

GROUP ENVIRONMENTAL MANAGEMENT POLICY



Gem Diamonds recognises the potential impact our activities can have on the environment and is constantly seeking to minimise any adverse impact of our activities through all stages of project and mine development. We are committed to conducting our business ethically and with due care and respect for the environment we operate in. Gem Diamonds aims to continuously improve its environmental management practices and performance.

We are committed to:

- Complying with all relevant legal, regulatory and adopted best practice standards which relate to identified environmental aspects at our operations.
- Transparently identifying and understanding the most significant environmental dependencies and impacts relevant to our operations.
- Minimising and mitigating our environmental impact.
- Implementing and maintaining appropriate environmental management systems.
- Maintaining open and transparent consultation with all stakeholders.
- Driving environmental awareness throughout the organisation and building a culture of care for the environment.
- Ensuring effective environmental rehabilitation and ultimate closure planning through all stages of mine development and operation.
- Drive and promote nature-positive contributions. Promoting, planning and designing for the efficient and sustainable use of all natural resources.
- Integrating biodiversity stewardship through all stages of mine development and operation.
- Implementing practices to ensure the safe operation and closure of dams and tailings storage facilities.
- Implementing appropriate environmental training programmes.
- Monitor, promote, and disclose responsible resource use to support ecosystem and community wellbeing. Engaging and working with governments, project affected communities, employees and other stakeholders to protect our environment in a constructive and collaborative manner.
- Annually updating of environmental planning as well as the financial provisions for present and future environmental liabilities and obligations.
- Requiring all operating mines to be certified as compliant with the ISO 14001 international standard for environmental management.
- Conducting carbon and water footprint assessments twice a year.
- Regularly monitoring and auditing environmental performance through internal and external assurance mechanisms to ensure compliance.
- Identifying and pursuing opportunities to protect, restore, and enhance ecosystems in ways that also strengthen operational efficiency and resilience.
- Reporting environmental risks and performance publicly through the annual Sustainability Report.

We will fulfil our commitment by:

- Assessing, avoiding, minimising and finally rehabilitating environmental impacts through all stages of mine development and operation.
- Managing waste, emissions and other by-products of our production process in a responsible way to prevent pollution.

This policy is to be applied across the Group and should be read in conjunction with other relevant sustainability policies.

Harry Kenyon-Slaney
CHAIRMAN

Mike Brown
CHAIRMAN: SUSTAINABILITY COMMITTEE
2 September 2025