

## Jewel Star Group

## Sparkle your Dreams

Since 1968

Sustainability Book





## **US SUBSIDIARIES**



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## **OUR STORY**

Jewel Star Group has risen to prominence in the diamond industry through remarkable growth and an unwavering commitment to quality. Our journey has been defined by a relentless focus on crafting excellence and delivering superior products to our customers. This dedication has allowed us to set new benchmarks for the industry and ourselves.

From the very beginning, fostering long-term relationships has been at the heart of our mission. We take immense pride in consistently delivering the same exceptional quality that has earned the trust of our loyal customers, many of whom have been with us for decades. This enduring trust remains the cornerstone of our success.

As our business expanded over the years, so did our global footprint. Today, Jewel Star Group stands as a testament to the values of quality, trust, and innovation, with a presence that spans the world and a commitment to shaping the future of the diamond industry.



It is often said that the journey of a thousand miles begins with a single step. This sentiment perfectly encapsulates the humble beginnings of Jewel Star Group.

The journey of Jewel Star Group began in 1968 in Bhavnagar, a small yet industrious city, with a modest diamond cutting and polishing operation. Through unwavering dedication and perseverance, we laid a strong foundation that has supported countless aspirations.

Mr. Mavjibhai Koshiya, the visionary founder, established Jewel Star Diamonds with a commitment to integrity, discipline, and hard work. His leadership and values have guided the organization's growth, inspiring its people to achieve greatness. His belief that success is measured not just by profits but by positive societal impact continues to drive us forward.

Today, with over 10,000 dedicated employees and state-of-the-art facilities, we take pride in our remarkable growth. This journey stands as a testament to our founder's enduring values and our commitment to resilience, innovation, sustainability, and community welfare.

As we look ahead, we remain steadfast in our mission to craft brilliance through sustainable practices, empower our workforce, and give back to the community, building a legacy of excellence and responsibility for generations to come.

## WHO WE ARE

At Jewel Star Group, we take pride in being a global leader in the diamond and jewelry industry. Our journey is defined by a passion for innovation, a commitment to sustainability, and a dedication to ethical practices.





To earn trust by fulfilling every customer's needs and helping them discover their perfect diamonds and jewelry through a transparent production process and fair trade practices.



To lead the industry by providing sustainable, ethical, and premium-quality diamonds and jewelry while establishing one of the largest global distribution networks.



## **OUR VALUES**

Our values reflect our commitment to excellence, sustainability, and ethical practices. They serve as the foundation for everything we do and guide us toward a brighter, more responsible future.

## 01

#### **Environmental Sustainability**

Committed to preserving our planet through responsible practices.



## Equality

Promoting fairness and inclusivity in every aspect of our operations.

## 03

### Ethical Governance

Upholding integrity and accountability in all our endeavors.

## 04

#### Innovation

Driving progress with cutting-edge technology and creative solutions.



### Transparency

Ensuring honesty and openness in our production and trade.



### Teamwork & Trust

Building a collaborative culture founded on mutual respect and reliability.









WHAT WE STAND FOR





## **OUR PLEDGE**

At Jewel Star Group, we believe in a world where luxury and ethics go hand in hand. Our commitment to innovation, sustainability, and social responsibility drives every decision we make.

Everything we do at Jewel Star Group is guided by our commitment to sustainability and ethical practices.

### We advocate For:



### THE EARTH

Each year, over 150 million carats of diamonds are mined, causing irreversible damage to ecosystems and communities. While the industry claims regulated mining reduces harm, the truth is that it remains destructive. At Jewel Star Group, we offer diamonds that preserve both the planet and its resources.



### HUMANITY

Traditional diamond mining has fueled conflict, exploitation, and human suffering, leaving diamondrich regions in poverty. At Jewel Star Group, we reject this legacy. By choosing conflict-free diamonds, we support positive change and empower communities affected by mining. Also, our conflict-free mined diamonds embody ethical practices.



## THE CONSUMER

We answer only to our values, not shareholders or monopolies. Our diamonds are crafted with integrity, priced fairly, and made accessible to all. Transparency, responsibility, and sustainability guide everything we do, ensuring every purchase contributes to a more ethical & sustainable future.

## THE PROBLEM

At Jewel Star Group, we cherish the beauty and brilliance of diamonds, the sparkle they bring, and the dreams they represent. But we also recognize that these gems come at a significant cost—not just financially, but to the Earth and humanity. The truth is, newly mined diamonds carry a heavy price, one that many of us are no longer willing to pay.

## CONFLICT DIAMOND DEFINITION

The Kimberley Process Certification Scheme (KPCS) defines a conflict diamond as: "A rough diamond mined in an area controlled by insurgent forces whose sale is used to finance anti-government military action."

This definition means that diamonds mined in areas notorious for violence, exploitation, and human suffering can be considered conflict-free.

At Jewel Star Group, we take a much broader approach. For us, a conflict diamond is any diamond that contributes to environmental degradation, social harm, or economic instability. We believe in setting higher standards, protecting both the environment and the native communities forced to mine these diamonds under unsafe conditions.

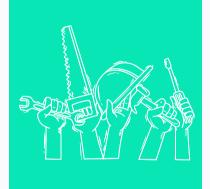


Consumers need to face the harsh reality: conflict diamonds and gold are not relics of the past—they remain a significant issue today. Conflict diamonds continue to flow from regions like Africa, Brazil, Russia, and India, perpetuating harm and injustice in their wake.



### THE EARTH

For every 1-carat diamond mined, 500 tons of soil are displaced. For each gold ring, 20 tons of rock are discarded, often laced with arsenic and cyanide, poisoning water supplies and ecosystems.



### HUMANITY

Diamond and gold-funded wars have caused nearly eight times more deaths than U.S. military conflicts in the past 80 years. Over 20% of earth-mined diamonds are produced under horrific conditions, and only 6% of gold mines in the DRC are certified free from forced labor.



### THE CONSUMER

Millennials and Gen Z, the majority of engaged couples today, seek value, transparency, and social responsibility. They prefer online shopping with accessible information, product backgrounds, and reviews. They demand proof of sustainability and are wary of "greenwashing," especially in an industry that has hidden its true costs for too long.

## Turning our Pledge into Action



## THE SOLUTION

Jewel Star Group is a social enterprise built to end forced labor, protect the environment, and repair the damage done. With a mission that resonates with the next generation, we lead the way in ethical jewelry.



### THE EARTH

We create positive environmental impact by using ethically sourced diamonds, 75% recycled metals, and renewable energy in every piece we craft. Our shorter supply chain results in a far smaller environmental footprint compared to other earthmined diamonds.



### HUMANITY

We're committed to giving back. 10% of net profits go to our foundation, Gangaba Devrajdada Koshiya Welfare Trust helping local communities thrive by offering education, business opportunities, and sustainable alternatives to diamond mining.



### THE CONSUMER

We advocate for the diamond buyer by prioritizing people, planet, and profit—always with integrity and transparency.

## A SUSTAINABLE APPROACH TO MINED DIAMONDS

## **KIMBERLEY PROCESS**

The Kimberley Process, launched in 2000, was a collaborative effort involving the United Nations, diamond-producing nations, industry representatives, and NGOs. Its primary goal is to prevent "conflict diamonds" from entering the global market. As of September 2007, the Kimberley Process included 54 participants, representing 81 governments (with the European Union and its Member States counted as one), covering the majority of stakeholders in the rough diamond trade.

Since January 1, 2003, the Kimberley Process has implemented a certification system to ensure the origin of rough diamonds. Diamonds must be exported in sealed containers accompanied by numbered certificates issued by government authorities. Regular inspections are conducted, and countries failing to meet compliance standards can face sanctions, including exclusion from the diamond trade. By 2006, approximately 99% of the rough diamonds in circulation were certified as conflict-free.



## THE JEWEL STAR COMMITMENT

The Jewel Star Group is deeply committed to responsible sourcing and maintains the highest standards of transparency and quality in its operations. Every diamond we handle is meticulously traced, ensuring its journey is fully documented from its origin to its final form. We strictly adhere to the Kimberley Process Certification Scheme (KPCS), guaranteeing that every mined diamond we purchase is conflict-free. This unwavering dedication reflects our commitment to ethical practices and delivering only the finest, responsibly sourced diamonds to our customers.



## Commitment to Ethical Production



## THE RESULT

At Jewel Star Group, we believe in creating a better future with every diamond. Our commitment to ethics, sustainability, and community empowerment drives everything we do.



### THE EARTH

Every 1-carat ethically sourced diamond ring saves over 25,000 gallons of water, 15,500 kilowatt hours of energy, 500 tons of soil, 13 tons of toxic waste, and 14 tons of CO2 emissions. Plus, we plant a tree with every order to offset shipping emissions.



### HUMANITY

We empower communities in Liberia, Togo, Sierra Leone, and the DRC to thrive outside diamond mining, supporting them during crises like Ebola, COVID-19, and the war in Ukraine. By focusing on income opportunities for mothers, we create lasting, community-wide change.



### THE CONSUMER

Choosing Jewel Star Group means more than just a beautiful diamond. It means ending child labor, protecting the environment, and giving back. Your love becomes part of the solution.

## A SUSTAINABLE FUTURE

At Jewel Star Group, we are deeply committed to pioneering sustainable practices that align with our core values of ethical production, environmental stewardship, and delivering premium diamonds of unmatched quality. Our approach ensures that every step of our process reflects our dedication to creating a better, more sustainable future.





### **RESPONSIBLE SOURCING**

We believe that the journey of our diamonds begins with responsible sourcing. We adhere strictly to ethical sourcing practices, ensuring complete traceability and transparency throughout the production process. By working closely with trusted partners, we guarantee that every diamond we create is sourced with integrity, contributing to the wellbeing of communities and the environment.



### RENEWABLE ENERGY

Our commitment to sustainability extends beyond sourcing. We proudly power every stage of our labgrown diamond production using renewable energy. From cutting-edge technology to manufacturing and polishing, all activities are fueled by sustainable energy sources, reducing our dependence on fossil fuels and lowering our carbon footprint.



### CARBON NEUTRALITY BY 2026

As part of our dedication to environmental responsibility, we have set an ambitious goal to achieve carbon neutrality in all of our manufacturing activities by 2026. Through innovative solutions, energy-efficient practices, and strategic partnerships, we are actively working to minimize our environmental impact and contribute to a cleaner, greener planet for future generations.

## PRODUCT CARBON FOOTPRINT

Jewel Star Group conducts comprehensive Product Carbon Footprint (PCF) assessments for all CVD diamonds, meticulously tracking emissions at every stage of production, from cradle to gate. With a commitment to sustainability, our diamonds are crafted to achieve an exceptionally low carbon footprint of just 3.209 kg CO<sub>2</sub>e per carat, reflecting our dedication to minimizing environmental impact.



## GREEN HOUSE GAS INVENTORY & CARBON OFFSET REPORT

PCF report has been conducted in compliance with the following standards: PAS 2050 | ISO 14067 Reporting Period: April 1, 2023 – March 31, 2024.

'The Carbon Emissions unit of 1 carat of polished LGD: 3.209kgCO2e/carat.'

Scope 1 Emissions (Direct): 8.03 tCO <sub>2</sub> e (2.98% of total emissions)	Fugitive Emissions: Refrigerants (3.846 tCO <sub>2</sub> e).	Stationary Combustion: Diesel (2.395 tCO <sub>2</sub> e) Natural Gas (1.79 tCO <sub>2</sub> e)
Scope 2 Emissions (Indirect): 261.5 tCO <sub>2</sub> e	Total Emissions: 269.6 tCO <sub>2</sub> e. (Scope 1 + Scope 2)	Purchased electricity accounts for 97.02% of total emissions, with the remaining 3% coming from natural sources.

## Environmental Responsibility



## HOW SUSTAINABLE IS JEWEL STAR GROUP ?

## "Where technology meets tradition for a greener tomorrow."

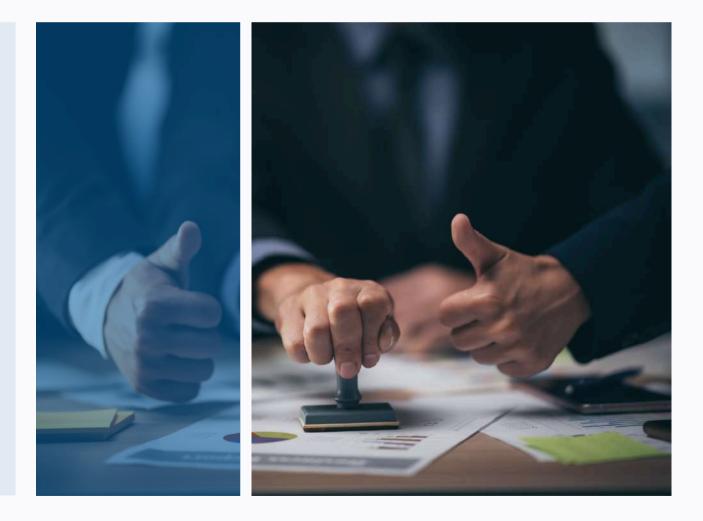
At Jewel Star Group, sustainability is at the heart of everything we do. We proudly hold SCS Global Certification, affirming our commitment to environmental and social responsibility.

Our diamonds are grown in-house using renewable energy, ensuring eco-friendly production processes. Additionally, our jewelry is crafted from recycled 14k and 18k white, yellow, and rose gold or platinum, all certified sustainable by SCS Global. For us, true sustainability is about protecting people, conserving natural resources, and creating a better future for generations to come.



# CERTIFICATIONS & ACCREDITATIONS

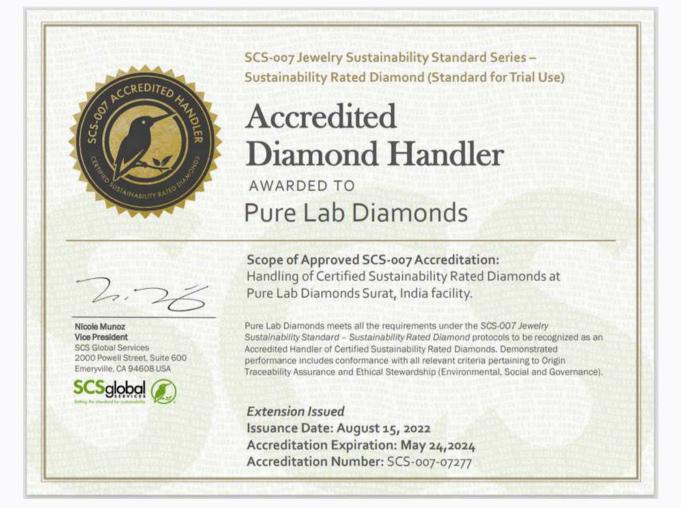
At Jewel Star Group, certifications are more than just accolades—they're a testament to our unwavering commitment to sustainability, ethical practices, and creating a positive impact. Our production units adhere to the highest global standards, ensuring excellence across every step of the process.





## A. SCS Global Certification (SCS-007)

Our SCS-007 certification reflects our leadership in sustainability and environmental stewardship. This globally recognized certification ensures that our processes align with stringent environmental standards, including minimizing carbon emissions and utilizing resources responsibly. With this certification, we solidify our role as pioneers in producing sustainable, labgrown diamonds.



## RESPONSIBLE JEWELLERY COUNCIL

## B. Responsible Jewelry Council (RJC)

As proud members of the RJC, we demonstrate our dedication to responsible business practices, ethical sourcing, and transparency. This certification covers the entire jewelry supply chain and ensures compliance with human rights, environmental protection, and fair labor practices. It's our promise to uphold the highest ethical standards in all our operations.



LEAD WITH PURPOSE INCOME WITH TRUST CONTRIBUTE TO DEPENDENT

BY THE AUTHORITY OF THE COUNCIL

## Jewel Star

IS A CERTIFIED MEMBER OF THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000-5737 DURATION I Year

PSROD 10 December 2024 - 10 December 2027 STANDARD: Code of Practices 2019

David Maled

DAVID MELESKI CHAIRMAN

MELANIE GRANT EXECUTIVE DIRECTOR





## C. Indian Green Building Council (IGBC)

Our facilities are IGBC-certified, a reflection of our commitment to green building standards. This certification recognizes our efforts in designing energy-efficient, sustainable, and environmentally friendly production units, setting a benchmark for eco-conscious manufacturing in the jewelry industry.





## Indian Green Building Council (IGBC)

hereby certifies that

## Jewel Star & Pure Lab Diamonds

Surat, Gujarat (IGBC Registration No: GFB 22 0277)

has successfully achieved the Green Building Standards required for the following level of certification under the

IGBC Green Factory Buildings Rating System

## Gold

December 2024 (This certification is valid for next 3 years)

Pradeep Bhargava

Chair, IGBC Green Factory Building

Change

B Thiagarajan Chairman, IGBC

hRVal

K S Venkatagiri Executive Director, CII-Godrej GBC



## D. SMETA Ethical Trade Audit

We comply with the SMETA (Sedex Members Ethical Trade Audit), one of the most widely used ethical audit formats in the world. This certification ensures that our trade practices are transparent, ethical, and socially responsible, reinforcing our dedication to fair treatment of workers and sustainable business practices.



## Audit and site details

#### Audit details

Sedex company reference	ZC414296610	Auditor company name	DQS CFS GmbH		
Date of audit	2025-02-18	Audit conducted by	Sedex member		
Audit pillars Labour Standards   Health and safety   Environment 4-Pillar   Business ethics					
Site details					
Sedex site reference	ZS414444697	Site name	Pure Lab Diamonds		
Business name	Pure Lab Diamonds	Site address	395004 Building E-2, F.P. 108/P Nagina wadi, Opp RJC Business Hub, Katargam, Surat, IN		
Site phone	9099220081	Site email	purelabdiamonds@gmail.com		

Audit company: DQS CFS GmbH Audit reference: ZAA600115071 Start Date: 2025-02-18

End Date: 2025-02-19

5



## E. Great Place to Work Certification

Jewel Star Group is officially recognized as a Great Workplace by Great Place To Work®, India. This certification is a testament to our people-first approach, fostering a work environment that prioritizes trust, respect, and employee well-being. Our team is the backbone of our success, and this recognition reinforces our commitment to creating an exceptional workplace culture.



This is to certify that PURE LAB DIAMONDS has successfully completed the assessment conducted by Great Place To Work®, India, and is certified as a great workplace. Category: Mid-Size Organizations

This certificate is valid from February 2024 to February 2025.

Yeshasnini L

Yeshasvini Ramaswamy Chief Executive Officer Great Place To Work\*, India

Note: The certificate is valid subject to the terms and conditions agreed to by the Organization.

## Corporate Social Responsibility - CSR

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# TOGETHER WE GROW & FLOURISH

At Jewel Star Group, we believe that true corporate responsibility goes beyond profits—it means giving back to society and contributing to the well-being of our communities. We are deeply committed to making a meaningful impact through various Corporate Social Responsibility (CSR) initiatives, helping to foster growth, empowerment, and sustainability in the areas we serve.



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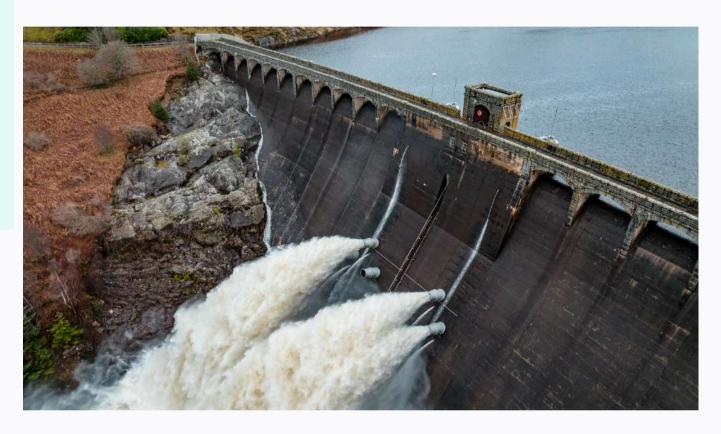
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Mavjibhai Koshiya and his family have been proud donors to the construction of several temples dedicated to serving the indigenous communities in Dang, Gujarat, fostering spiritual and cultural enrichment in the region.

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## SUPPORTING COMMUNITIES: A DAM OF HOPE IN CHOGATH



In its unwavering commitment to giving back to the community, the Jewel Star Group embarked on a transformative initiative to address water scarcity in Gujarat's rural areas. One of its most impactful contributions was funding the construction of a dam on the Kalubhar River in the village of Chogath. This dam was envisioned as a lifeline for the region, providing a sustainable solution to the pressing water crisis faced by neighboring villages. The dam has become a source of immense relief for villages like Chamaradi and Ratanpur, which previously struggled with unreliable water supply, particularly during critical agricultural seasons. By harnessing and storing the river's water, the dam now ensures a consistent supply for irrigation, benefiting around 50,000 farmers in the region.

This initiative has not only improved agricultural productivity but has also uplifted the livelihoods of countless families who depend on farming as their primary source of income. The Jewel Star Group's dedication to empowering communities through impactful projects like this reflects its belief in creating meaningful change, one initiative at a time.

# HEALTH AND WELLNESS FIRST

At Jewel Star Group, health and wellness are at the forefront of our values. Since 2002, we've organized annual blood donation drives, collecting over 3,700 liters of life-saving blood and averaging 400 donations each year. These efforts save lives during emergencies, including surgeries and critical medical treatments. Guided by our founder, Mr. Mavjibhai Koshiya, we view blood donation as a profound act of compassion, inspiring others to contribute to this life-saving cause. Our commitment to health extends beyond blood drives. From vaccination camps during COVID-19 to creating safe and secure work environments, we prioritize the well-being of our employees and the community, fostering a healthier and more compassionate society.





### **Community Welfare**

Sustainability is central to our initiatives. The Bhavnagar Green Circle showcases Jewel Star's dedication to eco-friendly development, featuring lush green spaces and smart water-saving irrigation systems. These projects not only enhance mobility but also improve quality of life while reducing environmental impact.



### Empowering Through Education

Through the Jewel Star Charitable Trust, we drive educational progress with initiatives like Shri Gaurishankar Primary School, offering advanced facilities and expert educators. By equipping young minds with knowledge and skills, we foster self-reliance and contribute to national growth.



### **Championing Gender Equality**

Jewel Star champions inclusivity with leadership training, equal pay policies, and flexible work arrangements. We empower women to take on key roles, fostering an equitable workplace and driving progress toward true gender equality.



## Empowering Women



# WOMEN EMPOWERMENT

At Jewel Star Group, we believe that empowering women is essential to building a stronger, more equitable future. Our commitment to gender equality is embedded across all levels of our organization, reflected in our workforce composition, with women comprising 40% of our team.

### Equality

We strive to provide equal opportunities and foster an environment where everyone can thrive;

Equal Pay and Opportunities: We ensure fair compensation and equal access to growth for all employees, regardless of gender.

Flexible Work Arrangements: Adaptable schedules support work-life balance, allowing both women and men the flexibility to succeed professionally and personally.

## Safety

The safety and well-being of our employees are nonnegotiable priorities;

Safe Work Environment: We maintain secure facilities with robust policies to protect all team members from potential risks. Our goal is to create a workplace where everyone feels respected, valued, and safe.

### Leadership

#### Leadership

We are committed to empowering women to take on influential roles and drive meaningful change;

#### Leadership Development:

We offer specialized training programs to equip women with the skills and confidence needed for key decisionmaking positions.



Jewel Star Group is creating a workplace that fosters inclusivity, equality, and empowerment while contributing to the broader development of our communities. Together, we are driving progress toward a future where every individual has the opportunity to lead and excel.







## Empowering Communities



## EDUCATION AND SOCIAL INCLUSION Ankur School: A Haven for Intellectually Disabled Children

Located in Bhavnagar, Gujarat, Ankur School has been a beacon of hope and empowerment for intellectually disabled children for over 30 years. As a nonprofit institution, the school is dedicated to addressing the educational and vocational needs of its students, offering tailored programs that nurture their unique abilities.

With a holistic approach to development, Ankur School provides:

- Education: Specialized teaching methods designed to help students reach their fullest potential.
- Therapy and Life Skills Training: Essential tools to foster self-reliance, confidence, and dignity.
- Modern Infrastructure: A safe and stimulating environment that supports growth and learning.

By combining education with care and innovation, Ankur School equips its students to lead fulfilling lives, making it a pioneering center for inclusive education in the region.



## Jewel Star Group: A Proud Trustee of Ankur School

As a dedicated trustee of Ankur School, Jewel Star Group is honored to support the mission of empowering intellectually disabled children. Our involvement ensures the school continues to thrive, providing education, vocational training, and essential life skills to its students.

This partnership is a reflection of our unwavering commitment to meaningful Corporate Social Responsibility (CSR) initiatives. By supporting Ankur School, we aim to create a lasting impact—fostering a more inclusive society and giving back to the community in a way that truly matters. Together, we stand for inclusion, compassion, and empowerment, ensuring that every child has the opportunity to achieve their potential and lead a life of dignity and purpose.











Mavjibhai Koshiya's unwavering passion lies in empowering students to succeed by ensuring they have everything they need to pursue their education.



## Empowering Education: Mavjibhai Koshiya's Lifelong Commitment to Students

For the past 20 years, Mavjibhai Koshiya has been a patron and donor to Bortalav School & Shri Gaurishankar Primary School in Bhavnagar, Gujarat, generously supporting the education of more than 1,400 students by funding all their stationery needs annually. From school bags to pencils, notebooks, and other essentials, his annual contributions ensure that every child has the tools required to learn and excel in their studies, fostering a brighter future for the community.

Mavjibhai Koshiya is deeply passionate about education and firmly believes in its power to transform lives. He ensures that the students of Bortalav School & Shri Gaurishankar Primary School, are never short of anything they need to succeed in their studies. From providing stationery to other educational resources, he goes above and beyond to remove any obstacles that might hinder their learning journey. For Mavjibhai, supporting these students is not just an act of generosity but a heartfelt mission to empower them with the education he values so deeply.









Visionary Leadership: Mr. Mavjibhai Koshiya's Dedication







# Gangaba Devrajdada Koshiya Welfare Trust

Founded by the Jewel Star Group on November 22, 2002, the Gangaba Devrajdada Koshiya Welfare Trust is a cornerstone of the company's mission to drive positive change in society. Guided by the principles of compassion, inclusivity, and empowerment, the Trust has consistently addressed pressing community needs through impactful initiatives.

On February 4, 2024, the Trust organized an Orthosis Distribution Camp in Songadh, Gujarat. This camp provided essential mobility aids to individuals with disabilities, significantly enhancing their independence and quality of life. By supporting those with mobility challenges, the Jewel Star Group demonstrates its deep commitment to building a more inclusive and equitable society.

For the Jewel Star Group, initiatives like these go beyond fulfilling corporate social responsibility (CSR) obligations. They are a reflection of the company's core belief that businesses thrive when they actively contribute to the well-being of the communities they serve. Through efforts like the Orthosis Distribution Camp, the group continues to foster hope, dignity, and self-reliance among underserved populations, paving the way for a sustainable future.

The Orthosis Distribution Camp in Songadh was graced by the presence of Mr. Mavjibhai Koshiya, the visionary Chairman and Founder of the Jewel Star Group. His personal involvement and steadfast passion for social welfare underscore his unwavering commitment to uplifting communities.

Mr. Koshiya's leadership is characterized by a hands-on approach, ensuring that every CSR initiative makes a tangible difference. His dedication serves as an inspiration to the Jewel Star family, reinforcing the belief that meaningful change begins with empathy and action. Under his guidance, the Jewel Star Group continues to champion impactful CSR efforts, embodying the values of care, compassion, and community empowerment.



## Jewel Star Group

### Sparkle your Dreams

WWW.JEWELSTARGROUP.COM

#### MUMBAI

SURAT

#### **NEWYORK USA**

CC 3012, BHARAT DIAMOND BOURSE, G BLOCK, BKC, BANDRA EAST, MUMBAI 400051. 108/P, NAGINAWADI ROAD, KATARGAM, SURAT. GUJARAT - 395004 521 5TH AVE, SUITE 820A, NEW YORK, NY 10175