

RJC Policy

Dwarka Jewel, Jaipur, India is a member of Responsible Jewellery Council (RJC) and committed for ethical business practices and compliance with RJC COP 2019 in all its business activities.

The management of **Dwarka Jewel, Jaipur** established responsible, ethical, social, Human rights and environmental practices throughout the supply chain of Gold & Silver Jewellery studded with Diamond & other Coloured Gemstone.

We are being a responsible entity of Jewellery supply chain believe in consumer confidence in our trade and request to our business partners to follow various requirements of RJC COP 2019 standard.

As a part of our best endeavours and responsible business entity, we anticipate co-operation of our business partners in adopting & compliant with respect to business, social and environmental responsibilities.

As an RJC Member, we are committed to integrating ethical, human rights, social and environmental considerations (issues & risks) into our day-to-day operations, business planning activities and decisionmaking processes.

This Policy will be monitored, at least once a year, through a review of the RJC system with senior managers and middle managers to identify potential gaps between the planning policy and the actual company practices, and the minutes of the meeting.

Policy Endorsed by

For DWARKA JEWEL



Proprietor

Ashok Goyal

Proprietor

Date: - 05/01/2023

Dwarka Jewel, Jaipur framed following objectives & we shall try our best endeavours to achieve up to extent where we can fully comply RJC's all latest requirements.

- a) We will use our best **endeavours** to safeguard & respect the human rights of our employees.
- b) We will use our best **endeavours** to maintain RJC COP 2019 requirements within our company & will try our best within our supply chain.
- c) Besides providing high-quality jewellery for men and women, the company will also promote responsible business practices among our business partners.
- d) We will follow legal compliances at extent where we can cover local & national law requirements.
- e) We done human rights due diligence for our company & for our business partners & applied adequate controls for identified human rights risks.
- f) We always protect bribery and facilitation in our payments.
- g) We always try to suit best in industry about employment terms & maintain fully complied with national & local laws.
- h) We shall maintain world diamond council system of warranties during purchasing & sales.
- i) We shall try to reduce depletion of natural resources & control all kind of waste and emissions within prescribed limits.
- j) We handle, generate, store & dispose hazardous substances according to Pollution control board regulations or defined in RJC COP 2019 standard.

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Supply Chain Policy

Dwarka Jewel, Jaipur is a Jewellery Manufacturing company confirm this policy commitment to respect human rights, avoid contributing to the finance of conflict and comply with all relevant UN sanctions, resolutions and laws.

Responsibility

Mr. Ashok Goyal himself is responsible to implement this policy throughout supply chain. **Mr. Dinesh Mathur** is regular monitor this policy & maintained good relationship with all suppliers. **Procedure: -**

Dwarka Jewel, Jaipur is a certified member of the Responsible Jewellery Council (RJC), As such we commit to proving, through independent third-party verification: -

- a) Respect human rights according to the Universal Declaration of Human Rights and International Labour Organization
- b) Respect declaration on Fundamental Principles and Rights at Work;
- c) Do not engage in or tolerate bribery, corruption, money laundering or finance of terrorism;
- d) Support transparency of government payments and rights-compatible security forces in the extractives industry;
- e) Do not provide direct or indirect support to illegal armed groups;
- f) Enable stakeholders to voice concerns about the jewellery supply chain; and
- g) are implementing the OECD five-step framework as a management process for risk-based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.
- h) We also commit to using our influence to prevent abuses by others.

Regarding serious abuses associated with the extraction, transport or trade of Minerals (Gold, Silver, Diamonds & gemstones)

We will neither tolerate nor profit from, contribute to, assist or facilitate the commission of:

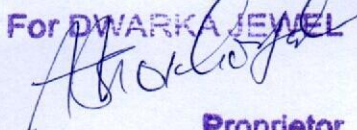
- a. torture, cruel, inhuman and degrading treatment;
- b. forced or compulsory labour;
- c. the worst forms of child labour;
- d. human rights violations and abuses; or
- e. war crimes, violations of international humanitarian law, crimes against humanity or genocide. We will immediately stop engaging with upstream or downstream suppliers if we find a reasonable risk that they are committing abuses or are sourcing from, or linked to, any party committing these abuses.

Regarding direct or indirect support to non-state armed groups:

- a) We will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:
- b) control mine sites, transportation routes, points where gemstone is traded and upstream actors in the supply chain; or tax or extort money at mine sites, along transportation routes or at points where gemstones is traded, or from intermediaries, export companies or international traders.

Registered Office: - H-20, Bhagat Singh Marg, C-scheme, Jaipur-302001

Factory: - G1-9, EPIP, Jewellery Zone, Sitapura, Jaipur

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- c) We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups.

Regarding public or private security forces:

- a) We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment and property in accordance with the rule of law, including law that guarantees human rights. We will not provide direct or indirect support to public or private security forces that commit abuses.

Regarding money laundering:

- a) We will support efforts, or take steps, to contribute to the effective elimination of money laundering where we identify a reasonable risk of money-laundering resulting from, or connected to, the extraction, trade, handling, transport or export of minerals derived from the illegal taxation or extortion of minerals at points of access to mine sites, along transportation routes or at points where minerals are traded by upstream suppliers.

Regarding bribery and fraudulent misrepresentation of the origin of minerals:

- a) We will not offer, promise, give or demand any bribes, and will resist the solicitation of bribes to conceal or disguise the origin of minerals, to misrepresent taxes, fees and royalties paid to governments for the purposes of mineral extraction, trade, handling, transport and export

Red flag circumstances:

Anomalies or unusual circumstances are identified through the information collected in Step 1 which give rise to a reasonable suspicion that the gold/silver/diamond may contribute to conflict or serious abuses associated with the extraction, transport or trade of gold/silver/diamond.

Red flags identified or information unknown:

Any gold/silver/diamond producer that identifies a red flag in gold/silver/diamond supply chain, or is unable to reasonably exclude one or more of these red flags from gold/silver/diamond supply chain, should proceed to risk assessment.

This Policy will be monitored, at least once a year, through a review of the RJC system with senior managers and middle managers to identify potential gaps between the planning policy and the actual company practices, and the minutes of the meeting.

The compliance officer Mr. Dinesh Mathur shall be responsible for implementing and reviewing this procedure. Any Violation in supply chain can be raised by interested parties via email to: agvcn1@gmail.com

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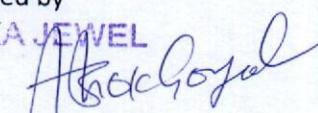
HUMAN RIGHTS POLICIES

Dwarka Jewel, Jaipur has a policy to reserve & support the rights of their workers as a human being, to maintain this motto we have several policies for good implementation & following policies are good examples of that.

1. We protect the discrimination in our organization, we have separate policy for this.
2. We are not taking forced labour in our organization; people can move from our organization on their choice. We are not supporting human trafficking in any form & if found any matter in this concern, immediately informed to the near police station.
3. We respect the women & their requirement for privacy, so we provide separate toilets for their convenience & privacy.
4. We are not suggesting our female worker for pregnancy test during or before hiring.
5. We support the right of freedom of association & workers choose their own representative through democratic manner & formed Works Committee, this committee represent worker's problems & suggestions before management.
6. We are providing potable water to all worker free of cost for their good health.
7. We provide dining area for taking lunch in a good manner.
8. Cleanliness of workplace maintain regularly that preserve their right of work in a good workplace 9. We provide free of cost PPE to all concern worker during work to protect accident.
10. We have equal remuneration policy for equal working either male or female.
11. Health & safety committee working to resolve worker's health & safety issues in organization.
12. Worker can easily move to assemble at assembly area in case of any emergency.
13. Workers can freely move within factory without any restriction.
14. Workers can refuse or accept overtime working on their choice, only voluntary overtime allowed, no forced overtime.
15. We are not taking bond, original documents from any employee to reserve their right to choose any job anywhere.
16. We are giving wages which are equal or more than minimum wages declared by State Government to preserve their right of living wages.

We expect from our suppliers, customers & all stakeholders that they should follow above requirements.

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