

REPORTING

FOR COPs

3, 6, 7 & 27

Hira Sons

COP 3: REPORTING

Contact Information

COMPANY NAME: **Hira Sons**
DATE: **1/01/24**
REPORTING PERIOD: **1/01/23 – 31/12/23**
CONTACT: **Janam**

Human Rights

We conduct a Human Rights Due Diligence in our operation of Trading, manufacturing as well as in our supply chain. We promote the RJC CoP as responsible Business Practices amongst our Business Associates through discussions and through our website recommendation. We have assessed the risks in our supply chain and not found any Human Rights impacts in our operations or in our supply chain.

We find that RJC Membership has contributed to improved efficiency and enhanced compliance with the Responsible Business Practice requirements. Over the years, we have seen the industry improve.

It is also an Industry wide initiative to improve the Credibility of the Diamonds Supply Chain amongst the consumers. We recommend that all our Business Associates support the RJC and become Certified Members. We are also sending this report to all our Business Associates recommending that they become certified members if not already.

Hira Sons has not identified any adverse human rights issues during our due diligence activities. We have also provided training using RJC Modules to our staff. We shall conduct the due diligence annually.

COP 6 & 7: HUMAN RIGHTS & DUE DILIGENCE

Contact Information

COMPANY NAME: **Hira Sons**
DATE: **01/01/2024**
REPORTING PERIOD: **1/01/23 to 31/12/23**
CONTACT: **Janam**

COMPANY MANAGEMENT SYSTEMS

Hira Sons have Ethical Business Policy and Supply Chain Policy in place, detailing our commitment to respect human rights throughout our supply chain and our supply chain due diligence on the following Diamonds & minerals. We do not source from conflict affected and high-risk areas. These policies can also be accessed by our internal stakeholders Display in the Office and externally on our website on the compliance page.

To support supply chain due diligence, we have implemented the following internal measures. We have mapped our supply chain, assessed the risks and we engaged with the suppliers at every order. We have e-mailed our supply chain policy to all our suppliers and have asked a confirmation from them that they have understood it and comply with the requirements. The Partners manage the process.

Hira Sons have established a system of controls and transparency over our supply chain, which include our approach for identifying suppliers who are able to give a warranty as per the requirements of World Diamond Council (WDC). We do not source from CAHRAs.

As a company we communicate our expectations regarding human rights and supply chain due diligence by mail. We engage with our suppliers at every order. The outcome of doing so has been that there are no Red Flags in our supply chain.

Grievance can be raised on janam@hirasons.in about any Human Rights Issues and it shall be investigated by Partners. No grievances have been raised.

IDENTIFIED & ASSESSED RISKS

We have not identified any Human Rights Risks related to our operations and all major suppliers in our supply chain. All our suppliers are known and verified, and we have long term relationship with them. No current open risks need any actions, and none are currently planned.

None of our suppliers are from CAHRAs. Our OECD 5 step Risk assessment & Human Rights Due Diligence is implemented and is effective.

STRATEGY

We have mapped our supply chain
The risks in relation to individual suppliers are identified
The controls are established and residual risks are low
The risks are evaluated and reported annually on our website
We have used the RJC Training modules for Trainings.

CARRY OUT A THIRD-PARTY AUDIT

Hira Sons has newly joined the RJC and they audit will be conducted by Intertek India Private Limited. Third party audit will be conducted along with the RJC CoP 2019 audit by the auditor. The audit is scheduled in July 2024

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Hira Sons have identified no issues regarding our use of natural re-sources. As a business we monitor our use of Energy & Water. We have identified the reasons for spikes in the resource usage. We switch off the lights when not required and use water only as and when required. We do not allow to idle the equipment when not in use. We encourage use of digital communication and try to minimize use of paper for printing & we re-use papers on other side in draft printing. In manufacturing process, we use water moderately. E-waste sold to recycler as per Government Rules & Regulations. All employees use public transport for travel to work.