

Social Awareness Policy SA8000

Effective on 25 Jun 2018

International Metal and Jewelry Co., Ltd. manufactures and exports jewelry and accessories. We know that our continuous success is a result of our employees, the core of the company, working together responsibility and integrity.

The Company hereby announces the social awareness policy as a guideline for employees:

1. The Company shall not be involved with or support employment of young workers under the age of 15 years.
2. The Company shall not be involved with or support forced or involuntary labour.
3. The Company shall ensure a safe and hygienic working environment, with clear measures to prevent any possible work-related accidents.
4. The Company shall respect employees who form as unions, whereby following all legal processes.
5. The Company shall not support discrimination from nationality, race, religion, language, age, gender, marital status, gender-related views, disabilities, HIV, membership of labor unions, membership to employee committees, political stance or other personal views.
6. The Company shall not be involved or support physical punishment or physical/emotional abuse.
7. The Company shall comply with all relevant legislation and industrial standards with regards to normal working hours, weekly holidays and overtime working hours, which shall not exceed 12 hours per week, and work shall not fall on weekly holidays.
8. The Company shall pay wages in accordance with wage-related laws, taking into consideration the basic needs and sufficiency of employee.
9. The Company shall not be involved or support any actions which avoid provision of employee welfare in compliance with labour and social security regulations.
10. The Company shall conduct business in accordance with these standards, national legislation and other relevant regulations, including international laws.
11. The Company shall drive to improve the lives of employees and continuously strive to improve standards.
12. The Company shall communicate with both employees and relevant external parties and remain open for external parties to inspect the company's practices.
13. The Company shall revisit sufficiency, suitability and efficiency of the Company's policies, regulations and outcomes.
14. The Company shall strive to demonstrate social awareness and uphold ethical standards, business integrity, transparency, confidentiality, customer intellectual property, marketing and competitiveness fairly.
15. The Company shall strive to establish framework relevant to business ethics, in compliance with legislation, regulations and customers' business or product requirements, risk mitigation and all others related to ethics.
16. Human Rights Practice and respect human values. No Basic Violation to all stakeholders, be it Employees customer, nearby community, clients, and all stakeholders. Practice Surveillance Check Complaints with procedures Non-discrimination, Any person with a concept or perspective on the difference. Sexuality, age, nationality, race, color, language, religion Marital Status or Sexual Attitude or Political, disability or disability or HIV infection (AIDS). Minority or poorer states
17. Land Use Rights and Business Operations By recognizing the right to land and legitimate business, Local and international laws and regulations on land rights. Legal scrutiny related to land title deeds. The procedures for land rights are provided in accordance with informed consent (Free Prior and Informed Consent = FPIC), including a complaint mechanism covering land rights or extended cases. Or reconstructed The Company will compensate, The landlord / landlord before the place is built or expanded as appropriate.

The Company urges all employees to respect the guidelines of SA8000, including other regulations. The Company shall strive to continuously improve labour practices and policies.



Managing Director
25 Jun 2018