



GROUP WATER POLICY



Access to clean water is a human right that Gem Diamonds recognises and is committed to protect. Water is a fundamental requirement for our current operations and future development and clean water is critical for the health and wellbeing of our stakeholders.

We are committed to:

- Managing water efficiently and effectively across all stages of project and mine development.
- Reporting transparently on our water footprint and progress made to minimise any identified sustainability risks.
- Ensuring consideration for water-related climate impacts in strategic decision-making processes and business planning.
- Securing water resources in a sustainable manner and without compromising the natural resource.
- Providing access to safe clean water for employees.
- Prioritising access to safe water for the communities around which we operate.
- Proactively monitor and manage water quality and use.
- Integrating consideration for community water and sanitation provision projects within our corporate social investment strategy.
- Prioritising the development of water treatment technology and advancing water expertise within the Group.
- Identifying and responsibly managing water risks and opportunities.
- Integration of nature-related water risks into emergency response and prevention planning.
- Reporting water-related 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:

- Integrating responsible water management into business activities through operation-specific water management plans.
- Integrating the cost and value of water into business decisions across all stages of project and mine development.
- Driving water conservation and quality improvements throughout the mining process by implementing appropriate water reduction, recycling, reuse and treatment initiatives.

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