



SALAMANDER
jewelry

2020
SALAMANDER
JEWELRY
SUSTAINABILITY
REPORT

Report of Sustainability

Strategies for Crafting the Sustainability Report

The Sustainability Report for 2023 reflects our company's performance in the Economic, Social, and Environmental domains. This report demonstrates our commitment to operational transparency, highlights our achievements, identifies areas for improvement, and promotes accountability. It aligns with the

standards set by The Stock Exchange of Thailand and the Global Reporting Initiative (GRI), utilizing the Core Options framework. Hosted as an e-Report on our website, www.body-piercing.com, it ensures easy access and engagement for all stakeholders, further underscoring our dedication to sustainable development

Structuring the Content of the Report

Comprehensive Environmental Analysis: Evaluate and report on our environmental impacts, including resource usage, greenhouse gas emissions, and waste management practices.

Policy and Performance Reflection: Showcase our sustainability initiatives, targets, and actions addressing environmental, social, and economic challenges, reflecting our ongoing commitment to sustainability.

Integrated Performance Overview: Provide a detailed overview of our performance across economic, social, and environmental aspects, highlighting the integration of sustainable practices into our operations.

Alignment with GRI Principles: Ensure the report aligns with GRI's principles, emphasizing transparency, materiality, stakeholder inclusiveness, and sustainability context.

Data Collection and Record Procedure

Data for public disclosure is meticulously collected from various departments, including Accounting and Finance, Human Resources,

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

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HIGHLIGHTS OF 2023

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 Frequency Rate: LTIFR	Employees = 0.42 Contractors = 0
Survey Customer Satisfaction	78.05%
Survey Employee Engagement to Organization	72.18%
Survey Employee Satisfaction on working Condition	64.56%
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	501.14 THB. / Person / Year

Environmental Aspects

Subject	Result
Greenhouse Gas Usage	635 Ton / year
Solar Cell Usage	308.59 mWh.
Disposal of chemicals	0

MESSAGE FROM TOP MANAGEMENT

Dear Stakeholders,

We are excited to present our latest Sustainability Report, marking a significant milestone in our ongoing journey towards a more sustainable future. This report highlights our progress, achievements, and our renewed commitment to social and environmental responsibility since our founding over 26 years ago.

This year marks the third consecutive year we have published our Sustainability Report, underscoring our unwavering dedication to transparency and sustainability. By consistently sharing our efforts and outcomes, we demonstrate our long-term commitment to driving positive change within our industry and beyond.

At Salamander Jewelry, we are dedicated to leading the jewelry manufacturing industry by setting a high standard for others to follow. We firmly believe that each one of us has a responsibility to drive positive change, and we are steadfast in our determination to make a meaningful impact through our actions.

Over the past year, we have continued to allocate substantial resources and funds to implement sustainable operational processes across our business. Our efforts have focused on reducing our environmental footprint,

with a particular emphasis on lowering CO2 emissions and enhancing 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 goes beyond our manufacturing processes. We recognize the importance of corporate social responsibility and our role in supporting the communities where we operate. Through strategic partnerships and engagement programs, we have actively contributed to various social causes, empowering individuals and organizations to drive positive change. We take pride in our strong connection to the community and the lasting impact we have made.

At Salamander Jewelry, we 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 are committed to continuous improvement and to setting even more ambitious sustainability goals for the coming years. 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 our shared vision of sustainability.



A handwritten signature in black ink, appearing to read 'Ofer Avidan'. The signature is stylized and fluid.

Sincerely,
Ofer Avidan
General Manager
Salamander Jewelry

BUSINESS OVERVIEW

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

1. Integrity We uphold trust and impartiality, forming the foundation of our ethical practices. Integrity is the cornerstone of how we interact with ourselves and others.

2. Collaborative Success Achieving our goals requires unity and teamwork. By leveraging the unique strengths of each team member and fostering a culture of cooperation, we ensure collective success.

3. Strong Relationships Commitment, loyalty, and responsibility are key to building robust relationships within our organization. By prioritizing our organizational goals and acting selflessly, we create a positive and unified work environment.

4. Commitment to Sustainable Development We embrace a holistic approach to sustainable development, focusing on environmental, social, and economic improvements. Our goal is to offer sustainable products and services that meet customer needs while minimizing our environmental footprint.

5. Safety First A proactive attitude towards safety and shared responsibility is crucial. By fostering a positive safety culture, we ensure a secure environment for everyone.

6. Pursuit of Quality Excellence and professionalism are at the heart of our operations. We continuously strive for quality improvement, paying attention to detail and meeting our commitments to deliver outstanding results.

7. Customer-Centric Focus Understanding and prioritizing the needs of our customers, both internal and external, is vital. By actively listening and tailoring our offerings, we enhance customer satisfaction and build lasting relationships.

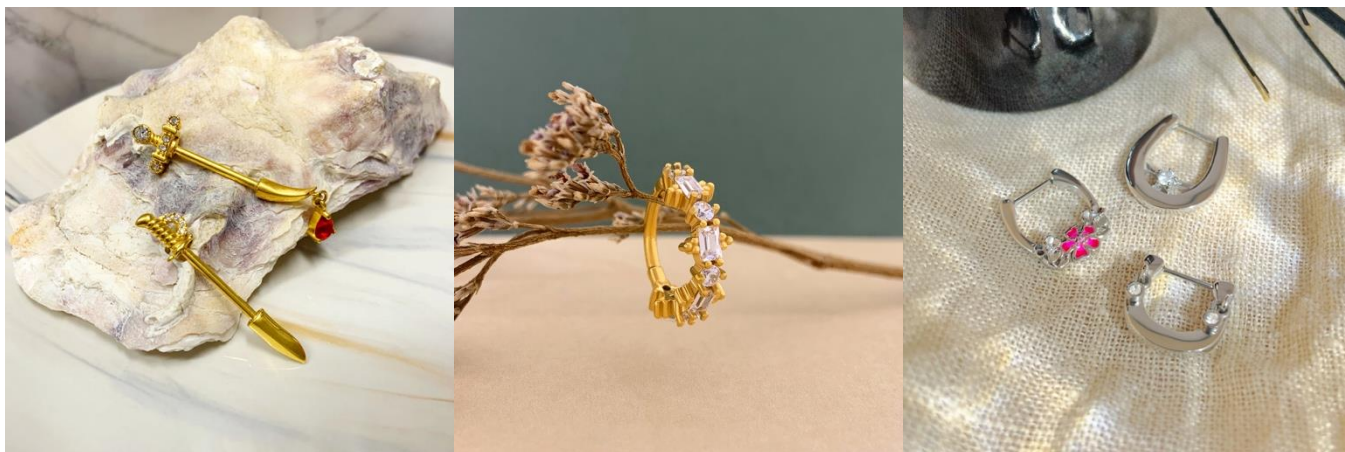
8. Ethical Leadership Effective leadership is built on ethics, fairness, and respect. By inspiring and guiding our teams, we create a motivated and supportive work environment that drives success and achieves our company's goals.

9. Innovative Thinking Embracing change and fostering creativity are essential for innovation. By welcoming new ideas and encouraging a creative culture, we stay adaptable and seize new opportunities for continuous improvement.

10. Fostering Happiness We aim to enhance the well-being and happiness of our employees, suppliers, and the community, creating a satisfying and supportive environment for all.

OUR PRODUCTS

Body Piercing



Stainless Steel Jewelry



Silver Jewelry



OUR AWARDS



กระทรวงอุตสาหกรรม

โดย กรมโรงงานอุตสาหกรรม
มอบไว้เพื่อแสดงว่า

บริษัท สลามแมนเดอร์ จิวเวลรี่ จำกัด
SALAMANDER JEWELRY CO.,LTD
(20730001025491)

ได้รับรางวัลเกียรติยศ

CSR-DIW CONTINUOUS AWARD 2023

มาตรฐานความรับผิดชอบต่อสังคมของผู้ประกอบการ (CSR-DIW)

Corporate Social Responsibility,
Department of Industrial Works : CSR-DIW

ให้ไว้ ณ วันที่ 13 กันยายน พ.ศ. 2566

(นายจุลพงษ์ ทวีศรี)

อธิบดีกรมโรงงานอุตสาหกรรม

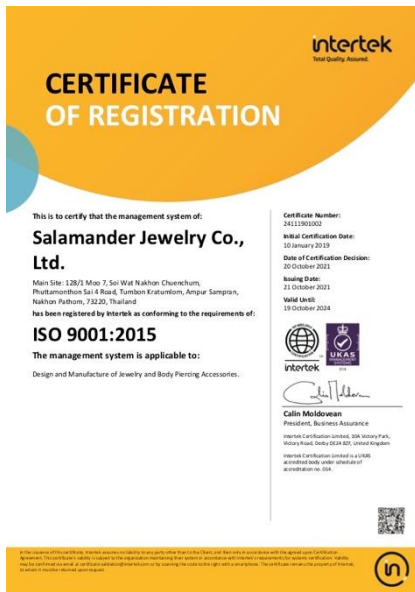


CSR-DIW CONTINUOUS AWARD 2023

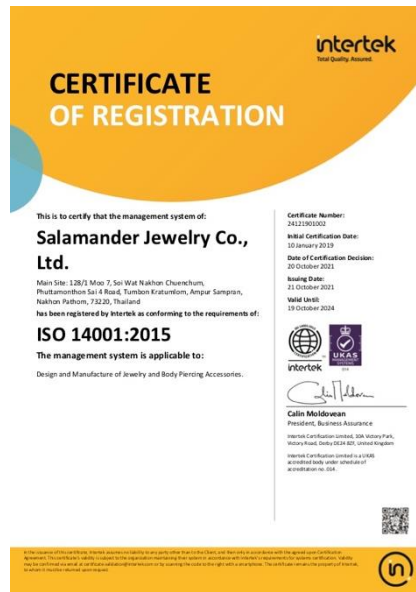


Gender Equality in work place 2023

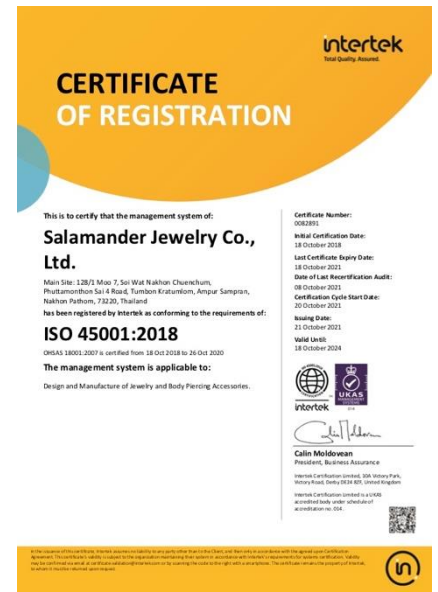
OUR CERTIFICATES



**ISO 9001:2015
Quality Management
System**



**ISO 14001:2015
Environmental
Management System**



**ISO 45001:2018
Occupational Health and
Safety Management System**

ECONOMY MANAGEMENT & ADMINISTRATION

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

transparency, and consideration for the impact of its business activities across the supply chain, we have established policies to guide our operations.

CORPORATE GOVERNANCE

Our Corporate Governance Policy (CG Policy) provides guidelines for business ethics and a Code of Conduct applicable to all management and employees. Adherence to this code is mandatory for everyone. 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 maintain a clear organizational structure for the Board of Directors, assigning distinct duties and responsibilities.

The Board of Directors evaluates their own performance in management and administration, prioritizing the establishment, maintenance, and regular review of a system that monitors financial transparency, performance capability,

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

Transparency is crucial to us, and we are committed to publicly disclosing information correctly, completely, transparently, and timely for all stakeholders and interested parties. We strive to provide access to our company's data when needed. Furthermore, our Corporate Governance Policy, Principles, and Guidance are disclosed in the annual report, including an anti-corruption section.

CORPORATE GOVERNANCE

ANTI-CORRUPTION

We have implemented an Anti-Corruption Policy as a core component of our 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. Prohibited activities include offering, promising, soliciting, demanding, giving, or accepting bribes, as well as any actions that could motivate bribery.

Individuals who delegate the task of offering or giving bribes for work purposes 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, reporting 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. Legal action is taken in cases involving illegal activities. Based on last year's risk and corruption assessment, no instances of corruption were observed. We provide 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. Incidents of corruption, illegal activities, or violations of the Code of Conduct can be reported 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 reporting channels is disclosed on the company's website to facilitate reporting procedures.

RISK AND CRISIS MANAGEMENT

To effectively control risks, mitigate their consequences, uphold business objectives, and ensure compliance with local and international standards, we have implemented a comprehensive policy and procedure for risk control and management. Key elements of this framework include:

A. Integration with Strategic Administration: Risk control and management policies are integrated with the company's strategic administration and objective-oriented policies, aligning risk management with 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: Measures are implemented to adjust risks to an acceptable level, reducing their potential negative impact on the company.

D. Designation of Responsible Persons: Specific roles are assigned for 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: Policies and procedures for risk control and management are established in compliance with international standards, local law requirements, and good governance standards.

F. Reporting and Evaluation: Responsible individuals report on the efficiency of risk control and management operations to investigators and the Committee of Risk Control and Management, promoting transparency and accountability.

TAXATION MANAGEMENT

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 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 adhere to 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 Top Management.

Concerns or grievances related to taxation matters are supported by consultation from the Board of Directors and Top Management, ensuring any issues in taxation management are addressed promptly and appropriately.

SUPPLY CHAIN MANAGEMENT

As a leading jewelry manufacturer and exporter, our supply chain comprises key components:

- **Suppliers**
- **Business Partners**
- **Customers**

To efficiently manage these operations, we have established a Customer Service Department and a Purchasing Department. Our comprehensive purchasing policy and procedure guide supply chain management and administration within these departments. Key involved departments include:

A. Customer Service Department

This department provides dedicated support to customers, addressing inquiries, resolving issues, and ensuring overall customer satisfaction.

B. Purchasing Department

Responsible for the procurement of products and assets, this department handles sourcing suppliers, negotiating contracts, placing orders, and overseeing delivery and quality. The purchasing policy outlines the necessary steps for efficient procurement, ensuring goods and assets are acquired effectively.

SUPPLY CHAIN MANAGEMENT

SUPPLIERS SELECTION

Our Purchasing Department carefully evaluates potential suppliers based on criteria outlined in our purchasing policy. Key factors include:

- **Legal documentation verification**
- **Supplier reliability**
- **Financial stability of the supplier**
- **Special requests and support**
- **Communication capabilities**
- **After-sale service**
- **Social responsibility, including environmental considerations and occupational health and safety**

Currently, we emphasize selecting new suppliers to enhance cost competitiveness for raw materials and reduce dependency on single sources.

SUPPLIERS EVALUATION

Supplier performance is regularly assessed to ensure adherence to our standards. Evaluations occur every six months, focusing on: Performance quality Compliance with sustainability standards This process ensures consistent supplier performance and alignment with our expectations.

KNOWLEDGE SHARING WITH SUBCONTRACTORS

We prioritize knowledge sharing with subcontractors to improve their processes and enhance overall performance. By providing information on our quality control and assurance policies, we enable subcontractors to:

- **Reduce defects**
- **Deliver on time**
- **Offer competitive prices**

CUSTOMER SERVICE MANAGEMENT

Effective customer service is crucial to us. We have established comprehensive policies to ensure customer satisfaction, including robust customer data control and management. Utilizing advanced information technology, we safeguard and manage customer data in alignment with our policies.

SUPPLY CHAIN MANAGEMENT

FAIR COMPETITIVENESS

We are committed to fair and ethical business practices. Our policies ensure adherence to ethical standards, compliance with laws and regulations, and the promotion of fair business practices. By fostering fair competition, we aim to create a sustainable business environment.

PRODUCT USER MANAGEMENT

Our Quality Control and Assurance department is dedicated to maintaining product quality, addressing complaints, and driving continuous improvement. This department:

- **Ensures product quality**
- **Collects feedback and complaints**
- **Implements necessary actions to enhance customer satisfaction**

Committed to Ethical Engagement

We are dedicated to becoming a renowned jewelry manufacturer while prioritizing the needs of our customers, suppliers, buyers, employees, stakeholders, local communities, and authorities. Through our comprehensive corporate social responsibility approach, we conduct our business ethically and responsibly, ensuring positive and sustainable impacts on all our engagements.

CORPORATE SOCIAL RESPONSIBILITY

Labor Management and Human Resources Management in 2023

At our company, we understand that our employees are our most valuable assets. We've implemented a comprehensive human resources management policy that ensures fair treatment, protection, and opportunities for both personal and professional growth. By prioritizing the well-being and satisfaction of our employees, we strive to create a positive work environment that boosts productivity and contributes to our overall success.

We are also committed to adhering to Thai Labor Standards, Thai Labor

Law, and other relevant regulations. This dedication ensures that our labor practices not only meet industry standards but also drive continuous improvement within our company.

Commitment to Corporate Social Responsibility. As part of our commitment to corporate social responsibility, we have obtained various certifications and established key labor management practices. These initiatives highlight our dedication to ethical and responsible business operations.

A. CERTIFICATIONS

CSR-DIW Certification (24/08/2022): Awarded by the Department of Industrial Works, this certification underscores our commitment to corporate social responsibility.

SEDEX Membership (18/01/2022): Certified by Intertek Testing Services (Thailand) Co., Ltd., this membership showcases our dedication to ethical trade practices

B. LABOR MANAGEMENT INSTRUCTION

We have developed a comprehensive Labor Management Instruction document that guides our labor management practices, covering essential topics relevant to our organization.

CORPORATE SOCIAL RESPONSIBILITY

C. CHILD LABOR

We are committed to upholding ethical labor practices and protecting children's rights. We strictly prohibit child labor and comply with international labor standards and national regulations, ensuring that no individuals under 18 are employed. Our work environment is designed to be safe and nurturing, free from any hazardous conditions.

D. PREGNANT WORKERS

The health and safety of our employees, including pregnant workers, is a top priority. We ensure that pregnant workers are not engaged in tasks that pose risks to their health or the health of their unborn child. Our workplace is safe, accommodating the specific needs of pregnant workers. We also uphold their rights by prohibiting termination, demotion, or reduction in wages and benefits due to pregnancy. Additionally, we support working mothers with a dedicated breastfeeding room to promote their well-being and work-life balance.

E. DISCRIMINATION AND INEQUALITY ISSUES

We are committed to promoting equality and preventing discrimination in all aspects of our operations. We treat all individuals with respect and dignity, regardless of nationality, race, religion, language, age, gender, marital status, sexual orientation, disability, HIV status, political preference, or individual opinions. Throughout all employment stages, from hiring to retirement, we ensure no discriminatory practices or biases are present. We provide equal opportunities based on qualifications, skills, and performance, fostering a diverse and inclusive work environment.

CORPORATE SOCIAL RESPONSIBILITY

F. FREEDOM OF ASSOCIATION

We fully support and respect our workers' rights to freedom of association. Our open environment allows workers to join and form committees within the company, express their opinions, engage in negotiations, and select representatives without interference. We have established a Welfare Committee and a Safety Committee, elected by employees, with clearly defined roles and responsibilities. These committees are re-elected every two years, ensuring transparency and fairness. Our commitment to non-discrimination and respect for committee members demonstrates our dedication to a harmonious and respectful work environment.

G. SUPPORT OF WELFARE

Throughout our operations, no irregularities or disputes related to labor issues have been raised, showcasing our commitment to upholding workers' rights and fostering a positive work environment.

CORPORATE SOCIAL RESPONSIBILITY

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 & Martial Arts Program
7. Football Field
8. Library

CORPORATE SOCIAL RESPONSIBILITY

SUPPORTING WELFARE AND QUALITY OF LIFE

Additional Benefits

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 Funerals:** 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

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 2023, 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

The company utilizes the system of Human Resources Administration as the main system to develop personnel, procedures for capability development, and career advancement. It is divided into six systems as below:

1. **Qualification:** The company determines the skill matrix or qualification matrix related to individual capabilities to adjust and offer wages and benefits fairly and appropriately to workers.
2. **Position:** The company clearly identifies the duties, roles, authorization, and responsibilities of each section of individual positions in job descriptions, career promotion, and qualifications, which are followed by the criteria set by section supervisors of each department.
3. **Rotation:** It involves changing job categories to build and develop abilities into the next step of achievable planned positions.
4. **Evaluation:** The company sets work performance evaluation criteria that are used for salary adjustments, bonuses, promotions, and positions. The evaluation criteria are based on principles, impartiality, appropriateness, and acceptable conditions, highlighting workers' strengths and weaknesses for further capability development.
5. **Payroll:** The payroll structure includes salary base, types of allowance (such as overtime wages and allowances), and food allowances. The company adjusts salaries annually based on minimum wage laws, inflation rates, and industrial trends.
6. **Skill Development:** We prioritize the skill development of our employees through a comprehensive training program. We have established a policy that mandates a minimum of six 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 three 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.

HUMAN RESOURCES DEVELOPMENT

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

1. Employee Safety: 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. 6S Principle: 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. Employee Participation: 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 to continuously improve and maintain a safe working environment.

4. Resource Allocation: 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. Safety Shop Floor Management: 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.

6. Regular Evaluations: 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

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 2023, 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 2023, the factory experienced four workplace injuries. Rate of Injury (IR)-0.84 cases per working hours. 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

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

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. 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

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

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.

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.

OCCUPATIONAL HEALTH

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	<ol style="list-style-type: none"> 1.inform new products and information 2.inform other activities 	<ol style="list-style-type: none"> 1.Ability to quality productivity, products, and delivery 2.Complied with customer's requirement and local law requirement. 	<ol style="list-style-type: none"> 3.Customer Services and Sales Department Established to look after customers.
Supplier	<ol style="list-style-type: none"> 1.inform news and company's policy 2.inform other activities 	<ol style="list-style-type: none"> 1.Purchasing plan and targets 	<ol style="list-style-type: none"> 1.Establish purchasing Department and responsible persons for a purchasing process.
Employee	<ol style="list-style-type: none"> 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. 	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1.Have the meeting with Shareholder 2.Annual report and others 	<ol style="list-style-type: none"> 1.Operating Business Performance and Objectives 2.A policy of management and administration 	<ol style="list-style-type: none"> 1.Set up the meeting with Shareholder
Government	<ol style="list-style-type: none"> 1.Participate in the government campaign and projects 	<ol style="list-style-type: none"> 1.Complied with local law requirement. 2.Participation in government's activities 	<ol style="list-style-type: none"> 2.Assign internal staff to join the meeting and activities with local authority
Local community	<ol style="list-style-type: none"> 1.Participate in the campaign and projects of communities. 	<ol style="list-style-type: none"> 3.Support local authorities 	<ol style="list-style-type: none"> 3.Support and participate in the local community's activities.

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

SOCIAL ASPECTS

GRI	Social Aspects				
	Summary of Results	Unit	2021	2022	2023
102-8	All Workers	Person	305	343	414
	-Regular Workers	Person	305	343	414
	-Temporary Workers	Person	0	0	0
	Workers divided by Gender				
	-Male	Person	108	140	133
	-Female	Person	197	203	281
	Workers divided by Level				
	-Operational Level	Person	274	312	382
	-Supervisor & Professional Level	Person	4	4	5
-Management Level	Person	27	27	27	
401-1	Percentage of Retired Workers	Percent	0	1	0
	-During 5 Years (Aged 55-60)	Percent	3	1	0
	-During 10 Years (Aged 50-60)	Percent	11	1	0
	Turnover Rate	Percent	2.73	1.63	9.08
401-3	Ratio of Resuming to Work after Maternity Leave	Percent	60	100	99.33
	Ratio of Resigning after Maternity Leave (Look-after Child Reason)	Percent	40	0	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	1.78	0.84	1.01
	Rate of illness from work (ORD)	Person per Working Hours	0	0	0
	Ratio of Accident with Day off (LDR)	Lost Working Days	0.29	2.72	0.90
	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	62	74	85

GRI	Social Aspects				
	Summary of Results	Unit	2021	2022	2023
Ratio of Compensations for Male and Female Workers					
405-2	-Operational Level		1.23:1	1.15:1	1.01:1
	-Management		2.26:1	2.67:1	2.47:1
414-1	Percentage of Major External Service Provider, Subcontractor, and Stakeholders with passing results from the screening of human right	Percent	58	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	77.27	73.69	78.05

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL

GRI	Environmental Aspects				
	Summary of Results	Unit	2021	2022	2023
Main Raw Material					
301-1	1.Stainless	Kg.	3,322.01	1,629.24	3,134.55
	2.Gold	Kg.	3.57	7.48	17.03
	3.Silver	Kg.	1,259.00	430.00	780.74
302-1	Amount of Fossil Energy Consumption				
	1.Diesel (Not moving condition)	Liter	0	0	69.92
	2.Diesel (moving condition)	Liter	60.00	58.94	1,536.82
	3.LPG (Not moving condition)	Kg	0	0	2
	4.LPG (moving condition)	Kg	367.32	376.09	0
	5.Natural Gas	scf	-	-	0
	6.Biomass	Kg	-	-	0
302-2	7.Bunker Oil	Liter	-	-	0
	1. electricity	mWh.	1,180.34	1,120.27	1,080.04
	2. Solar cell	mWh.	90.55	429.37	478.59
Amount of Water Consumption Classified by Water Sources					
303-1	1.Water Tap	m3	13,396.00	15,462.00	19,666
	2.Underground	m3	0	0	0
	3.Treated Wastewater for Recycled Use	m3	5,360.00	6,190.00	6,164.70
303-3	Percentage of Recycled Water Use	Percent	100	100	100
Releasing Greenhouse Gas (Direct): Scope1 (ton CO2e)*					
305-1	1.Diesel (Liter) (Not moving condition) x 2.728/1,000	ton CO2e	0	0	0.19
	2.Diesel (Liter) (moving condition) x 2.740/1,000	ton CO2e	0.16	0.16	4.21
	3.LPG (kg) (Not moving condition) X 3.1133/1,000	ton CO2e	0	0	0.01
	4.LPG (kg) (moving condition) x 1.6812/1,000	ton CO2e	0.62	0.63	0
	5.Natural Gas(scf) x0.0573/1,000	ton CO2e	-	-	0
	6.Biomass (kg) x 0.6930/1,000	ton CO2e	-	-	0
	7.Bunker Oil (Liter) x2.4773/1,000	ton CO2e	-	-	0
305-2	Releasing Greenhouse Gas (Indirect through Electricity Consumption): Scope2* Calculation from External Electricity Consumption x 0.5821 / 1,000	ton CO2e	590	560	628.67

GRI	Environmental Aspects				
	Summary of Results	Unit	2021	2022	2023
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	10.72	12.38	16.88
305-6	Amount of OZONE Release (tonCFC-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	0.0001	0	0
	2. Amount of SOx Release	Ton	0	0	0
303-4	Amount of wastewater disposed out of the company	M3	0	0	0
306-2	Waste Amount	Ton	9.38	9.38	8.98
	1.Hazardous Waste	Ton	1.26	1.26	0.83
	2.Non-hazardous Waste	Ton	8.12	8.12	7.52
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	35	40	35
308-2	Percentage of new supplier/ vendor who passed Green Industry Level 2 or up	Percent	0	1	1

PERFORMANCE OF ENVIRONMENT AND ENERGY

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 2023, our company established specific targets for environmental management. These targets include reducing greenhouse gas emissions by 5% compared to the levels in 2022 and decreasing waste disposal by landfill by 5% compared to the levels in 2022.

In 2023, it reduce greenhouse gas emission 3.72% compared to in 2022. The reason not achieving target is because The process of transporting goods from the factory to the customer has been added. Resulting in increased use of fossil fuels, resulting in increased greenhouse gas values.

ACTIVITIES OCCURRED IN THE COMPANY

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. 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

1. WATER MANAGEMENT

In 2023, we achieved a significant decrease in water consumption compared to previous years:

1.1 In 2023, 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.

1.2 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 an 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 its types. This enables us to implement the 3R Principle - Reduce, Reuse, and Recycle - for effective waste management. By prioritizing waste reduction, promoting the 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 substances into the environment and promotes safer and more sustainable practices.

RESULTS ACHIEVED

In **2023**, 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 wastewater not exceeding the legal limits.

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