



GROUP CLIMATE CHANGE POLICY



Gem Diamonds recognises climate change as a global risk that requires prompt global action. The Group has identified climate change related risks and opportunities for our operations.

Gem Diamonds is committed to:

- Protecting our employees, assets and project affected communities against climate change related impacts.
- Understanding how physical and transition risks related to climate change will impact on the Group in the short, medium, and long term.
- Identifying appropriate climate change adaptation and mitigation opportunities for the Group.
- Managing risks and opportunities associated with climate change and building resilience as an organisation against climate change.
- Responsibly manage natural resource consumption and identify opportunities to reduce the total consumption of natural resources.
- Disclosing in a transparent manner our climate change related performance to stakeholders.

We will fulfil our commitment by:

- Implementing the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD).
- The direct involvement of the Board of Directors and senior management in assessing climate change related risks and opportunities to enable Gem Diamonds to plan for those impacts and build a resilient company.
- Identifying potential physical impacts of climate change, as they relate to our operations.

- Including climate-related risks and opportunities into business decisions across the value chain.
- Completing an energy audit focussed on the identification of appropriate reduction in the use of energy and fossil fuels.
- Improving water use management plans to consider the physical risks identified through the climate change scenario analysis.
- Working towards the definition and adoption of a decarbonisation strategy that is informed by a science-based approach.
- Identifying emission reduction opportunities for current and future operational activities.
- Including management of climate-related risks and opportunities within executive management remuneration targets.
- Establishing partnerships for projects aimed at offsetting unavoidable climate impact.
- Reporting climate-related risks and performance publicly through the annual Sustainable Development Report and to the Gem Diamonds Limited Board through the Sustainability Sub-Committee.

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