



International Metal & Jewelry Co., Ltd.

บริษัท อินเทอร์เน็ตชั่นเนล เมทัล แอนด์ จิวเวลรี่ จำกัด



Announce 2023/008

Grievance Mechanism Policy

International Metal & Jewelry Co., Ltd has established this grievance procedure to hear concerns about employees, non-employees and all stakeholders who can a complaint or to notify in the event of human right, discrimination, forced labor, Bribery and Corruption, Anti-Money Laundering and Finance of Terrorism, Safety, Environment, Product Disclosure and etc.

International Metal & Jewelry Co.,Ltd is responsible for implementing and reviewing this procedure. Concerns can be raised by interested parties via email or telephone to

Name : Mr. Nicolas Scheecqmans

Phone : 053-552-684-6 Ext. 101

Email Address : nicolas@imajthailand.com

On receiving a complaint, we will aim to:

- Get an accurate report of the complaint.
- Explain our complaint procedure.
- Find out how the complainant would like it addressed/ resolved.
- Assess the eligibility of the complaint and, where applicable, decide who should handle it internally. In cases where we are unable to address the complaint internally (e.g. where our company is too far removed from the origin of the issue raised in the complaint), we may redirect it to a more appropriate entity or institution, such as the relevant supplier or industry body.
- Where the issue can be handled internally, seek further information where possible and appropriate.
- Identify any actions we should take including hearing from all parties concerned and monitoring the situation.
- Advise the complainant of our decisions or outcomes.
- Keep records on complaints received and the internal process followed, for at least five years.

Announced on January 4th, 2023

Mr. Nicolas Scheecqmans

(Managing Director)

