



<b>Version No.</b>	<b>Approved By</b>	<b>Approved On</b>	<b>Effective Date</b>
01	Board of Directors	April 23, 2026	April 23, 2026



## Environmental, Social and Governance (ESG) Policy

### Approach towards Sustainable Development

BLUESTONE (“BLUESTONE”) is committed to fulfilling its economic, environmental and social responsibilities in its business operations.

BLUESTONE will strive to enhance its performance on ESG parameters by promoting highest standards of business practices and striking a balance between environment protection and social wellbeing. We are dedicated to establishing clear targets and objectives designed to minimize our environmental impact.

### Guiding principles for sustainability at BLUESTONE

#### 1. Environmental

##### Compliance

Comply with all applicable environmental laws, regulations, consents, and permits relevant to our operations and supply chain.

##### Environmental Management

Implement and maintain robust environmental management systems across our offices, showrooms, warehouses, and value chain partners, with regular monitoring, reporting, and continual improvement.

##### Responsible Sourcing

Promote responsible sourcing of gold, diamonds, gemstones, and other materials by preferring suppliers who adhere to ethical and environmental standards, including conflict-free and traceable supply chains.

##### Energy Management and Climate Change Mitigation

Reduce our carbon footprint through energy efficiency measures, adoption of renewable energy, and responsible logistics practices across our retail network and operations.

##### Water and Waste Management

Promote efficient water use and implement circular economy principles by reducing, reusing, recycling, and responsibly disposing of waste, including packaging materials and end-of-life jewellery.

##### Sustainable Packaging and Product Stewardship

Minimise environmental impact through sustainable packaging solutions and encourage product longevity, repair, and responsible recycling of jewellery.

##### Supply Chain Responsibility

Engage with suppliers and value chain partners to improve environmental performance and encourage adoption of sustainable practices in sourcing, manufacturing, and logistics.

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### **Awareness and Training**

Provide regular training to employees and relevant stakeholders to build awareness and capability in minimising environmental impacts of our operations.

## **2. Social**

### **Compliance**

Comply with applicable legal requirements, labour laws, etc.

### **Human Capital Management**

Nurture human capital through engagement, training and development, motivation and provision of an inclusive and diverse environment for them to excel.

### **Respect for Human Rights and Fair Labour Practices**

Promote equal opportunities fundamental human rights for all employees, fair compensation, freedom of association and the right to bargain collectively in a lawful and peaceful manner.

### **Diversity and Equal Opportunity**

Provide equal treatment and opportunity to everyone without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, marital or domestic partner status, citizenship, family relationship or any other similar characteristic.

### **Occupational Health & Safety (OH&S)**

Comply with relevant OH&S standards and regulations, establish quantitative targets aimed at improving OHS performance metrics, prioritizing and creating strategic action plans and continuously enhancing our OH&S management system's performance while maintaining the highest level of safety for all employees across all our operations

### **Local Community Engagement**

Work with local communities around our projects for social interventions or community development projects.

### **Sustainable Procurement**

Integrate sustainability in the supply chain through supplier engagement, sustainable procurement policy and use of sustainable raw materials.

### **Customer Centricity**

Engage with customers on sustainability issues through sustainability programs and continual dialogues on the same.

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### 3. Governance

#### **Product Quality & Safety**

Ensure that each product meets the highest safety and quality standards applicable for different uses of the product.

#### **Regulatory Compliance**

Go beyond compliance with applicable legislation for environmental protection, health & safety, employment and labour welfare and corporate governance.

#### **Corporate Governance**

Ensure a robust corporate governance mechanism to create a healthy, transparent and professional working atmosphere – with high priority on ethical business practices, along with enhanced environmental and social performance.

#### **Stakeholder Engagement**

We commit to regularly engaging with both internal and external stakeholders on sustainability issues, ensuring transparent communication and fostering strategic partnerships to enhance awareness.

#### **External Reporting**

Public disclosure of sustainability performance in line with leading national and global reporting frameworks.

### **Coverage**

This policy covers all BLUESTONE locations of operations including its corporate office(s). BLUESTONE JEWELLERY AND LIFESTYLE LIMITED, including its subsidiaries, joint ventures, Suppliers and Partners and future engagements such as mergers and acquisitions, is dedicated to adherence of this ESG Policy.

### **Governance & Oversight**

The ESG & CSR Committee of the Board shall be responsible for overseeing implementation of this Policy.

### **Implementation Mechanism**

This policy will be operationalized by aligning it to internal processes, establishing quantitative targets, and reviewing their progress for continuous improvement.

#### **AMENDMENTS TO THE ESG POLICY:**

The Board of Directors of the Company shall have the powers to revise/modify/amend this Policy from time to time, as the Board may think fit, based on the recommendations to be made by the ESG and CSR Committee to confirm to the revision/amendment, if any.

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