



# Klear Green (Private Limited) Sustainability and Responsibility Policy & Strategy

Embracing Modern Practices for a Sustainable Future in Emerald Manufacturing

## Introduction

Klear Green (Private Limited), headquartered in Islamabad, stands at the forefront of Pakistan's lapidary industry, specializing in the precise and artful manufacture of calibrated emeralds. As guardians of precious natural resources and contributors to global luxury markets, Klear Green recognizes that sustainability and corporate responsibility are not only moral imperatives but also strategic priorities essential for long-term success. This document articulates our comprehensive commitment to sustainability, responsibility, and ethical excellence, reflecting our aspiration to set industry benchmarks both locally and internationally.

## Our Vision for Sustainability

Klear Green envisions a future where the beauty of emeralds is matched by the integrity of their journey—from mine to market. We are dedicated to harmonizing economic growth with environmental stewardship, social well-being, and transparent governance. Through continuous innovation, stakeholder engagement, and responsible leadership, we strive to enhance the lives of individuals, communities, and the environment that form the backbone of our industry.

## Core Pillars of Our Policy

- Environmental Stewardship
- Ethical Sourcing
- Community Engagement and Social Development
- Workplace Responsibility and Employee Well-being
- Transparency, Accountability, and Good Governance
- Innovation and Continuous Improvement



## Environmental Stewardship

Klear Green is committed to minimizing the environmental impact of our operations, particularly in the sensitive context of gemstone processing:

**Resource Efficiency:** We implement water and energy conservation measures throughout our manufacturing units, investing in modern machinery and recycling systems to reduce waste and operational footprints.

**Responsible Waste Management:** Hazardous byproducts such as cutting fluids, polishing compounds, and dust are carefully collected, treated, and disposed of in accordance with national and international standards.

**Reduction of Carbon Footprint:** We are actively transitioning to renewable energy sources where feasible and have adopted policies to measure, report, and reduce greenhouse gas emissions across all operations.

**Green Facility Design:** Our Islamabad facility incorporates green building principles, including efficient lighting, ventilation, and landscaping with indigenous plants.

**Eco-friendly Packaging:** Where possible, we use recyclable and biodegradable packaging materials and encourage our partners and customers to do the same.

## Ethical Sourcing

We ensure that every emerald we process is sourced in compliance with the highest ethical standards:

**Traceability:** Klear Green meticulously maintains detailed records of gemstone provenance, tracing each emerald back to its mine of origin. Additionally, we ensure transparency and accountability by rigorously tracking the flow of funds associated with the procurement, processing, and sale of gemstones. This dual approach helps prevent the circulation of conflict gemstones, supports responsible mining communities, and ensures ethical financial practices.

**Supplier Code of Conduct:** All our suppliers are required to adhere to a strict code of conduct that covers human rights, fair labor practices, and environmental protection.

**Third-party Certification:** We seek independent certification (such as Responsible Jewellery Council, Fairmined, CIBJO or similar) to validate our sourcing practices and provide assurance to clients and stakeholders.

**Support for Local Miners:** We foster relationships with small-scale and artisanal miners, ensuring they receive fair compensation and access to safety training and better mining technologies.



Regarding serious abuses associated with the extraction, transport, or trade of diamonds/colored gemstones: We will neither tolerate nor profit from, contribute to, assist, or facilitate the commission of:

- Torture, cruel, inhuman, and degrading treatment.
- Forced or compulsory labor.
- Any form of child labor.
- Human rights violations and abuse.
- War crimes, violations of international humanitarian law, crimes against humanity, or genocide.

We will immediately cease engagement with upstream suppliers if we find a reasonable risk that they are committing abuses described in the preceding clause or are sourcing from, or linked to, any party committing these abuses.

Regarding direct or indirect support to non-state armed groups: We will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring colored gemstones from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:

- Control mine sites, transportation routes, points where colored gemstones are traded, and upstream actors in the supply chain.
- Tax or extort money or colored gemstones at mine sites, along transportation routes, or at points where colored gemstones are traded, or from intermediaries, export companies, or international traders.

We will immediately cease engagement with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups as described in the preceding clause.

**Regarding public or private security forces:** We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment, and property in accordance with the rule of law, including laws that guarantee human rights. We will not provide direct or indirect support to public or private security forces that commit abuses.

**Regarding bribery and fraudulent misrepresentation of the origin of colored gemstones:** We will not offer, promise, give, or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of colored gemstones, or to misrepresent taxes, fees, and royalties paid to governments for the purposes of extraction, trade, handling, transport, and export of gemstones.



## Community Engagement and Social Development

As a company deeply rooted in Pakistan, Klear Green is dedicated to uplifting local communities and contributing to national development:

**Local Hiring and Training:** We prioritize hiring from local communities and provide comprehensive training to develop lapidary skills, ensuring a steady transfer of knowledge and economic empowerment.

**Education and Health Initiatives:** Klear Green partners with NGOs and local authorities to support education programs and healthcare services, particularly in mining regions.

**Inclusive Growth:** Our policies ensure equal opportunity, gender equity, and nondiscrimination, actively promoting the inclusion of underrepresented groups.

**Community Infrastructure:** We invest in the development of infrastructure such as clean water, sanitation, and transport in gemstone-producing regions.

## Workplace Responsibility and Employee Well-being

Klear Green considers its workforce its most valuable asset and is committed to creating a safe, inclusive, and motivating environment:

**Health and Safety:** We adhere to international best practices in occupational safety, providing ongoing training, protective equipment, and regular audits to prevent workplace accidents and occupational diseases.

**Fair Compensation:** Our remuneration packages meet or exceed industry standards. In addition to salaries and benefits, employees will collectively receive 5% of the net profit of Klear Green, distributed fairly as a recognition of their essential contribution to the company's success. We also ensure timely payment of wages and benefits, including social security and healthcare coverage.

**Professional Development:** Klear Green invests in continuous learning opportunities, including workshops, certifications, and career advancement tracks for all employees.

**Employee Voice:** We maintain open channels for feedback and grievance redressal, respecting workers' rights to organize and participate in decision-making.

**Generally:** Uphold human rights in accordance with the Universal Declaration of Human Rights and International Labor Organization Fundamental Rights at Work. We also commit to using our influence to prevent abuses by others. We will report all abuses to the relevant state institutions and/or trade organization and follow each case until a settlement is reached.

Additionally, Klear Green is proud to have a workforce where the majority of employees are women. This commitment to gender diversity not only empowers women in the industry but also brings diverse perspectives and skills to our operations, fostering a more inclusive and innovative work environment.



## Transparency, Accountability, and Good Governance

Openness and integrity form the foundation of our corporate strategy:

**Public Reporting:** We publish annual sustainability and responsibility reports detailing our progress, challenges, and future goals.

**Audits and Assessments:** Regular internal and independent audits ensure that our policies are effectively implemented and continuously improved.

**Stakeholder Engagement:** We proactively communicate with all stakeholders—including clients, suppliers, employees, and the wider community—incorporating their feedback into our policies and practices

**Anti-corruption Measures:** Klear Green enforces a zero-tolerance policy toward bribery, corruption, conflicts of interest, finance of terrorism and support (direct or indirect) to illegal armed groups, with clear procedures for reporting and addressing violations. We will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from, or connected to, the extraction, trade, handling, transport or export of colored gemstones.

**Government Advocacy:** Klear Green is available to all governmental organizations, with the objective of fostering a more conducive and compliant environment for Pakistan to emerge as a leading supplier of gemstones.

## Innovation and Continuous Improvement

Sustainability is a moving target, and Klear Green is committed to staying ahead through innovation:

**Research and Development:** We invest in R&D to discover new, less resource intensive cutting and polishing techniques and to make use of synthetic or recycled materials where appropriate.

**Collaboration with Academia:** Our company partners with Pakistani universities and international institutions to study best practices and apply scientific advancements in gemstone processing.

**Digital Transformation:** We are digitizing supply chains for greater transparency, efficiency, and traceability using tools such as blockchain and data analytics.



## Implementation and Monitoring

To embed these commitments, Klear Green will:

- Establish a cross-functional Sustainability & Responsibility Committee reporting to senior management and the Board.
- Develop Key Performance Indicators (KPIs) for each pillar, with regular monitoring and public disclosure of results.
- Offer ongoing training for management and staff to internalize sustainability values and practices.
- Review and update this policy annually, adapting to new insights, regulations, and stakeholder expectations.
- Implement the OECD 5-Step framework as a management process for risk based due

## Conclusion

Klear Green (Private Limited) stands united in its pledge to sustainability and responsibility, viewing these not as obligations but as opportunities to create long-term value. Our strategy positions us as leaders not only in the artistry of emerald manufacturing but also in ethical practice, environmental protection, and social contribution. We invite our partners, clients, and communities to join us in this journey towards a greener, fairer, and more sustainable future.