

## Environmental Management Policy

---

Gem Diamonds recognizes the importance of sustainable business processes and is committed to the development, implementation and maintenance of internationally recognized standards of environmental management, in order to conduct its business with due care and respect for people and the environment.

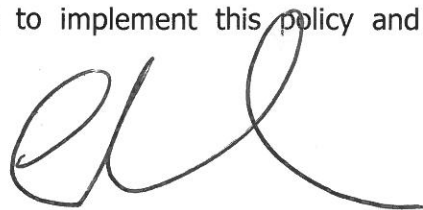
Gem Diamonds will achieve this through:

- Providing leadership to create and promote active employee participation in a culture of zero harm and responsible care.
- Implementing and maintaining an effective environmental management system, including:
  - Identification of environmental aspects, and the assessment and management of the impacts associated with those aspects at our operations.
  - Providing information, training and supervision to all employees in respect of environmental management in their workplace.
  - Measuring and monitoring the effectiveness of environmental management measures.
  - Regularly auditing and reviewing the implementation and effectiveness of the environmental management systems.
  - Setting environmental objectives and targets on a regular basis to drive continual improvement, including resource use efficiency, waste minimization and pollution control.
- Communicating environmental requirements and procedures to all employees and contractors in a clear and regular manner.
- Maintain open consultation with stakeholders.
- Preventing and reducing pollution by applying effective measures.
- Optimising the use of consumptive resources and promoting the reduction and recycling of waste products where practicable.
- Compliance with applicable legal and other requirements to which Gem Diamonds subscribes.

Gem Diamonds will provide the necessary resources to implement this policy and continually improve our performance.



Roger Davis  
**CHAIRMAN**  
November 2012



Gavin Beevers  
**CHAIRMAN: HSSE COMMITTEE**  
November 2012