

Responsible Jewelry Council Annual Report 2022

ABI Manufacturing Intl. Ltd. is a manufacturer of gold and silver alloys, creative metal blend as well as brass and bronze to serve the jewelry industry in Thailand and worldwide. As a member of RJC we are committed to its policy and requirements. A COP certified member for the year 2022, we would like to provide the report our assessment and findings per the COP requirements by RJC as follows:

Legal compliance

ABI has put the system in place as well as putting appointment of the responsible person to monitor any legal compliance under COP provisions such as bribery and facilitation payments, money laundering, working hours, remuneration, health, and safety.

Policy and Implementation

The policies for the responsible supply chains concerning human rights, child labor, forced labor, due diligence policy for suppliers and trading partners as well as all other responsible jewelry policies have been implemented. No policy infringement has been found including with our suppliers.

Report

ABI manufacturing Int. Co., Ltd. has set up a public and direct communication with all stake holders annually relating to our practice with the COP-RJC. All the information is available at [www://:abimetals.com](http://www.abimetals.com). We encourage our stake holders to recognize the OECD guidance and our supply chain policy.

Finance and Accounts

Our financial and accounting practices follow standard accounting practices which are audited by accredited accounting auditors which are governed by the laws. All transactions are transparent and no frauds.

Business partners

We have used our best efforts to encourage our suppliers to employ a due diligence process to identify and to minimize supply chain risks. We thank for our business partners to fully participate in due diligence process which has resulted in smooth business transactions over the period.

Human rights

ABI manufacturing Int. Ltd. respects human rights We believe in a good business practice as well as human rights are vital for the company and our counterparts. By practicing the relevant human right policies and procedures under the RJC standard as well as all aspects of labor practices, decent work, human rights, society and product responsibility leads to complete of policy implementations during the review period.

Due Diligence for Responsible Sourcing from Conflict Affected and High-Risk Areas.

As we are a producer of product in the middle stream of jewelry supply chain, we are responsible to provide the support for the development of our community. We also exercise due diligence over our supply chain in accordance with the OECD guidance. Internally we also exercise awareness by training our responsible staff for the guidance. We do not accept sourcing of any materials form the conflict-affected or high-risk areas.

Bribery and facilitation payment

ABI manufacturing Intl. Ltd. conduct business with honesty. We do not except bribery or facilitation of the payment.

We exercise our grievance policy and implementation, no case has been found, however.



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Money laundering and finance of Terrorism

Security

Our company location is in the Orlada factory land estate in Lamlukka, a closed area with security surveillance. We also evaluate security and risk in order to protect employees, contractors and visitors against product theft and damage in the location or during product shipment.

Labor Policy

Employment

Employment terms in relation to wages, working hour, benefits and conditions are accepted by workings in writing before work starting. The company's hiring policy and procedure are according to the Thai law and international labor standard, for example, no child or forced labor. No work discrimination, harassment, or retaliation. We do encourage freedom of association and collective bargaining in the work place.

With grievance policy and procedure in place, make sure the employees are treated with respect, no harassment or violence or threat against the employees or their family or colleagues.

No violations are found.

Health, Safety, and Environment

Healthy, safety and good working environment, are our important targets for all workers. We follow Thai laws and international standard. Required protective equipment to all employees, proper safety procedures training for all workers are given. Quality annual medical check-ups are provided to all employees. Assessments for company's safety and environment risk in work place as well as for the communities are made or any remedy.

Social Activities

ABI and employees have participated in donations to support activities by Wat Prabuddhachinaraj Voramahaviharn, Pitsanulok to maintain a strong cultural and religious ties to Buddhism.

Concluding for the year 2022

After reviewing all the requirements, in conclusions ABI Manufacturing Intl. Ltd. has complied with the Code of Practice (COP) as laid out by the Responsible Jewelry Council. We will continue to monitor all the COP requirements in the coming year, in which a new audit for the next 3 years period will be conducted by the end of 2023.

Prepared by

Signature Oct 30, 23

Authorized by

Signature Oct 30, 2023