

Policy no. 11

Human rights — Policy

Policy statement

- o GLD Diamonds Ltd. is committed to equal opportunities and to the human rights of all her employees. This is emphasized amongst others through policies on "freedom of association", "child Labor", "forced Labor", "non-discrimination" and "non retaliation and working hours".
- o Subsequently GLD Diamonds Ltd. will address all relevant issues of human rights raised to her attention by both internal (employees) and external stakeholders.

Management and control

- o The management of GLD Diamonds Ltd. takes full responsibility for this policy and for its distribution and implementation throughout the organization.
- o The management of GLD Diamonds Ltd. declares that the hiring, discharge, pay, promotion and retirement procedures of the company will be reviewed without regard to issues of race, national origin, religion, age, disability, physical appearance, gender, marital/parental status, sexual orientation, HIV status, migrant status, membership of worker representative bodies or political affiliation — or any other criteria that are related to the above-mentioned policy this in order to make them all compliant.
- o The management of GLD Diamonds Ltd. will encourage employees to bring any breach in human rights to the attention of the management o The management of GLD Diamonds Ltd. will do it's best to promote awareness to human rights through co-operations with relevant (external, human rights oriented) non-governmental entities.

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.

29/05/2025

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