



ANNUAL REPORT 2024



Annual Performance Report 2024 according to the RJC COP rules

**Annual Report 2024 of International Metal and Jewelry CO., LTD.
for the results of operations for January - December 2024**

Agenda

2023-2024
Council
RJC

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COP 02	Policy and implementation
COP 03	Reporting
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Legal compliance	
COP 01	<p>International Metal and Jewelry CO., LTD. We are aware and give importance to strict compliance with various laws. Therefore, all legal changes related to the company's various transactions are followed up every month with Safety Department.</p> <p><u>Results</u> International Metal and Jewelry CO., LTD was able to conduct business in compliance with relevant legal requirements.</p>
Policy and implementation	
COP 02	<p>Management purpose to promote responsible and efficient business operations. Therefore applicable policies has been drafted and announced via different channels such as websites, announcement and through employee trainings. Customers and outside stakeholders are informed via email.</p> <p>The company has announced Total of 12 policies as follows:</p> <ul style="list-style-type: none"> - IMAJ's Responsible Jewellery Council Policy - Occupational Health and Safety Policy - Social Awareness Policy - Environment Policy - Sustainable Energy Conservation Policy - IMAJ's Supply Chain Policy - Whistle Blower Policy - Product Disclosure Statement Policy - Facilitation Payment Policy - Corporate Social Responsibility : CSR - IMAJ's Conflict of mineral Policy - Grievance Mechanism Policy <p>All policies will be reviewed once a year.</p> <p><u>Results</u> From the management review in 2024, 2 policies were updated and revised: - SA8000 Policy and - RJC Policy while the other 10 policies remain unchanged.</p>
Reporting	
COP 03	<p>IMAJ prepared this report to report a summary of the operating results for the past year 2024 in order to confirm compliance with the RJC COP requirements on respective topics.</p>



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Financial accounts													
COP 04	<p>IMAJ has maintained the financial accounting system in accordance with accounting standards by acting transparently and arranging for an audit by independent external auditor.</p> <p><u>Results</u> In 2024, IMAJ could pass the audit without any suggestions for improvement.</p>												
Business partners													
	<p>IMAJ has encouraged business partners in the supply chain to comply with the policies, systems and operating procedures according to the RJC COP requirements, including employees and visitors.</p> <p>The company has sent an email informing partners of the relevant policies, including the announcement of website policies.</p> <p><u>Results</u> In 2024, all business partners of IMAJ were able to effectively comply with the RJC COP requirements.</p> <div style="text-align: center;"> <p>Counterparty Status of 2024-2025</p> <table border="1"> <caption>Counterparty Status of 2024-2025</caption> <thead> <tr> <th>Status</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Active</td> <td>306</td> <td>42%</td> </tr> <tr> <td>Not active</td> <td>427</td> <td>58%</td> </tr> <tr> <td>Total vendor list</td> <td>733</td> <td></td> </tr> </tbody> </table> </div>	Status	Count	Percentage	Active	306	42%	Not active	427	58%	Total vendor list	733	
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Active	306	42%											
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Human rights													
	<p>IMAJ places importance on respecting human rights and strictly comply with laws related to human rights. The management has announced a human rights policy to be used as a practice guideline for all employees of the company to prevent incidents violating the rights of others in the workplace. In 2024, there was a review of the human rights policy and announced on June 21, 2023, communicated and publicized to employees within the company via website, employee trainings. At the same time, there was communication to outsiders and partners through various channels such as websites and e-mails.</p> <p>The company has also provided a complaint channel. In cases where human rights violations are found, channels for receiving complaints externally are email and direct contact phone number of the administration and internally via writing through Red Box. If there is a complaint, the management has announced a policy for reporting wrongdoing on Jan 4, 2023, which will have guidelines for practice about reporting complaints according to complaint channels.</p> <p><u>Results</u> In summary, in 2024 from all complaint channels : No complaints regarding human rights violations were found Our organization checks all complaint channels at least once a month.</p>												



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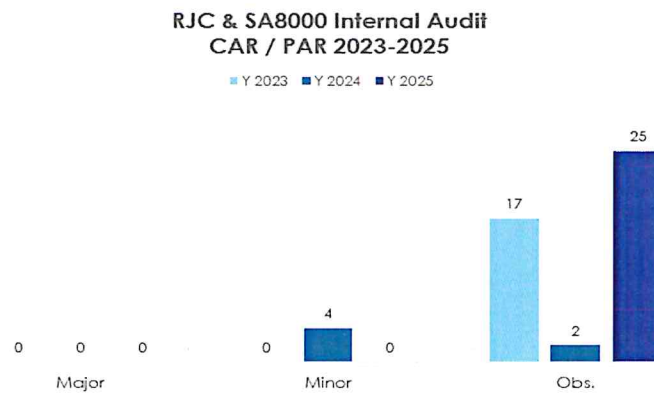
Due diligence for responsible sourcing from conflict-affected and high-risk areas

- IMAJ has identified and assessment humanrights risk for all business partners according to the supply chain.
- The company due diligence record according SA8000 Risk Assessment and Human Rights Risk 2024 Report to comply with the RJC requirement.
- The managing director has the highest authority to recognize the issues form risk assessment.
- IMAJ conducts internal audit within the RJC system at least once a year.

Results

- Form the risk assessment and monitoring in 2024, such risk had not been found yet. So, there have been no action required.
- Form internal audit of RJC system in 2024, the company completed all COP audits and submitted a report audit findings to the management for acknowledgement. To corrective and preventive together.
- The results of RJC Internal Audit 2024 as per the table below:

COP 07



Sourcing directly from artisanal and small-scale mining

COP 08 The company does not sourced directly from mines.

Sourcing post-consumer industrial precious metals directly from informal recyclers

COP 09 IMAJ has had no related business operations according to COP 9.

Community development

IMAJ supports organizing activities or participating in support activities related to community development that is responsible for society, the environment, and stakeholders. The production process has been improved and continuous work to prevent impacts in a negative way that may occur including the use of natural resources with appreciation and reduce unnecessary waste

Results

IMAJ announced Corporate Social Responsibility Policy: CSR on February 19, 2024, signed to commitment by Mr. Nicolas Scheecqmans (Managing Director).

COP 10

2024 : 7 Projects

Donate office equipment to temple.



Donate goods to support older person



Donate office equipment to school.



Support expenses to Disabled person.



Support expenses to employees impacted by flooding.



Donate goods to help flood victims.



Clean up community after the flood disaster.



Bribery and facilitation payments

COP 11

The company has announced a policy on Responsible Jewellery Council by providing details of protection corruption and bribery in such policy to serve as a guideline for personnel within the organization and outsiders. There are many communication channels such as the company's website.

The company has also established a whistle blower policy with channels to inform those who find corruption occurring within the organization. Complaints can be made or report clues to the managing director, who has the authority to consider the clues Via telephone number, email, red box for receiving complaints and taken for further management.

Results

In 2024, no complaints were found, no issue of corruption occurs in the company in every channel open for complaints.



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Know Your Counterparty : KYC	
COP 12	<p>IMAJ has created inspection procedures to get to know business partners before conducting business (KYC), specifying steps and methods for working in the responsible area to implement. At least once a year and for new partners who want to do business with the company, they must bring various documents according to the list for the responsible department to prepare documents for evaluating partners. The company has given importance to preventing money laundering. Therefore, it has been determined that the list of trading partners who wish to conduct transactions with them must be checked against the AMLO (Anti-Money Laundering Office) list of persons at risk in order to avoid conducting transactions. If found to be at risk, the Managing Director is the person who signs and considers if we can transact with that trading partner. In addition, trade partners on the list who have already entered into transactions with the company have arranged to review risks and update AMLO's list of at-risk persons on an annual basis.</p> <p><u>Results</u> In 2024, the list of business partners has been reviewed and no one was found to be in the group of persons at risk according to AMLO's announcement, so they were able to continue conducting transactions.</p>
Security	
	<p>IMAJ has security of the company's and customers' assets, security of customers' confidential information, information security. The risks are regularly reviewed and assessed. To ensure that property of the company and of customers or visitors have no loss or theft during operation or transportation.</p> <p><u>Results</u> IMAJ has established guidelines for the work of the security team. To prevent human rights violations against employees or visitors as well.</p>
Provenance Claims	
COP 14	In 2024, IMAJ did not have any claims.
General employment terms	
COP 15	<p>Guidelines for labor rights and employment conditions has been clearly defined in the policy on human rights. The management has set policies and guidelines for practice, to ensure that the company has employment and various rights that employees should receive within the framework specified by law.</p> <p><u>Results</u> The company's employment in 2024 use correct employment conditions according to the Labor Protection Act (No. 7) B.E. 2019 as a framework for operations. By hiring employees at all rates, employment contracts are prepared in accordance with labor laws and the rights of employees are also given importance. There is no message or content that is taking advantages or absolutely violates the rights of employees. Employment contracts are kept with related documents including clearly recording the working hours and wages of employees according to the time frame.</p> <p>IMAJ has been certified with the SA8000 system.</p>



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Working hours and Remuneration	
COP 16 COP 17	<p>The company has established work rules which is consistent with the law of Thailand which is an important practice.</p> <p>Currently, the company has set normal working hours of 8 hours per day or 40 hours per week from working 5 days per week and designated Saturday and Sunday as weekly holidays. As for overtime work, overtime work can be specified, but no more than 20 hours per week. However, overtime work must be voluntary by the employee. There was no coercion or any other conditions at all. As for determining annual holidays/leaves for employees It has been determined and announced to employees. By inform in the Company's regulations clearly, determined to be in accordance with the legal framework. The company also has training for corporate employees to understand and to review the correctness of employees' leave rights and to communicate the policy and complaint channels. If there is a case where employees are not treated fairly from employment or leave.</p> <p><u>Results</u></p> <p>As for the payment of compensation, the company currently has set a minimum wage for employment at 350 baht per day according to the latest announcement of the labor law by transferring into bank account of employees every last day of the month. As for the details of deducting wages, it is only as specified by law that it can be deducted such as social security money, income tax, student loan fund, etc. The company also has training so that employees in the organization can understand the calculations. Expenses such as overtime, OT, etc.</p>
Harassment, discipline, grievance procedures and non-retaliation	
COP 18	<p>The company has established policies and guidelines to ensure that. There is no harassment, threats, punishment, physical harm, or any other actions which is a violation of human rights within the company. There is training for employees in the organization Communicate discipline and various penalties for employees to understand that there is equal correct treatment, including giving employees ways to report complaints or provide clues to various wrongdoing. The company has measures to protect complainants or those who report wrongdoing.</p> <p><u>Results</u></p> <p>From suggestion in 2024, no harassment-related complaints were found. IMAJ has a procedure of Work Regulation (SD-HR-003)</p>
Child labour	
COP 19	<p>The Company absolutely does not support and consent to the use of child labor under 18 years of age in the workplace. A clear policy has been established by the management and operating procedures have been established for Child/Young Labour (P-HR-22) to ensure that the employees that the company hires to perform their duties be of the specified age along with the topic has been specified for the annual internal audit to review to ensure that no children under 18 years of age come to work in the organization.</p> <p><u>Results</u></p> <p>The youngest employee of the company is currently 20 years old.</p>



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Forced labour	
COP 20	<p>The company has a policy of not supporting the use of forced labor in any case by organizing training to provide knowledge and understanding to employees in the organization and has management methods to always ensure that there is no forced labor used in the organization. Employment must be voluntary only. This consent is expressed by signing in writing only and has been communicated to employees to know the channels for making complaints if it is found that there has been a wrongdoing in this matter.</p> <p><u>Results</u> In 2024 from the results of the internal audit and complaints of the company, no complaints found or any action regarding wrongdoing and forced labor.</p>
Freedom of association and collective bargaining	
	<p>IMAJ has clearly defined policies regarding ethics and code of ethics in conducting business. The Company will not interfere with the rights of employees to collectively bargain and will not prohibit free association of employees. The company supports free participation, association, negotiation and will adhere to the principles of the collective bargaining agreement. There is training to communicate this policy to all employees to sign, including clarification of complaints channels. If there is a case where such rights are violated.</p> <p><u>Results</u> In 2024, no complaints were found in this matter</p>
Non-discrimination	
COP 22	<p>IMAJ treats employees equally and does not discriminate in job recruitment, paying wages, promotion, training and retirement of employees based on knowledge and ability. No discrimination from differences in race, nationality, caste, religion, disability, skin color, gender, age, marriage, pregnancy, HIV infection, personal beliefs, participation or expression of union membership ideas and other factors. Unless the condition of the work has a restriction on certain qualifications or as required by law.</p> <p><u>Results</u> Based on 2024 review, the company is confident that there has been no discrimination, which is contrary to the policy that has been given in the topic of ethics policy and business ethics. The company provides equal employment opportunities for all, including opportunities for career advancement in the work performed, whether it's about compensation or job position.</p>



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Health and safety	
	<p>IMAJ has prepared an annual safety plan and implemented it completely according to the plan. and strictly follow the law. The details of the plan cover both safety and security and environment. The details are as follows:</p> <ol style="list-style-type: none"> 1. The company creates environmental, safety, occupational health and energy policies and organizes training to provide knowledge and understanding to employees in the organization to create awareness and is a guideline for work. 2. The company has provided adequate facilities. <ul style="list-style-type: none"> - The company provides restrooms sufficient for the number of employees. There are separate bathrooms for men and women and regular cleaning is arranged. - At present, emergency lighting has been installed to cover all high-risk areas in accordance with legal requirements. There are currently 32 emergency light locations, 95 smoke detectors, 73 fire extinguishers, and 4 emergency exits. All equipment is regularly inspected to ensure it is in proper working condition. 3. The company organizes safety-related training, complete as necessary that employees must receive. There is training as follows: <ul style="list-style-type: none"> - Training courses on safety at work. 4. Organize a risk assessment of hazards in the workplace. By looking at the working conditions and location, once a year. 5. Arrange a meeting to discuss and review with the management in matters of safety, occupational health and the environment, at least once a year. <p><u>Results</u> IMAJ has been certified with ISO45001 (Occupational health and safety management systems)</p>
Environmental management	
	<p>In 2024, IMAJ conducted working environmental measurement, wastewater and noise levels before releasing outside the factory. This was to ensure that the company conducts business in an environmentally and upset in the communities, in compliance with legal regulations.</p> <p>Top management has established environmental policies to guide all employees to work with care for the environment.</p> <p><u>Results</u> All measured results were within the legal standards.</p>
Hazardous substances	
COP 25	<p>IMAJ has created a chemical register with safety document of each chemical item as well as requested permission to import chemicals as required by law</p> <p><u>Results</u> At present, IMAJ has 281 chemicals. They have developed Safety Data Sheets (SDS), conducted chemical usage training, and established contingency plans for chemical spills. Safety department is responsible for controlling chemicals.</p>



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Wastes and emissions

IMAJ manages waste in accordance with legal regulations as follows:

- General waste : Sent to waste disposal companies for once a weekly.
- Hazardous waste : Request permission from the Department of Pollution Control for disposal, and it is disposed of once a year.
- Wastewater : Preliminary treatment is conducted within the factory, after that sent to the estate's wastewater treatment system.

Results

In 2024, there were no issues of waste management system.

Use of natural resources

The company is aware and has given importance to the use of natural resources. Therefore, a sustainable energy conservation policy has been established. In order for all employees to give importance and cooperate in helping to conserve natural resources. Measuring the amount of electricity and water used to know the amount of use and to plan in improving and developing the use of energy and natural resources.

COP 27

Results

IMAJ installed a solar energy system. In 2023, The company was able to generate 755,412 kWh/year, which translates to a value of 3,023,158.824 Baht.

Product disclosure

- The company has openly disclosed information about its products to customers, in order to have a consistent understanding of products and to ensure transparency in product information.
- Top management has provided a product disclosure statement policy, to guidance for employees in the operations.

Results

Operational results in 2024, the company found no complaints from customers about product features of International Metal and Jewelry CO., LTD.

Approved by:


Mr. Nicolas Sheecmans
(Managing Director)

