



SALAMANDER  
jewelry

# SUSTAINABILITY REPORT IN 2022



# About the Report of Sustainability

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## Strategies for Crafting the Sustainability Report

The Sustainability Report for Year 2022 aims to represent the company's performance in Economic, Social, and Environmental aspects. It serves as a public demonstration of the company's commitment to transparency in operations, highlighting achievements, areas for improvement, and promoting accountability. The report aligns with the standards set by The Stock Exchange of

Thailand and the Global Reporting Initiatives (GRI), using the Core Options framework. It provides an overview of the company's performance in these areas, reinforcing its dedication to sustainable development. To ensure accessibility, the report is hosted as an e-Report on the company's website, [www.body-piercing.com](http://www.body-piercing.com) allowing stakeholders easy access and engagement.

## Structuring the Content of the Report

- **Inclusive Environmental Analysis:** Assess the company's environmental impacts, including resource consumption, greenhouse gas emissions, and waste management.
- **Reflect Company Policy and Performance:** Highlight initiatives, targets, and actions taken to address environmental, social, and economic challenges, showcasing the company's commitment to sustainability.
- **Economic, Social, and Environmental Context:** Provide an overview of the company's performance across economic, social, and environmental aspects, emphasizing the integration of sustainable practices.
- **Alignment with GRI Principles:** Ensure the report aligns with the GRI's 4 Principles, focusing on transparency, materiality, stakeholder inclusiveness, and sustainability context.

## Data Collection and Record Procedure

Data collection for public disclosure sourced from multiple departments, including Accounting and Finance, Human Resources,

Occupational Health and Safety, Research & Development, as well as input from experts and interested parties

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# Highlights of 2022

## Corporate Governance with Accountability and Efficiency

Subject	Result
Ensuring policy compliance, both management and employees are required to accept the policy and successfully complete the Anti-bribery exam	100%
Incidences related to bribery and corruption cases	0

## Social Aspects

Subject	Result
Accidents caused stopping work Loss Time Injuries Frequency Rate: LTIFR	Employees =4 Contractors =0
Survey Customer Satisfaction	73.69%
Survey Employee Engagement to Organization	72.18%
Survey Employee Satisfaction on working Condition	59.14%
Accident Unintentional release of gas and chemicals	0
Accident Damages incurred during product delivery	0
Average Number of Training of Employees	8 Hrs. / Person / Year
Average Costs of Training of Employees	1,275.33 THB. / Person / Year

## Environmental Aspects

Subject	Result
Reducing Greenhouse Gas	35 Ton / year
Solar Cell Usage	463.07 mWh.
Disposal of chemicals	0

# Message from Top Management

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Dear Stakeholders,

We are pleased to present our latest Sustainability Report, marking another milestone in our ongoing journey towards a more sustainable future. This report showcases our progress, achievements, and renewed commitment to social and environmental responsibility since our establishment over 25 years ago.

Salamander Jewelry remains dedicated to being pioneers within the jewelry manufacturing industry, setting an example for others to follow. We firmly believe that each of us bears the responsibility to drive positive change, and we are steadfast in our determination to make a difference through our actions.

Over the past year, we have continued to invest substantial resources and funds to implement sustainable operational processes throughout our business. We have prioritized reducing our environmental footprint, focusing not only on CO2 emissions but also on waste reduction and recycling initiatives. By embracing innovative technologies and practices, we strive to minimize our impact on the planet while maintaining the quality and craftsmanship that define our brand.

Our commitment extends beyond our manufacturing processes. We recognize the importance of corporate social responsibility and our role in supporting the communities in which we operate. Through strategic partnerships and engagement programs, we have actively contributed to various social causes, empowering individuals and organizations to create positive change. We are proud of our strong connection to the community and the lasting impact we have made.

At Salamander Jewelry, we firmly believe that education is key to fostering a sustainable mindset. We have taken significant steps to educate and raise awareness among our stakeholders about the importance of environmentally friendly habits. By providing resources and training, we empower our employees, suppliers, and customers to make informed choices that contribute to a more sustainable future.

While we are proud of the progress we have made, we recognize that there is still much work to be done. We understand the need for continuous improvement and are committed to setting even more ambitious sustainability goals for the years ahead. Our future sustainability reports will serve as a platform to communicate our progress, share best

practices, and inspire others to join us on this transformative journey.

As we move forward, we invite our stakeholders to actively engage with us, provide feedback, and collaborate on innovative solutions. Together, we can create

a lasting impact and build a better, more sustainable world.

Thank you for your continued support and partnership as we strive towards a shared vision of sustainability.



A handwritten signature in black ink, appearing to be 'Ofer Avidan', written in a cursive style.

Sincerely,

Ofer Avidan

General Manager

Salamander Jewelry

# Business Overview

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Salamander Jewelry Co., Ltd., a reputable jewelry and body jewelry manufacturer, has consistently delivered high-quality and safe products for over 25 years. With a workforce of approximately 450 employees, the company has established itself as a leader in the body-piercing and stainless steel jewelry industry.

## Vision

To be the premier jewelry manufacturer in the body-piercing industry as well as renowned for well reputable sustainable stainless steel & silver jewelry manufacturer innovation and the production of high-quality jewelry. Our dedicated and knowledgeable employees strive for customer satisfaction, working with happiness and determination.

## Mission

Our mission is to prioritize excellence and sustainable development. Salamander Jewelry Co., Ltd. is committed to producing a diverse range of body-piercing, stainless steel & silver jewelry products that cater to market demands at affordable prices. We continuously monitor our performance to ensure the satisfaction of our customers and employees. Our products adhere to high standards of quality and innovation, while maintaining health and safety regulations for both employees and users.

## Objectives

Since its establishment in August 1998, Salamander Jewelry Co., Ltd. has aimed to manufacture top-tier jewelry while providing premium customer service at reasonable prices. We diligently consider the economic, social, and environmental impacts of our performance.

# Organizational Values

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## 1. Honesty to ourselves and others

Trust and impartiality are integral aspects of honesty and good ethics.

## 2. Teamwork

Unity within a team is essential to achieving success and reaching mutual targets. By working together cohesively, leveraging each team member's strengths, and fostering collaboration, we can accomplish our shared goals more effectively.

## 3. Relationship

Building strong relationships within the organization involves demonstrating qualities such as devotion, loyalty, and responsibility. By prioritizing the organizational objectives and being selfless in our actions, we contribute to a positive work environment and foster a sense of unity and shared purpose among team members.

## 4. Sustainable Development

To continuously enhance sustainable development, it is important to adopt a holistic approach that focuses on improving the overall environmental, social, and economic aspects of the business, as well as offering sustainable products and services that meet the needs of customers while minimizing environmental impact.

## 5. Safety Awareness

It is crucial to prioritize cooperation and take responsibility for safety concerns, fostering a positive attitude towards safety in order to maintain a safe and secure environment.

## 6. Quality

Embodying good characteristics such as excellence and professionalism involves advocating for the continuous improvement of quality and services. By paying attention to details and ensuring that we fulfill the points agreed upon before completing our work, we strive for excellence in our delivery and maintain a high standard of professionalism.

## 7. Focusing on customer needs

Prioritizing customer needs, both internally and externally, is essential for ensuring customer satisfaction. By actively listening and understanding their requirements, we can tailor our products and services to meet their specific needs. This customer-centric approach enables us to deliver value, build strong relationships, and foster long-term customer satisfaction.



# Organizational Values

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## **8. Leadership with ethics, fairness, and respect**

Building motivation, influence, and support are crucial for achieving successful work outcomes and realizing the company's objectives. By inspiring and guiding teams and individuals, we can create a positive work environment that fosters motivation, commitment, and a shared sense of purpose. Effectively communicating goals, providing guidance, and offering support empower others to perform at their best, leading to collective success and the attainment of organizational objectives.

## **9. Innovation**

Being open-minded to new changes and embracing creativity is vital for fostering innovation and growth. By introducing new concepts, generating fresh ideas, and cultivating an environment that encourages creativity, we can adapt to evolving circumstances and seize new opportunities. Willingness to accept and embrace new ideas helps drive continuous improvement and keeps the organization at the forefront of innovation.

## **10. Happiness**

Increase happiness within our employees.  
Satisfaction to our suppliers and community.

# Our Products

## Body Piercing



## Stainless Steel Jewelry



## Silver Jewelry



# Our Awards



CSR-DIW CONTINUOUS AWARD 2022

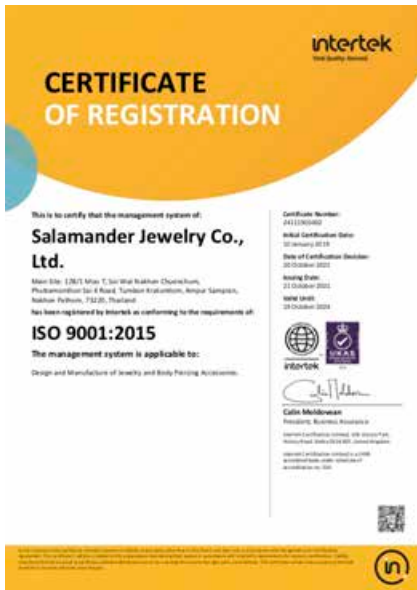


Honorably award 2022 on Occupational safety and Health



Honorably award 2022 on Labor relations and Welfare

# Our Certificates



ISO 9001:2015

Quality Management System



ISO 14001:2015

Environmental Management System



ISO 45001:2018

Occupational Health and Safety Management System



GI4 Green Industry 2022

# Economy Management & Administration

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The company is committed to effective business operations and upholding principles of corporate governance. With a focus on fairness, transparency, and consideration for

## Corporate Governance

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In relation to our Corporate Governance Policy (CG Policy), our company establishes a set of guidelines for business ethics and a Code of Conduct that applies to all management and employees. It is imperative that everyone adheres to this code. The Board of Directors and Top Management are responsible for regularly reviewing and updating the policy to ensure its relevance in the current business environment. We also establish a clear organizational structure for the Board of Directors, assigning them distinct duties and responsibilities.

Additionally, the Board of Directors takes on the responsibility of evaluating their own performance in terms of management and administration. We prioritize establishing, maintaining, and regularly reviewing a system that monitors financial transparency,

the impact of its business activities across the supply chain, the company has established policies to guide its operations.

performance capability, and corporate governance across all dimensions. This ensures our compliance with legal requirements and enables us to effectively run our business. We have implemented risk and crisis management strategies, which involve evaluating and identifying risks and misleading activities throughout the company.

Transparency is crucial to us, and we are committed to publicly disclosing information in a correct, complete, transparent, and timely manner for all stakeholders and interested parties. We strive to provide them with access to our company's data when they need it. Furthermore, our Corporate Governance Policy, Principles, and Guidance are disclosed in the annual report, which includes an anti-corruption section.

# Corporate Governance

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## Anti-Corruption

The company has implemented an Anti-Corruption Policy as a core component of its Corporate Governance framework. This policy strictly prohibits all forms of corruption by the Board of Directors, Management, Employees, and all personnel associated with the company. The prohibited activities include offering, promising, soliciting, demanding, giving, or accepting bribes, as well as any other actions that could motivate bribery.

It is essential to note that anyone who delegates the task of offering or giving bribes for work purposes, instead of doing so personally, will also be held accountable for acts of corruption. Each department's management is responsible for assessing and addressing the risks and issues related to corruption that may arise within their respective areas. They are required to report these findings to the Board of Directors at least once a year. An internal Monitoring Team conducts an annual review and reports its findings to the Internal Monitoring Committee and the Board of Directors.

To deter corruption, the company imposes severe penalties, including termination without severance pay for individuals

involved in corrupt practices. Additionally, the company takes legal action in cases involving illegal activities. However, based on last year's risk and corruption assessment, no instances of corruption were observed.

The company provides comprehensive training to all employees and relevant stakeholders to ensure their understanding of the Anti-Corruption Policy and its requirements. This training also enables them to report any suggestions or grievances related to business ethics and the Code of Conduct.

In the event that corruption, illegal activities, or violations of the Code of Conduct are discovered within the company or any associated entities in Salamander Jewelry Co., Ltd. individuals can report such incidents to the Human Resources department through telephone, facsimile, or email. The Human Resources department is responsible for collecting information and evidence and reporting it to the Committee of Business Ethics and Code of Conduct. Detailed information on the reporting channels is disclosed on the company's website to facilitate reporting procedures.

# Risk and Crisis Management

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In order to effectively control risks, mitigate their consequences, uphold the business objectives, and ensure compliance with local and international standards, the company has implemented a comprehensive policy and procedure for risk control and management. The key elements of this framework are as follows:

## **A. Integration with Strategic Administration**

The policy and procedure for risk control and management are integrated as a part of the company's strategic administration policy and objective-oriented policy. This ensures that risk management is aligned with the overall business strategy.

## **B. Committee of Risk Control and Management**

A dedicated Committee of Risk Control and Management has been established to assess and evaluate risk probabilities and consequences in accordance with the defined policy and procedure. The committee considers applicable local laws and other relevant standards that may impact the company.

## **C. Effective Control and Management of Risks**

The company ensures effective control and management of risks that have the potential

to impact its operations. Measures are implemented to adjust risks to an acceptable level, reducing their potential negative impact on the company.

## **D. Designation of Responsible Persons**

Responsible individuals are assigned specific roles in controlling, monitoring, investigating, and evaluating risk management programs. Each department provides a plan for risk control and management within their respective areas.

## **E. Compliance with Standards**

The policy and procedure for risk control and management are established in compliance with international standards, local law requirements, and good governance standards. This ensures that the company operates in accordance with recognized best practices.

## **F. Reporting and Evaluation**

Responsible individuals are designated to objectively report on the efficiency of risk control and management operations to investigators and the Committee of Risk Control and Management. This promotes transparency and accountability in the risk management process.

# Taxation Management

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The company operates its business and establishes a taxation management policy and procedure that aligns with the provisions of the Revenue Code and Accounting Standards and Requirements. These guidelines are implemented to ensure that the company's taxation management is carried out legally and accurately.

In compliance with local laws, the company diligently pays taxes within the required time frames. To prevent any delays or incorrect payments and to adhere to the provisions of local tax regulations, the company appoints

an Accounting & Taxation Manager who assumes primary responsibility for taxation management. The duties of the Accounting & Taxation Manager are formally approved by the Top Management.

In cases where there are concerns or grievances related to taxation matters, the Accounting & Taxation Manager receives support and consultation from the Board of Directors and Top Management. This collaboration ensures that any issues or challenges in taxation management are addressed promptly and appropriately.

# Supply Chain Management

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As a jewelry manufacturer and exporter, your supply chain typically consists of the following key components:

- Suppliers
- Business Partners
- Customers

The company has established a Customer Service Department and a Purchasing

Department to effectively manage its operations. In addition, the company has implemented a purchasing policy and procedure that governs the acquisition of products and assets. This policy serves as guidance for supply chain management and administration within the relevant departments. The departments involved in adhering to this policy include:



# Supply Chain Management

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## A. Customer Service Department

This department focuses on providing assistance and support to customers, addressing their inquiries, resolving issues, and ensuring overall customer satisfaction.

## B. Purchasing Department

The Purchasing Department is responsible for managing the procurement process of products and assets needed by the company. This includes

sourcing suppliers, negotiating contracts, placing orders, and overseeing the delivery and quality of the purchased items.

The purchasing policy and procedure provide guidelines and instructions to these departments and other relevant stakeholders involved in the supply chain management process. It outlines the necessary steps to be followed to ensure the efficient and effective procurement of goods and assets.



## Suppliers Management

The company has established a comprehensive supplier management policy to ensure honest and lawful business

operations and adherence to relevant rules and regulations. The key aspects of this policy are as follows:

# Supply Chain Management

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## Suppliers Selection

The purchasing department of the company carefully considers various factors outlined in the purchasing policy and procedure when selecting suppliers. These factors include verifying legal documentation, assessing supplier reliability, evaluating the supplier's financial condition, considering special requests and support from suppliers, assessing communication capabilities, evaluating after-sale service, and ensuring social responsibility, including environmental considerations and occupational health and safety. Currently, the company emphasizes selecting new suppliers to enhance cost competitiveness for raw materials and reduce dependency on a single supplier.

## Suppliers Evaluation

Once suppliers are selected and begin providing raw materials to the company, their performance and adherence to the company's standards are regularly assessed. Supplier evaluations take place every six months to monitor their performance, quality of goods or services provided, and compliance with the company's

sustainability standards. This evaluation process helps ensure that suppliers consistently meet the company's expectations.

## Knowledge Sharing with Subcontractors

The company emphasizes knowledge sharing with subcontractors to improve their work processes and enhance overall performance. The company provides subcontractors with information on the quality control and assurance policy and procedure, enabling them to reduce defects, deliver products or services on time, and offer competitive prices.

## Customer Service Management

The company recognizes the importance of effective customer service and has established a policy and procedure to ensure customer satisfaction. This policy includes aspects such as customer data control and management, as customer data and information are considered valuable assets to the company.

# Supply Chain Management

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Information technology is utilized to safeguard and manage customer data in

## Fair Competitiveness

The company is committed to conducting its business operations with fair and ethical competitiveness. To achieve this, the company has established a set of policies and procedures that guide its operations. These policies and procedures ensure that the company adheres to ethical standards, follows applicable laws and regulations, and maintains fair business practices in its interactions with competitors, customers, and other stakeholders. By promoting fair competition, the company aims to foster a level playing field and create a sustainable business environment.

Through these customer service management and fair competitiveness policies and procedures, the company strives to provide excellent customer service while maintaining integrity, transparency, and fairness in its business practices.

alignment with the company's policy and procedure.

## Product User Management

The company has a dedicated Quality Control and Assurance department responsible for ensuring product quality, addressing customer and supplier complaints, and driving continuous improvement. This department guarantees product quality, collects feedback and complaints, and takes necessary actions to enhance customer satisfaction

Committed to Ethical Engagement: We have dedicated ourselves to becoming a renowned jewelry manufacturer, while also prioritizing the needs of our customers, suppliers, buyers, employees, stakeholders, local communities, and authorities. With a strong sense of awareness towards their importance, we proudly present our comprehensive approach to corporate social responsibility. Through this commitment, we strive to conduct our business ethically and responsibly, ensuring positive and sustainable impacts on all those we engage with.

# Corporate Social Responsibility

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## Labor Management and Human Resources Management in 2022

At our company, we recognize that our employees are our most valuable resources, and as such, we have implemented a comprehensive human resources management policy. This policy ensures that all employees are treated fairly, protected, and provided with opportunities for personal and professional development. By prioritizing the well-being and satisfaction of our employees, we aim to foster a positive work

environment that enhances productivity and contributes to the success of our company.

Furthermore, we are committed to operating our business in compliance with Thai Labor Standard Requirements, Thai Labor Law, and other relevant rules and regulations. This commitment ensures that our labor practices align with industry standards and legal obligations, and also allows for continuous improvement within our company.

# Corporate Social Responsibility

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As part of our commitment to corporate social responsibility, our company has obtained various certifications and established important labor management

## A. Certifications

We are proud to be certified by the **CSR-DIW certification** (24/08/2022) from the Department of Industrial Works, further emphasizing our commitment to corporate social responsibility. Furthermore, we have

## B. Labor Management Instruction

Our company has developed a comprehensive Labor Management Instruction, which serves as a vital document for guiding labor management practices.

practices. These initiatives demonstrate our dedication to ethical and responsible business operations.

been certified as a **SEDEX Member** (18/01/2022), also known as SEDEX, by Intertek Testing Services (Thailand) Co., Ltd. This certification showcases our commitment to ethical trade practices.

This instruction covers important topics related to labor management within our organization.

# Corporate Social Responsibility

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## C. Child Labor

Our company is committed to upholding ethical labor practices and ensuring the protection of children's rights. We strictly prohibit the hiring of child labor and do not support or engage in any form of child labor. We adhere to international labor standards

and national regulations that prohibit the employment of individuals under the age of 18. We provide a safe and nurturing work environment that is free from any hazardous conditions for the physical and mental well-being of all employees.

## D. Pregnant Workers

We prioritize the health and safety of our employees, including pregnant workers. We do not allow pregnant workers to engage in work that poses risks to their health or the health of their unborn child. Our company provides a safe work environment that considers the specific needs and vulnerabilities of pregnant workers. We ensure that they are not exposed to hazardous conditions and take measures to accommodate their physical well-being.

Additionally, we uphold the rights of pregnant workers by prohibiting termination, demotion, or any reduction in wages and benefits due

to their pregnancy. We understand the importance of supporting working mothers and providing them with the necessary benefits and protections during this significant phase of their lives.

As part of our commitment to supporting working mothers, we have established a breastfeeding room for employees who have recently returned from maternity leave. This dedicated space provides a comfortable and private area for mothers to breastfeed and express milk, promoting their well-being and work-life balance.

# Corporate Social Responsibility

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## E. Discrimination and Inequality Issues

At our company, we have a strong commitment to promoting equality and preventing discrimination in all aspects of our operations. We firmly believe in treating all individuals with respect and dignity, regardless of their nationality, race, religion, language, age, gender, marital status, sexual orientation, disability, HIV infection, political preference, or individual opinions.

Throughout the various stages of employment, including hiring, wage and compensation, welfare, training support, promotion, position adjustments, termination, and retirement, we ensure that no

discriminatory practices or biases are present. We are dedicated to providing equal opportunities for all employees based on their qualifications, skills, and performance.

Our company does not interfere or discriminate against individuals based on any personal differences that do not affect the business. We strive to foster a diverse and inclusive work environment that respects and values the unique backgrounds and perspectives of our employees. We promote a culture of fairness, where everyone is treated fairly and has an equal opportunity to succeed.

# Corporate Social Responsibility

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## F. Freedom of Association

At our company, we fully support and respect the rights of our workers to exercise their freedom of association. We provide an open and inclusive environment that allows workers to join and form committees within the company. Workers have the right to express their opinions, engage in negotiations, and select workers representatives without any interference or intervention.

We uphold the principles of freedom of association by ensuring that workers' rights to join committees are respected and protected. Currently, we have established a Welfare Committee consisting of 5 members and a Safety Committee consisting of 7 members. These committees were elected by

the employees, and their roles and responsibilities are clearly defined.

To ensure transparency and fairness, the committees undergo re-election every 2 years. We have never discriminated against or treated committee members unfairly or negatively due to their involvement in the committees. There are no practices of termination, transfer, or unfair treatment based on their committee membership.

It is worth noting that throughout our operations, no irregularities or disputes related to labor issues have been raised. This demonstrates our commitment to fostering a harmonious and respectful work environment where freedom of association is upheld and workers' rights are protected.



# Corporate Social Responsibility

## G. Support of Welfare and Quality of Life

At our company, we place a strong emphasis on the welfare and quality of life of our workers, particularly considering the current economic situation. We strive to provide fair and appropriate wages and benefits, which are adjusted annually to ensure that they are in line with prevailing standards and sufficient to meet the needs of our workers.

We prioritize the welfare and quality of life of our employees by providing facilities and activities that support their personal interests and well-being. These include a library, fitness room, gymnasium, martial arts programs (such as Taekwondo and Judo), and a football field. These offerings contribute to a balanced lifestyle and promote physical and mental well-being.

Additionally, we prioritize the provision of various facilities within our company to enhance the well-being of our workers. Some of these facilities include:

1. Clean and Hygienic Toilets: We maintain clean and hygienic restroom facilities to ensure the comfort and hygiene of our workers.
2. Clean and Hygienic Drinking Water: Access to clean and safe drinking water is essential for the well-being of our workers. We ensure that reliable sources of clean water are available throughout the workplace.
3. First-Aid Kits and Medical Support: To prioritize the health and safety of our workers, we provide first-aid kits and have legally registered nurses available during working hours. This ensures prompt and appropriate medical assistance if needed.
4. Clean and Hygienic Canteen: Our company maintains a clean and hygienic canteen facility, ensuring that workers have access to safe and nutritious meals.
5. Annual health check-up.
6. Fitness center & material arts program.
7. Football field.
8. Library.



# Corporate Social Responsibility

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## Supporting Welfare and Quality of Life

In addition to our commitment to the welfare and quality of life of our employees, we provide various additional benefits and support to enhance their well-being. These include:

1. **Annual Bonus:** We offer an annual bonus as a token of appreciation for our employees' hard work and dedication.
2. **Financial Support for Marriage:** We provide financial assistance to employees who are getting married, recognizing this significant life event.
3. **Financial Support for Funeral:** In the unfortunate event of the passing of an employee's father, mother, or child, we offer financial support to help alleviate the financial burden associated with funeral expenses.
4. **Financial Support for Giving Birth:** We provide financial assistance to employees who are expecting or have recently given birth, supporting them during this important milestone.
5. **Uniforms:** We supply uniforms to our employees, ensuring a professional and cohesive appearance while fostering a sense of belonging.
6. **Special Gifts:** We acknowledge and celebrate our employees' special occasions such as birthdays and New Year's Day by providing them with special

gifts, demonstrating our appreciation and recognition.

We are committed to supporting the welfare and quality of life of our employees by providing internal activities that promote physical and mental well-being. One such activity is the departmental trip, which offers an opportunity for team-building and relaxation. However, due to the ongoing Covid-19 pandemic, this support has been temporarily suspended to prioritize the health and safety of our employees.

In addition to physical and mental support, we also value and promote the local culture and traditions of Thailand. During festivals such as the Songkran Festival (Thai New Year), Buddhist Lent Day, and New Year Festival, we organize and support activities that reflect the local customs and traditions. These activities may include sprinkling water on a Buddha image during Songkran, participating in the Candle Festival, offering dry food to monks, and engaging in acts of merit-making.

We prioritize the well-being and engagement of our employees, ensuring that they have opportunities to connect with their cultural roots and experience the joy and traditions of local festivals.

# Rules and Disciplinary Actions

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Our company maintains a strong commitment to upholding the rights and well-being of our workers. We strictly prohibit any form of physical or mental coercion, abuse, or threatening behavior towards our employees. To ensure a safe and respectful work environment, we have implemented measures and solutions to prevent workers from experiencing abuse, harassment, or intimidation in any form, whether verbal, physical, or through body language.

Disciplinary actions and punishments, when necessary, are carried out in accordance with our company's rules and regulations. Our disciplinary process is clear and follows a defined procedure, ensuring transparency and fairness. We prioritize the well-being and rights of our workers throughout this process.

In addition to internal actions, we actively participate in activities and projects initiated by local authorities. By engaging with local

authorities, we strengthen our commitment to promoting employee welfare and maintaining positive labor relations within the community.

We are proud to share that in November 2022, our company was recognized for our exceptional practices in employee relations and labor welfare. The Department of Labor awarded us the "Best Practice Factory" accolade, marking seven consecutive years of receiving this prestigious honor. This recognition highlights our ongoing dedication to fostering a supportive and inclusive work environment that prioritizes employee welfare and strengthens labor relations.

Through our continuous efforts, we strive to uphold high standards of employee relations, ensure a respectful and safe workplace, and contribute positively to the well-being and satisfaction of our workers.

# Human Resources Development

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The company utilizes the system of Human Resources Administration as the main system to develop personnel, procedure of the capability development and career

## 1. Qualification

The company determines the skill matrix or qualification matrix related to the individual's capabilities in order to adjust and offer the wage and benefits fairly and appropriately to workers.

## 2. Position

The company determines the duties, roles, authorization, and responsibilities of each section of individual positions clearly identified in job descriptions, career promotion, and qualification that are followed by the criteria and done by section supervisors of each department.

## 3. Rotation

It is the change of job categories in order to build and develop the ability into the next step of achievable planned positions.

advancement. It is divided into 6 systems as below:

## 4. Evaluation

The company sets the criteria of work performance evaluation that will be utilized for the adjustment of the salary, bonus, promotion, and position. Moreover, it can display the worker's strengths and weaknesses and use it for capability development. The criteria are based on principles, impartiality, appropriateness, and acceptable conditions.

## 5. Payroll

The structure of payroll consists of salary base, types of allowance such as overtime, wages and overtime in rest days, food allowance etc. The company shall have the salary adjustment every year, Index of salary adjustment is based upon minimum wage law prescribed by the authority, rates of inflation which are the main indicator of change of costs of living and industrial trends.

# Human Resources Development

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## 6. Skill Development

At our company, we prioritize the skill development of our employees through a comprehensive training program. We have established a policy that mandates a minimum of 6 training hours per year for each employee based on their levels and positions. Our training selection process covers three types of training: strategic, job-specific, and self-development.

To cater to our employees' learning needs, we offer both internal and external training opportunities. While the number of internal courses provided in 2021 decreased compared to the previous year, we still offered 12 courses. Throughout the year, a total of 320 employees participated in these internal courses, with an average of 3 training hours per employee.

In addition to internal training, we also facilitated external courses for our employees. Although the number of external courses decreased compared to the previous year, we still provided valuable programs to six employees. These external courses aim to broaden their knowledge and skills beyond our organization's scope.

Some examples of our internal courses include "Increase Productivity and Cost-saving by Kaizen Technique," "Environmental

Aspect and Risk Assessment and Identification," and "Knowledge of Occupational Health and Safety for the Work Environment." These courses focus on enhancing employee skills, knowledge, and productivity in their respective areas of work.

Our external courses encompass topics such as "Guidelines of Work under the Skill Development Promotion Act" and "Exchanging and Learning Methodology for Supporting Employees to Quit Smoking." These programs enable employees to gain insights and expertise from external sources, contributing to their personal and professional growth.

By offering a diverse range of internal and external training opportunities, we foster a culture of continuous learning and skill development within our organization. We firmly believe that investing in our employees' development not only enhances their capabilities but also contributes to their job satisfaction and overall organizational performance.

We remain committed to providing ongoing training and development opportunities to empower our employees and ensure their long-term success.

# Occupational Health and Safety of Environmental Work

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1. Employee safety is of paramount importance to our company. We prioritize the safety of our employees, their peers, and the company's property within the workplace.

2. We actively promote the implementation of the 6S Principle, which includes Sort, set in order, Shine, Standardize, Sustain, and Safety. By adhering to this principle, we aim to prevent accidents, illnesses, and occupational diseases.

3. Our company encourages employees to participate in occupational health and safety projects. We value the input and opinions of both the company and its employees in order to continuously improve and maintain a safe working environment.

4. We allocate resources, both personnel and

budgets, to effectively manage and administer occupational health and safety in environmental work. This ensures the safety of our employees and external providers within the workplace.

5. In our pursuit of zero accidents in the workplace, we conduct activities to identify and assess both work-related and non-work-related risks and hazards throughout the production shop floor. This approach is known as Safety Shop Floor Management.

6. The company conducts regular evaluations of safety performance and ensures adherence to the aforementioned policies and procedures. These evaluations take place at least once a year to maintain a high standard of safety in the workplace.

# Operating Safety Activities

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The company has established a Safety Committee consisting of representatives from management and operators. The committee, which currently comprises 7 members, is responsible for reviewing safety policies and annual plans, conducting workplace safety surveys, considering safety projects, and reporting safety actions to top management. Committee members serve a two-year term and hold monthly safety meetings.

Safety and Environment are managed by the dedicated section within the company's management team. This section drives safety initiatives companywide, ensuring that all departments align their plans and actions with the company's safety objectives.

Additionally, the Safety and Environment Section maintains records of safety-related statistics, analyzes the data, and works to continuously improve safety conditions for all employees.

The company emphasizes worker awareness and encourages employees to conduct risk assessments in areas or procedures they

identify as unsafe. Risk assessment forms are provided to employees to facilitate this process.

In 2022, the company established a Safety Management and Administration policy aimed at creating a work environment that is physically and mentally safe, with zero accidents and emergencies. The target set was to achieve zero accidents resulting in work stoppage for more than one hour. Remarkably, the company successfully reached this target with 825,400 consecutive accident-free hours. As a result, a new target has been set: achieving zero accidents with 1,000,000 consecutive accident-free hours.

In 2022, the factory experienced four workplace injuries. Rate of Injury Rate (IR) – 0.84 cases per working hour. Lost Day Rate (LDR) – 2.7 lost days per working hours.

Through the efforts of the Safety Committee, the Safety and Environment Section, and the commitment of all employees, the company is committed to maintaining a safe working environment and continuously improving safety performance.

# Providing Safety Knowledge

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The company prioritizes safety by offering comprehensive training and courses to employees and external service providers. These initiatives aim to enhance

- **Safety Training:** We provide training programs such as ISO45001, which focuses on occupational health and safety management systems. Additionally, we offer specialized training for safety officers at the management level, equipping them with the necessary knowledge and skills to ensure a safe working environment.
- **Basic Firefighting Training and Fire Evacuation Drills:** We conduct training sessions to educate employees on basic firefighting techniques and procedures.

understanding and raise awareness about safety practices. In line with our commitment to achieving a workplace with no accidents, we have implemented various activities, including:

- Regular fire evacuation drills are also conducted to ensure everyone is prepared and knows how to respond in the event of a fire.
- **Emergency Preparedness Practices:** We emphasize the importance of emergency preparedness by organizing various activities. These may include practicing emergency response procedures, conducting mock drills for different scenarios, and raising awareness about emergency protocols.



# Occupational Health

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## Safety Operation

The company places a strong emphasis on employees' occupational health by ensuring clean and hygienic work areas. Regular measures are taken to control and eliminate disease carriers within the premises on a monthly basis. We provide facilities that prioritize cleanliness and hygiene, and we frequently disseminate knowledge on safety and hygiene to our employees.

To keep our employees well-informed, we utilize various communication channels, such as the notification board. Through these channels, we share important information

regarding seasonal diseases or general health concerns. This helps raise awareness among employees and empowers them to take necessary precautions.

By maintaining clean and hygienic work areas, controlling disease carriers, and providing relevant knowledge on safety and hygiene, we actively promote a healthy and safe working environment for all employees. We believe that prioritizing occupational health contributes to the overall well-being and productivity of our workforce.

## Objectives and Results

The company has set a target to reduce the number of work-related illnesses. We recognize the importance of protecting the health and well-being of our employees and are committed to creating a safe and healthy work environment. Through various initiatives, including occupational health

programs, risk assessments, and preventive measures, we aim to minimize the occurrence of work-related illnesses and promote employee well-being. Our goal is to continuously improve our occupational health practices and ensure the optimal health of our workforce.

# Occupational Health

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## Employees' Health Check

The company recognizes the importance of employee health and conducts annual health checks for all employees. These health checks include general parameters as well as specific parameters tailored to workers in high-risk jobs, such as those exposed to high noise levels, dust-filled areas, or hazardous chemical residue.

After the health check, employees are provided with health booklets containing their health assessment results. In the event that employees have questions or require health-related consultations, they have the opportunity to consult with a doctor. This ensures that employees have access to professional guidance and support for any health concerns they may have.

We prioritize confidentiality and ensure that the results of an individual's health check are kept confidential. This promotes trust and respect for privacy, allowing employees to feel comfortable discussing their health conditions and seeking appropriate assistance.

## Preventive Measures of COVID-19 Pandemic

Since 2021, the global COVID-19 pandemic has significantly impacted countries worldwide, including Thailand, where the number of infections has been increasing. At our company, we prioritize the protection and safety of our employees by implementing various preventive measures against COVID-19.

To ensure a safe working environment, we have provided hand-washing alcohol and gel dispensers throughout the company premises. Temperature-checking stations are set up to monitor the temperatures of both employees and external service providers, enabling early detection of any potential symptoms.

To promote social distancing, we have placed visible signs in shared facilities such as the canteen and meeting rooms, reminding everyone to maintain a safe distance from others. We understand the importance of clear communication, so we consistently provide news and information about COVID-19 to keep our employees informed and educated about the ongoing situation.

# Occupational Health

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The company remains committed to maintaining strict and continuous monitoring of the COVID-19 pandemic. We regularly review and update our preventive measures to align with the latest guidelines and recommendations from health authorities. Our aim is to protect the health and well-being of our employees, ensuring a safe working environment for all.

## Supports for Societies and Local Communities

At our company, we place a strong emphasis on being responsible members of the community and prioritize the well-being of the surrounding communities. Although we are not located in an Industrial Estate, we are extremely cautious about any potential negative impacts on our neighboring communities. We are proud to state that there have been no complaints or irregularities raised by the communities.

To foster strong relationships with the local communities, we actively cooperate with the municipality of Kratumlom, which plays a leading role in community affairs. We engage

in various activities, together with the local communities, such as participating in the Candle Festival during Buddha Lent Day and offering dry food to monks. Additionally, both the company and its employees contribute to donation drives aimed at helping those affected by disasters.

In our commitment to education and knowledge sharing, we have a campaign that allows students from government universities to conduct factory observations. This initiative enables students to gain a practical understanding of factory-based work. Furthermore, we support apprenticeships for students, providing them with hands-on experience within our company.

Our company is dedicated to maintaining positive relationships with the local community, supporting educational initiatives, and contributing to disaster relief efforts. We believe in the importance of being a responsible corporate citizen and strive to make a positive impact beyond our operations.

# Participative Interested Parties

The company recognizes the significance of managing and administering the rights of all interested parties. This commitment is outlined in our Corporate Governance Policy and Code of Conduct. We have established specific procedures to ensure that the rights of interested parties are upheld and respected.

Interested Parties	Communication Channel	Interesting Topics	Corporate's Action
Customer	1.inform new products and information 2.inform other activities	1.Ability to quality productivity, products, and delivery 2.Complied with customer's requirement and local law requirement.	3.Customer Services and Sales Department established to look after customers.
Supplier	1.inform news and company's policy 2.inform other activities	1.Purchasing plan and targets	1.Establish purchasing department and responsible persons for a purchasing process.
Employee	1.Worker representatives appointed to committees, including the Welfare Committee. 2.Effective communication of policies, announcements, and news. 3. Representatives assigned to attend meetings from different departments. 4.Grievance channels established for internal and external concerns.	1.Compensations and Benefits 2.Career Growth and Development 3.Occupational Health and Safety 4.Facilities and Rest Areas 5.Recreational and Health-Promoting Activities	1.Representatives assigned to attend meetings from various departments. 2.Worker representatives elected or appointed for the Welfare Committee and other committees. 3.Annual activities and benefits provided for workers. 4.Designated areas, equipment, and facilities for worker safety and comfort. 5.Channels and contacts established for enquiries and grievances.
Shareholder	1.Have the meeting with Shareholder 2.Annual report and others	1.Operating Business Performance and Objectives 2.A policy of management and administration	1.Set up the meeting with Shareholder
Government	1.Participate in the government campaign and projects	1.Complied with local law requirement. 2.Participation in government's activities	2.Assign internal staff to join the meeting and activities with local authority
Local community	1.Participate in the campaign and projects of communities.	3.Support local authorities	3.Support and participate in the local community's activities.

# Achievement Performance Results of Sustainable Development

## Social Aspects

	Summary of Results	Unit	2020	2021	2022
GRI	Social Aspects				
102-8	All Workers	Person	304	305	343
	-Regular Workers	Person	304	305	343
	-Temporary Workers	Person	0	0	0
	Workers divided by Gender				
	-Male	Person	109	108	140
	-Female	Person	202	197	294
	Workers divided by Level				
	-Operational Level	Person	271	274	312
	-Supervisor & Professional Level	Person	4	4	4
	-Management Level	Person	29	27	27
401-1	Percentage of Retired Workers	Percent	0	0	1
	-During 5 Years (Aged 55-60)	Percent	3	3	1
	-During 10 Years (Aged 50-60)	Percent	10	11	1
	Turnover Rate	Percent	9.38	2.73	1.63
401-3	Ratio of Resuming to Work after Maternity Leave	Percent	80	60	100
	Ratio of Resigning after Maternity Leave (Look-after Child Reason)	Percent	20	40	0
403-8	Numbers of Members of Safety Committee	Person	7	7	7
	-Member at Management Level and Safety Officer	Person	4	4	4
	-Member at Operational Level	Person	3	3	3
403-9	Rate of Injury from work (IR)	Working Hours	0.84	1.78	0.84
	Rate of illness from work (ORD)	Person per Working Hours	0	0	0

	Ratio of Accident with Day off (LDR)	Lost Working Days	0.58	0.29	2.72
	Ratio of Illness from work with Day off (AR)	Person per Working Hours	0	0	0
	Death	Person	0	0	0
404-1	Average Training Hours per Worker per Year	Hours per Worker per Year	6	6	6
404-3	Percentage of Workers Got Evaluated for Work and Career Growth Plan	Percent	72	62	74
405-2	Ratio of Compensations for Male and Female Workers -Operational Level -Management	Calculation method: Revenue of All Female Workers/All Female Workers in Number: Revenue of All Male Workers/All Male Workers in Number			
			1.38:1	1.23:1	1.15:1
			1.93:1	2.26:1	2.67:1
414-1	Percentage of Major External Service Provider, Subcontractor, and Stakeholders with passing results from the screening of human right	Percent	82.95	58	58
412-1	Percentage of Actual Operation About Human Right	Percent	100	100	100
205-2	Percentage of Workers who got trainings about Anti-Corruption Program	Percent	100	100	100
103-2	Numbers of Written Grievances in Social Aspect and Corrective Action	Time	0	0	0
102-42 102-43	Customer Satisfaction Survey	Percent	91.31	77.27	73.69

## Environmental Aspects

	Summary of Results	Unit	2020	2021	2022
GRI	Environmental Aspect				
301-1	Main Raw Material				
	1.Stainless	Kg.	2,051.10	3,322.01	1,629.24
	2.Gold	Kg.	4.11	3.57	7.48
	3.Silver	Kg.	775.00	1,259.00	430.00
302-1	Amount of Fossil Energy Consumption				
	1.Diesel (Not moving condition)	Liter	162.33	0	0
	2.Diesel (moving condition)	Liter	203.87	60.00	58.94
	3..LPG (Not moving condition)	Kg	96.40	0	0
	4..LPG (moving condition)	Kg	60.00	367.32	376.09
	5.Natural Gas	scf	-	-	-
	6.Biomass	Kg	-	-	-
	7.Bunker Oil	Liter	-	-	-
303-1	Amount of Water Consumption Classified by Water Sources				
	1.Water Tap	m <sup>3</sup>	12,579.00	13,396.00	15,462.00
	2.Underground	m <sup>3</sup>	0	0	0
	3.Treated Wastewater for Recycled Use	m <sup>3</sup>	5,035.00	5,360.00	6,190.00
303-3	Percentage of Recycled Water Use	Percent	100	100	100
305-1	Releasing Greenhouse Gas (Direct): Scopel (ton CO <sub>2</sub> e)*				
	1.Diesel (Liter) (Not moving condition) x 2.728/1,000	ton CO <sub>2</sub> e	0.44	0	0
	2.Diesel (Liter) (moving condition) x 2.740/1,000	ton CO <sub>2</sub> e	0.56	0.16	0.16
	3..LPG (kg) (Not moving condition) X 3.1133/1,000	ton CO <sub>2</sub> e	0.30	0	0
	4..LPG (kg) (moving condition) x 1.6812/1,000	ton CO <sub>2</sub> e	0.10	0.62	0.63
	5.Natural Gas(scf) x0.0573/1,000	ton CO <sub>2</sub> e	-	-	-
	6.Biomass (kg) x 0.6930/1,000	ton CO <sub>2</sub> e	-	-	-
	7.Bunker Oil (Liter) x 2.4773/1,000	ton CO <sub>2</sub> e	-	-	-

305-2	Releasing Greenhouse Gas (Indirect through Electricity Consumption): Scope2* Calculation from External Electricity Consumption x 0.5821 / 1,000	ton CO2e	606	590	560
305-3	Releasing Greenhouse Gas (Indirect from other sources of Consumption): Scope3(ton CO2e) such as using raw material, water purchasing for use, worker's transport etc.	ton CO2e	10.07	10.72	12.38
305-6	Amount of OZONE Release (ton CFC-11e)				
	1.Usage of HCFC22	Ton	0	0	0
	2.Amount of Destroying Ozone	Ton	0	0	0
305-7	1.Amount of NOx Release	Ton	0.0008	0.0001	0
	2. Amount of SOx Release	Ton	0	0	0
303-4	Amount of wastewater disposed out of the company	M <sup>3</sup>	0	0	0
306-2	Waste Amount	Ton	11.57	9.38	9.38
	1.Hazardous Waste	Ton	10.19	1.26	1.26
	2.Non-hazardous Waste	Ton	1.38	8.12	8.12
306-3	Number of Time of Chemical/ Oil/ Wastewater/ Waste Leakage with significance Affecting environment, community, and natural resources.	Time	0	0	0
308-1	Percentage of new supplier/ vendor who passed the evaluation in an environmental aspect	Percent	50	35	40
308-2	Percentage of new supplier/ vendor who passed Green Industry Level 2 or up	Percent	0	0	1



## Data Records

GRI 201-3: Can be recorded for the corporate level.

Other indicators: Should be recorded separately for each company.

- **Reporting period:** For the years 2020 and 2021, the report should cover the period from January to December. However, each factory may have its own reporting period. For the year
- **Recording "(-)":** Use a hyphen (-) to indicate no operation or when an indicator is not applicable. For example, GRI 302-1 (Amount of Fossil Energy Consumption) and GRI 302-1 (Amount of Electricity Consumption by Solar Cell) may be recorded as (-) if they are not relevant.
- **Recording "(-)" with reason:** If there is information available but cannot be reported yet, use a hyphen (-) along with a reason. For instance, GRI 102-43 and GRI 102-44 (related to Customer Satisfaction Survey) can be recorded as (-) with the reason stated.
- **Recording "0" (Zero):** If the company has operated an indicator and the result is zero, record it as "0" to indicate that the operation took place, but the result was zero.
- **Reference to Emission Factor:** Refer to the updated Emission Factor, last updated in October 2020 and April 2021, for appropriate calculations.

These guidelines will help ensure accurate and consistent recording of the report.

# Performance of Environment and Energy

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As a manufacturer and exporter of jewelry, we acknowledge that our production processes can have direct and indirect impacts on the environment. Recognizing this, our company actively addresses the environmental issues associated with our operations.

To assess and mitigate these concerns, we utilize the Tools of Life Cycle Assessment. This assessment encompasses the entire life cycle of our products, starting from the sourcing of raw materials, through production processes, delivery, product usage, and disposal of expired items. By conducting this assessment, we gain valuable insights into the environmental aspects of our operations.

In line with our commitment to environmental stewardship, our company has obtained the ISO 14001 certification for our Environmental Management System (October 21, 2021 - October 19, 2024). This certification, awarded by Intertek Testing Services (Thailand)

Limited, validates our dedication to environmental responsibility. We continuously strive for improvement in this aspect, emphasizing continual enhancement of our environmental performance.

We undertake various environmental activities to minimize our ecological footprint and contribute to sustainable practices. These initiatives are designed to address the specific environmental challenges associated with our industry.

In 2022, our company established specific targets for environmental management. These targets include reducing greenhouse gas emissions by 5% compared to the levels in 2021 and decreasing waste disposal by landfill by 5% compared to the levels in 2021.

Furthermore, in 2021, we achieved a notable decrease of 5% in greenhouse gas emissions compared to the previous year. Additionally, we successfully reduced waste disposal by landfill by 10% in 2021.

# Activities Occurred in The Company

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**Regarding electricity consumption**, our company recognizes the significant impact it has on greenhouse gas emissions. In order to reduce costs and decrease our environmental footprint, we have implemented several activities:

## **1. Continue Transition to Energy-saving**

**Bulbs:** We have replaced traditional fluorescent bulbs with energy-saving alternatives. This shift to more efficient lighting options helps reduce electricity

consumption and subsequently decreases greenhouse gas emissions.

## **2. Employee Communication and**

**Awareness:** We have actively communicated our energy-saving program to employees through messages, photos, and morning talks with the team. By promoting awareness and encouraging responsible energy practices, we strive to engage our employees in the collective effort to conserve energy and minimize greenhouse gas emissions.



# Results Achieved

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## 1. Water Management

In 2022, we achieved a significant decrease in the water consumption compared to previous years:

**1.1 In 2022, our company recognized the significant water consumption** associated with our production processes, as well as the generation of wastewater. To address these challenges and promote water conservation, we implemented the following activities:

**1.2 Continue Wastewater Treatment and Reuse:** We operated a wastewater treatment system to effectively treat the generated wastewater. The treated water was then repurposed for various non-potable uses within the company, such as watering the grass fields, flushing toilets, and cleaning the system of plaster blocks in the casting process. This approach allows us to minimize water waste and optimize resource utilization.

**1.3 Transition to Water-saving Taps:** To further enhance water conservation efforts, we replaced normal water taps with water-saving taps throughout our facilities. These taps are designed to reduce water flow without compromising functionality, thereby helping to minimize water consumption.

## 2. Waste management

Within our company, the production processes involve significant resource usage, resulting in the generation of waste. To address this issue and promote responsible waste management, we have implemented the following waste-controlling activities:

**2.1 Investment Powder Treatment and Recycling:** We have implemented Investment powder treatment process to properly handle and recycle Investment powder used in the casting process. These measures minimize waste and promote resource conservation.

**2.2 Waste Segregation and 3R Principle:** We have established a waste segregation system, categorizing waste based on their types. This enables us to implement the 3R Principle - Reduce, Reuse, and Recycle - for effective waste management. By prioritizing waste reduction, promoting reuse of materials, and implementing recycling practices, we aim to minimize waste generation and maximize resource utilization.

**2.3 Elimination of Acid-based Chemicals:** In our efforts to reduce environmental impact, we have eliminated the use of acid-based chemicals unless absolutely necessary. This restriction helps minimize the release of harmful

# Results Achieved

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substances into the environment and promotes safer and more sustainable practices.

**In 2022, our company achieved a notable decrease** in the quantity of waste sent to landfill. This reduction highlights our commitment to environmentally sustainable practices. To promote this concept and enhance our environmental sustainability, we have implemented the following activities:

**1. Use of Biodegradable Packaging:** We have transitioned to using biodegradable packaging materials wherever possible. By opting for biodegradable alternatives, we aim to minimize the environmental impact of our packaging waste and promote sustainable waste management practices.

**2. Utilization of Recycled Raw Materials:** Whenever feasible, we incorporate recycled raw materials into our production processes. This approach helps reduce the reliance on materials extracted from mines and supports the circular economy by giving new life to materials that would otherwise go to waste.

**3. Invention of Investment Powder-Separation Machines:** To improve our production process and minimize waste, we have invented and designed investment

powder-separation machines. These machines effectively separate investment powder from the casting process, enabling us to reuse and recycle the sand, reducing waste generation and optimizing resource utilization.

In order to continuously improve and maintain a safe and environmentally friendly environment, the company has implemented monitoring processes conducted by both the Internal Safety Committee and external parties.

To ensure ongoing safety and environmental compliance, the Safety Committee conducts regular patrols throughout the factory premises. This proactive approach allows for the identification of potential hazards and the implementation of necessary corrective measures.

The results of the measurement of the factory's environment were found to be within the legal limits, with dust from the stack and BOD, COD and metals from waste water not exceeding the legal limits.

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