



Rcan Jewellery Co., Ltd.

322/35,36,37 Surawongwathanakarn (Bangkok Gems and Jewelry Tower) Floor 17, Surawong Rd., Siphaya, Bangrak, Bangkok 10500 THAILAND Tel. +662 6317494 - 6

Anti-corruption, Bribery and Facilities Payment Policies

1. Rcan Jewellery Co., Ltd. defines the meaning of corruption which is to give in any kinds of bribery by proposing, pledges, acceptances, induced to illegal acts in giving, pledge, claim, or accept any money, property or other improper benefits directly or indirectly, for a person to act or refrain to perform duties, which is to acquire or maintain business or recommend business to the Company, or to obtain or maintain any benefits that improper for business.

2. Rcan Jewellery Co., Ltd. and all employees will conduct their business with honest, integrity and transparency, not involve with any kinds of corruption, directly or indirectly.

3. We and all employees will not be neglected or ignored when an action that is deemed to be a corruption act has been found, by inform the executive or the person who is in charge.

4. We and all employees will not accept or pay gifts or other endorsements for any individual who do business with the company beyond necessity. Receiving gifts must not exceed the value of the stipulated traditional occasion, and must be noted and report to the executive.

5. Rcan Jewellery Co., Ltd. has established a channel for Whistle-Blowing Service for offences or received complaints by encouraging employees and stakeholders to monitor. If any employee or stakeholder finds any action which mislead from good governance principle, ethics, company regulations, illegal, action that violate the rights of stakeholders or may cause damage to the company. Employees or stakeholders can report any wrongdoing, violation of rights of stakeholders or any things that may cause damage to the company in such channels.

6. We shall provide fairness and protection to any employee or whistle-blower who has reported or provided evidence in corruption related to the company, including employees who refuse fraudulent conduct, even if the company loses its business opportunity without reducing position, punish or negative consequences. The company will provide care, protection whistle-blower or an appropriate cooperate on the reporting of corruption.

7. We will keep the complaint or involve with the complaint's information confidentially and not disclosed to other persons unless it is necessary in order to operate accordance to the regulations or in accordance to the law. If the information is disclosed, the company will take disciplinary action and/or acts in the law as the case may be.



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8. In case of sufficient evidence that the complainant behaves dishonestly or accuse the alleged offender. The company will take action to protect the reputation of the alleged offender by considering disciplinary action, or if the complainant is a third party and the company is damaged, the company may continue to take legal action.

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