

RJC CoC Reporting

Detail Company

Information	Description
Company Name	Miki Siamese International Co.,Ltd.
Reporting Period	January 2525 – December 2025
Report Preparation Date	30 April 2026
Contact Person	oros@mikisiamese.com
Business Type	Manufacture and Export Jewelry

COP 3: REPORTING

1. Identified

During the reporting period, Miki Siamese International Co., Ltd. conducted risk assessments and due diligence activities across its operations and supply chain. Based on the results of these assessments, the Company identified the following key issues relevant to its business operations:

- Protection of human rights in the workplace
- Prevention of child labour and forced labour
- Responsible sourcing of materials
- Reduction of environmental impacts
- Occupational health and safety
- Waste and hazardous chemical management
- Energy and natural resource management
- Compliance of business partners with RJC requirements

These key issues were identified through:

- Internal audits
- Supplier assessments
- Employee interviews
- Customer requirements
- Management review meetings
- Grievances and feedback received from stakeholders

2. Sustainable Development Goals (SDGs)

Through its due diligence activities, Miki Siamese International Co., Ltd. has identified the following United Nations Sustainable Development Goals (SDGs) that align with its business operations and commitment to sustainable development:

- SDG 5 Gender Equality - Promoting equal opportunities and maintaining a workplace free from discrimination and harassment.
- SDG 8 Decent Work and Economic Growth - Providing fair remuneration, safe and healthy working conditions, and respecting labour rights.
- SDG 12 Responsible Consumption and Production – Reducing waste, increasing the use of recycled precious metals, and promoting responsible resource management
- SDG 13 Climate Action – Improving energy efficiency and promoting the responsible use of energy and natural resources

The Company supports these SDGs through the implementation of the following initiatives:

- Implementation of a non-discrimination and equal opportunity policy
- Provision of fair remuneration in compliance with applicable labour laws
- Energy conservation and energy efficiency initiatives
- Waste segregation and recycling initiatives
- Electronic documentation

3. Policies and Actions

Miki Siamese International Co., Ltd. has established and implemented the following corporate policies:

1. Responsible Jewellery Council Policy (RJC policy)
2. Corporate Social Responsibility policy
3. Human Rights policy
4. Anti-corruption policy
5. Anti-Money Laundering and Counter-Terrorism Financing policy
6. Know-Your-Counterparty policy
7. Grievance policy
8. Security policy
9. Health and Safety policy
10. Environment and Energy policy

11. Diversity equity inclusivity policy
12. Product Disclosure Policy
13. Harassment Discipline Grievance and Non-Retaliation Policy
14. Supply Chain Policy for Gold Silver and Platinum Group Metals (PGMs)
15. Diamonds and Coloured Gemstones Supply Chain Policy

Policy Communication:

- New employee training
- Annual employee communication and training sessions
- The Company's official website
- Supplier Code of Conduct
- Direct communication with suppliers via email

Key Initiatives Implemented in 2025:

- Supplier risk assessments
- Provide labor, human rights, and safety training to employees.
- Conducted fire evacuation drills twice a year
- Replaced all lighting with energy-efficient LED lighting.
- Installed sensor-operated water taps to reduce unnecessary water consumption
- Monitored monthly energy and water consumption
- Calculated the Company's greenhouse gas (GHG) emissions

4. Outcomes

The Company's initiatives resulted in the following outcomes:

- 100% of significant suppliers successfully completed the Company's due diligence assessment.
- No cases of child labour or forced labour were identified.
- Employee awareness of labour rights, human rights, and occupational health and safety was enhanced through training programmes.
- Electricity consumption 0.344 kWh/unit (Company's target 0.470 kWh/unit)
- Water consumption 0.010 m³/unit (Company's target 0.013 m³/unit.
- Carbon intensity (Total of Categories 1–6) 0.0014 tCO_{2e}/unit, compared with the base-year value of 0.0018 tCO_{2e}/unit.

COP 6 & COP 7 Human Rights & Due Diligence

1. Management System

The Company has established the following policies:

- Human Rights Policy (aligned with UNGPs)
- Responsible Sourcing Policy (aligned with OECD)
- Grievance Policy and grievance procedures

These policies are communicated through the Company's official website and displayed on workplace notice boards.

2. Responsibilities

Mr. Oros Pinitrattanapan - Human Rights and Supply Chain Due Diligence Representative

3. Supply Chain Control System

The Company has established the following supply chain control measures:

- Conduct supplier screening and verification prior to approval.
- Maintain records of the origin and source of materials.
- Verify the country of origin of materials.
- Review suppliers' certifications and supporting documentation.
- Conduct Know Your Counterparty (KYC) due diligence on business partners.

For precious metals:

- Suppliers are required to provide evidence that materials originate from refiners in accordance with the RJC CoC Standard and the OECD Due Diligence Guidance

For diamonds:

- Suppliers are required to comply with the Kimberley Process Certification Scheme (KPCS).

The Company retains all relevant due diligence records and supporting documentation for a minimum of five (5) years.

4. Supplier Engagement

- Communicate the Supplier Code of Conduct to suppliers.
- Conduct annual supplier risk assessments and due diligence reviews.
- Maintain long-term business relationships with suppliers that comply with the RJC Standards and the OECD Due Diligence Guidance.

5. Grievance Mechanism

Internal Grievance Channels:

- Grievance boxes and QR Code reporting system
- QA / HR Department

External Grievance Channels:

- oros@mikisiamese.com
- Company website: www.mikisiamese.com

Grievance Summary (Reporting Year 2025)

- No grievances related to human rights or supply chain due diligence were reported through either the internal or external grievance channels during the reporting period.

Person Responsible

- Mr.Oros Pinitrattanapan - Compliance Manager
- Mr. Watcharin Minwonpen – HR Manager

6. Identified Risks

The Company identifies and assesses supply chain risks through the following due diligence activities:

- Know Your Counterparty Form (KYC)
- DIAMOND / CVD / STONE Declaration form
- Review of supporting documentation

Key Risks Identified

- The risk of overtime working hours exceeding legal or company limits during peak production periods.
- The risk of incomplete origin and traceability documentation for diamonds and coloured gemstones provided by suppliers.

7. Remediation

The Company implements appropriate corrective and preventive actions, including:

- Requesting additional information or supporting documentation from suppliers.
- Providing additional training to relevant employees.
- Conducting follow-up assessments of suppliers, where necessary.

Note: During the reporting period, the Company did not terminate any business relationship with suppliers due to responsible sourcing or due diligence concerns.

8. Risk Management Plan

The Company has established a risk management plan that includes:

- Supplier risk assessments
- Supplier Monitoring Plan

The effectiveness of the plan is monitored through:

- Internal Audit
- Management Review
- Supplier Assessment

9. Training

- Annual human rights training for all employees.
- Annual responsible sourcing training for the Purchasing Department.
- Annual CSR and labour responsibility training for management personnel

10. Stakeholder Communication

The Company communicates its due diligence activities and responsible sourcing commitments through:

- Sustainability Report
- Email communications
- Internal meetings

When risks are identified, the Company takes the following actions:

- Notifying relevant parties.
- Implementing corrective actions.
- Monitoring the effectiveness of corrective actions.

COP 27: Natural Resources

1. Key Natural Resource Impacts

The Company's primary environmental impacts are associated with electricity consumption and water consumption 2025.

- Electricity consumption: 1,232,675 kWh
- Water consumption: 35,238 m³

2. Energy and Water Conservation Initiatives

- Switching off lights and air-conditioning systems when not in use.
- Replacing 100% of conventional lighting with energy-efficient LED lighting.
- Installing solar photovoltaic (PV) systems.
- Installing water-saving faucets.

3. Environmental Performance (ISO 14064-1)

The Company's environmental performance indicators for the reporting period are as follows:

- Electricity consumption 0.344 kWh/unit (Target 0.47 kWh/unit)
- Water consumption 0.010 m³/unit (Target 0.013 m³/unit)
- Carbon intensity (Total category 1+2+3+4+5+6): 0.0014 tCO_{2e}/unit (Base year: 0.0018 tCO_{2e}/unit)

4. Person Responsible

- Mr. Oros Pinitrattanapan - Compliance Manager - Monitor energy and water performance indicators (KPIs).

5. Future Plans

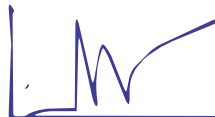
- Replace ageing air-conditioning units with Energy Label No. 5
- Increase the use of digital systems to reduce paper consumption.

6. Water Management

The Company has no significant adverse impact on water resources, as it uses water supplied through authorized public utility systems and discharges wastewater into regulated wastewater treatment facilities.

7. Natural Capital Management

The Company operates within an industrial estate and does not directly utilize natural land or ecosystems for its manufacturing activities. Therefore, the Company assesses its impact on natural capital as low. The Company has established controls for chemical management, waste management, and spill prevention to minimize potential impacts on soil, water resources, and the surrounding environment on an ongoing basis.

Reporting Person	Approving Person
 Oros Pinitrattanapan (Compliance Manager)	 Nakorn Wongchindawest (Vice President)
Date 30/4/2026	Date 30/4/2026



MIKI SIAMESE INTERNATIONAL CO., LTD.

Annual Human Rights Report 2025

(January–December 2025)

Miki Siamese International Co., Ltd., as a jewellery manufacturer, is committed to respecting human rights through management practices aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Company implements these principles to prevent, mitigate, and avoid human rights violations affecting its employees and business partners, including suppliers, contractors, and customers.

1. Human Rights Policy

The Company updated its Human Rights Policy on 1 September 2025 to align with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The revised policy has been communicated to employees and relevant stakeholders through the Company's internal notice boards and published on the Company's official website, ensuring transparency and accessibility.

2. Human Rights Risk Assessment

The Company conducts human rights risk assessments covering the following areas: 1. Workplace (employees, subcontractors, and outsourced workers) 2. Contractors and business partners 3. Security arrangements 4. Local communities 5. Supply chain. The assessment is based on two dimensions: severity of impact and likelihood of occurrence. Based on the 2025 annual review, no high-level human rights risks were identified that could result in adverse human rights impacts.

The Company also identifies and assesses its Salient Human Rights Issues, including child labour, forced labour, occupational health and safety, discrimination, and working hours.

3. Implementation Approach

The Company implements a comprehensive Human Rights Due Diligence (HRDD) process in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The HRDD process serves as the framework for identifying, preventing, mitigating, and monitoring potential human rights impacts across the Company's operations and business relationships. Based on the assessment results, the Company has established appropriate measures to reduce the likelihood and severity of human rights risks, including fair employment practices, safe and healthy workplaces, employee training and awareness programmes, and accessible grievance mechanisms for employees to report concerns confidentially and without retaliation.



MIKI SIAMESE INTERNATIONAL CO., LTD.

Annual Human Rights Report 2025

(January–December 2025)

4. Monitoring and Grievance Mechanism

During the 2025 reporting period, no confirmed cases of human rights violations or human rights-related complaints were identified through the Company's grievance channels, including suggestion boxes, email, and the Company's official website. The Company will continue to monitor and evaluate the effectiveness of its mitigation measures annually to ensure their continued effectiveness and to support the continual improvement of its human rights management system.

5. Annual Reporting

The Company prepares an annual Human Rights Report for presentation to senior management at the annual Management Review Meeting.

Prepared by	Approved by
	
Oros Pinit Rattanapan	Nakorn Wongchindawest
QA Manager	VP, General Director
.....11..... /Nov..... /2025.....	11..... /Nov..... /2025.....



MIKI SIAMESE INTERNATIONAL CO., LTD.

Annual Supply Chain Supplier Due Diligence Report 2025

(January–December 2025)

Miki Siamese International Co., Ltd. conducted Supply Chain Due Diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs). The assessment was carried out to evaluate business supplier within the Company's supply chain for risks associated with sourcing from conflict-affected and high-risk areas, as well as other responsible business conduct and human rights risks. The results of the Company's 2025 business partner due diligence assessment are presented below.

1. Supply Chain Supplier Due Diligence Policy

Miki Siamese International Co., Ltd. has established a Supply Chain Business Supplier Due Diligence Policy. In 2025, the Company sent notification letters to its business supplier to communicate this policy. Business supplier were classified into three groups as follows:

1.1) Precious Metal Business Supplier: These include suppliers of silver, gold, and platinum, which are the precious metals purchased and sold by the Company. The Company's business supplier are required to hold certifications such as LBMA, RJC Chain of Custody (CoC), or other equivalent certifications confirming that the precious metals are not sourced from conflict-affected and high-risk areas (CAHRAs).

1.2) Diamond Business Supplier: Business supplier are required to provide a Warranty Statement in accordance with the World Diamond Council (WDC) System of Warranties (SoW), confirming that the diamonds are not sourced from conflict-affected and high-risk areas (CAHRAs), are not Chemical Vapor Deposition (CVD) diamonds, and stating the country of origin (Origin).

1.3) Coloured Gemstone Business supplier: Business supplier supplying rubies, sapphires, and emeralds are required to supply natural gemstones that have not undergone any treatments, and to provide the country of origin (Origin).

2. The Company distributed a Supplier Information Form to business supplier in all three categories to collect information for verifying their status within the supply chain. The information was used to assess supplier risks in accordance with the Company's Supply Chain Due Diligence Procedure. The assessment results indicated that none of the Company's business supplier in the three categories (precious metals, diamonds, and coloured gemstones) were classified as high risk. However, some business supplier were identified as medium risk. The Company will implement risk management plans for these business supplier to support their compliance with the Company's established requirements and standards.

3. Risk Management: Where a business partner is identified as high risk (Red Flag), the Company shall promptly implement an appropriate risk management plan in collaboration with the relevant business partner. If the business partner fails to implement the required corrective actions within the agreed timeframe, the Company shall suspend purchase orders until the identified risks have been satisfactorily addressed.



MIKI SIAMESE INTERNATIONAL CO., LTD.

Annual Supply Chain Supplier Due Diligence Report 2025

(January–December 2025)

4. Monitoring and Review: The Company shall monitor and review the due diligence status of its business supplier at least once a year by requesting valid management system certifications, such as RJC, OECD, SRSP, SCS, LBMA, KPCS, and other relevant certifications issued by accredited third-party certification bodies. These certifications are used to verify the effectiveness of the business supplier' management systems. Where a business partner or supplier has not yet obtained the required certification, or where a certification has expired, the Company shall establish an agreed timeframe for the business partner or supplier to complete the certification or recertification process.

5. Reporting: The Company prepares an Annual Supply Chain Business Partner Due Diligence Report, which is updated annually to summarize the results of its supply chain business partner due diligence activities.

Prepared by	Approved by
	
Oros Pinit Rattanapan	Nakorn Wongchindawest
QA Manager	VP, General Director
.....23..... /03..... /2026.....	23..... /03..... /2026.....