



2024  
ANNUAL

# SUSTAINABILITY REPORT

1st January 2024 to 31st December 2024



[www.kgirdharlal.com](http://www.kgirdharlal.com)



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# About The Report

GRI 2-1

Once a humble venture in the heart of India's diamond district at Surat, K. Girdharlal International Pvt. Ltd., known by its alias "KG", embarked on its journey over 58 years ago, not just to master the art of diamond cutting and polishing but also to carve a path towards sustainable brilliance.

Today, as we present our Annual Sustainability Report 2024 titled as "People, Planet & Product – Reflecting on Sustainable Facets of our Natural Diamonds", we reflect on our journey so far marked not only by our achievements in craftsmanship but also by our unwavering commitment to sustainability.

This report, more than a mere compilation of data and initiatives on Environmental, Social & Governance (ESG), is a narrative of our relentless pursuit to harmonize our business practices with the environment and community around us. It tells the story of how, amidst the sparkle of diamonds, we found our greater purpose: to be a beacon of sustainable and ethical practices in the luxury industry.

## Scope (GRI 2-2)

This report provides a detailed overview of our operations and activities throughout our extended natural diamonds supply chain. Our commitment to transparency and sustainability is reflected in our ESG performance across key areas, with a strategic focus on the following global locations:

- K. Girdharlal International Pvt. Ltd. (Trading Office) – Surat, India
- Facets Gems Polishing Works Pvt. Ltd. (Cutting & Polishing) – Surat, India.

- K. Girdharlal International Pvt. Ltd. (Sales Office) – Mumbai, India.
- K. Girdharlal DMCC – Jumeirah, Dubai, UAE.
- KG MFG Botswana Proprietary Limited (Cutting and Polishing Unit) – Botswana

## Reporting Boundary and Frameworks (GRI 2-3)

This report covers the period from 1st January, 2024 to 31st December, 2024. It encompasses the quantitative and qualitative information of non-financial ESG performance of KG Group in the reporting period. Guided by the Global Reporting Initiative (GRI) Standards (2021), this report offers a transparent and comprehensive account of our sustainability journey. The United Nations' 17 Sustainable Development Goals (SDGs) and the Climate Neutral Now initiative serve as our compass, directing our strategies and operations towards global sustainability goals. At KG, we are not satisfied with merely exports of natural diamonds. We actively engage with international ESG & Business Sustainability initiatives to make a meaningful impact. We actively contribute to "Climate Neutral Now", an initiative led by the United Nations Framework Convention on Climate Change (UNFCCC) and the dignity of "Platinum Level" building in manufacturing segment by "Indian Green Building Council (IGBC)". Also, leveraging our De Beers Best Practice Principles (BPP), we are a committed and certified member of the Responsible Jewellery Council (RJC) which directs us for fair and ethical business practices. During 2023, we have also joined the very much needed initiatives called "WJI Initiatives 2030" to work together to make a positive impact. In 2022, we also enrolled for EcoVadis, the world's premier Sustainability Assessment and become one of the first companies in our sector to learn the insights on ESG & Sustainability.

Our ESG & Sustainability Partner Growlity's ESG Maturity Assessment and Strategy to achieve Net Zero transition has inspired thousands of people connected with KG group globally.

## Restatement of Information (GRI 2-4)

This is our maiden report on ESG & Sustainability. Restatements will be added on successive versions of the report.

## Assurance (GRI 2-5)

The quantitative data included in this report has been externally verified and assured by Growlity Private Limited, an Indian subsidiary of Growlity, Inc, a USA based company and our ESG & Sustainability Partner. The assurance statement is part of this Report.

## For Feedback & Suggestions

Any feedback or queries regarding this report should be directed to [info@kgirdharlal.com](mailto:info@kgirdharlal.com)





# 01 Introduction







# About K Girdharlal International Pvt. Ltd.

GRI 2-1

K Girdharlal International Pvt. Ltd. (hereinafter referred as “KG”) has a rich history in the natural diamond industry, starting as a small diamond trading group and evolving into a prominent diamond manufacturer and exporter in India.

In 1967, the company, affectionately known as KG, embarked on a journey as a small diamond trading entity at Surat, Gujarat in India. Over the years, our commitment to excellence and ethical practices has propelled us to become India's leading natural diamond manufacturer and exporter.

## Vision

To become a global leader in sustainable sourcing of diamonds, offering bespoke craftsmanship, serving clientele with integrity and fostering a positive & inclusive work environment where everyone thrives.



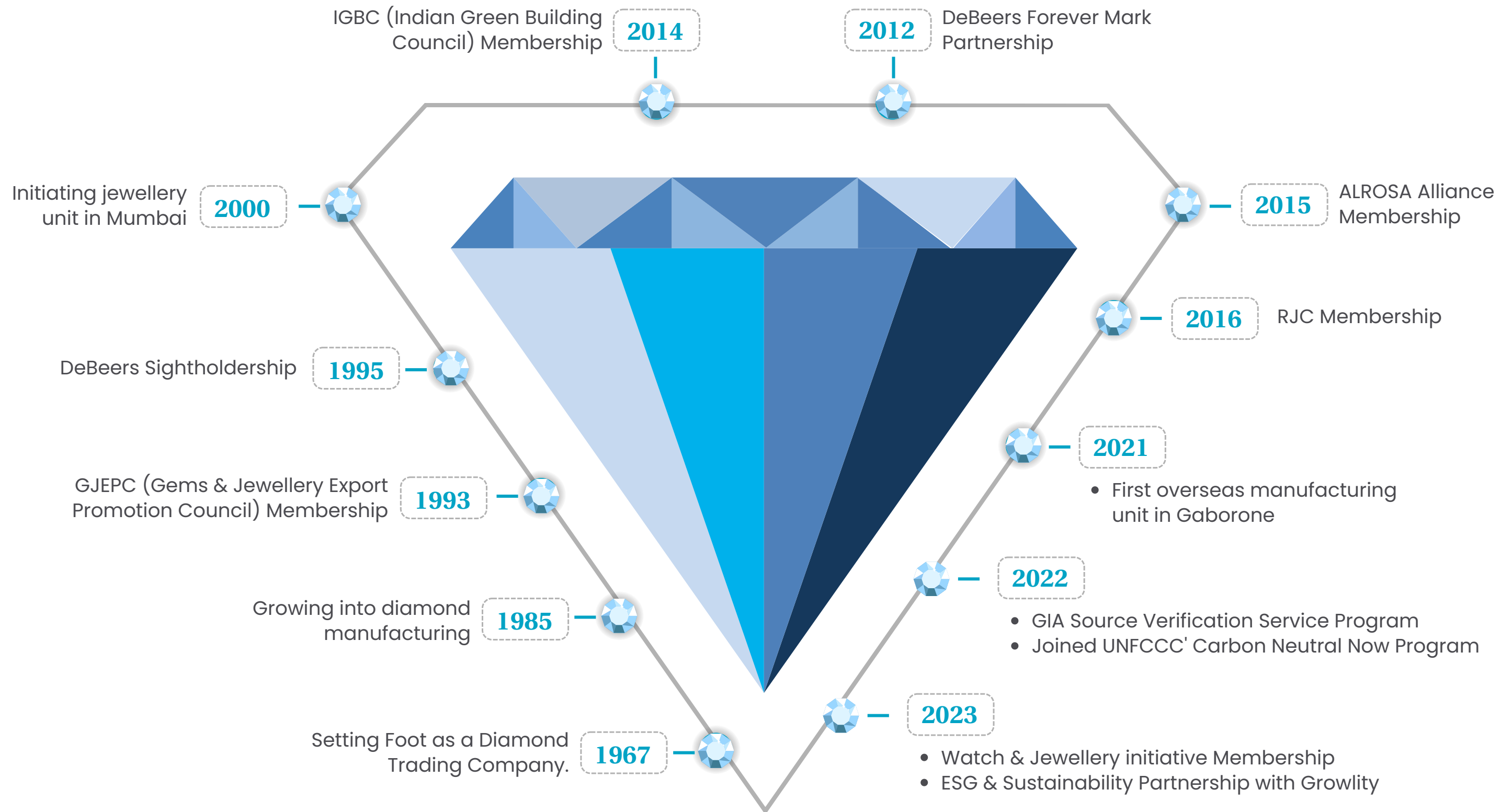
## Mission

To constantly evolve by collaborating & sourcing ethically; Polishing our craft, and our staff to deliver the best diamonds. In doing so, we strengthening consumer trust, reliability and confidence in us.





# Our Journey So Far







# Message from Our Managing Director

GRI 2-22

## Innovating Towards Transparency and Sustainability

As CEO of KG Group, I am proud to reaffirm the commitment to our vision of becoming a global leader in sustainable natural diamond sourcing and our mission to evolve through ethical collaboration and exceptional craftsmanship. This year has marked a significant milestone in our journey, notably through the adoption of innovative technologies to enhance transparency in our extended global supply chain from mine to the markets and sustainability in each and every facet of our natural diamonds.

## Embracing Cutting-Edge Technology for Transparency

In our quest for unparalleled transparency, we have embraced the innovative technology “Tracr”, the platform that brings together a range of leading technologies – including blockchain, artificial intelligence & the internet of things by De Beers Group. This ground-breaking tool is a game-changer in the natural diamond industry, allowing us to track the journey of each diamond right from their origin to moment of celebration. The introduction of Tracer in our operations underscores our commitment to ensuring that every natural diamond we offer is not only crafted with skill but also sourced with integrity.

## Fulfilling Our Vision and Mission

Our vision of becoming a beacon in sustainable sourcing is deeply intertwined with our dedication to using technology for greater good. By integrating extra ordinary initiatives, we are not only enhancing our bespoke craftsmanship but also serving our clientele with a newfound level of integrity. This step is crucial in fostering a positive and inclusive work environment where trust and transparency are paramount. Our mission to constantly evolve is reflected in how we embrace change in lives of people around us, and for environmental stewardships too. Each and every person at KG group, not only polishes our craft but also strengthens the confidence and trust our consumers place in us. It's a testament to our commitment to not just meet but exceed the highest standards of ethical sourcing and transparency in the natural diamond industry.

## “People, Planet & Product - Reflecting on Sustainable Facets of our Natural Diamonds”

I am elated to pen down our annual voyage towards holistic progress at KG Group. This year stands as a testament to our unwavering commitment, encapsulating the ethos of Environmental, Social, and Governance (ESG) principles.



Our steadfast dedication to sustainable practices has been instrumental in fostering a resilient ecosystem where innovation harmonizes with responsibility. From our robust carbon-neutral initiatives to fostering diversity and inclusivity across our value chain of natural diamonds, every stride reflects our conscientious drive towards a regenerative future. At the heart of our strategy lies a profound acknowledgment of our role as custodians of the planet. Our relentless pursuit of renewable energy adoption, coupled with resource optimization, underscores our pledge towards a low-impact footprint.

We are acutely aware of the interconnectedness between societal welfare and corporate vitality. Our community engagement programs, aimed at empowering local communities and championing education, underscore our unwavering commitment to societal enrichment.

As we embrace the paradigm shift towards sustainable economies, our journey transcends mere compliance. It's about pioneering transformative change, where profitability converges with purpose, and sustainability becomes inseparable from our identity. Together, we navigate uncharted waters, armed not just with strategies but with a collective resolve to be the vanguard of change. Our journey is perpetual, our aspirations boundless, and our commitment resolute. Thank you for joining us in this profound voyage towards a world where sustainability isn't just a goal, but a way of life.

**Mr. Mansukh Nakum**

Managing Director,  
K. Girdharlal Diamonds Pvt Ltd.





# Message from Our CEO

GRI 2-22

## Shaping a Future of Ethical Brilliance

In the wake of global challenges, particularly the Russia-Ukraine & Israel-Hamas conflict and its impact on the global natural diamond and luxury sector, KG is not just responding to change – we are leading it in each and every facet of our natural diamonds. Our vision extends beyond the present, embracing a future where ethics, sustainability, and innovation converge.

## Ethical Sourcing in a Changing World

The recent geopolitical shifts, including sanctions on Russian-owned diamonds, have prompted us to look ahead and adapt. We're pioneering new ways to source diamonds responsibly, ensuring that our supply chain remains untainted by conflict. This is more than a response to current events; it's a step towards a future where every facet of our natural diamond represents peace and integrity.

## Embracing Sustainable Innovation

Our commitment to the environment is unwavering. We aim to be at the forefront of sustainable practices, targeting Net Zero carbon emissions by 2025. But we're not stopping there. We're exploring innovative technologies and practices that will redefine what it means to be a "Net Positive" movement in the diamond industry.

## Fostering a Future-Focused Workforce

Our people are our greatest asset. We're investing in their growth and well-being, creating a workplace culture that's diverse, inclusive, and forward-thinking. We believe that by empowering our employees, we're building a team that's ready for the challenges of tomorrow.



## A Vision of Resilient Prosperity

As we navigate through these uncertain times, our resolve only strengthens. We are grateful for the resilience and dedication of our team, the loyalty of our global customers, and the support of our partners. Together, we're not just overcoming today's challenges; we're building a resilient, ethical, and prosperous future for everyone in our industry especially the future generations!!

## Mr. Siddhant Shah

CEO, K. Girdharlal Diamonds Pvt Ltd.





## Our ESG & Sustainability Partner

**Dr. Nitin Dumasia**  
President & CEO,  
Growlity



It is with great pride that I stand before you, representing Growlity as the entrusted ESG & Sustainability Partner for KG Group's momentous journey in 2023.

At the heart of KG Group's ethos lies an unwavering commitment to sustainability, echoing through their myriad initiatives. From pioneering renewable energy adoption to championing the cause of green buildings, from diligently lowering carbon emissions to setting their sights on achieving Net Zero by 2025, each stride reflects a profound dedication to environmental stewardship in line with the United Nations 17 Sustainable Development Goals (SDGs).

Beyond their ecological endeavours, KG Group's focus on community development, extensive tree plantation drives, and their unwavering commitment to employee health and safety are testament to their holistic approach. Their dedication to fostering transparency and traceability within their operations sets a new benchmark for corporate accountability for the entire luxury industry.

As their trusted ESG & Sustainability Partner, we've borne witness to KG Group's relentless pursuit of excellence, blending innovation with responsibility at every turn. The strides taken this year signify not just a commitment but a profound responsibility towards a sustainable future.



At Growlity, we've been privileged to collaborate with KG Group, witnessing their journey towards sustainability evolve into a beacon of inspiration for the industry. Their aspirations go beyond compliance; they strive to redefine the paradigm of responsible business practices. And with immense pride, we bring to you their maiden Annual Sustainability Report 2024 titled as "People, Planet & Product – Reflecting on Sustainable Facets of our Natural Diamonds".

To KG Group and all involved, I extend my heartfelt appreciation for their unwavering dedication. Together, we embark on a path where sustainability isn't just a goal; it's the cornerstone of transformative change.







# Our Sustainability Dashboard



## Environment

**768 Kg**

Total E – Waste  
Recycled

**1000**

Total number of  
trees planted

**2014**

IGBC Certified Since

**55.7%**

Group level Renewable  
Energy % against  
Consumption



## Social

**11.5 %**

Group level (Female  
to Male) Ratio

**0**

Safety Incidents

**0.87 hrs**

Average Training Hours  
per Manpower

**1995**

DTC Sight holder Since

**1997**

Abide by Dee Bears BPP  
Since



## Governance

**0**

Complaints Received  
from Stakeholders

**0**

Incident of  
noncompliance in  
product & service  
information

**2023**

Member of Watch and  
Jewellery Initiative

**2016**

Member of RJC since

**2023**

Eco Vadis Certification





## Esteemed Associations and Certificates

GRI 2-28



Tracr



Canadamark



Indian Green Building Council



Sustainable Development Goals



Responsible Jewellery Council



EcoVadis Bronze Medalist 2023



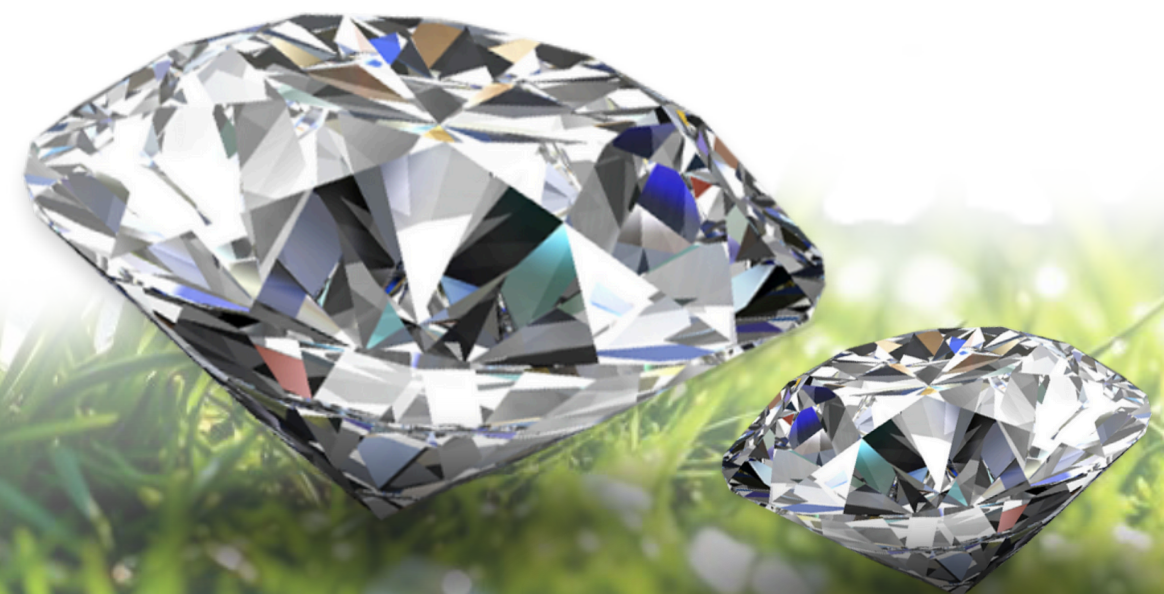
watch & Jewellery Initiative



Sightholder De Beers Group



Sustainable & Ethical Business Solution





# 02

## Our Planet







# Energizing Tomorrow, Responsibly Today

GRI 303-1,303-3,303-5

“From windmills to E-Vehicles to Green Building, our energy efficient initiatives drive us towards a greener future. At KG Group, each action is a commitment to reducing our carbon emissions, embracing renewable energy, and inspiring a culture of responsible consumption and production.”

Year	Surat	Botswana	Dubai
	Fresh Water consumption (in cubic meter)		
2022	20257	3264	37528
2023	19567	2176	35254
2024	12868	1088	31827

### Drought Tolerant Species & Smart Irrigation:

In addition to rainwater harvesting, our green building initiative incorporates the use of drought-tolerant species and a meticulously managed irrigation system. These measures are designed not only to enhance the aesthetic appeal of our surroundings but also to ensure that water resources are used judiciously. The careful selection of plant species that thrive in varying climatic conditions aligns with our commitment to sustainable landscaping practices.

### Policies and Procedures:

Our water management policies and procedures are structured to ensure compliance with national and international standards & best practices. Regular monitoring, assessment, and adaptation of our water management strategies are integral components of our commitment to continual improvement.







# Responsible Waste Management: A Commitment to Sustainability

GRI 306-1,306-2,306-3,306-4,306-5

We take pride in our holistic approach to waste management, driven by a steadfast commitment to environmental sustainability. Our ESG initiatives reflect a proactive stance toward minimizing waste generation, promoting responsible consumption, and fostering a culture of awareness and accountability.

## Segregation of Wet and Dry Waste:

We recognize the importance of proper waste segregation. We have implemented a robust system that separates wet and dry waste at the source. This segregation ensures that each type of waste is handled appropriately, enabling efficient recycling processes and reducing the environmental impact of our waste disposal.

## Collaboration with Waste Recyclers:

Our commitment to responsible waste management extends beyond internal processes. We actively collaborate with waste recyclers including E-Waste to ensure that our waste is repurposed and recycled effectively. This collaboration not only aligns with environmental regulations but also supports the larger ecosystem of sustainable waste management practices and avoids waste to landfill.



## Awareness Training for Employees:

We believe that creating a culture of awareness is paramount to achieving responsible consumption of critical natural resources & combat climate change. Through comprehensive awareness training programs, we educate our employees about the importance of waste reduction, proper segregation, and the environmental impact of their actions. This empowers our team to make informed choices and actively contribute to our sustainability goals.

## Digitalization of Required Systems:

Embracing digitalization is a key aspect of our waste management strategy. By digitizing essential systems and processes, we have not only streamlined our operations, but reduced paper consumption & minimized the environmental impact associated with traditional paperwork. This forward-thinking approach reflects our commitment to adopting sustainable practices throughout our organization. By prioritizing reduction, segregation, collaboration, awareness & digitalization, we are actively shaping a future where our operations align seamlessly with environmental stewardship principles.

Year	Surat		Mumbai	Botswana	Dubai
	Fresh Paper consumption (Kg)	Recycled Paper consumption (Kg)	Fresh Paper consumption (Kg)	Fresh Paper consumption (Kg)	Fresh Paper consumption (Kg)
2022	2537	-	1065	154	117
2023	1944	-	917	85	94
2024	2014	270	875	25	70

Year	Surat		
	Paper Waste given to Recyclers (Kg)	Organic waste given to recycler (Kg)	E – Waste Given to Recyclers (Kg)
2022	3261	-	-
2023	2896	33043	264
2024	2765	25365	768

Year	Mumbai
	Paper Waste given to Recyclers (Kg)
2022	280
2023	240
2024	229





# Energy Management

GRI 302-1,302-4,302-5

Our comprehensive approach encompasses adherence to industry standards, utilization of cutting-edge technologies, strategic infrastructure enhancements, and a proactive stance in harnessing renewable energy sources.

## Compliance with ASHRAE Standard 90.1-2004:

As part of our commitment to energy efficiency, we rigorously comply with the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) Standard 90.1-2004. This standard serves as our benchmark, guiding our efforts to optimize energy use and minimize waste in our facilities.

## Innovative Project Features for Enhanced Energy Efficiency:

Our facility integrates advanced technologies to enhance energy efficiency significantly. This includes the incorporation of better Coefficient of Performance (COP) chillers, improved wall envelopes, energy-efficient glazing, and state-of-the-art lighting systems. These elements collectively contribute to a more sustainable and energy-conscious operational environment.

## Advanced Metering for Informed Energy Management:

In pursuit of precise energy management, we have implemented a sophisticated metering system. Separate meters for process and non-process loads have been strategically placed, providing granular insights into energy consumption patterns. Energy meters specifically designated for interior lighting, exterior lighting, air conditioning, and municipal water pumping further empower us to make informed decisions for optimizing energy utilization.

## Harnessing Renewable Energy: Wind Farms in Moti Vavdi, Gujarat:

Taking a bold step towards renewable energy, we have invested in upwind farms located in Moti Vavdi, Gujarat, boasting a capacity of 2.4 MW. This strategic initiative allows us to offset the non-process load of our factory building. By integrating renewable energy sources into our operations, we not only reducing our scope 2 GHG emissions but also contributing positively to the broader goals of sustainable energy practices.

## A Paradigm Shift in Energy Management:

Our energy conservation initiatives go beyond mere compliance. They represent a paradigm shift in our approach to sustainability, reflecting a commitment to continuous improvement, innovation, and a proactive response to the global energy challenge.





Year	Surat		Mumbai	
	Total Electricity Consumption (kWh)	Total Electricity generation (kWh)	Total Electricity Consumption (kWh)	Total Electricity generation
2022	2264090	1113590	72440	-
2023	1642340	1060216	68239	-
2024	1254159	568468	55648	-

Year	Botswana		Dubai	
	Total Electricity Consumption (kWh)	Total Electricity generation	Total Electricity Consumption (kWh)	Total Electricity generation
2022	111100	-	16013	-
2023	180519	-	1000	-
2024	147518	-	810	-

## Greenhouse Gas Emissions

GRI 305-1,305-2,305-3,305-5

Addressing climate change and its implications is a fundamental aspect of our ESG strategy. This focus is not just about responding to the challenges posed by climate change; it's about seizing opportunities & creating long-term value for our stakeholders and future generations. Our environmental policy & best practices to achieve Green Building Certification from Indian Green building Council (I.G.B.C) is a cornerstone of this approach, guiding our sustainability strategies and helping us monitor our environmental performance. This policy is uniformly applicable to all our stakeholders & communicates a clear & transparent message about our environmental commitments and goals. We are dedicated to being mindful of our environmental footprint. Our energy and water conservation policies are instrumental in managing our natural resource use effectively, enhancing efficiency & promoting conservation. This approach is bolstered by initiatives aimed at reducing, reusing resources, and optimizing processes.

Our commitment is further reflected in our Key Performance Indicators (KPIs) increase in generation of Renewable energy from our 2.4 MW Wind mill plant and Plantation of 1000 plus trees which have high potential to sequester Carbon Dioxide (CO<sub>2</sub>) from atmosphere. All are integrated into our internal monitoring systems across various departments and individual performance reviews. This robust internal governance framework is vital for actively reducing our environmental impact. Our unwavering commitment to environmental sustainability is further amplified by our ambitious goal to achieve Net Zero by the year 2025. Our pursuit of carbon neutrality is intricately connected to every aspect of our business operations. It complements our proactive approach to climate change mitigation, demonstrating our understanding that addressing these environmental challenges is not only about risk management but also about unlocking sustainable opportunities for the future.

Year	Location wise GHG Emission (TCO <sub>2</sub> Eq)											
	Surat			Mumbai			Botswana			Dubai		
	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
2022	91.72	1544	945.15	14	44	217	17	119	144	10	5	22
2023	7	998	362	12.79	41.47	22.33	18.05	113.13	119.51	-	0.63	100.74
2024	-	897.97	5.17	-	39.84	1.17	-	105.62	0.1926	-	0.57	4.867



# 03 Our People







# Employee Well-being Initiatives

GRI 401-2,404-2,405-1

We have always believed that the heart of our success lies in the well-being and development of our employees. Throughout, we have embraced a holistic approach on Environmental, Social & Governance (ESG) to nurturing our team, blending professional growth opportunities with initiatives that enrich their personal lives.

Our commitment to enhancing employee skills and competencies saw the implementation of comprehensive communication training. These sessions were more than just skill development; they were a step towards strengthening our collaborative culture and fostering a harmonious work environment.

Understanding the interconnectivity of our employees' professional and personal lives, we extended our support to their families. This took a novel form in career counselling sessions for their children, guiding the next generation towards

bright futures and showing our team that we care for their families' aspirations as much as we do for their professional growth.

Recognizing the importance of leisure and recreation in maintaining a balanced and happy workforce, we organized employees outing. This day of relaxation and fun served as a valuable opportunity for our team to unwind and connect, strengthening bonds and boosting morale. It was a reminder that joy and work are not mutually exclusive but are complementary facets of a fulfilling life.

In celebrating personal milestones like Father's Day, we embraced the diverse roles our employees play outside the workplace. These celebrations were more than just events; they were a reflection of our appreciation for the multifaceted lives of our team members and an acknowledgment of their importance in the larger KG family.

Employee category	Units	Total Workforce					
		<30 Years		< 50 Years		< 50 Years	
		Male	Female	Male	Female	Male	Female
Top Management	Nos	0	0	1	0	3	0
Senior Management	Nos	1	1	9	1	2	0
Middle Management	Nos	1	0	10	0	1	0
Junior Management	Nos	0	0	0	0	0	0
Total Employees	Nos	2	1	20	1	6	0

# Community Engagement

GRI 413-1,304-3,305-5

## Embracing Our Role in the Greater Community

In the heart of KG Group's philosophy lies a profound understanding that our responsibilities extend far beyond the meticulous crafting of natural diamonds. This year, our journey in community engagement has been marked by meaningful initiatives that reflect our commitment to enrich lives and protect the environment. Through various activities, we have endeavoured to weave a tapestry of positive impact, demonstrating that every action, no matter how small, contributes to a larger purpose. Our Blood Donation Camp was a powerful expression of our commitment to health, well-being. The event was not just about the act of donating blood; it symbolized our dedication to life-saving efforts and community well-being. The overwhelming participation from our team exemplified a spirit of generosity & the profound impact collective action can have on public health.

Environmental stewardship took centre stage with our "RUN FOR OCEAN" initiative. This event was more than just a collective run; it was a statement of our dedication to preserving the planet. By mobilizing our workforce to participate in this symbolic event, we demonstrated our commitment to reducing ocean pollution, highlighting the crucial role businesses can play in environmental conservation.

Furthermore, our Tree Plantation Drive was a testament to our dedication to environmental sustainability. Planting 1000 saplings was not just an act of greening; it was a significant stride towards fostering biodiversity and sequester carbon dioxide (CO2) to ultimately combating climate change. This initiative illustrated our understanding of the interconnectedness of our actions with the health of the planet.







# Health and safety

GRI 403-1,403-2, 403-5,403-6,401-2,404-2

At KG Group, we understand that the health and safety of our employees are fundamental to our success and sustainability. Our comprehensive approach to employee well-being and safety is guided by a robust Health and Safety Committee & an encompassing Health and Safety Policy. These foundational elements ensure that our commitment to employee health is not just a statement, but a practice ingrained in every aspect of our workplace.

"We regularly conduct both internal and external safety audits as a key component of our occupational health & safety management system, ensuring the effective implementation of our safety practices and interventions across all diamond manufacturing sites and offices. Our biannual internal safety audits, complemented by annual external audits including BPP / RJC / FM and ESG Due Diligence, are essential in identifying potential uncertainties in our systems. This thorough process allows us to develop and implement appropriate corrective action plans. Through consistent monitoring and efficient redressal of safety findings, we maintain the highest standards of safety in our diamond manufacturing operations."

## Benefits provided to Employees

Sorano	Benefit Provided to Employees	Employees Coverage
1	Life insurance	934
2	Retirement provision	52

## Proactive Health Initiatives and Education

In alignment with our proactive approach to health, safety & employee well-being, every year we organize World Health Day with a significant initiative – a 3-days health camp. This event offered free health check-ups and full-body consultations for all employees, embodying our belief that "Health for all is our primary call." By providing these essential health services, we not only care for our employees' immediate health needs but also encourage a culture of preventative health care. We prioritize eye health, a critical aspect for our employees involved in natural diamond craftsmanship. Our Eye Check-Up camps are a testament to this commitment, offering comprehensive eye examinations for preventive care & early detection of eye-related issues.

Our dedication to safety extends beyond health check-ups. We conduct regular Fire and Safety Training Drills, which are crucial in equipping our employees with knowledge & skills in fire prevention, evacuation procedures & first aid. These training sessions are not just about meeting regulatory requirements; they are about instilling a sense of confidence & preparedness in our team.

## Educational Sessions on Critical Health Issues

Recognizing the importance of education in health matters, we marked World Cancer Day by hosting a session with Dr. Divyesh Pathak, a renowned cancer specialist. This informative session enlightened our employees about various types of cancer, symptoms, prevention methods, treatments. Such educational initiatives are integral to our holistic approach to health & safety, ensuring our employees are well-informed & proactive about their health.







# Health and Safety Risk Assessment

Types of Hazards and its Assessment	
Hazard Type	Risk Assessment
Chemical Hazard	The risk assessment for chemical hazards involves the following: Stage at which used/stored · Classification in terms of Flammability, Reactivity, Toxicity and Effect to health
Fire Hazard	Electrical short circuit is a significant potential hazard
Explosion Hazard	The Potential hazards include spirit, LPG Gas, Cylinders, pressure vessels, Generator oil & diesel
Noise Hazard	Areas where noise levels are above 90 dBA are potential hazard and will require suitable rectification or use of appropriate PPE.
Environmental Hazard	Assessment of all manufacturing and other process for solid, gaseous and liquid effluents or waste
Physical Hazard	The potential hazards are identified as follows: · High speed rotating equipment requiring human proximity. · Operations with potential risks to eyes (e. g. shattering of diamonds, exposure to laser rays) · Walkways/ stairways without guard rails, slippery areas etc. · Heavy manual lift operations · Electrical wiring
Ergonomic Hazard	The potential ergonomic hazards are identified as follows: · Potential of accidents due to work fatigue · Potential of damage to body due to improper working posture/equipment positioning · Potential of accidents due to improper tooling, environment (Temperature, humidity, lighting, noise, vibration)

The assessment of risks at various stages of diamond manufacturing and the risk mitigation measures adopted by the Entity in line with the Risk Assessment Framework

Process	Risk Assessment	Risk Category	Risk Mitigation measures
Rough Assortment	<ul style="list-style-type: none"><li>Chemical Hazard: None</li><li>Physical Hazard: None</li><li>Fire Hazard: General fire risk</li><li>Ergonomic Hazard: Lighting &amp; Posture</li><li>Environment Risk: None</li></ul>	Low	<ul style="list-style-type: none"><li>Fire extinguisher</li><li>Good lighting &amp; Sitting arrangements</li></ul>
Planning & Marking	<ul style="list-style-type: none"><li>Chemical Hazard: Exposure to solvent thinner can be a long-term risk</li></ul>	Low	<ul style="list-style-type: none"><li>Quantity used is not very high.</li><li>Instructions have been given to keep the bottle enclosed and to wash hands after use. Spillage handling procedures identified and communicated to users</li></ul>
	<ul style="list-style-type: none"><li>Fire Hazard: Thinner used is flammable General fire risk</li></ul>	Low	<ul style="list-style-type: none"><li>Fire Extinguishers</li></ul>
Cleaving, Windowing	<ul style="list-style-type: none"><li>Physical Hazard: None</li><li>Ergonomic Hazard: Lighting Posture</li><li>Environmental Risk: None</li></ul>	Low	<ul style="list-style-type: none"><li>Good lighting &amp; sitting arrangements</li></ul>
Laser Operations	<ul style="list-style-type: none"><li>Physical Hazard: Exposure to laser rays</li></ul>	Low to Medium	<ul style="list-style-type: none"><li>Laser Glasses</li><li>Carbon Dust collection system</li><li>Inter locking System</li></ul>
	<ul style="list-style-type: none"><li>Fire Hazard: General Fire risk,</li></ul>	Low	<ul style="list-style-type: none"><li>Fire Extinguishers</li></ul>
	<ul style="list-style-type: none"><li>Electrical Hazard: Electrical shock</li></ul>	Low	<ul style="list-style-type: none"><li>Installation of circuit breakers</li><li>Proper earthing</li></ul>
	<ul style="list-style-type: none"><li>Chemical Hazard: None</li><li>Ergonomic Hazard: Posture &amp; sitting.</li><li>Environmental Risk: None</li></ul>	Low	<ul style="list-style-type: none"><li>Sitting mattress/ cushion</li></ul>





Process	Risk Assessment	Risk Category	Risk Mitigation measures
Bruiting	<ul style="list-style-type: none"><li>Chemical Hazard: None</li><li>Physical Hazard: Dust</li><li>Fire Hazard: General fire risk</li><li>Electrical Hazard: Electrical shock</li><li>Ergonomic Hazard: Insignificant</li><li>Environment Risk: None</li></ul>	Low	<ul style="list-style-type: none"><li>Operators to wear dust masks</li><li>Dust suction system</li><li>Fire extinguisher</li><li>Safety spectacles with clear lens</li><li>Installation of circuit breakers</li><li>Proper earthing</li></ul>
Polishing	<ul style="list-style-type: none"><li>Physical Hazard: Dust inhalation, Rotating machinery</li></ul>	Medium	<ul style="list-style-type: none"><li>Dust masks provided to all operators. Need to check by the company</li><li>Dust suction system</li><li>Easy access 'stop' switch for Machinery</li></ul>
	<ul style="list-style-type: none"><li>Ergonomic Hazard: work Posture</li><li>Chemical Hazard: None</li><li>Fire Hazard: General Fire Risk</li><li>Electrical Hazard: Electrical Shock</li><li>Environmental Risk: None</li></ul>	Low	<ul style="list-style-type: none"><li>Fire extinguisher</li><li>Installation of circuit breakers</li><li>Proper earthing</li></ul>

### Workforce Diversity (GRI 405-1,401-3)

Gender Diversity: KG Group is dedicated to promoting the recruitment and advancement of women across all organizational levels, recognizing the invaluable contributions of our female employees. On the proud occasion of International Women's Day, we celebrated the dedication and hard work of over 120 female peers and their families. This event not only acknowledges the significant role women play in shaping our company but also reflects our commitment to fostering a supportive and inclusive workplace for women, from entry-level positions to leadership roles.

### Training and Awareness (GRI 404-2,403-5)

At KG Group, a diverse array of awareness and training programs has been meticulously organized to promote health, safety, and well-being among employees. These initiatives include specialized programs such as cancer awareness, CPR training, thyroid awareness, fire safety training, and breast cancer awareness.

By offering a comprehensive range of training sessions and awareness campaigns, the group demonstrates a commitment to enhancing the health and safety knowledge of our employees. These efforts not only contribute to a more informed and prepared workforce but also foster a culture of proactive well-being within the organization.

Training Hours Provided to Employees			
Sr. No	Training Areas	Male (Training Hours)	Female (Training Hours)
1	Safety	161	74
2	Quality Improvement	493	211
3	Career Development	75	50
4	Other	88	47





04

## Our Values







# Stakeholder Engagement

GRI 2-12, 2-16, 2-23, 2-23

We prioritize stakeholders based on their level of influence, the interdependence we share, and our responsibilities towards them. This strategic Environmental, Social & Governance (ESG) approach enables us to focus our efforts on engaging with essential stakeholders who are integral to shaping our operations and pivotal to our success. By acknowledging the importance of each stakeholder group, we are able to address their needs effectively and cultivate robust relationships that benefit all parties involved.

### Comprehensive Stakeholder Mapping

We initiate our process by identifying all stakeholder groups relevant to our natural diamond industry landscape. This includes employees, communities, customers, government agencies, auditors, consultants and suppliers. Each stakeholder's impact on our business and their importance are carefully assessed to prioritize engagement and manage resources effectively.

### Engagement Planning and Dialogue

Following mapping, we establish a structured plan for engagement. This involves setting objectives for each interaction, selecting appropriate communication methods, and scheduling regular discussions. We aim for a two-way dialogue, ensuring stakeholders can voice their concerns and contribute to decision-making.

### Collection and Analysis of Feedback

Through various engagement forums, we actively collect feedback, concerns, and expectations from stakeholders. This information is then analysed to identify common themes, specific issues, and opportunities for improvement.

### Formulation of Strategic Responses

Based on the analysis, we develop strategic responses to address stakeholder feedback. This might include ESG policy updates, new initiatives, or changes in operational procedures. Our responses are intended to not only resolve concerns but also to enhance stakeholder relations and business outcomes.

### Implementation and Review

Finally, we implement our strategic responses with clear timelines and responsibilities. The effectiveness of these actions is regularly reviewed, and adjustments are made as needed. We also report back to our stakeholders on the progress made, ensuring transparency and demonstrating our commitment to continuous improvement in our engagement process.

# List of Stakeholders

GRI 2-12, 2-16, 2-23

Employees, Communities, Customers, Government and Suppliers				
Stakeholder	Mode of Engagement	Frequency	Key Priorities	Our Response
Employee	<ul style="list-style-type: none"><li>Employee satisfaction survey</li><li>Telephonic &amp; e-mails</li><li>Virtual meetings</li><li>Awareness Trainings</li></ul>	W, M, Q, A	<ul style="list-style-type: none"><li>Increased awareness of all employees on K.Girdharlal's policies</li><li>Strategic skill up-gradation programs</li></ul>	<ul style="list-style-type: none"><li>Implementing initiatives to enhance talent acquisition strategy and augment multiskilling at ground level</li></ul>
Customers	<ul style="list-style-type: none"><li>Telephonic and e-mails</li><li>Executive announcements</li><li>Meetings with clients and managers</li><li>Company Website</li><li>Virtual Meetings</li></ul>	D, W, M, Q, A	<ul style="list-style-type: none"><li>Quality of Product</li><li>Supplier Assessment</li><li>Memberships</li><li>Responsible Sale of Product</li></ul>	<ul style="list-style-type: none"><li>Improvement in operational efficiency measures</li><li>Annual customer satisfaction survey</li></ul>



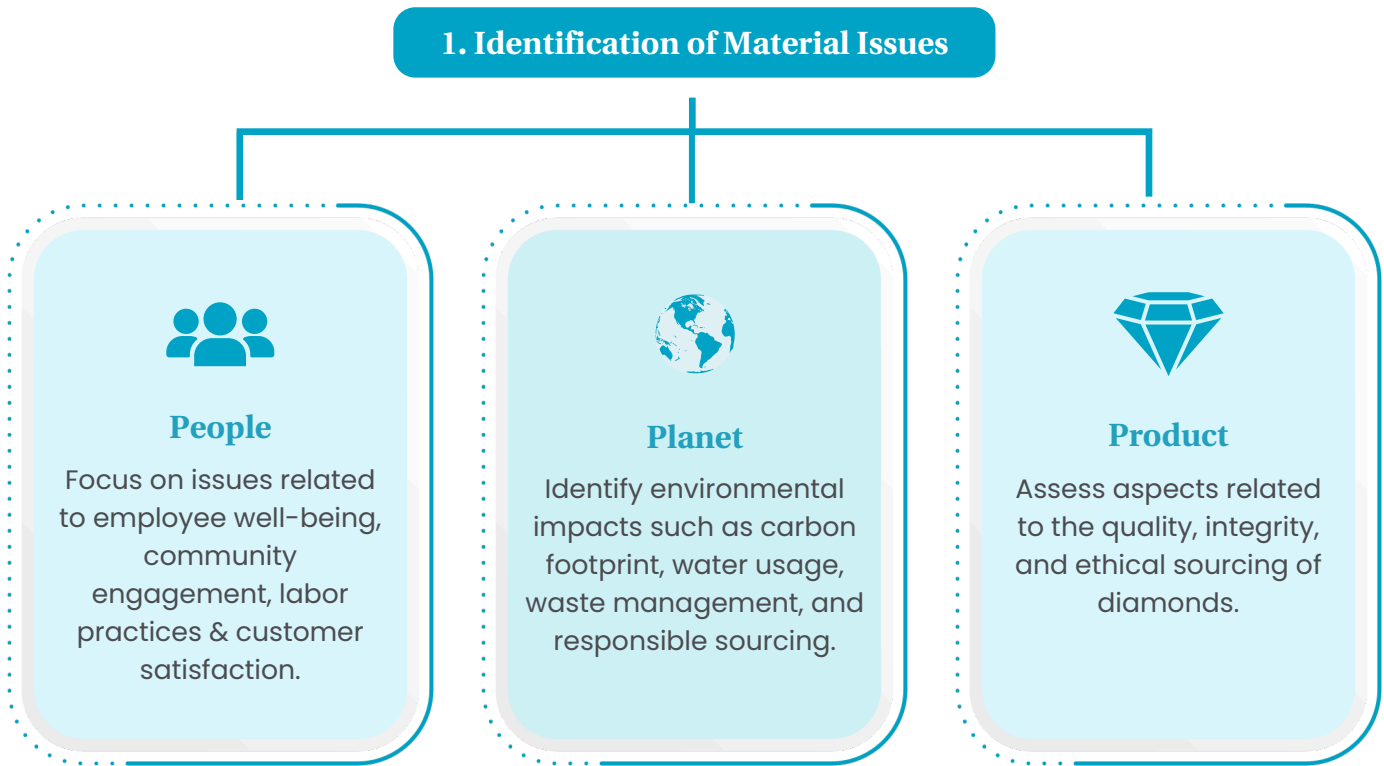


Employees, Communities, Customers, Government and Suppliers				
Stakeholder	Mode of Engagement	Frequency	Key Priorities	Our Response
Local Community	<ul style="list-style-type: none"><li>Awareness Campaigns</li><li>Corporate Social Responsibility</li><li>Via Regulatory Bodies</li></ul>	M, Q, Y	<ul style="list-style-type: none"><li>Educational infrastructure</li><li>Health and sanitation</li></ul>	<ul style="list-style-type: none"><li>Presence of a strong CSR policy to support holistic development across communities</li><li>Implementation of focused Awareness Programs like Blood Donation Camp and Beach Clean-up drives</li></ul>
Regulatory Bodies	<ul style="list-style-type: none"><li>Meetings, emails and other</li><li>correspondence</li><li>Conferences</li></ul>	Q, Y	<ul style="list-style-type: none"><li>Human Rights due diligence and community development</li><li>responsible sourcing</li><li>Stakeholder engagement</li></ul>	<ul style="list-style-type: none"><li>Periodic engagement with our regulators, such as Governments and Municipal bodies.</li></ul>
Suppliers	<ul style="list-style-type: none"><li>Company Website</li><li>Virtual Meetings</li><li>Periodic factory Visit</li><li>Audits</li></ul>	M, Q, Y	<ul style="list-style-type: none"><li>Ethical practices, antibribery and Anticorruption</li></ul>	<ul style="list-style-type: none"><li>Periodic external Audits of necessary Compliance.</li><li>Periodic internal audits.</li><li>Periodic Risk Assessment.</li></ul>

# Materiality Assessment

GRI 3-1, 3-2, 302-1, 303-1, 306-1, 307-1, 308-1, 403-1

We understand that the essence of our existence in the diamond industry extends beyond the brilliance of our products. Our commitment to sustainability is embedded in a holistic approach that encompasses our People, our Planet, and our Products. This materiality assessment is a vital tool in our strategy, enabling us to identify and prioritize the issues that are most significant to our stakeholders and to our long-term success as a responsible and sustainable business in the diamond industry.



## 2. Prioritization of Material Issues

Evaluate the identified issues against each pillar (People, Planet, Product) based on their influence on stakeholders and business operations.

Prioritize issues considering internal and external stakeholder perspectives.

Classify issues by their relative importance to each stakeholder group and their impact on the company's sustainability.

## 3. Refinement and Validation with Senior Management

Present the prioritized issues to senior management for refinement, ensuring alignment with company values and strategic objectives.

Validate the prioritization through a robust discussion, balancing business needs with stakeholder expectations.





#### 4. Integration into Sustainability Strategy and Risk Management

Incorporate these material issues into the company's broader sustainability strategy, focusing on People, Planet, Product.

Develop action plans and initiatives to address each prioritized issue.







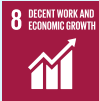

Embed these issues into the company's risk management framework, ensuring ongoing assessment and mitigation.

#### 5. Stakeholder Engagement

Regularly revisit and update the materiality assessment to reflect changes in the industry, stakeholder expectations, and global sustainability trends.

Maintain transparency with stakeholders by regularly reporting progress on managing these material issues.

Foster continuous dialogue with stakeholders to receive feedback and adjust strategies accordingly.

Material Topics	Impact Boundary	SDGs
PEOPLE		
Talent attraction and retention	We have established a comprehensive employee appraisal system designed to foster individual development throughout the organization. Additionally, we offer specialized training programs for all levels of our workforce, aimed at enhancing the skills and competencies of our team members.	 
Human rights	Our Human Rights policy underpins this commitment, and we conduct periodic assessments to ensure its effective implementation. To reinforce this commitment, we provide regular training for our employees on human rights issues	  
Occupational health and safety	We place a high priority on the safety and well-being of our employees. Recognizing the importance of a safe workplace, we conduct regular and comprehensive safety training programs. Our training covers a wide range of topics, from basic safety protocols to emergency response procedures, ensuring that all employees are prepared to handle various situations with confidence and competence.	  

Material Topics	Impact Boundary	SDGs
PEOPLE		
Emergency preparedness	We regularly conduct training sessions for our employees, focusing on effective response strategies for unforeseen events and emergencies. In line with our Environmental, Health, and Safety (EHS) policy, we emphasize the importance of capacity-building workshops. These sessions are dedicated to enhancing knowledge and skills in safety, emergency preparedness, and response, not only for our employees but also for our broader network of stakeholders	  
Local community development	We have formed a dedicated committee to steer our Corporate Social Responsibility (CSR) initiatives. This committee has identified key focus areas for CSR, ensuring that our efforts lead to meaningful and impactful interventions.	       
PLANET		
Emissions	We have showcased our detailed our Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, demonstrating our comprehensive understanding of our environmental impact. Alongside this, we have outlined initiatives aimed at reducing our overall GHG emissions.	  
Water management	We have shared the information regarding our water management, including data on water withdrawal, consumption, and discharge. Recognizing our environmental and societal responsibilities, we have developed and implemented a strategic approach to minimize our water footprint.	  





Material Topics	Impact Boundary	SDGs
PLANET		
Waste management	We have shared our insights into our waste management practices. This includes details on waste generation, disposal methods, and our efforts in recycling and co-processing. We are steadfast in our commitment to recycling and reusing waste, with a focus on minimizing the waste sent to landfills, as part of our ongoing endeavour to reduce our environmental impact.	 
Supplier environmental assessment	We have established a strong supplier screening process and a sustainable procurement policy. These measures ensure that our suppliers are thoroughly evaluated based on specific Environmental, Social, and Governance (ESG) criteria. In addition, we require all suppliers to adhere to our comprehensive Supplier Code of Conduct, aligning them with our ethical and sustainability standards.	
Environmental compliance	We are committed to environmental stewardship as evidenced by our dedicated environment policy. This policy is designed to ensure full compliance with all relevant legal and regulatory requirements, including those set forth by bodies such as the Pollution Control Board. Our approach underscores our commitment to environmental responsibility and regulatory adherence.	 
PRODUCT		
Sustainable sourcing	Our Sustainable Procurement Policy serves as a pivotal guidance document, specifically designed to reinforce sustainability throughout our entire supply chain. This policy underscores our commitment to integrating sustainable practices into every facet of our procurement processes.	   

# Harmonizing Luxury and Responsibility

At KG Group, our dedication to ethical conduct and sustainable practices within the natural diamond industry is reflected through rigorous adherence to globally recognized standards and principles. Since becoming a Sight holder of the De Beers group in 1995, we have guaranteed a consistent supply of raw materials under the De Beers Global Sight holder Sales (DBGSS), ensuring that our operations start from a foundation of integrity and responsibility.

Embracing the De Beers Best Practice Principles (BPP) since 1997, we have integrated their extensive standards across our business operations, emphasizing our commitment to the social, environmental, and corporate responsibilities that align with the highest ethical business practices. These principles serve not only as a code for our conduct but also as a beacon guiding our sustainability journey.

In line with our governance strategy and to further cement our stance on responsible business practices, we have been compliant with the Responsible Jewellery Council (RJC) since 2016, reflecting our dedication to upholding human rights, ethical labor practices, and environmental stewardship across the jewelry supply chain. This commitment ensures that our business ethics are not just claims but actionable policies that resonate through our company's DNA.

Our alliance with For ever mark since 2012, a brand under the De Beers Group umbrella, certifies the integrity of our diamonds, attesting to their natural and untreated status with the assurance of the Forevermark inscription.

This hallmark stands as a symbol of the trust that consumers place in the diamonds they choose, underpinned by our transparent business practices.

The De Beers Code of Origin, which we proudly uphold, offers our customers the assurance that the diamonds they own are sourced from a company deeply committed to carbon neutrality and contributing positively to society – a testament to the natural beauty and ethical origins of our products.

KG Group goes beyond compliance, conducting comprehensive audits that align with the Kimberley Process Certification Scheme (KPCS) and System of Warranty standards to eliminate conflict diamonds from the supply chain. As a BPP Compliant De Beers Sight holder, we not only review and audit our own operations but also ensure that our non-certified business partners adhere to the Responsible Jewellery Council (RJC) Code of Practices (COP) and OECD guidelines. Our engagement with these rigorous audits and practices fortifies consumer confidence, allowing for the verification of our natural diamonds at every level, thus fostering a transparent and trustworthy diamond ecosystem. Through our commitment to Environmental, Social & Governance (ESG) & Business sustainability, we actively promote industry-leading practices and contribute to a sustainable future for the natural diamond industry.





# Our Policies

GRI 2-23, 2-25, 2-29, 3-1,3-3, 3-4, 3-7, 3-11



## People

- > **Child Labour:** Ensuring the protection of children's rights and welfare.
- > **Forced Labour:** Safeguarding against exploitation and abuse of workers.
- > **Freedom of Association:** Respecting the rights of workers to organize and negotiate collectively.
- > **General Employment:** Inclusive and fair employment practices.
- > **Health and Safety:** Worker health and safety measures.
- > **Human Rights:** Upholding and promoting human rights in all operations.
- > **Anti-Bribery:** Preventing unethical practices in human interactions.
- > **Money Laundering:** Ensuring ethical financial practices.
- > **Community Engagement:** Positive involvement and contribution to local communities.
- > **Use of Security Personnel:** Ethical employment & use of security staff.
- > **Social Compliance:** Compliance with social norms and regulations.
- > **Whistle Blower:** Encouraging and protecting individuals reporting unethical practices.
- > **Prevention of Sexual Harassment:** Ensuring a safe and respectful workplace.
- > **Work from Home:** Adapting employment practices for remote work.
- > **Data Privacy:** Protecting the personal and sensitive information of employees and customers.



## Planet

- > **Environment:** Environmental protection and sustainability efforts.
- > **Bio Diversity:** Conservation and promotion of biological diversity.
- > **Right of Land:** Ethical use and management of land resources.



## Product

- > **Product Security:** Ensuring the safety and security of products.
- > **Use of Supply Chain:** Ethical and responsible sourcing and supply chain management.
- > **Product End of Life:** Focuses on environmentally responsible disposal, recycling and repurposing of our packaging material of the polished diamonds to minimize their ecological footprint.

# Risk Management Framework

## GRI 3-3

### Strategic Risk Governance Structure (GRI 2-23) :

We have incorporated dedicated Risk Management Committee, as a part of the existing governance structure. This committee is responsible for overseeing the entire risk management process, ensuring alignment with the company's strategic goals and industry standards.

### Integrated Risk Identification Process (GRI 3-3):

We have adopted the hybrid model that combines both top-down and bottom-up approaches in identifying risks. This ensures that risks are not only identified at the managerial or executive level but also at the operational level, capturing a comprehensive range of potential threats.

### Customized Risk Assessment Criteria:

For each identified risk, we have carried out detailed assessment taking into account factors specific to the diamond industry and KG Group's business operations. This involve evaluating the likelihood of occurrence and the potential impact on business objectives, reputation, and compliance.

### Tailored Risk Mitigation Strategies:

We have implemented holistic risk mitigation strategies that are bespoke to the nature of identified risks. This includes enhancing security protocols, diversifying supply chains, adopting advanced technology for quality assurance, and reinforcing ethical sourcing practices.

### Dynamic Internal Control Systems:

We have implemented robust internal controls across all business functions. We make sure that this controls are dynamic, allowing for adjustments in response to changing risk landscapes and operational requirements.

### Continuous Monitoring and Reporting (GRI 2-26) :

Rigorous monitoring mechanism is in place that includes regular risk reporting to the Risk Management Committee. This ensures tracking the effectiveness of mitigation strategies and making necessary adjustments in a timely manner.

### Stakeholder Engagement and Transparency (GRI 2-29) :

We maintain open communication channels with stakeholders, including employees, suppliers, and clients, about the company's risk management practices. This transparency builds trust and reinforces the company's commitment to ethical and sustainable business practices.

### Periodic Review and Adaptation (GRI 2-22) :

We regularly review and update the risk management framework to adapt to new challenges and opportunities in the diamond industry. This includes staying informed about global trends, regulatory changes, and technological advancements that could affect risk profiles.





# Risk Management Process GRI 3-3

## Hazard Identification:

We recognize and list all potential risks, threats, or hazards that could impact the organization, covering a broad spectrum from operational to environmental factors.

## Risk Analysis and Prioritization:

We evaluate the identified risks in terms of their likelihood and potential severity. This helps in determining which risks need to be addressed more urgently.

## Impact Assessment (GRI 2-22):

Through various engagement forums, we actively collect feedback, concerns, and expectations from stakeholders. This information is then analysed to identify common themes, specific issues, and opportunities for improvement.

## Strategy Formulation for Risk Mitigation (GRI 3-12):

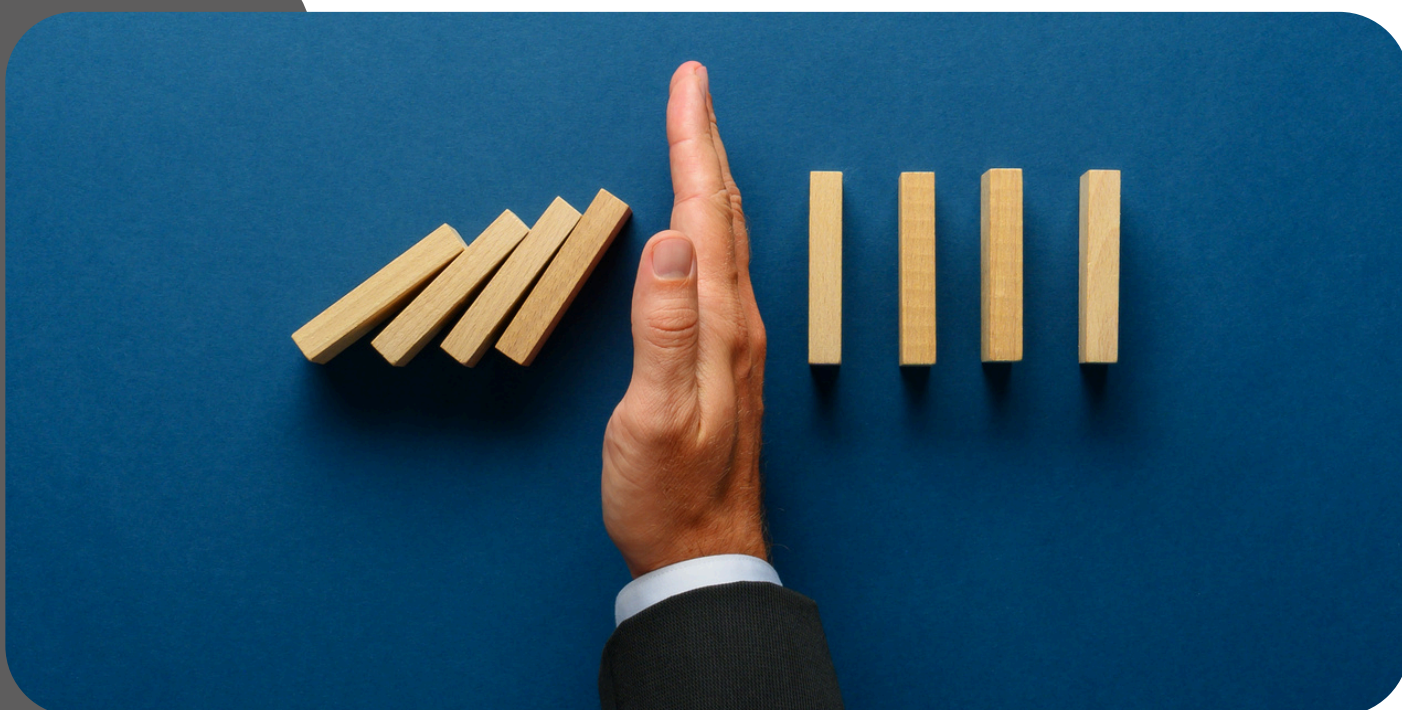
We develop strategies and plans for mitigating, transferring, accepting, or avoiding the identified risks. Include contingency plans for proactive risk management.

## Implementation of Risk Management Measures (GRI 3-9):

We execute the risk mitigation strategies by allocating necessary resources, assigning responsibilities, and ensuring organizational readiness.

## Continuous Monitoring and Adaptation:

We regularly monitor the effectiveness of risk management strategies and adapt them as necessary. This includes periodic reviews to ensure the risk management process stays effective against evolving risks.



# Risk Assessment

Sr. No	Process	Risk Description	Risk Classification	Risk Mitigation Action
1	Rough Purchase from Open Market	<ul style="list-style-type: none"><li>The Supplier company may not comply with the legal requirement</li><li>The supplier company may carry reputational risk</li></ul>	Medium	<ul style="list-style-type: none"><li>Collection of KYC/KYS</li><li>Communication letter pertaining to best endeavours</li></ul>
2	Polish Purchase from Open Market	<ul style="list-style-type: none"><li>The Supplier company may not comply with the legal requirement</li><li>The supplier company may carry reputational risk</li></ul>	Medium	<ul style="list-style-type: none"><li>Collection of KYC/KYS</li><li>Communication letter pertaining to best endeavours</li></ul>
3	Accounting, Administration and HR	Occurrence of non-conformance due to Human ErrorMisleading	Medium	<ul style="list-style-type: none"><li>Training has been provided</li></ul>
4	Rough Purchase from Open Market	The Supplier company may not able to develop and implement Policy for Ethical Business Director	Medium	<ul style="list-style-type: none"><li>The company shall provide assist in policies, preparation and implementation</li></ul>
5	Sale of Rough / Polish to Customer	<ul style="list-style-type: none"><li>The Customer company may not comply with the legal requirement</li><li>The Customer company may carry reputational risk</li></ul>	Medium	<ul style="list-style-type: none"><li>Collection of KYC/KYS Communication letter pertaining to best endeavours</li></ul>
6	Polish Purchase from Open Market	<ul style="list-style-type: none"><li>The company may not have effective review and Reporting providing</li><li>The company may not be able to do independent assessment</li></ul>	Medium	<ul style="list-style-type: none"><li>The company shall monitor the risk of non-compliance carried out in the supplier and assist team in implementation by the supplier company</li></ul>

## Supplier Due Diligence (GRI 2-29):

At KG Group, supplier due diligence is a critical component of our commitment to ethical business practices and quality assurance in the natural diamond industry. This process involves a rigorous evaluation of potential suppliers to ensure they meet our high standards for ethical

sourcing, environmental responsibility and compliance with legal and industry-specific regulations. This process involves a rigorous evaluation of potential suppliers to ensure they meet our high standards for ethical sourcing, environmental responsibility, and compliance with legal and industry-specific regulations.





Key aspects of our due diligence include thorough background checks, verification of certifications like the Kimberley Process, and assessments of financial stability and operational integrity. We also prioritize regular on-site audits and continuous monitoring to maintain a supply chain that is not only efficient and reliable but also aligns with our ethical and sustainability values. Through this meticulous approach, KG Group ensures that every facet of our supply chain reflects our dedication to quality, transparency, and responsible business practices, thus reinforcing our position as a trusted leader in the natural diamond industry.

### Traceability (GRI 3-12)

We have established sophisticated integrated IT systems across all our entities to ensure complete transparency for every diamond we manufacture. This commitment to transparency is further reinforced by our adherence to the De Beers' "Pipeline Integrity (PI)" protocol, a vital part of our process for crafting Forevermark diamonds and adhering to the DTC Code of Origin (COO) programme. The Diamond Pipeline Integrity Specification (DPIS), a proprietary standard of De Beers, is diligently followed at KG Group. As registered buyers and sellers of DTC Diamonds, and as Sight holders, we are committed to the rigorous segregation and traceability of DTC Diamonds. This is especially pertinent when participating in one or more De Beers Provenance Programmes under a contractual agreement. Our involvement in these programmes and adherence to DPIS ensures that our diamonds are not only of the highest quality but also ethically sourced and traceable, aligning with our commitment to ethical practices and consumer trust in the diamond industry.

At KG Group, we have integrated Tracr technology into our operations, reflecting our commitment to innovation and transparency in the diamond industry. Tracr is an end-to-end diamond industry blockchain platform developed by De Beers Group

to ensure a secure, immutable record of a diamond's journey from mine to retail. By adopting Tracr, K. Girdharlal ensures that every diamond's provenance, characteristics, and ownership can be verified and tracked. This technology enhances our ability to provide authenticated, conflict-free diamonds, assuring customers of the ethical standards and quality of our products.

### Diamond Biography

The "Diamond Biography" is a unique feature available on KG Group's website, designed to offer customers an in-depth view of their diamonds' journey and characteristics. This feature is divided into four distinct parts: Diamond, Source, The Making, and Inheritance.



**Diamond:** This part provides all the basic information about the diamond, including its shape, carat, cut, colour, and clarity. It offers customers a detailed visualization of the diamond's physical attributes.



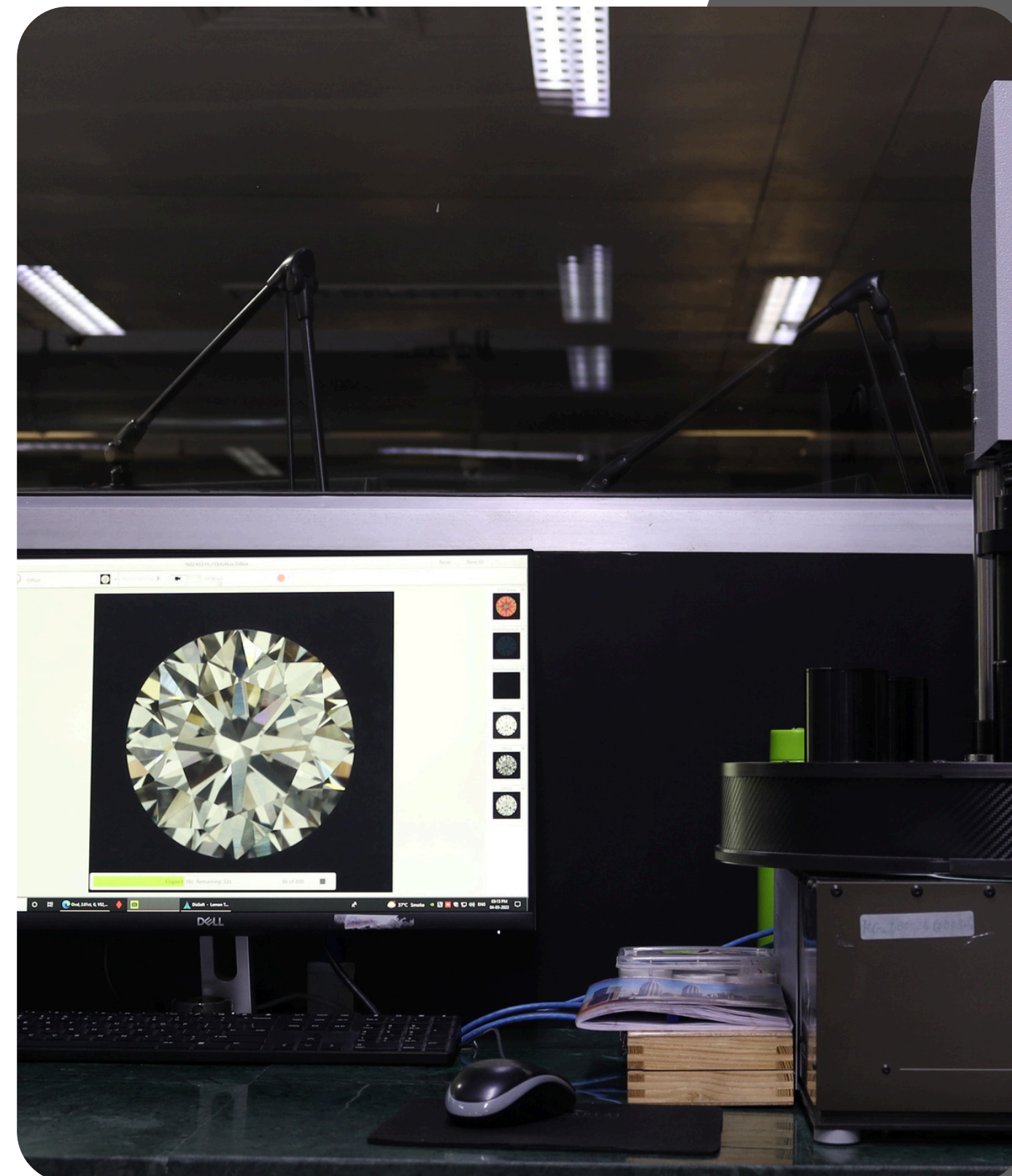
**Source:** Here, the origin of the diamond is highlighted, detailing the geographical location and the mine of extraction. This section is particularly important for customers interested in the ethical sourcing and sustainability of their jewelry.



**The Making:** This part narrates the compelling journey of the diamond from a rough stone to a polished piece. It describes the craftsmanship, technology, and artistry involved in transforming each diamond into a masterpiece.



**Inheritance:** This part underscores the emotional and historical significance of the diamond, emphasizing its role as a cherished heirloom to be passed down through generations. It reflects the lasting value and personal connection that diamonds represent.





# 05

## Our Commitment Towards UN SDGs







## UN SDGs GRI 3-1, 3-2, 3-3

At KG Group, we stand at the forefront of a transformative journey, embodying the spirit of innovation and a deep-seated commitment to sustainability that resonates with the global pulse of the United Nations 17 Sustainable Development Goals (SDGs). Our ambition is to be more than a leading entity in the natural diamond industry; we aspire to be a beacon of progress, setting a benchmark for how businesses can be a force for good in the world.

We are inspired by the SDG Compass, developed collaboratively by the Global Reporting Initiative (GRI), the UN Global Compact, and the World Business Council for Sustainable Development (WBCSD). It provides the blueprint for businesses to translate the SDGs into corporate action.

Embracing the SDG Compass as our navigational tool, we have crafted a strategy to ensure that our Product, People, and Planet approach is comprehensively integrated with the SDGs that goes beyond traditional corporate social responsibility. Our approach is a harmonious blend of our core business principles with the intricate tapestry of the SDGs, weaving together a commitment to our products' excellence, our people's welfare, and our planet's health. This is not just a responsibility but an opportunity to inspire, to lead, and to make a tangible difference in the world we all share.

With every step we take, we're driven by the belief that every action counts and that the collective efforts of individuals, communities, and businesses can lead to monumental change.

## SDG Strategy Process GRI 2-22, 2-23



### Understanding the SDGs:

As a responsible company, we have familiarized ourselves with the SDGs to understand the breadth and depth of the goals, and to recognize the potential impact the company can have.

### Defining Priorities:

We have also assessed our current operations to identify the most significant areas where we can contribute to the SDGs. This involves evaluating our influence across the supply chain, from the procurement of rough stones to the delivery of Polished Natural Diamonds.

### Setting Goals:

With priorities in place, we have set a specific, measurable targets that align with the global agenda but are tailored to the company's capabilities and influence.

### Integrating:

The SDG Compass principles are integrated into the core business strategy of KG Group, ensuring that SDG alignment is not peripheral but central to all business activities. This includes developing products with reduced environmental impact, fostering a diverse and inclusive workforce, and implementing eco-friendly operations.

### Reporting and Communicating:

We are committed to transparent reporting and communication regarding its progress on the SDGs. This involves not only sharing successes but also challenges and learning experiences, fostering a culture of continuous improvement.





# Highlighted our area of focus

GRI 2-22, 3-3



## Product

**Quality and Innovation:** We develop products using sustainable methods that promote responsible consumption and production. We innovate to minimize environmental impact & enhance the durability and longevity of the products.



**Ethical Sourcing:** We source materials from suppliers who provide decent work conditions, promote inclusivity, and maintain ethical practices.



**Transparency:** We ensure that every product's journey from sourcing to sale is transparent, fostering trust and partnership with consumers and stakeholders.



**Health & Safety:** We prioritize the health & safety of consumers by ensuring products are free from harmful processes & materials, aligning with the goals for clean water, sanitation, good health & well-being.



## People

**Human Rights:** We uphold and advocate for human rights and equal opportunities, ensuring a workplace and society free from discrimination and injustice.



**Community Development:** We engage in community development by providing aid, improving food security, and contributing to the development of sustainable cities and communities.



**Well-being & Growth:** We invest in the well-being & professional growth of employees through fair practices, health care, education & equal opportunities regardless of gender.



## Planet

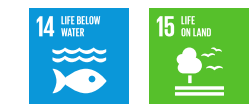
**Environmental Stewardship:** We embrace practices that conserve water, promote the use of renewable energy, and take action against climate change while protecting marine life and terrestrial ecosystems.



**Sustainable Practices :** We implement sustainable manufacturing & operational practices to reduce carbon footprint and manage waste.



**Biodiversity Conservation:** We support and initiate programs that contribute to the conservation of biodiversity, focusing on life below water and life on land.







# Activities Led by KG for Every SDG

GRI 302, 303, 304, 401, 403, 405, 413

## People-Centric Activities and Impacted SDGs



### Emergency Aid and Financial Support (SDG 1 – No Poverty)

KG Group provides emergency aid and interest-free loans to employees in need, ensuring stability and support for those facing financial hardships.



### Nutritional Support (SDG 2 – Zero Hunger)

By offering daily lunches to employees and food aid during disasters, our company plays a pivotal role in addressing hunger and promoting well-being.



### Health and Wellness Programs (SDG 3 – Good Health and Well-being)

Our company prioritizes employee health through regular training sessions and health camps, fostering a healthy workforce.



### Career Counselling & Skills Development (SDG 4 – Quality Education)

We foster initiatives to counsel and upskill employees and their children contribute to education and lifelong learning opportunities.



### Women's Workplace Empowerment (SDG 5 – Gender Equality)

KG Group creates a secure environment for women, backed by health services and equal opportunities, ensuring gender equality.

## Planet-Oriented Activities & Impacted SDGs



### Clean Water and Sanitation (SDG 6 – Clean Water and Sanitation):

Our provision of clean water and excellent sanitation through advanced filtration systems underscores the company's commitment to hygiene and health.



### Renewable Energy Utilization (SDG 7 – Affordable and Clean Energy):

Our adoption of wind energy and the use of efficient cookware reflect the company's dedication to sustainable energy solutions.



### Environmental Building Design (SDG 11 – Sustainable Cities and Communities):

With our IGBC Green Building, the company demonstrates its role in fostering sustainable infrastructure and communities.



### Recycling Initiatives (SDG 12 – Responsible Consumption & Production):

Through recycling programs and awareness campaigns, KG Group promotes responsible consumption and minimizes environmental impact.



### Climate Change Mitigation (SDG 13 – Climate Action):

We continuously strive for efforts to reduce carbon emissions, such as pursuing net-zero targets, exhibit the company's proactive measures against climate change.



## Our Commitment Towards UN SDGs



### Marine Conservation Support (SDG 14 – Life Below Water):

Activities like 'run for the ocean' highlight the company's investment in preserving marine ecosystems.



### Biodiversity Conservation (SDG 15 – Life on Land):

By installing bird nests and protecting natural habitats, KG Group actively contributes to the conservation of terrestrial biodiversity.

## Product-Related Activities & Impacted SDGs



### Innovation in Natural Diamond Manufacturing (SDG 9 – Industry, Innovation, and Infrastructure):

The company's commitment to innovation ensures unmatched efficiency and sustainable practices throughout the diamond manufacturing process.



### Diversity and Inclusivity (SDG 10 – Reduced Inequalities):

Prioritizing diversity and inclusivity in business operations ensures accessible opportunities for all, reflecting the company's dedication to social equity.



### Global Sustainable Partnerships (SDG 17 – Partnerships for the Goals):

KG Group extends its commitment to sustainability through global partnerships, fostering collaborative efforts for a sustainable future.



### Advocacy for Peace and Justice (SDG 16 – Peace, Justice, and Strong Institutions):

The company's ethos of fostering harmonious relationships aligns with its advocacy for a just and equitable society.





# Activity Insights







1 NO POVERTY



## Emergency Aid & Financial Support

GRI 1-3



KG Group has established a comprehensive program that offers emergency aid and interest-free loans to its employees, embodying its commitment to Sustainable Development Goal 1: No Poverty. This initiative is a testament to the company's dedication to the financial well-being and social welfare of its workforce. By providing a safety net against unforeseen financial difficulties, KG Group ensures that its employees are not overwhelmed by debt during challenging times, reflecting its concern for their overall well-being and stability.

### Impact Achieved

The program has had a multi-dimensional impact:



20%

Employee Retention and Loyalty



25%

Workplace Morale



15%

Productivity



Goals for 2025



40%

Boost employee satisfaction



90%

Loan repayment rate



20%

Reduction in financial stress





2 ZERO HUNGER



## Nutritional Support

GRI 2-26, 3-1



At KG Group, we are ardently committed to Sustainable Development Goal 2: Zero Hunger, demonstrated through our comprehensive nutritional support program. This initiative ensures that all employees have daily access to nutritious meals, recognizing that proper nutrition is pivotal for overall well-being and a key driver of workforce productivity. Our program extends beyond addressing immediate nutritional needs; it embodies our dedication to the holistic care of our employees, especially critical during challenging times such as natural disasters, when maintaining food security is paramount.

### Impact Achieved

From 2022 to 2023, the nutritional support initiative has brought forth significant improvements:



15%

Enhanced Employee Health



20%

Increased Productivity



10%

Strengthened Community Relations



### Goals for 2025



20%

Improvement in employee health & wellness



30%

Enhance meal variety & nutritional value



15%

Reduction in health-related absenteeism





3 GOOD HEALTH AND WELL-BEING



## Health and Wellness Programs

GRI 403-1, 416-1



At KG Group, we embrace Sustainable Development Goal 3: Good Health and Well-being through our comprehensive health and wellness programs. These initiatives, encompassing regular health training sessions and health camps, are designed to offer preventive care and vital health education to all our employees. We recognize that a workforce well-versed in health practices and with access to medical services is the cornerstone of a thriving, productive business environment.

### Impact Achieved

From the inception of these programs, we have observed substantial benefits:



25%

Boost in health awareness among employees



15%

Increase in participation in wellness activities



10%

Drop in absenteeism, enhancing productivity

### Goals for 2025



30%

Boost in health literacy through expanded education on vital topics



20%

Reduction in common health issues via enhanced screening programs



25%

Rise in employee participation in health programs





4 QUALITY EDUCATION



## Career Counselling & Skills Development

GRI 404-1, 413-1



K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 4: Quality Education by providing career counseling and skills development for employees and their children. Through upskilling aligned with industry standards and fostering lifelong learning, the company promotes professional growth and community development.



### Impact Achieved

Since the introduction of these initiatives, we have observed several positive outcomes:



20%

Rise in internal promotions since 2022



30%

Increase in workforce skills and versatility



35%

Children impacted by extended educational support



### Goals for 2025



30%

More participation in career counseling and skills programs



40%

Boost in workforce versatility through diverse skill sets



50%

More educational support for employees' children





5 GENDER  
EQUALITY



## Women's Workplace Empowerment

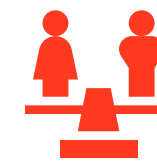
GRI 405-1, 401-1



K. Girdharlal International Pvt Ltd. has solidified its commitment to Sustainable Development Goal 5: Gender Equality through the effective implementation of initiatives designed to empower women in the workplace. The company's strategy is comprehensive, encompassing efforts to create a secure, supportive, and inclusive environment for all employees, irrespective of gender. These initiatives represent a fundamental shift towards enhancing gender equality and fostering an equitable workplace culture.

### Impact Achieved

The company's dedication to gender equality has yielded noteworthy results:



35%

Enhanced Gender  
Diversity in Leadership



25%

Work-Life Balance  
Improvements



40%

Cultural Shift Towards  
Inclusivity



### Goals for 2025



50%

Further Increase in  
Women Leadership



35%

Enhanced Supportive  
Policies



60%

Deepening Inclusivity  
Culture



# Planet-Oriented Activities and Impacted SDGs







# Clean Water and Sanitation

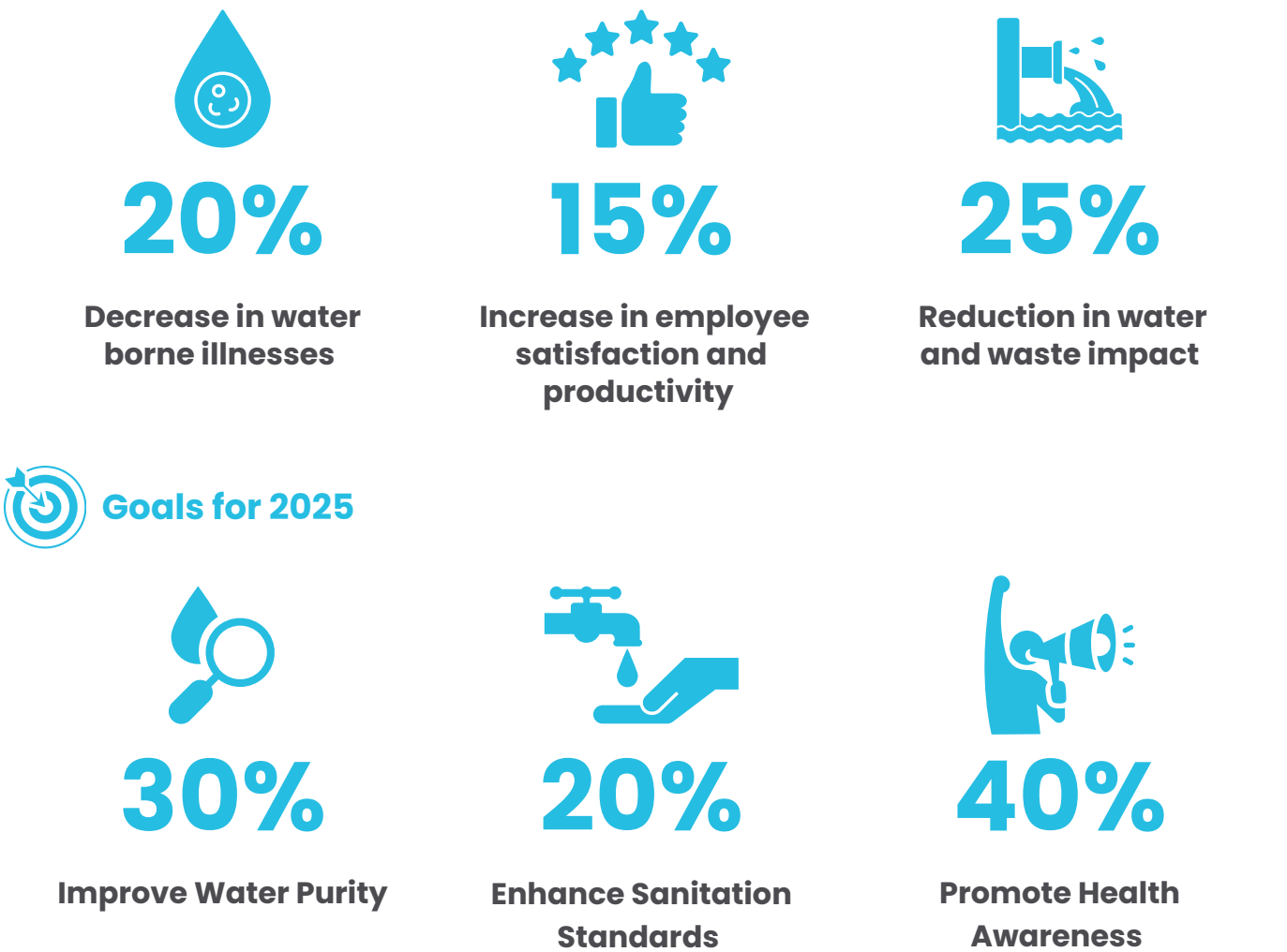
GRI 303-1, 306-1



K. Girdharlal International Pvt Ltd. is devoted to Sustainable Development Goal 6: Clean Water & Sanitation, reflected in its substantial efforts to guarantee clean water & high-standard sanitation in its facilities. The company recognizes the crucial impact of water and sanitation on the health & well-being of its workforce & the surrounding community. Investments in state-of-the-art filtration systems & sanitation facilities are a testament to the company's commitment to hygiene, health & environmental and social responsibility.

## Impact Achieved

The company's initiatives have yielded significant positive results:







7 AFFORDABLE AND  
CLEAN ENERGY



## Renewable Energy Utilization

GRI 302-1,4



In alignment with Sustainable Development Goal 7: Affordable and Clean Energy, K. Girdharlal International Pvt Ltd. has taken a significant stride towards sustainability by incorporating renewable energy sources, particularly wind energy, and energy-efficient cookware in its operations. This strategic move is a vital component of the company's efforts to reduce its carbon footprint and demonstrate its commitment to environmental stewardship. By investing in clean and renewable energy solutions, K. Girdharlal International Pvt Ltd. is contributing to a greener future and establishing itself as a leader in sustainable practices within the diamond industry.



### Impact Achieved

The transition to renewable energy has brought about numerous benefits:



30%

Reduced Carbon  
Emissions



25%

Cut Energy Costs



20%

Decrease in Energy  
Consumption

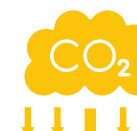


### Goals for 2025



50%

Source Renewable  
Energy



20%

Reduced Carbon  
Emissions



30%

Cut Energy Use





11 SUSTAINABLE CITIES  
AND COMMUNITIES



## Environmental Building Design

GRI 413-1



K. Girdharlal International Pvt Ltd. is committed to Sustainable Development Goal 11: Sustainable Cities and Communities, as evidenced by the construction of an Indian Green Building Council (IGBC) certified building. This significant initiative exemplifies the company's dedication to environmental stewardship and its role in advocating for sustainable infrastructure. By incorporating eco-friendly design and construction practices, K. Girdharlal International Pvt Ltd. not only enhances the well-being of its employees but also makes a positive contribution to the broader community, setting a new standard for sustainable development in urban areas.

### Impact Achieved

The adoption of the IGBC building design has resulted in multiple benefits:



30%

Reduced Resource  
Consumption



25%

Enhanced Indoor  
Quality



40%

Increase in  
sustainable building  
practices



### Goals for 2025



20%

Reduce Consumption  
of Energy & Water



15%

Decrease Waste  
Production



20%

Enhance Indoor Quality





12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## Recycling Initiatives

GRI 301-1, 306-2



© Harihar Leshwala



Planet-Oriented Activities & Impacted SDGs



K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 12: Responsible Consumption and Production by implementing recycling initiatives and awareness campaigns. These efforts aim to reduce waste, conserve resources, and promote sustainable practices, while educating employees and the community on responsible consumption.



### Impact Achieved

The recycling programs have yielded numerous positive impacts:



30%

Reduced Landfill Waste



25%

Increase Sustainable Production



40%

Boosted Community Engagement



### Goals for 2025



50%

Reduce Landfill Waste



35%

Improve Resource Efficiency



60%

Increase Community Participation





13 CLIMATE ACTION



## Climate Change Mitigation

GRI 305-1, 305-2



K. Girdharlal International Pvt Ltd. is committed to Sustainable Development Goal 13: Climate Action by taking significant steps to reduce its carbon footprint and achieve net-zero emissions. Through energy efficiency, renewable energy adoption, and sustainable practices, the company actively contributes to a greener future.

### Impact Achieved

The climate action initiatives of K. Girdharlal International Pvt Ltd. have led to substantial impacts:



20%

Reduction in Carbon Emissions



30%

Enhanced Sustainability Profile



25%

Improvement in Operational Efficiency



### Goals for 2025



30%

Reduction in carbon emissions



40%

Adoption of Sustainable Practices



50%

Improvement in Community Engagement





# Marine Conservation Support

GRI 303-3, 306-1



K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 14: Life Below Water through marine conservation efforts like the 'run for the ocean' initiative. The company is committed to preserving marine ecosystems and contributing to global efforts to protect our oceans and their biodiversity.

## Impact Achieved

The company's marine conservation initiatives have brought about several key benefits:



40%

Achieved increase in awareness of marine ecosystems



35%

Increase in community participation in environmental conservation



30%

Square meters of biodiversity conserved



## Goals for 2025



50%

Increase marine conservation awareness



40%

Raise community participation



35%

Square meters of habitats Restore





15 LIFE ON LAND



## Biodiversity Conservation

GRI 304-1, 306-4



Planet-Oriented Activities & Impacted SDGs



K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 15: Life on Land through efforts like installing bird nests and protecting natural habitats. These initiatives highlight the company's commitment to conserving biodiversity and ensuring its operations coexist with the natural environment.



### Impact Achieved

The company's biodiversity conservation efforts have led to several significant impacts:



20%

Increase in species population through bird nests



30%

Raised conservation participation



35%

New environmental partnerships



### Goals for 2025



40%

Increase species supported



35%

Boost community and employee engagement in conservation



50%

Enhancement in ecosystem services from protected habitats



# Product-Related Activities and Impacted SDGs







9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



## Innovation in Diamond Manufacturing

GRI 201-1, 3-1



Product-Related Activities & Impacted SDGs

K. Girdharlal International Pvt Ltd. demonstrates its commitment to Sustainable Development Goal 9: Industry, Innovation, and Infrastructure through its innovative diamond manufacturing process. By enhancing operational efficiency and integrating sustainable practices, the company sets a new industry standard while aligning with environmental and ethical goals.



### Impact Achieved

The emphasis on innovative practices in diamond manufacturing has resulted in several significant outcomes:



25%

Achieved  
improvement in  
resource utilization



30%

Raised conservation  
participation



### Goals for 2025



40%

Improvement in  
operational efficiency



50%

Reduction in the  
environmental impact  
of diamond  
manufacturing.



50%

Influence more  
businesses to adopt  
sustainable practices



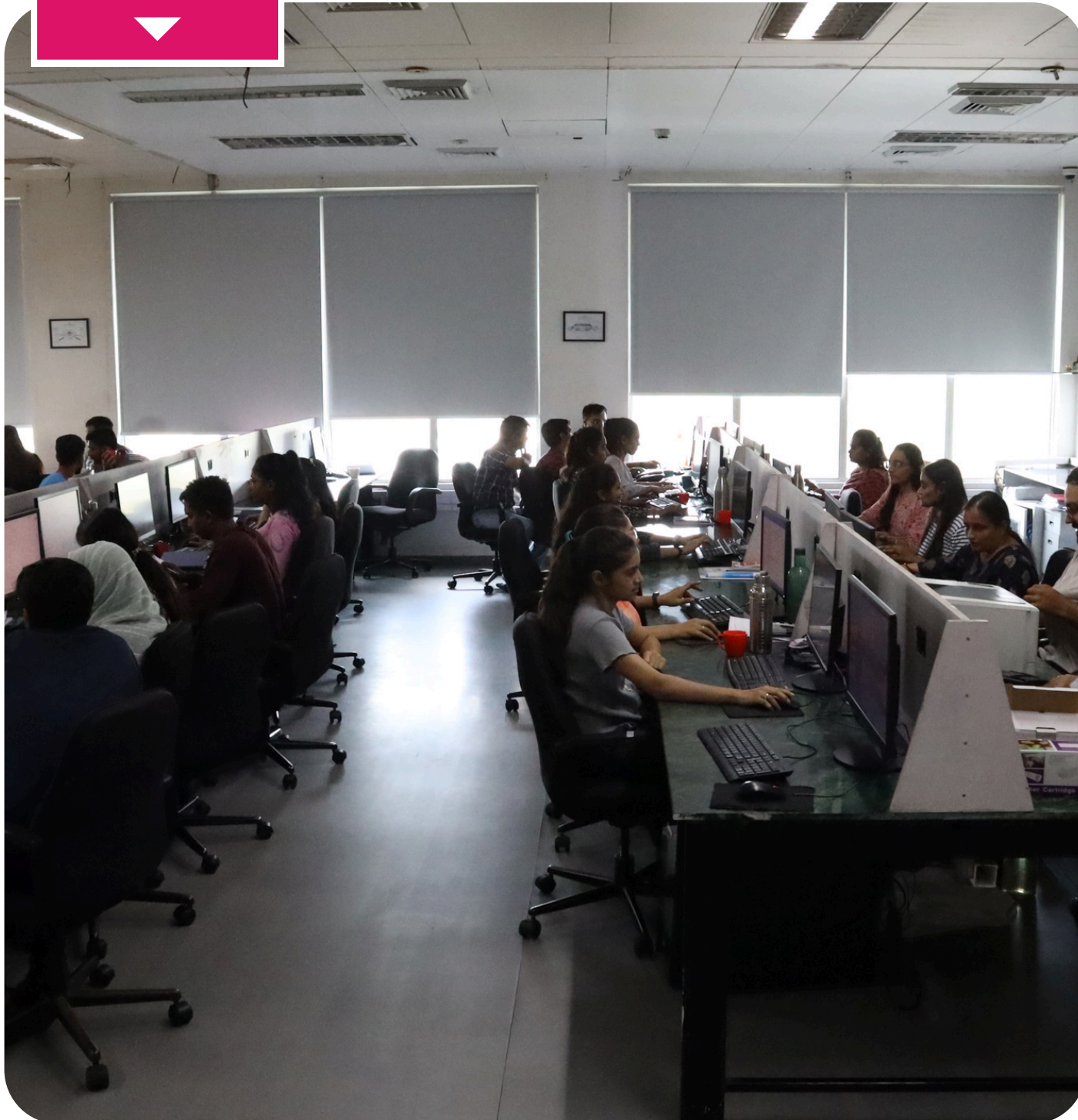


10 REDUCED INEQUALITIES



## Diversity and Inclusivity

GRI 405-1,401-1



Product-Related Activities & Impacted SDGs

K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 10: Reduced Inequalities by fostering diversity and inclusivity in its operations. Through comprehensive policies, the company ensures equal opportunities for all, enriching its culture and better meeting the diverse needs of its customers.



### Impact Achieved

The company's commitment to diversity and inclusivity has led to notable outcomes:



20%

Achieved enhancement in workplace culture



25%

Increase in innovative solutions due to diverse teams



30%

Boosted applications from diverse backgrounds



### Goals for 2025



40%

Increase in workforce diversity



25%

Boost in employee engagement and retention



20%

Increase in partnerships with diverse suppliers





16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## Advocacy for Peace and Justice

GRI 205-3



Product-Related Activities & Impacted SDGs

K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 16: Peace, Justice, and Strong Institutions by promoting harmony, justice, and equity. By advocating these values, the company helps build stronger institutions and resilient communities, positively impacting society beyond its business operations.



### Impact Achieved

The company's commitment to peace and justice has led to several notable impacts:



20%

Improvement in  
employee relations  
since 2022



30%

Increase in community  
engagement for peace  
and justice



25%

Boost in ethical  
standing & reputation



### Goals for 2025



40%

Reduction in employee  
grievances by 2025



50%

Increase in community  
outreach for peace and  
justice



60%

More employees  
trained on ethics and  
conflict resolution





## 17 PARTNERSHIPS FOR THE GOALS



# Global Sustainable Partnerships

GRI 4-14



## Product-Related Activities & Impacted SDGs

K. Girdharlal International Pvt Ltd. supports Sustainable Development Goal 17: Partnerships for the Goals by fostering global sustainable partnerships. The company collaborates with businesses, governments, NGOs, and community groups to tackle complex challenges, enhancing its commitment to sustainability and driving impactful change beyond its operations.



### Impact Achieved

The establishment of these global partnerships has led to several key outcomes:



30%

Increase in sustainability impact



25%

Improvement in resource sharing



40%

Expansion in global influence

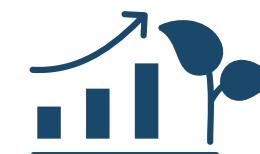


### Goals for 2025



50%

Increase in global partnerships by 2025



60%

Growth in joint sustainability projects



30%

Improvement in resource management efficiency







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## Product-Related Activities & Impacted SDGs

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