



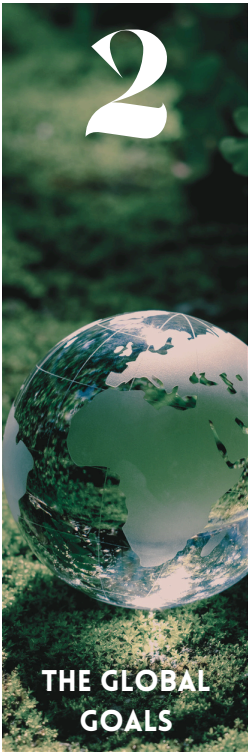
2025

Contents



COMPANY INSIGHTS

1.1 | EXECUTIVE SUMMARY5
1.2 | OUR HISTORY6
1.3 | COMPANY OVERVIEW7
1.4 | CEO's MESSAGE8



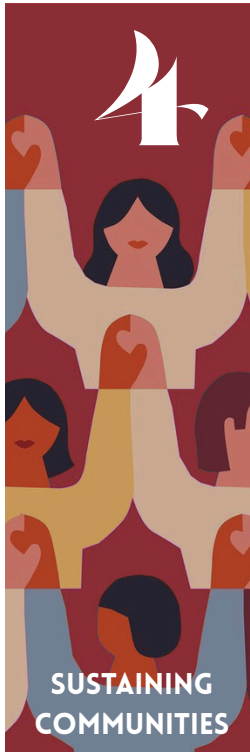
THE GLOBAL GOALS

2.1 | SUSTAINABILITY IN THE
DIAMOND INDUSTRY10
2.2 | ENVIRONMENTAL
IMPACT10
2.3 | ETHICAL SOURCING AND
SOCIAL RESPONSIBILITY11



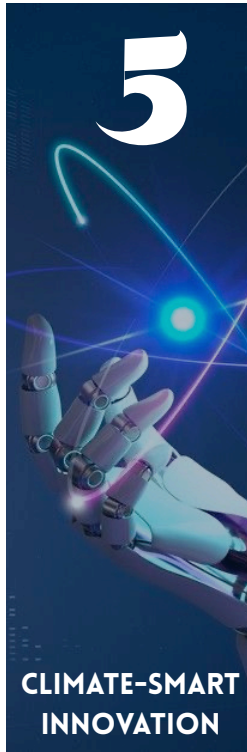
NURTURING OUR PLANET

3.1 | BIODIVERSITY &
LAND USE13
3.2 | WASTE
MANAGEMENT14
3.3 | WATER MANAGEMENT
INITIATIVES15
3.4 | COMMUNITY WATER
PROJECTS16



SUSTAINING COMMUNITIES

4.1 | EMPLOYEE HEALTH &
WELL-BEING18
4.2 | SAFETY & EMERGENCY
PREPAREDNESS18
4.3 | HEALTH & MEDICAL
PROGRAMS19
4.4 | PROMOTING FOOD
SECURITY20
4.5 | EDUCATIONAL SUPPORT &
GROWTH20
4.6 | CLEAN-UP &
ENVIRONMENTAL
AWARENESS21
4.7 | FEMALE EMPOWERMENT
.....21
4.8 | EMPOWERING EMPLOYEES
.....22



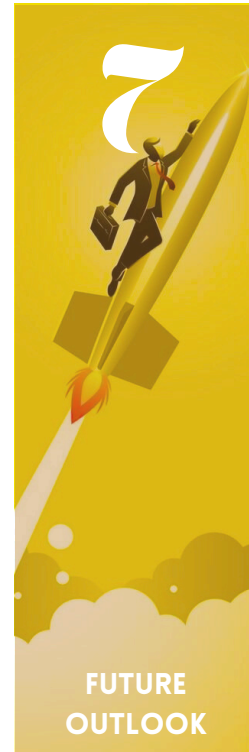
CLIMATE-SMART INNOVATION

5.1 | SUSTAINABLE
TECHNOLOGIES &
INNOVATIONS24



ENGAGING STAKEHOLDERS

6.1 | STAKEHOLDER
ENGAGEMENT APPROACH26
6.2 | TRACKING
PROGRESS27



FUTURE OUTLOOK

7.1 FUTURE SUSTAINABILITY
GOALS29
7.2 ADDRESSING REMAINING
SDGs30



END NOTES

MATERIALITY
ASSESSMENT32
CERTIFICATES AND ANNEXURE
.....33

SDGs Associated

Shairu Gems is steadfast in its commitment to sustainability, embedding responsible practices into the core of its operations and aligning with the United Nations Sustainable Development Goals (SDGs). As a leader in the diamond industry, we recognize the vital role we play in driving sustainable development and ensuring that our processes and initiatives contribute meaningfully to global objectives.

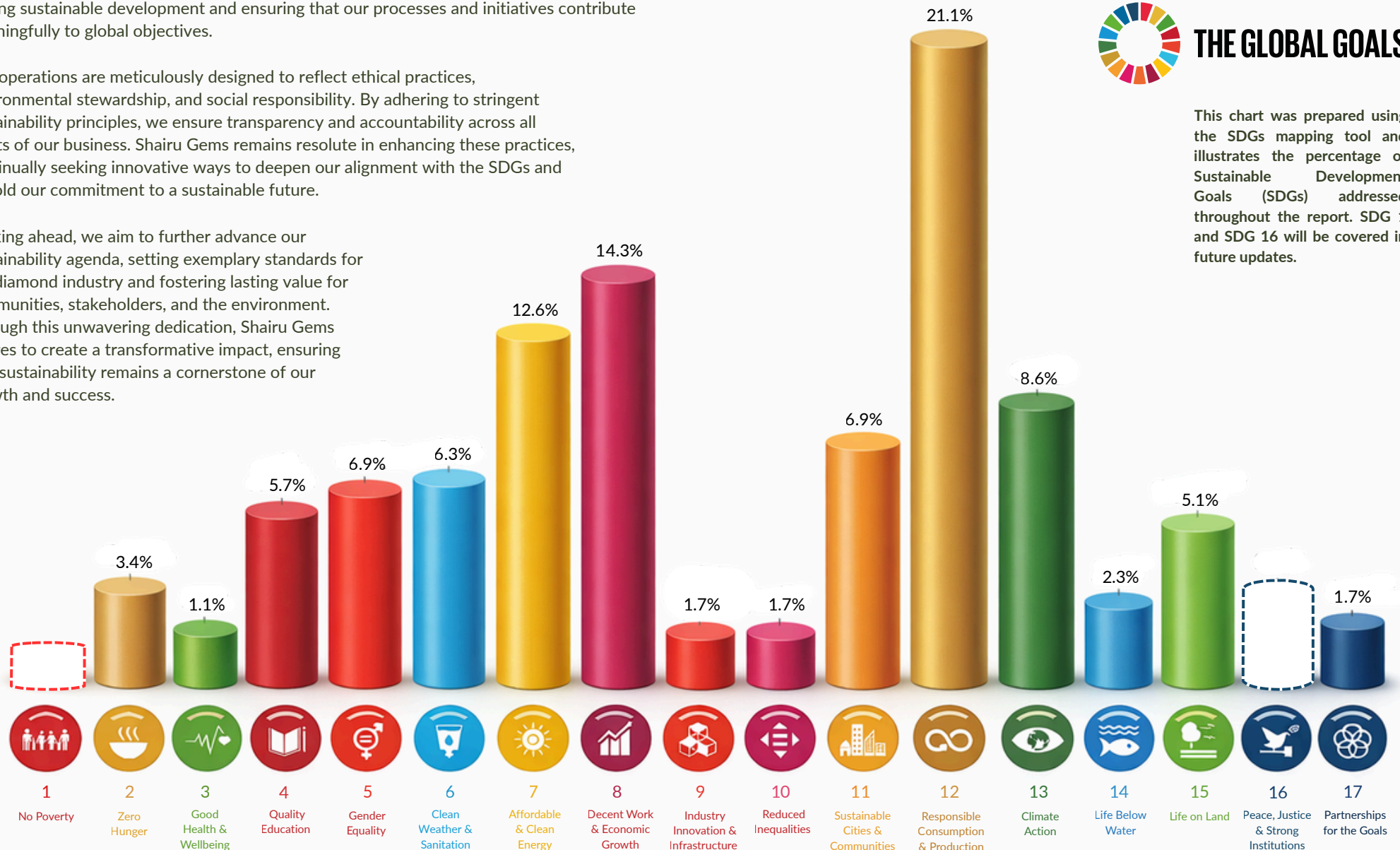
Our operations are meticulously designed to reflect ethical practices, environmental stewardship, and social responsibility. By adhering to stringent sustainability principles, we ensure transparency and accountability across all facets of our business. Shairu Gems remains resolute in enhancing these practices, continually seeking innovative ways to deepen our alignment with the SDGs and uphold our commitment to a sustainable future.

Looking ahead, we aim to further advance our sustainability agenda, setting exemplary standards for the diamond industry and fostering lasting value for communities, stakeholders, and the environment. Through this unwavering dedication, Shairu Gems aspires to create a transformative impact, ensuring that sustainability remains a cornerstone of our growth and success.



THE GLOBAL GOALS

This chart was prepared using the SDGs mapping tool and illustrates the percentage of Sustainable Development Goals (SDGs) addressed throughout the report. SDG 1 and SDG 16 will be covered in future updates.





1. Company Insights

As a family-owned company, our actions have always been driven by a strong ethical code, high corporate standards and best practices from mine to retail.

Through our green initiatives and philanthropic work, we are trying to give back more than we take from the communities we operate in.

We are, after all, India's first carbon-neutral natural diamond company, who also created the country's first Gold-level LEED India New Construction certified diamond manufacturing facility by Indian Green Building Council in 2014 and today both our manufacturing facilities are Platinum-level certified by US Green Building Council.

1.1 Executive Summary

Shairu Gems, a globally recognized leader in the diamond industry, integrates sustainability into its core business strategy, ensuring a positive impact on society and the environment. Our commitment to ethical sourcing, environmental conservation, and social responsibility aligns with global best practices and sustainability frameworks such as the UN Sustainable Development Goals (SDGs).

We actively minimize our environmental footprint through energy-efficient technologies, carbon emission reduction, and responsible water and waste management. By upholding the highest standards of integrity, we ensure a conflict-free supply chain compliant with the Kimberley Process and Responsible Jewellery Council (RJC) guidelines. Our governance framework emphasizes transparency, accountability, and adherence to stringent regulatory standards.

Shairu Gems fosters an inclusive work environment, prioritizing employee well-being through fair wages, safe working conditions, and professional development. Our community initiatives focus on education, healthcare, and skill development to drive social progress. Looking ahead, we remain dedicated to innovation, green technologies, and circular economy models, reaffirming our commitment to a sustainable and responsible future for the diamond industry.

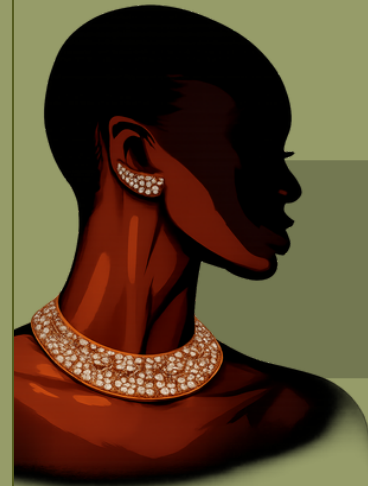


OUR PURPOSE

To ensure best practices from mine to retail



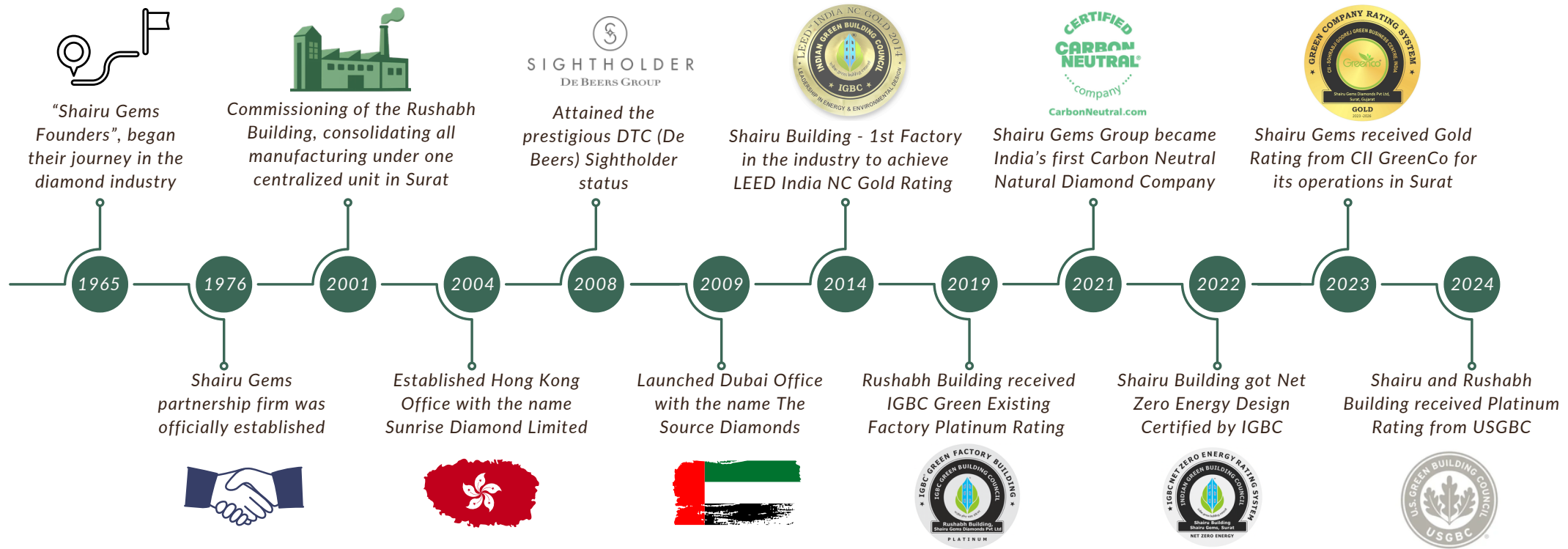
To provide an intimate customer-diamond connection



To give back more than we take



1.2 Our History



*1965 - Shaileshbhai and Ashokbhai began their journey in the diamond industry.

*1976 - Shairu Gems partnership firm was officially established:

Established Headquarters in Mumbai (Founded by Kumarbhai and Shaileshbhai).

Manufacturing operations set up at 41 Shantiniketan Society, Surat (initially through contractors).

1980 Export House status by the Ministry of Commerce

1981 Association with Shaniyidian in Antwerp (Belgium)

1982 Highest growth Award in 1981-1982

1983 Association with Atit Diamond Corp in New York (USA)

1984 Higher Average Growth Award in 1983-1984.

1985 - Transitioned to self-manufacturing, establishing multiple independent production units.

1986 Outstanding Export Promotion Award For the Year 1985-1986.

1987 Outstanding Export Promotion Award For the Year 1986-1987.

1988 Awarded DTC Sightholder Status and also Awarded Outstanding Export Promotion Award & Value Addition Award in 1987-1988.

1992 Award for Export Performance in 1991-1992 and 1993-1994.

1993 Association with Diamond Sources in Los Angeles (USA)

1999 3 Star Trading House Status by the Ministry of Commerce

2000 Commenced by Jewellery Business

*2001 Upgraded our Manufacturing with the latest art of Technology & Setup an Independent Model Making Unit

2002 Letter of Permission by For Factory in SEPz

*2004 Outstanding Export Promotion Award for the year 200-2004 and Established the Hong Kong office

2006 Award for the overall excellence in the category of cut and polished Diamonds

2007 Award for the overall excellence in the category of cut and polished Diamonds

*2008 - DTC Sightholder

*2009 - Dubai Office Started

*2014 - February - Shairu Building - LEED India for New Construction Rating from Indian Green Building Council - Gold Level Award and Shairu Gems transitioned from a partnership firm to Shairu Gems Diamonds Pvt. Ltd., marking a new phase of corporate growth and governance and the new building was constructed according to the LEED standards.

*2019 - April - Rushabh Building - IGBC Green Factory Building Rating from Indian Green Building Council - Platinum Level Award

*2021 - Shairu Gems Group has successfully achieved Carbon Neutral Certification for company and natural diamonds, demonstrating its commitment to sustainability and environmental responsibility and became the First Diamond Manufacturing in India to receive a Carbon Neutral Certification and the Botswana Office was established.

*2022 - July - Shairu Building - IGBC Net Zero Energy Building Rating from Indian Green Building Council - Net Zero Energy (Design)

*2023, July - Shairu Gems Diamonds Pvt Ltd, Surat facility received a Gold Rating from CII - GreenCo - Green Company Rating

*2024 - August - Shairu and Rushabh Building - LEED v 4.1 Operations and Maintenance: Existing Buildings from US Green Building Council - Platinum Level Award

For certificates, please refer to the 'Certificates' section at the end.

1.3 Company Overview

Shairu Gems, established in 1976, is a renowned diamond supplier headquartered in Mumbai, with a state-of-the-art manufacturing facility in Surat. Employing nearly 1,000 team members, the company serves global markets spanning America, Europe, India, and Far East Asia.

As a De Beers Sightholder since 2008, Shairu Gems ensures a consistent supply of high-quality polished diamonds. The company specializes in crafting high-light-return round and special cut brilliant diamonds ranging from 0.20 to 3 carats, as well as fancy cuts such as princess, marquise, pear, oval, heart, radiant and other shapes. With a strong commitment to quality and craftsmanship, Shairu Gems has solidified its reputation as a trusted name in the diamond industry.

CORE COMPETENCIES



Pipeline Integrity

Results in enhanced consumer reassurance from rough to polished.



97 % or more light Return

Round brilliants that lead to optimal brilliance.



De Beers Sightholder

Ensures consistency, reliability, authenticity, and integrity of our diamonds.



Dedicated Retail Program Team

Enables us to fulfil the requirements of our retail partners and their marketing campaigns.



360 degree Digitization

Enables traceability and greater efficiencies throughout the cutting and polishing process.



Balanced Distribution Channels

Allows us to maintain an active presence across a global footprint of clients and polished products..

OUR STRENGTHS



Environmentally Responsible Practices



The world's first green diamond factory



Holistic corporate responsibility

The future is green. So is our DNA.

Our Key Achievements: Setting New Benchmarks

Attaining Leading Sustainability and Green Building Certifications for our manufacturing facilities from IGBC, USGBC, CII GreenCo and Climate Impact Partners as an industry first, Shairu Gems has redefined responsible diamond production.



Clean Energy Operations: By pursuing clean energy, we not only reduce our environmental impact but also serve as a beacon for renewable energy use across the industry.



Circular Economy and Resource Stewardship: From responsible recycling of materials to producing reusable, sustainable bags within our communities, every effort is designed to ensure resources are used thoughtfully and effectively.



Promoting Gender Equality and Workforce Inclusivity: Shairu Gems fosters gender equality and inclusivity through targeted upskilling, balanced gender representation in key areas, and opportunities for women in traditionally male roles, reflecting its commitment to inclusive growth.



Building Green Spaces and Biodiversity Initiatives: Through our partnerships and initiatives like Surat Van, Shairu has made significant strides in urban forestry, sustainable land use, and biodiversity enhancement.



Empowering Communities for Holistic Development: Shairu's social programs in health, education, and livelihood development have directly enhanced the well-being of our communities.



1.4 CEO Message

Leading with Purpose for a Sustainable Future

Dear Stakeholders,

At Shairu Gems, sustainability is more than a responsibility—it is a purpose and a passion that shapes every facet of our business. Over the years, we have integrated social and environmental considerations into our operations, striving not just to reduce our footprint but to enhance the world around us. From empowering communities and fostering gender equality to adopting innovations for a greener future, our vision remains clear: to redefine luxury through sustainability.



Mr. Shairul Mehta

As the first carbon-neutral company in our sector, we have pioneered paths that we hope others will follow. Yet, we view this achievement not as a finish line, but as a foundation for even greater impact. Our commitment to sustainability has taken us to communities in need, to initiatives aimed at preserving our planet, and to the forefront of ethical sourcing. Luxury should never come at the expense of people or the planet.

Our journey has also focused on transformative social initiatives. Through support for education and healthcare, we aim to create lasting impact. We are proud to have supported girls' education through schools in Ambaji and improved healthcare accessibility via Mahavir Hospital in Surat. Educating the girl child and strengthening healthcare systems are vital steps toward building resilient communities.

Sustainability is an ongoing journey, and it is not without its challenges. But it is a journey we undertake with vigor, optimism, and belief in the power of progress. As we expand initiatives—from water conservation and waste reduction to social programs and gender empowerment—we understand that today's actions shape tomorrow's world.

Our progress is a testament to the strength of our Shairu Gems family, partners, and community members. Together, we have planted trees, developed urban forests, upskilled individuals, supported families, and more. These efforts show that when business and sustainability go hand-in-hand, we create lasting value for all.

To all our stakeholders, I extend my heartfelt gratitude. Thank you for believing in our vision and joining us in this journey of responsible luxury and sustainable growth. We remain committed to being transparent in our actions, innovative in our solutions, and purposeful in our progress.

The world is changing, and it is up to all of us to ensure that this change is for the better. At Shairu Gems, we are proud to lead by example, and we invite you to walk alongside us as we continue driving sustainable action for our industry and global community.

Warm regards,
Shairul Mehta
(CEO)
Shairu Gems Diamonds Pvt. Ltd.

2. The Global Goals

At Shairu Gems, sustainability is a guiding principle deeply woven into our operations, shaping every decision and action. By aligning our efforts with the United Nations Sustainable Development Goals (SDGs), we ensure that our practices reflect not just business success, but meaningful global impact. Currently contributing to 15 SDGs, Shairu Gems is resolutely working to expand its initiatives to address all 17 goals, reinforcing its commitment to holistic sustainability.

The philosophy of assessing the "Cost to People" and "Cost to Planet" underpins every major business decision, ensuring that we consider the broader consequences of our operations. This approach helps us balance environmental stewardship, social equity, and economic growth, creating enduring value for all stakeholders.

By embedding the SDGs into our strategic framework, Shairu Gems aspires to redefine what it means to be a responsible leader in the diamond industry. From ethical sourcing to climate action, and from advancing gender equality to fostering community resilience, our initiatives reflect an unwavering commitment to sustainable development.

Looking ahead, Shairu Gems envisions a transformative future where business growth and sustainability are inseparable. Through innovation, collaboration, and purpose-driven leadership, we aim to inspire confidence among stakeholders and foster a legacy of shared value for people and the planet alike.



2.1 Sustainability in the Diamond Industry

(Related SDG 12: Responsible Consumption and Production – Promoting sustainable and transparent supply chains)



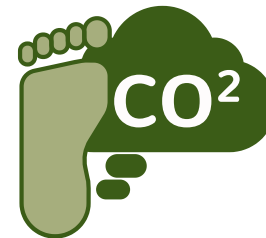
As the first carbon-neutral company in its sector, Shairu Gems is committed to minimizing its environmental footprint. By adopting renewable energy, improving operational efficiency, and implementing robust waste reduction measures, the company demonstrates leadership in sustainable practices. Looking ahead, Shairu Gems is actively exploring pathways to achieve Net-Zero emissions, reflecting its commitment to long-term climate action.

2.2 Environmental Impact

(Related SDG: 13 - Climate Action)

Achieving CarbonNeutral® Certification

Shairu Gems has set an industry benchmark by attaining CarbonNeutral® certification. Its current carbon footprint of 19.28 kgCO₂e per polished carat for Scope 1 & 2 is just 18% of the global industry average for natural diamonds^[1]. This milestone is driven by strategic initiatives such as integrating renewable energy and optimizing production processes to reduce emissions.



Verified Carbon Offsets

To address any remaining emissions, Shairu Gems collaborates with Climate Impact Partners, globally recognized as the Best Offset Retailer. These verified offsets ensure that the company's climate commitments are both credible and impactful, contributing to broader global climate solutions.

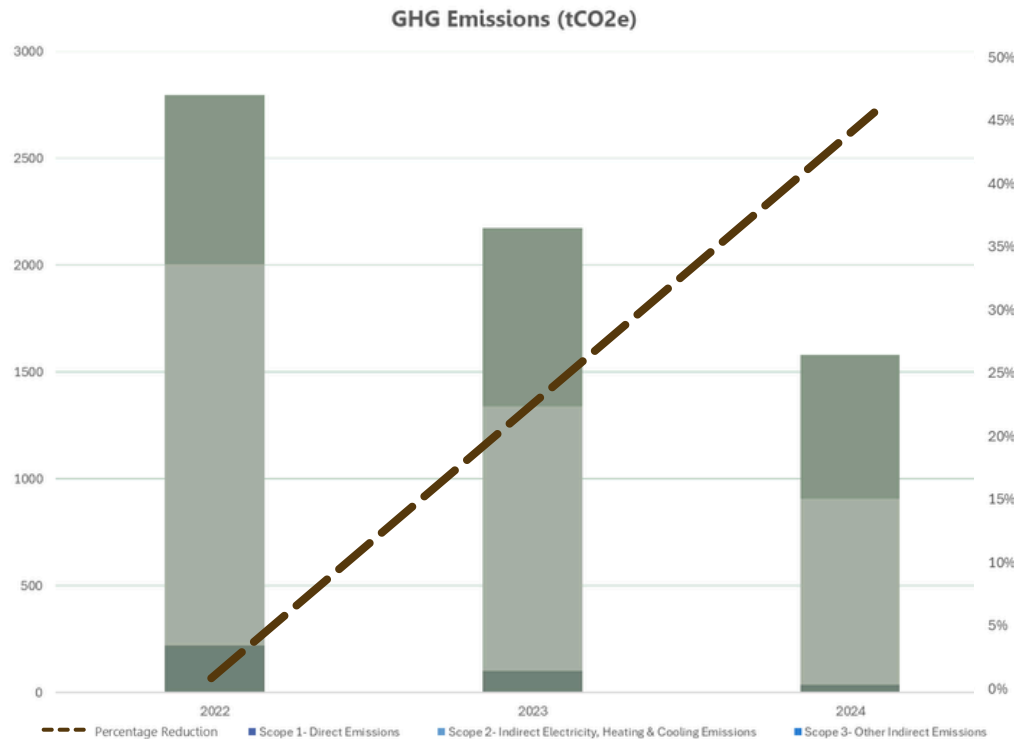
Exploring Net-Zero Pathways

Building on its carbon-neutral foundation, Shairu Gems is assessing the feasibility of achieving Net-Zero emissions. Future strategies include expanding renewable energy use, integrating advanced energy-efficient technologies, and enhancing offset projects. This ongoing evaluation underscores Shairu Gems proactive approach to climate leadership and its dedication to aligning with global climate goals.



^[1] "Diamond Facts Report - Natural Diamonds." Only Natural Diamonds, 12 Nov. 2024, www.naturaldiamonds.com/in/diamond-facts-info/diamond-facts-full-report-2.

2.3 Ethical Sourcing & Social Responsibility



(Related SDG 12: Responsible Consumption and Production – Promoting sustainable and transparent supply chains)

Shairu Gems demonstrates leadership in ethical sourcing by leveraging blockchain technology to ensure full accountability and traceability across its supply chain. Every diamond is tracked from mine to market, providing stakeholders with unparalleled transparency and reinforcing the company's commitment to responsible procurement.

As a Responsible Jewellery Council (RJC) member, Shairu Gems adheres to stringent environmental and social benchmarks while exceeding De Beers' Best Practice Principles.

These measures are bolstered by robust internal policies, ensuring that sourcing practices align with the highest ethical and sustainability standards.

By combining technological innovation with a deep commitment to responsible procurement, Shairu Gems not only upholds global standards but sets new benchmarks for accountability and sustainability in the diamond industry.

Note: this footprint has been calculated as per the recommendations of Climate Impact Partners

The following graph presents the company's greenhouse gas (GHG) emissions across three primary scopes: direct emissions; indirect emissions from electricity, heating, and cooling; and other indirect emissions. The data is analyzed over a three-year period, from 2022 to 2024. A consistent downward trend in overall GHG emissions is observed during this timeframe.

Concurrently, the company has achieved a progressive increase in emission reductions year over year.

Ethical Sourcing



Supply Chain Transparency

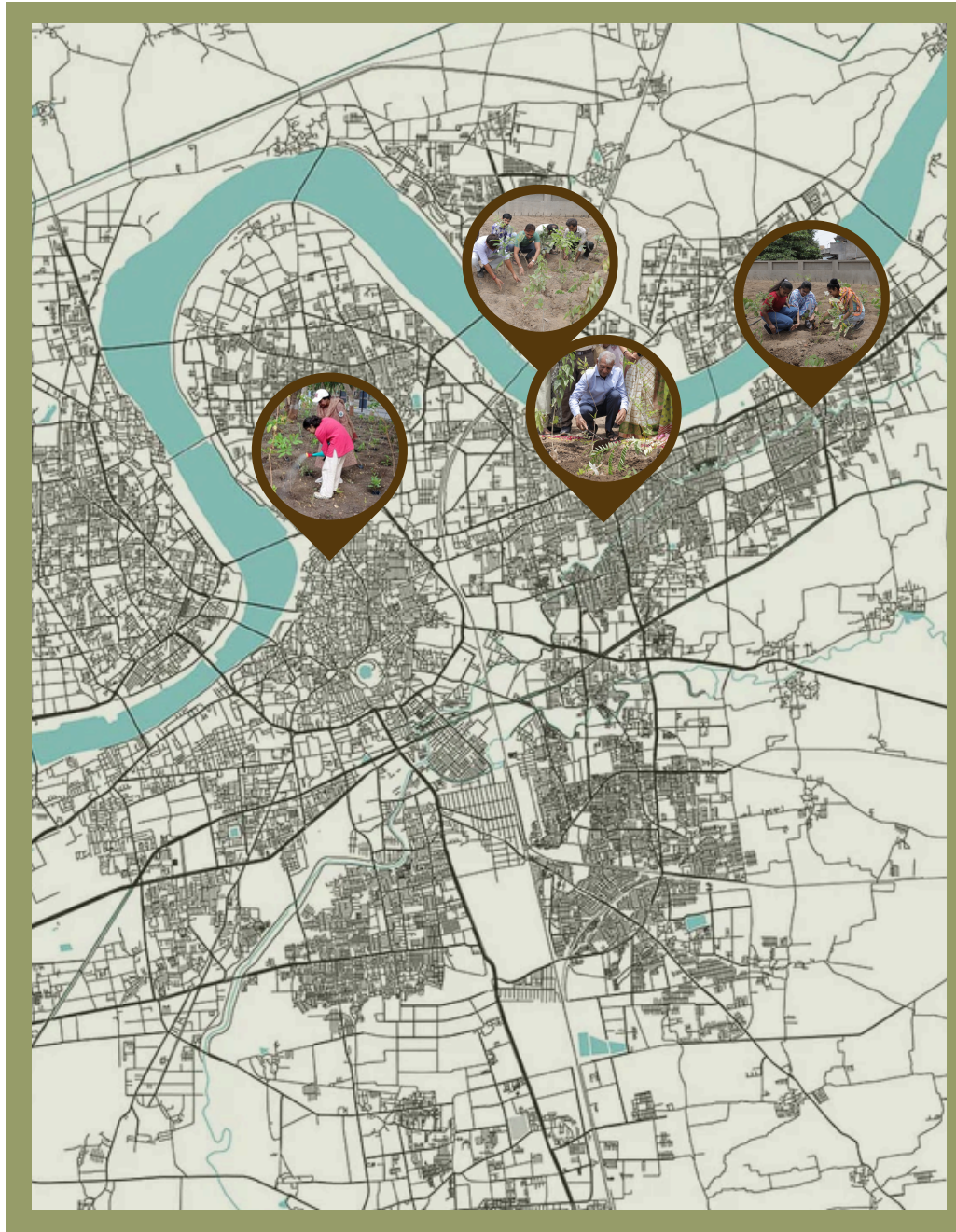
Responsible Governance



An aerial photograph of a dense, lush green forest. The canopy is thick with various shades of green, and some bare tree branches are visible. A dark green horizontal band runs across the middle of the image, containing white text.

3. Nurturing Our Planet

For Shairu Gems, nurturing the planet is a commitment grounded in respect for the environment and a vision for a sustainable future. From fostering green spaces that enhance local biodiversity to transforming waste into valuable resources and maximizing water conservation, Shairu Gems approaches its environmental responsibilities with dedication and care. By taking thoughtful actions, Shairu Gems seeks to contribute to a healthier planet and inspire a more sustainable way of doing business.



Map Showing Miyawaki Forest Plantations

3.1 Biodiversity Conservation and Sustainable Land Use

Green Space Development

The company has planted over **1,000 indigenous trees** around its facilities, providing habitats for wildlife, improving air quality, and contributing to carbon absorption. These green spaces also help reduce urban heat islands and offer ecological benefits to the local community.

Municipal Gardens

Shairu Gems has **adopted two municipal gardens** in Surat as part of a public-private partnership (PPP). These gardens improve interactive urban green spaces, promote community engagement, and provide natural areas for the public to enjoy.

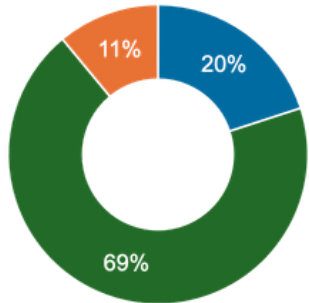
Support for Surat Van

As a founding member, Shairu Gems, along with Asmita Charitable Trust, partnered with the Surat Van Foundation to develop **four urban forests**. Covering over **6,500 square meters**, the project has **planted 13,250 trees from 105 diverse species**. The initiative promotes afforestation, enhances biodiversity, improves air quality, supports sustainable land use, and uplifts local communities.

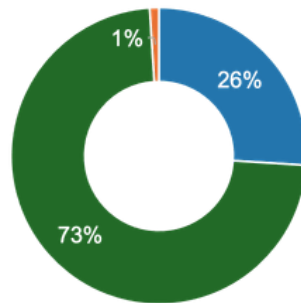
3.2 Waste Management and Circular Economy Practices

(Related SDG: 12 - Responsible Consumption and Production)

WASTE DATA BY % 2019



WASTE DATA BY % 2024



■ Recycling
■ Organic Waste
■ Landfill

Since introducing structured waste tracking in 2019, Shairu Gems has steadily improved its waste management performance. By 2024, landfill disposal fell to less than 1%, total waste generation declined by 34%, and recycling and organic waste processing increased consistently. Recyclable waste is further segregated by material and sent to specialized recyclers, strengthening circularity and resource efficiency.



Paper and Cardboard: Recycled through certified processors.



Plastic, Glass and Metal: Sent to approved recyclers, reducing reliance on virgin resources.



E-Waste: Sent to authorized handlers to recover materials and prevent contamination.

Reusable Bags Program: Employees and their families handcraft reusable bags from recycled and organic materials. This initiative not only reduces plastic waste but also provides additional household income.

Promoting Resource Efficiency: Shairu Gems sources 90% of materials locally, reducing emissions and supporting the regional economy. Optimized processes also recycle by-products like diamond cutting waste, reinforcing its circular economy approach.



Each floor is equipped with separate dustbins designated for different types of waste

3.3 Water Management Initiatives

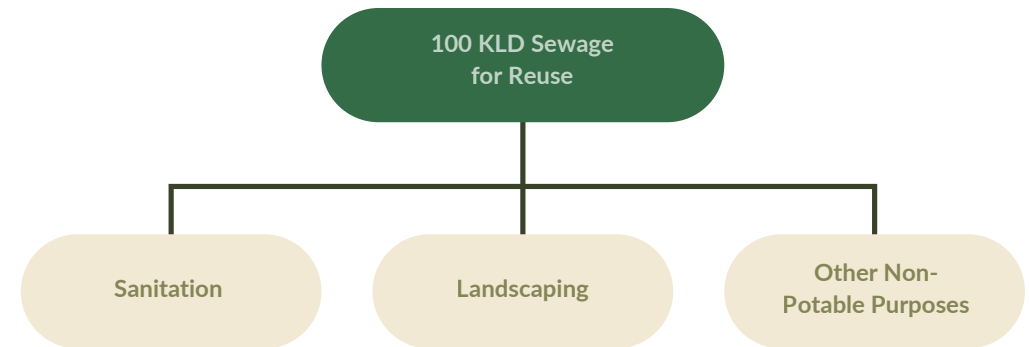
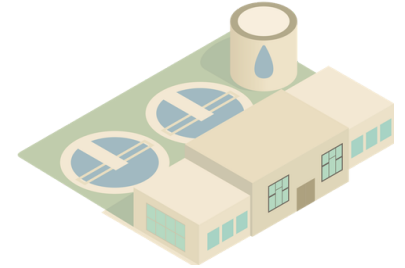


All bathrooms are equipped with waterless urinals, low-flow faucets, and dual-flush systems



Three 120 m³ percolation wells collect 100% of rainwater from all areas to recharge the groundwater table

Sewage and Effluent Treatment: Shairu Gems treats 100 KLD of sewage water for reuse in landscaping, sanitation, and other non-potable applications. In parallel, its Effluent Treatment Plants (ETPs), with a capacity of 500 LPD, ensure the safe treatment of industrial effluents, preventing pollution and protecting surrounding water systems.



30% of water demand was met by treated water

Rainwater Harvesting Systems: Shairu Gems has implemented rainwater harvesting infrastructure to capture runoff from roof and non-roof areas. This water is directed to aquifers, helping recharge groundwater, mitigate stormwater runoff, and reduce the flow of pollutants into aquatic ecosystems.



100% of rainwater on-site was collected by three percolation wells totaling to 120m³

3.4 Supporting Community Water Projects

Annual Water Storage Capacity increased to


2.87
core liters

Desilting Check Dams along the Rajula Water Reservoirs, Saurashtra:

Shairu Gems has undertaken a major water management project in Rajula Taluka, Amreli District. By desilting lakes and check dams across nine sites, the initiative has enhanced water storage capacity. This effort has improved water availability for agriculture, livestock, and daily use, directly benefiting local communities. The removal of 28,729 cubic meters of silt has also reduced the risk of water pollution and flooding, contributing to healthier aquatic ecosystems. Further desilting of check dams is also planned to continue increasing freshwater availability in the region.

(Related SDGs : 6 - Clean & Water Sanitation, 14 - Life Below Water)



Desilting in progress to enhance water storage capacity



Restored reservoir enhancing water storage and improving water availability for local communities and agriculture



Sustaining Communities

Shairu Gems is dedicated to making a positive impact on the communities it serves, focusing on health and education. Through its community initiatives, the company aims to enhance quality of life, promote long-term resilience, and support sustainable development.

4.1 Commitment to Employee Health & Well-being

(Related SDG : 3 - Good Health and Well-being)



Ergonomic work environment that meets the **ISO/TC 159** standard



Ergonomic workspace for comfortable long hours

Shairu Gems prioritizes the health and well-being of its employees by fostering ergonomic work environments that meet the global ISO TC159 standard for ergonomics.

Each workstation is designed to support comfort, reduce strain, and enhance productivity, helping to prevent musculoskeletal disorders and fatigue. This approach reflects the company's commitment to a safe, supportive work environment, ensuring employee well-being as a key component of its sustainability objectives.

4.2 Commitment to Safety & Emergency Preparedness

(Related SDGs: 3 - Good Health and Well-being, 8 - Decent Work and Economic Growth)



Fire safety measures to protect employees & infrastructure



Employee fire safety awareness program

Shairu Gems is committed to creating safe, resilient, and sustainable spaces, prioritizing stringent fire safety measures to protect both employees and infrastructure. The facility is equipped with fire alarms, smoke detectors, escape routes, and fire suppression systems.

Regular inspections and accountability measures ensure preparedness, while fire safety training and drills are conducted every two months, with mock drills every six months. This proactive approach to fire safety supports a secure working environment and aligns with broader goals of sustainable and resilient communities.

4.3 Community Health & Medical Assistance Programs

(Related SDG: 3 - Good Health and Well-being)

Since 2022, Shairu Gems has actively enhanced community health by offering free monthly medical check-ups, with participation rates averaging around 10% of the workforce per session. These sessions are open to all employees, providing ample opportunities for regular health assessments. In addition to these check-ups, the company organizes health awareness camps and offers financial assistance for medical treatments, tailored to individual needs as direct aid or interest-free loans.

These initiatives have significantly improved access to essential healthcare services, contributing to the overall well-being of local communities.

Over **350 individuals** have benefited from these programs, including approximately **100 beneficiaries** in 2024 alone.



Undertaking comprehensive measures to ensure the physical, mental, and occupational well-being of employees

4.4 Combating Hunger and Promoting Food Security

(Related SDG: 2 - Zero Hunger)



Nutritious Meals
for employees at work



Hygienic, nutritious meals served daily for employee well-being

"Ishvar No Prasad"
initiative prepares
4500 meals
each month for
distribution to
communities in need



Daily distribution of food (prasadam) to the poor and needy

Shairu Gems acknowledges the critical importance of food security in building healthier and more resilient communities. The company provides meals to its employees to support their well-being and productivity.

Beyond its workforce, Shairu Gems actively addresses hunger through its "Ishvar No Prasad" program, which was reinstated in 2024. These efforts contribute towards alleviating hunger and fostering stronger societies.

4.5 Educational Support and Development Initiatives

(Related SDG: 4 - Quality Education)



Scholarships
for the children of
employees and
underprivileged families

Donations
to **2 schools**

Sponsors
skill development &
vocational training
programs



Regular training and educational resources are provided

Since 2022, Shairu Gems has been committed to fostering educational opportunities by providing tailored scholarships and interest-free loans to children of employees and underprivileged families, based on individual needs. This initiative has supported over 100 students, including more than 30 in 2024 alone.

In addition to financial aid, the company sponsors skill development and vocational training programs to enhance employability and promote sustainable livelihoods demonstrating its strong commitment to educational empowerment and community advancement.

4.6 Community Clean-Up and Environmental Awareness

(Related SDGs: 11 - Sustainable Cities and Communities, 15 - Life on Land)



Promoting **pollution reduction**

Encouraging employees to **volunteer**

Active participation
within the local
community



Cleanup drives and environmental awareness conducted

Shairu Gems takes part in community clean-up initiatives and environmental awareness efforts, supporting pollution reduction and eco-consciousness. The company encourages employee volunteering, cultivating a culture of environmental responsibility and local engagement.

4.7 Empowering Employees with Sustainable Practices

(Related SDG: 8 - Decent Work and Economic Growth)



Replacing plastic files
& folders with
eco-friendly cloth & canvas alternatives

Promoting Employee-
led food sales for
supplementary
income opportunities



Eco-friendly gifts to promote green practices

Shairu Gems promotes sustainability and economic empowerment by replacing plastic files with eco-friendly cloth and canvas alternatives made by employees or their families. This reduces plastic waste and supports household income.

Shairu Gems allows employees to sell homemade or specialty food alongside company meals, reducing external food orders and the related packaging waste and transport impact. This initiative supports extra income and encourages community and sustainability.

4.8 Gender Equality and Female Empowerment

(Related SDG: 5 - Gender Equality)

Shairu Gems is dedicated to fostering gender equality and empowering women throughout its operations. The company provides leadership and public speaking training to female employees and celebrates International Women's Week to raise awareness and acknowledge women's contributions.

Additionally, Shairu Gems offers training and upskilling opportunities for women to transition into traditionally male-dominated production line roles, promoting a more balanced workforce.

Notably, **women comprise over 10% of Shairu Gems' workforce**, surpassing the industry average of approximately 4 to 7% female representation in Surat's diamond sector. This achievement underscores the company's commitment to creating an inclusive and equitable workplace.

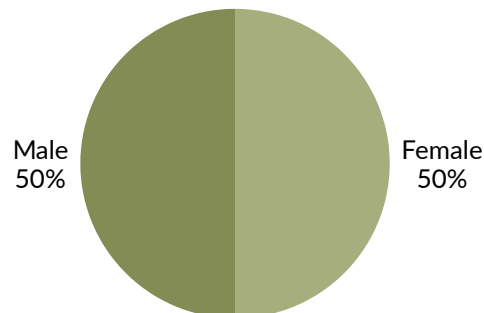
Moreover, the Surat canteen is fully operated by female staff. These initiatives reflect Shairu Gems' dedication to advancing gender diversity and inclusion within the organization.



Advancing gender equality by fostering women's participation across the diamond value chain



Driving gender diversity and inclusion through key departmental initiatives



Shairu Gems maintains a **50-50 Gender Ratio** in key departments like HR & Accounts

[2] Yagnesh Bharat Mehta / TNN / Jun 18, 2019. "Surat: Diamond Industry Not Women's Best Friend: Surat News - Times of India." The Times of India, TOI, timesofindia.indiatimes.com/city/surat/surat-diamond-industry-not-womens-best-friend/articleshow/69836453.cms. Accessed 5 May 2025.

[3] "Nearly 30,000 Women Join Diamond Trade in Surat, Saurashtra since April." The Economic Times, economictimes.indiatimes.com/industry/consumers/fashion/-/cosmetics/-/jewellery/nearly-30000-women-join-diamond-trade-in-surat-saurashtra-since-april/articleshow/85169746.cms?utm_source=chatgpt.com. Accessed 5 May 2025.

5. Climate-Smart Innovation

Shairu Gems is at the forefront of sustainability in the diamond industry, driving technological innovation and climate action. By integrating clean energy, optimizing production processes, and exploring emissions reduction pathways, Shairu Gems aims to redefine environmentally responsible luxury and enhance climate resilience across its operations.



(Related SDGs: 7 - Affordable and Clean Energy, 9 - Industry, Innovation, and Infrastructure, 12 - Responsible Consumption and Production)



1 MW solar power plant has been installed to reduce carbon emissions and set a benchmark



Shairu Gems uses advanced laser technology to optimize production and cut energy use



Receiving multiple certifications and recognition for sustainable initiatives, establishing leadership in the industry

5.1 Sustainable Technologies and Innovations

Solar Power and Renewable Energy Initiatives:

Shairu Gems has invested in a robust renewable energy portfolio, spearheaded by its 1 MW solar plant, which generates over 50% of the energy required for its operations. This initiative significantly reduces the company's reliance on fossil fuels, cutting carbon emissions while setting a benchmark for renewable energy adoption in the diamond industry. Shairu Gems have installed solar PV system, solar water heating system & windmill plant in Mumbai contributes clean energy to the grid, showcasing its leadership in driving renewable energy adoption. The company remains committed to expanding its renewable energy sources, exploring innovative solutions to further enhance its energy sustainability.

Production Efficiency and Advanced Technology Upgrades:

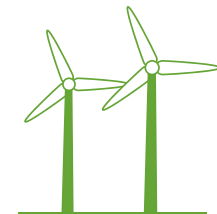
Shairu Gems has optimized its production processes through cutting-edge laser-cutting technology and continuous machinery upgrades. These enhancements have resulted in significant reductions in energy consumption, greenhouse gas emissions, and production waste. Beyond sustainability, these advancements have also increased production speed, precision, and diamond quality, reinforcing Shairu Gems position as a leader in both operational excellence and environmental stewardship.

Green Building Certifications and Sustainable Infrastructure:

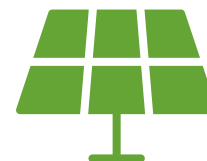
Sustainability is embedded in Shairu Gems facilities, which are designed to minimize environmental impact while maximizing resource efficiency. The company's Surat manufacturing facility exemplifies this commitment, achieving globally recognized certifications including LEED O&M v4.1 Platinum, GreenCo Gold, and IGBC Net-Zero Energy Design. These certifications validate Shairu Gems dedication to energy efficiency, responsible resource use, and sustainable operations, further elevating its position as an industry leader in green infrastructure.



300 LPD
from two Solar
Water Heaters



1.25 MW
Off-site
Windmill Plant



52.8 kW &
On-site
Solar PV

1 MW
Off-site Captive
Solar PV

6. Engaging Stakeholders

Shairu Gems places collaboration, transparency, and responsiveness at the core of its sustainability efforts, ensuring that stakeholders are engaged meaningfully throughout its journey.



6.1 Stakeholder Engagement Approach

(Related SDG: 17 - Partnerships for the Goals)



Open Dialogue and Active Engagement

Shairu Gems connects with employees, clients, suppliers, communities, and investors through town halls, feedback sessions, surveys, and focus groups. These initiatives ensure two-way communication and shape sustainability practices based on diverse stakeholder insights.



Collaboration for Greater Impact

Partnering with NGOs, industry groups, and government bodies, Shairu Gems amplifies its sustainability efforts, driving meaningful change in communities and at the industry level.



Personalized Engagement

Moving beyond traditional materiality assessments, Shairu Gems fosters organic, open conversations to ensure every stakeholder's voice is heard and integrated into its sustainability strategy.



Maintaining open dialogue with employees, clients, and communities to improve production and strengthen connections

6.2 Tracking Progress and Ensuring Transparency

(Related SDG: 8 - Decent Work and Economic Growth)



Measuring Progress with KPIs

Shairu Gems tracks sustainability performance through clearly defined KPIs covering carbon footprint per polished carat, renewable energy use, water consumption and reuse, waste diversion, workforce composition, and community impact. Product-level carbon footprinting enables accurate benchmarking against industry averages and supports continuous performance improvement.



Transparent Reporting:

Sustainability data is regularly disclosed to key clients and partners, including De Beers, Signet, Titan, Brilliant Earth and others in line with responsible sourcing and sustainability requirements. This inaugural sustainability report consolidates those disclosures into a single, transparent narrative, strengthening engagement across the value chain.



Third-Party Validation

To ensure credibility, Shairu works with independent sustainability partners. Building Zero Consultants provide advisory and assessment support, while CarbonNeutral® company status and carbon-neutral diamonds are verified by Climate Impact Partners. Shairu's facilities are further validated through leading green building certifications like USGBC and IGBC, reinforcing accountability and trust.



Regular inspections and supervision ensure transparency and maintain quality



Measuring progress with transparent reporting and third-party validation



7. Future Outlook

Shairu Gems embraces sustainability as an evolving journey, guided by its commitment to continuous improvement and bold actions. Having aligned its operations with 15 of the UN SDGs, Shairu Gems is now turning its focus to SDG 1 (No Poverty) and SDG 16 (Peace, Justice, and Strong Institutions) to ensure that all 17 goals are comprehensively addressed.

7.1 Strategic Sustainability Objectives for the Future

(Related SDGs: 7 - Affordable and Clean Energy, 8 - Decent Work and Economic Growth, 10 - Reduced Inequalities, 13 - Climate Action)



As stakeholder engagement grows, objectives evolve to boost sustainability and support long-term growth

The strategic objectives have been shaped by Shairu Gems' material sustainability priorities, informed by internal focus areas, stakeholder inputs, and industry best practices. The materiality matrix is presented after the End Notes section of this report. As stakeholder engagement deepens and new risks and opportunities emerge, these objectives will continue to evolve—strengthening sustainability performance, future-proofing the business, and supporting long-term growth.

Strengthening Community Resilience

Shairu Gems will deepen partnerships with NGOs and social enterprises to expand access to education, healthcare, and livelihood programs that strengthen community resilience and long-term well-being.

Promoting Diversity and Upskilling

Through structured mentorship, targeted upskilling, and inclusive hiring practices, Shairu aims to expand leadership pathways for women and underrepresented groups, fostering an equitable and supportive workplace.

Expanding Renewable Energy Use

Building on its existing solar investments, Shairu will continue increasing renewable energy integration to reduce emissions and strengthen climate performance.

Enhancing Circular Economy

Shairu will further improve recycling performance, reduce material intensity, and embed circularity across operations to advance responsible consumption and waste minimization.

7.2 Addressing Remaining SDGs

(Related SDGs: 1 - No Poverty, 16 - Peace, Justice, and Strong Institutions)

To complete its commitment to all 17 UN SDGs, Shairu Gems will intensify its focus on eradicating poverty and promoting strong governance structures.



Daily prasad offerings serve food to the needy, supporting SDG 1

Addressing SDG 1: No Poverty

Shairu Gems will work with local partners to deliver skill-building and livelihood initiatives, enabling economic independence for underserved communities. By leveraging its resources and networks, the company will create sustainable job opportunities and reduce income disparities.



Promote environmental and social harmony through community-led urban forest initiatives like Surat Van

Addressing SDG 16: Peace, Justice, and Strong Institutions

Shairu Gems will enhance governance practices with anti-corruption policies, transparent sourcing, and human rights training for employees and suppliers. Supporting initiatives for human rights protection, conflict resolution, and access to justice will further strengthen Shairu Gems' commitment to fostering peaceful and just communities. Additionally, the company will continue to drive environmental and social harmony through urban forest initiatives such as Surat Van, emphasizing community-driven stewardship.

S. End Notes

At Shairu Gems, we view sustainability as an ongoing journey rather than a destination. Our commitment to nurturing the environment, empowering communities, and fostering innovation reflects our belief that every action no matter how small can create lasting change.

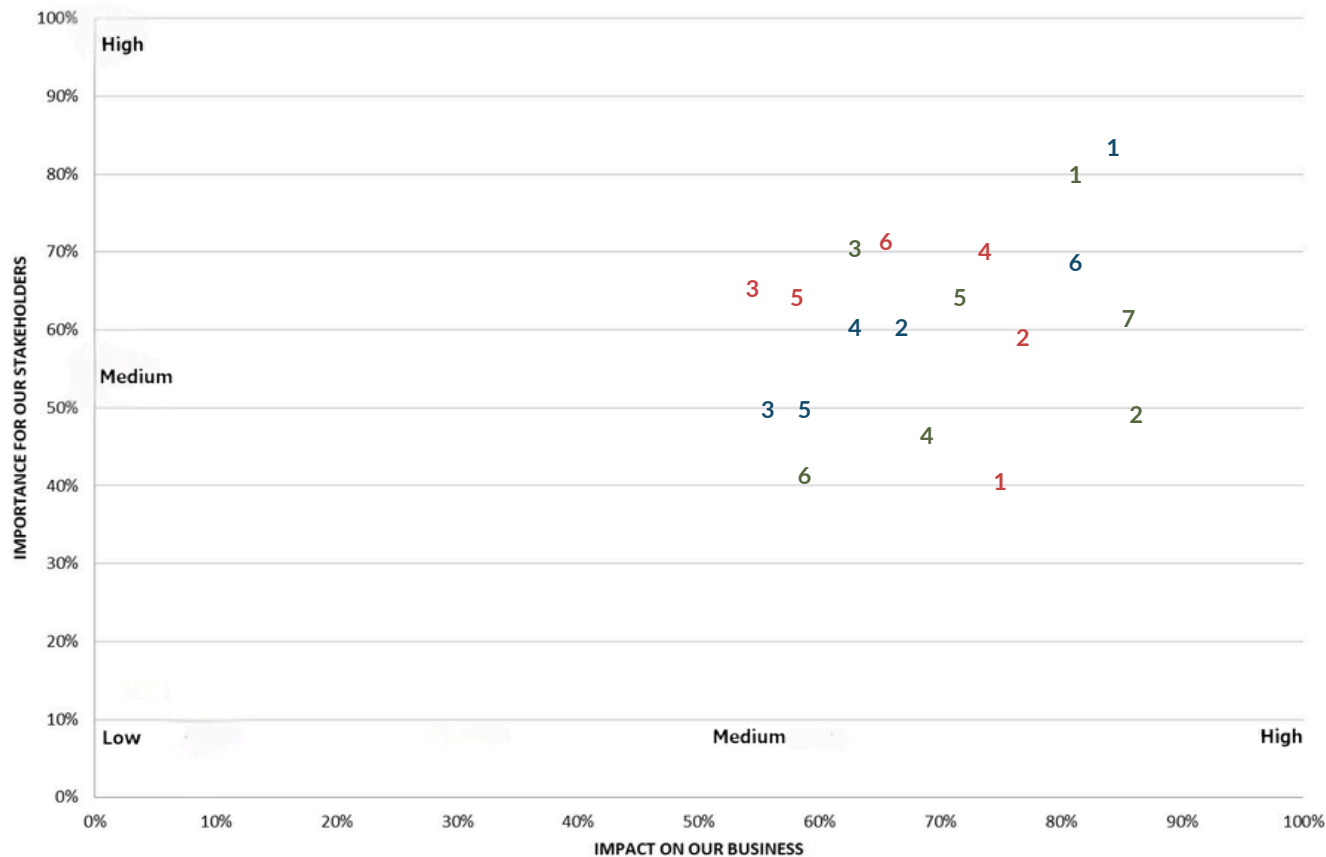
Throughout this report, we have outlined the milestones we've achieved, from carbon neutrality to water conservation, waste reduction, and social welfare, all of which reinforce our commitment to the UN Sustainable Development Goals. As we reflect on our progress, we acknowledge that the path to sustainability is never complete. The future presents vast opportunities for continued growth and positive impact.

Sustainability is not just a set of practices for Shairu Gems; it is a fundamental mindset that guides our business decisions and actions. We recognize that achieving true sustainability requires a collective effort, and we are grateful for the support of our stakeholders employees, partners, customers, and the wider community whose contributions enable us to continue this journey.

Looking ahead, our pledge is simple yet profound: to continue driving sustainable action that aligns with our core values and inspires others. As we explore new possibilities, adapt to emerging trends, and strengthen our resilience, we remain committed to creating a future that sparkles with hope, responsibility, and lasting positive change.



Materiality Assessment



A. Environment

1. Carbon Emissions Reduction
2. Water use & pollution
3. Biodiversity conservation
4. Mining impact on ecosystems
5. Waste management
6. Ethical sourcing & traceability
7. Energy efficiency in operations

B. Social

1. Labour rights & fair wages
2. Health & safety in workplace
3. Community engagement & development
4. Human rights
5. Equal opportunities & diversity
6. Stakeholder engagement

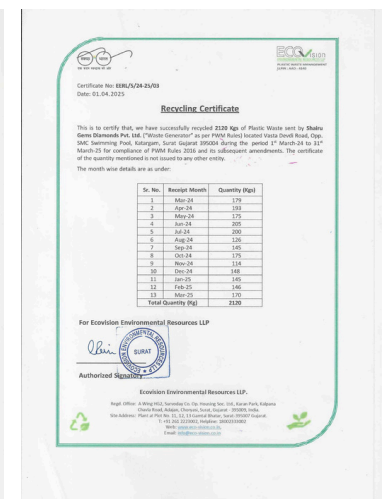
C. Governance

1. Transparency & accountability
2. Anti-corruption practices
3. Regulatory compliance
4. Risk mitigation
5. Data privacy & protection
6. Sustainability strategy integration

Shairu Gems' materiality assessment process identifies and prioritizes key sustainability issues that align with both business objectives and stakeholder expectations. This process was conducted through active engagement with diverse stakeholders, comprehensive analysis of industry trends, and benchmarking against global standards. By incorporating stakeholder insights, we ensure that our approach addresses areas of greatest impact and relevance.

The outcomes of this assessment provide a foundation for our sustainability initiatives, enabling us to address critical environmental, social, and governance (ESG) challenges while maximizing long-term value creation. Additionally, we remain committed to periodically reviewing these priorities to ensure alignment with evolving global best practices and continuous improvement.

Milestones achieved on our journey toward net zero



Certificates

Carbon Neutral Company Certification from Climate Impact Partners and Natural Capital Partners from 2021-2025

CarbonNeutral®
company

Shairu Gems Diamonds
Pvt Ltd

1,180 tonnes CO₂e

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Sheri Hickok
Sheri Hickok
CEO - CLIMATE IMPACT PARTNERS

CERTIFIED
CARBON
NEUTRAL®
company

CarbonNeutral.com

Certification: CarbonNeutral® company	Duration: 01 Apr 2021 - 31 Mar 2025
Name of organization: Shairu Gems Diamonds Pvt Ltd	Quantity of contractual instruments: 1,180 tCO ₂ e
Subject: CarbonNeutral® company renewal	Certificate number: CN20210913426

Project Info:
Global Renewable Energy Portfolio, 1.18MCO₂e

This CarbonNeutral® certificate verifies the requirements of the CarbonNeutral Protocol. For the current version, please visit carbonneutral.com

Certificate issued by:
CLIMATE
IMPACT
PARTNERS

CarbonNeutral®
company

Shairu Gems Diamonds Pvt Ltd

2,174 tonnes CO₂e

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Sheri Hickok
Sheri Hickok
CEO - CLIMATE IMPACT PARTNERS

CERTIFIED
CARBON
NEUTRAL®
company

CarbonNeutral.com

Certification: CarbonNeutral® company	Duration: 01 Apr 2021 - 31 Mar 2025
Name of organization: Shairu Gems Diamonds Pvt Ltd	Quantity of contractual instruments: 2,174 tCO ₂ e
Subject: Shairu Gems Diamonds Private Limited	Certificate number: CN20210912784

Project Info:
Global Renewable Energy Portfolio (2,174 tCO₂e)

This CarbonNeutral® certificate verifies the requirements of the CarbonNeutral Protocol. For the current version, please visit carbonneutral.com

Certificate issued by:
CLIMATE
IMPACT
PARTNERS

CarbonNeutral®
Company

Shairu Gems Diamonds Pvt Ltd

2000 tonnes CO₂e

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Vaughan Lindsay
Vaughan Lindsay
CEO - CLIMATE IMPACT PARTNERS

CERTIFIED
CARBON
NEUTRAL®
company

CarbonNeutral.com

Certification: CarbonNeutral® Company	Duration: 26/04/2023-31/03/2024
Name of organization: Shairu Gems Diamonds Pvt Ltd	Quantity of contractual instruments: 2000
Subject: Shairu Gems Diamonds Pvt Ltd - CarbonNeutral® company Renewal - 2023	Certificate number: CN20230711697

Project Info:
Portfolio Power, Global - 2,000

This CarbonNeutral® certificate verifies the requirements of the CarbonNeutral Protocol. For the current version, please visit carbonneutral.com

Certificate issued by:
CLIMATE
IMPACT
PARTNERS

CERTIFIED
CARBON
NEUTRAL®
company

CarbonNeutral.com

Certification: CarbonNeutral® company	Duration: 01/04/2022 - 31/03/2023
Name of organisation: Shairu Gems Diamonds Pvt Ltd	Quantity of contractual instruments: 2,000 tonnes
Subject: Shairu Gems Diamonds Private Limited	

Project information
Power Portfolio, Global (1,000 tCO₂e)
Delhi Electric Rail Systems, India, CDM (1,000 tCO₂e)

CarbonNeutral®
Company

Shairu Gems Diamonds Pvt Ltd

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol.

All credits adhere to the International Carbon Reduction and Offset Alliance (ICROA) standards.

Stephen J. Killeen
Stephen J. Killeen
CEO, Natural Capital Partners

Certificate issued by:
NATURAL
CAPITAL
PARTNERS

Certificate Number: CN202204191
This CarbonNeutral® certificate conforms to the requirements of The CarbonNeutral Protocol. For the current version, please visit carbonneutral.com

2,000
tonnes CO₂e

CERTIFIED
CARBON
NEUTRAL®
company

CarbonNeutral.com

Certification: CarbonNeutral® company	Duration: 01/04/2021 - 31/03/2022
Name of organization: Shairu Gems Diamonds Private Limited	Quantity of contractual instruments: 2,500 metric tonnes CO ₂ e
Subject: Shairu Gems Diamonds Private Limited	

Project information
Power Portfolio (2,500 tCO₂e)

CarbonNeutral®
Company

Shairu Gems Diamonds Private Limited

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to the International Carbon Reduction and Offset Alliance (ICROA) standards.

Stephen J. Killeen
Stephen J. Killeen
CEO, Natural Capital Partners

Certificate issued by:
NATURAL
CAPITAL
PARTNERS

Certificate Number: CN202103008
This CarbonNeutral® certificate conforms to the requirements of The CarbonNeutral Protocol. For the current version, please visit carbonneutral.com

2,500 metric tonnes CO₂e

Certificates

Carbon Neutral Product Certification from Climate Impact Partners and Natural Capital Partners from 2021-2025

CarbonNeutral®
product

Shairu Gems Diamonds
Pvt Ltd

429 tonnes CO₂e

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Sheri Hickok
Sheri Hickok
CEO - CLIMATE IMPACT PARTNERS

CERTIFIED
CARBON
NEUTRAL®
product

CarbonNeutral.com

Certification:	Duration:
CarbonNeutral® product	01 Jan 2023 - 31 Dec 2023
Name of organisation:	Quantity of contractual instruments:
Shairu Gems Diamonds Pvt Ltd	429 tCO ₂ e
Subject:	Certificate number:
CarbonNeutral product renewal	CN20230013429

Project info:
Global Renewable Energy Portfolio 429tCO₂e

This CarbonNeutral® certificate verifies that the stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Certificate issued by:
CLIMATE IMPACT PARTNERS

CarbonNeutral®
product

Shairu Gems Diamonds Pvt Ltd

372 tonnes CO₂e

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Sheri Hickok
Sheri Hickok
CEO - CLIMATE IMPACT PARTNERS

CERTIFIED
CARBON
NEUTRAL®
product

CarbonNeutral.com

Certification:	Duration:
CarbonNeutral® product	01 Jan 2023 - 31 Mar 2025
Name of organisation:	Quantity of contractual instruments:
Shairu Gems Diamonds Pvt Ltd	372 tCO ₂ e
Subject:	Certificate number:
5,000 carats of natural diamond manufactured by Shairu Gems Diamonds Pvt Ltd	CN20240012786

Project info:
Global Renewable Energy Portfolio

This CarbonNeutral® certificate verifies that the stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Certificate issued by:
CLIMATE IMPACT PARTNERS

CERTIFIED
CARBON
NEUTRAL®
product

CarbonNeutral.com

Certification:	Duration:
CarbonNeutral® product	CY 2022
Name of organisation:	Quantity of contractual instruments:
Shairu Gems Diamonds Pvt Ltd	5,000
Subject:	
Natural Diamonds (Shairu Gems Diamonds Pvt Ltd produced and delivered 50,000 carats during the certification term)	

Project information
Global Renewable Energy Portfolio, all ICROA (2,800)
Kampheng Saen Landfill Gas to Energy, Thailand, CDM+VCS (2,000)
Rimba Raya Biodiversity Reserve REDD+, Indonesia, CCB+VCS (50)
Solar Water Heating, India, Gold Standard (50)

This CarbonNeutral® certificate verifies that the stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Certificate issued by:
CLIMATE IMPACT PARTNERS

CarbonNeutral®
Product

Shairu Gems Diamonds Pvt Ltd

This certificate verifies that:

The stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol.

All credits adhere to the International Carbon Reduction and Offset Alliance (ICROA) standards.

Stephen J. Killeen
Stephen J. Killeen
CEO, Natural Capital Partners

CERTIFIED
CARBON
NEUTRAL®
product

CarbonNeutral.com

5,000 tonnes CO₂e

This CarbonNeutral® certificate verifies that the stated subject is carbon neutral through the use of high quality environmental instruments in accordance with The CarbonNeutral Protocol. All credits adhere to standards approved by the International Carbon Reduction and Offset Alliance (ICROA).

Certificate issued by:
NATURAL CAPITAL PARTNERS

Certificate Number: CN20230116101

This CarbonNeutral® certificate conforms to the requirements of The CarbonNeutral Protocol. For the current version, please visit carbonneutral.com

Certificates

Ethical Sourcing & Compliance Standards



LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

Shairu Gems Diamonds Pvt. Ltd

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 5789
DURATION: 3 Year
PERIOD: 01 July 2024 - 01 July 2027
STANDARD: Code of Practices 2019


DAVID MELESKI
CHAIRMAN


JOHN HALL
INTERIM EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

MEMBERSHIP FORUM	Diamonds and Coloured Gemstones Trader, Cutter and/or Polisher
AUDIT DATE	30 May 2024
AUDIT TYPE	Re-certification
APPLICABLE STANDARD	Code of Practices 2019
ACCREDITED AUDIT FIRM	SGS United Kingdom Limited
APPLICABLE PROVISIONS	- General requirements: 1-4, except 3.2 - Responsible supply chains, human rights and due diligence: 5-14, except 7.1a, 7.3, 8, 9, 11.3, 13.3-4, 14.3 - Labour rights and working conditions: 15-22, except 19.3, 21.3 - Health, Safety and Environment: 23-27, except 27.4 - Gold, Silver, PGM, diamond and coloured gemstone products: 28-30, except 28.2a-g, i-j, 30 - Responsible mining: Not applicable

About The Report

A background image featuring several diamonds of various sizes and colors (white, yellow, and pinkish) scattered on a light-colored surface. A pair of tweezers is visible in the upper right corner, holding a small diamond. The image is softly blurred, creating a bokeh effect.

This report outlines our efforts toward responsible and sustainable practices, including the integration of the Sustainable Development Goals (SDGs) and the implementation of Environmental, Social, and Governance (ESG) frameworks. The report considers all the operational entities (Surat, Mumbai, Botswana, Hongkong, & Dubai). Although most of the report is based on Surat factory.

Reporting Period

This annual report encompasses a 12-month reporting period from January 1, 2025, to December 31, 2025, unless otherwise specified. Our approach emphasizes the importance of concentrating on significant developments and key issues that are most relevant.

SUSTAINABLE DEVELOPMENT GOALS

