



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

Policy on Child Labour.

1. The company will not participate in or support child labour as set out in the ILO Convention, the 138th meeting and recommendation 146, which imposes a minimum age for basic work at 15 years old, so that children can complete compulsory studies.

2. The company will not participate in or support child labour in the worst form as defined in the International Labor Organization Convention, the 182nd meeting and recommendations from the 190th meeting, which include:

1) The use of child labor in harmful way by its nature or circumstances which likely to be harmful to health, safety or morality in people younger than 18 years old.

2) All forms of child slavery and practices similar to slavery, including debt, child trafficking and forced child labor and the use of children in combat.

3. If any place of child labor is found, the company will document the use of child labor and provide a healing process that includes the ongoing welfare process of the child, and consider family status and rehabilitation, including the withdrawal of children participating in child labor, and in case of the child is subject to compulsory education or attends school, adequate support must be provided until compulsory graduation.

Rcan Jewellery Co., Ltd.