

GROUP HEALTH AND SAFETY POLICY



Safety is a core value for Gem Diamonds. Our workforce is our most valued asset and health and safety is our top priority. We expect each employee to be a leader in health and safety through identifying hazards and eliminating or controlling high potential risks in each aspect of their work. We believe that all incidents that could cause harm are preventable, and we are committed to embedding a culture of making safety everybody's responsibility at work and at home.

We are committed to:

- Safety first – zero harm and zero tolerance.
- Ensuring our employees and contractors return home in a safe and healthy condition.
- Effectively managing workplace risk to eliminate harm to our workforce and stakeholders.
- Driving safety awareness throughout the organisation and demonstrating visible and effective health and safety leadership.
- Providing leadership with resources and training to be effective health and safety leaders.
- Integrating nature-related considerations into our health and safety practices to strengthen resilience for workers and communities.
- Providing appropriate health and safety information and training to all employees, contractors, and stakeholders.
- Requiring operating mines to be certified as compliant with the ISO 45001 international standard for occupational health and safety management.
- Maintaining an appropriate Behaviour Based Care system.
- Driving a culture that encourages employees to take care of themselves and look out for each other as they perform their daily duties.
- Regularly auditing and reviewing the implementation and effectiveness of our health and safety management systems, policies and programmes with the aim of continuous improvement.
- Integration of nature-based risks within risk assessments and emergency response planning.
- Ensuring safety is a key performance indicator for management.
- Reporting health and safety risks and performance publicly through the annual Sustainability Report and to the Gem Diamonds Limited Board through the Sustainability Sub-Committee.

We will fulfil our commitment by:

- Developing internal health and safety standards and guidelines to mitigate risks and hazards associated with all stages of project and mine operations and development.
- Demanding active workforce participation in health and safety management as part of a zero-harm culture.
- Identifying and managing occupational health and hygiene exposures for the protection of longer-term health.
- Identifying hazards, and assessing, and managing related risks by implementing an effective critical control management system.

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