



GIA®

BRINGING CLARITY TO SUSTAINABILITY



Sustainability Report 2022

A public benefit, non-profit Institute, GIA (Gemological Institute of America) is the leading source of knowledge, standards and education in gems and jewelry. Our mission is to ensure the public trust in gems and jewelry by upholding the highest standards of integrity, academics, science and professionalism through education, research, laboratory services and instrument development.



Many stakeholders describe GIA as a “lighthouse” in the industry – with our strong standards, integrity, deep gemological knowledge and independent, unbiased gemological reports.

Our goal is to use our scientific and research-based expertise to advance our crucial consumer-protection mission by driving transparency and bringing clarity to sustainability in the gem and jewelry value chain.

ABOUT THIS REPORT

This is GIA’s first sustainability report, developed in reference to the Global Reporting Initiative (GRI) framework. This report also serves to communicate our progress in relation to the United Nations Global Compact. We plan to publish a sustainability report each year and expect to report in accordance with GRI standards in our next edition.

This inaugural report includes environmental, social and governance (ESG) data for 2022 for all GIA affiliates in the nine countries where we operate. In cases where 2022 data is unavailable, we provide data from 2021. To simplify the reading of this publication, we use GIA to describe all GIA affiliates, and unless otherwise indicated, ESG data covers all GIA affiliates.

At GIA, sustainability initiatives aim at building an inclusive and resilient future for people and the planet. These initiatives focus on social inclusion, environmental protection and economic growth, all interconnected and crucial for the well-being of individuals and societies. This report focuses on GIA’s most material topics, key activities and achievements of interest to our stakeholders – GIA employees and our Board of Governors, clients, students, consumers, brands and retailers, suppliers, NGOs, trade associations, academia, media and the communities with whom GIA interacts.



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PROTECTING GEM AND JEWELRY CONSUMERS

GIA's core mission since our creation in 1931 has been to protect consumers through research, education and science-based laboratory services. In this first sustainability report, we share how this mission brings clarity and transparency to the industry and drives our commitment to sustainability.

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“
GIA exists to protect and ensure consumer confidence. We thank you – our clients, employees and stakeholders around the world – for continuing to put your trust in GIA and allowing us to fulfill our mission. We look forward to our continued collaboration and efforts to make the gem and jewelry trade a more sustainable, transparent and beautiful industry.

President and CEO
Susan M. Jacques

BUILDING THE BASELINE FOR A SUSTAINABLE FUTURE

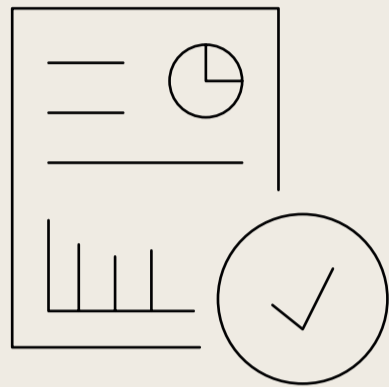
I am pleased to share the inaugural GIA sustainability report, in which we present our approach to the environmental, economic, social and governance topics most critical to our Institute. Last year was a milestone for sustainability at GIA. In 2022, we hired our first vice president of ESG, formalized our sustainability strategy, built a baseline for our climate impact calculations, committed to setting science-based targets and launched new services to improve the traceability of the gems we examine.

Our collaborations with miners, manufacturers, retailers, brands, designers, trade associations, consumers and non-governmental organizations (NGOs) put GIA in a unique position to help drive responsible practices that ensure trust in the gem and jewelry industry. As sustainability becomes ever more important and consumers increasingly consider sustainability-related factors in their purchases, we recognize that we have a very important role to play.

While the global gem and jewelry trade is expected to grow in the coming years, there continues to be disruption due to lingering supply chain issues, coupled with geopolitical and economic uncertainty that impacts all global industries. However, our success over more than 90 years of advancing our public benefit mission comes from our unwavering belief in always doing the right thing and staying true to our core values, regardless of what the external environment may bring.

PRESIDENT AND CEO'S LETTER

While our work touches many facets of the gem and jewelry value chain, there are three key areas where we believe we can have the most significant impact:



TRANSPARENCY AND TRACEABILITY

Our role is to maintain the public's trust through our research, education and independent evaluation of gems. Much of this work is through our programs and initiatives designed to increase transparency and traceability; we are committed to upholding the highest ethical standards for our work. This is one of the main drivers of our sustainability efforts and is underpinned by the results of our materiality assessment.

[Read more >](#)



GENDER EQUALITY

We want to advance gender equality at GIA and within our industry. As part of GIA's alignment with the U.N. Sustainable Development Goals, we recently adopted the Women's Empowerment Principles (WEP), which offer guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community. We also sponsor organizations such as the Women's Jewelry Association, which helps women in the jewelry and watch industries advance and develop professionally.

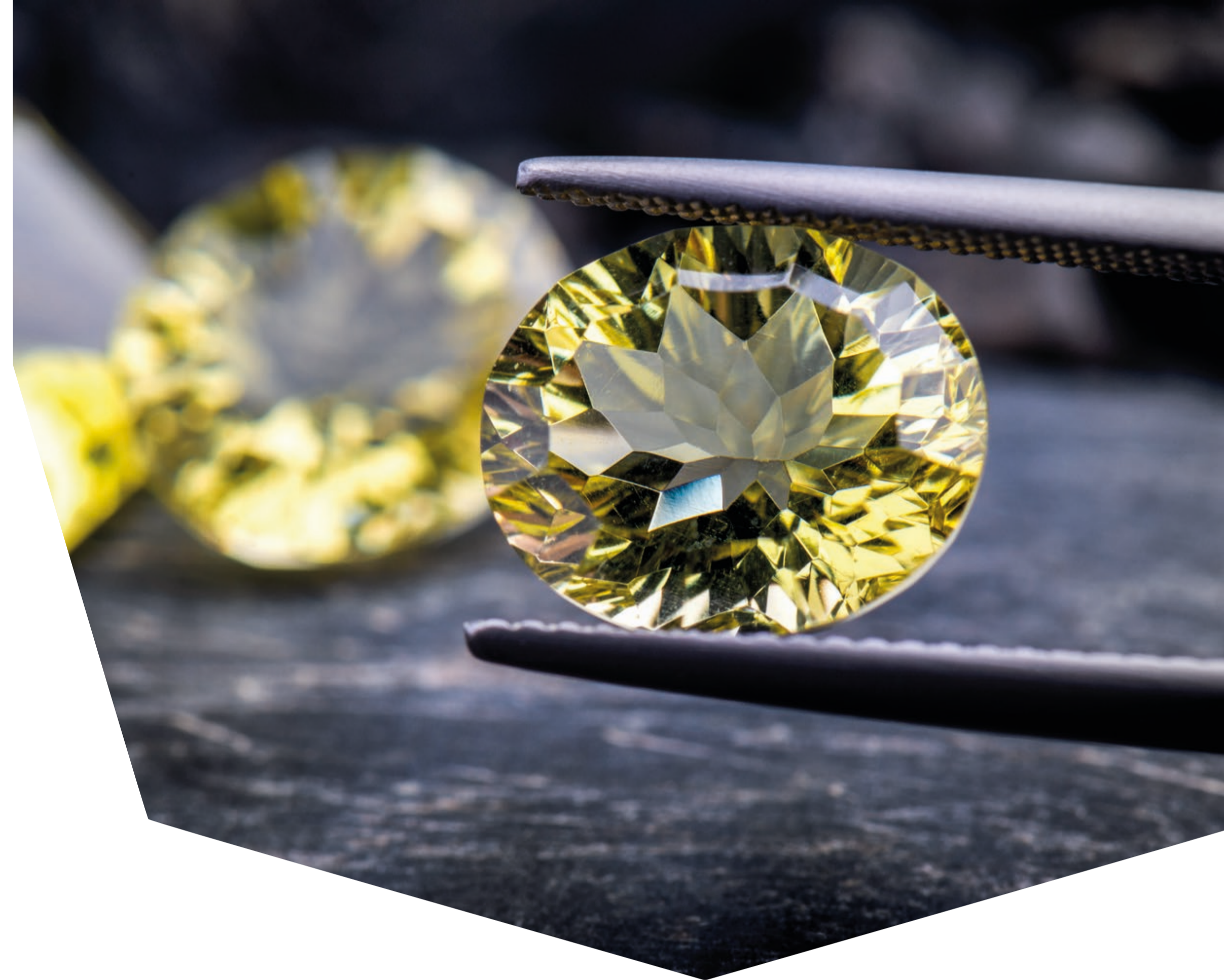
[Read more >](#)



SUPPORT FOR ARTISANAL AND SMALL-SCALE MINERS

Artisanal and small-scale miners are the majority of miners in the colored gemstone industry and approximately 15-20% in diamond mining. It is important to ensure they have the proper resources to thrive. At GIA, we work hand in hand with NGOs to support artisanal miners through training, education and technical support.

[Read more >](#)



This report also highlights several other sustainability initiatives at GIA: how we support our global workforce, build our robust governance structure and make strides to understand and quantify our environmental footprint. As our strategy continues to take shape, we will share more details in future reports.

We thank you – our clients, employees and stakeholders around the world – for continuing to put your trust in GIA. We look forward to our continued collaboration and efforts to make the gem and jewelry trade a more sustainable, transparent and beautiful industry.

President and CEO
Susan M. Jacques

ABOUT GIA

A TRADITION OF SCIENCE AND EDUCATION

Established in 1931, GIA, the Gemological Institute of America, is the world's foremost authority on diamonds, colored stones and pearls. A public benefit, non-profit Institute, GIA is the leading source of knowledge, standards and education in gems and jewelry. GIA focuses on research and innovation, professional and public education and the independent evaluation of gem quality.

OUR MISSION

Our mission is to ensure the public trust in gems and jewelry by upholding the highest standards of integrity, academics, science and professionalism through education, research, laboratory services and instrument development.

LEADING IN GEMOLOGICAL RESEARCH

Research is core to our mission and underpins every aspect of our operations. It informs our gem evaluation efforts, drives innovation in instrument development and fuels our education to foster new generations of gemologists. Most importantly, it helps us set industry standards that protect consumers across the globe.

GIA's research team is the largest in the gem and jewelry industry with more than 60 researchers, and more than 20 with Ph.D.s (in geology, geochemistry, physics, environmental science, engineering, etc.), in five of our global locations – Bangkok, Carlsbad, Hong Kong, New York and Tokyo.

GIA researchers have access each year to millions of gems submitted to our laboratories for evaluation, including exceptionally rare and geologically important natural diamonds, colored gemstones

RESEARCH AND INNOVATION BY THE NUMBERS:

60

Researchers

20+

Ph.D.s

30K+

Verified samples gathered since 2008 through the GIA field gemology program

and natural pearls. This access is the basis for groundbreaking scientific insights published by GIA research scientists in leading journals, including Science, Nature and Gems and Gemology (G&G), GIA's quarterly professional journal. In 2022, GIA scientists published 31 research papers – including scientific studies on determining the geographic origin of gem-quality diamonds and the use of radio frequency identification (RFID) in pearls for traceability and origin data.

GIA also has a long history of innovation in developing gemological and analytical instruments, from the iconic jewelers' loupe in 1934 to an advanced desktop instrument, the GIA id100, that can separate natural diamonds from laboratory-grown diamonds with 100% accuracy.



There is no other organization with such a comprehensive, robust and mission-driven gemological research program. GIA is pushing beyond traditional research into fundamental aspects of geology, mineralogy and the physics of diamonds and other gem materials, all with the ultimate goal of protecting consumers.

Executive Vice President and Chief Laboratory and Research Officer

Tom Moses

GIA researcher.
Photo: Michael Justice/GIA



ABOUT GIA



GIA world headquarters in Carlsbad, California. Photo: GIA

PROFESSIONAL AND PUBLIC EDUCATION

GIA translates in-depth gemological knowledge into industry-leading programs that teach practical skills to train the next generation of jewelry leaders and professionals, offer increased knowledge to gem-producing communities and young people, and support traceability of stones.

GIA's diploma and certificate programs in gemology (Graduate Gemologist, GG, and Graduate Diamonds, GD) are offered in China, India, Taipei, Thailand, the United Kingdom, the United States (Carlsbad, California, and New York, New York) and through distance education. Distance education students from all over the globe can take practical laboratory classes to complete their GG or GD at any campus. Some specific courses, such as Jewelry Design, CAD-CAM and Graduate Jeweler, are only available in person. We offer a comprehensive curriculum that prepares our students for careers in jewelry design, appraisal, sales, bench jewelry and more.

EDUCATION BY THE NUMBERS:

7

Schools

\$15M

Scholarships

365K

People educated

#1

First U.S.-based gemology correspondence courses for jewelers created in 1931

1M

page views "Gems and Gemology" – GIA's journal

65K

volumes – GIA Library is the most extensive library of its kind

GEM IDENTIFICATION AND EVALUATION

GIA is the world's leading organization in diamond grading and gem identification. We evaluate natural and laboratory-grown (or man-made) diamonds, colored stones and pearls. We also help identify heretofore unknown materials and treatments applied to diamonds and colored stones and offer country-of-origin determination.

We provide comprehensive diamond grading reports, which capture the 4Cs – color, clarity, cut and carat weight – of each diamond assessed. We also offer colored stone origin reports, which can identify the source of certain gems. With independence, objectivity and expertise as our hallmarks, we ensure the integrity and accuracy of every report we issue.

GEM IDENTIFICATION AND EVALUATION BY THE NUMBERS:

9

laboratories

5

research centers

5M+

diamonds and gemstones assessed each year

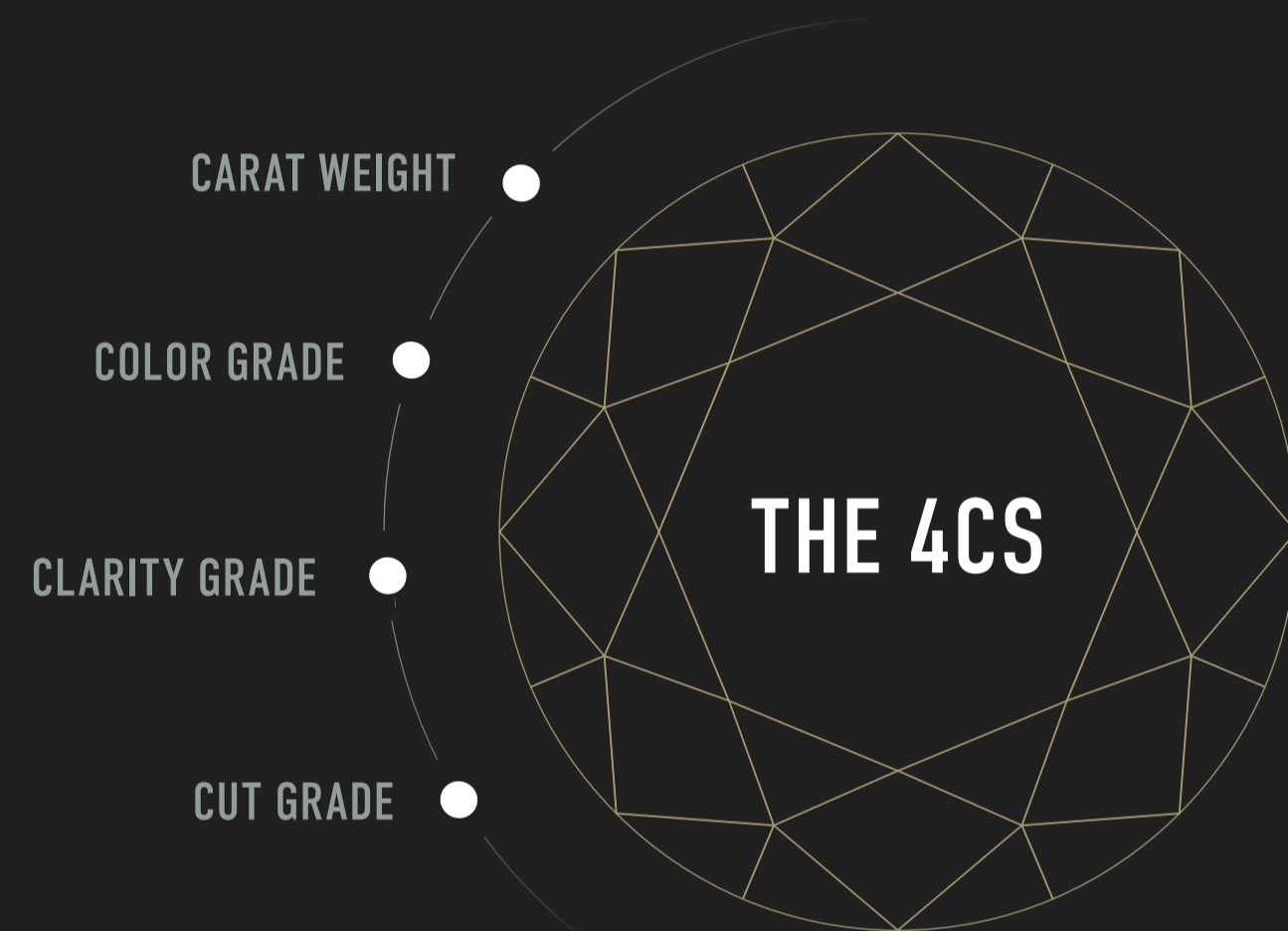


ABOUT GIA

THE 4CS AND THE 7 PEARL VALUE FACTORS™

In the 1940s, GIA:

- > Created the standards used today in diamond evaluation worldwide: The 4Cs of Diamond Quality (cut, color, clarity and carat weight) and applied it to its diamond grading reports, beginning in 1954.
- > Designed a comprehensive classification for pearls, continuously strengthened through groundbreaking research, called The GIA 7 Pearl Value Factors™ (Size, Shape, Color, Luster, Surface, Nacre and Matching).



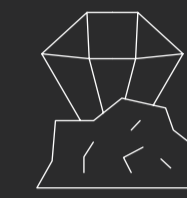
FIELD GEMOLOGY AT GIA

95
expeditions

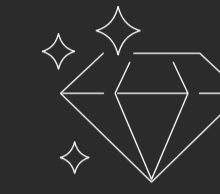
21
countries

1M
carats of samples

GIA WORKS WITH STAKEHOLDERS ACROSS THE GEMOLOGICAL VALUE CHAIN



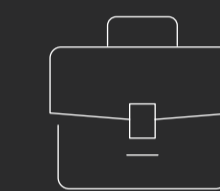
Stage 1
MINERS



Stage 2
MANUFACTURERS



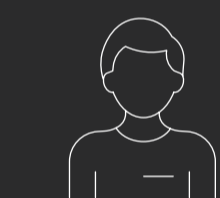
Stage 4
JEWELRY MANUFACTURERS



Stage 3
WHOLESALE AND BROKERS



Stage 5
JEWELRY BRANDS AND RETAILERS



Stage 6
CONSUMERS

Case study

FIELD GEMOLOGY AT GIA

GIA has the most comprehensive field collection program of any gemological research organization or laboratory. GIA field gemologists travel all over the world to study new gem sources: through 95 expeditions, they have collected more than 1 million carats of samples in 21 countries.

This extraordinary portfolio of samples gives GIA researchers a better understanding of where colored gems come from and the geologic conditions of the formation of the gem deposit itself. Scientific analysis of these samples feeds GIA's information database, which supports the gem identification report services of the GIA Laboratory.

GLOBAL TRENDS AND GIA'S RESPONSE



DIGITALIZATION

1

The AI market is expected to grow 20 times by 2030. As a response to the growing shift to AI technologies, GIA has been working to develop AI grading solutions since 2019 to adapt to this fast-changing space and to service client needs quicker, with improved accuracy.

[Read more about AI and digitalization >](#)

GLOBAL TRENDS AND GIA'S RESPONSE

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[Read more about AI and digitalization >](#)

2

ECONOMIC AND SOCIAL SHIFT

These shifts, including expected growth in the global middle class to 5.5 billion by 2030, drive the demand for gemstones, gem grading and for gemological education. GIA is working to meet increased client and student needs to be able to adapt to this global change.

[Read more about GIA's innovations to meet increased client needs >](#)

3

GLOBAL GEOPOLITICAL INSTABILITIES

Geopolitical instabilities like Russia's invasion of Ukraine and the COVID-19 pandemic have impacted global supply chains and business resiliency in recent years.

These events have also impacted GIA's value chain, making it imperative for GIA to respond to them. One way GIA has acted on this was by stopping all transactions with Russian companies as a response to Russia's invasion of Ukraine.

[Read more about GIA's response to geopolitical instabilities >](#)



OUR WORLDWIDE LOCATIONS



3,800+
Employees

10
Laboratories

5
Research Centers

7
Campuses

GIA'S COMMITMENT TO SUSTAINABILITY

WHY HAVE WE DEVELOPED A SUSTAINABILITY STRATEGY?

Sustainability is critical for GIA, our future and our industry. Developing a sustainability strategy is an important step towards supporting our mission to ensure the public trust in gems and jewelry and becoming a more resilient organization, with a positive impact on the world around us.

We've spent the last year formalizing our approach and establishing our ambition to drive progress and build resilience across the gemological sector.

Against the backdrop of our ambition, our strategy has enabled us to determine where to focus our efforts in order to have the greatest impact, and to identify where we want to lead.

Our strategy is also a mechanism for us to set relevant targets against which to measure our performance and progression, and to hold ourselves to account. We have begun this process, and will publish our new targets later in the year, alongside programs to deliver our strategy.

Photo: Valerie Power/GIA

DEFINING OUR MATERIAL TOPICS

To inform the development of our sustainability strategy, we conducted a double materiality assessment in 2022. This process enabled us to identify and assess our most significant current and potential impacts relating to environmental, social, economic and governance-related topics.

Through engagement with a wide variety of stakeholders – internally and externally – using surveys, interviews and workshops, we assessed the impact of wide-ranging topics across two dimensions, using established impact assessment criteria:

- > Inward impact – the impact of sustainability-related topics on GIA
- > Outward impact – GIA's impact on sustainability-related topics on the world around us

1 IDENTIFYING OUR TOPICS:

GIA conducted a detailed horizon scan to identify sustainability topics and trends pertinent to our organization, affiliates and stakeholders. These topics were regrouped into a short list of 17 potentially material topics classified into three categories – environmental, social and governance.

2 ENGAGING OUR STAKEHOLDERS:

GIA engaged over 500 internal and external stakeholders through interviews, surveys and workshops to assess the impact of each shortlisted topic. Stakeholders were asked to score each topic based on an established impact assessment criteria to help reduce subjectivity while scoring.

3 VALIDATING OUR RESULTS:

A validation meeting was conducted with GIA's key senior stakeholders, including GIA's president and CEO and members of the executive committee, to finalize and validate the impact of each topic.

4 FINALIZING THE MATRIX:

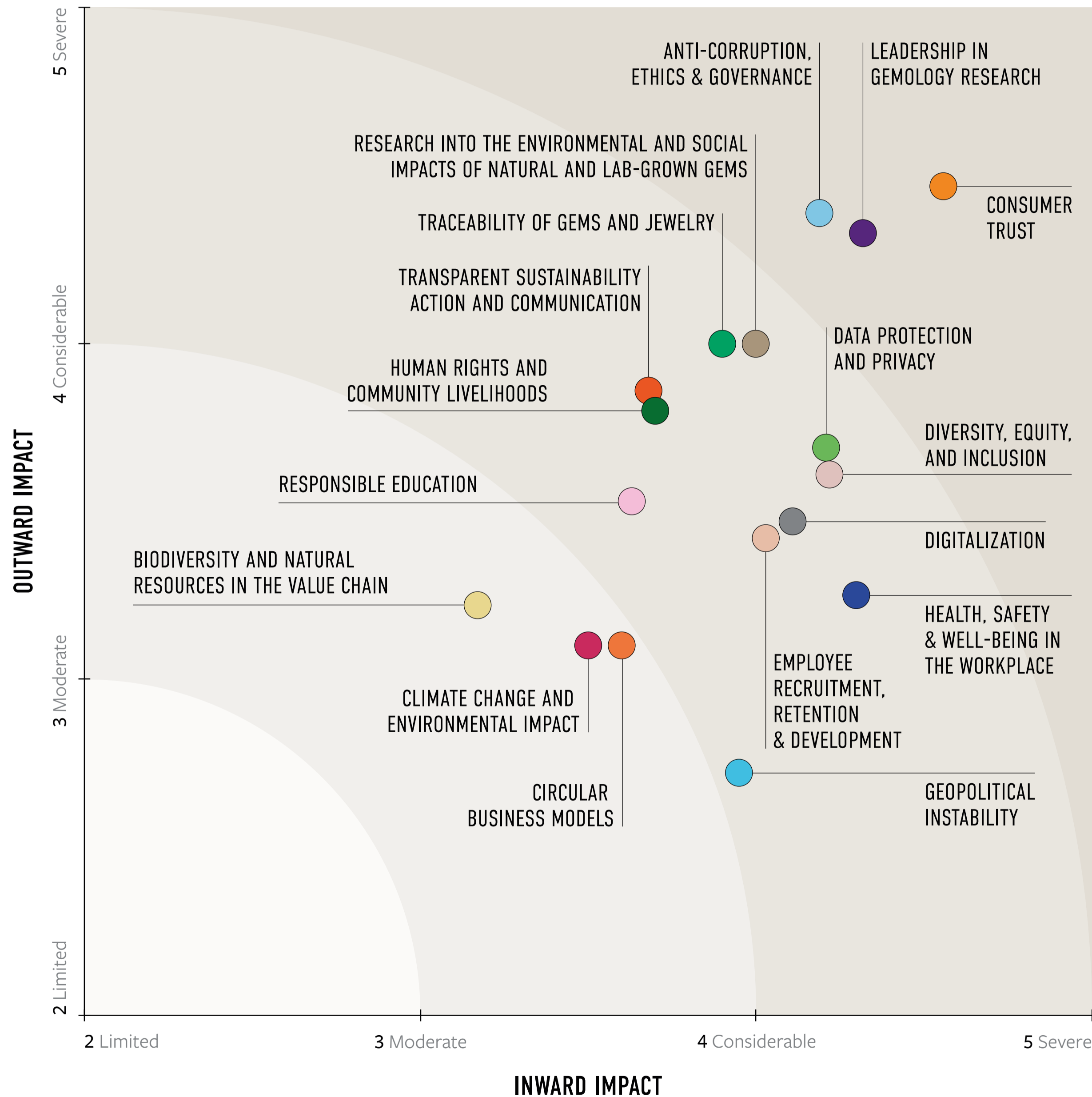
Finally, we plotted the material topics on a matrix based on final impact scores.



GIA'S COMMITMENT TO SUSTAINABILITY

OUR MATERIALITY MATRIX

Standard



HOW WE DEVELOPED OUR SUSTAINABILITY STRATEGY

Our sustainability strategy is informed by our materiality assessment, which highlighted key topics where stakeholders would like to see GIA drive significant change, including:

- > Circular business models
- > Climate change and environmental impact
- > Digitalization
- > Diversity, equity and inclusion
- > Human rights and community livelihoods
- > Leadership in gemology research
- > Research into the environmental and social impacts of natural and laboratory-grown gems
- > Responsible education
- > Traceability of gems and jewelry
- > Transparent sustainability action and communication

Some of the priority topics within our strategy are not reflected in the upper thresholds of our materiality matrix, such as circular business models and climate change. We have chosen to amplify these topics within our strategy because we believe they will play a key role in catalyzing industry-wide change.

Meanwhile, other topics represented within the middle threshold of the matrix, such as health, safety and well-being, and employee recruitment and retention, are not prominent within our strategy. These topics are already a routine focus for us at GIA, rather than requiring a significant strategic emphasis.

Building on the extensive engagement undertaken through our materiality assessment, our strategy development process involved significant further input from stakeholders across GIA and externally, through interviews, ambition-setting workshops and audience testing. These stakeholders represented different aspects of our work, stages of the gemological value chain and various geographies, to ensure we considered our strategy development from all angles and viewpoints. We partnered with an external consultant, Radley Yeldar, to bring an independent perspective.

For versions of this matrix where we have split topics by our mission, trending topics and ESG, please see the online report.

CHAMPIONING TRANSPARENCY

Trust. It's hard to build, easy to break and central to everything we do. And we know that the key to maintaining it is transparency. So, we're championing transparency to advance our sustainability efforts which, in the face of climate change, resource scarcity and social injustice, is more important than ever.

Our sector is evolving rapidly. Digital technology is advancing the traceability of gemstones. Innovations in laboratory-grown diamonds are broadening consumers' choices. And pre-owned jewelry has become a sustainable, and attractive, alternative.

At GIA, we have a vital role to play in this transformation.

Our new sustainability strategy outlines our ambition for change. Our aim?

TO CHAMPION TRANSPARENCY... BY BUILDING RESILIENCE IN THE GEM AND JEWELRY SECTOR... THROUGH PIONEERING RESEARCH AND INNOVATION... THAT WILL INSTILL GREATER CONFIDENCE IN GIA.

We'll drive sector-wide change from the inside out, by building an inclusive culture and reducing our own climate impact. And we'll draw on our science-led approach to improve traceability through digital tools. Collectively, we'll accelerate circularity, spearhead sustainability-related gemology research and continue to raise awareness through our responsible education programs.

By working together to champion transparency and build all-important trust, we'll spark real, sector-wide sustainable change.

CHAMPIONING TRANSPARENCY

EDUCATE RESPONSIBLY
 Spur sector-wide awareness and long-term change by embedding sustainability content into all our education programs and resources.

ADVANCE CIRCULARITY
 Promote circularity by increasing our verification of pre-owned jewelry.

ACCELERATE FULL TRACEABILITY
 Accelerate full, end-to-end traceability of gems and diamonds to provide unparalleled levels of transparency.

BUILDING RESILIENCE IN THE GEM AND JEWELRY SECTOR...

OUR MISSION:
 to ensure public trust



...THROUGH RESEARCH AND INNOVATION...

LEAD IN GEMOLOGY RESEARCH
 Invest in cutting-edge sustainability-related gemology research to ignite sector-wide change.

ADAPT TO A CHANGING MARKET
 Evolve our services to respond to changing market dynamics in response to environmental and societal trends.

TRANSFORM DIGITALLY
 Future-proof the sector using digital tools and AI to improve transparency and reduce environmental impact.

...TO INSTILL GREATER CONFIDENCE IN GIA...

ACT WITH INTEGRITY
 Hold ourselves and our partners to the highest standards of anti-corruption and ethics.

TAKE CLIMATE ACTION
 Reduce our environmental impact to leave a positive legacy.

IMPROVE SOCIAL IMPACT
 Cultivate positive social impact across the gemological value chain to help communities thrive.

DRIVE INCLUSION
 Create a diverse, equitable and inclusive culture within GIA and beyond.

INDUSTRY COLLABORATION

GIA is part of a large, complex global industry. Solutions to some of its most pressing sustainability challenges cannot be developed by any single organization alone. Working and collaborating with others is critical to our strategy and success. Some of our key industry collaborations include:

COLLABORATIONS TO UPLIFT MINING COMMUNITIES

Pact

Pact is an international non-profit working in nearly 40 countries to promote thriving, resilient, engaged communities. GIA has made a \$1.3 million commitment to support a five-year education program in Kenya, Tanzania, Zambia, Rwanda and Madagascar for artisanal and small-scale miners of colored gemstones. The program is funded by the GIA endowment fund. Artisanal and small-scale miners of colored gemstones are provided primary gemological education, enabling them to differentiate the gemstones they mine and acquire the correct value when selling their rough gemstones.

Mercury Free Mining (MFM)

MFM's mission is to eradicate the use of mercury in artisanal and small-scale gold mining. MFM fulfills its mission by educating the jewelry trade about the devastating health and environmental impacts of mercury, which has traditionally been used in the artisanal and small-scale gold mining process. GIA has awarded a \$50,000 grant to MFM and the Alliance for Responsible Mining (ARM) to focus on reducing mercury use in artisanal gold mining in Ananea, Peru, and to develop alternate ways for miners to separate gold without the use of mercury.

15,000

GIA plans to reach more than 15,000 miners (in person and online) with relevant information on how to evaluate the quality of the gem materials that they mine, which can directly lead to an increased economic benefit to the miner.

Diamonds Do Good

Diamonds Do Good is a global non-profit organization whose mission is to support programs that develop and empower people in natural diamond communities and to share these stories of positive impact. The current Board of Directors President is Anna Martin, senior vice president for Institute and industry relations at GIA.

COLLABORATIONS TO PROTECT PEOPLE AND PLANET

Watch and Jewelry Initiative 2030

Kering and Cartier founded the Watch and Jewelry Initiative (WJI) 2030, guided by the Ten Principles of the United Nations Global Compact and the 17 U.N. Sustainable Development Goals. WJI welcomes companies and key stakeholders to join its movement to accelerate positive impact in three areas: building climate resilience, preserving resources and fostering inclusiveness.

Case study

PREPARING THE NEXT GENERATION OF LEADERS TO EMBRACE THE U.N. SUSTAINABLE DEVELOPMENT GOALS (SDGs) WITH THE WATCH AND JEWELRY INITIATIVE 2030

In 2022, GIA joined the [WJI 2030](#) to advance sustainability in our operations and services and throughout the global gem, jewelry and watch industry.

As an affiliate member, we will work with WJI 2030 to develop sustainability content to further advance the U.N. SDGs within the watch and jewelry industry through education and training.



Photo: Kevin Schumacher/GIA

INDUSTRY COLLABORATION

U.N. Global Compact (UNGC)

Since 2012, GIA has been a participant in the UNGC, a voluntary initiative based on CEO commitments to implement universal sustainability principles and take steps to support the U.N. goals.

Jewelers for Children (JFC)

Jewelers for Children was founded in 1999 by the U.S. jewelry industry with the mission of helping children in need. Since its inception, JFC has donated more than \$60 million to programs benefiting children whose lives have been affected by illness, abuse or neglect through JFC's charity partners: St. Jude Children's Research Hospital®, the Make-A-Wish® America, the Elizabeth Glaser Pediatric AIDS Foundation and the National CASA Association. JFC also supports Make-A-Wish® International and the Organization for Autism Research. Susan Jacques, GIA CEO and president, joined the Board of Directors in 2022.

Gem & Jewelry National Relief Foundation (GJNRF)

The Gem & Jewelry National Relief Foundation has spearheaded coordinated social intervention by the Indian gem and jewelry industry since 1999, assisting entire communities within the country during national calamities (including natural and man-made disasters) and supporting underprivileged sections of society. GIA is one of the seven partner organizations.

Photo: Robert Weldon/GIA



GIA gemology student.
Photo: Eric Welch/GIA

COLLABORATIONS WITH EDUCATIONAL INSTITUTIONS

Harvard Business School

The GIA Global Leadership Program at Harvard Business School is an annual senior-level thought leadership program that brings together participants from across the global gem and jewelry value chain to develop a deeper appreciation of the role each plays in creating a healthy and sustainable industry.

[Read more about our education programs here >](#)

INDUSTRY COLLABORATION

COLLABORATIONS TO BUILD INDUSTRY RESILIENCE

The World Diamond Council (WDC)

The WDC is an industry association dedicated to protecting the integrity of natural diamonds and their distribution chain. The WDC is the industry's official representative in the tripartite coalition of the Kimberley Process (KP), which also includes representatives of 89 governments and members of civil society. GIA became a member in 2023.

Responsible Jewelry Council (RJC)

GIA has been a Certified Responsible Jewelry Council member since 2009. RJC members commit to and are independently audited against the RJC Code of Practices, an international standard on responsible business practices for diamonds, gold and platinum group metals. The Code of Practices addresses human rights, labor rights, environmental impact, mining practices, product disclosure and other essential topics in the jewelry supply chain. In 2022, GIA was successfully recertified against the RJC Code of Practices.

Jewelers Vigilance Committee (JVC)

The Jewelers Vigilance Committee has been the recognized source for legal compliance information in the jewelry industry since 1917. JVC is a non-profit organization that uniquely serves every link along the jewelry supply chain through legal guidance, industry guardianship and member education. GIA's president and CEO, Susan Jacques, sits on the JVC Board of Directors. As a member of JVC, GIA was involved in the Federal Trade Commission's 2023 review of the Green Guides in 2022 and early 2023.

Jewelers' Security Alliance (JSA)

Jewelers' Security Alliance is a non-profit trade association with 20,000 members that has provided information and assistance on safety and security to the jewelry industry since 1883. JSA fulfills its mission of educating and alerting jewelers on criminal activity through alerts, research reports, seminars and consulting activities. JSA also works closely with the FBI and local law enforcement agencies, sharing its data and analysis on criminal activity in the jewelry industry. David Trearle, GIA senior vice president and chief financial officer, sits on JSA's Board of Directors.

Jewelers of America (JA)

GIA is a member of Jewelers of America, founded to advance the professionalism and ethics of the jewelry industry. JA represents companies from all areas of the jewelry supply chain – independent stores, retail chains, manufacturers and suppliers, designers and brands and service providers.

Gem & Jewelry Export Promotion Council (GJEPC)

The Gem & Jewelry Export Promotion Council is the leading organization driving India's export-led growth in the gem and jewelry sector. Established in 1966 and headquartered in Mumbai with regional offices nationwide, the Council has more than 7,500 members, including GIA since 2008.

CIBJO or the World Jewelry Confederation

CIBJO (Confédération Internationale de la Bijouterie, Joaillerie, Orfèvrerie des Diamants, Perles et Pierres) or the World Jewelry Confederation is the primary international jewelry, gemstones and precious metals association. It is the oldest such organization, having originally been established in 1926. GIA has been a member of CIBJO for more than a decade.

ENGAGING WITH OUR STAKEHOLDERS

Our success depends on the trust we develop with all our global stakeholders. We maintain strong and productive relationships with our stakeholders and use their feedback to help inform our strategy, including our sustainability strategy. The table on the left summarizes our main stakeholder groups and how we engage with them.

During GIA's first materiality assessment in 2022, we engaged all key stakeholders and captured feedback on GIA's sustainability impact and role in the gem and jewelry industry. We interacted with more than 500 stakeholders through online surveys, one-to-one interviews and collaborative workshops. Some direct feedback from our key stakeholders is captured below:

QUOTES FROM OUR STAKEHOLDERS



GIA is an organization that holds itself to a high standard of responsibility and transparency, and sustainability is a natural extension of that practice.



There is a tremendous opportunity for further leadership that could change the industry in meaningful ways toward sustainability.



Sustainability ensures continuity – and if GIA takes these matters seriously, it will positively impact the business, the people and the planet.



GIA is one of those brands that can send strong messages out within the trade. GIA is a recognizable brand.

STAKEHOLDER GROUP

EXAMPLES OF ENGAGEMENT CHANNELS

| | |
|--|--|
|  GIA Employees and Board of Governors | Town hall meetings • Email communications • Employee hotline • One-on-one and team meetings • Employee surveys • Compliance mailbox |
|  Clients | Direct outreach • Formal engagement processes (i.e. questionnaires and KYC) • Client satisfaction surveys • GIA-led events • Social media |
|  Consumers | GIA website • Conferences • Educational outreach • Social media |
|  Non-governmental organizations (NGOs) | Direct engagement • Conferences • Research projects • Grants through the GIA Endowment Fund |
|  Experts and Academia | GIA website • Conferences • Research projects |
|  Students and Alumni | GIA classes • Career fairs • Alumni Collective • Scholarships |
|  Suppliers | Formal engagement through GIA's supplier onboarding process, including KYS due diligence • Compliance and internal audit interviews of suppliers |
|  Trade Associations | Conferences • Collaborations • Industry events • Nominations of GIA executives on Boards • Financial support through GIA's grants and scholarships |
|  Media | GIA website • Conferences • Press releases |
|  Brands and Retailers | Direct engagement • GIA events • Conferences |
|  Communities | Field gemology • Educational programs • Scholarships • Training |

BRINGING TRUST TO THE FOREFRONT

At GIA, integrity is fundamental to the work that we do. To truly be the foremost authority in gemology, we must always be an impartial, independent and ethical organization. No matter what other changes may come to GIA, we will always be steadfast in our commitment to lead with integrity and operate with the highest ethical standards.

IN THIS SECTION

[Client trust, ethics and compliance >](#)

[Governance >](#)



CLIENT TRUST, ETHICS AND COMPLIANCE

Ethics and compliance underpin everything we do at GIA as an Institute serving the public. We have policies and programs to ensure we maintain a culture where employees understand their responsibility and operate with integrity. Through research, education and unbiased gem grading and analysis, GIA strives to protect the gem and jewelry-buying public by setting global quality standards.

GIA's vice president and chief ethics and compliance officer oversees our ethics and compliance programs. She reports directly to our CEO and the Chair of the Audit and Risk Committee of GIA's Board of Governors.

“**GIA's #1 Core Value is Integrity. Integrity is GIA's foundational value as it ensures GIA's independence in our research, education and laboratory operations. Integrity is essential in building and maintaining our trusting relationships, which allows GIA to fulfill its mission to the consumer and the public at large.**

Vice President and Chief Ethics and Compliance Officer
Elizabeth Keating

TRACEABILITY OF GEMS AND JEWELRY

Now more than ever, consumers increasingly desire to purchase sustainable and ethically sourced products. Research shows that by 2030, 20-30% of fine jewelry purchases will be made with sustainability as a key driver¹. Consumers want to know more about the sustainability of products and the source and origin of gems and jewelry. In support of this, GIA enables the traceability of diamonds, gemstones and pearls through the following initiatives:

- 1 Through the GIA Source Verification Service, we provide source information for the diamonds we grade to increase transparency and further our consumer-protection mission. This free service, available for qualified clients, was launched in July 2022. It verifies the country where natural diamonds were mined. We do this by leveraging existing processes based on third-party verified documents, including [Kimberley Process](#) certificates and invoices provided by diamond manufacturers and others in the supply chain. A third-party assessing firm verifies these claims through audits.
- 2 The GIA Diamond Origin Report uses our research and a proprietary scientific process to match a polished diamond to its original rough, previously examined by GIA, independently confirming that the polished diamond was cut from a diamond with a confirmed origin as reported by the client.
- 3 For colored stones, GIA has been offering origin determination services for more than 15 years through our Colored Stone Identification and Origin Report. Using our unique collection of colored reference with verified sources and our extensive research database, we can determine through nondestructive examination the country of origin of many colored gemstones – natural ruby, sapphire, emerald, Paraiba tourmaline, red spinel and alexandrite. The report also describes whether the stone is natural or laboratory-grown and if it includes any detectable treatments.
- 4 The work of GIA's research teams allows us to further detect and disclose treatments used to artificially improve gems' appearance, color or durability. Because these treatments are not always apparent to the unpracticed eye and are sometimes difficult to distinguish even by experts, it is necessary and legally required for anyone selling a gem to disclose the treatment procedure it may have received. Regrettably, this disclosure is not always made. GIA's research on treatments further protects consumers and reinforces our standards for gem quality.

1. State of Fashion – McKinsey 2022

CLIENT TRUST, ETHICS AND COMPLIANCE

THE DEVELOPMENT OF TRACEABILITY AND TRANSPARENCY AT GIA

2019

Creation of the Diamond Origin Report

Publication of a G&G issue on colored stone geographic origin determination

2008

Launch of the Colored Stones Origin Report



Photo:
Orasa Weldon



2022

Launch of the GIA Source Verification Service for Diamonds



Diamond grading laboratory, Bangkok.
Photo: Suchada Kittayachaiwattana/GIA

Case study

IDENTIFYING THE METHODS AND CHALLENGES OF ESTABLISHING THE GEOGRAPHIC ORIGIN OF DIAMONDS

In 2022, Dr. Evan M. Smith of GIA in collaboration with Dr. Karen V. Smit and Dr. Steven B. Shirey, published a research paper on the “Methods and Challenges of Establishing the Geographic Origin of Diamonds.”

Abstract: “There is growing interest in developing methods to deduce the geographic origin of diamonds. Most approaches have focused on trace elements within diamonds, which can be sensitive recorders of geological conditions during the growth of minerals. Gem-quality diamonds have ultra-low concentrations of trace elements, making them extremely challenging to analyze quantitatively. Nonetheless, high-quality trace element data from multiple studies reveal complex and variable patterns, but with striking similarities and overlap between worldwide deposits... For now and the foreseeable future, the only definitive method to establish diamond origin depends on preserving and retaining origin information from the time of mining.”

Full article featured in *Gems and Gemology*, Fall 2022, Vol. 58, No. 3.

Case study

UNDERSTANDING THE IMPACT OF PEARL HARVESTING THROUGH AN OPEN-ACCESS TOOL

In 2022, we started collaborating with The Nature Conservancy to develop a methodology and framework for measuring environmental impact in the pearl industry. There are currently no standard best practices for pearl harvesters to quantify their impact – positive or negative. Through this initiative, we aimed to create an open-source tool for pearl farmers to self-assess their harvesting practices.

[Read more about our work with The Nature Conservancy here >](#)

CLIENT TRUST, ETHICS AND COMPLIANCE

DATA PRIVACY AND CYBERSECURITY

Developing strong privacy and cybersecurity practices is not only about compliance but also about maintaining the trust our students, clients and employees place in us to protect and handle their information responsibly. We invest in market-leading technologies to protect our network and systems. We empower our employees to confidently navigate an environment where cyber threats are a part of our daily work through privacy and cybersecurity awareness campaigns, just-in-time messages and training, such as tips for home and office, current scams and anti-phishing exercises. We apply privacy principles related to our collection and use of personal information and hold ourselves accountable to ethical standards for the use of that information through our internal policies and programs such as our Information Security, Information Privacy, Information Governance and Corporate Policies programs.

In 2022, our chief information security officer was made a member of GIA's executive team and he provides bi-weekly updates to this group. He reports quarterly to the Audit and Risk Committee of the GIA Board of Governors and provides updates to the Board of Governors on an as-needed basis.



Information security and privacy are not an option anymore. These must be part of the business strategy and playbook, especially if we are to maintain the trust of our customers.

Chief Information Security Officer
David Lin

92%

of GIA's employees completed cybersecurity training in 2022.

96%

of GIA's employees received privacy training on information-handling practices.

CODES OF CONDUCT

Employee Code of Conduct

GIA's [Code of Conduct](#) is the ethical and legal foundation of our practices, operations, and ethics and compliance efforts. The Code explains the conduct and behaviors expected of each of us as we uphold GIA's high standards of integrity. It guides us to make ethical and sound decisions and to know when – and where – to ask for help. GIA's Code of Conduct helps us maintain the trust we have earned from our stakeholders and ensures our ongoing value and relevance to the public we serve. All new hires are required to read and sign GIA's Code of Conduct and to attend mandatory ethics and compliance training within their first 30 days of employment. The Ethics Learning Sessions training includes Conflict of Interest, Core Values and Speaking Up. We refresh this course as needed to reflect the dynamic nature of our industry. Every year, every employee must re-certify their understanding of the Code of Conduct and disclose any actual, potential or perceived conflict of interest.

Supplier and Service Provider Code of Conduct

[Our Supplier and Service Provider Code of Conduct](#) outlines the behavior and expectations we place on our suppliers. This Code is fundamental to protecting GIA's reputation for integrity by ensuring that we enter into business relationships with individuals and entities who engage in ethical business practices, embrace GIA's commitment to integrity and are not sanctioned individuals or entities.

100%

completion of the Anti-Bribery and Anti-Corruption Policy acknowledgment for the 2022 campaign.

100%

of new hires attend mandatory ethics and compliance training within their first 30 days of employment.

CLIENT TRUST, ETHICS AND COMPLIANCE

Client Code of Conduct

GIA has a [Client Code of Conduct](#), which outlines GIA's expectations regarding a client's behavior when dealing with GIA personnel. All GIA clients are expected to conduct themselves and their businesses ethically and with integrity. They are also expected to act professionally and courteously with all GIA employees.

GIA is governed by a strict global anti-bribery/anti-corruption policy. We do not tolerate corruption in any form, including the bribery of government officials or inducements offered to others to gain a commercial advantage. Our policies explain the conduct and behaviors we expect of ourselves to uphold the highest standards of integrity. We take any breaches or potential breaches of our policies seriously and have a global whistleblower hotline and website available to students, employees, clients, suppliers or other third parties. GIA's Ethics and Compliance team investigates all reports entered into our whistleblower hotline or ethical concerns brought to their attention through other channels.

The chief ethics and compliance officer reports to the Audit and Risk Committee every quarter regarding the hotline investigations or more frequently if appropriate.

Photo: GIA



International Gem
Tower in New York
Photo: Bjorg Magnea/GIA

AUDITS

Internal Audits: GIA's Internal Audit department provides an independent and objective assurance and consultation service designed to enhance the Institute's performance and operations. We perform a variety of risk-based audit projects across all the Institute's key areas, and the scope of our reviews includes one or a combination of financial, operational, compliance, strategic and technology-related risks and controls. For opportunities identified during our audits, we work directly with the risk and control owners and senior leadership to assist in developing and implementing action plans to address issues identified. We believe that by maintaining a rigorous and proactive approach, we can help the organization identify, mitigate and/or take advantage of risks and opportunities, improve operational efficiency and help ensure GIA's long-term success in maintaining consumer trust in the gem and jewelry industry.

Independent financial audits: GIA engages independent auditors to perform annual external audits for all global locations.

CLIENT TRUST, ETHICS AND COMPLIANCE

ISO audits: GIA India Laboratory has been granted accreditation to the ISO/IEC17025:2017 standard for its testing laboratories in Mumbai and Surat through the ANSI National Accreditation Board (ANAB). ISO/IEC 17025:2017 is the internationally recognized standard for calibration and testing laboratories. It specifies the general requirements for the competence, impartiality and consistent operation of laboratories. This accreditation acknowledges that GIA India Laboratory has a proven quality system and is technically competent to produce valid and reliable results.

RJC audits: GIA engages an independent third party to conduct audits of our laboratory locations according to the Responsible Jewelry Council (RJC) Code of Practices. RJC audit scope includes our business practices, policies and processes to address bribery and facilitation payments, child labor risks, community engagement and development, discipline and grievance procedures, discrimination, environmental protection, forced labor and human rights. In 2022, GIA was re-certified after completing an RJC audit under the Code of Practices.

KNOW YOUR CUSTOMER AND SUPPLIER

GIA's reputation for integrity and ethical business practices is central to our mission of ensuring public trust in gems and jewelry. Our Know Your Customer/Know Your Supplier (KYC/KYS) Policy is fundamental to protecting our reputation for integrity by preventing any involvement by GIA with any client or other third party that might be involved in unethical business practices, be a sanctioned individual or entity, or would otherwise harm GIA's mission or reputation. The policy applies to all prospective and current suppliers, clients and other third parties with whom we do business. GIA's ethics and compliance department conducts due diligence screenings and assessments of all prospective or current clients, suppliers or third parties.

GIA's robust KYC process screens all new and existing clients against an extensive list of sanctioned (or otherwise undesirable) individuals and entities. In addition to screening when onboarding a new client, GIA conducts frequent and periodic due diligence screenings of current clients to ensure that all of our clients and other third parties with whom we do business operate ethically and with integrity.

Case study

RESPONSIBLE JEWELRY COUNCIL (RJC)

GIA laboratories are certified members of the RJC. RJC members commit to and are independently audited against the RJC Code of Practices – an international standard on responsible business practices for diamonds, gold and platinum group metals. The Code of Practices addresses human rights, labor rights, environmental impact, mining practices, product disclosure and other critical topics in the gem and jewelry supply chain.

Case study

TAKING A CLEAR STANCE; GIA'S RESPONSE TO GEOPOLITICAL INSTABILITY

In 2022, GIA stopped all transactions with and all laboratory submissions from Russian companies and individuals sanctioned by the U.S. government at all our global locations. We also suspended the submission of Russian-origin rough diamonds for the GIA Diamond Origin Report service.

In support of the Ukrainian people, we also donated \$100,000 to the United Nations High Commissioner for Refugees and \$100,000 to the International Committee for the Red Cross for food, shelter and medical assistance to the people of Ukraine.

GOVERNANCE

We have a robust governance structure to ensure our organization adheres to the highest standards of integrity. We continually evaluate the performance of our governance and our leadership teams so that we operate effectively and efficiently.

BOARD OF GOVERNORS

GIA’s Board of Governors is the steward of the public trust. It helps direct our strategy to ensure that GIA’s mission and vision are followed in our decisions, that GIA’s reputation is preserved and continues to grow globally, and that the financial goals of the Institute are met. Each of the 15 governors offers a unique perspective based on their professional experience in retail, scientific research, education, finance, law, manufacturing or technology. The Board of Governors meets at least four times a year and has six standing committees: Audit and Risk, Education, Executive, Finance, Governance and Laboratory and Research. The Finance and Education Committees work together for all matters linked to GIA’s endowment.

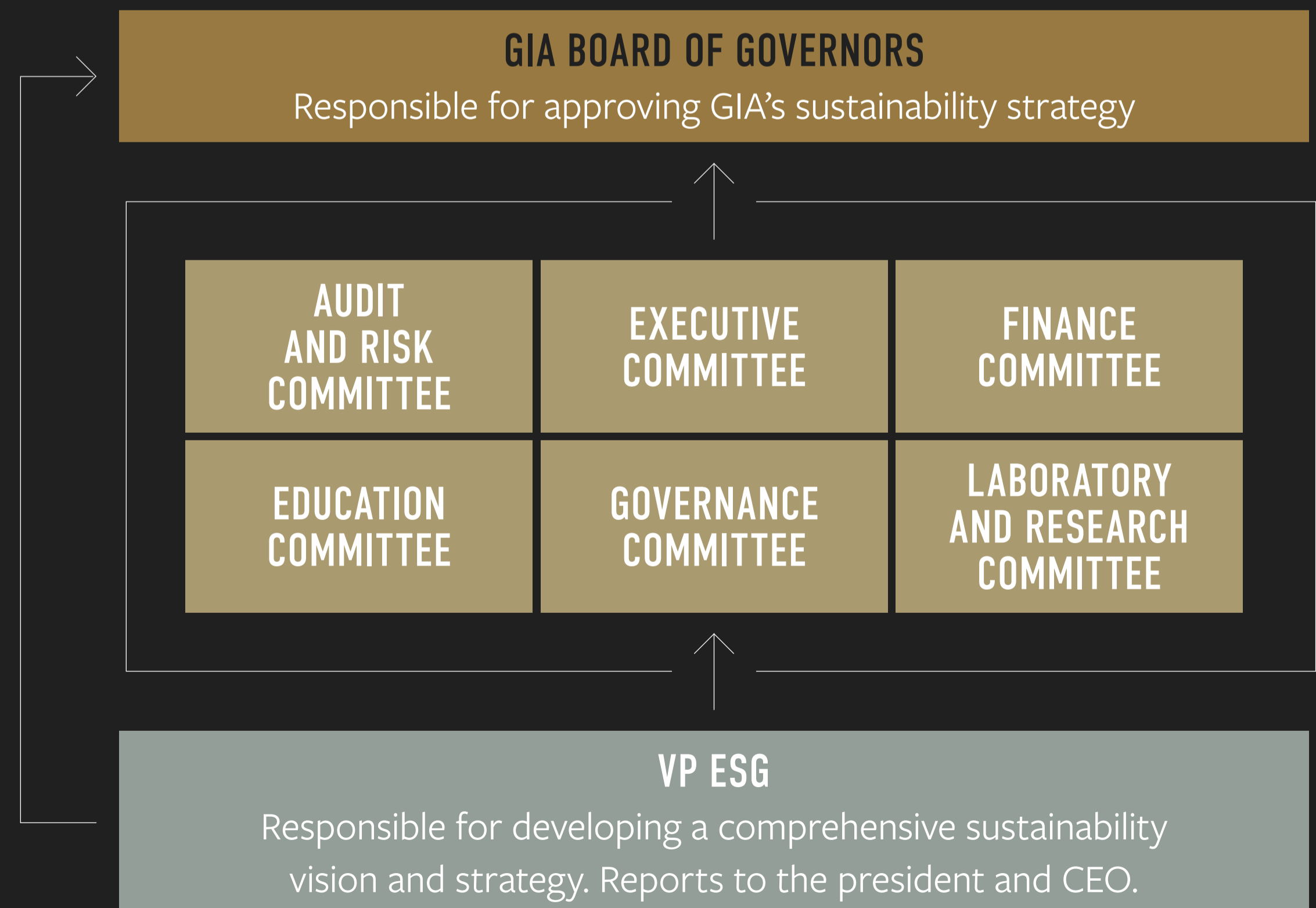
[Read more on GIA’s endowment here >](#)

In November 2022, four governors retired, and GIA appointed two new governors, Lake Dai and Russell Mehta. Lisa Locklear, a governor since 2012 and GIA’s former Governance and Finance Committee Chair, began her service as Board Chair. Stephen Kahler, a governor since 2016 and the Laboratory and Research Committee Chair became Vice-Chair of the Board.



The GIA Board of Governors met in November 2022 at the GIA World Headquarters in Carlsbad, California.

Pictured from left, seated: Barbara A. Sawrey, Ph.D.; Tammy Storino; Stephen F. Kahler; Lisa A. Locklear; Dione D. Kenyon; Thomas H. Insley; Barbara Lee Dutrow, Ph.D.; Elliot Tannenbaum. **Pictured from left, standing:** Susan M. Jacques; Dave Bindra; Lawrence Ma; Lake Dai; Kiko Harvey; John W. Valley, Ph.D.; Jeffrey E. Post, Ph.D.; Samantha F. Ravich, Ph.D.; Robert Andrew ‘Andy’ Johnson; Thomas Moses; Marcus ter Haar. **Not pictured:** Russell Mehta.



GOVERNANCE

EXECUTIVE STAFF

The executive staff is responsible for developing strategy and GIA's daily operations and for promoting and continuing our success and growth. The team comprises a diverse group of highly experienced professionals from both inside and outside of the gem and jewelry industry. They are responsible for carrying out GIA's mission and follow a strict code of ethics to ensure that our actions are driven by our consumer-protection purpose and executed with dedication and commitment.

SCHOOL AND LABORATORY LEADERSHIP

A group of experienced professionals in their respective fields leads GIA's laboratories and schools. Each school and laboratory is led by a director with a wide breadth of knowledge and an intimate understanding of the local GIA affiliate. The laboratory and education directors connect executive staff, students and laboratory employees while ensuring their school or laboratory's smooth and ethical operations.

EDUCATION COMPLIANCE AND ACCREDITATION

GIA is a not-for-profit, private, postsecondary educational institution incorporated to promote education and research in gemology, jewelry arts and related subjects. GIA's Carlsbad and New York campuses are accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC). GIA's online courses and laboratory classes are accredited by the Distance Education Accrediting Commission (DEAC). ACCSC and DEAC are licensed by the U.S. Department of Education and seek to ensure that institutions offer well-developed programs that prepare students for their chosen fields of work. Being an accredited educational institution for more than 49 years helps enable GIA's mission.

ESG GOVERNANCE

In 2022, we appointed a vice president of environmental, social and governance (ESG) programs. This role will develop a comprehensive ESG vision and strategy and support integrating GIA's sustainability policy and practices into our core business strategy. The VP ESG reports to our president and CEO, is a member of GIA's executive team and provides quarterly updates to the Board of Governors.



GIA is in a unique position to advance the development and implementation of programs and practices that will lead to greater transparency and a more sustainable future for the gem and jewelry industry.

Vice President Environmental Social and Governance Programs

Johanna Levy



GIA New York.
Photo: Jian "Jae" Liao/GIA

COLLABORATING WITH LEGAL COMPLIANCE EXPERTS



Q&A WITH TIFFANY STEVENS – CEO, PRESIDENT, AND GENERAL COUNSEL – JEWELERS VIGILANCE COMMITTEE (JVC)

GIA has been a member of the JVC for 10 years, and GIA’s President and CEO sits on JVC’s Board of Directors.

How do JVC and GIA work together?

JVC and GIA collaborate and harmonize on important industry topics such as ethics, sustainability, anti-money laundering, accuracy in disclosures, education and responsible sourcing. Our shared mission is to protect consumer confidence. We are aligned in wanting only ethical and positive impacts from our industry all along the sourcing and lifecycle of our beautiful products.

What are your hopes for the future of this collaboration?

For more than 100 years, JVC’s mission has been to help jewelers build robust businesses with the highest integrity, ethics, and legal and regulatory compliance practices. We educate and advise manufacturers, wholesalers, retailers and designers about their rights and responsibilities as business owners, employers and advertisers. We could not do our work without the support of GIA and the industry at large. GIA is an essential organization to our industry, strongly rooted in its principles, yet also able to evolve to meet future needs. Our hopes are that we continue to work together to advance the best that the industry has to offer.

What makes this collaboration successful?

GIA is truly unique. It’s able to maintain and update a unified grading system for our industry that provides consumer and industry confidence, while remaining on the cutting edge of technology and science. GIA is providing a high level of education for the next generations in our trade globally with a sense of mission and positive purpose that aligns perfectly with our mission at JVC and enables our continued success.



GIA student
Photo: Emily Lane/GIA

FOCUSING ON OUR EMPLOYEES AND GEM COMMUNITIES

As the world's foremost gemological Institute, our greatest assets are our teams. GIA's educators aim to inspire the next generation of industry leaders. Our laboratory teams ensure that gem and jewelry-buying consumers can trust their purchase. GIA researchers continuously enhance our expertise. Our IT department builds our future services with AI and blockchain. And our corporate teams enable GIA to fulfill our mission and purpose with a focus on excellence and the highest integrity.

IN THIS SECTION

[Our employees >](#)

[Responsible education and innovation >](#)

[Strengthening our value chain >](#)



OUR EMPLOYEES

Our more than 3,800 employees worldwide are passionate about science, history, design, education and cutting-edge technology and are the driving force behind our success. We seek to provide an environment where they are respected, heard and encouraged to bring their unique perspectives to the workplace.

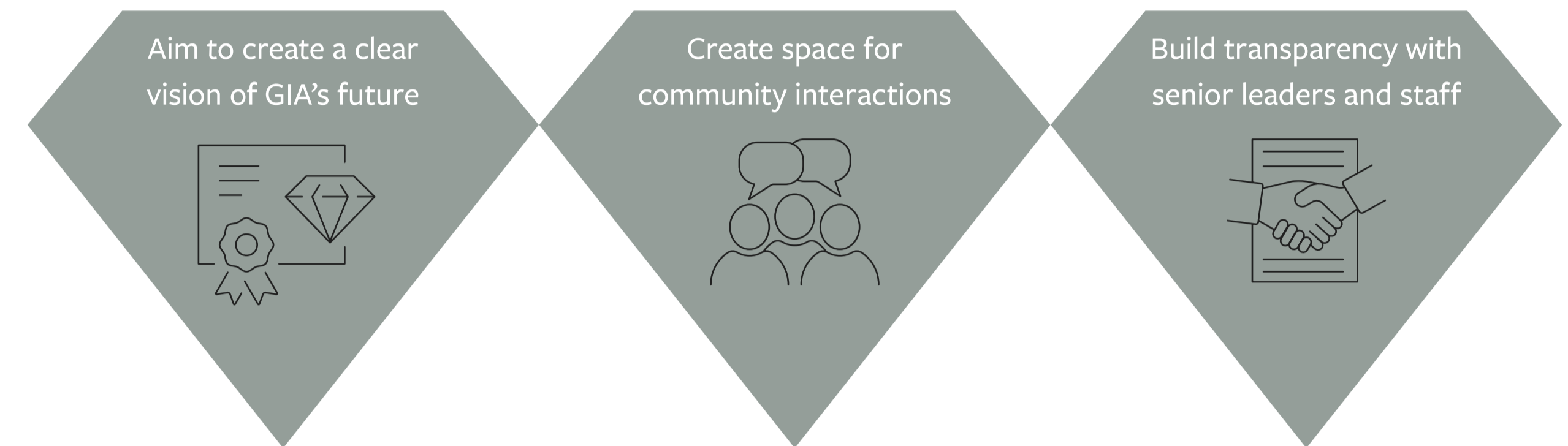
EMPLOYEE ENGAGEMENT

We regularly engage with our employees through formal and informal channels, in-person or virtual discussions, emails, newsletters and town halls. Our HR People partners are an essential liaison between our global workforce and senior leaders. Employees also have access to our 24-hour anonymous concern-reporting hotline, and we seek to foster an environment that supports and encourages individuals to share their ideas and concerns. In 2023, an Engagement and Listening Specialist will join GIA to enhance employee engagement further.

Town Halls at GIA

We hold quarterly town hall meetings in each region to keep employees abreast of company matters, industry updates and other relevant information. Town halls are interactive and serve as an important forum for senior leaders to hear directly from employees, with time for Q&A sessions built into each presentation. Some key themes discussed in our 2022 town halls included industry and geopolitical focus, GIA affiliate matters around the globe and updates on our strategic initiatives and digitalization journey.

GIA Town Halls



Case study

CULTIVATING ACCOUNTABILITY WITH RESPECT AND EFFECTIVENESS AT GIA

The GIA Mumbai team built the C.A.R.E. (Cultivating Accountability with Respect and Effectiveness) program to engage laboratory employees. The team designed workshops, training sessions and digital tools to build awareness and drive engagement. Three months after the launch, the leadership team conducted a broad survey to assess employees' understanding and perception of the program. The survey results showed a high understanding and support of the new initiative, with a score of 4.16/5 received from all employees surveyed.

OUR EMPLOYEES

LEARNING AND DEVELOPMENT

GIA has developed robust foundational processes supporting talent development – from talent identification to skills development and succession planning. We encourage our employees to build new skills, sharpen existing ones and prepare for career advancement. We have a full suite of mandatory training for all employees to complete within the first 30 days of joining GIA. This includes global safety and health orientation, workplace harassment prevention, and privacy and security awareness. We also require ethics training on our Core Values, conflicts of interest and speaking up.

Beyond our core curriculum, we offer the following range of continuous learning opportunities for our employees globally:

1 TECHNICAL SKILLS

To provide ongoing knowledge and understanding of the essential aspects of a specific job field or domain expertise. Courses include excellence in client engagement and digital marketing for GIA sales teams.

2 INDIVIDUAL SKILLS

To offer options for continuous learning that enable individuals to enhance their knowledge, behaviors and soft skills to work efficiently in their current roles. Courses include problem-solving and decision-making, and motivation and delegation.

3 MANAGERIAL SKILLS

To continuously improve organizational knowledge and skills by enabling managers to deliver more effectively in their current role. Courses include workplace, management styles, emotional quotient, conflict, and listening and communications.

4 LEADERSHIP DEVELOPMENT

To enhance employees' knowledge, skills and attitude for future roles, focusing on succession.

5 EXECUTIVE LEADERSHIP

To establish future strategies and objectives while directing business operations.

5

Each GIA employee took part in more than five different courses or trainings in 2021-22.



Photo:
Jian “Jae” Liao/GIA

BENEFITS AND COMPENSATION

GIA pays competitive salaries and offers training opportunities for professional development with tuition reimbursement. We provide competitive benefits packages, including paid parental time off, sickness, bereavement leave, vacation and holidays depending on local custom.

In addition, in the United States, we offer 401(k) retirement plans to all employees, which are eligible for company matching contributions immediately after hire. Our wellness programs allow annual reimbursement for health-related purchases for employees and their dependents. Our Employee Assistance Program (EAP) provides confidential counseling and referral services, with costs covered 100% by GIA.

GIA India provides health insurance to all GIA employees as well as their spouses, children and (starting in May 2023) parents. GIA India also works with GJEPC to provide health insurance for contract workers. Over the last three years, we have invested more than \$1.2 million and covered hospitalization insurance for several thousand contract workers.

OUR EMPLOYEES

EMPLOYEE VOLUNTEERING

We encourage employees to support causes they care about through self-formed, self-managed Employee Resource Groups. Our U.S.-based Brilliance in Service Program celebrates and rewards GIA staff for their commitment to volunteering by allowing all employees eight paid hours off each year to volunteer. We also offer opportunities to support our local communities through GIA-sponsored team events.

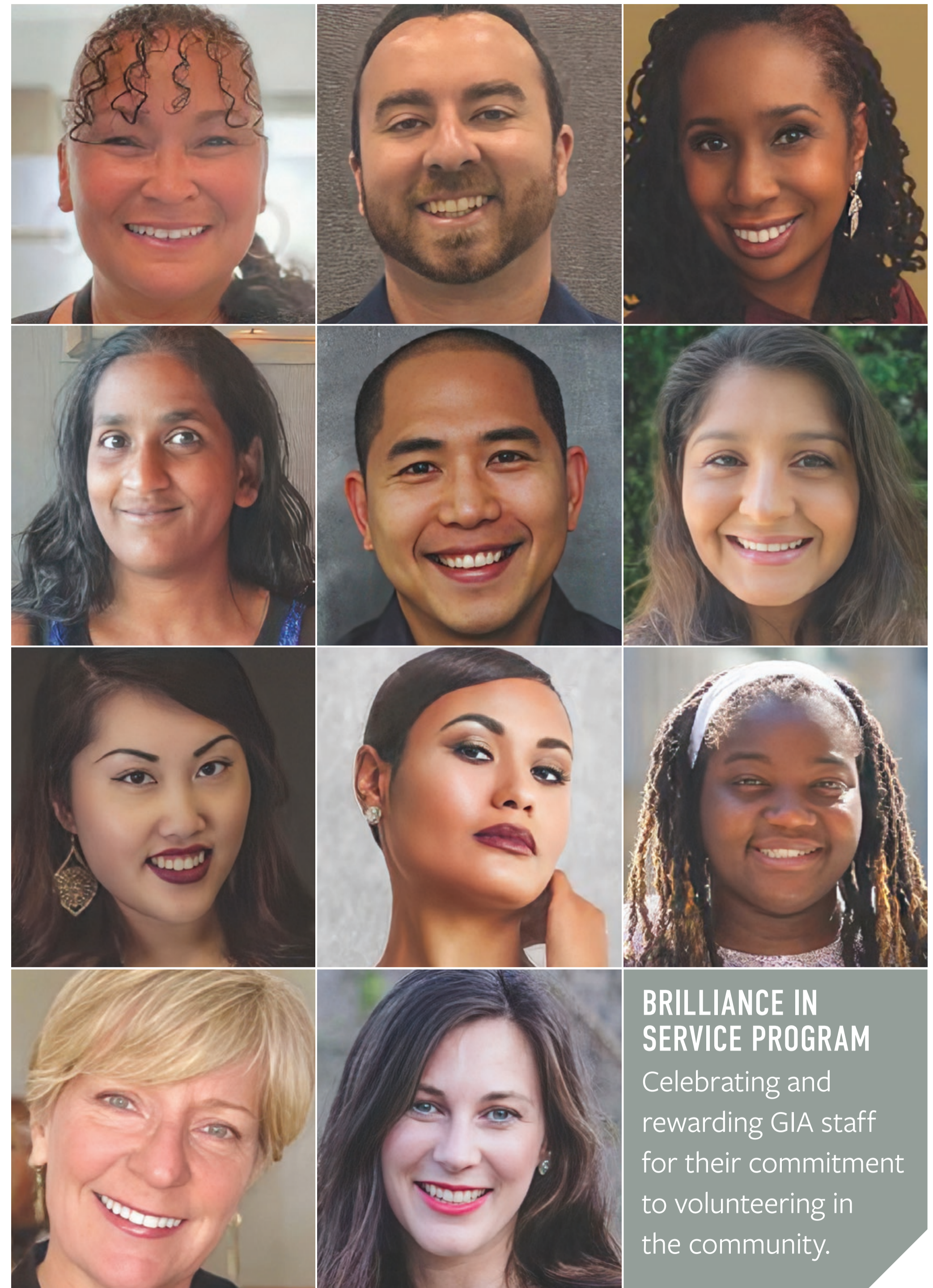
ALL

U.S. GIA employees are entitled to eight paid volunteer hours yearly to support the organization that inspires them.

Case study

VOLUNTEERING FOR THE PLANET – SPRING INTO ACTION

In 2022, GIA celebrated Earth Day with a brand-new community effort – Spring Into Action! More than 135 employees from across the U.S. volunteered time and labor at their community parks, beaches, forest trails and local neighborhoods. We picked up litter, planted trees, painted benches, pulled weeds, worked on urban farms and cleaned our shorelines. The 135 employees who joined this initiative in the United States helped clean 16 beaches and participated in cleaning or reforestation initiatives in 20+ parks in seven states.



BRILLIANCE IN SERVICE PROGRAM

Celebrating and rewarding GIA staff for their commitment to volunteering in the community.

Pictured from left to right: Rebecca Lee, Garrett McElhenny, Lisa Garris, Susan Bacchus, Zhao Huan (Mike) Chen, Melissa Prado, Jennifer Liao, Marlee Goldston, Chevere Samuel, Sabra Norris and Anna Cournoyer.

OUR EMPLOYEES

INCLUSION AND DIVERSITY

We strive to be an organization where every employee feels a sense of pride, safety and belonging, valued for who they are and the unique background, experiences and perspectives they bring to GIA. To succeed, we must live our values of leadership, teamwork, respect, integrity and results and hold ourselves and each other accountable within GIA and the global gem and jewelry industry.

In 2021, we established our Inclusion and Diversity (I&D) Program, led by a committee of senior leaders from the Institute. The program aims to develop GIA's formal I&D philosophy and identify specific goals for enhancing our efforts in this area. Through the program, we also provide monthly communications to employees celebrating GIA's diversity and provide I&D playbooks on topics such as unconscious bias awareness.

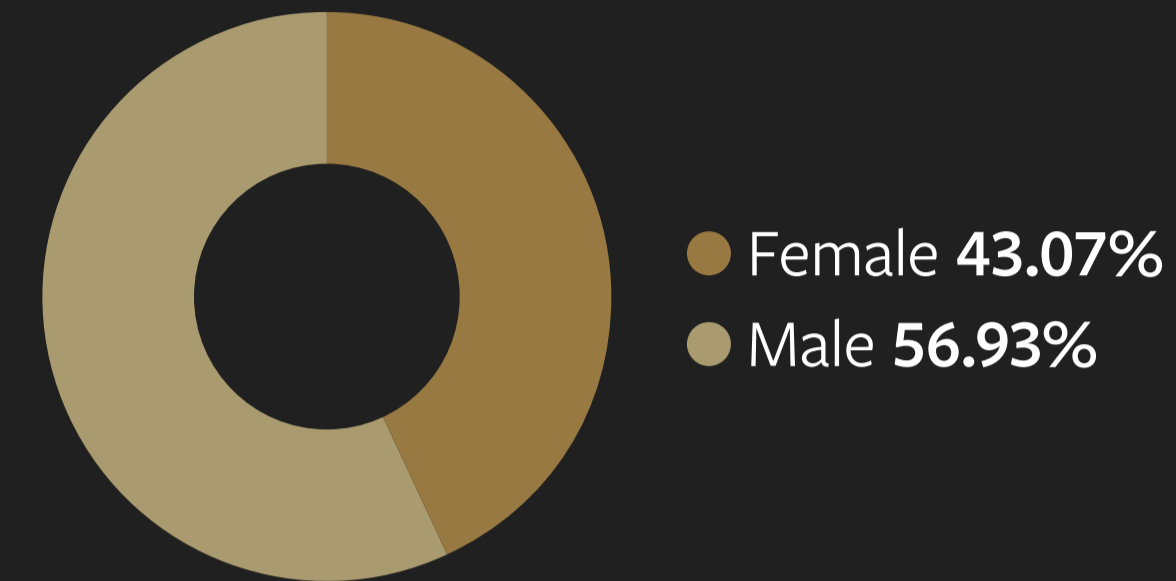
GIA is focused on gender equity: 54% of our senior leaders and 40% of our Governors are women¹.



Nikki Carlson, Digital Content Specialist (left), and Nellie Barnett, Corporate Communications Manager (right). Photo GIA

GIA'S EMPLOYEES BY GENDER

TOTAL EMPLOYEES



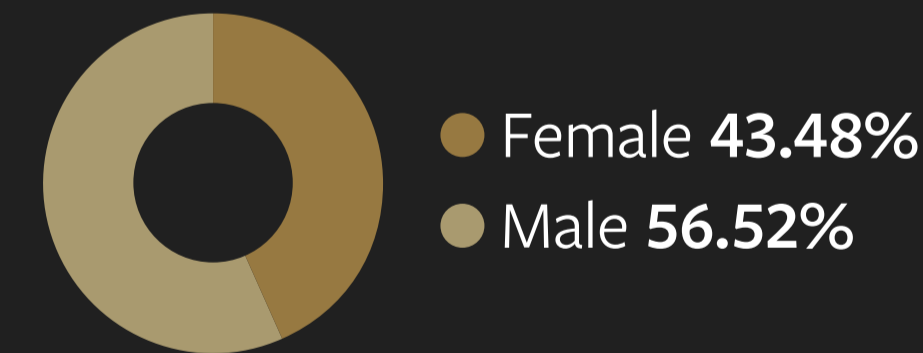
VP+



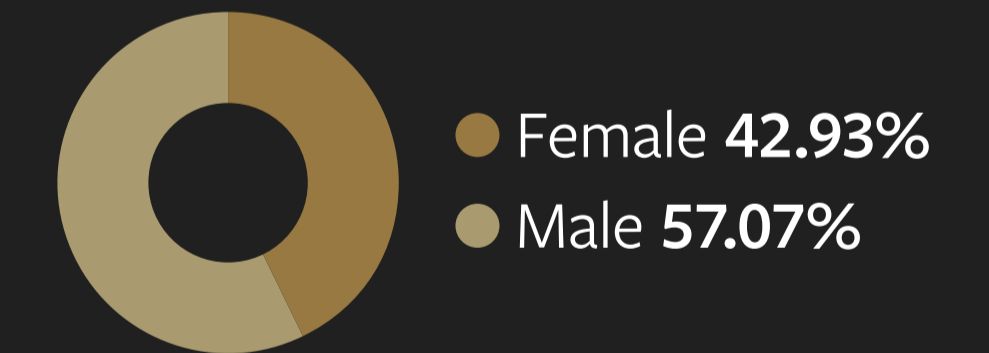
DIRECTOR



MANAGER



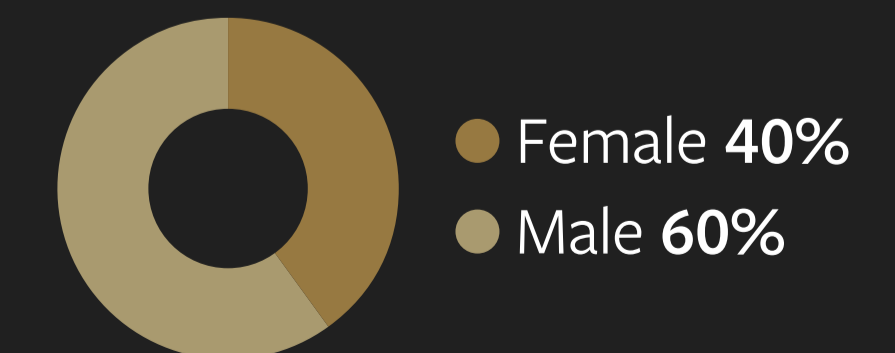
PROFESSIONAL



SENIOR LEADERSHIP²



BOARD OF GOVERNORS



1. In these charts, we include gender and gender identification as shared by employees and governors
 2. Senior leaders are directors or VPs

OUR EMPLOYEES

HOW WE ENGAGE OUR EMPLOYEES: THE GIA GUIDE TO INCLUSION AND DIVERSITY

WHAT IS PRIVILEGE



Privilege is unearned power such as rights, benefits, social comfort, opportunities or immunities afforded to some but not others, based on status.



A person has privilege not because they desire to have it or to promote inequality, but because they exist within a system where biased values, attitudes and behaviors have become integrated and normalized.



Privilege can be related to race, gender, ability, religion, age, income, education and other areas too.

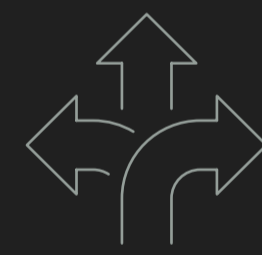
HOW TO BECOME AN ALLY



Acknowledge being an ally is more than being sympathetic to those who experience discrimination.



Practice self-awareness consistently.



Step out of your comfort zone.



Listen with positive intent and learn from those who are different from you.



Take responsibility for changing patterns.



Be willing to act with and for others.

In 2023,

62.5%

of GIA students identify as female.

GIA is focused on gender equity:

54%

of our senior leaders and

40%

of our Governors are women.

Case study

GIA OFFERS DIVERSITY SCHOLARSHIPS IN COLLABORATION WITH THE WOMEN'S JEWELRY ASSOCIATION FOUNDATION

To advance women's careers in the gem, jewelry and watch industries, WJA and GIA offer GIA education course scholarships for BIPOC (Black, Indigenous and people of color) and LGBTQIA+ students who want to advance their careers and bolster their passion within the jewelry industry.

Case study

GIA INDIA EMERGING LEADERS PROGRAM

GIA India has developed an Emerging Leaders Program, where we identified employees with leadership potential and included them in an 18-month development program run by our leaders. More than 60% of the participants were women, and a majority of this cohort have already been promoted to supervisor following the 18-month training.

OUR EMPLOYEES

HEALTH, SAFETY AND WELL-BEING

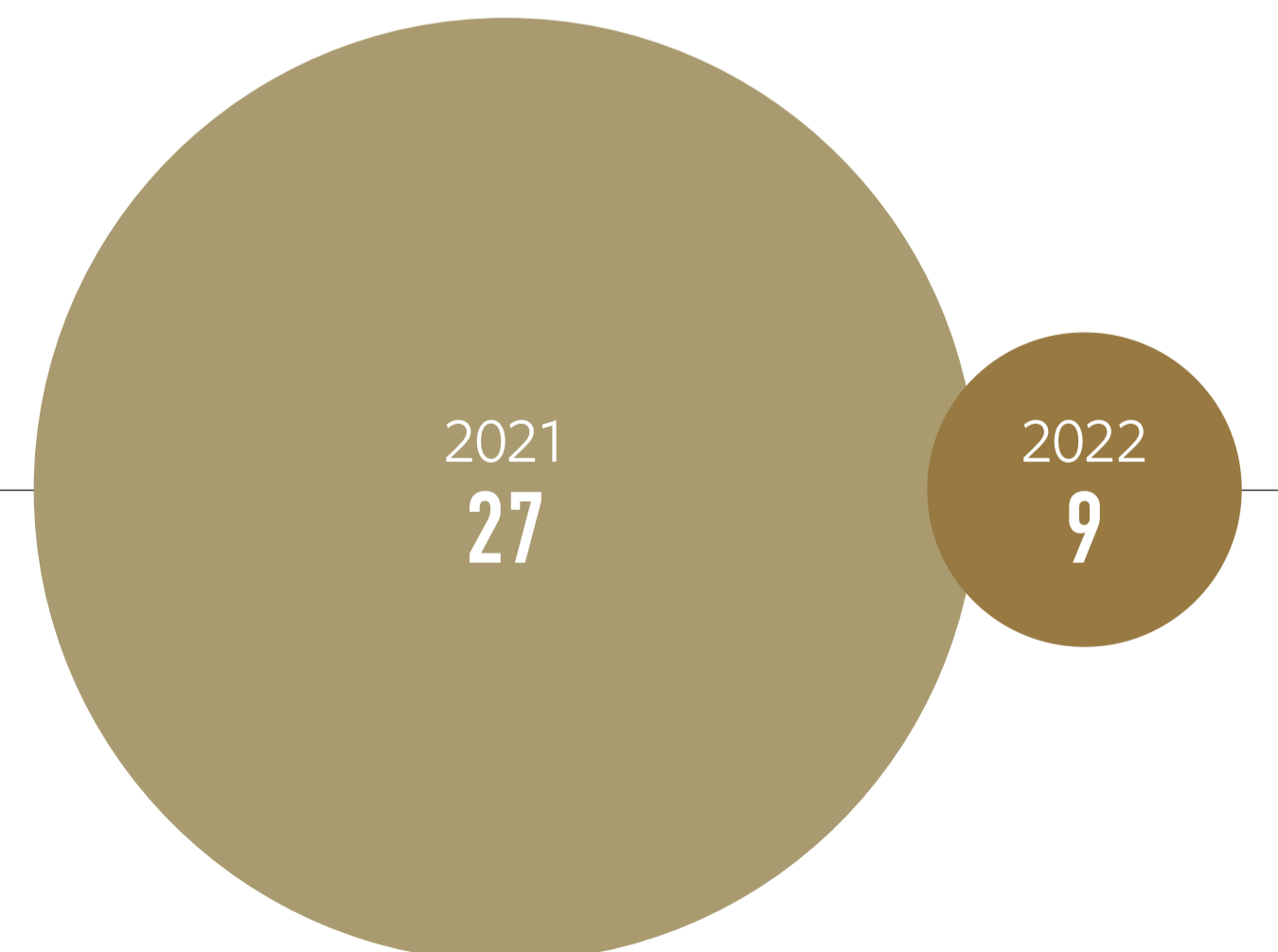
Many of our people work with microscopes daily. We take pride in our efforts to ensure the most effective ergonomic conditions for our laboratory employees worldwide, including training and education around best practices.

GIA and our affiliates have dedicated health, safety and environmental experts who ensure that we go beyond local and international regulations and share best practices to ensure the health and safety of our employees.

Recent hires are trained on health and safety best practices, and employees must keep their skills up to date through annual training. All employees performing a new assignment or the same assignment in a new area receive job-specific training on any safety-related aspects of the work. Our teams also work on understanding and eliminating the root causes of any incident.

In 2022, nine workplace injuries/illnesses were reported in all GIA affiliates beyond first aid. Incidents were mainly slips, trips and falls, and ergonomic-related injuries. Our teams work to understand and eliminate the root causes of any incident. They developed further training on health and safety at work that will be rolled out in 2023 and designed an online tool for all GIA employees to request an ergonomic assessment of their workstations.

NUMBER OF INCIDENTS



RESPONSIBLE EDUCATION AND INNOVATION

Education is the cornerstone of our organization. GIA was founded by a jeweler who wanted to foster trust and integrity within the gem and jewelry industry. Fueled by the research done in GIA's world-class laboratories, our education division translates in-depth knowledge into practical skills to teach and train the next generation of jewelry leaders and professionals.

RESPONSIBLE EDUCATION

GIA and our affiliates have campuses worldwide – in the United States, United Kingdom, India, Thailand, Hong Kong and China – in addition to offering robust online learning opportunities. Our accredited diploma programs include the Applied Jewelry Professional Program, Graduate Color, Graduate Gemologist Program, and Jewelry Design and Technology Program. We also offer shorter courses and certificates in diamond, colored stone and pearl grading, jewelry essentials and gem identification.



RESPONSIBLE EDUCATION AND INNOVATION

Our vocational educational programs offer students an alternative to traditional four-year degree programs, which can be costly and prohibitive to many. [Our diverse course offerings](#) help prepare students (young adults, mid-career professionals and career-changers alike) with the knowledge and skills industry employers need today, providing them with countless opportunities for employment after graduation.

Case study

COLLABORATING WITH LOCAL SCHOOLS AND COLLEGES

We conduct regular outreach and engage with local high schools and community colleges within the United States. We also host high school students at our Carlsbad, CA, campus to showcase our programs and discuss the career opportunities that a GIA education can provide. GIA is also a frequent participant at career fairs and industry events. In May 2022, the GIA teams met with 60 students through four classroom demonstrations at a local high school. The event was so successful that a GIA leader was asked to join the high school board.

Our school is governed by an experienced Executive team, with additional oversight from the Education Committee of our Board of Governors.

The Accrediting Commission of Career Schools and Colleges (ACCSC) and the Distance Education Accrediting Commission (DEAC) are the two U.S. agencies that accredit GIA. GIA voluntarily chooses these rigorous accreditation processes, recognized by the U.S. Department of Education, to serve as external evaluation and validation for the Institute's courses and programs. As part of our accreditation, we uphold the highest pedagogical standards and are subject to rigorous auditing. Our students must show demonstrable skills, and we must maintain strict quality requirements at all our campuses. We go through reaccreditation every five to six years and continually look for ways to further enhance and improve our offerings. Our U.S. school started its reaccreditation cycle for both accreditors in 2022.

Case study

EDUCATING FUTURE SUSTAINABILITY LEADERS

In 2022, we started a collaboration with the Axa Climate School to offer sustainability training to our global workforce as well as to our student and alums populations. The Climate School is an online learning experience of 150+ microlearning chapters focused on understanding and addressing climate change, biodiversity loss and natural resource depletion in a day-to-day or corporate setting. The program will be officially launched in 2023 and the results will be shared in our 2023 sustainability report.

In 2023, we will also relaunch our “diamonds essential” class, including a new focus on sustainability throughout the value chain – from sourcing to pre-loved jewelry, from waste and energy in the supply chain to supporting local communities and gender equality.

150K

active alumni

5,000

currently enrolled students

\$2M

available annually for scholarships

Library Lecture. Photo: Kathleen Dailey/GIA



RESPONSIBLE EDUCATION AND INNOVATION

ARTIFICIAL INTELLIGENCE (AI) AND DIGITALIZATION AT GIA

GIA started working with AI in 2019, developing a solution that would recommend shape grading based on artificial intelligence and a diamond wireframe. Implemented in less than a year, this tool is now available to all GIA graders in all laboratories. Adding AI to our grading methodology reflects GIA's commitment to protecting consumers in new ways, ensuring the highest consistency in all GIA laboratories.

Following this successful deployment, GIA continued developing an AI-based solution for clarity analysis. Initially concentrating on the most popular diamond sizes, GIA will scale the AI system to bring accurate and efficient diamond grading to more diamond sizes, shapes and qualities.

The new solution analyzes each diamond using two custom models. The AI model creates a visual representation of the diamond's inclusions, and the grading model assesses the diamond's overall grade. This information is then sent to GIA's gemologists on an iPad application, where they can evaluate the findings and, if necessary, make changes. Those changes are then fed back into the system to re-evaluate the grade and can be used to retrain the AI model to improve accuracy.

5M

diamonds analyzed
by GIA per year.

70–80%

of all diamonds
submitted for grading
services, expected to
be analyzed using
AI-based solutions for
cut and clarity.



Photo: Robert Weldon/GIA

AI-based solutions will significantly improve our ability to more quickly service clients' needs and bolster accuracy, repeatability and data security to protect the integrity of diamond grading.

In 2023, GIA introduced a digital version of the GIA Diamond Dossier, the world's most widely available diamond grading report. This digitalization aims to improve data security and efficiencies across the supply chain. To ensure that all clients and retailers have processes in place for a digital GIA Diamond Dossier, we will continue the printed Diamond Dossier while further developing all digital reports in 2023 for a projected availability of all GIA's laboratory reports in a digital format in 2025.

INNOVATION

GIA's research team drives our innovation. GIA research scientists publish groundbreaking scientific insights in leading journals, including *Science*, *Nature* and *Gems and Gemology (G&G)*, GIA's quarterly professional journal. In 2022, GIA scientists published 31 research papers – including scientific studies on determining the geographic origin of gem-quality diamonds and the use of radio frequency identification (RFID) in pearls for traceability and origin data.

GIA also has a long history of innovation in developing gemological and analytical instruments, from the iconic jewelers' loupe in 1934, to an advanced desktop instrument, the GIA id100 that can separate natural diamonds from laboratory-grown diamonds with 100% accuracy.

STRENGTHENING OUR VALUE CHAIN

Case study

GIA ENDOWMENT

GIA is dedicated to education and research in gemology, jewelry arts and related subjects. GIA's mission is enabled by our independence, unparalleled scientific expertise and long-established educational capability. Many of GIA's mission-driven activities are supported by the GIA Endowment Fund, including over the past five years:

\$13M

on scholarships (including a distance education waiver program during COVID-19 and inclusion and diversity scholarships)

\$5M

to establish a new endowment fund supporting the grantee's strategic education initiatives in the gems and jewelry industry

\$4.5M

on corporate social responsibility initiatives in India

\$4.5M

on grants, donations and beneficiation programs, including an artisanal miner education program

\$1.4M

on post-doctorate programs as part of GIA's leading research

SUPPORTING ARTISANAL SMALL-SCALE MINERS

Artisanal small-scale mining (ASM) is conducted by individuals, groups, families or cooperatives with minimal or no mechanization. Small-scale mines often lack legal status, environmental safeguards, health and safety measures, and economic security for miners. Yet this sector directly employs more than 40 million people worldwide, is a significant source of livelihood for more than 150 million people, and accounts for approximately 20% of the global gold supply, 80% of the colored gemstones supply and 15-20% of the global diamond supply.¹

ASM communities are stakeholders in the gem ecosystem. While GIA is not directly involved in mining operations and does not trade gems, we continue to expand our work to educate artisanal miners in basic gemology, to help them evaluate the gems that they mine, working with local experts on the ground to ensure respect for the traditions and people within the communities.

1. Source: International Institute for Sustainable Development



Small-scale miners
in Tanzania
Photo: Robert
Weldon/GIA

STRENGTHENING OUR VALUE CHAIN

JOINT PROGRAM WITH PACT IN AFRICA

In 2019, we began collaborating with Pact, an international development non-profit that works on the ground in nearly 40 countries to end poverty and marginalization. Through a pilot program in Tanzania, we developed and distributed GIA's educational field tool *Selecting Gem Rough: A Guide for Artisanal Miners* within the mining communities. First developed in English and later translated into Swahili, the photo-rich booklet has images of the gemstones found in East Africa and illustrations of how to examine and evaluate rough gems. The booklet is waterproof and comes with a durable plastic tray that can be used to sort gems and do basic gemological evaluations. The objective of the guidebook was to advance the colored stone and market knowledge of ASM communities where gemstones are produced.

Tanzanian miners trained under early iterations of the educational program increased their incomes by three-to-five times, mainly through learning how to pre-sort and understand the economic value of their gemstones.

After a successful rollout across Tanzania and following a pause during the COVID-19 pandemic, the program restarted in Kenya in 2022 and will expand to Madagascar, Rwanda and Zambia in 2023. These expanded training programs now include more in-depth knowledge building about gems and training on other relevant topics. For example, in Kenya, we have worked with the Association of Women in Extractive Industries in Kenya (AWEIK) and coordinated with the county government of Taita Taveta to deliver the guidebook and occupational health and safety (OHS) training. Pact also hired two Kenyan GIA graduate gemologists as consultants on the project. Watch [this video](#) to learn more about our work with Pact in Africa.

GIA committed

\$1.3M

to educate small scale and artisanal miners in collaboration with PACT



Small scale mine in Tanzania.
Photo: Robert Weldon/GIA

Case study

PROTECTING THE ENVIRONMENT OF ASM COMMUNITIES

We also work with NGOs to address environmental concerns within ASM communities. For example, in 2022, we collaborated with the Alliance for Responsible Mining and Mercury-Free Mining to support their research in alternative, mercury-free gold mining methods. Artisanal and small scale gold mining (ASGM) refers to gold mining conducted by individual miners or small enterprises with limited capital investment and production. The ASGM sector provides income to more than 15 million artisanal miners in developing countries. Miners often resort to using mercury to extract gold from ore because it is relatively inexpensive, accessible, simple to use, and allows miners to produce gold quickly. Nearly all of the mercury used in ASGM is eventually released directly into the environment. Technical solutions that are being tested could dramatically lower the use and release of mercury in ASGM, and in numerous cases, eliminate the need for mercury all together.

[Read more about how we support mercury-free mining for ASGM here >](#)

STRENGTHENING OUR VALUE CHAIN

FOSTERING GIRLS' HIGH SCHOOL EDUCATION IN INDIA

In 2022, GIA India started a collaboration with Udayan Shalini Fellowship (USF) in Surat. Founded 20 years ago, USF focuses on girls' education, supporting underserved girls from high school to university. USF has worked with more than 12,000 high school students (called Shalinis) in 13 states. The USF program aims to support girls' education through five pillars:

1 FINANCIAL SUPPORT

2 HOLISTIC DEVELOPMENT

3 MENTORSHIP

4 EMPLOYABILITY SKILLS

5 GIVING BACK – WHEN STUDENTS START TO THRIVE IN THE WORKFORCE, THEY ARE ENCOURAGED TO HELP YOUNGER SHALINIS

GIA India provides financial support and internship opportunities to the USF program, and a team of 25 GIA volunteers has started mentoring USF Shalinis.

GIA GLOBAL LEADERSHIP PROGRAM AT THE HARVARD BUSINESS SCHOOL

Developed by Harvard Business School (HBS) in collaboration with GIA in 2014, this program uses new research and best practices to deliver practical value and actionable techniques within the gem and jewelry industry. Each cohort comprises 50 executives and decision-makers representing leadership across the global gem and jewelry industry's full scope of activity and geography.

Attendance is by invitation only, and participants are selected each year from the highest executive levels, with a maximum of two participants per company attending. Participants learn using the HBS case study method, drawing on Harvard's vast business intelligence repository. The program addresses core themes fundamental to global businesses – strategy, customer centricity, strategy and leadership.



Participants of the 2019 GIA Global Leadership Program, Photo: GIA

STRENGTHENING OUR VALUE CHAIN

SUPPORTING COMMUNITY LIVELIHOODS



Q&A WITH CRISTINA VILLEGAS, DIRECTOR OF SUSTAINABLE MARKETS, PACT

How do Pact and GIA work together?

GIA and Pact have worked together since 2016 on a project to engage one of the most important populations within the jewelry supply chain: artisanal and small-scale miners (ASMs). These miners produce 80% of colored gemstones, 20% of all mined diamonds and 20% of all gold. The initial project was to provide foundational gemology education to these miners to help them better understand what to look for when mining and how to handle their goods. Nearly seven years later, we could not have imagined what that pilot project would grow into! Our efforts have helped increase

miners' incomes three to five times from what they were making before the basic gemology training. Now, we are expanding and digitizing the project to reach even more miners. We are also collaborating on additional training topics, potential new markets and other opportunities as they arise.

The GIA and Pact collaboration has been catalytic and now industry conversations have moved beyond mere acknowledgment of ASMs to active new initiatives focused on inclusive development.

What are your hopes for the future of this project?

I see GIA and Pact working together to educate the whole trade on the types of meaningful steps that we can each take to improve sourcing practices and ensure that diamonds and gemstones have a truly beautiful story to tell, from mine to finger. That is what the modern consumer wants, and these efforts are critical to protecting and elevating the entire industry.

There are many steps in this journey and we're all now walking in the right direction, fortunately. The first step has been to acknowledge and understand our current supply chains, which is what we are currently doing. The next step should focus on how sourcing professionals can support and expand social and environmental reforms within the industry. GIA has a central role to play, as the organization is at the forefront educating the next generation of gemologists who work within every part of the industry.

What makes this collaboration successful?

GIA has always been open to innovation and embraced new ideas, such as training communities as close to the mines as possible, focusing on women miners and incorporating digitization. There are so many more things that Pact and GIA can do together, and it has been motivating to have such a committed supporter.

UNDERSTANDING OUR ENVIRONMENTAL IMPACT

GIA and our affiliates operate classrooms, research facilities, laboratories, as well as offices and are present in nine countries. Our headquarters and largest campus is in Carlsbad, California, and our instruments are manufactured in Newark, New Jersey, in our local research facility. In 2022, we calculated our baseline carbon footprint and committed to setting science-based targets.

IN THIS SECTION

Climate change and environmental impact in our operations >

Enabling a resilient supply chain >

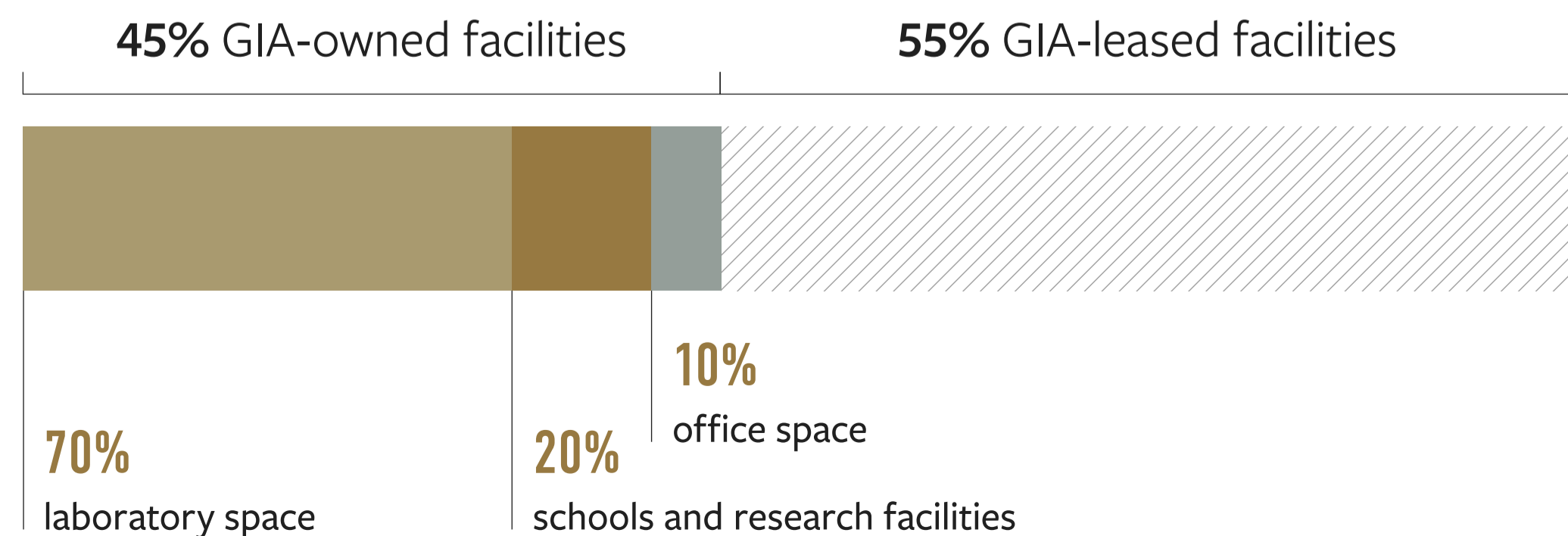


CLIMATE CHANGE AND ENVIRONMENTAL IMPACT IN OUR OPERATIONS

GIA is the leading source of gems and jewelry knowledge, standards and education. GIA is not involved in the trade of buying and selling gems and only sources a limited number of gemstones for research and for use in our schools. While our main environmental impact comes from our buildings (classrooms, laboratories, research facilities, etc.), we can drive change by educating tomorrow's environmental leaders in the gem and jewelry industry.

GIA values and respects our local and global environment and is committed to reducing our environmental impact. We strive to use our resources efficiently to meet the needs of employees and clients while operating in an environmentally, socially responsible and economically sound manner. By promoting sustainable operational practices whenever possible, we seek to reduce energy consumption, water use and waste in our facilities.

Within our operations, our footprint comprises both leased and owned facilities.



We comply with global, national, state and local statutes, regulations, standards and guidelines protecting safety, health and the environment. In the absence of laws and regulations or where they are inadequate for our operations, we apply sound management practices according to prevailing international standards.

In 2013, we publicly shared with the United Nations Global Compact our Sustainable Business Principles, which include:

- > Choosing energy-efficient, environmentally responsible products and services when possible;
- > Reducing waste through recycling where local laws permit and handling or disposing of waste using responsible and safe methods and in accordance with applicable laws;
- > Establishing energy management systems in our owned facilities and incorporating environmentally safe and sustainable energy sources;
- > Supporting and encouraging activities that promote sustainable business practices and environmental protection.

These principles apply to all GIA employees in all GIA affiliates and are included in our publicly-available [Sustainability Policy](#).

CLIMATE CHANGE AND ENVIRONMENTAL IMPACT IN OUR OPERATIONS

ADDRESSING OUR GHG EMISSIONS

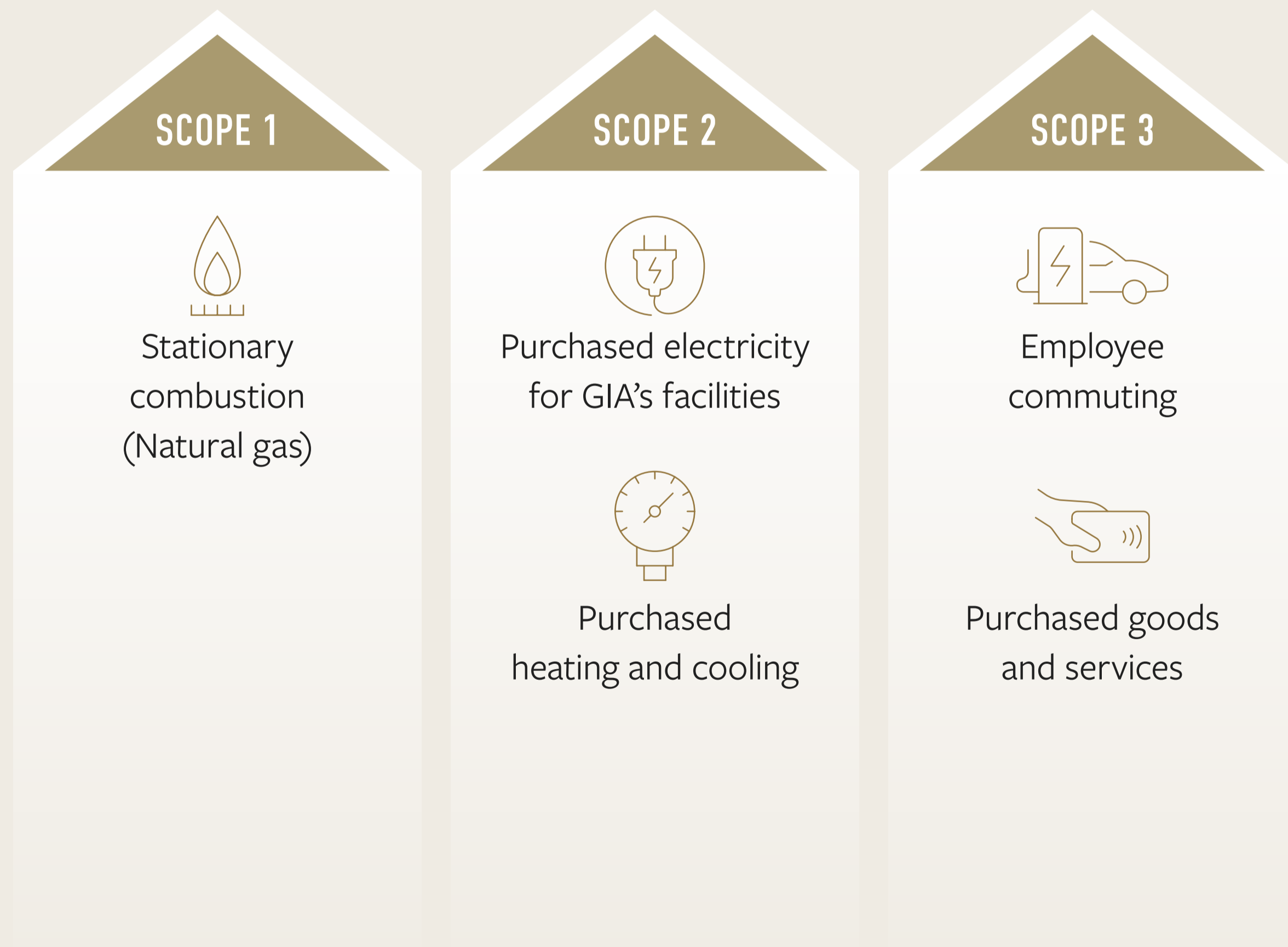
Most of GIA’s Scope 1 and 2 greenhouse gas (GHG) emissions (90%) come from electricity usage in our buildings (classrooms, laboratories, research facilities and offices).

OUR CARBON FOOTPRINT

Scope 1* emissions are direct GHG emissions from sources controlled or owned by an organization.

Scope 2* emissions are indirect GHG emissions associated with purchasing electricity, steam, heat or cooling.

Scope 3* emissions are the result of activities from assets not owned or controlled by the reporting organization but that the organization indirectly affects in its value chain.



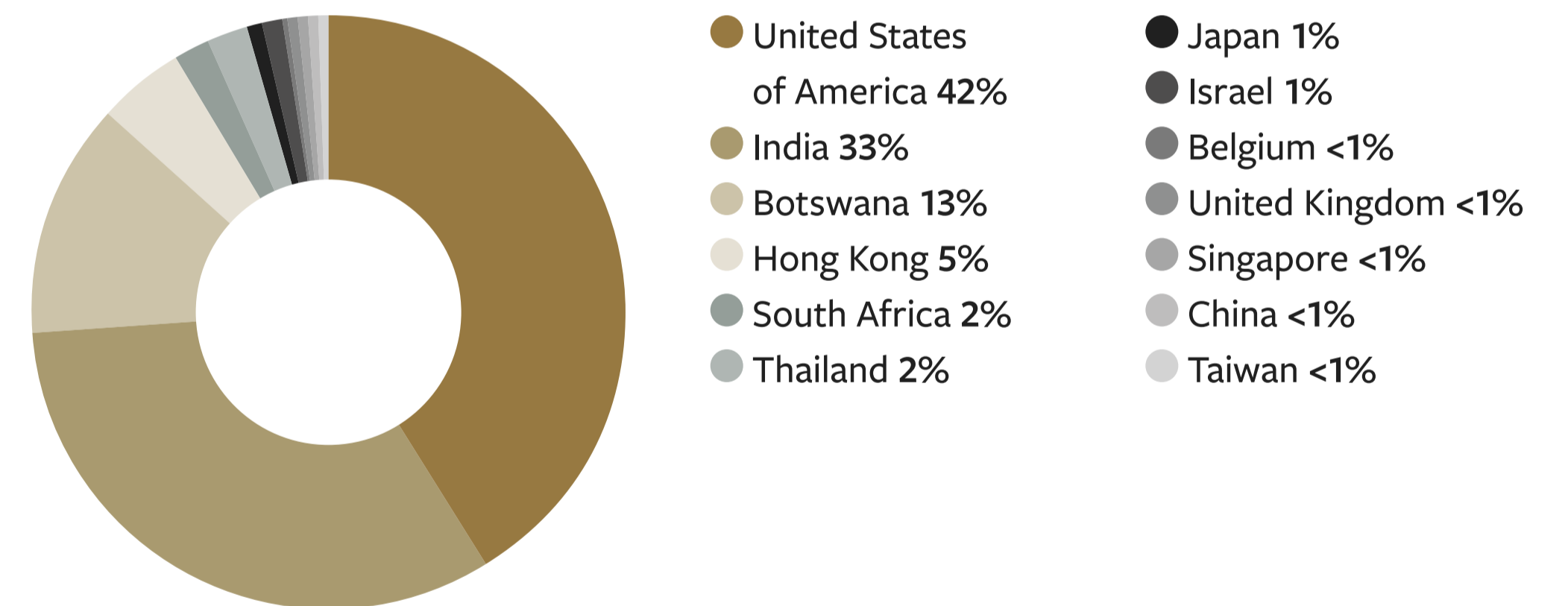
* Source: EPA

| Emission source | 2021 Emissions (tCO ₂ e) | 2022 Emissions (tCO ₂ e) |
|--------------------------------------|-------------------------------------|-------------------------------------|
| Scope 1 | | |
| Stationary Combustion (Natural Gas) | 619.85 | 435.73 |
| Scope 2 | | |
| Purchased Electricity (Market-based) | 5,454 | 5,557.94 |
| Total | | |
| Scope 1 + Scope 2 (Market-based) | 6,074.30 | 5,993.67 |

GIA’s Scope 1 emissions solely come from the use of natural gas at our Carlsbad location. Our Scope 2 emissions mainly come from our United States, India, Botswana and Hong Kong affiliates.

SCOPE 2 EMISSIONS

(location based, tonnes CO₂e/year as a % of total estimated Scope 2 emissions)



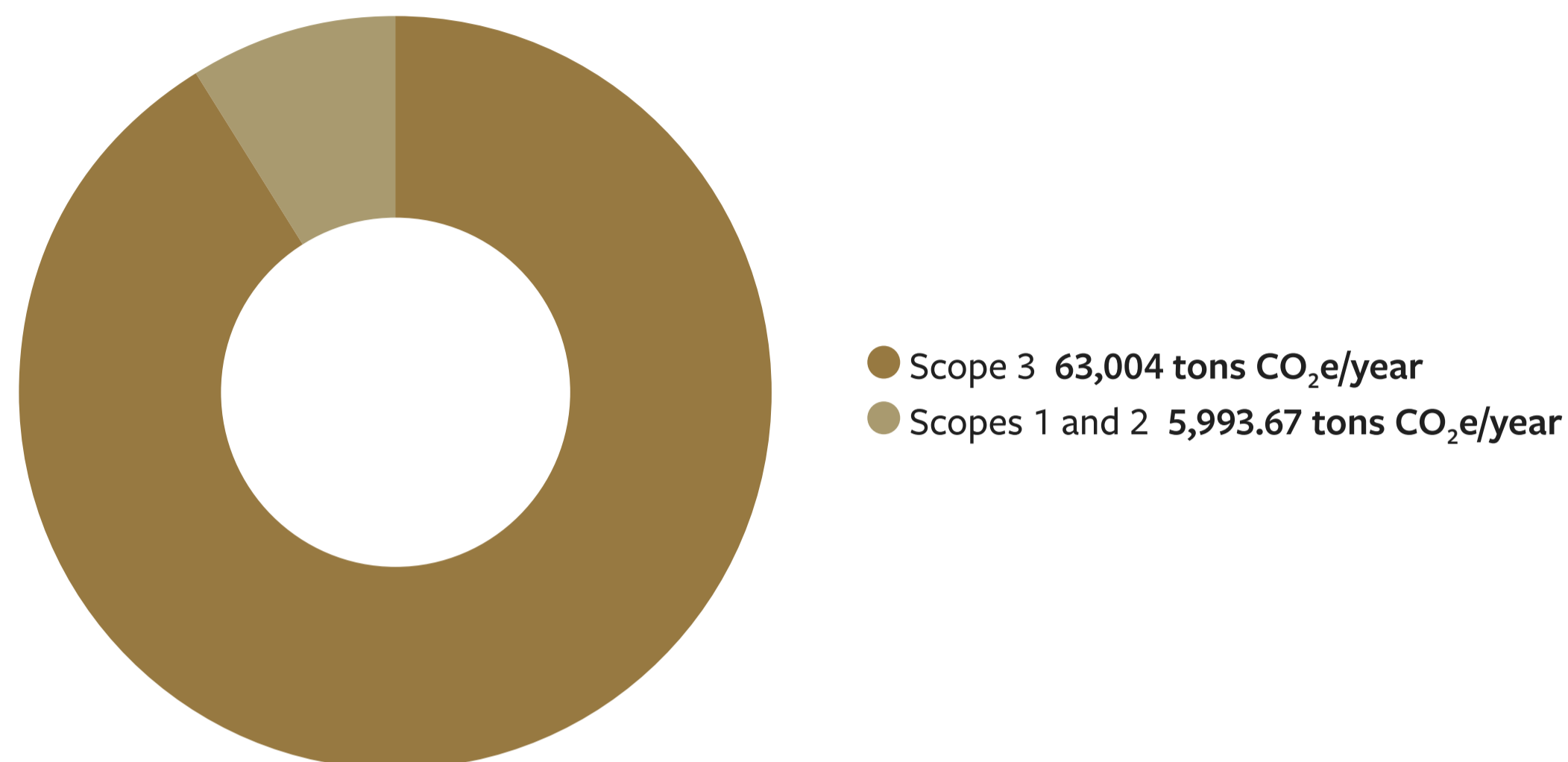
Beyond Scope 1 and Scope 2, supply chain emissions are the primary source of GHG emissions at GIA. Assessing GHG emissions across the entire value chain can be complex. In 2022, we collaborated with a third party to better understand emissions throughout our value chain. This exercise enabled us to measure that 90% of our emissions come from our value chain and 86% come from our purchase of raw materials.¹

1. All Scope 3 emissions included in this section are based on 2021 data from a third-party assessment

CLIMATE CHANGE AND ENVIRONMENTAL IMPACT IN OUR OPERATIONS

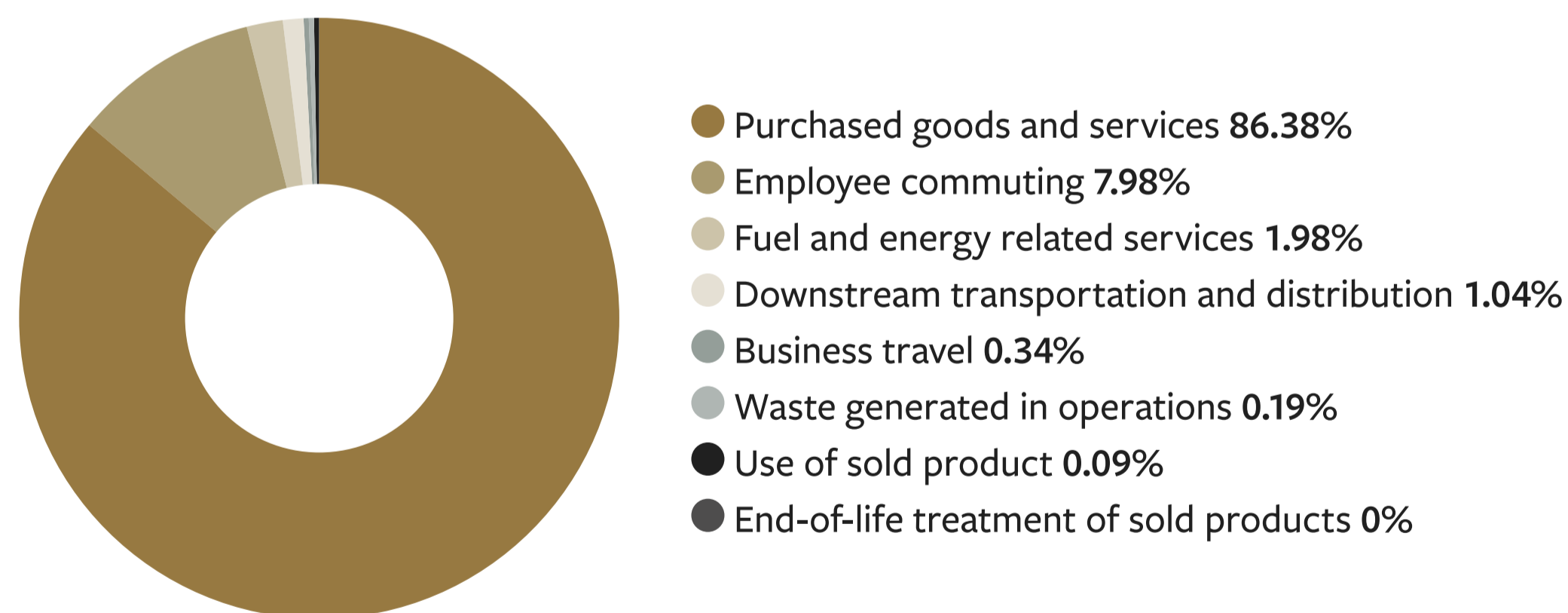
GIA EMISSIONS (SCOPES 1, 2 AND 3)

(tonnes CO₂e/year)



SCOPE 3 EMISSIONS

(category, tonnes of CO₂e/year as a % of total estimated Scope 3 emissions)



| Scope 3 main category (and sub-category when appropriate) | % of Total estimated emissions | Tons of CO ₂ e (MT) |
|---|--------------------------------------|-----------------------------------|
| Purchased goods and services – Furniture, office supplies, lab materials/supplies, equipment, tools, component parts, laboratory reports, education materials, facilities maintenance | 32.98% | 20,779 |
| Purchased goods and services – Sea freight (domestic and international) | 10.18% | 6,415 |
| Employee commuting | 9.98% | 6,290 |
| Purchased goods and services – Air freight (domestic and international) | 8.63% | 5,435 |
| Purchased goods and services – IT hardware, security and electronic surveillance | 6.19% | 3,371 |

GIA is committed to reducing our scope 1, 2 and 3 emissions in absolute value by

50%
by 2030 vs 2021.

REDUCING OUR CARBON FOOTPRINT

In 2022, we worked with a third party to better understand our carbon footprint and identify how to reduce our impact to align with the Paris Agreement: The Paris Agreement is a legally binding international treaty on climate change adopted by 196 Parties at the U.N. Climate Change Conference (COP21) in Paris, France, in 2015. It aims to keep “the increase in the global average temperature to well below 2°C above pre-industrial levels” and pursue efforts “to limit the temperature increase to 1.5°C above pre-industrial levels.” Organizations that wish to align their emission reductions with the Paris Agreement must set science-based targets. GIA has committed to setting science-based targets before the end of 2023.

To reduce our electricity usage, we have implemented energy-saving systems in some of our facilities, including LED lighting and automatic shut-offs. We have also started collaborating with our electricity provider to increase our use of renewable electricity and with experts to make our buildings more efficient using green building certifications.

UNDERSTANDING OUR ENVIRONMENTAL IMPACT

Case study

MAKING GIA'S BUILDINGS ENERGY EFFICIENT THROUGH LEED CERTIFICATION

Green building certifications demonstrate that a building follows strict standards in human health, energy and water consumption in its design, construction and performance. LEED (Leadership in Energy and Environmental Design) certification is the most common certification globally.

In 2022,

25%

of our buildings¹ had a gold or platinum green building certification (LEED or BEC) and we aim to reach

60%

in the next three years.

NEW YORK, NY

LEED Gold



HONG KONG (LAB)

LEED Platinum



BANGKOK, THAILAND

LEED Gold



DUBAI, UAE

LEED Gold



SINGAPORE

BCA Green Mark Platinum (Zero Carbon)



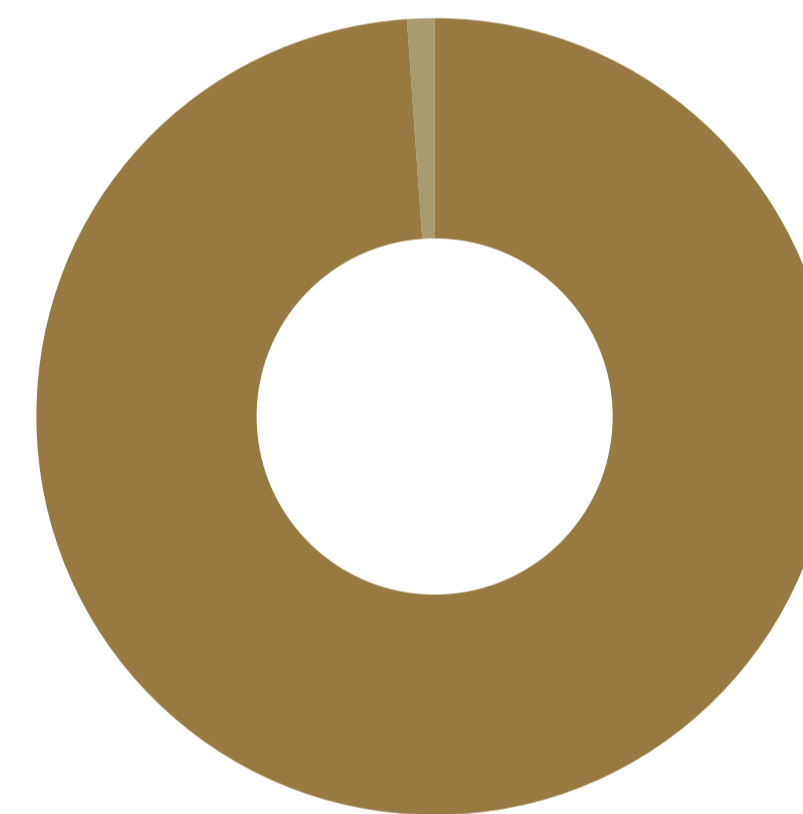
1. In square footage

MANAGING WATER

We source our water from local utilities: our sites are all in urbanized areas with access to municipal water. Our facilities are primarily laboratories and classrooms, so our water footprint remains small. However, we are working to establish best-in-class environmental practices: more than 40% of the water used at our California site is reclaimed, and we use low-flow faucets and water-saving appliances to further reduce our water impact at our New York, United States, and Bangkok, Thailand, affiliates.

GIA GLOBAL WATER USE²

(in cubic meters)



- Municipal water 1,433,317 cubic meters
- Reclaimed water 14,064 cubic meters

Case study

GIA India worked with Maharshi Karve Stree Shikshan Samstha (MKSSS), an engineering school for women that welcomes 35,000 students over six locations in Pune, Maharashtra. GIA India co-financed two projects at the Karve Nagar Campus that serves 15,000 students. GIA India supported a greywater project that will save 30% of the water use and a new purification plant to better serve the needs of the increased number of students. The projects were both inaugurated in 2022.

2. Based on data covering 64% of our square footage

UNDERSTANDING OUR ENVIRONMENTAL IMPACT

REDUCING WASTE

GIA and our affiliates are present in nine countries, where our local affiliates operate schools, laboratories and research centers. We abide by local regulations in waste management and recycling. Our waste is mostly office waste, including recyclable and non-recyclable items such as mixed paper, food scraps, plastic, general waste and e-waste. Our classes and research facilities may use some minimal hazardous materials, and we follow strict regulations to acquire, manage and dispose of these materials:

- > Safety Data Sheets (SDS) are used to provide safety, health and environmental information about the use and handling of chemicals and are readily available for employees.
- > Only trained personnel are permitted to handle, use and/or transport chemicals, hazardous materials and compressed or cryogenic gases.
- > GIA follows proper procedures for the storage of chemicals, gas cylinders and general, universal and hazardous wastes.

GIA WASTE¹

(tonnes)

Solid waste
71.80



Hazardous waste
4.96

1. Based on data covering 62% of our square footage

ENABLING A RESILIENT SUPPLY CHAIN

GIA constantly works with experts throughout the gem and jewelry value chain to foster consumer trust. This implies collaborating with various stakeholders to bring further knowledge on where and how precious gems are sourced and what are the accompanying environmental impacts.

BIODIVERSITY AND ENVIRONMENTAL IMPACT

Protecting habitats like forests (that can be threatened by the mining of precious gems) can both maintain species richness and mitigate greenhouse gas emissions by pulling carbon from the atmosphere and storing it as biomass.

While GIA facilities are not located in sensitive ecosystems, nor do our operations directly impact biodiversity, our mission is to protect consumers and educate stakeholders in the gem and jewelry industry. Aligning with this mission, GIA was invited to attend the Organization for Economic Co-operation and Development (OECD) meeting on Minerals and Metals Supply Chains in 2023, during which a new Handbook for Environmental Due Diligence in Minerals and Metals Supply Chains was published.

This framework aims to help organizations understand and address the environmental impacts of mining, mineral processing and transportation. GIA will include this tool in our supply chain due diligence policies and management systems in 2023 to ensure our stakeholders have policies to address their biodiversity impact.

ENABLING A RESILIENT SUPPLY CHAIN

MERCURY-FREE MINING

Approximately 20 million artisanal and small-scale gold miners in more than 70 developing countries use mercury, a permanent and potent neurotoxin, to capture gold. In their mining process, they inadvertently release approximately 12,000 lbs (5,400 kg) of mercury into the atmosphere, soil and water daily. While numerous attempts have been made to implement methods for ASGM mining without mercury, those methods have tended to be expensive, cumbersome, and largely impractical for individuals or small mining units in the field.

The Alliance for Responsible Mining (ARM) is a leading global expert on artisanal and small-scale mining that aims to facilitate the empowerment of artisanal and small-scale miners. Together with Mercury Free Mining (MFM), it has been actively engaged in raising awareness within the jewelry industry of the risks and reality of mercury associated with the gold supply chain. The organizations have created a pilot to test mercury-free mining alternatives in South America.

GIA co-financed a project to test the processes with the most significant potential to allow efficient, profitable and safe mining without mercury. The MFM and ARM teams will analyze the success rate of each process by compiling measurements gathered during testing, speaking with miners to gain feedback on each method and assessing the pros and cons of each approach based on observational and scientifically derived data. Phase two will involve field-testing the processes that achieve the best results.

RESEARCHING THE IMPACTS OF NATURAL AND LABORATORY-GROWN GEMS

Gem-quality diamonds grown in a laboratory/factory have become increasingly available in recent years. Laboratory-grown diamonds have the same chemical, optical and physical properties and crystal structure as natural diamonds. They are made of tightly bonded carbon atoms. They respond to light in the same way and are just as hard as natural diamonds. However, their growth and rarity are distinctly different from natural diamonds, given that it is a man-made process and product.

There are two main processes used to produce laboratory-grown diamonds. In the High Pressure, High Temperature (HPHT) method, laboratory-grown diamonds are produced using high-pressure, high-temperature conditions similar to those that create natural diamonds deep within the earth. A second growth method is by pumping carbon-containing gas into a vacuum chamber. The Chemical Vapor Deposition (CVD) technique enables producers to grow diamonds in a factory using moderate temperatures and lower pressures – the carbon gas converts to man-made diamond and is deposited onto a seed.

GIA is co-financing a project to test new processes that do not require the use of mercury, currently used by

20M

artisanal gold miners in more than 70 developing countries.



Caelen Burand, Mercury Free Mining, presented his lecture on Artisanal and Small-Scale Gold mining, held on Thursday July 5, 2022 in Carlsbad, California. Photo: Emily Lane

ENABLING A RESILIENT SUPPLY CHAIN

How are laboratory-grown diamonds identified?

To help manufacturers and retail jewelers separate natural and laboratory-grown diamonds, GIA created a detection instrument, the GIA iD100®. This convenient desktop instrument can distinguish natural diamonds from laboratory-grown diamonds, diamond simulants and some treated diamonds in less than two seconds.

How does GIA evaluate laboratory-grown diamonds?

When a laboratory-grown diamond is submitted to a GIA laboratory, it is first examined to determine if it is natural or laboratory-grown. Then, GIA graders evaluate it using the 4Cs, the global standard of evaluation, created by GIA in the 1950s and implemented by the trade worldwide. GIA graders evaluate each laboratory-grown diamond with the same meticulous care as natural diamonds. The digital-only GIA Laboratory-Grown Diamond Report provides detailed color and clarity specifications, giving consumers the insight to make clear decisions based on an understanding of the difference between natural and laboratory-grown diamonds.

What is the environmental impact of laboratory-grown diamonds?

At this time, there is no definite answer on the environmental impact of laboratory-grown diamonds, as creating diamonds in laboratories/factories requires a lot of energy from fossil or renewable sources. In collaboration with stakeholders in the diamond industry and academia, GIA is developing lifecycle analyses of man-made and natural diamonds to better understand the industry's current state and the impact on the environment.

Case study

RESEARCHING LABORATORY-GROWN DIAMONDS: A GEMOLOGICAL LABORATORY PERSPECTIVE

In November 2021, three GIA scientists published “Laboratory-Grown Diamond: A Gemological Laboratory Perspective,” an overview of the laboratory-grown diamonds seen at GIA since 2007. The research paper analyzes the methods used to create man-made diamonds, the major trends in the laboratory-grown industry in recent years and the various means of identification. It presents an array of unusual laboratory-grown diamonds that may become more common in the future. This article can be accessed in the fall 2021 edition of [The Journal of Gems and Gemology](#).



ENABLING A RESILIENT SUPPLY CHAIN

PIONEERING CIRCULAR BUSINESS MODELS

There has always been interest in secondhand luxury jewelry. However, this sector is expected to grow significantly in the next few years. In 2020, 62% of luxury consumers said they would consider buying a secondhand luxury item, and 25% indicated that they made such a purchase in the past year (18% of whom purchased watches and jewelry)¹. In addition, 74% of consumers surveyed indicated they would like brands to certify secondhand watches and jewelry sold through resellers.

Driven by our consumer-protection mission, we have started a new collaboration with eBay to help expand its authentication/verification service to its fine jewelry offerings. Introduced in 2020 by eBay for watches, sneakers, handbags and trading cards, the service will now verify new and pre-owned fine jewelry sold for \$500 and above, including designer jewelry from Bulgari, Van Cleef & Arpels, David Yurman, Cartier and Tiffany & Co.

Through this collaboration, GIA experts verify each piece of jewelry to ensure that the condition, quality and description match the eBay listing. All verified articles will receive a unique verification card with a QR code, which buyers can scan to learn more about their piece and its verification journey. There are around 7.8 million fine jewelry listings on eBay daily, making this a critical new phase in the authentication process. GIA will expand this service globally in 2023.



23,000

Since the start of the collaboration in July 2022, GIA has already verified 23,000 pieces of fine jewelry, ensuring that consumers are protected and that they receive the item exactly as described by the seller.

Photo: Emily Lane/GIA

1. Source: BCG, 2020

ASSESSING THE IMPACT OF PEARL FARMING



Q&A WITH HEIDI ALLEWAY, GLOBAL AQUACULTURE SCIENTIST THE NATURE CONSERVANCY

Could you please describe the collaboration between The Nature Conservancy and GIA?

The Nature Conservancy (TNC) is working with GIA to develop a science-based platform for assessing the ESG impacts of pearl production. In 2019, TNC's Global Aquaculture Program published its report, "Towards a Blue Revolution," which provided comprehensive guidance on ESG in aquaculture and a framework for 360-degree review of a range of

aquaculture systems, with a focus on seafood. The framework looks critically at activities across company capacity, ethics, and management, life cycle impacts such as freshwater, energy and land used, and ecological risks including the source of stock, escapes from the farms, interactions with wild fauna, and effects on habitat and water quality.

We are now working to extend this process into pearl production and have partnered with GIA to develop a science-based pearl sustainability assessment platform, including running a pilot ESG assessment of an operation in Western Australia. Our objective is to create an effective framework that can be widely used throughout the pearl industry.

What are your hopes for the future of this collaboration?

GIA's engagement with TNC's aquaculture ESG assessment framework provides us the opportunity to positively influence an important sector, to support pearl operators globally to think critically about their practices, and what they can do to continually ensure their sustainability.

Importantly, TNC also views shellfish aquaculture as critical to supporting the triple bottom line of environmental, social, and economic outcomes. We know that shellfish can have lower negative environmental impacts than other forms of food production, and, in fact, when done well that it can also create positive environmental impacts, such as reducing excess nitrogen in marine environments and creating habitat for fish.

This project is providing the opportunity to explore to what extent pearl oysters and pearl production might also be a comparatively low-impact production system, potentially creating positive environmental outcomes – an opportunity we refer to as restorative aquaculture. If pearl companies and operators can meet and then exceed expectations for ESG, and engage in practices that generate environmental benefits, it would be fantastic to see them recognized for the green (or blue) values that they bring.

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What makes this collaboration successful?

It is inspiring and exciting to see GIA approach the sustainability credentials of pearls and pearl production in a systematic, evidence-based way. Sustainability is a journey that doesn't end at a certain point of practice; there will always be the opportunity to change, improve or adopt new strategies. The information and data being collected as a part of this project go beyond what we already know about pearl aquaculture. GIA's investment in this evidence base and an ESG-focused sustainability framework sets up the industry for success.

Photo: Nanthaporn Nilpetploy/GIA



GRI INDEX

Statement of use: GIA has prepared this report in reference to the GRI Standards for the reporting period Jan 2022 – Dec 2022.

GRI 1 used: GRI 1: Foundation 2021

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions | | | | | | | | | | | | | | | |
|---|--|---|---|--------|--------|------|----|-----|-----|-------|-----|-----|-------------------|-----|-----|--------|-----|-----|
| GRI 2: GENERAL DISCLOSURES (2021) | | | | | | | | | | | | | | | | | | |
| THE ORGANIZATION AND ITS REPORTING PRACTICES | | | | | | | | | | | | | | | | | | |
| 2-1 | Organizational details | GRI Index direct disclosure | (a) The Gemological Institute of America (GIA) (b) 501(c)(3) Not for profit corporation (c) 5345 Armada Drive Carlsbad, CA 92008-4602 (d) A list of GIA's campuses and locations can be found here on the GIA website: https://www.gia.edu/gem-education/campuses | | | | | | | | | | | | | | | |
| 2-2 | Entities included in the organization's sustainability reporting | About this report > p.1 GRI Index direct disclosure | (b) No difference (c) In this report and GRI index, information is consolidated on a global basis from different functions and regions as relevant for specific topics. | | | | | | | | | | | | | | | |
| 2-3 | Reporting period, frequency and contact point | GRI Index direct disclosure | (a) January 1, 2022 – December 31, 2022 (annual) (b) January 1, 2022 – December 31, 2022 (c) Publication date of the report to come (d) https://www.gia.edu/contactus | | | | | | | | | | | | | | | |
| 2-4 | Restatements of information | GRI Index direct disclosure | (a) Not applicable, first year of reporting | | | | | | | | | | | | | | | |
| ACTIVITIES AND WORKERS | | | | | | | | | | | | | | | | | | |
| 2-6 | Activities, value chain and other business relationships | Introduction > About GIA > p.6-9 Introduction > Industry collaboration > p.15-17 GRI Index direct disclosure | (d) Not applicable, first year of reporting | | | | | | | | | | | | | | | |
| 2-7 | Employees | Focusing on employees and communities > Our employees > p.29 GRI Index direct disclosure | (a & b) <table border="1"> <thead> <tr> <th>Region</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>US</td> <td>58%</td> <td>42%</td> </tr> <tr> <td>India</td> <td>23%</td> <td>77%</td> </tr> <tr> <td>Rest of the world</td> <td>67%</td> <td>33%</td> </tr> <tr> <td>Global</td> <td>43%</td> <td>57%</td> </tr> </tbody> </table> (e) Not applicable, first year of reporting | Region | Female | Male | US | 58% | 42% | India | 23% | 77% | Rest of the world | 67% | 33% | Global | 43% | 57% |
| Region | Female | Male | | | | | | | | | | | | | | | | |
| US | 58% | 42% | | | | | | | | | | | | | | | | |
| India | 23% | 77% | | | | | | | | | | | | | | | | |
| Rest of the world | 67% | 33% | | | | | | | | | | | | | | | | |
| Global | 43% | 57% | | | | | | | | | | | | | | | | |
| GOVERNANCE | | | | | | | | | | | | | | | | | | |
| 2-9 | Governance structure and composition | Bringing trust to the forefront > Governance > p.25-26 https://www.gia.edu/UK-EN/gia-about-mission-governance | (c.i – c.vi) Not reported | | | | | | | | | | | | | | | |
| 2-11 | Chair of the highest governance body | GRI index direct disclosure | The chair of the highest governing body (GIA's board) is not a senior executive at GIA. | | | | | | | | | | | | | | | |

GRI INDEX

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions |
|--------------|---|--|--|
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Bringing trust to the forefront > Governance > p.25 Introduction > GIA's commitment to sustainability > p.11 Bringing trust to the forefront > Governance > p.26 | GIA currently only reports against 2-12 (a) & (b) |
| 2-13 | Delegation of responsibility for managing impacts | Bringing trust to the forefront > Governance > p.26 | GIA currently only reports against 2-13 (a) |
| 2-14 | Role of the highest governance body in sustainability reporting | Introduction > GIA's commitment to sustainability > p.11; Bringing trust to the forefront > Governance > p.26 GIA Index direct disclosure | (a) GIA's Board of Governors reviews the sustainability report and ESG strategy (b) Not applicable |
| 2-15 | Conflicts of interest | GIA Index direct disclosure | As GIA colleagues, we understand the need to conduct our business and ourselves with utmost integrity. However, at times it can be difficult to do so when our personal interests interfere—or seem to interfere—with the interests of GIA. Such situations give rise to “conflicts of interest.” Conflicts of interest are common, and having one is not always a violation of our Code. However, failing to disclose an actual or potential conflict of interest is a violation. You have a duty to immediately disclose any such situation to your supervisor, the director of Global Compliance, vice president of Human resources or Corporate Counsel. For suppliers and service providers, more information can be found at: www.gia.edu/doc/Supplier_and_Service_Provider_Code_of_Conduct_rev_April_2020.pdf |
| 2-16 | Communication of critical concerns | Bringing trust to the forefront > Client trust, ethics and compliance > p.23 | GIA only currently only reports against 2-16 (a) |

STRATEGY, POLICIES AND PRACTICES

| | | | |
|------|---|---|--|
| 2-22 | Statement on sustainable development strategy | Introduction > Building the baseline for a sustainable future > p.4 | |
|------|---|---|--|

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions |
|--------------|---|---|---|
| 2-23 | Policy commitments | Bringing trust to the forefront > Client trust, ethics & compliance > p.20-24 https://www.gia.edu/doc/Code-of-Conduct.pdf https://www.gia.edu/doc/Supplier_and_Service_Provider_Code_of_Conduct_rev_April_2020.pdf https://gia.secure.force.com/agreements/clientCodeOfConduct#:~:text=As%20a%20GIA%20client%2C%20you,your%20dealings%20with%20GIA%20employees. GRI Index direct disclosure | (d) The Board approves GIA's Code of Conduct; Corporate policies are approved by the Executive Committee GIA currently only reports against 2-23 (a), (c), (d) & (f) |
| 2-24 | Embedding policy commitments | Bringing trust to the forefront > Client trust, ethics & compliance > p.22-24 Introduction > Industry collaboration > p.15-17 | |
| 2-25 | Processes to remediate negative impacts | Bringing trust to the forefront > Client trust, ethics & compliance > p.20; Focusing on our employees and communities > Strengthening our value chain > p.37-39 Focusing on our employees and communities > Our employees > p.29 GIA's commitment to sustainability > Defining our material topics > p.12; Introduction > Engaging with our stakeholders > p.18 | GIA currently only reports against 2-25 (a), (b), (c) & (d). |
| 2-28 | Membership associations | Introduction > Industry collaboration > p.15-17 | |

STAKEHOLDER ENGAGEMENT

| | | | |
|------|------------------------------------|--|--|
| 2-29 | Approach to stakeholder engagement | Introduction > Engaging with our stakeholders > p.18 | |
|------|------------------------------------|--|--|

GRI 3: MATERIAL TOPICS (2021)

| | | | |
|-----|--------------------------------------|---|---|
| 3-1 | Process to determine material topics | Introduction > GIA's commitment to sustainability > p.11-12 | |
| 3-2 | List of material topics | Introduction > GIA's commitment to sustainability > p.12 GRI Index direct disclosure | (b) Not applicable since this is GIA's first materiality assessment |

GRI INDEX

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions |
|--|--|--|--|
| MATERIAL TOPICS | | | |
| CLIMATE CHANGE AND ENVIRONMENTAL IMPACT | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Understanding our environmental impact > p.42 Understanding our environmental impact > Climate change and environmental impact in our operations > p.42-46 Introduction > GIA's commitment to sustainability > p.11-14 | 3-3 (e) is not applicable here since it's GIA's first year of reporting |
| GRI 305: EMISSIONS 2016 | | | |
| 305-1 | Direct (Scope 1) GHG emissions. | Understanding our environmental impact > Climate change and environmental impact in our operations > p.43 | |
| 305-2 | Energy indirect (Scope 2) GHG emissions. | Understanding our environmental impact > Climate change and environmental impact in our operations > p.43 | |
| 305-3 | Other indirect (Scope 3) GHG emissions. | Understanding our environmental impact > Climate change and environmental impact in our operations > p.44 | |
| CIRCULAR BUSINESS MODELS | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Understanding our environmental impact > Enabling a resilient supply chain > p.49 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only reports against 3-3 (c) and (f) for this material topic |
| GRI 306: WASTE 2020 | | | |
| 306-1 | Waste generation and significant waste-related impacts | Understanding our environmental impact > Climate change and environmental impact in our operations > p.46 | |
| 306-2 | Management of significant waste-related impacts | Understanding our environmental impact > Climate change and environmental impact in our operations > p.46 Understanding our environmental impact > Enabling a resilient supply chain > p.49 | GIA currently only reports against 306-2 (a). |
| 306-3 | Waste generated | Understanding our environmental impact > Climate change and environmental impact in our operations > p.46 | |

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions |
|---|--|---|---|
| RESEARCH INTO THE ENVIRONMENTAL AND SOCIAL IMPACTS OF NATURAL AND LAB-GROWN GEMS | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Understanding our environmental impact > Enabling a resilient supply chain > p.47 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (a), (b), (d) & (f) for this material topic |
| ANTI-CORRUPTION, ETHICS AND GOVERNANCE | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Bringing trust to the forefront > Client trust, ethics & compliance > p.20-24 Introduction > GIA's commitment to sustainability > p.11-14 | |
| GRI 205: ANTI-CORRUPTION 2016 | | | |
| 205-2 | Communication and training about anti-corruption policies and procedures | Bringing trust to the forefront > Client trust, ethics & compliance > p.23 | Currently GIA only discloses against 205-2 (a), (b) & (e) |
| TRANSPARENT SUSTAINABILITY ACTION AND COMMUNICATION | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | About this report > p.1 Introduction > Building the baseline for a sustainable future > p.4 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (c) & (f) for this material topic |
| DATA PROTECTION AND PRIVACY | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Bringing trust to the forefront > Client trust, ethics & compliance > p.22 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (a), (c), (d), (e) & (f) for this material topic |
| CLIENT TRUST | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Bringing trust to the forefront > Client trust, ethics & compliance > p.20-24 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (c) & (f) for this material topic |

GRI INDEX

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions |
|---|-------------------------------|---|--|
| TRACEABILITY OF GEMS AND JEWELRY | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Bringing trust to the forefront > Client trust, ethics & compliance > p.20 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (a), (c), (d) & (f) for this material topic |

DIGITALIZATION

GRI 3: MATERIAL TOPICS (2021)

| | | | |
|-----|-------------------------------|--|---|
| 3-3 | Management of material topics | Introduction > About GIA > p.8 Introduction > GIA's commitment to sustainability > p.11-14 Focusing on our employees and communities > Responsible education and innovation > p.36 | GIA currently only discloses against 3-3 (c), (d) & (f) for this material topic |
|-----|-------------------------------|--|---|

EMPLOYEE RECRUITMENT, RETENTION AND DEVELOPMENT

GRI 3: MATERIAL TOPICS (2021)

| | | | |
|-----|-------------------------------|--|---|
| 3-3 | Management of material topics | Focusing on our employees & communities > Our employees > p.29-31 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (c), (d) & (f) for this material topic |
|-----|-------------------------------|--|---|

GRI 401: EMPLOYMENT

| | | | |
|-------|---|--|--|
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees. | Focusing on our employees & communities > Our employees > p.30 | GIA does not currently disclose benefits for full-time employees by significant location of operation. |
|-------|---|--|--|

GRI 404: TRAINING AND EDUCATION

| | | | |
|-------|---|--|--|
| 404-1 | Average hours of training per year per employee | Focusing on our employees & communities > Our employees > p.30 | GIA does not currently report the average hours of training undertaken by employees broken down by gender and employee category. |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Focusing on our employees & communities > Our employees > p.30 | Currently GIA only discloses against 404-2 (a) |

| GRI Standard | Disclosure | Location | Direct responses, Notes and Omissions |
|---|-------------------------------|--|---------------------------------------|
| HEALTH, SAFETY AND WELL-BEING IN THE WORKPLACE | | | |
| GRI 3: MATERIAL TOPICS (2021) | | | |
| 3-3 | Management of material topics | Focusing on our employees & communities > Our employees > p.34 | |

RESPONSIBLE EDUCATION

GRI 3: MATERIAL TOPICS (2021)

| | | | |
|-----|-------------------------------|--|--|
| 3-3 | Management of material topics | Focusing on our employees & communities > Responsible education & innovation > p.34-35 Focusing on our employees & communities > Strengthening our value chain > p.39-40 Introduction > GIA's commitment to sustainability > p.11-14 | GIA currently only discloses against 3-3 (a), (c), (d) & (f) for this material topic |
|-----|-------------------------------|--|--|

DIVERSITY, EQUITY AND INCLUSION

GRI 3: MATERIAL TOPICS (2021)

| | | | |
|-----|-------------------------------|---|---|
| 3-3 | Management of material topics | Focusing on our employees & communities > Our employees > p.32 Introduction > GIA's commitment to sustainability > p.11-14 | Currently, GIA only discloses against 3-3 (c) & (f) for this material topic |
|-----|-------------------------------|---|---|

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

| | | | |
|-------|--|--|--|
| 405-1 | Diversity of governance bodies and employees | Focusing on our employees & communities > Our employees > p.32 | GIA does not currently report the percentage of individuals within the organization's governance bodies or employees per employee category in the following diversity categories: i. Age group: under 30 years old, 30-50 years old, over 50 years old; ii. Other indicators of diversity where relevant (such as minority or vulnerable groups) |
|-------|--|--|--|

GRI 406: NON-DISCRIMINATION 2016

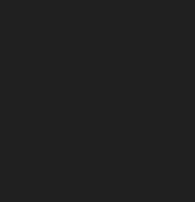
HUMAN RIGHTS AND COMMUNITY LIVELIHOODS

GRI 3: MATERIAL TOPICS (2021)

| | | | |
|-----|-------------------------------|---|--|
| 3-3 | Management of material topics | Bringing trust to the forefront > Client trust, ethics and compliance > p.24 Focusing on our employees & communities > Responsible education & innovation > p.35 Focusing on our employees & communities > Strengthening our value chain > p.37-38 Introduction > GIA's commitment to sustainability > p.11-14 | Currently, GIA currently only discloses against 3-3 (d) & (f) for this material topic. |
|-----|-------------------------------|---|--|



GIA[®]



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