



MODERN SLAVERY STATEMENT



Gem Diamonds is a leading global producer of high-value diamonds, listed on the London Stock Exchange. We own open-pit and underground operations in Lesotho and Botswana and operate manufacturing facilities through our Sales and Marketing division in Antwerp. Throughout the Group we have 560 employees worldwide with offices in London, South Africa, Belgium, Lesotho and Botswana. The Group's annual turnover is greater than £36m.

Scope

This statement is applicable to all Gem Diamonds subsidiaries. Subsidiaries may adapt this statement to include relevant local legislation and material stakeholder matters.

Our Supply Chains

- Our business processes are supported by our supply chain which comprises suppliers of services and goods throughout the various business cycles.
- Goods are procured in respect of raw, direct and indirect materials and the various procured services range from technical, legal, administrative and professional services to skilled labour services for operational purposes.

Slavery and Human Trafficking

- We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.
- Policies on our website such as Sustainable Development and Human Rights as well as our Code of Ethics reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. These policies can be found on our website.

Due Diligence Processes for Slavery and Human Trafficking

- A part of our initiative to identify and mitigate risk we have a whistleblowing policy which allows for anonymous reporting of any unethical activity taking place in the workplace.
- We have zero tolerance to slavery and human trafficking.

- Local communities are duly represented on our Corporate Social Responsibility (CSR) committees. This participation provides an avenue to receive direct feedback and reports of any slavery or human trafficking in the areas of our operations.
- To ensure all those in our supply chain support our ethos we have procurement policies in place which drives rigorous vetting processes. Potential risk areas are scrutinised and goods and services are only procured from reputable companies.

Assessment and Management of Risk

- We understand that the risks of modern slavery are more pronounced in places where workers have less protection in respect of basic rights; where there are high levels of poverty; where there is widespread use of migrant workers; some specific high risk industries (typically industries involving raw materials) and labour intensive stages of supply chains where the end product is cheap.
- Representatives from several divisions within our Group's operations are involved in the evaluation of suppliers and each has a part to play in the selection and subsequent monitoring and/or management of a specific supplier. Suppliers are required to adhere to our ethical policies.

Training

- Employees receive regular training and communication updates through which they are made aware of the content of various policies which underpin our ethics and values.
- Our commitment to Zero Harm demonstrates a culture of care and collaboration which is further entrenched through regular consultation sessions with employees.

Our Effectiveness in Combating Slavery and Human Trafficking

- We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:
 - Performing internal audits on procurement and other business policies
 - Use of labour monitoring and payroll systems; and
 - Personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.
- Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:
 - More extensive questioning around compliance with international labour law to include specific questions about modern forms of slavery and trafficked labour;
 - Updated contractual terms to include modern slavery provisions;
 - Annual confirmation of our ethical policies with existing high risk suppliers

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. Approved by the Board of Gem Diamonds Limited it constitutes the Group's slavery and human trafficking statement for the financial year ending 31 December 2016.