



Name of Company: MANDANI'S DIAM

Document Name: Policy Statement of Human Rights

Document Number: MND-POL-007

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Policy Statement of Human Rights

We, MANDANI'S DIAM, recognise our responsibility to respect human rights. We believe that our business has a role to play in protecting and promoting human rights.

MANDANI'S DIAM is committed to respect internationally recognised human rights throughout our operations and supply chains. In line with the UN Guiding Principles on Business and Human Rights, our Policy is based upon the international standards enshrined in the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Human rights refer to a set of basic rights and freedoms that belong to every person in the world, regardless of where they are from, what they believe or how they choose to live their life. It is a broad concept, with economic, social, cultural, political and civil dimensions. For MANDANI'S DIAM, respecting human rights means ensuring that any person involved in, or coming into contact with, our operations, supply chains and products is treated with dignity, respect, fairness and equality.

Our Policy sets out overarching principles for how we conduct business at MANDANI'S DIAM, together with our employees and business partners, we are committed to drive forward the implementation of this Policy throughout our operations and supply chains. We recognise unique challenges to these standards may arise and we will work to address these challenges in partnership with relevant partners and stakeholders.

ETI Base Code as reference as well as the RJC COPs related to labour rights, working conditions and health & safety.

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid

6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

MANDANI'S DIAM, will continuously work to embed this Policy throughout the relevant processes and procedures of the company to ensure its effective implementation.

We recognise that we must take steps to identify and address any actual or potential adverse impacts, whether they are directly or indirectly linked to our business activities or relationships.

We understand that human rights due diligence is a dynamic, on-going process which requires acting on the findings, tracking our actions, and communicating to our stakeholders how we address impacts.

As our human rights risks and impacts may vary over time, this policy will be subject to review if proven inadequate by our human rights due diligence process.





Name of Company: MANDANI'S DIAM

Document Name: Policy Statement of Forced Labour

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Policy Statement of Forced Labour

The policies relating to this section are part of the Business Policies adopted by **MANDANI'S DIAM** and are presented below for reference:

- a. The management of **MANDANI'S DIAM** Care fully committed to ensuring that forced or involuntary, bonded, indentured or prison labour, is not practiced nor used in any form at any of its facilities. **MANDANI'S DIAM** shall ensure that there is no restriction in the freedom of movement of employees and dependents. Any reported incidents relating to forced labour will be considered as a serious violation of the Business Policies.
- b. The following definitions will be applicable:
 - The Universal Declaration of Human Rights that states that 'No one shall be held in slavery or servitude'
 - ILO Convention 29, which defines forced or compulsory labour as 'all work or service which is extracted from any person under the menace of any penalty, and for which the said person has not offered himself voluntarily'





Name of Company: MANDANI'S DIAM

Document Name: Policy Statement of Child Labour

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POLICY STATEMENT FOR CHILD LABOUR

- No form of child labour should be employed at **MANDANI'S DIAM**
- The minimum age for employment that will be applicable is fifteen (As per ILO Convention No. 138).
- For authorized adolescents (persons below 18 years of age but above 15 years), the entity management is responsible for providing working conditions, hours of work and wages in compliance with applicable local laws as a minimum.
- If a child is found working at **MANDANI'S DIAM** either own or subcontracted, the responsibility of rehabilitation will be undertaken by the management.
- The above policies will also be applicable to subcontracted labour.

