

GIANNA JEWELLERY

46/3 Charoenrath Rd., Bangkok, Bangkoklaem, Bangkok 10120 Thailand. Tel :+662 673 3155-6 e-mail:- contact@giannajewellery.com

Responsible Jewelry Council Annual Report 2024

Backgrounds

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

In General

Legal compliance

Gianna Jewellery company were established MissSongsamorn Chatchowilai who are monitor and follow up there are legal compliance issues that cause affect to their business.

Policy and Implement

The company were established the responsible supply chain policies that was included Human rights, Good practice for responsible policy, Child labour policy, Forced Labour Policy and Non-Discrimination policy. The bribery policy and anti-money laundering policy were implemented and promoted to engage within their business.

Reporting

In this year Gianna jewellery were set up this responsible annual report to promote all relevant activities and engagement to business partners. This report will setup annually and communicate to business partner as code of practice - RJC.

Finance and Accounts

Gianna Jewellery were good practices of responsible, Our company ware establish transparency and trusted in our business. Our finance and accounts were applicable by the laws with standard audited by the authorized accounting auditors.

Responsible Supply Chain and Human Rights

Business Partners

Our company are give confident that the company and business partner should lead jewelry business to grow up in world wide. The endeavors with commensurate among our business partner will point us to target in the future as a responsible enterprises.

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Human rights

Gianna Jewellery Co.,Ltd. were having respect in human rights. Our believe that good practice business were going along with human rights respect to build up sustainability in our society. So we have commitment in Human rights on every process of our company. The due diligence for Human Rights and conflicted- affected and high risk area were made through our suppliers in supply chain.

Sourcing from conflict affected and high risk area.

We are know that we are one of the middle business in jewelry supply chain. We should had responsibility in human rights and encourage to development in our community. We does not accept sourcing from conflict-affected and high risk area. Especially not to involve in any parts of money laundering and finance terrorism. OECD guidance due diligence were implemented with risk assessment to evaluate all of our suppliers. In this year they are no red flag in our suppliers.

Kimbrley Process Certification Scheme

In case to use the diamonds in the manufacturing, the companies were compliance with Kimberley process certification scheme or having State of Warranty.

Bribery and Facilitation payment

Our company are running business with the honesty. So we does not participate in the bribery or facilitation payment that in non-applicable by law. We do not make misrepresentative in our product. All facilities payments are done by the frame of legal. Offering or receiving are prohibited for our staff, excepted in the business culture or traditional events.

Anti-Money laundering and finance terrorism.

Our staff were prohibited not to involve in any parts of money laundering or finance terrorism. The KYC (Know your counter party) were implemented to our stake holders. Due diligence process were monitor origin of material, person involved or any circumstance when we doing our business.

Security

Due to the high value of our product. We are focus in the securities in any activities. We have CCTV in our office and manufacturing. Even in transportation we have insurance of product that transport.

Labour practice policy

Employment

Gianna Jewellery company are applicable by thai labour laws. We were having general employment term, working hours, remuneration, discipline and complaint procedure compliance with our native law. The working time not more than 48 hours per week and overtime not exceed 12 hours/week. All working are voluntary base. The staff are freely to raise complaint to the management. Our company were no child labour, forced labour, and non-discrimination in the employment. Our

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employee have freedom to association and collective bargaining by having employee representative in employee welfare committee.

Health, safety and environment.

Gianna Jewellery company have Health, safety policy and environment policy that are compliance with the relevant laws. The company were set up safety supervisor and safety management to look after and raise up any concerned about safety and environment issued. There have environment inspected of those any environment concerned (waste water, air qualification etc.). All of usage of water supplier and electricity were monitored with 3R project for natural reserved. There were no use of hazardous substance.

Product disclosure

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

Grievance mechanism

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

Concluding in year 2024

Gianna Jewellery Co.,Ltd. in 2024 are the first year to implement code of practice -RJC and the management decide to have the COP-RJC certified by having initial audit in this August 2024 for certify the compliance with code of practice in RJC.