



**CHONG LERDLUM CO., LTD**

**Annual Report 2024**

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

|                              |  |
|------------------------------|--|
| <b>We are</b>                | Chong Lerdlum Co., Ltd (call us CLL)   |
| <b>Open since</b>            | 1988   |
| <b>Making</b>                | Sterling silver & brass jewelry  |
| <b>Located in</b>            | Bangkok, Thailand  |
| <b>Equipped with</b>         | Full in-house production from CAD drawing, 3D printers, casting, filing, stone setting, polishing, plating, QC, packing facility                           |
| <b>Made by</b>               | 654 employees  |
| <b>Producing</b>             | 400,000 jewelry pieces/month   |
| <b>Creating</b>              | 200 jewelry pieces/month   |
| <b>Designed by</b>           | Owner herself and 3 in-house designers   |
| <b>Delivering</b>            | Main orders 4-7 weeks, sample orders 3-4 weeks   |
| <b>Shipping to</b>           | USA, UK, Germany, Australia and 40 other countries   |
| <b>Approved by</b>           | Sedex (SMETA), RJC, GRS, C-TPAT international brands audits  |
| <b>Comply with</b>           | California Proposition and EU REACH chemical regulations for nickel, lead and cadmium  |
| <b>Set with</b>              | All sorts of stones, you name it. diamond, precious and semi-precious gemstones, lab-created stones, cubic zirconia, pearls, crystals and simulated stones |
| <b>Plating in-house with</b> | 18K gold, 18K rose-gold, silver, rhodium, black rhodium from 0.125 micron – 3 microns (5 mils – 120 mils)  |
| <b>MOQ at</b>                | 60 pieces per style  |
| <b>Let's begin with</b>      | US \$5,000 first order   |

## Product



**COP 1 : Legal compliance**

- Chong Lertlum Co., Ltd. realizes and places importance on strictly complying with local laws, which are the basis of the policy set by the shareholders and executives. The Human Resources Department has been assigned to monitor changes in laws related to all transactions of the company in order to analyze and assess whether or not they need to be applied in the organization. This is to ensure that the company strictly operates within the legal framework. The company has established procedures for reviewing laws and other related regulations in reviewing continuously. The review in 2024 has summarized the amendments to the relevant laws in each category; Ministry of Interior Regulations, Ministry of Labor Regulations, Ministry of Industry Regulations, Requirements from other relevant agencies, Energy Conservation Laws, Labor Rights Laws, Accounting Laws, Customer Requirements, Occupational Safety, Health and Working Environment Category and Energy and Environment Category.

**COP 2 : Policy and implementation**

- The management is committed to demonstrating responsible business operations. Therefore, the relevant policies have been announced to set the operational direction for employees and stakeholders to acknowledge. The communication is made to all relevant parties in various channels for implementation such as on the company's website, announcements and employee training, or direct communication to customers or other stakeholders via email etc.

**COP 4 : Financial accounts**

- The Company has operated its accounting and financial transactions in a transparent and correct manner in accordance with the accounting laws and the Ministry of Commerce. It has collected and stored various accounting and financial transaction documents in categories and kept them for a period of time in accordance with accounting standards. It has also conducted an annual audit of accountants in 2024 by using external auditors. The accountants have been informed of the anti-money laundering and anti-bribery policies before performing the audit.

**COP 5 : Business partners**

- The company take responsibility for the social and environmental performance of the supply chains and business partners by communication with, and influence, the business partners.
- Begin by reviewing all business partners (contractors, agents, customers, and suppliers) and determining which relationships are 'significant'. A business relationship is significant if the partner is a major customer or supplier (in terms of volume or value).
- Next, carry out a risk assessment to establish the level and nature of risks that come with the most significant relationships. This has already done through Human Rights Due Diligence Toolkit (COP 6 Human rights, COP 7 Due Diligence, COP 13 Security, COP 19 Child Labour, COP 20 Forced Labour).
- Identify business partners whose activities pose risks to workers, communities or environments; and those that could impact the company's reputation or performance. Also identify business partners that are already committed to responsible business practices such as through RJC membership, sign a commitment letter, various social compliance standards, occupational health and safety assessment, ISO 14001, OECD Due Diligence Guidance etc.
- Finally, using the information the company has gathered, engage with the business partners to raise awareness of responsible business practices by sending a copy of a responsible business policy to business partners.

**COP 6 : Human rights**

- 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.
- The management has announced the implementation of the human rights policy as a guideline for all employees of the company to prevent the violation of the rights of others in the workplace. In 2024, the

human rights policy was reviewed and announced on January 1, 2021. The policy has been communicated and disseminated to employees within the company by posting on public relations boards and creating a manual. In addition, the company has communicated to external stakeholder and business partners through various channels such as the website and email. The company has also provided channels for complaints in the event of human rights violations, including external complaint channels via email, direct contact phone numbers of the management, and internal complaints.

- Internal grievance channels via telephone, email, and written through a suggestion box. If there is a complaint, the management has established procedures for consideration and resolution, and responds to acknowledgement. In 2024, grievances are as follow:
  - Found 0 complaints about human rights violations.
  - Found 0 complaints about other internal and external matters.
- In terms of ensuring that no human rights violations occur, the company has arranged for a risk assessment of this issue on annual basis and has arranged for the internal audit every year.

**COP 7 : Due diligence for responsible sourcing from conflict-affected and high-risk areas, OECD guidance & COP 29 : Kimberley Process Certification Scheme and World Diamond Council System of Warranties**

- The company 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. The company 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 is the important thing of the company. 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.

- For our business partners, the company has set up a system for evaluation and selection, whether it is raw material suppliers, contractors, etc., by setting a procedure for selecting and evaluating vendors to ensure that business partners are aware of operating business correctly, transparently and ethically. The company communicates policies and various requirements of the RJC system for partners to be aware of and comply with. In the evaluation, the company uses multiple criteria, such as volume, certify international standards, compliance with laws, and checking partners for their identities and legal operations from the Revenue Department's website, which will be reviewed and summarized in 2024. In addition, the company has reviewed and evaluated all partners that have done business with it during the year and classified them as being at risk (red flag) or not, in order to determine the next suitable method, using the procedure for examining and analyzing OECD partners and KYC. The results of the review of the partners' evaluation in 2024 from the AMLO website did not find any partners at risk.

#### **COP 10 : Community development**

- 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



We have implemented CSR activities with Wat Dansamrong school and Bangpleeklang school by giving pencil bags for contribution a community development annually on October 11,2024





We have carried out CSR activities for Children's Day together with Soi Phra Sawang and Soi Bo Chang communities to build relationships every year on January 13, 2024

## **COP 11 : Bribery and facilitation payments**

- 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.
- 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 Company has announced the Code of Ethics for business partners, with details of the prevention of corruption and bribery as a guideline for internal and external stakeholders. The Code of Ethics has been communicated by posting on the noticed boards, policy manual, and external stakeholders communication through the company's website and mail. The Company has also established a grievance policy and submission of compliant instruction on reporting misconduct, along with channels for

reporting, so that those who witness corruption within or outside the organization can file a complaint or report it to the company. In 2024, no complaints about corruption were found in/out the company through any grievance channels.

**COP 12 : Know Your Counter Party (KYC): Money laundering and finance of terrorism**

- The company has established a Know Your Counter Party (KYC) process to manage business partners. In this regard, the company places importance on money laundering prevention. Therefore, it has determined that the list of business partners that would like to get in a business relation must be checked against the AMLO's list of persons at risk in order to avoid business relation if it is found that they are at risk. Managing directors or an assignee are authorized to sign and consider whether or not can have a business relation with such business partner. In addition, business partners who have already in a business relation with the company must be reviewed and updated with the AMLO's list of persons at risk every year. In 2024, the list of all business partners was reviewed 100% and no one was found to be at risk according to the AMLO's announcement list therefore a business relation can continue. The company has also arranged a training for employees who are assigned to manage business partners before getting in a business relation to understand the principles and methods of operation regularly.

**COP 13 : Security**

- The company has set security guidelines to cover all areas; Security of the Company's and customers' assets, Security of customers' confidential information, Security of information systems, with annual review and risk assessment to ensure that the Company's and customers' assets are not lost or stolen during work or transportation. The company has set guidelines for the security guards to prevent human rights violations against employees or visitors.

**COP 14 : Provenance Claims: NA**

**COP 15 : General employment terms**

- The company 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.
- The guidelines for labor rights and employment conditions are clearly defined in Code of Ethics. The management has established the code and guidelines to ensure that the company employs and provides

employees with the rights and benefits they deserve within the framework of the law and has reviewed this code annually to ensure the appropriateness of the policy and guidelines. The relevant laws and regulations are reviewed regularly. The company's employment in 2024 was on a monthly and daily basis and used the correct employment conditions in accordance with the Labor Protection Act as a framework for operations. All employees are hired under employment contracts in accordance with labor laws with the importance of the rights of the employees. There are no statements or content that take advantage of, discriminate against, or violate the rights of employees in any way. The employment contract, related documents, including records of working hours and payment of wages are kept according to the time frame clearly.

**COP 16 : Working hours**

- The company has set working hours that adhere to local laws as 8 hours per day or 48 hours per week, 6 working days per week and Sunday is a weekly holiday. However, overtime is limit not more than 12 hours per week. In addition, overtime work must be done voluntarily by the employees.

**COP 17 : Remuneration**

- The company ensure that wages are paid at appropriate amount and no less than the legal minimum wage. The determination of annual leave for employees has been clearly defined and announced to employees in the company's regulations, which are set to comply with the legal framework. The company has also set an annual internal audit to review the accuracy of employees' leave rights and has communicated policies and grievance channels in case that employees are treated unfairly in terms of employment or leave. In 2024, no grievances were reported. In terms of wages and compensation, the company currently pays a minimum wage 372 Baht per day or not less than 11,160 Baht per month which is transferred to employees' accounts on the 15th and 30th of every month. Wage deductions are only as specified by law, such as social security and income tax.

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

- The company is committed to having a workplace without physical, verbal and psychological including sexual harassment by prohibiting harassment in all forms including harassment from customers, suppliers and individuals including other companies. The company does not accept the 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.

- The Company has established policies and guidelines to ensure that there is no harassment, threats, punishment, physical harm or any other acts that violate human rights within the company. Discipline and punishments are communicated to employees to ensure that they are treated equally, including allowing employees to report grievances or provide information on misconduct without any punishment.
- The company places the importance of the internal and external grievance reporting by providing confidential and neutral channels for reporting issues, problems or recommendations in order to resolve concerns with fairness, equality and recognition that grievances from employees or outsiders. On this matter, the company has a policy of non-retaliation and persecution against employee and outsiders who provided information, facts or other evidences.
- Honest and sincere reports of any suspicions from employees or cooperation in the company's audits will not lead to any negative actions 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 concerns, problems or participated in solving problems are strictly prohibited.

#### **COP 19 : Child labour**

- 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. The clear policy has been announced and communicated to all stakeholders. In case where children aged 15-17 years are employed, the company does not permit child labor aged 15-17 years to work overtime, holiday work, overtime work on holidays and hazardous work as prescribed by law.
- There is a clear procedure for recruitment to ensure that the employees hired by the company are of the specified age. This section is included the annual internal audit to review and ensure that no children under the age of 15 are hired by the organization. Currently, the company's youngest employee is 19 years old.

**COP 20 : Forced labour**

- The Company has policies and management procedures to ensure that there is no forced labor in the organization at all times. Internal audits covering these requirements have been organized and employees have been informed of complaint channels if any wrongdoing is found in this regard. In 2023, no complaints were found regarding wrongdoing. 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.
- 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.

**COP 21 : Freedom of association and collective bargaining**

- The Freedom of association and collective bargaining policy is clearly stated in the Code of Ethics to provide employees the freedom of negotiation. This policy is communicated to all employees external stakeholders, including a grievance channels in the event of a violation of these policy. In 2024, no greivances were found in this regard.

**COP 22 : 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.

- Based on the policy review in 2024, there was no discrimination raised. The company provides equal employment opportunities to all employees without any discrimination, whether it is gender, age, religion or race, including opportunities for advancement in the work performed, whether in terms of compensation, job position or other factors.

#### **COP 23 : Health and safety**

- 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.
- For contractors who come to work within the company, the company has set up a system for explaining and Provide basic training on RJC system requirements before starting work so that contractors are aware and strictly comply with them. Training records are kept every time.



บริษัท จงเลิศล้ำ จำกัด  
CHONG LERDLUM Co., Ltd.

224, 224/10 หมู่ที่ 7 ตำบลลำไทรเหนือ อำเภอเมืองสมุทรปราการ จังหวัดสมุทรปราการ 10270  
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### ประกาศ

#### เรื่อง นโยบายความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน

บริษัท จงเลิศล้ำ จำกัด เป็นบริษัทผู้ผลิตและกระจายเพชร พลอย เงิน ทอง อัญมณีอื่นๆ มีความมุ่งมั่นที่จะส่งเสริมความปลอดภัยให้แก่พนักงาน เพื่อป้องกันการเกิดอุบัติเหตุ การบาดเจ็บ และการเจ็บป่วยในการทำงาน เพื่อเป็นแนวทางในการปฏิบัติของพนักงานบริษัท จึงกำหนดนโยบายไว้ดังต่อไปนี้

1. บริษัทฯ ถือว่าความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงานเป็นหน้าที่ของพนักงานทุกคนทุกระดับที่จะร่วมมือกันปฏิบัติเพื่อให้เกิดความปลอดภัยของทั้งตนเองและผู้อื่น
2. บริษัทฯ จะดำเนินการและพัฒนาระบบการจัดการความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน โดยการส่งเสริมให้พนักงานมีส่วนร่วมในการดำเนินการกิจกรรมและแผนงานด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน เพื่อให้ได้ความปลอดภัย และสุขภาพอนามัยของพนักงาน
3. บริษัทฯ จะให้การสนับสนุนทรัพยากรอย่างเพียงพอและเหมาะสม มุ่งมั่นในการการพัฒนาทรัพยากรบุคคลให้มีความรู้และสร้างจิตสำนึกด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงาน เพื่อให้พนักงานทุกคนมีส่วนร่วมในการดำเนินการตามระบบการจัดการความปลอดภัยและอาชีวอนามัย
4. บริษัทฯ จะดำเนินการประเมินความเสี่ยงและควบคุมความเสี่ยงจนรวมถึงจัดให้มีอุปกรณ์ป้องกันอันตรายส่วนบุคคลที่ได้มาตรฐานอย่างเหมาะสมและปลอดภัยในการทำงาน
5. บริษัทฯ จะสนับสนุน และส่งเสริมด้านความรู้ การฝึกอบรม และให้ข่าวสารข้อมูลด้านความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมในการทำงานให้กับพนักงานทุกคน ตามความจำเป็นเพื่อปฏิบัติงานโดยปลอดภัย
6. บริษัทฯ จะติดตามและประเมินผลการดำเนินงานตามนโยบายความปลอดภัย อาชีวอนามัย และสภาพแวดล้อมการทำงาน และที่กำหนดไว้ในแผนงานประจำปี เพื่อให้ได้ผลการปฏิบัติงานอย่างจริงจังและเกิดประสิทธิภาพสูงสุด
7. บริษัทฯ ยินดีรับฟังข้อเสนอแนะข้อคิดเห็นต่างๆ ของพนักงาน โดยจะนำไปพิจารณา ตลอดจนปรับปรุงแก้ไขจุดบกพร่องต่างๆ ตามความเหมาะสม เพื่อให้ได้ความปลอดภัยแก่พนักงานมากที่สุด

จึงประกาศมาให้ทราบและถือปฏิบัติโดยทั่วกัน ตั้งแต่วันที่ 17 กุมภาพันธ์ 2568

  
ลงชื่อ ( นายจตุชัย เวทย์ )  
นายจ้าง (ผู้มีอำนาจลงนาม )

- In 2024, the company had prepared an annual safety plan and implemented in accordance with the law.
- 1. The work environment, such as lighting, noise, heat, dust, and concentration of hazardous chemicals in the work area, has been measured once a year on June 11-13, 2024. The measurement results are within the law.
- 2. The Company has provided sufficient facilities.
  - 2.1 The drinking water was test on June 11-13, 2024, measurement results are within the law.
  - 2.2 The company has provided sufficient toilets to employees, with 42 male and 43 female toilets with a daily cleaning schedule.
  - 2.3 Fire protection equipment and alarms were tested every month and fire escape routes were checked

daily.

2.4 Emergency light is currently provided to cover risk areas as required by law. There are currently 86 emergency lights in total, which are inspected monthly.

3. Risk assessment is reviewed at least once a year.

4. The safety committee has been appointed to oversee and discuss with the management on safety, occupational health and the environment, with the term valid from October 12, 2024 to October 11, 2026.

5. The company has provided training related to safety as necessary for employees as following:

- first aid training was on March 13, 2024.

- chemical spills training was on May 5, 2024.

6. The company has coordinated with Samrong General Hospital to utilize as a hospital instead of providing a doctor in case of an emergency.

7. The company provides basic fire extinguishing training and evacuation drills once a year on February 16, 2024 in accordance with the law.

#### **COP 24 : Environmental management**

- 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.
- In 2024, the company has arranged for air pollution inspections from the factory's stack once a year to comply with legal requirements and not causing any inconvenience to the surrounding communities. The inspections were conducted by inspectors certified by the certified company on November 1, 2024. The results of the air measurements were normal. Before releasing wastewater to the environment, it was inspected every time before releasing. The results of the water measurements in 2024 were all in normal condition.



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ประกาศ

เลขที่ 02/2566

เรื่อง นโยบายสิ่งแวดล้อม

ปรัชญาพื้นฐาน

บริษัท จงเลิศล้ำ จำกัด มุ่งมั่นสร้างความสมดุลร่วมกันในสังคม ด้วยการอนุรักษ์และการพัฒนาสิ่งแวดล้อมอย่างต่อเนื่อง โดยการจัดการสิ่งแวดล้อมที่สอดคล้องมาประยุกต์ใช้ในงานของบริษัทฯ

นโยบายกิจกรรม

- กำหนดให้ระบบการจัดการสิ่งแวดล้อม เป็นส่วนหนึ่งในระบบการบริหารรวมของบริษัทฯ และทำการกำหนดวัตถุประสงค์ เป้าหมายพร้อมทั้งจัดทำโปรแกรมการจัดการขึ้นเพื่อปฏิบัติ และทำการทบทวนตามเวลาที่กำหนด
- เคร่งครัดปฏิบัติตามกฎหมายและข้อบังคับด้านสิ่งแวดล้อม พร้อมทั้งพัฒนาระดับการอนุรักษ์สิ่งแวดล้อมให้ดียิ่งขึ้น
- ประเมินผลระบบการจัดการสิ่งแวดล้อมไว้ในทุกกิจกรรมการทำงานตามโครงสร้างองค์กร รวมทั้งทำการตรวจสอบประเมินสิ่งแวดล้อมภายในตามแผนงานที่วางไว้ เพื่อส่งเสริมการคงรักษาและพัฒนาระดับการควบคุมสิ่งแวดล้อมโดยรวม
- นำประเด็นสำคัญในกิจกรรมอนุรักษ์สิ่งแวดล้อม ที่มีในกิจกรรมการประกอบ การของบริษัทฯ เข้าสู่ระบบการดำเนินการดังนี้
  - ป้องกันการเพิ่มสูงของอุณหภูมิโลก ( E : Energy )
    - ส่งเสริมการประหยัดพลังงานในโรงงาน ในกระบวนการผลิตและในกิจกรรม Logistic
    - ส่งเสริมการออกแบบพัฒนาผลิตภัณฑ์ที่ประหยัดพลังงาน
  - ส่งเสริมการประหยัดทรัพยากร ( M : Material )
    - ลดการขจัดของเสียและกากของเสียไปอย่างมีแบบแผน
    - ส่งเสริมการนำสิ่งของที่เหลือใช้กลับมาใช้ใหม่ และนำชิ้นส่วนวัตถุดิบมาแปรรูปใช้ใหม่ ( Reuse & Recycle )
  - ป้องกันมลพิษ ( T : Toxicity )
    - ควบคุมสารเคมีอย่างเหมาะสมและส่งเสริมการหาสารอื่นทดแทน ลดการใช้สารเคมีประเภทวัตถุอันตรายและวัตถุพิษ
    - อนุรักษ์สิ่งแวดล้อมชุมชนโดยเน้นควบคุมน้ำทิ้ง อากาศเสียอย่างเคร่งครัดและลดเสียงรบกวน แรงสั่นสะเทือน
- เผยแพร่ นโยบายสิ่งแวดล้อมไปสู่พนักงานทุกคน เพื่อพัฒนาระดับจิตสำนึกการอนุรักษ์สิ่งแวดล้อม
- เผยแพร่ นโยบายสิ่งแวดล้อมสู่ผู้ค้าและสังคมชุมชนท้องถิ่น และสื่อประสานสัมพันธ์อย่างต่อเนื่อง
- นโยบายสิ่งแวดล้อมฉบับนี้ เป็นผลสู่สาธารณะ

บริษัทฯ ได้ดำเนินนโยบายสิ่งแวดล้อมนี้เป็นเกณฑ์กำหนดคลังโครงสร้างขององค์กรในการปฏิบัติการจัดการด้านสิ่งแวดล้อมโดยจัดทำแผนปฏิบัติการในรายละเอียดให้พนักงานทุกคนมีส่วนร่วมเพื่อมุ่งสู่การบรรลุผลตามเป้าหมายที่วางไว้

ประกาศ ณ 1 มีนาคม 2566



*[Signature]*  
นางสาว อี เจน เวีย  
กรรมการผู้จัดการ

COP 25 : Hazardous substances

- The company has organized a chemical storage area that is separated by type and there are MSDS to clearly indicate it, along with ready-to-use recovery equipment at the point of use, both in the storage area outside the building and the work place where chemicals are used in accordance with the prevention plan in case of chemical leakage. All chemicals used in the process have been submitted to the government authority Sor.1 every year. In 2024, there were a total of 27 chemical substances submitted to the government authority.

**COP 26 : Wastes and emissions**

- The company is responsible for managing waste generated from all processes. Air emission generated from the production process has been inspected.
- Regular inspections are conducted according to the environmental plan established for wastewater and other hazardous waste. The company has requested a permission to dispose as required by the Department of Industrial Works. In 2024, a total of 12 wastes were requested a permit and the permits are renewed annually.

**COP 27 : Use of natural resources**

- The company realizes the importance on the use of national resources. The management has established an environmental policy to encourage all employees to pay attention and cooperate in helping conserve natural resources. The company has measured and assessed the consumption of electric, water, and fuel to clearly indicate whether the activities that have been carried out respond to the policy and goals. The announcements has been posted to inform all employees in the company. The goals and results of operations in 2024 are as follows:

| Indicators                 | Target 2024 | Results |
|----------------------------|-------------|---------|
| 1. Electricity consumption | 3%          | (1%)    |
| 2. Water consumption       | 3%          | (1%)    |
| 3. fuel                    | 3%          | (1%)    |

**COP 28 : Product disclosure**

- The product details are specified for each product type and each production lot of the product to be informed to the customer every time the product is delivered. The details shown will depend on the product type and the relevant information of the product. The name and characteristics of the product will be clearly specified in the invoice. For the gold purity report, a document stating the analysis results from our laboratory will be attached every timem to assure customers that the product received from the company are the gold purity value as specified. In terms of the company's product specifications, the

company has disclosed information to communicate to customers and the general public through the company's website and other channels so that customers are informed before purchasing products. If customers who purchase products from the company do not receive correct product information, the company has a complaint channel for customers to report such irregularities. In 2024, the company did not receive any complaints resulting from intentional concealment of product information delivered to customers, which was considered to be in line with the goals set by management.

## **Due Diligence For Responsible Sourcing**

### **OECD Due Diligence System**

#### **OECD Step 1 : Establish Management Systems**

##### **1.1. Supply Chain Policy**

The company has established a Supply Chain Policy for suppliers, which detailed and comprehensive in all relevant areas to clarify the company's expectations towards all suppliers and stakeholders which published and sent directly to suppliers on May 15,2024. This policy included

- identify risks associated with sourcing from CAHRAs
- disseminate to the public for stakeholders in the supply chain to be aware of.
- immediately communicated to suppliers through contracts, assessments or other notifications prior to the transaction.
- communicate internally to ensure that employees are aware of its importance and implementation.
- reviewed at least once a year or when there is a change that affects the supply chain.

##### **1.2. Management system**

The appointment of the HR manager who is responsible for implementing and maintaining the management system including the working group that has the duty to evaluate and control the system. This has been announced.

##### **1.3. Information gathering**

The Company has created a system for due diligence of suppliers in the form of collecting various types of data and documents to be used for assessment and to ensure that the suppliers are not at risk of operating business, whether currently or in the future after in relationship with the company. Supplier assessment in

the supply chain covers human rights, labour rights and origin of materials as per the requirements of CAHRAs.

#### **1.4 Supplier engagement**

The company strives to build long-term relationships with good partners to ensure that there will be no risks in the supply chain system by communicating to business partners the company's expectation that each business partner will conduct due diligence in their own supply chain and manage risks on a regular basis. If a problem occurs, the partner needs to cooperate with the company to try solving the problem before suspending or terminating. The relevant policy sections are communicated to business partners for their compliance.

#### **1.5 Grievance mechanism**

The company provides a grievance channel for those affected in the event of a risk in the supply chain or those involved in the supply chain by posting on the company's website. The company strictly maintains and does not disclose reported information without permission from the person who reports complaints. Nevertheless, the company will make significant efforts to protect the names of information sources. No complaints have been reported in 2024.

### **OECD Step 2 : Identify and assess risks**

#### **2.1 Red-Flags Operation**

After reviewing the information and preparing the supplier assessment documents according to the clause 1.3, the company summarizes and evaluates each supplier to determine whether or not they are at risk in order to determine the next action. In 2024, all business partners were assessed and none was found at risk of Red Flag.

#### **2.2 Risk review and mapping & Risk assessment**

The risk identification and assessment procedure have been established to work in this process. After conducting the risk review and mapping and risk assessment, no business partners were found at risk of Red Flag. The company keeps the assessment records for at least 1 year.

### **OECD Sep 3 : Manage Risks**

The risk identification and assessment procedure stated the process of developing a risk assessment plan and mechanisms for responding to risks, including following up after remediation. In 2024, the outline of the information collected from the risk assessment conducted in step 2 revealed that no risks were found.

**OECD Step 4 : Verify Due Diligence**

The company arranges for verification of the accuracy and efficiency of the due diligence system by the internal audit team and certification by an independent external auditor who has been certified as an RJC auditor. The last internal audit was conducted on May 22-24 ,2023 .

**OECD Step 5 : Annual report**

The company organizes a management review meeting at least once a year. In addition to discussing compliance with the various requirements of the system, the review and analysis of the status of the supplier are summarized in this meeting. The meeting minutes are recorded as evidence. The last management review was conducted on December 23, 2024. The Annual Report 2024 included the information of the review and analysis of the supplier that have been carried out as mentioned above and reported to the public through the company's website and mail at least once a year so that all stakeholders are aware and have confidence in the supply chain management of the company.

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