

Employment

Freedom of association and collective bargaining — Policy

Policy statement

- o GLD Diamonds Ltd. considers its employees as the main asset of the organization and will therefore take reasonable measures needed in order to assure a long term and mutual satisfying employment o GLD Diamonds Ltd. therefore states it handles in accordance with all laws and regulations as defined by the local law referring to the right of employees to form and/or join all forms of representative bodies without having to fear for coercion or retaliation.
- o GLD Diamonds Ltd. states it recognizes any employee's representative body as partner to negotiate with on any issue concerning employment conditions of relevant employees the aforementioned body represents.
- o GLD Diamonds Ltd. states it will not deny representatives of employees and employees' access to each other.
- o GLD Diamonds Ltd. states it will not interfere in any way in matters between employees and their representatives.
- o GLD Diamonds Ltd. states it will follow changes in the local law and regulations and subsequently will adjust this policy.

Note: this policy is signed and filed in official GLD Diamonds Ltd. records after being communicated to all employees and is part of a set of policies presented to new employees.

Haim Giladi

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