

Responsible Jewelry Council Annual Report 2025

Backgrounds

Rcan Jewellery Co.,Ltd. established is a company which is a jewellery manufacturer in high class products. Our management committed to be a member of Responsible Jewelry Council (RJC). All member of RJC shall apply the code of practice for build up company to be a responsible supply chain and promote the code of practice – RJC among over all business party.

In General

Legal compliance

Ms. Maleerat Poonkwan has compared all the company's activities with relevant laws and recorded them in the relevant legal registers, providing a process for checking compliance that must be updated to be current at all times.

Policy and Implement

Ms. Maleerat Poonkwan has prepared all policies related to the RJC Code of Conduct. All related policies are signed by the top management and the management has assigned himself to be responsible for the preparation of the system. The company provides training to employees and related persons to be aware of and comply with the various policies set together with the Occupational Health and Safety Officer and Human Resources Officer.

Reporting

The Company has a plan to review all COPs in compliance with the law at least once a year and prepare a report after the management review to communicate to stakeholders on the Company's website on an ongoing basis every year.

Finance and Accounts

Rcan Jewellery Co., Ltd. has prepared financial statements and submitted them to the Department of Business Development, Ministry of Commerce last year, which have been audited by a certified public accountant.

Responsible Supply Chain and Human Rights

Business Partners

Rcan Jewellery Co., Ltd. has made efforts to collaborate with stakeholders to participate in a responsible supply chain by requesting cooperation in due diligence on human rights, conflict-free raw material management, and other activities to ensure sustainability in the future.

Human rights

Rcan Jewellery Co., Ltd. has established a Human Rights Policy, which is signed by the top management and includes a human rights risk assessment of our company and our suppliers, in accordance with the United Nations Human Rights Guidelines for Business Operators. In the event of a high risk or adverse impact, the company and its stakeholders will have a mitigation plan for the risk or impact and will report the impact to stakeholders once a year.

Supply Chain Responsibility Due Diligence from Conflict and High Risk Areas - The entire supply chain of gold, silver, diamonds, precious stones, platinum group metals.

The company will have due diligence procedures in accordance with OECD guidance. Rcan Jewellery Co., Ltd. has requested cooperation from all stakeholders to collect relevant information and assess risks. If there is a high risk, Rcan Jewellery Co., Ltd. will provide compensation for all suppliers and have a plan to counter such risks. This year, we have tried to collect information from stakeholders and conduct assessments of all suppliers. If any non-conformities are found, the company will raise a red flag for more intensive inspections. At present, there are no red-flagged suppliers in our supply chain. We have arranged assessments of our suppliers at least every 2-3 years.

Sourcing from small-scale miners. –

We do not source from small-scale miners at all.

Sourcing of post-consumer precious metals directly from informal recyclers

We do not source post-consumer precious metals directly from informal recyclers.

Community Development

Over the past year, we have donated to support some of our communities to affirm and live responsibly in society.

Bribery and Facilitation payment

We have implemented an anti-corruption and anti-bribery policy. All employees are prohibited from engaging in bribery, and our products will not misrepresent or defraud. Facilitation payments should be in accordance with the law, such as paying taxes, social security payments, compensation fund payments, etc. Giving or receiving gifts is only permitted according to business customs or culture, which will be recorded. Therefore, we have established a process for giving or receiving gifts to ensure transparency. If any bribery or facilitation payments are found to be unlawful, those who witness it can report it through the specified channels.

Know Counter Party : Money Laundering and Terrorism Financing

We have written documentation which is in line with our policy and Anti Money Laundering Laws. All stakeholders are required to complete KYC form and attach government identification documents. All stakeholders are screened against the Anti Money Laundering Organization (AMO) blacklist or UN blacklist or Anti Money Laundering Office (AMLO). Cash transactions are subject to

review if more than 1 million THB. This must be declared and reported to AMLO. This process will be implemented for every new or every procurement by the responsible officer of the company.

Security

We carry out security risk assessments for all our company activities. Given the high value of our products, we have security measures in place such as CCTV and insurance in all workplaces and in transport, taking into account human rights.

Provenance Claims

We do not have a defined origin claim for all materials used; all our materials are conflict or risk free. We have a complaints process avenue for all concerns to be raised to the responsible party, with evidence included in the origin claim text.

Labour practice policy

Employment

We have a written employment contract for all our employees and we have a labor policy and we have written it down in our employment contract which complies with the labor law. All our employees are registered in social security and are paid wages according to the employment contract. We keep records of our employees for at least 5 years after they are terminated. The company makes payments to the workers compensation fund every year.

Working hours

Our company has established work regulations. Normal working hours are written in the work regulations, which do not exceed 48 hours per week. All overtime is voluntary. Working hours, including regular hours and overtime, do not exceed 60 hours per week. Our company designates Sunday as a weekly holiday, and we have no less than 15 traditional holidays per year. Annual leave for all employees is 6 days per year, and personal leave is 3 days with pay. All of this complies with the Labour Protection Act 1997 and the requirements of the International Labour Organization (ILO).

Wages and Compensation

Rcan Jewellery Co., Ltd. provides wages and compensation in accordance with the law. Our employees' wages are more than the government announced minimum wage. Our overtime rate is at a special rate of 1.5 times the wage. Payment details to all our employees, our employees can check the receipt of our wages or salary from the pay slip. Deductions from our wages or salary must be in writing, voluntary and in accordance with the law.

Harassment, Discipline, Grievance Procedure and Non-Retaliation.

We have a set of working rules which are applicable to all our employees. These working rules are communicated to all our employees by posting on the company bulletin board. If an employee has any concerns, he/she can direct all grievances to the suggestion/complaint box at any time. The grievance or suggestion will be considered by the management. Disciplinary action will be fair to the employee and there will be no retaliation in case of any grievance.

Child Labor

Our company does not employ child labor. The age of the employee will be checked on the ID card when he/she first applies for employment.

Forced Labor

Our company does not employ or support forced labor. We do not withhold employee ID cards, deposits, or wages from our employees. Our no-forced-labor policy also states that we are not involved in human trafficking.

Freedom of Association and Bargaining

Our employees have the freedom of association and bargaining as set out in our Freedom of Association and Bargaining Policy. Our company does not have any unions. We have an elected Welfare Committee at our workplace to represent our employees.

Non-Discrimination

Our company is committed to non-discrimination, which is reflected in our policies and our strict implementation.

Health, safety and environment.

Safety and Health

We comply with the safety and health laws and regulations. The working environment is checked every year. We provide clean drinking water for our employees and our employees have clean toilets. Fire safety equipment and signals in the workplace are always checked to be in good condition. We conduct evacuation drills every year. We conduct risk assessments in our factories and have emergency response plans and procedures. A safety committee is set up in our factories to raise concerns on site. Our employees undergo safety training every year.

Environment

We conduct annual environmental inspections as required by law, including training our employees. The results of the inspections of working environment, wastewater, and air are in accordance with government requirements.

Hazardous Substances

We store all hazardous materials in a location controlled by safety officers, communicated to relevant employees, and have an emergency response plan in place, and in case of chemical spills.

Waste and emissions

Our production waste is significantly identified and monitored annually. In accordance with applicable legislation, we have a 3R program (reduce, reuse, recycle) in our production.

Resources consumption

We have published our product disclosures in accordance with industry standards and avoid any misrepresentation or fraud in the purchase or sale of our products as required by law.

Product disclosure

Our products were qualification or characteristic disclosure for customer to prevent the misrepresentative of qualification of the product as to compliance with consumer protection law in Thailand.

Kimberley Process Certifications scheme and Assurance System.

We are not involved in the trading of conflict diamonds. Suppliers must have a written guarantee of their diamonds in accordance with the World Diamond Council guidelines.

Grievance mechanism

The companies were set up the channel to communicate from customer or external person if any questions or any complaint, they should send any issued to the management for considers and process all any concerns.

Concluding in year 2025

Rcan Jewellery Co.,Ltd. in 2025 were the first year to implemented code of practice -RJC and the management decide to have the COP-RJC certified by having initial audit in this December 2025 for certify the compliance with code of practice in RJC.