

# LUNAWAT GEMS & JEWELS PVT. LTD.

G-1-42, SEZ II, SITAPURA IND. AREA, JAIPUR

## RJC POLICY (COP 2024)

Lunawat Gems and Jewels Pvt. Ltd. is committed to conducting its business in a responsible, ethical, and transparent manner in alignment with the Responsible Jewellery Council (RJC) Code of Practices (COP) 2024. The company ensures full compliance with applicable legal requirements and adopts best practices across its gemstone manufacturing operations, including cutting, polishing.

Lunawat Gems and Jewels Pvt. Ltd. upholds the highest standards of business ethics by maintaining zero tolerance towards bribery, corruption, and unethical practices. All business transactions are conducted with integrity, transparency, and accountability, ensuring trust among customers, suppliers, and stakeholders.

The company respects and promotes human rights in line with international standards. It strictly prohibits child labour, forced labour, and any form of discrimination or harassment. Lunawat Gems and Jewels Pvt. Ltd. provides equal opportunities, fair wages, reasonable working hours, and ensures freedom of association for all employees.

Lunawat Gems and Jewels Pvt. Ltd. is committed to providing a safe and healthy workplace by identifying risks, implementing safety controls, and conducting regular training programs. Employees are provided with necessary protective equipment, and emergency preparedness systems are maintained at all times.

The company actively works towards minimizing its environmental impact by complying with environmental laws and promoting sustainable practices. This includes efficient use of energy and resources, proper waste management, and safe handling of chemicals used in gemstone processing.

Lunawat Gems and Jewels Pvt. Ltd. ensures responsible sourcing of gemstones by conducting due diligence within its supply chain. The company avoids sourcing from conflict-affected areas and works only with suppliers who adhere to ethical and responsible practices.

The company maintains product integrity by ensuring accurate disclosure of gemstone characteristics and treatments. It strictly avoids any misrepresentation and ensures transparency in all product-related information provided to customers.

APPROVED BY	REVISION DATE	Ver.	SIGNATURE <i>SL</i>
SIDDHARTH LUNAWAT	01.04.2026	01	

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Lunawat Gems and Jewels Pvt. Ltd. provides a grievance mechanism that allows employees and stakeholders to report concerns without fear of retaliation. All complaints are addressed in a fair and timely manner.

The management of Lunawat Gems and Jewels Pvt. Ltd. is responsible for implementing this policy, providing necessary resources, and ensuring continuous improvement through regular monitoring, internal audits, and training programs.

This policy is communicated to all employees and stakeholders and is reviewed periodically to ensure alignment with RJC COP 2024 requirements and continuous improvement.

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SIDDHARTH LUNAWAT	01.04.2026	01	