



HUMAN RIGHTS POLICY

At Bali Diamonds Ltd., we are committed to respecting and promoting human rights in all aspects of our business operations. As part of the diamond industry, we recognize our responsibility to ensure that our practices support dignity, fairness, and respect for all individuals.

This policy applies to all employees, contractors, suppliers, and business partners associated with Bali Diamonds Ltd.

Our Commitments

- **No Forced Labor:** We do not engage in or support forced labor, modern slavery, or human trafficking in any part of our operations or supply chain.
- **No Child Labor:** We strictly prohibit the use of child labor. All workers must meet the minimum working age laws of the country where we operate.
- **Fair and Safe Working Conditions:** We provide a safe and healthy working environment and comply with all applicable labor laws, including those relating to wages, working hours, and conditions.
- **Non-Discrimination and Equal Opportunity:** We are committed to a workplace free from discrimination or harassment based on race, gender, age, religion, nationality, disability, or any other protected characteristic.
- **Freedom of Association:** We respect the right of employees to form, join, or not join labor unions and to engage in collective bargaining as permitted by law.

We commit to responsible sourcing practices. We work with suppliers who share our values and who can demonstrate compliance with human rights standards. We avoid sourcing from regions known for conflict diamonds, Conflict-Affected and High-Risk Areas, and adhere to international frameworks such as the Kimberley Process Certification Scheme (KPCS) and Annex II of the OECD guidelines.



This policy is guided by internationally recognized human rights principles, including the:

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- Universal Declaration of Human Rights
- International Labour Organization (ILO) Core Conventions

Reporting Concerns

Employees, suppliers, or stakeholders who witness or suspect violations of this policy are encouraged to report their concerns confidentially and without fear of retaliation. Reports can be made directly to Michael Yakoby.

Email: michael@balidiamonds.com

Mobile: +972-52-373-7045

This policy will be reviewed periodically to ensure ongoing relevance and effectiveness. Violations of this policy will be addressed promptly and may result in disciplinary action or termination of business relationships.

Approved by:

Michael Yakoby,
President