



CHONG LERDLUM CO., LTD

Annual Report 2023

Table of Contents

	Page
Vision	1
Corporate Profile	2
Products	3
Stakeholder Engagement and Responsibilities to Stakeholders	4
Supply Chain and Customer Management for Sustainability	
Business Code of Ethics	10
Anti-Corruption Policy	11
Gifts, Presents and Benefits	
Environmental Policies	13
Occupational Health & Safety Policy	14
Community Care & Social Activities	15
Complaint Management & Confidentiality	16

At Chong Lerdlum Co., Ltd., the business code of ethics is the core of the company's sustainability principles as a determiner of basic principles to which the company is committed in terms of contact with all co-beneficiaries of the company and a guideline to be followed by the company's employees in compliance with set ethical standards.

The company has corporate social responsibility policy and operates the business with consideration given to stakeholders, economy, society and the environment with morals, virtue and ethics including good governance principles as an instrument governing the company group's operations with honesty, transparency, fairness and accountability in order to build awareness of negative impacts on the economy, society, natural resources and the environment in order to build confidence among shareholders, investors, employees, customers, stakeholders and all parties involved. The company is firmly committed to setting a good example for society in business operations in order to be consistent with social benefits and achieve sustainable development goals by operating under the following vision, mission and strategies:

Vision

The company is firmly committed to operating the business while developing communities, society and the environment with transparency, fairness and respect for basic labor rights in life and the human rights of every stakeholder group.

Mission

The company will carry out corporate social responsibility activities concretely in order to become a part driving Thai society's sustainable development in the areas of society, human rights, labor and the environment.

Core Company Values

Morals

We are a reliable, honest and transparent company that operates fairly.

Enthusiasm

The company's corporate culture encourages a strong work ethic with a highly enthusiastic team building our work culture and respect for one another.

High Efficiency

Every person is expected to work effectively and the people involved trust in our operations, our commitment to our promises and our continued development.

CORPORATE PROFILE

CHONG LERDLUM CO., LTD, short for CLL, is a family-run business, handcrafting sterling silver and brass jewelries in Thailand for over 30 years. We truly believe in preserving our local artisan skills and finding the right balance to innovate with new technologies in jewelry production. With two sisters taking over the family business, CLL has evolved from a traditional OEM jewelry factory, to a design-driven, fashion forward, responsible demi-fine jewelry company.

BEHIND THE SCENCES

With one sister passionate in jewelry designs and creativity, another sister passionate in marketing and management, this sister duo is humbly leading the company of 400 employees to handcraft top-notch demi-fine jewelries for designer brands and international brands around the world.

OUR CLIENTS

includes demi-fine jewelry brands with strong social media presence, online stores, television shopping networks, retail jewelry chain stores, private labels, fashion accessory stores, lifestyle and concept stores, luxury handbag brands and watch brands, and many more...



Whether you are looking to start your own jewelry brand or looking to expand your product range with jewelry, just drop us an email or chat with us. You'll be surprised that this is where it all started for many of our clients and their successful brands.

QUICK GLANCE

We are	Chong Lerdlum Co., Ltd (call us CLL)
Open since	1988
Making	Sterling silver & brass jewelry
Located in	Bangkok, Thailand
Equipped with	Full in-house production from CAD drawing, 3D printers, casting, filing, stone setting, polishing, plating, QC, packing facility
Made by	400 employees
Producing	400,000 jewelry pieces/month
Creating	200 jewelry pieces/month
Designed by	Owner herself and 3 in-house designers
Delivering	Main orders 4-7 weeks, sample orders 3-4 weeks
Shipping to	USA, UK, Germany, Australia and 40 other countries
Approved by	Sedex (SMETA), RJC, international brands audits
Comply with	California Proposition and EU REACH chemical regulations for nickel, lead and cadmium
Set with	All sorts of stones, you name it. diamond, precious and semi-precious gemstones, lab-created stones, cubic zirconia, pearls, crystals and simulated stones
Plating in-house with	18K gold, 18K rose-gold, silver, rhodium, black rhodium from 0.125 micron – 3 microns (5 mils – 120 mils)
MOQ at	60 pieces per style
Let's begin with	US \$5,000 first order

Product



Stakeholder Engagement and Responsibility to Stakeholders

Chong Lerdlum Co., Ltd. conducts its business with responsibility and recognition of the importance of taking care of stakeholders and all sectors that are affected by the business, benefit from the business or are involved in driving the business concretely in the economic, social and environmental area. This includes internal stakeholders such as employees and external stakeholders such as customers, suppliers, communities, creditors, debtors and government agencies. Chong Lerdlum Co., Ltd. has always recognized that response to the needs or expectations of stakeholders in the area of strategies in determining directions in caring for stakeholders including guidelines will benefit operations, develop the business and build the business at the same time. In addition, the company must give primary consideration to legal rights and specifications of stakeholders.

Supply Chain and Customer Management for Sustainability

Supply chain and customer management for sustainability is at the heart of the company's management. The company has specified a supplier code of ethics for use as operational guidelines in suppliers' business operations to ensure that the company's suppliers have good management in compliance with the law and international standards by communicating policies and ethics to suppliers, jointly specifying obligations, specification of supplier evaluation criteria, risk assessment and management including verification of suppliers and customers including risk management to prevent and suppress money laundering, engagement in terrorism, delivery of goods or valuable materials in conflict-affected and high risk areas according to OECD guidance.

Supply Chain Policy

The Responsible Jewellery Council (RJC) is an international not-for-profit standards-setting and certification organization that has been established to Advance Responsible Ethical, Human Rights, Social and Environmental Practices throughout the Diamond, Colored Gemstones, Gold, Silver and Platinum Group Metals (PGM's) Jewelry Supply Chain that promote trust in the global fine jewellery. The RJC has developed a Benchmark Standard for the Jewellery Supply Chain and Credible Mechanisms for verifying Responsible Business Practices through Third Party Auditing.

1. Chong Lerdlum is a [BRIEF DESCRIPTION OF THE COMPANY]. This policy confirms Chong Lerdlum Co.,Ltd.'s

commitment to respect human rights, avoid contributing to the finance of conflict and comply with all relevant UN sanctions, resolutions and laws.

2. In this regard, Chong Lerdlum Co., Ltd, is a certified member of the RJC standard, we are committed to operate our business in accordance with the RJC Code of Practices which is available at www.responsiblejewellery.com. The company committed and are independently audited against the RJC COP. As such, we commit to proving, through independent third-party verification, that we:

- a. respect human rights according to the Universal Declaration of Human Rights and International Labour Organization Fundamental Rights at Work;
- b. do not engage in or tolerate bribery, corruption, money laundering or finance of terrorism;
- c. support transparency of government payments and rights-compatible security forces in the extractives industry;
- d. do not provide direct or indirect support to illegal armed groups; and
- e. enable stakeholders to voice concerns about the jewellery supply chain.
- f. implementing the OECD 5-Step framework as a management process for risk based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

3. **We also commit to using our influence to prevent abuses by others.** If the company or any of its subsidiaries suspects an upstream Supplier to be in violation of these practices, we will issue a firm warning to the Stakeholder to alert and educate them of the violation(s). If following that warning, the suspected abuses are not corrected, we will STOP engaging with that upstream Supplier. If it is suspected by an internal member that any of our upstream Suppliers are sourcing materials from any Conflict-Affected and High Risk Areas (CAHRAs), they shall immediately alert the Highest-ranking Company Officer available. Their alert shall remain anonymous and will be investigated by upper Management. Each potential alert will be handled individually and will be thoroughly reviewed. Due diligence will be used to confirm or dismiss the alert presented to the company. Whether the alert is deemed to be in violation will be based on the discretion of the company, the outlined guidelines in this document and in addition to all guidelines set forth by RJC and Associated Partners.

4. **Regarding serious abuses associated with the extraction, transport, or trade of diamonds/coloured gemstones.** We will neither tolerate nor profit from, contribute to, assist or facilitate the commission of:

- a. torture, cruel, inhuman and degrading treatment;
- b. forced or compulsory labour;
- c. the worst forms of child labour;

d. human rights violations and abuses; or

e. war crimes, violations of international humanitarian law, crimes against humanity or genocide.

5. We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are committing abuses described in 4 or are sourcing from, or linked to, any party committing these abuses.

6. Regarding direct or indirect support to non-state armed groups. We only sell or purchase diamonds/coloured gemstones that are fully compliant with the Kimberley Process Certification Scheme and, as such, will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring diamonds/coloured gemstones from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:

a. control mine sites, transportation routes, points where diamonds/coloured gemstones are traded and upstream actors in the supply chain; or

b. tax or extort money or diamonds/coloured gemstones at mine sites, along transportation routes or at points where diamonds/coloured gemstones are traded, or from intermediaries, export companies or international traders.

7. We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups.

8. Regarding public or private security forces. We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment, and property in accordance with the rule of law, including law that guarantees human rights. We will not provide direct or indirect support to public or private security forces that commit abuses described in paragraph 4 or that act illegally.

9. Regarding bribery and fraudulent misrepresentation of the origin of diamonds/coloured gemstones. We will not offer, promise, give or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of diamonds/coloured gemstones, or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of diamonds.

10. Regarding money laundering. We will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from, or connected to, the extraction, trade, handling, transport, or export of diamonds/coloured gemstones.

As a member of the Responsible Jewellery Council (RJC), Chong Lerdlum Co., Ltd. is required to carry out Due Diligence on our Supply Chain to ensure that we source Diamonds, Colored Gemstones, Gold, Silver & PGM's responsibly, in a way that respects Human Rights and does not Contribute to Conflict.

As part of our Commitment to Responsible Sourcing, we are now working with our Suppliers to understand their Sources of Supply and Due Diligence Procedures for Managing Risks in their Supply Chain.

To fulfil our obligations, we ask that you share the following information with us on the following pages (where available):

1. The sources of Diamonds, Colored Gemstones, Gold, Silver and PGM's in aggregate that you supply to our Company. This is specifically the furthest upstream point in the Supply Chain the Diamonds, Colored Gemstones, Gold, Silver and PGM's can be identified as originating from e.g., Company, Mine or Specific Geographical Area of production.

2. List the percentage of Diamonds, Colored Gemstones, Gold, Silver and PGM's that you supply to us that fall into the following categories:

a. Rough/Polished Diamonds, Colored Gemstones, Gold, Silver and PGM's from known large-scale Mining or Artisanal and Small-scale Mining Producers that provide information on the Original Source of Production (e.g., Company, Mine or Specific Geographical Area of production is known).

b. Rough/Polished Diamonds, Colored Gemstones, Gold, Silver and PGM's from established Suppliers or Open Market where there is some, but limited information on the Original Source of Production (e.g., Country of Origin is known).

c. Rough/Polished Diamonds, Colored Gemstones, Gold, Silver and PGM's from Established Suppliers or Open Market where there is no information available on the Original Source of Production.

3. Evidence that you have undertaken Due Diligence on the Source of Rough/Polished Diamonds, Colored Gemstones, Gold, Silver and PGM's supplied to our Company. This could include, for example, copies of any Supply Chain Risk Assessments, Reports or Audits you have done, copies of any Company Policies you have on Responsible Sourcing, Evidence of Participation in Responsible Sourcing Initiatives or Programs.

If you are not able to share such information for whatever reason, we will be happy to discuss this with you and find a solution that addresses your concerns and still satisfies our needs.

If you would like to learn more about Responsible Supply Chains or Minerals from Conflict Affected and High Risks Areas, please visit: www.oecd.org/fr/daf/inv/mne/mining.htm.

This letter Confirms that our suppliers should integrate the following Policies and Procedures into its Business Model to comply with the Code of Practices of the Responsible Jewelry Council as following;

Anti-Bribery & Facilitation Payments

Know Your Counterparty: Anti-Money Laundering and Finance of Terrorism

Adherence to the Kimberley Process and World Diamond Council System of Warranties

Diamonds to be Purchased from Responsible and Legitimate Sources.

Supply Chain Policy-OECD-CAHRAs

All Gold, Silver and PGM's used in jewelry is Responsibly Sourced and fully Traceable to its Origin.

Company policy with regards to synthetic diamonds and colored gemstones

Provenance Claim

Product Disclosure

Human Rights

Harassment, Discipline, Grievance Procedures

Employee Policies

Health & Safety Performance

Community Development

Environmental Performance

Relationship with Business Partners

Statement of Commitment to RJC Policies and Procedures

To fulfil our obligations, we have developed a KYC form which we send to all our counterparties (suppliers and customers) to collect relevant business information to identify risks as above. This is our credibility and evidence of our commitment to be responsible business practices in the jewellery supply chain.

If counterparties are considered high-risk for any reasons, we may;

- stop engaging if we find a reasonable risk that committing abuses or are sourcing from, or linked to, any party committing these abuses.
- stop engaging if we find a reasonable risk that sourcing from, or are linked to, any parties providing direct or indirect support to non-state armed groups.
- identify the beneficial owners of the counterparty and check whether the beneficial owners are on any watchlists or sanctions list.
- make an on-site visit to the high-risk counterparty.
- report suspicious activity to the authorities.

Moreover, we have established the grievance procedure to hear concerns about circumstances in the supply chain involving bribery, corruption, money laundering, the financing of terrorism and sourcing diamonds/ coloured gemstones or other precious metal from conflict-affected and high-risk areas. All information will be treated as confidential.

Anti-Money Laundering

Know Your Counterparty (KYC)

This policy confirms CHONG LERDLUM CO., LTD.'s commitment to prevent money-laundering and the financing of terrorism in its business practices and transactions. Money laundering is the process of disguising the financial proceeds of crime to conceal their illegal origin. The financing of terrorism is any kind of financial support to those who attempt to encourage, plan, or engage in terrorism.

The company has established Know Your Counterparty (KYC) procedures to combat money laundering and the financing of terrorism. These procedures allow us to identify every organization that we deal with, to understand the legitimacy of our business relationships and to identify and react to unusual or suspicious activity.

Ms. Arisara Srivilai (Chief Accountant), is responsible for development and implementation of this policy and relevant procedures, and a senior manager commit to review our KYC policy and procedure every year. To support our KYC policy and procedures, the company has developed a KYC form which we send to all our counterparties (suppliers and customers) to collect relevant business information to identify risks of money-laundering. We require a template to be completed for all existing and new counterparties.

By collecting and reviewing the information in completed KYC forms, the company commits to

- establishing the identity of our counterparties
- checking that our counterparties are not considered high-risk (this means checking whether counterparties are based in FATF high-risk jurisdictions, named on government sponsored watchlists or international (UN) sanctions lists, or if they source from conflict-affected and high-risk areas (CAHRAs)
- maintaining an understanding of the nature and legitimacy of all our counterparties' businesses
- maintaining KYC records for at least five years
- maintaining records of all single or linked cash (or cash-like) transactions above 10,000EUR
- monitoring transactions for unusual or suspicious activity – this type of activity will cause the counterparty to be considered high-risk.

If counterparties are considered high-risk for any reason, we may

- Cease trading with the counterparty
- Identify the beneficial owners of the counterparty and check whether the beneficial owners are on any watchlists or sanctions list.
- Make an on-site visit to the high-risk counterparty.
- Report suspicious activity to the authority

Business Code of Ethics

Human Rights Principles

The company places importance on basic human rights to promote respect for rights and freedom without discrimination. The company promotes equality without discriminating genders and class, using child labor and the company is against corruption in every form.

The company places importance on basic human rights to promote respect for rights and freedom without discrimination. The company promotes equality without discriminating genders and class, using child labor and the company is against corruption in every form, other violations and other actions.

The company does not support or engage in business and organizations which engage in or are involved in human rights violations including businesses and organizations that do not cooperate to solve human rights violations.

Labor Practices

The company governs to ensure wages are at appropriate levels and no less than the legal minimum wage. Modifications and changes to the organization's structure and organization is carried out responsibly under the framework of Thai law and strict compliance with laws and regulations concerning occupational health and safety to create a work environment for every employee safe from potential accidents and hazards.

Anti-Human Trafficking

To prevent and suppress human trafficking and aid victims of human trafficking, the company adheres to guidelines on human trafficking prevention and suppression along with providing support and protection for human trafficking victims while giving priority to the ultimate benefit of human trafficking victims. The company assigned human resource staffers to work in tasks involving prevention, suppress and prosecution of human trafficking including aiding and protecting victims while also solving human trafficking problems by cooperating with state officials and private organizations to effectively solve human trafficking problems and prosecute human traffickers in every form.

Child Labor

The company does not have a policy to employ children aged under 15 years to work. In cases where children aged under 15 years were found to have been hired, the company will provide financial support and other support to enroll that child in school until the child is no longer a child or, in possible cases, provide suitable employment for the family members of that child to work in the company. In cases where children aged 15-17 years are employed, the company does not permit child workers aged 15-17 years to do overtime work, holiday work, holiday overtime work and hazardous work as prescribed by law.

Forced Labor

The company does not support use of forced labor in every case including prison labor, indebted labor, indentured labor, slave labor and the company does not support coercion of labor by employing threats, collecting collateral or seizing personal documents for any work. Employment must be only according to employees' consent and consent may be expressed only by signing signatures.

Opportunity and Equality

The company provides equal opportunity on the topics of employment, payment of wages, benefits, promotions, training and termination of employee status. Consideration will be mainly based on work knowledge, ability, skill and experience.

Non-Discrimination

The company treats employees with equality and does not discriminate. Job applications, payment of wages, promotions, position changes, training and termination of employee status are based on knowledge and ability without discrimination based on differences in ethnicity, nationality, class, religion, disability, skin color, sexuality, age, marriage, pregnancy, HIV infection, personal beliefs, ideological engagements or expressions, union membership and other factors unless job conditions limit certain qualifications or have qualifications prescribed by law.

Violence, Sexual Harassment and Verbal Harassment

The company is committed to having a workplace without physical, verbal and psychological including sexual harassment by prohibiting harassment in every form from every person including harassment from customers, suppliers and individuals including other companies. The company does not accept use of violence including physical assaults against others, pushing, threatening, coercion, use of weapons or taunts to cause the aforementioned actions. Violence also includes violent actions or threats of violence against the company or the company's property.

Anti-Corruption Policy

The company is committed to operating a business according to principles of good governance by placing importance on anti-corruption efforts including adherence to morals, ethics, good governance and management with transparency and responsibility to all stakeholders. The company specified appropriate guidelines for behaviors of

the company's executive directors and employees in the area of employees' business virtues and ethics, which is part of the company's corporate governance, by prohibiting executives, employees and those associated with the company from committing corruption in every form, such as presenting or offering promises or agreements, making requests or demands and offering or accepting bribes and incentives in any form or directing other persons to offer or accept bribes or incentives in relation to the company's work.

Giving or offering valuable items to officials directly or indirectly in order to influence the decision-making authority of officials in exchange for special treatment of the company or representatives by officials including offers of bribes for state officials is prohibited and carries criminal penalties.


Gifts, Presents and Benefits

Executives, employees and individuals involved in the company's operations are prohibited from asking for and giving gifts, presents or financial support, services or any other rewards from individuals who do business with the company or subordinates. Executives, employees and individuals involved in the company's work are prohibited from accepting gifts, presents, food or receptions in exchange for actions or promises to take any actions for customers or suppliers. Accepting gifts in the form of cash or items with value equivalent to cash such as gift certificates is prohibited. Only gifts with small value such as pens or T-shirts with the company's brand or small gift baskets may be accepted. During holidays, gifts or significant discounts offered to employees may be accepted as part of agreements between the company and customers or suppliers. Food or receptions may be accepted from customers or suppliers occasionally if customers or suppliers accompany meals or receptions and if the value of food and receptions is acceptable and appropriate for traditional practices concerning this topic.

The Environment

The company has a clear environmental policy and adheres to the environmental policy as a guideline to conserve and maintain ecosystems and environments of communities where the company operates. In addition, the company builds the company's corporate structure by creating awareness among employees and workers to minimize environmental impacts. This policy applies to every activity of the company and is not simply to manage waste and waste emissions while also includes efficient use of resources by reducing, reusing and recycling appropriately.

Environment Policy



บริษัท จงเลิศล้ำ จำกัด
CHONG LERDLUM Co., Ltd.

224, 224/10 Moo.7 Samrong Nuea, Mueang Samut Prakan, Samut Prakan 10270 Thailand
Tel: +662 754 0594-7 Email: netlo@cljewelry.com Website: www.cljewelry.com

ประกาศ
เลขที่ ๑2/2566

เรื่อง นโยบายสิ่งแวดล้อม

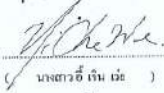

บริษัท จงเลิศล้ำ จำกัด มุ่งมั่นสร้างความเสมอภาคในสังคม ซึ่งการอนุรักษ์และรักษาสิ่งแวดล้อมอย่างยั่งยืน โดยการจัดทำสิ่งแวดล้อมที่สอดคล้องมาประยุกต์ใช้ในงานของบริษัท

นโยบายกิจกรรม

1. กำหนดให้ระบบการจัดการสิ่งแวดล้อม เป็นส่วนหนึ่งในระบบการบริหารของธุรกิจ และทำการกำหนดวัตถุประสงค์ เป้าหมายโดยมุ่งจัดทำโปรแกรมการจัดการขึ้นอย่างมีวิสัยทัศน์ และทำกับหน่วยงานตามที่กำหนด
2. ส่งเสริมการปฏิบัติตามกฎหมายและข้อบังคับด้านสิ่งแวดล้อม พร้อมทั้งพัฒนาระดับมาตรฐานสิ่งแวดล้อมให้ดียิ่งขึ้น
3. ให้ความสำคัญในการจัดการสิ่งแวดล้อมในทุกกิจกรรมการทำงานตามโครงสร้างองค์กร รวมทั้งทำการตรวจประเมินสิ่งแวดล้อมภายในตามแผนงานที่วางไว้ เพื่อส่งเสริมการคงไว้คงอยู่และพัฒนายกระดับการควบคุมสิ่งแวดล้อมโดยรวม
4. นำประเด็นสำคัญในกิจกรรมธุรกิจที่มีผลกระทบต่อ สิ่งแวดล้อมมาพิจารณาประกอบ การของธุรกิจ เพื่อให้ระบบการดำเนินงานดังนี้
 - 4.1) ป้องกันการเพิ่มสูงของอุณหภูมิโลก (E : Energy)
 - ส่งเสริมการประหยัดพลังงานในโรงงาน ในกระบวนการผลิตและในกิจกรรม Logistic
 - ส่งเสริมการออกแบบพัฒนาผลิตภัณฑ์ประหยัดพลังงาน
 - 4.2) ส่งเสริมการประหยัดทรัพยากร (M : Material)
 - ลดการสูญเสียและลดการปนเปื้อนของน้ำเสีย
 - ส่งเสริมการนำสิ่งของเหลือใช้กลับมาใช้ใหม่ และนำชิ้นส่วนวัสดุกลับมาใช้ใหม่ (Reuse & Recycle)
 - 4.3) ป้องกันมลพิษ (T : Toxicity)
 - ควบคุมสารเคมีต่างประเภทและส่งเสริมการหาสารอื่นทดแทน ลดการใช้สารเคมีประเภท วัตถุอันตรายและวัตถุพิษ
 - อนุรักษ์สิ่งแวดล้อมชุมชนโดยเน้นควบคุมไอ้ทิ้ง อากาศเสียงต่างเครื่องจักรและลดเสียงรบกวน แสงอันสะท้อน
5. เผยแพร่ นโยบายสิ่งแวดล้อมไปสู่พนักงานทุกคน เพื่อพัฒนากระบวนการธุรกิจให้สิ่งแวดล้อมดีขึ้น
6. เผยแพร่ นโยบายสิ่งแวดล้อมสู่ผู้ที่มีส่วนร่วมทั้งภายในและภายนอกบริษัทอย่างต่อเนื่อง
7. นโยบายนโยบายสิ่งแวดล้อมฉบับนี้ เป็นเอกสารสาธารณะ

บริษัทฯ ได้ใช้นโยบายสิ่งแวดล้อมนี้เป็มาเกณฑ์กำหนดทิศทางขององค์กรในการปฏิบัติงานด้านสิ่งแวดล้อมโดยคงพัฒนาปฏิบัติงานในระยะยาวให้พนักงานทุกคนมีส่วนร่วมซึ่งมีผู้ดูแลบรรลุผลตามเป้าหมายที่วางไว้

ประกาศ ณ 1 มีนาคม 2566




นางสาวธี เร็น เ็น
กรรมการผู้จัดการ

Occupational Safety, Health and Work Environment

The company has work safety officers overseeing health and safety work with communications between employees and executives on the topic of work safety. Moreover, work safety officers have a duty to assess risk of accidents and work-related illnesses to employees by taking appropriate actions to reduce or eliminate risks to employees' health and safety along with preparing documents concerning problem characteristics, causes, solutions and prevention. The company fully supports accident and disease prevention. In cases where there will be severe danger at work, every employee has the right to leave that area immediately without permission from the company, executives or supervisors.

The company communicates the corporate social responsibility policy to employees by holding meetings and providing training to build knowledge and understanding in order to lead to practices that create good occupational health and safety.

Occupational Safety, Health and Work Environment Policy



บริษัท จงเล็ดลุม จำกัด
CHONG LERDLUM CO., LTD.
泰國崇來有限公司


224/10 Moo.12 Soi Pansawang 9 Sukhumvit 109 Road, Samrongnua, Samutprakarn 10270 Thailand
Tel: +662 754 0594-9 Fax: +662 398 6113 Email: ask@cljewelry.com Website: www.cljewelry.com

ประกาศ
เรื่อง นโยบายความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน

บริษัท จงเล็ดลุม จำกัด เป็นบริษัทผู้ผลิตและกระจายเพชร พลอย มิน ทอง อัญมณีอื่นๆ มีความมุ่งมั่นที่จะส่งเสริมความปลอดภัยให้แก่พนักงาน เพื่อป้องกันอันตรายเกิดอุบัติเหตุ ทุพภิกขภัย และควรเข้ามามีส่วนในการทำงาน เพื่อเป็นแนวทางในการปฏิบัติของพนักงานบริษัท จึงกำหนดนโยบายไว้ดังต่อไปนี้

1. บริษัทฯ ถือว่าความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงานเป็นหน้าที่ของพนักงานทุกคนทุกระดับที่จะร่วมกันปฏิบัติเพื่อให้ได้ความปลอดภัยของสังคมและผู้อื่น
2. บริษัทฯ จะดำเนินการและพัฒนาระบบการจัดการ ความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน โดยการส่งเสริมให้พนักงานมีส่วนร่วมในการดำเนินการกิจกรรมและแผนงานด้านความปลอดภัย อาชีวอนามัยและสภาพแวดล้อมในการทำงาน เพื่อให้ได้ความปลอดภัย และสุขภาพอนามัยของพนักงาน
3. บริษัทฯ จะให้การสนับสนุนทรัพยากรอย่างเพียงพอและเหมาะสม มุ่งมั่นในการพัฒนาหรือหาบุคคลที่มีความรู้และสร้างจิตสำนึกด้านความปลอดภัย อาชีวอนามัยและสภาพแวดล้อมในการทำงาน เพื่อให้พนักงานทุกคนมีส่วนร่วมในการดำเนินงานระบบการจัดการความปลอดภัยและอาชีวอนามัย
4. บริษัทฯ จะดำเนินการประเมินความเสี่ยง และควบคุมความเสี่ยง รวมถึงจัดให้มีอุปกรณ์ป้องกันอันตรายส่วนบุคคลที่ได้มาตรฐานอย่างเหมาะสมและปลอดภัยในการทำงาน
5. บริษัทฯ จะสนับสนุน และส่งเสริมด้านความรู้ การฝึกอบรม และให้ข่าวสารข้อมูลด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในหน่วยงาน ให้กับพนักงานทุกคน ตามความจำเป็นเพื่อป้องกันอันตรายโดยปลอดภัย
6. บริษัทฯ จะให้การสนับสนุนและส่งเสริมให้มีการดำเนินการด้านกิจกรรมด้านความปลอดภัย อาชีวอนามัยและสภาพแวดล้อมในการทำงาน ส่งออกความคิดริเริ่มที่ดีๆ ทุกระดับ และโรคชราการทำงาน
7. บริษัทฯ ยินดีรับฟังข้อเสนอแนะข้อคิดเห็นต่างๆ ของพนักงาน โดยจะนำไปพิจารณา ตลอดจนปรับปรุงแก้ไขจุดบกพร่องต่างๆ ตามความเหมาะสม เพื่อให้ได้ความปลอดภัยแก่พนักงานมากที่สุด

จึงประกาศให้ทราบและถือปฏิบัติ โดยทั่วกัน ตั้งแต่วันที่ 25 กรกฎาคม 2562



ลงชื่อ (นพจรรยา นุ่น)
นายจ้าง (ผู้มีอำนาจลงนาม)

Care for Communities and Activities for Society

The company recognizes the importance of operating a business with corporate social responsibility and aims to drive social development continually. The company has built cooperation and supported society to increase the likelihood of activities achieving goals and creating broad benefits while also teaching the company's employees to have a volunteer mind in driving progress in the company's activities for society. The company's activities for society are one of the key factors enabling the business to continue with sustainability. The company has always provided care for communities and lived with communities without neglecting to support quality of life in communities to grow with the company. The company has taken appropriate action and created a corporate social responsibility team. The projects carried out consist of:

- Vocational instruction for communities.
- Project to send pencil bags to students at school.
- Provision of educational supplies for communities
- Children's day
- Donate calendars to the Foundation for the Blind







Complaint Management

The company places importance on internal and external complaint reports by providing confidential and neutral channels for reporting issues, problems or recommendations in order to resolve concerns with fairness, equality and recognition that complaints from employees or outside persons may cause problems for the person who reported the complaint. On this matter, the company has a policy of non-retaliation and persecution against employee and outside informants who provided information, facts or other evidence.

Honest and sincere reports of any suspicions from employees or cooperation in the company's audits will not lead to any actions negative to the employment of that employee, such as transfers, demotions, suspensions, exclusion from benefits, threats, harassment or bias against that employees. Threats against employee and outside informants who reported complaints, problems or participated in solving problems are strictly prohibited.

Confidentiality

The company strictly maintains and does not disclose information reported by informants without permission from the person who reported information and complaints with the sole exception allowing disclosure of information being cases where failure to disclose information may create risk of severe damage or danger. Nevertheless, the company will make significant efforts to protect the names of information sources.

Company general information : CHONG LERDLUM CO., LTD.

Business type : Manufacture of jewelry

Business address : 224, 224/10 Moo.7 Samrong Nuea, Mueang Samut Prakan, Samut Prakan 10270 Thailand

Phone number : +662 754 0596 **Email :** hello@clljewelry.com **Website :** www.clljewelry.com