



TIGER JEWELLERY MANUFACTURING (THAILAND) CO.,LTD.

285/2 LADYA ROAD , SOMDETJAOPRAYA , KLONGSAN , BANGKOK 10600 THAILAND

TEL. 02 – 861 – 5191 – 6

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### **Tiger Jewellery Manufacturing (Thailand) Company Limited's Annual Report 2021**

Tiger Jewelry Manufacturing (Thailand) Co., Ltd. is a manufacturer and distributor of jewelry. Located at 285/2 Lat Ya Road, Somdet Chao Phraya Subdistrict, Khlong San District, Bangkok 10600, Thailand. Request a report on the results of the year 2021 with details. Regarding our Responsible Business Conduct Policy According to the Responsible Jewelry Council standard, the scope of this report covers all codes of conduct. This is because successful members must adhere to all standard guidelines and turn all practices into verifiable actions. during the past year Under the announcement of Tiger Jewelry Manufacturing (Thailand) Co., Ltd., we have identified our commitment to transparent and responsible supply chain management. We have established principles for avoiding the use of conflict minerals produced through inhuman processes or associated with accounting fraud. In addition, to prevent the use of conflict minerals fundamentally, we have a due diligence process prior to transacting with suppliers. We will not trade with suppliers that do not comply. Our Corporate Supply Chain Policy.

The Company has appointed Mr. Soraret Thongaram, COO, to be the representative of RJC to oversee the compliance with the relevant regulations. and in accordance with the COP, track and trace all compliant issues (if any) affecting our business industry.

Tiger Jewelry Manufacturing (Thailand) Co., Ltd. has adopted the Code of Practice, established and implemented the RJC (Code of Practice 2019) standard with full commitment to the implementation and The results are listed below.

#### **Legal Compliance:**

Tiger Jewelry Manufacturing (Thailand) Co., Ltd. has a system to monitor legal developments and identify risks within our company. Legal areas under the COP are covered in our system. such as bribery and facilitation payments, money laundering, working hours, health safety compensation, and product disclosure



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All legal documents are complete and true. including tracking changes every month To achieve full compliance with laws and regulations.

**Policy and implementation:**

We have adopted and followed our responsible supply chain policies. We also have a strict due diligence policy for our suppliers. All policies and actions were completed, and no supplier was found under risk assessment. In conflict areas (Red Fags), the policy is approved by the Managing Director. and communicated both internally and externally with training and communication boards, and published through the website <https://www.tigerjewellery.com/> which appears on the website.

**Reporting:**

We communicate annually openly and directly with stakeholders in our COP-related business operations. We encourage suppliers and all stakeholders to be aware of the OECD guidelines and our supply chain policies. We communicate with our suppliers and customers about these policies and encourage them to strictly adhere to these policies.

**Financial Accounts:**

We maintain the financial accounts of all business transactions by applicable regulations. Internal audits are conducted on a preventive basis. Audited financial statements for the year 2021 and timely filing of tax returns All transactions are transparent and no fraud or suspected behavior has been detected.

The Company operates an accounting and financial transactions accurately, transparently, and by the accounting laws of the Ministry of Commerce. Evidence is kept Documents relating to accounting and financial transactions are categorized and kept for some time. according to the accounting standard.



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As well as having an annual audit of the accounts by external auditors and submitting the statement according to the deadline this year. have better performance It can be seen from sales in 2021 that are not less than 40% more than in 2020.

**Business Partners:**

We use our best efforts consistent with our ability to influence and foster responsible business practices among our key business partners. We encourage our suppliers to implement due diligence processes. to identify and mitigate supply chain risks With the full understanding that business continuity depends on their cooperation in conducting due diligence on our relevant criteria. All business partners are fully involved in the due diligence process and there is no partner change.

**Human Rights:**

We respect human rights, taking into account all potential and actual impacts on their operations and business relationships, and encourage partners to commit to implementing and implementing the principles. Guiding the United Nations on business and human rights as appropriate for their business by communicating the above relevant human rights policies and procedures under the RJC standards and all aspects of the economy/environment/regulation. Proper Labor and Work Practices / Human Rights / Society / Product Responsibility.

**Due Diligence for Responsible Sourcing From Conflict-Affected And High-Risk Areas:**

we make an effort To have our supply chain comply with OECD due diligence recommendations for responsible supply chains of minerals from conflict-affected and high-risk areas by using a system of Managing our 5-step risk assessment that follows the OECD recommendations for a 5-step framework with



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our entire upstream, midstream and downstream supply chain. We set up a supply chain policy, and communicate with suppliers and our direct stakeholders We provide inner awareness by training our relevant staff

**Provenance Claims:**

We have established a proof claim process through our responsible marketing staff at E-mail: Tiger@thetigerteam.net and sales invoices covering the silver and gold product range.

**Bribery and Facilitation Payments:**

We have established anti-bribery policies and procedures that prohibit bribery of any kind and protect employees who act as whistleblowers. Bribery and Payments Facilitate and Reduce Risk We Take our grievances seriously, and did not find a trend or bribery in our business in any process.

**Money Laundering and Finance of Terrorism:**

We establish corporate documentation and implement Know Your Counterparty (KYC) policies and procedures for all of our suppliers. Our RJC Compliance Officer is appointed responsible for implementing KYC policies and procedures through our due diligence with all suppliers. low-risk type and in the case of medium-high risk The company insists on systematic follow-up and improvement.

**Security:**

We assess security risks and establish risk assessment policies and procedures to protect employees, contractors and visitors from product theft and damage within the premises and during delivery. Daily monitoring of security risks and follow-up regularly



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**Labor Rights and Working Conditions:**

We ensure that employment terms regarding wages, hours and other employment conditions are communicated to employees in writing before commencement of employment. Establish employment policies and procedures by Thai and international labor standards. in regards to the absence of child labor no forced labor no discrimination no harassment and no response and promote freedom of association and collective bargaining in the workplace

We make sure that employees are treated with dignity and respect and are not subject to harassment or violence or threatened by it against themselves, their family, or colleagues. The company has policies and procedures for complaints. No complaints or violations were found.

**Health, Safety, and Environment:**

We provide a safe and healthy working environment for all employees according to Thai laws and international standards. This includes providing all of our employees with all necessary personal protective equipment. We also train our employees on potential hazards related to their role in the company. In addition, all employees undergo a full health check by the statutory requirements.

We conduct Company safety and environmental risk assessments in the workplace and the immediate community. We continuously collect data on the cost and usage of our organization's water and energy every year to track resource efficiency in our business. With clear targets for the use of water and electricity resources for 2022.



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**Conclusion:**

Tiger Jewelry Manufacturing (Thailand) Co., Ltd. is a manufacturer and distributor of jewelry. Located at 285/2 Lat Ya Road, Somdet Chao Phraya Subdistrict, Khlong San District, Bangkok 10600 Thailand, have achieved our goals with the pride and honesty of our people. All performances are by the standards of the Responsible Jewelry Council RJC (Code of Practice 2019).

Reported on 20 May 2022



Signature.....

(Miss Wilairut Kiattichuanchai)

Chief Executive Officer