to the entry for 2-15 and 2-16.	Code of Business Conduct and Ethics	
	2-27 Compliance with laws and regulations	We strive to comply with laws and regulations in the jurisdictions where we operate, and we are not aware of any instances of material noncompliance during the reporting period. We regularly file public reports with the SEC that detail our operational results, risks, and financial performance. Our SEC filings, including our annual and quarterly performance reports, are published on our website.	SEC Filings	
	2-28 Membership associations	We participate in initiatives led by the Jewelers Vigilance Committee (JVC), Responsible Minerals Initiative (RMI), 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	See the Materiality & Stakeholder Engagement Statement on our website.	Materiality & Stakeholder Engagement Statement	
	2-30 Collective bargaining agreements	<p>We are not party to any collective bargaining agreement.</p> <p>We use our best efforts to comply with all occupational health and safety laws, workplace laws, and other regulations at the local, state, and national levels while prioritizing the rights and well-being of our employees.</p>		



Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	See the Materiality & Stakeholder Engagement Statement on our website.	Materiality & Stakeholder Engagement Statement																						
	3-2 List of material topics	<p>During the 2024 reporting period, there were no changes to our material topics.</p> <table border="1"> <thead> <tr> <th colspan="4">Our Material Topics</th> </tr> </thead> <tbody> <tr> <td>Economic Performance</td> <td>Anti-Corruption</td> <td>Materials</td> <td>Energy</td> </tr> <tr> <td>Emissions</td> <td>Waste</td> <td>Employment</td> <td>Occupational Health and Safety</td> </tr> <tr> <td>Training and Education</td> <td>Diversity and Equal Opportunity</td> <td>Non-discrimination</td> <td>Supplier Social Assessments (captured under Supplier Diligence in these disclosures)</td> </tr> <tr> <td>Supplier Environmental Assessment (captured under Supplier Diligence in these disclosures)</td> <td>Child Labor (captured under Human Rights: Child Labor, Forced or Compulsory Labor, and Rights of Indigenous Peoples in these disclosures)</td> <td>Forced or Compulsory Labor (captured under Human Rights: Child Labor, Forced or Compulsory Labor, and Rights of Indigenous Peoples in these disclosures)</td> <td>Rights of Indigenous Peoples (captured under Human Rights: Child Labor, Forced or Compulsory Labor, and Rights of Indigenous Peoples in these disclosures)</td> </tr> <tr> <td>Local Communities</td> <td>Marketing and Labeling</td> <td>Customer Privacy</td> <td></td> </tr> </tbody> </table>		Our Material Topics				Economic Performance	Anti-Corruption	Materials	Energy	Emissions	Waste	Employment	Occupational Health and Safety	Training and Education	Diversity and Equal Opportunity	Non-discrimination	Supplier Social Assessments (captured under Supplier Diligence in these disclosures)	Supplier Environmental Assessment (captured under Supplier Diligence in these disclosures)	Child Labor (captured under Human Rights: Child Labor, Forced or Compulsory Labor, and Rights of Indigenous Peoples in these disclosures)	Forced or Compulsory Labor (captured under Human Rights: Child Labor, Forced or Compulsory Labor, and Rights of Indigenous Peoples in these disclosures)	Rights of Indigenous Peoples (captured under Human Rights: Child Labor, Forced or Compulsory Labor, and Rights of Indigenous Peoples in these disclosures)	Local Communities	Marketing and Labeling
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Local Communities	Marketing and Labeling	Customer Privacy																							
Economic Performance																									
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We openly and transparently discuss the challenges and opportunities in the jewelry industry, seek to drive change in our supply chain, and give back through the Brilliant Earth Foundation 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 in our supply chain. We go above and beyond current industry standards for sourcing natural diamond, and our Beyond Conflict Free Diamonds® 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 into the supply chain diamonds 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 repurposed precious metals is one of our solutions to sourcing traceable, responsible precious metals and reducing our social and environmental footprint. We do not use “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 supporting 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 to communities where diamonds, gemstones, and precious metals are sourced. We have Mission Goals for seeking to restore habitats where mining and other extraction activities have occurred, and for contributing to the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.</p>	SEC Filings 2024 Annual Report																						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	For a complete view of our financial performance, refer to our 2024 Annual Report.																							
	201-2 Financial implications and other risks and opportunities due to climate change	We recognize that, like most companies, we face climate-related financial risks, and we regularly evaluate how to address those risks and the factors that contribute to them.																							



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	<p>Employees working 30 hours or more are eligible for our full benefits package.</p> <p>Our health plans have generous premium coverage and robust offerings. We cover 100% of premiums for AD&D insurance and short- and long-term disability. We offer Flexible Spending Accounts and a variety of health plans, including a Health Savings Account.</p> <p>We offer a generous 401(k) retirement plan to all full-time and part-time employees after 3 months of service. 86% of eligible employees participate in our 401(k) plan. We match employee contributions 100% up to 3%, and 50% above 3% to 5%, with matched contributions immediately vested, as well as provide 401(k) advisory services.</p> <p>We also offer an Employee Assistance Program for a variety of needs, from general benefits help to more sensitive information, through online support, resources, and counselor consultations. We offer a mental well-being virtual coaching service, pretax commuter benefits, various discounts, and 24/7 emergency medical, security, and travel assistance. We also provide a generous paid time off program in addition to eight paid holidays.</p> <p>Part-time employees are eligible for our commuter benefits program, our 401(k) program, our employee product discount, and various wellness benefits and perks.</p>		
Anti-Corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Brilliant Earth is committed to upholding human rights throughout our supply chain. We require all employees to annually agree to the Brilliant Earth Code of Business Conduct and Ethics, setting expectations for conducting business. Likewise, we require our product suppliers to agree to ethical standards by signing our Supplier Code of Conduct. We also maintain an Ethical Business Policy, which aligns with the seminal principles embodied in the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the laws of the countries in which we do business.</p> <p>As a retailer of high-value precious metals, diamonds, and gemstones, we are diligent in seeking to prevent money laundering, and we maintain an Anti-Money Laundering Policy overseen by a designated Compliance Officer. As members of the Jewelers Vigilance Committee (JVC) since 2019, we annually undergo testing of our anti-money laundering program by the JVC to review our compliance with the Bank Secrecy Act, the USA Patriot Act, and OFAC regulations. We use software to automate the screening of suppliers of covered goods and customers against blocked and sanctioned parties lists.</p>	Code of Business Conduct and Ethics Ethical Business Policy Supplier Code of Conduct Supplier Diligence Process	
	205-1 Operations assessed for risks related to corruption	Our operations are assessed annually for corruption and money laundering risks. Our policies and supplier-facing documents specify requirements and expectations for reducing risks in our operations and supplier base. Our anti-money laundering program was tested in 2024 by the JVC, which confirmed the appropriateness of our program.		
	205-2 Communication and training about anti-corruption policies and procedures	<p>Our employees whose responsibilities might implicate money laundering issues must complete anti-corruption and anti-money laundering training. These employees include Customer Service Operations, Product Vendor Management, Finance, Legal & Compliance, and the Leadership team and Executive Leaders. In 2024, 100% of these employees completed the training.</p> <p>Our suppliers of covered goods must sign and adhere to our Anti-Money Laundering Policy. We require them to reconfirm their agreement on an annual basis. 100% of these suppliers reconfirmed their agreement to our Anti-Money Laundering Policy in 2024.</p>		
	205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption identified in 2024.		



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We strive to mitigate risks associated with sourcing diamonds, precious metals, and gemstones through responsible sourcing practices, select origins and traceability programs, and supplier due diligence. We have an Anti-Money Laundering Policy and programs in place to comply with the Bank Secrecy Act, the USA Patriot Act, and Office of Foreign Assets Control regulations. We have a designated Compliance Officer for our anti-money laundering program and arrange with the JVC to conduct an annual independent retest of our anti-money laundering process and systems.</p> <ul style="list-style-type: none"> – Natural Diamonds: For more about our natural diamond origins, selecting and monitoring natural diamond suppliers, our Supplier Code of Conduct, and our Chain of Custody Protocol, see the links in the column to the right and SASB CG-AA-430b.3. – Precious Metals: We use responsible, repurposed precious metals and do not source “dirty gold” associated with environmental devastation, labor abuses, violence, and human rights abuses. Our repurposed precious metals come from various pre- and post-consumer sources. Our Precious Metals Policy requires jewelry suppliers to use repurposed gold and silver acquired from Brilliant Earth-approved refiners. In 2024, 99% of the gold in our jewelry was repurposed, and 95% of the silver was repurposed. We are working toward achieving 100% repurposed metals in our made-to-order and finished jewelry. Certain components and findings, like peg heads, posts, clasps, tennis bracelet mountings, and chains, may not be from repurposed sources due to limited availability. For more information about Precious Metals, see the link in the column to the right. – For more information about Lab Diamonds, Colored Gemstones, Product Packaging, and Mission Goals related to materials, see the links in the column to the right. 	Natural Diamonds Supplier Diligence Process Supplier Code of Conduct Natural Diamond Chain of Custody Protocol Repurposed Precious Metals Lab Diamonds Colored Gemstones Product Packaging Mission Goals & Performance Circularity	<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</p> <p>CG-MR-410a.3 Discussion of strategies to reduce the environmental impact of packaging</p>
GRI 301: Materials 2016	301-1 Materials used by weight or volume	We internally track quantities of loose diamonds, gemstones, and precious metals for inventory purposes and origin traceability reviews, and to calculate percentages of repurposed content in our precious metals.		<p>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</p>
	301-2 Recycled input materials used	We source diamonds, precious metals, and gemstones. In 2024, 99% of the gold in our jewelry was repurposed, and 95% of the silver was repurposed. Our Goal is to have 100% of our gold and silver sourced from repurposed or Fairmined sources by the end of 2025. Our line of natural diamonds also includes recycled options. We source wood and paperboard packaging, and 85% of our paperboard packaging is made from 100% Forest Stewardship Council (FSC) Recycled content. For more information about circularity, see the link in the column to the right.		<p>CG-AA-440a.2 Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard</p>
	301-3 Reclaimed products and their packaging materials	<p>We design products with beauty, durability, and minimizing waste in mind. In 2024, we used 99% repurposed gold and 95% repurposed silver in our made-to-order and finished jewelry, and we provide customers with options for post-consumer recycled diamonds.</p> <p>Our iconic wood boxes are crafted using FSC materials. 85% of our paperboard packaging is certified as 100% FSC Recycled, sourced from pre- and post-consumer content.</p> <p>For more information about circularity, see the link in the column to the right.</p>		



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric												
Energy																
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to reducing our use of energy derived from fossil fuels in our operations and supply chain by investing in renewable energy and energy efficiency. Our sustainability efforts include specific Mission Goals for energy and emission reductions. These Goals are reviewed annually and approved by our Board, and a portion of executive compensation is tied to progress against them. Our Goals include green building standards for new showrooms and emissions reduction targets validated by the Science Based Targets initiative (SBTi).</p> <p>In 2024, we opened three new showrooms, and each was constructed to use 30% less energy for lighting, according to our green building standard. We evaluate natural gas and electricity usage by measuring Scope 1 and 2 emissions according to the Greenhouse Gas (GHG) Protocol.</p> <p>We annually engage a third party to conduct limited assurance of our GHG inventory. In November 2023, we made a commitment to SBTi with a Mission Goal to have our targets validated in 2024. Companies are given 2 years from making a commitment to have their targets validated. We submitted our targets to SBTi for validation in May 2024, and SBTi validated our near-term, long-term, and net-zero targets in October 2024, less than one year after we made the commitment to SBTi.</p>	Mission Goals & Performance Our Science-Based Targets													
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>Total electricity consumed by our corporate offices and showrooms is based on primary utility bill data per square foot.</p> <p>For electricity consumed by our showrooms and offices without direct utility bills, we use the GHG Protocol's average data methodology. Primary data is extracted for our 25 showrooms that have direct invoices from the utility provider. For the remaining 15 showrooms and offices without available primary data, we use existing data to calculate average consumption per square foot (kWh/ft2).</p> <table border="1"> <thead> <tr> <th>Annual Energy Consumption</th> <th>MWH</th> <th>Gigajoules</th> </tr> </thead> <tbody> <tr> <td>Electricity Consumption</td> <td>1,605.36</td> <td>5,779.30</td> </tr> <tr> <td>Heating Consumption</td> <td>198.13</td> <td>713.28</td> </tr> <tr> <td>Total Energy Consumption</td> <td>1,803.49</td> <td>6,492.58</td> </tr> </tbody> </table> <p>We opened three new showrooms in 2024, leading to an overall increase in energy consumption compared to 2023.</p> <p>The location-based consumption within our organization does not distinguish between renewable and non-renewable sources. We use emission factors from the EPA eGrid national database, which incorporates renewable energy sources implemented across eGrid subregions. This database is updated annually, ensuring that our fuel consumption calculations account for the average energy mix (renewable and fossil fuel use) in their geographic region. We also participate in voluntary renewable energy purchasing programs, which are reflected in our market-based calculations.</p> <p>We do not sell electricity, heating, cooling, or steam. At this time, we do not have data on showroom heating, cooling, or steam consumption.</p>		Annual Energy Consumption	MWH	Gigajoules	Electricity Consumption	1,605.36	5,779.30	Heating Consumption	198.13	713.28	Total Energy Consumption	1,803.49	6,492.58	
Annual Energy Consumption	MWH	Gigajoules														
Electricity Consumption	1,605.36	5,779.30														
Heating Consumption	198.13	713.28														
Total Energy Consumption	1,803.49	6,492.58														
	302-2 Energy consumption outside of the organization	<p>We do not track energy consumption from outside our organization; however, some energy consumption outside the organization is disclosed to us through renewable energy verifications of select suppliers that utilize renewable energy sources. These verifications include supplier onsite energy and electricity consumption reported in annual kWh of renewable versus non-renewable consumption.</p>														
	302-3 Energy intensity	<table border="1"> <thead> <tr> <th>Energy Intensity</th> </tr> </thead> <tbody> <tr> <td>0.13 MWh per m2 of floor space</td> </tr> </tbody> </table> <p>Our energy intensity is derived from the ratio of energy consumed per service we provide against our square meters of floor space across our 40 showrooms and offices and one Distribution Center. The ratio only accounts for internal energy consumption of the organization for natural gas and electricity.</p>	Energy Intensity	0.13 MWh per m2 of floor space												
Energy Intensity																
0.13 MWh per m2 of floor space																
	302-4 Reduction of energy consumption	<p>In 2022, we evaluated our showroom design and analyzed lighting power density to minimize our environmental impact. These recommended changes are estimated to result in a 30% reduction in energy usage through fewer fixtures and reduced wattage. The reduced lighting plan was implemented in all three of the new showrooms opened in 2024.</p>														
	302-5 Reductions in energy requirements of products and services	<p>See GRI disclosure 302-2.</p>														



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric				
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We calculate Scope 1, 2, and 3 supply chain emissions following the GHG Protocol, incorporating CO₂, CH₄, and N₂O gases to create CO₂ equivalents. Our GHG inventory includes disclosed categories under the section Science-Based Targets, as well as excluded and optional categories. Our Scope 3 emissions calculations incorporate internal data and a combination of EPA and DEFRA unit and spend-based emission factors, including research-based. We annually engage a third party to conduct limited assurance. SBTi validated our near-term, long-term, and net-zero targets in October 2024.</p> <p>We have several Mission Goals related to this material topic. 2024 progress toward our Mission Goals is reported in the Mission Goals & Performance section of this report.</p>	Mission Goals & Performance Our Science-Based Targets AB1305					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	We consume onsite natural gas for energy use in our Distribution Center and in two showroom locations as a direct emission source calculated under the GHG Protocol methodology.						
	305-2 Energy indirect (Scope 2) GHG emissions	<table border="1"> <thead> <tr> <th>Scope 2 Location-Based GHG Emissions</th> <th>Scope 2 Market-Based GHG Emissions</th> </tr> </thead> <tbody> <tr> <td>576.31 metric tons CO₂e</td> <td>Zero (0) metric tons CO₂e after the purchase of renewable energy credits (RECs)</td> </tr> </tbody> </table> <p>Our Scope 2 emissions were calculated using the three core gases included in our CO₂ equivalents under the GHG Protocol. We used emission factors derived from the EPA eGrid national database in our methodology. Our calculations also used the consolidation approach of financial control, meaning electricity paid to utility providers served as primary data.</p>		Scope 2 Location-Based GHG Emissions	Scope 2 Market-Based GHG Emissions	576.31 metric tons CO ₂ e	Zero (0) metric tons CO ₂ e after the purchase of renewable energy credits (RECs)	
Scope 2 Location-Based GHG Emissions	Scope 2 Market-Based GHG Emissions							
576.31 metric tons CO ₂ e	Zero (0) metric tons CO ₂ e after the purchase of renewable energy credits (RECs)							
	305-3 Other indirect (Scope 3) GHG emissions	<p>See SBTi 2024 GHG Inventory.</p> <p>For the GHG emissions on shipments, emission reports were provided to us from our shipping companies. Out of the four emission reports, two reports used the well-to-wheel methodology specified in the guidance EN 16258:2012 for their calculation, while the remaining two reports used the tank-to-wheels methodology.</p>		CG-EC-410a.1 Total greenhouse gas (GHG) footprint of product shipments				
	305-4 GHG Emissions intensity	<table border="1"> <thead> <tr> <th>Scope 1</th> <th>Scope 2</th> </tr> </thead> <tbody> <tr> <td>0.01345 metric tons CO₂e per m² of floor space applicable to natural gas consumption</td> <td>0.04157 metric tons CO₂e per m² of floor space for all Brilliant Earth locations</td> </tr> </tbody> </table>		Scope 1	Scope 2	0.01345 metric tons CO ₂ e per m ² of floor space applicable to natural gas consumption	0.04157 metric tons CO ₂ e per m ² of floor space for all Brilliant Earth locations	
Scope 1	Scope 2							
0.01345 metric tons CO ₂ e per m ² of floor space applicable to natural gas consumption	0.04157 metric tons CO ₂ e per m ² of floor space for all Brilliant Earth locations							
	305-5 Reduction of GHG emissions	SBTi validated our near-term, long-term, and net-zero targets in October 2024, and we intend to issue progress toward those targets annually in these GRI and SASB Integrated Disclosures.	CG-EC-410a.2 Discussion of strategies to reduce the environmental impact of product delivery					
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable. We do not produce, import, or export significant amounts of ozone-depleting substances.						
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable. We do not have significant air emissions.						



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric																
Waste																				
GRI 3: Material Topics 2021	3-3 Management of material topics	As a retailer of precious metals and gemstones, we consider the environment throughout our business, practice circularity, and seek to mitigate waste.	Mission Goals & Performance																	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts	<p>At a product level:</p> <ul style="list-style-type: none"> – This year, we transitioned our shipper boxes to 100% FSC Recycled paper, and they are recyclable. Now 85% of our paperboard packaging is 100% FSC Recycled. – We offer opportunities for customers to recycle their wood jewelry boxes. – Our suppliers have sophisticated systems to optimize raw material use. Our natural diamond manufacturers control their cutting process to the micron level. For jewelry manufacturers dealing in precious metals, their facilities are equipped with air filtration, water filtration, and dust collection systems to reclaim precious metal dust generated during production. <p>At a showroom and office level:</p> <ul style="list-style-type: none"> – We have implemented a list of approved office supplies with environmentally friendly attributes. – Recycling receptacles are provided at all of our showrooms and offices. – Single-use disposable tableware has been eliminated in new showrooms. – We currently use the average data method for calculating waste in our showrooms and are working on more precisely measuring waste generated. <p>Our Mission Goals include green building standards for new showrooms, 100% repurposed gold and silver, consideration of sustainability in our design and manufacturing processes, eliminating single-use plastics, and striving for zero waste.</p>																		
	306-3 Waste generated																			
	306-4 Waste diverted from disposal																			
	306-5 Waste directed to disposal																			
		<table border="1"> <thead> <tr> <th></th> <th>Recyclables Generated Ton(s)</th> <th>Non-Hazardous Waste Directed to Disposal Ton(s)</th> <th>Total Waste Generated Ton(s)</th> </tr> </thead> <tbody> <tr> <td>Distribution Center</td> <td>89.28</td> <td>39.74</td> <td>129.02</td> </tr> <tr> <td>40 Showrooms & Offices</td> <td>175.54</td> <td>250.06</td> <td>425.60</td> </tr> <tr> <td>Total</td> <td>264.82</td> <td>289.80</td> <td>554.62</td> </tr> </tbody> </table>		Recyclables Generated Ton(s)	Non-Hazardous Waste Directed to Disposal Ton(s)	Total Waste Generated Ton(s)	Distribution Center	89.28	39.74	129.02	40 Showrooms & Offices	175.54	250.06	425.60	Total	264.82	289.80	554.62		
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		<p>Waste for our Distribution Center is measured through monthly waste bills. Waste generated across showrooms and offices is estimated using the monthly waste bill of a single showroom for which we directly contract waste pickup services. For our other 39 showrooms and offices, our waste expenses are included in the lease agreements for the showrooms. Showroom waste is calculated using the GHG Protocol average data method. Waste is reported in yards and then converted to tons using the EPA volume-to-weight conversion factors. Recyclables are onsite non-hazardous waste diverted from disposal from our Distribution Center. All onsite non-recyclable waste is directed to the landfill. Brilliant Earth does not produce hazardous waste.</p>																		



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric															
Employment																			
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our employees' well-being is important to us. We follow federal, state, and local employment laws and offer competitive benefits packages. We conduct annual performance reviews for all eligible employees, anonymous twice-annual engagement surveys, and weekly pulse surveys. These results drive improvements for our Company.</p> <p>We comprise employees whose personal values are aligned with our core company values. The majority of our team members cited our Mission as their top driver for joining Brilliant Earth.</p> <p>We foster a highly collaborative environment and appreciate diverse perspectives. We pride ourselves on a thorough interview-training, objective talent acquisition process, and inclusive teams.</p> <p>We seek talent from a variety of sources to build a diverse applicant pool. Higher education is not a requirement for employment at Brilliant Earth.</p> <p>We experienced no material monetary losses as a result of legal proceedings associated with labor law violations in 2024.</p>	Mission Goals & Performance	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	<table border="1"> <thead> <tr> <th colspan="2">Employee Headcount at End of 2024</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>736</td> </tr> <tr> <td>Part-Time</td> <td>17</td> </tr> <tr> <td>H-1B Visa Holder</td> <td>1</td> </tr> </tbody> </table>	Employee Headcount at End of 2024		Full-Time	736	Part-Time	17	H-1B Visa Holder	1		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 H-1B visa holders							
	Employee Headcount at End of 2024																		
	Full-Time	736																	
Part-Time	17																		
H-1B Visa Holder	1																		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Our Brilliant Earth Benefits Program is extended to all regular full-time employees working a minimum of 30 hours a week. The majority of benefits are effective the first of the month following the date of hire.</p> <table border="1"> <thead> <tr> <th colspan="4">Benefits</th> </tr> </thead> <tbody> <tr> <td>Medical insurance</td> <td>Dental insurance</td> <td>Paid parental leave</td> <td>Vision plan</td> </tr> <tr> <td>401(k)</td> <td>Commuter benefits</td> <td>Life insurance</td> <td>Short-term disability</td> </tr> <tr> <td>Mental health library of resources</td> <td>Long-term disability</td> <td>Accidental death and dismemberment insurance</td> <td></td> </tr> </tbody> </table>	Benefits				Medical insurance	Dental insurance	Paid parental leave	Vision plan	401(k)	Commuter benefits	Life insurance	Short-term disability	Mental health library of resources	Long-term disability	Accidental death and dismemberment insurance			
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Mental health library of resources	Long-term disability	Accidental death and dismemberment insurance																	
401-3 Parental leave	<p>Our parental leave program is gender agnostic. All employees are entitled to parental leave following the birth, adoption, or foster care placement of a child.</p> <table border="1"> <thead> <tr> <th>Parental Leave</th> <th>Full-Time Employees</th> <th>Part-Time Employees</th> </tr> </thead> <tbody> <tr> <td>Tenure</td> <td></td> <td></td> </tr> <tr> <td>More than 1 year</td> <td>16 weeks</td> <td>8 weeks</td> </tr> <tr> <td>Less than 1 year</td> <td>12 weeks</td> <td>6 weeks</td> </tr> </tbody> </table>	Parental Leave	Full-Time Employees	Part-Time Employees	Tenure			More than 1 year	16 weeks	8 weeks	Less than 1 year	12 weeks	6 weeks						
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GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Ensuring the health and safety of our team members is a top priority. We have comprehensive measures in place, including:</p> <ul style="list-style-type: none"> – Emergency preparedness response plans – Long-term and short-term disability benefits and workers' compensation – Compliance with Occupational Safety and Health Administration (OSHA) requirements and guidelines <p>While we generally operate in low-risk environments, and the likelihood of negative impacts is low, we take precautions to protect employees, and our Human Resources team conducts annual reviews to ensure compliance with safety guidelines and engages employees to address any concerns.</p> <p>In our Manufacturing and Repair Center, we supported our bilingual workforce through regular standup safety trainings conducted in English and Spanish, tailored to the job function of these employees. The training covers hazardous chemicals, eye wash station, fire safety, heavy machinery, first aid, and emergency exit plans.</p>	Code of Business Conduct and Ethics	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our health and safety processes meet OSHA guidelines. We prioritize the safety of our employees, all of whom are covered by our general health and safety policies.		
	403-2 Hazard identification, risk assessment, and incident investigation	<p>All employees are required to inform their manager of any health or safety concerns in the workplace, and to promptly report any illness or injury sustained while on the job, regardless of severity.</p> <p>If an employee identifies a risk, they are required to follow a specified process for submitting an employee suggestion or grievance, as outlined in our Company handbook.</p> <p>Workers' compensation insurance covers occupational injuries in compliance with state laws.</p>		
	403-3 Occupational health services	Not applicable. We do not collect personal health-related data from employees unless related to health benefit applications and services.		
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>We strive to provide a comfortable, productive, and ethical work environment. To this end, employees are encouraged to bring any problems, concerns, or grievances to the attention of their manager and/or Human Resources.</p> <p>In addition, employees are encouraged to report any known or suspected violation of the Code of Business Conduct and Ethics on the Company's third-party whistleblower hotline, available by telephone or digital submission.</p> <p>Suggestion and grievance processes are detailed in our Employee Handbook, which all employees are required to review.</p>		
	403-5 Worker training on occupational health and safety	For our Operations teams in our Distribution Center, we provide initial training and occupational safety training for new employees. Full-time employees receive health, safety, and emergency response training, depending on their role. Distribution Center employees are required to complete hazard prevention training and regular safety trainings on various subjects.		
	403-6 Promotion of worker health	The health and safety of our employees is a top priority. In addition to other benefits detailed above, we offer regular wellness, health, and fitness events. In 2024, we also provided access to a mental health app with professionals and a library of resources available for employees to access 24/7.		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>We require all our suppliers and vendors to adhere to our Supplier Code of Conduct and undergo thorough screenings, including assessments of worker health, safety, and working conditions.</p> <p>Our Supplier Code of Conduct provides further details on worker protections and grievance mechanisms.</p>		Supplier Code of Conduct
	403-8 Workers covered by an occupational health and safety management system	<p>We prioritize the safety of our employees, and all of our employees in our Distribution Center, showrooms, and offices are covered by our general health and safety policies.</p> <p>Employees in the Manufacturing and Repair Center of our Distribution Center work in a specified area and are covered by the processes, procedures, and systems outlined in GRI disclosure 403-1 and our management approach for this topic.</p>		
403-9 Work-related injuries	Our major-incidence rate was zero incidents for 2024.			



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric																				
Training and Education																								
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our people are incredibly important to us; they drive our success. Training and continuing education are critical components of this success.</p> <p>All new hires begin with “A Brilliant Start,” the Company’s onboarding program, which consists of two consecutive days of introductory training. Our People Managers complete 3 consecutive days of training that cover management expectations, performance management and documentation, employee onboarding, and employee life events. Annually, we review and seek to improve the employee and People Manager onboarding program.</p> <p>We provide an online library with over 725 training sessions available to our workforce. We offer professional development training for our team members, aimed at being able to promote from within.</p>																						
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>Annually, all employees are required to take 7 to 9 hours of compliance courses covering topics such as confidentiality and nondisclosure, harassment prevention, exemption status, benefits, security, and cybersecurity.</p> <p>Employees in areas that implicate potential money laundering issues must also complete anti-money laundering training annually. In 2024, 100% of these employees completed the training.</p>																						
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Brilliant Earth supports all part-time and full-time employees’ continuing education and professional growth. We bring subject matter experts to provide ongoing training on topics specific to our industry and Mission.</p> <p>For continuing education and development of People Managers, a manager library of resources is provided.</p> <p>Full-time employees with 12 months of service are eligible for the Continuing Education and Tuition Assistance program.</p>																						
	404-3 Percentage of employees receiving regular performance and career development reviews	<p>We conduct a 360-degree annual performance review for all eligible full-time and part-time employees (hired before September 1st of the prior year). This comprehensive review includes employee, peer, and manager feedback and provides a thorough assessment of the employee’s performance. The review process typically takes place in Q1, with many promotions occurring during this time.</p> <p>We conduct twice-annual anonymous engagement surveys to allow employees to provide direct and confidential feedback, which we use to inform our goals, strategy, and action plans for People Managers and leadership.</p> <p>Our latest engagement survey in 2024 had 85% participation. The average score of all questions resulted in an employee engagement score of 79.</p>		CG-EC-330a.1 Employee engagement as a percentage																				
Diversity and Equal Opportunity																								
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Mission is to cultivate a transparent, sustainable, compassionate, and inclusive jewelry industry. As part of our commitment to inclusion, we foster an inclusive workplace and customer experience. Our Mission Goals include performing annual surveys to support the growth and development of our employees.</p> <p>We are proud of our female-majority and diverse Board, diverse Executive team, and diverse employee base. We are proud of the inclusive environment in our Company. To foster inclusivity:</p> <ul style="list-style-type: none"> – We took the Open to All Pledge in 2023 and are committed to creating a space that values the uniqueness of our customers and our employees. – Our CEO, Customer Operations, and Operations teams monitor quarterly reports and survey responses on inclusion, employee wellness, and belonging, incorporating findings into our strategy and decision-making. – We offer extensive training and continuous learning opportunities to all employees and leaders. 	Mission Goals & Performance																					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th colspan="2">Female</th> <th colspan="2">Black, Indigenous, People of Color (BIPOC)</th> </tr> </thead> <tbody> <tr> <td>Female CEO</td> <td></td> <td>Employees</td> <td>47%</td> </tr> <tr> <td>Employees</td> <td>72%</td> <td>People Manager</td> <td>30%</td> </tr> <tr> <td>People Managers</td> <td>73%</td> <td>Director and Above</td> <td>30%</td> </tr> <tr> <td>Director and Above</td> <td>58%</td> <td></td> <td></td> </tr> </tbody> </table> <p>*Employed in 2024</p>	Female		Black, Indigenous, People of Color (BIPOC)		Female CEO		Employees	47%	Employees	72%	People Manager	30%	People Managers	73%	Director and Above	30%	Director and Above	58%				CG-MR-330a.1 CG-EC-330a.3 Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees
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GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to maintaining a safe and inclusive workplace for all employees. We foster this through policies such as our Equal Employment Opportunity Statement and Non-Harassment Policy in our Employee Handbook. We are also committed to complying with all laws regarding equal employment opportunities and other employment regulations.</p> <p>Our Ethical Business Policy further emphasizes our commitment to non-discrimination.</p> <p>We maintain a third-party whistleblower hotline that allows employees to safely report any unethical behavior through various methods, including anonymously.</p>	Ethical Business Policy	
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 employment discrimination in 2024.		CG-MR-330a.2 Total amount of monetary losses as a result of legal proceedings associated with employment discrimination
Supplier Diligence				
Supplier Social Assessment / Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics (for both supplier social assessment and supplier environmental assessment topics)	<p>Our natural and lab diamond, colored gemstone, and jewelry suppliers undergo a rigorous vetting process. We require suppliers to adhere to our sourcing and compliance standards, which go beyond industry norms. We track supplier performance and adherence to our requirements through regular reviews. Our supplier onboarding requirements can be found on our website.</p> <p>Transparency is a critical part of our strategy, and it underpins all work in this area. We have established Mission Goals related to supplier social and environmental assessments, which are monitored by our Board, CEO, and Executive Leadership. Performance against these Mission Goals is assessed annually, and a portion of executive compensation is tied to their achievement.</p> <p>Our Goals call for 100% of moderate- to high-risk suppliers and their manufacturers to be audited for safe working conditions and to publish key metrics on audit findings and remediation efforts.</p> <p>Our supply chain carries risks associated with raw materials, as described in SASB CG-AA-440a.1.</p> <p>We require strict social and environmental management practices operationally and across our supply chain, in line with best practices and applicable laws and regulations. All product suppliers are required to read and agree to our Supplier Code of Conduct. Our natural diamond suppliers must also agree to our Natural Diamond Chain of Custody Protocol, which can be found on our website, and must have systems in place to ensure that our Beyond Conflict Free Diamonds® are sourced only from Brilliant Earth-approved mine operations in specific countries. These suppliers must also provide documentation demonstrating the origin of their diamonds and track their stones from rough purchase through polished stone.</p> <p>We assess manufacturers for risk to the health and safety of their workers. Our natural diamond suppliers must provide Responsible Jewellery Council (RJC) Code of Practices certification or complete a DTC Best Practice Principles Assurance Programme or Forevermark audit. Lab diamond suppliers must also comply with our Supplier Code of Conduct, and their compliance is evaluated through audits conducted by APSCA Member Firms. These audits identify labor nonconformances, monitor corrective action plans, and close conformances according to the audit protocol.</p> <p>Our criteria for evaluating potential suppliers include environmental, social, and governance considerations.</p>	Supplier Code of Conduct Supplier Diligence Process Natural Diamond Chain of Custody Protocol Mission Goals & Performance	CG-AA-430b.3 Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric																				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>Percentages of Suppliers That Completed a Social Compliance Audit</p> <table border="1"> <thead> <tr> <th colspan="2">Natural Diamond Suppliers</th> </tr> </thead> <tbody> <tr> <td>Tier 1</td> <td>100%</td> </tr> <tr> <td>Tier 2</td> <td>100%</td> </tr> <tr> <th colspan="2">Jewelry Suppliers</th> </tr> <tr> <td>Tier 1</td> <td>100%</td> </tr> <tr> <td>Tier 2</td> <td>100%</td> </tr> <tr> <th colspan="2">Lab Diamond Suppliers</th> </tr> <tr> <td>Tier 1: categorized as low-risk sales offices with no manufacturing on-site</td> <td></td> </tr> <tr> <td>Tier 2: since October 2021 rollout</td> <td>100%</td> </tr> <tr> <td>Tier 2: annual audit within last 12 months</td> <td>84%</td> </tr> </tbody> </table> <p>We require safe working conditions in the facilities where our products are being manufactured. Brilliant Earth suppliers are required to agree to our Supplier Code of Conduct, and we monitor for compliance with the code through social compliance audits.</p>	Natural Diamond Suppliers		Tier 1	100%	Tier 2	100%	Jewelry Suppliers		Tier 1	100%	Tier 2	100%	Lab Diamond Suppliers		Tier 1: categorized as low-risk sales offices with no manufacturing on-site		Tier 2: since October 2021 rollout	100%	Tier 2: annual audit within last 12 months	84%	Supplier Code of Conduct Supplier Diligence Process Natural Diamond Chain of Custody Protocol Mission Goals & Performance	<p>CG-AA-430b.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor</p> <p>CG-AA-430a.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</p>
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414-2 Negative social impacts in the supply chain and actions taken	<p>We have a Mission Goal to publicly disclose factory audit findings, including risks and remediation efforts, by the end of 2025. We have been members of the Supplier Ethical Data Exchange (Sedex) since 2021, when we rolled out a new standard for the responsible manufacturing of lab diamonds utilizing the Sedex Members Ethical Trade Audit (SMETA). Lab diamond suppliers that undergo SMETA share their audit reports and findings through the Sedex online platform. The Sedex platform provides analytics, trends, and insights into corrective actions. In 2024, we utilized this information to conduct a virtual capacity-building webinar for lab diamond suppliers covering key metrics on factory audit findings at lab diamond suppliers and common remediation efforts.</p>																							
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>Refer to the disclosure for GRI 414-1 for data table.</p> <p>New suppliers undergo an environmental screening during onboarding that includes energy sources. New and existing suppliers that use renewable energy are invited to participate in a third-party renewable energy verification. Most lab diamond suppliers undergo a 4-pillar SMETA, which includes an assessment of their environmental management systems and energy, water, and waste practices.</p>																						
	308-2 Negative environmental impacts in the supply chain and actions taken	See the disclosure for GRI 414-2.																						



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
Human Rights				
Child Labor / Forced or Compulsory Labor / Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Human rights and responsible labor practices, such as prohibition of child labor and forced or compulsory labor and supporting the rights of indigenous people, are important issues in our supply chain that we work to uphold. Our Ethical Business Policy establishes a foundation for managing our business in accordance with all applicable laws and our own high standards and aligns with the principles embodied in the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the laws of the countries in which we do business.</p> <p>All suppliers are required to agree to and comply with our policies, including our Supplier Code of Conduct. Suppliers must also maintain a current social compliance audit at their manufacturing location(s). We evaluate their compliance through various audit protocols, such as RJC Code of Practices certification, the DTC Best Practice Principles Assurance Programme, or the SMETA. We track and review social compliance audit evidence, with a strong focus on oversight at manufacturing locations. Violations of our Supplier Code of Conduct may lead to corrective actions or deactivation.</p> <p>Suppliers of our Beyond Conflict Free Diamonds® follow our Chain of Custody Protocol, which requires that natural diamonds supplied to us be sourced from mine operators in countries that uphold labor, trade, and environmental standards.</p>	Natural Diamond Chain of Custody Protocol Supplier Code of Conduct Ethical Business Policy	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>No incidents of child or forced labor were identified within the reporting period.</p> <p>We go above and beyond current industry standards for sourcing natural diamonds, and our Beyond Conflict Free Diamonds® have been selected for their ethical and environmentally responsible origins. Our Beyond Conflict Free Diamonds® are sourced from approved mine operations in Botswana, Namibia, South Africa, and Canada, countries that have strong social and environmental governance practices and are ranked low or moderate risk according to The Gemstones and Jewellery Community Platform Index for Conflict-Affected and High-Risk Areas.</p>		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<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>		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are dedicated to giving back to the communities where our showrooms, offices, employees, and customers reside. The Brilliant Earth Foundation, a corporate advised fund with Silicon Valley Community Foundation, operates according to three strategic pillars: Responsible Sourcing, Social Impact, and Climate Action.</p> <p>Our Distribution Center and all of our showrooms and offices are located in the US. In addition to our annual charitable giving, we have a Mission Goal to continue to strengthen our internal message of giving back and to increase volunteer hours. This may include volunteering and taking action to positively impact local communities, including in-kind or monetary donations. Our employees increased the number of hours they volunteered in 2024 by 62% from 2023.</p>	Mission Goals & Performance Brilliant Earth Foundation	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>We survey our employees to understand the causes that are most important to them. In 2024, their top concern was food and water security. Accordingly, in 2024, the Brilliant Earth Foundation made a donation to the World Central Kitchen.</p>		
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>We support local gemstone and gold mining communities through the Brilliant Earth Foundation. In 2024, we donated over \$443,000 to nonprofits such as Pact-Moyo Gems, Pure Earth, the Alliance for Responsible Mining, and Gem Legacy. Learn more about our grants on our website.</p> <p>Refer to the disclosure for GRI 301 regarding materials.</p>		



GRI Standard	Disclosure	Additional Detail	Location	SASB Code & Metric
Marketing and Labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Product Development, Merchandising, Sourcing, and Marketing teams work closely with our Responsible Sourcing & Sustainability team so that we can be confident that our products are responsibly designed and brought to market.</p> <p>We take pride in creating beautifully designed, responsible, and joyful products for our customers and use our best efforts to comply with the Federal Trade Commission's (FTC) guidelines and Guides for the Jewelry, Precious Metals, and Pewter Industries. Suppliers acknowledge their compliance with these requirements in our Supplier Code of Conduct.</p>	Supplier Code of Conduct Brilliant Earth Recycling Programs	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<p>Our natural and lab diamonds are independently graded for the 4 C's – cut, color, clarity, and carat–by:</p> <ul style="list-style-type: none"> – Gemological Institute of America (GIA) – International Gemological Institute (IGI) – HRD Antwerp – Gem Certification & Assurance Lab (GCAL) <p>Our precious metals (platinum, gold, and silver) are marked in accordance with the FTC's Guides for the Jewelry, Precious Metals, and Pewter Industries.</p> <p>For more details on the sourcing components of our products, refer to earlier disclosures on Materials, GRI 301. To understand the environmental and social impacts of our products and how we manage them, see disclosures on Supplier Social and Environmental Assessments, GRI-414 and GRI-308.</p> <p>While we primarily deal with high-value luxury goods that are not typically disposed of, we do offer customer assistance in upcycling diamonds and precious metals.</p> <p>No major safety issues have been identified with our products.</p>		
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no identified incidents of noncompliance in 2024.		
	417-3 Incidents of non-compliance concerning marketing communications			
Customer Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We value the privacy and security of the data with which our employees, customers, and business partners entrust us, and we have policies and systems in place to require that data is protected and handled with care. Some of the ways we protect privacy and data are:</p> <ul style="list-style-type: none"> – Annual cybersecurity trainings for employees, including Executive Leaders and the Leadership team – Regular phishing tests and trainings for employees – Multifactor 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 – Maintaining an up-to-date privacy policy and other website disclosures that describe our practices for data collection and use, and providing mechanisms for customers to opt out of certain information sharing practices and request data deletion pursuant to applicable law 		<p>CG-EC-220a.2</p> <p>Description of policies and practices relating to behavioral advertising and user privacy</p> <p>CG-MR-230a.1</p> <p>CG-EC-230a.1</p> <p>Description of approach to identifying and addressing data security risks</p>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no known material cybersecurity incidents in 2024.		<p>CG-MR-230a.2</p> <p>CG-EC-230a.2</p> <p>(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected</p>



SASB Omissions

The following are not applicable to our operations:

SASB Metric	SASB Code
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	CG-AA-430a.2
Revenue from products third-party certified to environmental and/or social sustainability standards	CG-MR-410a.1
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-EC-130a.1 CG-MR-130a.1
1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-EC-130a.2

SASB Metric	SASB Code
Discussion of the integration of environmental considerations into strategic planning for data center needs	CG-EC-130a.3
Number of users whose information is used for secondary purposes	CG-EC-220a.1
Entity-defined measure of user activity	CG-EC-000.A
Data processing capacity, percentage outsourced	CG-EC-000.A
Number of shipments	CG-EC-000.A

