



World Headquarters
The Herbert Hoover Campus
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GIA's Commitment to the U.N. Global Compact

July, 2014

GIA is committed to respecting the value, fundamental human rights, and dignity of each individual. We celebrate the diversity of our staff and constituents, and take pride in providing fair and equitable treatment to all, including:

- Equitable employment opportunities;
- Compensation and benefit programs that meet or exceed legal requirements;
- High standards of health and safety for our employees and constituents;
- Direct employee access to raise concerns, via 3rd party service provider (multi-lingual support, toll-free access, and 24/7 availability), to senior management and the Board of Governors;
- Education and support for several communities in which we operate, including seminars for global law enforcement agencies in cooperation with the U.S. Federal Bureau of Investigation (FBI); rough diamond evaluation training for government officials, miners, and others in several countries in sub-Saharan Africa; and educational programs for school children in the United States and countries in sub-Saharan Africa, and,
- Expansion of GIA's beneficence efforts in developing countries, including the hiring of a new Director of Development and Beneficence.

GIA supports freedom of association for all staff, including the right to individually and collectively express, promote, pursue and defend common interests. In addition, GIA categorically rejects and prohibits forced, compulsory labor and child labor, as diametrically opposed to the value and dignity GIA accords all individuals and communities.

GIA strictly adheres to the governing laws and best practices in these areas, including:

- An employee's freedom to terminate his/her employment at any time;
- Compensation, benefit packages, and rest and meal breaks that meet or exceed legal requirements in all locations in which the Institute operates;
- A minimum hiring age of 18 or as otherwise permitted by law.

GIA ensures that employment decisions, including hiring, promotion, compensation, and tenure are founded on equal treatment and fairness, and are not influenced by, or based in any way upon race, religion, color, national origin, gender, age, disability, veteran status, marital status, sexual orientation and any other classification protected by law.

GIA is committed to protecting the health and safety of our employees, students, customers, environment, and communities in which we operate. GIA's Safety, Health, and Environmental policy is implemented through the following strategic and operational guiding principles:

- Compliance with global, national, state, and local statutes, regulations, standards and guidelines protecting safety, health, and the environment.
- In the absence of laws and regulations, or where they are inadequate for our operations, we apply sound management practices according to prevailing international standards.

GIA values and respects our local and global environment. By promoting sustainable operational practices whenever possible, we seek to reduce waste in our facilities and to abide by environmental safety standards in our global communities.

GIA strives to use its resources efficiently to meet the needs of its employees and customers, while operating in a manner that is environmentally and socially responsible and economically sound.

GIA's Sustainable Business Principles include:

- Choosing energy-efficient, environmentally responsible products and services when possible.
- Reducing waste through recycling where local laws will permit, and handle or dispose of waste using responsible and safe methods and in accordance with applicable laws.
- Establishment of energy management systems in our owned facilities and incorporate environmentally safe and sustainable energy sources.
- Supporting and encouraging activities that promote sustainable business practices and environmental protection.
- Introduction of new format for our gem identification and grading reports that significantly reduced the materials necessary for their production.

GIA is governed by a strict global anti-corruption policy. We do not tolerate corruption in any form, including the bribery of government officials and inducements offered to others.

GIA conducts internal audits, and engages an independent third party to conduct external audits of our global laboratory locations addressing:

- Bribery and facilitation payments
- Business partners
- Child labor
- Community engagement and development
- Discipline and grievance procedures
- Discrimination
- Environmental protection
- Forced labor
- Freedom of association
- General employment terms
- Hazardous substances
- Health and safety
- Hours of work
- Human rights
- Legal compliance
- Remuneration
- Use of energy and natural resources
- Waste and emissions

During and between these audits, we review, update, and communicate policies applicable to the areas listed above to help ensure staff compliance. Onsite health and safety audits are conducted and staff is interviewed at various global locations to confirm that they are aware of GIA's policies and procedures.

Should any infractions arise during these audits, they are documented for immediate corrective and future preventive action. As warranted, the results of these audits are presented to GIA's president and CEO for review.

GIA's Global Code of Conduct, which is available on our website, is periodically updated and signed by employees globally.



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July 16, 2014

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

It is with great pleasure that GIA (Gemological Institute of America) confirms our continued support of the ten principles of the Global Compact in regard to human rights, labor, environment and anti-corruption.

GIA is dedicated to ensuring the public trust in gems and jewelry by upholding the highest standards of integrity, academics, science and professionalism through education, research, laboratory services and instrument development. Engagement with the Global Compact and documenting how we promote the value and diversity of each individual; protect the health and safety of our employees, students, customers, environment and communities in which we operate; and oppose corruption in all forms is an integral part of our effort to successfully carry out our public benefit mission.

This Communication on Progress (COP) describes the efforts GIA has taken thus far to implement and support the principles of the Global Compact within our sphere of influence.

Sincerely,

Susan Jacques
President and CEO