

GEM INDIA EXPORTS

4780, KGB KA RASTA, MATH KA KUA, JOHARI BAZAR, JAIPUR

ANNUAL REPORT FOR THE FY 24-25 AS PER RJC COP 2019

❖ Legal Compliance

Gem India Exports has obtained required legal registration to operate Business in India & export to the other countries.

❖ Policy and Implementation

Policies & Procedures are defined & communicated with stakeholders.

❖ Business Partners

Gem India Exports has communicated to its business partners for the purpose of implementation of ethical business practices in their business.

❖ Human Rights

Gem India Exports follows universal declaration on Human right, complies with the whole requirement of Human right and trafficking.

❖ Conflict-Affected Areas

The company does not procure from the conflict affected areas.

❖ Supplier Due Diligence

Gem India Exports conducted due diligence for each supplier; Nil cases observed for conflicted affected sourcing during assessment period.

❖ Bribery and Facilitation Payments

Gem India Exports does not deal in cash transaction. Nil Bribery and Facilitation incident was observed during assessment period.

❖ Money Laundering and Finance of Terrorism

Gem India Exports complies with the requirement of the local applicable laws and all the business-related transaction is being carried out through bank.

❖ Security

Gem India Exports has insured their own properties as well as required security measures are implemented. Like CCTV camera auto door locking systems etc....

❖ Labour Rights and Working Conditions

Working conditions for employees are provided best suitable in industries. Employees are working with full satisfaction.

❖ Discipline and Grievance Procedure

Gem India Exports has set mechanism to address the grievance and complaint. Even all the employees are free to contact to the management for their any work-related issues.

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❖ Remuneration

The employees are paid remuneration in convenient mode to them and complied with all the provision of applicable law.

❖ Child Labour

The employee has not hired any employee of less than 18 years of age. The company has prepared policy and procedure for the same.

❖ Forced Labour

Gem India Exports does not force any employees to perform their work. We have prepared policy and procedure for the same. Employee are working in our company at their will.

❖ Non-Discrimination

Gem India Exports has complied with the requirement of RJC COP pertaining Non-Discrimination in any form.

❖ Health and Safety

Gem India Exports has ensured Health and safety of all the employees and requires provisions are also made available. The company has complied with the applicable law as well.

❖ Product Disclosure

Gem India Exports complies with the industry standard pertaining to product disclosure. The company is dealing in Natural Gemstones and it has no significant impact on users.

Report Prepared by: - Abhinandan Jain (RJC Compliance officer)

Reviewed & Approved By

Sudhir Kothari

Partner

Date: 18/04/2025