



GROUP SOCIAL RESPONSIBILITY POLICY



Gem Diamonds is committed to responsible resource development and we recognise the importance of building strong and lasting relationships with our project affected communities. We respect the rights and cultures of all our surrounding communities and aim to create a lasting positive legacy by contributing constructively and appropriately to the communities in which we operate.

We are committed to:

- Working with communities to achieve mutually defined development goals that provide lasting economic and social benefits.
- Maintaining open and transparent engagement with our surrounding communities.
- Implementing and maintaining an appropriate community grievance management system.
- Contributing to the sustainable socio-economic growth of the areas in which we operate.
- Pursuing the highest standards of social responsibility through effective consultation and partnerships.

We will fulfil our commitment by:

- Developing, implementing, and maintaining appropriate community responsibility policies, systems and programmes across all stages of development.
- Following a Needs-Analysis based process to deliver a community driven Corporate Social Investment Programme.

- Aligning our Corporate Social Responsibility Strategy with the UN Sustainable Development Goals.
- Providing appropriate community and social responsibility information and training to our workforce.
- Overseeing the implementation and reviewing the effectiveness of our community responsibility programmes with the aim of ensuring sustainability.
- Implementing a formal management procedure to investigate and respond to community grievances.
- Managing potential risks to community safety through integrated emergency response planning.
- Reporting social responsibility risks and performance publicly through the annual Sustainability 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