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June 20, 2021

Mr. António Guterres
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 with regard to human rights, labor, environment and anti-corruption. This is our Communication on Engagement (COE) with the United Nations Global Compact. We welcome feedback on its contents.

GIA is dedicated to protecting consumers and 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 promoting the value and diversity of each individual; protecting the health and safety of our employees, students, customers, environment and communities in which we operate; and opposing corruption in all forms are integral parts of our effort to successfully carry out our public benefit mission.

This COE describes the efforts GIA has taken thus far to implement and support the principles of the Global Compact within our sphere of influence.

Sincerely,

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GIA's Commitment to the U.N. Global Compact

June 20, 2021

GIA is committed to respecting the value, fundamental human rights, and dignity of each individual. We celebrate the diversity of our staff and constituents, take pride in providing fair and equitable treatment to all, and strive to be socially and environmentally conscious in all we do.

GIA laboratories are Certified Members of the Responsible Jewellery Council (RJC). RJC Members commit to and are independently audited against the RJC Code of Practices – an international standard on responsible business practices for diamonds, gold and platinum group metals. The Code of Practices addresses human rights, labor rights, environmental impact, mining practices, product disclosure and many more important topics in the jewelry supply chain.

GIA's corporate social responsibility practices include:

- 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, including a 3rd party service provider with 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:
 - GIA funded and participated with a charity in South Africa to create custom literacy building programs for four South African public schools. The program provided both materials and instructional training to teachers at the four schools, serving thousands of children from year 1 to year 5 or 6.
 - In May 2020 GIA launched a program to provide the courses from our most popular online program – the Accredited Jewelry Professional – for free to new students. More than 10,000 unique students enrolled in more than 25,000 courses in less than a month.
 - seminars for global law enforcement agencies in cooperation with the U.S. Federal Bureau of Investigation (FBI). (paused in 2020)
 - free educational programs for school children, ranging in ages from 10-18, in the U.S. and several countries in sub-Saharan Africa. (paused in 2020)
 - grant-funded educational and informational programs aimed at improving the lives of the socioeconomically disadvantaged women and children in Africa and India. (paused in 2020)
- Education to GIA on-campus students on responsible sourcing issues and responsible business practices.
- Creation and implementation of training materials and tools to educate artisanal miners in remote regions of East Africa, aimed at improving the lives of impacted miners. Materials were translated into Swahili and in 2017 and 2018, GIA with its partner Pact, an international development organization, delivered skills training to hundreds of artisanal miners in Tanzania. Training will be expanded to additional regions of Africa in the next four years, including Zambia, Malawi, Madagascar, and Rwanda.
- Scholarships, totaling \$2 million offered annually, for gemology, design and jewelry manufacturing on-campus and distance education programs.

The World's Foremost Authority in Gemology™ Ensuring the Public Trust Through Nonprofit Service Since 1931

Carlsbad New York Antwerp Bangkok Dubai Gaborone Hong Kong Johannesburg London Mumbai Ramat Gan Seoul Taipei Tokyo

- Localized giving programs coordinated to support the communities in which we operate, including children's charities and blood drives.
- Digitization of rare or out-of-print gemological, mineralogical, and related works (with a goal of adding 100 works each year and on track to have over 750 by the end of 2021), available for free to the public on archive.org. The project allows free global access to hundreds of years' worth of important scholarly references related to minerals, gems and jewelry.

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 their 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 handling or disposing of waste using responsible and safe methods and in accordance with applicable laws.

- Establishment of energy management systems in our owned facilities and incorporating environmentally safe and sustainable energy sources.
- GIA is a member of Ethical Metalsmiths, which focuses on social and environmental responsibility and stewardship.
- Supporting and encouraging activities that promote sustainable business practices and environmental protection.

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's vice president and chief compliance and ethics officer oversees GIA's anti-corruption program and other important compliance and ethics programs. GIA conducts internal audits, and engages an independent third party to conduct external audits, according to strict RJC standards, 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, train, update and communicate policies applicable to the areas listed above to help ensure staff compliance. We internally conduct onsite health and safety audits 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.