

Safety & Occupational Health Policy

1. Rcan Jewellery Co., Ltd. will provide safe and healthy working conditions for all employees in accordance with applicable laws and other relevant industry standards.

2. The company will also provide and maintain the workplace and accommodation in the relevant premises.

2.1 Safe and accessible drinking water.

2.2 Hygiene facilities for eating and storing food.

2.3 The cleaning facilities and clean toilets correspond to the number and gender of the employee.

2.4 Fire safety equipment and alarms.

2.5 Clearly unlock mark, unlock emergency exits and escape routes.

2.6 Access enough power supply and emergency light.

2.7 Suitable conditions for pregnant women or nurses or alternative work arrangements to avoid improper workplaces.

3. The company must assess the risk of harm in the workplace and take control to reduce the risk of accidents and injury to employees. Risk assessment scrutinizes the dangers associated with the activities and products of members, including the use of machines and mobile devices, in the case of involving the storage and management of chemicals, consisting of cleaning materials, excessive exposure to smoke, air borne particles, noise levels and temperature and/or lighting and insufficient ventilation, residues from repetitive activities, considerations for workers under the age of 18 and pregnant women, and general hygiene and housekeeping issues.

4. The company will arrange the Health and Safety Cooperation Board to pick up and discuss about health and safety issues with management.

5. The company will provide training and information about health and safety to employees in the ways and languages that they can understand. It includes training and information about:

5.1 Determining various roles related to health and safety hazards and procedures for specific controls.



Rcan Jewellery Co., Ltd.

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5.2 Appropriate action, in case of an accident or emergency.

5.3 Fire and emergency safety procedures.

5.4 First Aid Training for assigned employee representatives.

5.5 The rights and responsibilities of workers to strike, or refuse to work in situations where there are uncontrollable hazards, and demonstrate these situations immediately to those who are near risk and to the management authority.

6. The company will provide appropriate personal protective equipment (PPE) for free of charge and ready to wear, or appropriate caution.

7. The company will provide adequate access to first aid benefits in workplace, as well as trained first aid personnel. There is an appropriate process of transferring to the local medical facility, in case of medical emergencies and assist the operator who injure from work to access medical care in accordance with the laws of the country and the company's policies.

8. The company will prepare emergency procedures and evacuation plans for health and safety with reasonable expectation and appropriateness in case of emergencies. These must be accessible or clearly displayed, tested regularly (including through evacuation drills) and updated periodically.

9. The company will investigate health and incidents, and provide presentation of results for review of related hazard control, as well as identifying opportunities for improvement

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