

# Human Rights Policy

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## 2.1. HUMAN RIGHTS

### Policy

A) GRANDVIEW DIAMONDS LLC. works to ensure that fundamental human rights and the dignity of the individual are respected at all times. We therefore comply with and respect all internationally recognised international rights as per the UN Guiding Principles on Business and Human Rights.

B) GRANDVIEW DIAMONDS LLC. complies with the United Nations Universal Declaration of Human Rights and ensures that all personnel are made aware of the Declaration.

C) GRANDVIEW DIAMONDS LLC is aware of International Labor Organization Conventions 138 and 146 and complies with all relevant Belgian legislation on Social Performance including but not restricted to:

- Child labor;
- Forced labor;
- Freedom of association and collective bargaining;
- Anti-discrimination;
- Health & safety;
- Discipline & grievance procedures;
- Hours of work;
- Remuneration, and
- General employment terms.

E) GRANDVIEW DIAMONDS LLC will not deal or trade with other companies who do not abide by the same policy of respect to basic Human Rights.

### Procedures

F) Any employee or any stakeholder can voice his concerns on any perceived disrespect of this policy either direct to GRANDVIEW DIAMONDS LLC management or via our dedicated email address [compliance@GKDG.com](mailto:compliance@GKDG.com) in line with our Grievance procedures.

G) Security personnel must sign a document that confirms their commitment to the above and acknowledges their commitment to comply with company's policies.

H) We will provide training to all our personnel in matters relating to this policy.

We have found no issues as of.

8/23/2022

A handwritten signature in black ink, appearing to be 'M. Lenzky', with a long horizontal stroke extending to the right.

M. Lenzky