

Ethical Business  
Policy Document

Hari Darshan  
Exports Pvt.Ltd.  
Policy Documents

Controlled Copy – February - 2026

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# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **DOCUMENT APPROVAL**

This Policy Document (HDE-001) is a set of ethical business policies to demonstrate management practice of the operations of HARI DARSHAN EXPORTS PVT.LTD. in relation to the requirements of Responsible Jewellery council.

The contents of this document have been reviewed and approved by senior management and shall be reviewed at least annually or as an when any requirement arise during the year.

All employees and business partners of HARI DARSHAN EXPORTS PVT.LTD. are required to be familiar with this document and follow the ethical business practice identified in this document.

Senior Management is responsible for making changes / revisions to this document and all employees are advised to report to management about any issues/incident/information they notice about violation of policies mentioned in this document. All the stakeholders/Employees and business partners are always free and welcomed to report any such violation of this policy document and management shall ensure that there will not be any retaliatory action against any whistle blower.

### **Applicability**

This policy document is applicable to all activity carried out and to all facilities of the company. Scope of Material shall be Diamond. Applicability of this document is 01<sup>st</sup> March 2024. Hari Dharshan Group includes all Entities and Facilities including India/Dubai/Hong Kong.

Sr#	Name of Company	Location	Scope of Materials
1	Bhaves Lakhani	Mumbai	Diamonds
2	Dinesh Dhola	Mumbai	Diamonds

Team Responsible for Update and approval of this document

Sr#	Name of Person	Designation	Rights
1	Dinesh Dhola	Management	Approval
2	Anil Thakkar	Compliance officer	Update and Release

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **RJC Compliance Policy**

The management of HARI DARSHAN EXPORTS PVT.LTD., as a member of the Responsible Jewellery Council (RJC) is committed to complying with the Code of Practices of RJC.

We shall strive to:

- Adhere to ethical business practices
- Uphold fundamental human rights, treat workers with respect, encourage diverse workforce and provide a safe working environment
- Promote efficient resources and energy and reduce and prevent pollution
- Comply with applicable laws in the countries where we operate and manage business risks including contractors, suppliers and Management.

## **Legislation and Regulations**

- a. HARI DARSHAN EXPORTS PVT.LTD.. shall operate in compliance with relevant national and international legislations / regulations as applicable to its operations.
- b. All personnel are expected and directed to comply with all applicable laws and regulations as well as all internal entity rules and policies relating to their business activities. It also is the responsibility of personnel to know and understand legal, regulatory and internal requirements as they apply to their jobs.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Conducting Business Ethically, with Integrity, and in Fairness and reporting**

- a. Ensuring that all business activities are conducted in an honest, ethical, professional and accountable manner is fundamental to the core philosophy of our company.
- b. HARI DARSHAN EXPORTS PVT.LTD.. is committed to combating dishonesty and fraud in all business transactions in order to maintain and enhance consumer trust in, and the reputation of the gem diamond industry.
- c. HARI DARSHAN EXPORTS PVT.LTD.. is committed to maintaining the highest standards of financial integrity for the benefit of all our stakeholders.
- d. All accounting records, and reports produced from those records, must be maintained and presented according to the laws of the country of operation. HARI DARSHAN EXPORTS PVT.LTD.. shall ensure compliance with generally accepted accounting policies in the country of operation as well as the company's system of internal controls.
- e. It is the responsibility of HARI DARSHAN EXPORTS PVT.LTD.. to pursue its corporate value enhancement through sound business practices. Our business activities have direct and indirect impact on the society in which we operate, and therefore sound business practice requires that business decisions give due consideration to the interests of its Stakeholders including shareholders, customers, employees, suppliers, business Partners, local communities and other Company's. All employees must endeavor to conduct the business of HARI DARSHAN EXPORTS PVT.LTD.. accordingly.
- f. In making business decisions, employees must act on an informed basis, in good faith, and in the honest belief that the action taken is in the best interest of HARI DARSHAN EXPORTS PVT.LTD..
- g. HARI DARSHAN EXPORTS PVT.LTD.. has put in place programmes that monitor the effectiveness of these commitments and hence supporting all workers in this endeavor.
- h. Members shall communicate publicly and directly with stakeholders at least annually on their business practices relevant to the COP. The company shall appoint senior member or compliance officer to prepare report and get it approved from the senior management of the company.
- i. Members shall maintain financial accounts of all business transactions in accordance with national or international accounting standards.
- j. Members shall annually undertake a financial audit or financial review in jurisdictions where permitted, by an independent qualified accountant.

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **Business Partners**

Business Partner is an organization, business or other type of entity with which an RJC member has a direct business relationship. This relationship can involve a contractual agreement to buy or sell any product or service related to the materials in scope of the COP.

Business partners include all contractors, agents, customers, suppliers, local and international intermediaries or traders, and joint venture partners. They also include service providers such as security services and recruitment agencies, or any other third parties subject to your due diligence through COP requirements or applicable law. Business partners do not include end consumers buying products for personal use.

Employees include both directly employed workers that have contracts with the RJC member and indirectly employed workers that regularly work at members' sites and that have employment contracts with a third party, such as a labour agent, labour provider or contractor/subcontractor.

A significant business partner is any business partner that is very important to the RJC member's business, including all major suppliers and large customers.

Members should use their own judgement to determine whether a business partner is significant or not. For example, traders that sell you coloured gemstones would be considered significant business partners unless the volume or value of material you are buying is very small.

Members shall use their best endeavours, commensurate with their ability to influence, to promote responsible business practices among their significant business partners.

## **Policy Statement on Morden Slavery and Anti Human trafficking**

We are committed to ensuring that modern slavery and human trafficking do not occur in our workplace or within our supply chain. The company has a zero-tolerance approach to modern-day slavery. The company has instituted various policies and programs to establish the framework of our commitment to human rights and ethical behavior in our work environment.

Modern-day slavery is a crime and a violation of fundamental human rights. It takes various forms, such as forced labour, sex trafficking, involuntary servitude, and human trafficking, all which force persons to work against their will in order to exploit them for personal or commercial gain. The company is committed to continually reviewing and improving our efforts to combat slavery and human trafficking.

Human trafficking refers to the exploitation of individuals through threat or use of force, coercion, abduction, fraud, and/or deception. These terms also include the practices of forced labor, debt bondage, domestic servitude, forced marriage, sex trafficking, child sex trafficking, and the unwell full recruitment and use of individuals, retaining identity or travel documents against offering employment (Unlawful recruitment) among others.

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

Everyone in our work environment must be treated with dignity and respect. We do not tolerate any form of harassment, whether sexual, physical, verbal or psychological.

We do not use forced labour in any form. We do not confiscate personal documents of our employees or force them to make any payment to us or to anyone else in order to secure employment with us, or to work with us.

We shall respect the human rights and dignity of all our stakeholders.

We seek to work with suppliers and service providers who can demonstrate that they share similar values. We expect them to adopt ethical standards comparable to our own.

## **Policy Statement of Human Rights**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

- a) All employees in HARI DARSHAN EXPORTS PVT.LTD. will be treated with equality, respect and dignity.
- b) HARI DARSHAN EXPORTS PVT.LTD. believes in and respects the fundamental human rights according to the United Nations Universal Declaration of Human Rights.
- c) HARI DARSHAN EXPORTS PVT.LTD. will not interfere in the right of employees to observe tenets or practices based on caste, race, national origin, gender, religion, disability, union membership, or political affiliation
- d) HARI DARSHAN EXPORTS PVT.LTD. strongly discourages any form of sexually coercive, threatening, abusive or exploitative behavior.
- e) Any reported incidents relating to direct or indirect physical, sexual, racial, religious, psychological, verbal, or any other form of harassment or abuse, or any other form of intimidation or degrading treatment will not be tolerated by the Group.
- f) Security personnel, if employed by HARI DARSHAN EXPORTS PVT.LTD. are trained to respect the human rights and dignity of all people and use minimum force proportionate to the perceived threat.
- g) Wherever the any violation of human rights are observed, the company shall take mitigation action and if needed hire an external non-governmental organization for the implementation.
- h) Human rights risk assessment shall be done annually covering internal and external stakeholders.
- i) The company shall conduct human right risk assessment and upon any violation observed internal or external stake holders, company shall develop and implement risk mitigation plan according to severity of incident. The company may seek assistance

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

from external NGO's or experts to develop and implement mitigation plan and monitoring.

- j) The company shall provide support and consultation to external stakeholders upon written request by the business partners.
- k) We are committed to and always strive to act in accordance with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Voluntary Principles on Security and Human Rights.
- l) Hari Darshan Exports Private Limited and Group strictly prohibit all forms of discrimination, harassment and bullying and violation. No employees or visitors shall be allowed to discriminate, harassment be it verbal or physical and bullying any individual. The group requests all individual to behave respectfully and adhere to the policy.
- m) The group ensure that there are equal opportunities for all individuals who are fit to work provided for all aspects of employment, including recruitment, wages, benefits, promotions, training, transfer, termination, and retirement.

## **Policy – Supply Chain**

This Policy demonstrates HARI DARSHAN EXPORTS PVT.LTD. is committed and its expectations for its product suppliers regarding actions to address Conflict Minerals.

HARI DARSHAN EXPORTS PVT.LTD. expects it's suppliers to have in place policies and due diligence measures that will enable us to reasonably assure that products and components supplied to us containing conflict minerals are DRC conflict free.

We being a responsible company, HARI DARSHAN EXPORTS PVT.LTD. supports the goal of the Dodd-Frank Act of preventing armed groups in the Democratic Republic of the Congo and adjoining countries from benefitting from the sourcing of Conflict Minerals from that region.

HARI DARSHAN EXPORTS PVT.LTD. is committed to working with its suppliers to educate them on these matters and concerning steps they can take to obtain increased transparency regarding the origin of minerals contained in the products they manufacture and sell to HARI DARSHAN EXPORTS PVT.LTD..

HARI DARSHAN EXPORTS PVT.LTD. reserves the right to request additional documentation from its suppliers regarding the origin of any Conflict Minerals included in any products sold to HARI DARSHAN EXPORTS PVT.LTD..

Suppliers who do not reasonably comply with this Policy shall be reviewed by HARI DARSHAN EXPORTS PVT.LTD. for future business.

## **Policy – Sourcing**

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

HARI DARSHAN EXPORTS PVT.LTD. is committed to ensuring that our supply chain is free of any metal which was procured for the support or benefit of armed and anti-social conflict groups or involving serious abuses of human rights and non-compliant with OECD Guidelines. We hereby inform all our suppliers to provide the first mine of origin for the material they supply to us. We request all our suppliers not to supply any material that is subject to restriction as per EU Reg. 833/2014

HARI DARSHAN EXPORTS PVT.LTD. clearly criticizes such activity and will reject any material which we believe was obtained involving serious human rights violations or which benefitted or supported armed rebels or terrorist groups through illegal finance or other activities.

The company shall carry out risk assessment for its supply chain and shall not enter into any business relationship or if may require then shall suspend/discontinue the engagement with any such supplier involved in dealing with Conflict-Affected and High-Risk areas, Any form of Human Right Violation; Torture, Cruel, In-Human and Degrading Treatment; Forced/Compulsory Labour; Child Labour; Abuses such as widespread Sexual Violence; War Crimes; other serious violations of International Humanitarian Law, Crime against Humanity; Genocide and/or To Bribe or To be Bribed. We strictly condemn and prohibit any Direct/Indirect support to public/private security forces which illegally Control, Tax or Extort money from Mining Sites, Transportation Routes and Upstream Sectors.

The Company shall carry out due diligence to assess risks related to procurement from the Conflict-affected and high-risk areas – CAHRAs and shall always source from compliant miners/refiners/traders.

We shall always set reasonable efforts to source Conflict Minerals from smelters and refiners validated as being DRC Conflict Free, and require their direct and indirect suppliers to do the same;

We strive to work supportively with our customers and supply chain partners in implementing conflict minerals compliance programs.

### **Policy - Due Diligence**

The company shall always undertake to ensure that the extraction and trade of diamond support peace and development, not conflict.

HARI DARSHAN EXPORTS PVT.LTD. remains committed to enhance its Supply Chain Due Diligence program through internal review and external assessments. We have zero tolerance policy for the supplier violating OECD due diligence guideline and we shall immediately stop commercial relationship if any of our business associates found non-compliant or High-Risk during our internal/external risk assessment.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

Currently HARI DARSHAN EXPORTS PVT.LTD. procure it's precious metals from RJC-CoC and CoP compliant miners/refiners/traders. However, we have established a strong due diligence process and we shall review it as an when we observed significant risk or upon receipt of any grievance or complaint but in normal course, we shall carry our due diligence process on annual basis.

### **Grievance Mechanism**

Hari Darshan Group has a set policy and Procedure document and firmly believes that it should be implemented in a true spirit with the involvement of all stake holders. Further, the company shall always involves all stake holder in the process of continues improvement and welcome reporting of any incident or observation of breach of policy and procedure from any third party of stake holder. At the same time company shall always believe that any person who reports the breach incident or observed any violation of policy should be provided adequate immunity against any adverse impact on his job or any threat to his/her life or any form of harassment and torture.

The company shall always maintain the confidentiality of the whistle blower and shall not disclose the identity of the whistle blower without written consent from the whistle blower. The company shall always ensure that the person who has reported incident of violation for policy and procedure shall not be penalized or harassed or tortured or threaten by any individual.

The business policies of the company assure that all employees or third party who comes forward in good faith to report issues, that they will be treated fairly and respectfully. While all efforts will be taken to protect the anonymity of employees as far as practicable, any form of retaliation.

Against any such individuals, assuming they have not been involved in the violation will not be tolerated.

Company encourages employees or any third party to voice concerns promptly, if they have a genuine reason to believe that a policy, company operation or practice is or will likely be in violation of any law, regulation or internal company rule or policy, including this. In case of any incident with the Whistle-Blower he/she can report to entity head on following Email.

inf@hdegroun.in

In case if employee wants to register their grievance externally , they can contact the relevant department using following link DIRECTORATE OF PUBLIC GRIEVANCES <https://dpg.gov.in> or <https://gjepc.org> or else search on google for website of relevant department.

In case if employee in Dubai wants to register their grievance, they can contact To report Reporting grievances | The Official Platform of the UAE Government and procedures for filing complaints or Contact Us | DMCC or else search on google for website of relevant department.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

In case of employees in Hong Kong, You can get information, download forms, and find office locations on the official [Labour Relations Portal](#).

Our employees, suppliers and other parties can report concerns and alleged violations of supply chain/sourcing/due diligence policy as follows:

Reports can be made anonymously and will be fully kept confidential, practicable and allowed by law. We will not take any retaliatory action against our employees, suppliers, or other parties who make a report in good faith. The company shall take all reasonable action with respect to any such report in 15 working days and put all possible efforts to completion of timely investigation and resolution of complaints and grievances. Our suppliers are encouraged to contact us if they wish to seek guidance on the application of this Policy.

The company has provided training to management and personnel about the complaints and grievance mechanism, including instructions on the respectful handling of all grievances. Senior management along with experience compliance team shall be involved at the appropriate level who understand the sensitivities of the situation. The company shall ensure that the mechanism or any resultant resolutions do not waive or preclude the individual's or group's right to have the same grievance addressed through other available external mechanisms, including administrative, judicial or other non-judicial remedies. Retain records of complaints and grievances, including responses and outcomes, in a manner that protects the confidentiality and integrity of those filing the grievance, including where anonymity has been requested. Upon resolution of grievance/suggestion feedback is invited to determine whether corrective actions can be implemented to prevent or mitigate similar grievances in the future.

### **Sourcing directly from Artisanal and small-Scale Mining**

Artisanal and small-scale mining (ASM) refers to formal or informal operations by individuals, groups, families or co-operatives that can involve up to hundreds of thousands of miners. ASM usually uses little capital and a lot of labour and is carried out with minimal or no mechanisation (although it can involve small and fully mechanised operations).

The exact definition of 'artisanal' and 'small' mining may be stated by national legislation and categorised according to, for instance, a mining organisation's volume of production of ore or mineral, the size of its concession or the level of mechanisation. Using best endeavours means acting honestly, reasonably and with a positive effort to perform the relevant obligation. Under this provision, it means a company's efforts to reduce or avoid the risks of harmful practices in ASM (including human rights abuses, unsafe work and environmental harm).

Vulnerable groups are characterised by their higher risk and reduced ability to cope with shock or negative impacts. Their vulnerability may be based on socio-economic condition, gender,

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

age, disability, ethnicity or other criteria that influence people's ability to access resources and development opportunities. It is always specific to the particular location and time.

The company shall never source any material directly from Artisanal and small-Scale Mining and in case if any such material sourced, Regularly assess risks outlined in COP 7 areas (including impacts to biodiversity), and seek opportunities for ASM community development in line with COP 10 (Community development) access the risk of unsafe working condition and environmental impact.

The company shall support ASM for risk mitigation and business development plan for the ASM and the company always have a fair commercial term.

### **Policy Statement Community Engagement and Development**

- The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:
- HARI DARSHAN EXPORTS PVT.LTD. is committed to the development of communities where it operates, contributing to their social and economic welfare.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement Bribery and Facilitation Payments**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

- a. HARI DARSHAN EXPORTS PVT.LTD. is committed to prohibit bribery in all business practices and transactions that are carried out by the company or on its behalf by business partners. The company will not offer, accept or countenance any payments, gifts in kind, hospitality, expenses or promises as such that may compromise the principles of fair competition or constitute an attempt to obtain or retain business for or with, or direct business to, any person; to influence the course of the business or governmental decision – making process.
- b. HARI DARSHAN EXPORTS PVT.LTD. considers Bribery Risk as it applies to its organization (including agents) to identify which areas pose high risks. HARI DARSHAN EXPORTS PVT.LTD. has developed appropriate methods to monitor conduct of employees and agents and eliminate bribery based on this understanding.
- c. The management of HARI DARSHAN EXPORTS PVT.LTD. facilitates the reporting of incidences of attempted bribery or inappropriate gifts within their organization and shall apply appropriate sanctions for bribery and attempted bribery in all forms.
- d. HARI DARSHAN EXPORTS PVT.LTD. ensures that no employee will suffer demotion, penalty or other adverse consequences for voicing a concern, or for refusing to pay a bribe or facilitation payment even if this action may result in the enterprise losing business.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement Money Laundering and Finance of terrorism**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. is presented below for reference:

- a. HARI DARSHAN EXPORTS PVT.LTD. recognizes the fact that entities in the gems and jewelry sector have to take on the onus of analyzing their potential vulnerabilities to money laundering and implement specific steps that are required for protection against abuse by criminals.
- b. Strict compliance is required at all times, with all applicable national and, where appropriate, international laws / regulations with respect to money laundering, terrorism financing, bribery, corruption, smuggling, embezzlement, fraud, racketeering, transfer pricing and tax evasion.
- c. HARI DARSHAN EXPORTS PVT.LTD. shall act in accordance with national laws and national / international accounting standards with respect to maintaining financial accounts of all business transactions and auditing of its financial accounts.
- d. HARI DARSHAN EXPORTS PVT.LTD. ensures that concerned employees know and understand the relevant regulatory jurisdiction for national and international transactions, money laundering / financial offences related legal, regulatory and internal requirements as they apply to their jobs. Ignoring or not reporting suspicious activity that appears to be questionable may also be considered as a violation of the Business Policies, depending on the seriousness of the non-conformance.
- e. HARI DARSHAN EXPORTS PVT.LTD. implements a “Know your Customer” and “Know your Supplier” procedure that establishes the identity of all organizations with which it deals, have a clear understanding of their business relationships and have a reasonable ability to identify and react to transaction patterns appearing out of the ordinary or suspicious.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement Product Security**

- a. HARI DARSHAN EXPORTS PVT.LTD. is committed to establish and implement product security measures within the premises and during shipments to protect against product theft, damage or substitution.
- b. The security and well-being of employees, visitors and other relevant business partners is prioritized when establishing product security measures.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement Use of Security Personnel**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

Security personnel, if employed by HARI DARSHAN EXPORTS PVT.LTD. are trained to respect the human rights and dignity of all people and use of minimum force proportionate to the perceived threat.

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **Policy Statement General Employment, Working hours, Remuneration**

- a. HARI DARSHAN EXPORTS PVT.LTD. complies with applicable national laws / regulations with respect to employment.
- b. HARI DARSHAN EXPORTS PVT.LTD.is committed to maintaining appropriate records as stipulated by the regulatory authorities for all staff employed, whether on a full time, part time or seasonal basis.
- c. HARI DARSHAN EXPORTS PVT.LTD. shall not require workers to work for more than the national limit of hours in a week on a regular basis, with overtime hours not to exceed the national permitted limit per week on a regular basis unless there are legal opt-outs.
- d. HARI DARSHAN EXPORTS PVT.LTD. shall ensure that wages and benefits for a standard working week shall meet at least national minimum standards and shall be sufficient to meet the basic needs of workers.
- e. Wages shall be paid to employees on a regular and predetermined basis in a manner and location convenient to employees, accompanied by a wage slip detailing wage rates, benefits and deductions as applicable.
- f. HARI DARSHAN EXPORTS PVT.LTD. shall ensure that due process of wage deductions shall be followed where applicable and it shall not be binding on employees to buy provisions from the group.
- g. When required, due recognition will be given to the existence, membership and lawful activities of worker representative bodies, and worker representatives will be given access to carry out their responsibilities / functions.
- h. HARI DARSHAN EXPORTS PVT.LTD.is committed to addressing the legitimate grievances of its employees.
- i. HARI DARSHAN EXPORTS PVT.LTD. shall follow proper procedure as per law for dismissal of employees, in case the need for the same arises, and arbitrary dismissal procedures shall be avoided.
- j. Information regarding applicable employment policies and working practices shall be communicated in a transparent manner to all employees.
- k. HARI DARSHAN EXPORTS PVT.LTD. is fully committed to the pursuance of the provision of fair and conducive employment conditions, consistent with applicable laws and regulations.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement of Freedom of association and Collective Bargaining, Discrimination and Discipline and Grievance Procedures**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

- a. HARI DARSHAN EXPORTS PVT.LTD. will not prevent employees from associating and collective bargaining
- b. Discrimination can mean distinction, exclusion or preference.
- c. Any form of discrimination relating to the hiring, discharge, pay, promotion and training of employees on the basis of race, ethnicity, caste, national origin, religion, age, disability, gender, marital status, physical appearance, sexual orientation, HIV status, Migrant status, membership of worker representative bodies, political affiliations, or any criteria that are unlawful is strongly discouraged by HARI DARSHAN EXPORTS PVT.LTD. and any such reported incidents will be viewed as a serious violation of this Business Policies.
- d. HARI DARSHAN EXPORTS PVT.LTD. will ensure that employees who have certain life-threatening diseases or illnesses are not treated differently from other employees, and will continue to employ such personnel, as long as they are physically and mentally fit to attend to their normal job responsibilities.
- e. Individuals who are "Fit for Work" shall be accorded equal opportunities and shall not be discriminated against on the basis of factors unrelated to their ability to perform their job.
- f. HARI DARSHAN EXPORTS PVT.LTD. shall not use corporal punishment under any circumstances and will ensure that employees are not subjected to harsh or degrading treatment, sexual or physical harassment or other forms of mental or physical coercion, abuse or intimidation.
- g. HARI DARSHAN EXPORTS PVT.LTD. encourages all personnel to voice concerns promptly, if they have a genuine reason to believe that a policy, entity operation or practice is or will likely be in violation of any law, regulation or internal entity rule or policy, including this Business Policies. HARI DARSHAN EXPORTS PVT.LTD. assures all employees who come forward in good faith to report issues, that they will be treated fairly and respectfully. While all efforts will be taken to protect the anonymity of employees as far as practicable, any form of retaliation against any such individuals, assuming they have not been involved in the violation, will not be tolerated.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement of Child Labour**

- a. The company is against all kinds of exploitation of children.
- b. The company shall follow prevailing law on child labour and shall not engage child labour in any of the activity.
- c. No form of child labour should be employed at HARI DARSHAN EXPORTS PVT.LTD..
- d. The minimum age for employment that will be applicable is fifteen (As per ILO Convention No. 138).
- e. 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.
- f. If a child is found working at HARI DARSHAN EXPORTS PVT.LTD., either own or subcontracted, the responsibility of rehabilitation will be undertaken by the management.
- g. The above policies will also be applicable to all business partners.
- h. The company shall always ensure that any individual issued employment contract should not be child labor as per applicable law.
- i. The company will not do business with any organization that practices child labor and does not uphold similar standards

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement of Forced Labour**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

- a. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.
- b. The company shall always engage employees through “At Will” work agreement and all the basic right as an individuals are always respected.
- c. The management of HARI DARSHAN EXPORTS PVT.LTD. are 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. HARI DARSHAN EXPORTS PVT.LTD. 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.
- d. 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”

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **Policy Statement Health and Safety**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

HARI DARSHAN EXPORTS PVT.LTD. recognizes the need to develop a sustainable, value creating business and is committed to the following in the areas of workplace health and safety:

- Providing safe and healthy working conditions for all employees in accordance with applicable law and other relevant industry standards.
- Any adverse impact of our business processes on those who carry it out shall be identified and eliminated. Towards this end, we will systematically review our operations to identify sources of health and safety related risks.
- We will provide adequate and appropriate labeling and storage of all chemicals and cleaning materials and adopt methods to protect employees from exposure to airborne particles and chemical fumes
- Our review of our processes will use appropriate standards as required by prevailing laws, expert opinion, feedback from workers and our knowledge of best practices. The review will lead to formulation of clearly described work practices and safety drills and appropriate safeguards and isolation from mobile equipment. All our staff will be trained in the manner required to adhere to these work practices and drills.
- Workers shall not be under the influence of or abusing, drugs, alcohol and/ or other illegal substances.
- We will seek to substitute the use of material, which are known to cause an adverse impact on the health of workers or health of consumers in the course of its use.
- All workplaces will be constructed to meet safety standards with local regulations as the minimum standards that will be applicable.
- We will take adequate measures to safeguard our employees from fire and other workplace injuries.
- All products sold by HARI DARSHAN EXPORTS PVT.LTD. to consumers shall comply to applicable regulations of product health and safety.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement Environmental protection, Use of Energy and natural resources**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. and are presented below for reference:

HARI DARSHAN EXPORTS PVT.LTD. is committed to effective environmental performance and will focus on the following initiatives:

- Conduct business in an environmentally responsible manner.
- Compliance with all applicable environmental laws and regulations
- The impact of our operations on the environment will be assessed and reviewed periodically to mitigate or eliminate such impact.
- Disposal procedures for waste generated will be clearly defined and practiced in line with standards that are set by law.
- Improvement of employee environmental awareness and performance through training.
- Efficient use of energy and natural resources to minimize waste generation through efforts that include recycling and prevention of pollution.
- Commitment to a continual improvement process in environmental management

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement of Product Integrity**

- a. HARI DARSHAN EXPORTS PVT.LTD. is committed to complying with relevant trading standard legislation and specific national and local regulations applicable to its products.
- b. The following essential Policies will be applicable in all transactions of HARI DARSHAN EXPORTS PVT.LTD. involving diamonds, treated diamonds, synthetics and simulant
- **Disclosure** - HARI DARSHAN EXPORTS PVT.LTD. shall fully and accurately disclose the material characteristic of their products. All reasonable efforts shall be made to properly disclose all relevant information on the physical characteristics, such as mass/weight, cut, cut, colour, clarity or fineness, of a diamond or gold jewellery product.
  - **Misrepresentation** - No untruthful, misleading or deceptive statement, “representation” or material omission in the “selling”, “advertising” or distribution of any diamond, treated diamond, synthetic, or simulant, or any gold product, shall be made by the Group and its entities in any medium, including the internet
  - **Diamond Quality** - The weight, color, clarity or cut of diamonds will be described in accordance with the recognized guidelines appropriate to the particular jurisdiction.
  - Full disclosure i.e. the complete and total release of all available information about a Diamond and all material steps it has undergone prior to sale to the purchaser, irrespective of whether or not the information is specifically requested and regardless of the effect on the value of the diamond.
  - No misuse of terminology or misrepresentations or attempts to disguise the product will be made in the selling, advertising and distribution of treated diamonds, synthetics and simulant.
  - The word ‘diamond’ will not be used in the case of names of firms, manufacturers or trademarks; in connection with treated diamonds or diamond simulant or synthetic Diamonds.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

c. HARI DARSHAN EXPORTS PVT.LTD. has adopted the following definitions:

**Diamond:** A diamond is a natural mineral consisting essentially of pure carbon crystallized with a cubic structure in the isometric system. Its hardness in the Mohs scale is 10; its specific gravity is approximately 3.52; it has a refractive index of 2.42 and it can be found in many colors.

**Synthetic:** A synthetic is any object or object that has been either partially or wholly crystallized or re-crystallized due to artificial human intervention such that, with the exception of being non-natural, the product meets the requirements specified in the definition of the word 'diamond' above.

**Treated Diamond:** A treated diamond is any object or product that meets the requirements specified in the definition of the word's 'diamond' and 'synthetic' above, but has been subject to some form of treatment i.e. any process, enhancement changing, interfering with and/or contaminating the natural appearance or composition of a diamond other than historically accepted practices of cutting and polishing. This includes color and decolorization treatment, fracture filling, laser and irradiation treatment and coating.

**Simulants:** A diamond simulant is any object or product used to imitate some or all of the properties associated with a diamond and includes any material, which does not meet the requirements specified in the definition of the word 'diamond' above.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

### **Policy Statement Kimberley Process**

The policies relating to this section are part of the Business Policies adopted by HARI DARSHAN EXPORTS PVT.LTD. are presented below for reference:

- a. HARI DARSHAN EXPORTS PVT.LTD. is fully committed to complying with all the requirements specified in the Kimberley Process Certification Scheme and World Diamond Council's (WDC) System of Warranties Declaration.
- b. The definition of 'Conflict Gemstone Diamonds' as agreed by the Kimberley Process will be adopted i.e.  
"Rough diamonds used by rebel movements or their allies to finance conflict aimed at undermining legitimate Governments, as described in relevant United Nations Security Council (UNSC) resolutions in so far as they remain in effect, or in other similar UNSC resolutions which may be adopted in the future, and as understood and recognized in United Nations General Assembly (UNGA) Resolution 55/56, or in other similar UNGA resolutions which may be adopted in the future."
- c. Wherever applicable, the following affirmative statement as recommended by the World Diamond Council's System of Warranties should be printed on all the invoices:
- d. "The diamonds herein invoiced have been purchased from legitimate sources not involved in funding conflict, in compliance with United Nations Resolutions and corresponding national laws. The seller hereby guarantees that these diamonds are conflict free and confirms adherence to the WDC SoW Guidelines."
- e. Entering into transactions involving 'conflict diamonds' or not following the System of Warranties Declaration in invoices, either knowingly or unknowingly, will be considered as a violation of the Business Policies.
- f. HARI DARSHAN EXPORTS PVT.LTD. ensures that concerned personnel within the organization know about government restrictions on the trade in Conflict Diamonds, the Kimberley Process Certification Scheme and the World Diamond Council System of Warranties.

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **Policy Statement on Grading and Appraisal report**

- a) The company shall always ensure that the content of the reports are transparent, accurate and do not mislead the consumer or recipients of the grading and appraisal report. Full disclosure is provided in any grading or appraisal report. Information provided in grading and appraisal reports must therefore be transparent and not used in a manner that could be deceptive.
- b) Any Origin or Source of material related reports must be based on scientific evaluation and supported by the documents.
- c) Grading report defining the characteristics of a materials i.e. cut, colour, clarity, carat weight. Appraising reports providing an estimation of monetary value using the composition, identity, characteristics and qualities of a diamond/coloured gemstone or piece of diamond/coloured gemstone jewellery.
- d) The company shall always remain independent and no financial or any other intangible interest in issuing any grading or appraisal report.
- e) The Jeweller's Vigilance Committee's Appraisal Task Force Recommended Minimum Guidelines for Insurance Replacement Costs Estimate documentation for Jewellers should be studied by appraisers and retailers who provide insurance replacement cost estimates, in particular those working in the United States.
- f) All Grading and Appraisal Reports issued for diamonds to ensure compliance with legislative requirements and international standards concerning misleading representations and deceptive marketing practices. The reason for a difference between the sale price and appraisal must be included in writing in the Appraisal Report when selling diamonds or diamond jewellery.
- g) All grading and appraisal report must be in line with the International Valuation Standards Council (IVSC)/ Uniform Standards of Professional Appraisal Practice (USPAP)/ FTC Guide/CIBJO Gemological Laboratory Book/ International Diamond Council rules and ISO/IEC 17025:2005 sets out general requirements.
- h) We believe that It is unfair or deceptive to misrepresent the type, kind, grade, quality, quantity, metallic content, size, weight, cut, color, character, treatment, substance, durability, serviceability, origin, price, value, preparation, production, manufacture, distribution, or any other material aspect of an industry product.
- i) HARI DARSHAN EXPORTS PVT.LTD. generate independent Appraisal Reports for end consumers shall include the name of the consumer to whom the report is given and a statement of the purpose of the appraisal.
- j) Any report provided in the United States, should be in line with the Jewelers Vigilance Committee's Appraisal Task Force Recommended Minimum Guidelines for Insurance Replacement Cost Estimate Documentation for Jewelers. The Task Force recommends that sellers provide an insurance replacement cost estimate in lieu of an "appraisal" unless the documentation would at least qualify as an appraisal according to the USPAP standards.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

- k) All independent Appraisal Reports should do so in accordance with Applicable Law and professional standards.
- l) All independent appraisal reports for end consumers, should identify the consumer for whom the report is prepared and the purpose of the appraisal in reports.
- m) Any vested interest in any grading or appraisal report should be clearly mentioned in the report.
- n) In no case, inflated 'independent' valuations are used to deceive end consumers or recipients of reports.

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **Disclosure of Treated Diamonds, Synthetics and Stimulants** **Policy Statement**

The policies relating to this section are part of the Business Principles adopted by HARI DARSHAN EXPORTS PVT.LTD.. and are presented below for reference:

The following essential principles will be applicable in all the entity's transactions involving treated diamonds, synthetics and stimulants.

- Full disclosure i.e. the complete and total release of all available information about a diamond and all material steps it has undergone prior to sale to the purchaser, irrespective of whether or not the information is specifically requested and regardless of the effect on the value of the diamond.
- Full disclosure to the purchaser will take place when offered for sale, such that
  - Full verbal disclosure will clearly take place during sale.
  - Full written disclosure will be conspicuously included on each bill of sale or receipt in plain language and readily understandable to the purchaser. Written discloser will normally be in English language
- No misuse of terminology or mis-representations or attempts to disguise the product will be made in the selling, advertising and distribution of treated diamonds, synthetics and stimulants.
- The word 'diamond' will not be used in the case of names of firms, manufactures or trademarks; in connection with treated diamonds or diamond stimulants or synthetic diamonds."

" HARI DARSHAN EXPORTS PVT.LTD." has adopted the following definitions:

**Diamond:** A diamond is a natural mineral consisting essentially of pure carbon crystallized with a cubic structure in the isometric system. Its hardness in the Mohs scale is 10; its specific gravity is approximately 3.52; it has a refractive index of 2.42 and it can be found in many colors.

**Synthetic:** A synthetic is any object that has been either partially or wholly crystallized or re-crystallized due to artificial human intervention such that, with the exception of being non-natural, the product meets the requirements specified in the definition of the word 'diamond' above.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

**Treated Diamond:** A treated diamond is any object or product that meets the requirements specified in the definition of the words 'diamond and synthetic' above, but has been subject to some form of treatment i.e. any process, enhancement changing, interfering with and/or contaminating the natural appearance or composition of a diamond other than historically accepted practices of cutting and polishing. This includes color and decolorization treatment, fracture filling, laser and irradiation treatment and coating.

**Stimulants:** A diamond stimulant is any object or product used to imitate some or all of the properties associated with a diamond and includes any material, which does not meet the requirements specified in the definition of the word 'diamond' above.

# ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

## **Diversity, Equity and Inclusion Policy**

Hari Darshan Exports Pvt.Ltd. is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Whole structure of the company comprised of management with different experience, skills and capabilities. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Hari Darshan Exports Pvt.Ltd. diversity initiatives are applicable—but not limited—to our practices and policies on cross cultural activities and development, skill enhancing programmes, recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- The company has hired external experts who can support employees in enhancing required knowledge to perform task
- Addressing financial need over and above remuneration (including medical expense, educational loans and accommodation supports)
- All employees will be supported in the development of their skills to help maximize their potential.
- Bullying, harassment, and all forms of discrimination (direct or indirect) will be prohibited.
- Every report of discrimination and harassment will be taken seriously and acted upon.
- Togetherness and Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.
- We follow zero shouting work culture "No Yelling"

All employees of Hari Darshan Exports Pvt.Ltd. have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfil this responsibility.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

### **Management responsibility**

Management responsibilities for the policy may include:

- Regularly review the benefits, terms, and conditions of employment to ensure they are equal and not discriminatory
- Ensure no employees is discriminated against or harassed because of the discrimination
- Provide training to all employees on their role in preventing discrimination in the workplace

## ***Hari Darshan Exports Pvt.Ltd***

<b>Policy Document</b>	<b>Policies</b>	<b>Rev. No. 003</b>
		<b>Date: 20-02-2026</b>
<b>Doc. No. HDE-001</b>		

Supplier Risk Assessment /Due Diligence Report – Publication (Detailed report is with Compliance team and may produce to concerned parties upon request)

### **Risk Assessment – Report Summery**

The compliance office of the company has carried out risk assessment in context of OECD guidelines and for all its suppliers. The company has made aware all its suppliers aware of ethical supply chain practice and OECD requirements. Upon verification of information provided by all our suppliers and information available in public domain, we have verified the existence of risk of violation of OECD guideline. We found all our suppliers are involved with legitimate business practices not involved with any activity that violates OECD requirements. The company has complied with Ethical business policy and social compliance in 2025, and it is reviewed by the compliance office on quarterly basis. A detailed report for all suppliers has been available from the senior management of the company.

Sr#	Description	Information
1	Has company done any sales and purchase with any illegitimate company in last assessment period?	No. The company deals with only legitimate business partners complying with law of land.
2	Any supplier found violating any OECD requirement on due diligence and risk assessment?	No. All suppliers found compliance and low risk suppliers.
3	Any supplier involved with any armed forces or human right violation?	Not observed.
4	Is any individuals or company blacklisted by SDN list of USA Treasury or EU sanctions?	No. No such red-flag observed
5	Any suppliers found violation ethical business and sourcing policy?	No
6	Have you identified any suppliers involved in dealing with conflict minerals and metals?	Ni suppliers involved in dealing with conflict minerals and metals.
7	Any area or location or individual or company related red-flag observed?	No
8	Over all risk of Suppliers	Upon Due diligence/risk assessment, all suppliers found low risk.

Date: 20/02/2026

Place: Mumbai