



B.H.C. DIAMONDS (U.S.A.) INC

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Ethical Business Policy

- ✓ Conduct the Business Ethically and Responsibly
- ✓ No Bribery & Facilitation Payments to gain any unfair business advantage
 - ✓ Adhere to AML & CFT Regulations
 - ✓ Prevent use of Conflict Minerals
- ✓ Comply with KP and World Diamond Council System of Warranties
- ✓ Conduct Supply Chain due diligence as per OECD Guidelines
- ✓ Prevent Child Labour / Forced Labour / Human Trafficking
 - ✓ No Discrimination amongst Employees
- ✓ Provide equal opportunity for growth to all employees
 - ✓ Uphold Fundamental Human Rights and
 - ✓ The Rights of Employees
- ✓ Provide a clean, safe, and Healthy workplace
- ✓ Reduce Environmental Impact of Operations
 - ✓ Control use of Hazardous substances
- ✓ Comply with all Applicable Statutory & Regulatory requirements

President

Chirag Gandhi

2nd January 2025