

# LUNAWAT GEMS & JEWELS PVT. LTD.

G-1-42, SEZ II, Sitapura Industrial Area, JAIPUR

## Annual Business Practices Report – 2025

**Standard Referenced:** RJC Code of Practices (COP) 2024

**Report Published On:** 16/04/2026

### 1. Statement from Management

Lunawat Gems & Jewels Pvt. Ltd. is committed to conducting its business ethically, responsibly, and in compliance with the **RJC Code of Practices (COP) 2024**.

During 2025, we continued to strengthen our systems related to human rights, labor standards, health and safety, environmental management, and ethical business conduct.

This report outlines our performance, policies, and improvements made during the reporting year.

Signed,  
Authorized Signatory  
Lunawat Gems & Jewels Pvt. Ltd.

### 2. Company Profile

**Business Activity:** Manufacturing and trading of gemstones and jewellery

**Number of Employees (2025):** 192 Nos.

**Location(s):** G-1-42, SEZ II, Sitapura Industrial Area, JAIPUR 302022

### 3. Governance & Ethical Business Practices

#### 3.1 Legal Compliance

- The company complied with all applicable local laws and regulations.
- Valid business licenses and registrations maintained.
- No significant legal violations reported during 2025.

#### 3.2 Anti-Bribery & Anti-Corruption

- Zero tolerance policy for bribery and corruption.
- Employees trained on ethical conduct.
- No incidents of bribery reported in 2025.

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## 3.3 Responsible Sourcing

- Suppliers evaluated for compliance with RJC standards.
- No sourcing from conflict-affected or high-risk areas without due diligence.
- Supplier declarations maintained.

## 4. Human Rights & Labour Practices

### 4.1 Child Labour

- No child labour employed.
- Age verification procedures implemented.
- Young worker protections in place where applicable.

### 4.2 Forced Labour

- No forced, bonded, or involuntary labour.
- No retention of original identity documents.
- Workers free to leave employment with reasonable notice.

### 4.3 Non-Discrimination

- Equal opportunity employment practices.
- No discrimination based on gender, religion, caste, nationality, or other protected status.
- No discrimination cases reported in 2025.

### 4.4 Freedom of Association

- Workers are free to raise concerns and join worker groups.
- No interference with lawful worker representation.

### 4.5 Working Hours & Wages

- Working hours comply with local labour laws.
- Overtime voluntary and compensated at legal premium rates.
- Wages meet or exceed minimum wage requirements.
- No wage-related complaints unresolved in 2025.

## 5. Health & Safety

### 5.1 Workplace Safety

- Regular workplace inspections conducted.
- Fire safety equipment installed and maintained.
- Emergency exits clearly marked and unobstructed.

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## 5.2 Training

- Fire drill conducted during 2025.
- Health & Safety training provided to employees.
- PPE provided where required.

## 5.3 Accidents & Incidents

- Total recordable injuries in 2025: **Zero (0)**
- Lost-time injuries: **Zero (0)**

## 6. Environmental Management

### 6.1 Waste Management

- Waste segregated and disposed through authorized vendors.
- Hazardous waste handled as per regulatory requirements.

### 6.2 Energy & Water

- Monitoring of electricity and water consumption.
- Efforts taken to reduce energy usage (e.g., LED lighting).

### 6.3 Chemical Management

- Chemicals stored safely with labeling.
- MSDS available where required.
- No major environmental incidents reported in 2025.

## 7. Grievance Mechanism

Lunawat Gems & Jewels Pvt. Ltd. maintains a formal grievance mechanism aligned with RJC COP 2024.

### Key Features:

- Multiple reporting channels (verbal, written, suggestion box).
- Confidential handling.
- Non-retaliation policy.
- Grievance Committee established.
- Defined resolution timelines.

### Grievance Summary - 2025

- Total grievances received: **Zero (0)**
- Resolved: **Zero (0)**

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- Pending: **Zero (0)**
- Average resolution time: **NA** days

No retaliation cases reported.

## 8. Risk Assessment & Due Diligence

- Annual risk assessment conducted covering:
  - Human rights
  - Health & safety
  - Environmental risks
  - Ethical risks
- Management review conducted in 2025.

## 9. Training & Awareness

During 2025, the following trainings were conducted:

- RJC COP awareness training
- Health & Safety training
- Anti-harassment awareness
- Grievance mechanism awareness

Total employees trained: 700

## 10. Performance Improvements in 2025

Key improvements implemented:

- Strengthened documentation systems.
- Formalized Public Disclosure Procedure.
- Improved grievance monitoring process.
- Enhanced supplier compliance checks.
- Increased safety signage and PPE monitoring.

## 11. Non-Conformities & Corrective Actions

- Internal audit conducted in 2025.
- Any identified gaps were addressed through corrective actions.
- No major unresolved non-conformities at year end.

## 12. Future Objectives - 2026

- Improve energy efficiency.

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- Enhance worker training programs.
- Strengthen supplier due diligence.
- Maintain full compliance with RJC COP 2024.
- Continuous improvement of ESG performance.

## 13. Public Accessibility Statement


This Annual Business Practices Report 2025 is publicly available:

- On the company website: [www.lunawatgemsandjewels.com](http://www.lunawatgemsandjewels.com)
- Or available upon written request at: [contact@lunawatgemsandjewels.com](mailto:contact@lunawatgemsandjewels.com)

## 14. Declaration

We confirm that the information provided in this report is accurate and reflects our business practices during the reporting period.

For and on behalf of  
**Lunawat Gems & Jewels Pvt. Ltd.**



Authorized Signatory  
Date: 16/04/2026