

OECD and Due Diligence Annual Report (2024)

International Metal and Jewelry CO., LTD efforts to comply with RJC Code of Practice, Company undertake due diligence on own supply chains in accordance with the OECD's Due Diligence Guidance 5-step framework to ensure that the supply chains are responsibly managed and are "conflict-free" and sourced with respect for human rights.

Company Detail	
Name	International Metal and Jewelry CO., LTD
Location	Northern Region Industrial Estate 292 M.13 T. Makhueajae Lamphun 51000 Thailand
Reporting Date	23 May 2025
Reporting Period	January 2024 – December 2024
Senior management responsible for this report	Mr.Tanakrit Thepthai (Quality Director) Tel.053-552684 Ext.231

Summary of activities undertaken to demonstrate compliance.

Step 1: Establish strong company management systems.

1.1 International Metal and Jewelry CO., LTD adopted a policy regarding due diligence for supply chains of Diamonds, Ruby, Sapphire, Emerald, PGMs, Silvers and Golds.

1.2 International Metal and Jewelry CO., LTD set up an internal management structure to support supply chain due diligence & OECD.

1.3 International Metal and Jewelry CO., LTD established a strong internal system of due diligence, controls and transparency over Diamonds, Ruby, Sapphire, Emerald, PGMs, Silvers and Golds supply chain, including traceability and identification of other supply chain actors.

1.4 International Metal and Jewelry CO., LTD has strengthened company engagement with our suppliers.

1.5 International Metal and Jewelry CO., LTD Company has established a company-wide communication mechanism to promote broad-based employee participation and risk identification to management.

OECD Due Diligence Guidance	
OECD step1	Action Taken;
1.1 Supply Chain Policy	Reference to announcement number 2023/007 Announced on January 4 th , 2023
1.2 Internal management structure	Mr.Tanakrit Thepthai (Reference to announcement number 2025/017) Mr.Tanakrit Thepthai has been assigned to manage the process of internal management, and has a direct line of reporting to company's director Announcement No. 2024/010 appointed Internal Audit Team to ensure compliance with RJC system.
1.3 Establish a system for transparency and control over supply chain	Reference documents: 1.P-QA-003 Know Your Counterparty (KYC) 2.WI-DC-01 Work Instructions for OECD Grievance mechanism is in place. Mr.Nicolas Scheecqmans is the person who responsible for response lng and resolving all the grievances.
1.4 Strong engagement with suppliers	We have written agreement with our supplier which include our supply chain policy. We also engage with our supplier to properly verify all the documents from their supplier regarding the origin of material. In addition, we follow up with suppliers on due diligence annually. Reference documents: 1. F-QA-15 Know Your Counterpart for Business Partner Form – Metal 2. F-QA-15 Know Your Counterpart for Business Partner Form – Stone 3. F-QA-15 Know Your Counterpart for Business Partner Form – General 4. F-QA-15 Know Your Counterpart for Business Partner Form – Customer

	<p>In 2024, Total IMAJ business partners: 733 suppliers.</p> <ul style="list-style-type: none"> - Active: 306 suppliers (42%) - Not active: 427 suppliers (58%) <p>KYC were fully communicated to all active suppliers.</p>
1.5 Grievance Mechanism	<p>Reference to announcement number 2023/008 Grievance Mechanism Policy. Announced on January 4th, 2023.</p> <p>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: Mr. Nicolas Scheecqmans (Top management) Phone: 053-552-684 Ext.101 Mail: nicolas@imajthailand.com</p>

Step 2: Identify and assess risks in the supply chain.

International Metal and Jewelry CO., LTD has a process to identify risks in the supply chain.

OECD Due Diligence Guidance	
OECD step2	Action Taken;
2.1 Red Flag Supply Chain	No red flag, and that none of our supplier is classified as high-risk.
2.2 Risk review, Mapping and Assessment.	<p>In the case found that a red flag business partner, follow document:</p> <ol style="list-style-type: none"> 1. P-QA-003 Know Your Counterparty (KYC). 2. WI-DC-01 Work Instructions for OECD

Step 3: Design and implement a management system to respond to identified risk.

OECD Due Diligence Guidance	
OECD step3	Action Taken;
<p>The risk assessment is approved by MR & Supply Chain.</p> <p>The action plan to be followed for cases of any red flag come up in the future, there are management systems to respond to identified risk.</p> <p>Reference documents: P-QA-003 Know Your Counterparty (KYC) : WI-DC-01 Work Instructions for OECD</p>	

Step 4: Arrange for an independent third-party audit of the supply chain due diligence.

OECD Due Diligence Guidance	
OECD step4	Action Taken;
Not applicable as we have no red flag, and that none of our supplier is classified as high-risk.	
Reference documents: P-QA-003 Know Your Counterparty (KYC)	

Step 5: Report on supply chain due diligence.

International Metal and Jewelry CO., LTD make the report available and communicated to all interested party through Company website and email directly.

OECD Due Diligence Guidance	
OECD step5	Action Taken;
We conducted a management review meeting on May 15, 2025, to review performance in line with RJC requirements.	
The results of the management review2025 were reported and published on our company's website.	
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Other report comments: If users of this report wish to provide any feedback to International Metal and Jewelry CO., LTD with respect to this report, they can contact. Mr.Nicolas Scheecqmans (Managing Director)
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