

**HUMAN RIGHTS DECLARATION BY THE MANAGEMENT OF _____
FOR THE DE BEERS GROUP OF COMPANIES**

CERTIFICATE OF COMPLIANCE

It is hereby certified that the following International Declaration, Principles and Codes of Conduct are subscribed to:

- The United Nations Global Compact (The Principles of the Global Conduct).
- The Universal Declaration of Human Rights.
- The Voluntary Principles on Security and Human Rights.
- The United Nations Code of Conduct for Law Enforcement Officials.
- The United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials.

It is further certified that:

- The management of [Company Name] will not unfairly discriminate in the administration of its business, directly or indirectly against any of its employees on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth.
- The Company is committed to embracing the diversity of the people in its business activities both internally towards its staff and externally toward its customers, supplier, partner and stakeholders.
- The Company and its management will actively seek to purge from its business organisation, all forms of discrimination and abuse in pursuance of its principles.
- The Company and its management will endeavor at all times to ensure that the principles of equality, respect, transformation and the freedom of association are upheld.
- All operations conducted by [Company Name] on behalf of the De Beers Group of Companies will be conducted within the confines of the laws and regulations applicable to any and all countries wherein these operations take place.
- The manpower which is utilised have not been found guilty in a court of law or credibly implicated of any human right abuses and it is acknowledged that any involvement in human rights abuses will be reason for contract termination.
- No employee working for [Company Name] will undertake any activity to prevent diamond theft that infringes the human rights set forth in the Universal Declaration of Human Rights and international humanitarian law.
- All staff involved in operations conducted by [Company Name] on behalf of the De Beers Group of Companies will be trained on how to prevent human rights abuses and how to protect human rights in their area of work as a condition of contract.
- The Company policies, standard operating procedures and practice regulating the daily operations of personnel contracted to the De Beers Group of Companies are based on the above-mentioned principles and codes of conduct
- [Company Name] will not use other third party companies and consultants, without the prior knowledge and permission of De Beers and with full adherence to the terms and conditions stipulated above.

Name: _____

Signature: _____

Date: _____