Gemological Science INTERNATIONAL
Leading the way with Integrity & Innovation

GEMOLOGICAL SCIENCE INTERNATIONAL (GSI)

ANNUAL ETHICAL & SOCIAL COMPLIANCE REPORT FOR THE YEAR 2025-26

1. Introduction

Gemological Science International (GSI) is engaged in diamond and gemstone analysis, research, and testing, including the examination, identification, and certification of diamonds and gemstones. The Company is committed to conducting its business responsibly, ethically, and in compliance with applicable laws and industry standards.

This report outlines our commitment to responsible sourcing, ethical business practices, transparency, quality, and stakeholder welfare during the financial year 2025–26.

2. Business Responsibility Statement

During the Financial Year 2025–26, Gemological Science International (GSI) continued to uphold high standards of **integrity, quality, responsible practices, and transparency** across its diamond and gemstone analysis, research, and testing activities. The Company remains committed to responsible business practices, employee welfare, and building trusted relationships with customers, suppliers, and other stakeholders.

2.1 Money Laundering, Terrorism Financing, Other Financial Offences

- Recognizes the fact that entities in the gems and jewellery sector have to take on the onus of analysing their potential vulnerabilities to money laundering and implement specific steps that are required for protection against abuse by criminals.
- Strict compliance is ensured at all the entities and compliance officer has been appointed who in turn reports to GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) Management on compliance status on annual basis.
- Know Your Counter Party and other compliance of Due Diligence is followed in line with AML Compliance.
- Ongoing monitoring is carried out along with all stakeholders.

Area of concern & Remedial Measures

- During the year, one of the key challenges was implementing the enhanced due diligence requirements for stakeholders, particularly obtaining Ultimate Beneficial Owner (UBO) information from overseas customers. Additional follow-up and communication were required to collect and verify the necessary UBO details.

2.2 Anti-Bribery and Facilitation Payment Policy:

- The GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) shall ensure complete prohibition Bribery and facilitation payment across organization and in all the entities.

- GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) has published compliance team contact details in email signature to receive any grievance or complaints.

Area of concern & Remedial Measures

- Nil As on Date.

2.3 Social Compliance

- We ensure full compliance with all applicable national and, where appropriate, international laws / regulations with respect to employment and labour codes in all our establishment.
- We respect all regulation for child labour, forced labour, non-discrimination, non-retaliation etc.
- All work man rights are respected and adhere to freedom of association and collective bargaining regulations.

Area of concern & Remedial Measures

- No significant social compliance issues were reported during the year that required remedial action at the company level.
- Appropriate corrective and remedial measures are implemented based on observations from internal and external audits conducted by independent and reputed agencies.

2.4 Health and Safety

- We at GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) are concern about the health and safety of employees and are constantly studding about any adverse impact of our business processes are identified and eliminated. Towards this end, we will systematically review our operations to identify sources of health and safety related risks.
- This review will use appropriate standards as required by prevailing laws, expert opinion, and our knowledge of best practices.
- All our staff will be trained in the manner required to adhere to these work practices and drills.
- The health of our staff, exposed to certain hazardous processes, is be monitored periodically through appropriate medical checks, and reviewed using expert inputs for improvements.
- All workplaces are constructed to meet safety standards with local regulations as the minimum standards that will be applicable.

Area of concern & Remedial Measures

- Nil as on date, as no accidents are reported in last one year.

- Organization has been blessed and we did not have any fire or any other incidents leading to dangerous circumstances.

2.5 Human Rights

- GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) is not and will not interfere in the right of employees to observe tenets or practices based on caste, race, national origin, gender, religion, disability, union membership, or political affiliation.
- The Company strongly discourages any form of sexually coercive, threatening, abusive or exploitative behaviour.
- Any reported incidents relating to direct or indirect physical, sexual, racial, religious, psychological, verbal, or any other form of harassment or abuse, or any other form of intimidation or degrading treatment will not be tolerated by the company.
- GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) ensures that none of its suppliers and stake holder have engaged in any activity which can violate the Human Right Principles.
- We have carried out the Human Right Due Diligence of suppliers and other Stake holders & based on risk assessment where necessary.

Area of concern & Remedial Measures

- No Area of concern & Remedial Measures has been raised in the Human right for any of our operating units.
- Supplier's further upstream compliance with respect to Human Right compliance for conflict free sourcing is a new development, where company is heading and would require more focus on the same.

2.6 Environment Protection

- GEMOLOGICAL SCIENCE INTERNATIONAL (GSI) is Complying with all applicable environmental laws and regulations.
- Improvement is seen employee's environmental awareness and performance with the help of detailed policies and procedures, training, and recognition of excellence.

Area of concern & Remedial Measures

- Nil, Gemological Science International (GSI) is primarily engaged in **diamond and gemstone analysis, research, and testing**, including the examination, identification, grading, and

certification of diamonds and gemstones. The Company's operations do not involve the cutting, polishing, or trading of diamonds as its primary business activities.

- The Company has initiated the collection of data on the use of natural resources and electricity. This data is used for Scope 1 and Scope 2 emissions and for calculating the Company's carbon footprint.

Grievances And Remediation	• No grievance has been reported till date.

Prepared By : Compliance officer

Approved by : Director

Date : 17th September 2026