

K.G.R. Group Co., Ltd

RJC Annual Report 2024



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Annual Report 2024 of K.G.R. Group CO., LTD. for the results of operations for January - December 2024

COP 01 Legal compliance

K.G.R. Group CO., LTD. We are aware and give importance to strict compliance with various laws. Therefore, all legal changes related to the company's various transactions are followed up every month by QMS Department.

Results

K.G.R. Group CO., LTD was able to conduct business in compliance with relevant legal requirements.

COP 02 Policy and implementation

Management purpose to promote responsible and efficient business operations. Therefore, applicable policies have been drafted and announced via different channels such as websites, announcements and through employee training. Customers and outside stakeholders are informed via email.

The company has announced total of 14 policies as follows:

1. CSR Policy
2. Labor Policy
3. Occupational Health and Safety and Environmental Management Policy
4. Anti-corruption Policy
5. Responsible Jewellery council Policy
6. Responsible Marketing Policy
7. Responsible Sourcing Policy
8. KYC Policy
9. Supply Chain Policy
10. Product Disclosure Policy
11. Employee Grievance-Procedure-Company-Policy
12. Customer and supplier grievance policy and
13. Human Rights Policy
14. No Gift policy

All policies reviewed once a year

Results

From the management's review, it was found that all policies just established on 12 December 2024

COP 03 Reporting

K.G.R. Group CO., LTD. prepared this report to report a summary of the operating results for the past year 2024 in order to confirm compliance with the RJC COP requirements on respective topics.

COP 04 Financial accounts

K.G.R. Group CO., LTD. has maintained the financial accounting system in accordance with accounting standards by acting transparently and arranging for an audit by an independent external auditor.

Results

In 2024, K.G.R. Group could pass the audit without any suggestions for improvement.

COP 05 Business partners

K.G.R. Group CO., LTD. has encouraged business partners in the supply chain to comply with the policies, systems and operating procedures according to the RJC COP requirements, including employees and visitors. The company has sent an email informing partners of the relevant policies, including the announcement of website policies.

Results

In 2024, all business partners of K.G.R. Group were able to effectively comply with the RJC COP requirements.

COP 06 Human rights

K.G.R. Group CO., LTD. places importance on respecting human rights and strictly comply with laws related to human rights. The management has announced a human rights policy to be used as a practice guideline for all employees of the company to prevent incidents violating the rights of others in the workplace. In 2024, there was a review of the human rights policy and announced on **August 9, 2024, communicated** and publicized to employees within the company via website, employee trainings. At the same time, there was communication to outsiders and partners through various channels such as websites and e-mails.

The company has also provided a complaint channel. In cases where human rights violations are found, channels for receiving complaints externally are email and direct contact phone number of the administration and internally via writing through Suggestion Box. If there is a complaint, the management has announced a policy for reporting wrongdoing on **August 9, 2024** which will have guidelines for practice about reporting complaints according to complaint channels.

Results

In summary, Year 2024 from all complaint channels:

=>No complaints regarding human rights violations were found

Our organization checks all complaint channels **at least once a month.**

COP 07 Due diligence for responsible sourcing from conflict-affected and high-risk areas

K.G.R. Group has identified and assessment human rights risk for all business partners according to the supply chain.

- The company due diligence records according TLS 8001 Risk Assessment and Human Rights Risk 2024 Report to comply with the RJC requirement.
- The managing director has the highest authority to recognize the issues from risk assessment.
- K.G.R. Group conducts internal audit within the RJC system at least once a year.

Results

- Form the risk assessment and monitoring in 2024, such risk had not been found yet. So, there have been no action required. 25 Companies were evaluated as yellow flag. Risk reduction plan was established and communicated to suppliers. Purchasing manager parallelly try to find new supplier who supply material from green flag.
- Form internal audit of the RJC system in 2024, the company completed all COP audits and submitted a report audit finding to the management for acknowledgement. To corrective and preventive together.
- The results of the RJC Internal Audit 2023 as per the table below:

Level of NC	MAJOR	MINOR	OBSERVE
		0	0

COP 08 Sourcing directly from artisanal and small-scale mining

K.G.R. Group does not sourced directly from mines.

COP 09 Sourcing post-consumer industrial precious metals directly from informal recyclers

K.G.R. Group has had no related business operations according to COP 9.

COP 10 Community development

The company supports organizing activities or participating in support activities related to community development that is responsible for society, the environment, and stakeholders. The production process has been improved and continuous work to prevent impacts in a negative way that may occur including the use of natural resources with appreciation and reduce unnecessary waste

Results

K.G.R. Group announced the policy on Corporate Social Responsibility: CSR on July 27, 2024, signed to commitment by Mr.Thitikorn Phatipatwasin (Maneger).

=> Supporting the gift-giving event for Children's Day at Ban Nong Phai Lom School, Kanchanaburi Province, 2024.

=> The activity supports Thai culture and nurtures Buddhism by offering alms on New Year's Day and donating items to the temple



COP 11 Bribery and facilitation payments

The company has announced a policy on Responsible Jewelry Council by providing details of protection corruption and bribery in such policy to serve as a guideline for personnel within the organization and outsiders. There are many communication channels such as the company's website

The company has also established a whistle blower policy with channels to inform those who find corruption occurring within the organization. Complaints can be made or report clues to the managing director, who has the authority to consider the clues Via telephone **number, email, red box for receiving complaints and taken for further management.**

Results

- In 2024, no complaints were found, no issue of corruption occurs in the company in every channel open for complaints.

COP 12 Know Your Counterparty: KYC

K.G.R. Group has created inspection procedures to get to know business partners before conducting business (KYC), specifying steps and methods for working in the responsible area to implement. At least once a year and for new partners who want to do business with the company, they must bring various documents according to the list for the responsible department to prepare documents for evaluating partners. The company has given importance to preventing money laundering. Therefore, it has been determined that the list of trading partners who wish to conduct transactions with them must be checked against the CAHRA list of persons at risk in order to avoid conducting transactions. If found to be at risk, the Managing Director is the person who signs and considers if we can transact with that trading partner. In addition, trade partners on the list who have already entered into transactions with the company have arranged to review risks and update CAHRA's list of at-risk persons on an annual basis.

Results

In 2024, the list of business partners has been reviewed and no one was found to be in the group of persons at risk according to CAHRA's announcement, so they were able to continue conducting transactions.

COP 13 Security

K.G.R. Group has security of the company's and customers' assets, security of customers' confidential information, information security. The risks are regularly reviewed and assessed. To ensure that property of the company and of customers or visitors have no loss or theft during operation or transportation.

Results

K.G.R. Group has established guidelines for the work of the security team. To prevent human rights violations against employees or visitors as well.

COP 14 Provenance Claims

In 2024, OEM product which K.G.R. Group produced did not have any claims. OED product has been claimed as per following statement,

COP 15 General employment terms

Guidelines for labor rights and employment conditions have been clearly defined in the policy on human rights. The management has set policies and guidelines for practice, to ensure that the company has employment and various rights that employees should receive within the framework specified by law.

Results

The company's employment in 2024 use correct employment conditions according to the Labor Protection Act (No.7) B.E. 2019 as a framework for operations. By hiring employees at all rates, employment contracts are prepared in accordance with labor laws and the rights of employees are also given importance. There is no message or content that is taking advantages or absolutely violates the rights of employees. Employment contracts are kept with related documents including clearly recording the working hours and wages of employees according to the time frame.

COP 16 and COP 17 Working hours and Remuneration

The company has established work rules which is consistent with the law of Thailand which is an important practice.

Currently, the company has set normal working hours of **8 hours per day or 48** hours per week from working 6 days per week and designated Sunday as weekly holidays. As for overtime work, There was no overtime work.

However, overtime work must be voluntary by the employee. There was no coercion or any other conditions at all. As for determining annual holidays/leaves for employees It has been determined and announced to employees. By inform in the Company's regulations clearly, determined to be in accordance with the legal framework. The company also has training for corporate employees to understand and to review the correctness of employees' leave rights and to communicate the policy and complaint channels. If there is a case where employees are not treated fairly from employment or leave.

Results

- As for the payment of compensation, the company currently has set a minimum wage for daily employment at 363 baht per day and for monthly employment **at 10,900 baht per month** according to the latest announcement of the labor law **by cash payment to employees every last day of the month**. As for the details of deducting wages, it is only as specified by law that it can be deducted such as social security money. The company also has training so that employees in the organization can understand the calculations.

COP 18 Harassment, discipline, grievance procedures and non-retaliation

The company has established policies and guidelines to ensure that. There is no harassment, threats, punishment, physical harm, or any other actions which is a violation of human rights within the company. There is training for employees in the organization Communicate discipline and various penalties for employees to understand that there is equal correct treatment, including giving employees ways to report complaints or provide clues to various wrongdoing. The company has measures to protect complainants or those who report wrongdoing.

Results

Work Regulation (RJCM-HR-01)

COP 19 Child labor

The Company does not support and consent to the use of child labor under 18 years of age in the workplace. A clear policy has been established by the management and operating procedures have been established for Child/Young Labor to ensure that the employees that the company hires to perform their duties be of the specified age along with the topic has been specified for the annual internal audit to review to ensure that no children under 18 years of age come to work in the organization.

Results

The youngest employee of the company is currently **20 years 4 months old.**

COP 20 Forced Labor

The company has a policy of not supporting the use of forced labor in any case by organizing training to provide knowledge and understanding to employees in the organization and has management methods to always ensure that There is no forced labor used in the organization. Employment must be voluntary only. This consent is expressed by signing in writing only and has been communicated to employees to know the channels for making complaints if it is found that there has been a wrongdoing in this matter.

COP 21 Freedom of association and collective bargaining

K.G.R. Group has clearly defined policies regarding ethics and code of ethics in conducting business. The Company will not interfere with the rights of employees to collectively bargain and will not prohibit free association of employees. The company supports free participation, association, negotiation and will adhere to the principles of the collective bargaining agreement. There is training to communicate this policy to all employees to sign, including clarification of complaints channels. If there is a case where such rights are violated.

Results

In 2024, no complaint was found in this matter.

COP 22 Non-discrimination

K.G.R. Group treats employees equally and does not discriminate in job recruitment, paying wages, promotion, training and retirement of employees based on knowledge and ability. No discrimination from differences in race, nationality, caste, religion, disability, skin color, gender, age, marriage, pregnancy, HIV infection, personal beliefs, participation or expression of union membership ideas and other factors. Unless the condition of the work has a restriction on certain qualifications or as required by law.

Results

Based on the 2024 review, the company is confident that there has been no discrimination. which is contrary to the policy that has been given in the topic of ethics policy and business ethics. The company provides equal employment opportunities for all, including opportunities for career advancement in the work performed, whether it's about compensation or job position

COP 23 Health and safety

K.G.R. Group has prepared an annual safety plan and implemented it completely according to the plan. and strictly follow the law. The details of the plan cover both safety and security and the environment. The details are as follows:

1. The company creates environmental, safety, occupational health and energy policies and organizes training to provide knowledge and understanding to employees in the organization to create awareness and is a guideline for work.
2. The company has provided adequate facilities.

- The company provides restrooms sufficient for the number of employees. There are separate bathrooms for men and women and regular cleaning is arranged.
 - Provide emergency lighting to cover risky areas as required by law. Currently, there are 5 emergency lights in total and they are regularly inspected every weeks. All are in ready-to-use condition.
 - Fire protection equipment and alarms There is an annual inspection and check fire escape routes every month.
3. The company organizes safety-related training, complete as necessary that employees must receive. There is training as follows:
 - Training courses on safety at work.
 - First Aid training
 4. Organize a risk assessment of hazards in the workplace. By looking at the working conditions and location, once a year.
 5. Arrange a meeting to discuss and review with the management in matters of safety, occupational health and the environment, at least once a year.

Results

K.G.R. Group practice dealing with Occupational health and safety management complied with SHE Master plan.

COP 24 Environmental management

In 2024, K.G.R. Group conducted working environmental measurement, wastewater, and noise levels before releasing outside the factory. This was to ensure that the company conducts business in an environmentally and upset in the communities, in compliance with legal regulations. Top management has established environmental policies to guide all employees to work with care for the environment.

Results

All measured results were within the legal standards.

COP 25 Hazardous substances

K.G.R. Group has created a chemical register with safety document of each chemical item as well as report as required by law.

Results

Currently, K.G.R. Group has 7 chemicals. They have developed Safety Data Sheets (SDS), conducted chemical usage training, and established contingency plans for chemical spills. The Safety department is responsible for controlling chemicals.

COP 26 Wastes and emissions

K.G.R. Group manages waste in accordance with legal regulations as follows:

- General waste: Sent to waste disposal companies for Daily basis.
- Hazardous waste: Request permission from the Department of Pollution Control for disposal, and it is disposed of once a year.
- Wastewater: Preliminary treatment is conducted within the factory, after that sent to the estate's wastewater treatment system.

Results

In 2024, there were no issues of waste management system.

COP 27 Use of natural resources



The company is aware and has given importance to the use of natural resources. Therefore, a sustainable energy conservation policy has been established. In order for all employees to give importance and cooperate in helping to conserve natural resources. Measuring the amount of electricity and water used to know the amount of use and to plan in improving and developing the use of energy and natural resources.

Results

K.G.R. Group established Environmental Management Program, water saving and electricity saving. The company installed a solar energy system in 2024.

COP 28 Product disclosure

The company has openly disclosed information about its purity products to customers, in order to have a consistent understanding of products and to ensure transparency in product information. Details or content has equally clear, such as the words "gold" "silver" or "platinum group metals" or abbreviations. Any symbols used must comply with the applicable laws or standards in the industry.

- Top management has provided a product disclosure statement policy, to guidance for employees in the operations.

Results

Operational results in 2024, the company found no complaints from customers about product features of K.G.R. Group Company Limited.