

SOCIAL RESPONSIBILITY POLICY



Gem Diamonds aims to create a lasting positive legacy by contributing constructively and appropriately to the communities in which we operate.

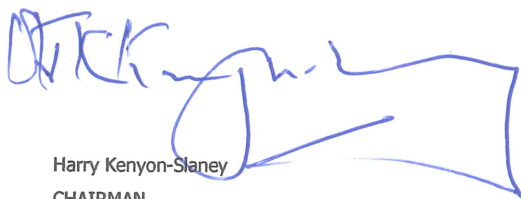
We are committed to

- Creating a positive legacy for our stakeholders through continuous collaboration.
- Maintaining open and transparent consultation with our stakeholders.
- Implementing and maintaining an appropriate social responsibility management system.
- Contributing to the sustainable socio-economic growth of the areas in which we operate.
- Pursuing the highest standards of social responsibility through effective stakeholder consultation and partnerships.
- Embedding social responsibility across the organisation.

We will fulfil our commitment by

- Developing, implementing, and maintaining appropriate social responsibility policies, systems and programmes across all stages of development.
- Providing appropriate social responsibility information and training to our workforce.

- Regularly consulting with all stakeholders to improve understanding, promote constructive interaction, and seek solutions to common social challenges.
- Regularly auditing and reviewing the implementation and effectiveness of our social responsibility programmes with the aim of continuous improvement.
- Implementing a formal management procedure to investigate and respond to stakeholder grievances.
- Managing potential risks to community safety through integrated emergency response planning.
- Avoiding resettlement where possible and minimising or mitigating impacts on cultural heritage.
- Reporting social responsibility risks and performance publicly through the annual Sustainable Development Report and to the Gem Diamonds Limited Board through the HSSE Sub-Committee.


Harry Kenyon-Slaney
CHAIRMAN


Mike Brown
CHAIRMAN: HSSE COMMITTEE