MIKI SIAMESE INTERNATIONAL CO., LTD
37 Soi Sukhaphiban 2 Soi 31, Kwang Dokmai, Khet Prawet, Bangkok 10250, Thailand
Tel: (+662)7270170 Website: mikisiamese.com Email: mktg@mikisiamese.com

NO. 084 / 2026

Responsible Jewellery Council (RJC) Policy

Miki Siamese International Co., Ltd. is a manufacturer and exporter of fine jewellery dedicated to producing high quality products with integrity, transparency, and responsibility toward society, the environment, and all stakeholders. We place strong emphasis on sustainable business practices, ethical conduct, and respect for human rights.

We are committed to designing and producing gold and silver jewellery that meets the expectations of customers worldwide while upholding social and environmental responsibility. Our operations fully comply with all applicable laws, international regulations, and the standards of the Responsible Jewellery Council (RJC) to ensure a transparent, sustainable, and ethical supply chain.

As an internationally recognized standard, the RJC establishes guidelines for the responsible sourcing of minerals, precious metals, and gemstones. Miki Siamese International Co., Ltd. is committed to adhering to these principles avoiding conflict-affected and high-risk sources, eliminating illegal labour practices, and protecting human rights throughout our operations and supply chain.

We also strive for continuous improvement in environmental management, workplace safety, and employee wellbeing to ensure that our jewellery manufacturing and export activities align with global best practices.

Miki Siamese International Co., Ltd. pledges full compliance with this RJC Policy and welcomes independent assessments to enhance confidence and trust among our customers, partners, and stakeholders ensuring that our products are responsibly sourced and ethically produced.

Dated 1 September 2026

Yours faithfully,

Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 085 / 2026

Corporate Social Responsibility (CSR) Policy

Miki Siamese International Co., Ltd. is committed to conducting business responsibly and ethically, with full respect for society, the environment, and all stakeholders. We uphold the principles of good corporate governance, legal compliance, and adherence to international standards to ensure sustainable development and shared value creation across our operations and supply chain

CSR Principles

1. Conduct business with integrity, honesty, and transparency.
2. Comply with all applicable laws, regulations, and international labour standards.
3. Respect human rights; prohibit illegal, forced, and child labour.
4. Recognize and respect employees' rights to freedom of association.
5. Provide fair remuneration, reasonable working hours, and decent working conditions.
6. Maintain a safe, healthy, and positive workplace environment.
7. Prohibit discrimination, harassment, and unfair disciplinary actions.
8. Promote equal opportunities and support employee learning and development.
9. Protect the environment through resource efficiency and the 3Rs (Reduce, Reuse, Recycle).
10. Prevent corruption, bribery, and any form of unfair business conduct.
11. Safeguard the confidentiality of company, partner, and stakeholder information.
12. Support community development and contribute to social and economic sustainability.
13. Communicate transparently and responsibly with all stakeholders.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 086 / 2026

Human Rights Policy

Miki Siamese International Co., Ltd. recognizes the fundamental importance of human rights and is committed to conducting all business operations in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Company ensures that its activities and supply chains respect and promote human rights, fostering a responsible and sustainable business environment.

Principles of Implementation

1. The Company upholds fundamental human rights and strictly prohibits child labour, forced labour, and all forms of discrimination based on race, religion, gender, age, disability, or political opinion. Freedom of association and fair employment practices are fully respected.
2. Regular assessments and monitoring are conducted to identify, prevent, and manage potential human rights impacts throughout business operations and supply chains.
3. The Company prioritizes proactive actions to minimize risks and mitigate any adverse human rights impacts effectively and responsibly.
4. A transparent, accessible, and confidential grievance system is maintained to enable employees, business partners, and stakeholders to report concerns without fear of retaliation or discrimination.
5. The Company ensures fair, timely, and appropriate remedies for individuals or groups adversely affected by human rights violations, consistent with international best practices.
6. Human rights performance is regularly reviewed, evaluated, and reported transparently. Improvements are continuously implemented to strengthen effectiveness and accountability.
7. This Human Rights Policy and its implementation are reviewed annually and communicated clearly to employees, partners, and stakeholders to promote shared understanding and collaboration.

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Miki Siamese International Co., Ltd. is dedicated to fostering a sustainable corporate culture founded on dignity, equality, and respect for human rights in every aspect of its business operations.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 087 / 2026

Anti-Corruption Policy

Miki Siamese International Co., Ltd. is firmly committed to conducting all business activities with **honesty, integrity, transparency, and accountability**, in full compliance with applicable anti-corruption and anti-bribery laws. The Company adopts a **zero-tolerance approach** to all forms of corruption, including bribery, facilitation payments, and any conduct that undermines fair and ethical business practices.

Principles of Implementation

1. **Prohibition of Bribery and Corruption**

   All employees, representatives, and business partners are strictly prohibited from offering, giving, soliciting, or accepting any bribes or improper benefits from third parties in both public and private sectors.

2. **Gifts and Benefits**

   The giving or receiving of gifts and business courtesies is permitted only when reasonable, customary, and appropriate, and must not compromise fairness, independence, or business integrity. The value of any gift, cash, or cash equivalent shall not exceed THB 3,000. All such transactions must be properly recorded and be subject to audit.

3. **Donations and Sponsorships**

   The Company prohibits political donations. Charitable contributions and sponsorships are allowed only when they are transparent, lawful, and verifiable, without intent to improperly influence any party.

4. **Facilitation Payments**

   Facilitation or “grease” payments to expedite routine government actions are prohibited, except where explicitly allowed by law and formally approved by senior management.

5. **Prevention and Reporting**

   All employees share the responsibility of preventing corruption. Any suspicion or evidence of misconduct must be reported through designated whistleblowing channels. Whistleblowers acting in good faith are protected against retaliation or adverse consequences.

6. **Risk Management and Monitoring**

   The Company regularly assesses corruption-related risks, monitors compliance, and implements continuous improvements to strengthen its anti-corruption controls and procedures.

7. **Training and Awareness**

   Ongoing training and communication are provided to employees and relevant stakeholders to enhance understanding and compliance with this policy and related anti-corruption standards.

8. **Violations and Disciplinary Actions**

   Any individual or partner found to be involved in corruption will face disciplinary measures, including contract termination or legal action, in accordance with company policy and applicable laws.

9. **Governance and Continuous Improvement**

   Senior management oversees, reviews, and updates this policy to ensure its effectiveness and alignment with evolving laws, regulations, and ethical business practices.

Miki Siamese International Co., Ltd. is dedicated to maintaining a **corruption-free organization**, fostering trust and confidence among its customers, partners, stakeholders, and society through ethical and transparent business conduct.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest

[Vice President]

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NO. 088 / 2026

Anti-Money Laundering and Counter-Terrorism Financing Policy (AML/CTF)

Miki Siamese International Co., Ltd. is committed to conducting business with the highest standards of transparency, integrity, and accountability, in strict compliance with applicable laws, regulations, and international standards. In particular, the Company adheres to the Anti-Money Laundering Act and the Counter-Terrorism Financing Act of Thailand, as well as global best practices established by the Financial Action Task Force (FATF).

The Company is fully dedicated to preventing its business operations from being used for money laundering or the financing of terrorism.

Principles of Implementation

1. Legal and Regulatory Compliance

The Company fully complies with all laws, regulations, and official guidelines issued by the Anti-Money Laundering Office (AMLO) and other relevant national and international authorities.

2. Customer Due Diligence (CDD) and Know Your Customer (KYC)

The Company maintains robust procedures for identifying and verifying the identity of customers, suppliers, and business partners, including Enhanced Due Diligence (EDD) for high-risk relationships or transactions.

3. Risk Assessment and Control Measures

Regular risk assessments are conducted to identify, evaluate, and mitigate potential money laundering and terrorism financing risks across all business activities.

4. Reporting Obligations

The Company reports all suspicious transactions, large-value transactions, and other legally reportable activities to AMLO within the prescribed timeframe and maintains full cooperation with relevant authorities.

5. Transaction Monitoring and Record Keeping

Appropriate systems are in place to monitor, review, and detect unusual transactions.

All required records and documentation are securely maintained for the period stipulated by law.

6. Training and Awareness

The Company provides regular AML/CTF training to employees at all levels to ensure understanding of relevant laws, internal procedures, and personal responsibilities in preventing financial crime.

7. Whistleblowing and Protection

Secure and confidential channels are available for employees, partners, and stakeholders to report suspected money laundering or terrorism financing activities. Whistleblowers acting in good faith are protected from retaliation or discrimination.

8. Governance and Policy Review

Senior management is responsible for overseeing AML/CTF compliance, ensuring effective implementation, and reviewing this policy annually to align with updated laws, regulations, and international standards.

Miki Siamese International Co., Ltd. reaffirms its unwavering commitment to maintaining a robust Anti-Money Laundering and Counter-Terrorism Financing (AML/CTF) framework, ensuring that all business operations are conducted lawfully, transparently, and free from any form of criminal exploitation.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 089 / 2026

Know-Your-Counterparty (KYC) Policy

Miki Siamese International Co., Ltd. is committed to conducting business with transparency, integrity, and accountability. In alignment with anti-money laundering and counter terrorism financing laws and international standards, the Company has established this Know-Your-Counterparty (KYC) Policy to ensure that all counterparties including customers, suppliers, and business partners are legitimate, lawful, and free from risks associated with money laundering, terrorism financing, fraud, corruption, or other unlawful activities.

Principles of Implementation

1. **Identification and Verification**

   The Company verifies the identity, legal status, and credibility of all counterparties, including customers, suppliers, and agents, prior to establishing or maintaining any business relationship.

2. **Risk Assessment**

   The Company ensures that counterparties are not listed on the Anti-Money Laundering Office (AMLO) watchlist, United Nations Sanctions Lists, or any international sanctions databases, and are not located in FATF-designated high-risk jurisdictions or Conflict-Affected and High-Risk Areas (CAHRAs).

3. **Business Information Review**

   Counterparty business profiles, including ownership structure, source of goods and services, and operational background, are reviewed to confirm legitimacy and transparency.

4. **Record Keeping**

   All KYC documentation, including identification records, due diligence reports, and transaction histories, are maintained for a minimum of five (5) years. This includes any single or linked cash (or cash-equivalent) transactions exceeding EUR 10,000 or USD 10,000, in accordance with applicable regulations.

5. **Ongoing Monitoring**

   The Company continuously monitors counterparties and transactions. In cases of irregular, suspicious, or high-risk activities, business relationships are subject to enhanced review and may be suspended or terminated.

6. **High-Risk Counterparties**

   For counterparties identified as high-risk, the Company applies Enhanced Due Diligence (EDD) measures, such as verifying beneficial ownership, conducting on-site visits, or halting business engagements where risks cannot be mitigated.

7. **Employee Training**

   Regular training is provided to employees involved in procurement, finance, and compliance to ensure a thorough understanding of KYC procedures, red flags, and reporting mechanisms for suspicious transactions.

8. **Policy Review and Continuous Improvement**

   This Policy and related procedures are reviewed at least annually and updated as necessary to ensure full compliance with applicable laws, regulatory changes, and evolving international standards.

Miki Siamese International Co., Ltd. reaffirms its commitment to implementing a comprehensive Know-Your-Counterparty framework that promotes transparency, ethical business conduct, and compliance with anti-money laundering and counter-terrorism financing obligations.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
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NO. 090 / 2026

Grievance Policy

Miki Siamese International Co., Ltd., together with its employees, management, and business partners, is committed to listening to complaints, concerns, feedback, and suggestions from employees, customers, business partners, stakeholders, and local communities. The Company provides accessible channels for raising concerns, reporting issues, and submitting recommendations related to its business operations, including matters concerning labour practices, human rights, environmental protection, occupational health and safety, anti-corruption, and compliance with applicable laws and regulations.

Grievance Handling Process

1. **Receiving Grievances**

   The Company provides accessible and confidential channels for receiving grievances from employees, business partners, customers, and community members.

2. **Registration and Preliminary Review**

   All grievances are documented, reviewed, and assessed to determine validity, urgency, and potential impact before initiating an investigation.

3. **Investigation**

   A fair, impartial, and thorough investigation is conducted using all relevant information to identify root causes and appropriate remedial measures.

4. **Resolution and Response**

   The Company takes corrective and preventive actions promptly and communicates outcomes and feedback to the complainant in a timely manner.

5. **Record Keeping and Follow-Up**

   All grievance records, actions taken, and outcomes are securely maintained for a minimum of five (5) years. Follow-up reviews are conducted to ensure that corrective measures are effective and that similar issues do not recur.

Protection of Complainants

- The Company shall maintain the confidentiality of complainants and shall not disclose any information to unauthorized persons, except as required by law or when necessary for the investigation process.
- Complainants who act in good faith shall be protected from any form of retaliation, discrimination, punishment, or unfair treatment.

Grievance Channels

Stakeholders can submit grievances, concerns, or suggestions through the following channels:

- **Address:** Miki Siamese International Co.,Ltd. 37 Soi Sukhapiban 2 Soi 31, Dokmai, Prawet, Bangkok, 10250, Thailand
- **Email:** Oros@mikisiamese.com
- **Website:** https://mikisiamese.com/
- **Telephone:** (+66) 2-7270170 ext. 205 (Mr. Oros)
- **Grievance Box** (for internal employees)
- **Grievance QR Code**

Miki Siamese International Co., Ltd. reaffirms its commitment to maintaining a transparent, fair, and effective grievance mechanism that upholds accountability, protects rights, and supports continuous improvement across all operations and relationships.

Dated 1 September 2026

Yours faithfully,

Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

MIKI SIAMESE INTERNATIONAL CO., LTD
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NO. 091 / 2026

Security Policy

Miki Siamese International Co., Ltd. is committed to ensuring the highest level of security for its assets, information, personnel, and information systems, both for the Company and its customers. We implement security management practices consistent with recognized standards to prevent any damage, loss, leakage, or infringement of rights.

1. Protection of Company and Customer Assets

- The Company enforces strict control of access for employees, visitors, and vehicles in accordance with established security procedures.
- Company assets are properly managed, stored, and monitored to minimize risks of loss, damage, or misuse.
- Security measures, including CCTV systems, alarm systems, and regular patrols, are implemented and maintained.
- All security personnel must act ethically, respect human rights, and uphold the dignity of all individuals, with regular training provided to ensure professional conduct.

2. Protection of Customer Confidentiality

The Company respects and safeguards the confidentiality of customer information. Employees are strictly prohibited from disclosing or sharing such information with unauthorized parties, except when required by law or with explicit written consent from the customer.

3. Workplace Safety and Employee Protection

- The Company provides comprehensive workplace safety measures and conducts regular safety training for employees.
- Preventive actions are taken to reduce risks of crime, violence, or threats in the workplace.
- Employee health and wellbeing are promoted through medical check-ups and the provision of appropriate personal protective equipment (PPE).
- Emergency response plans, covering incidents such as fire, theft, and natural disasters, are in place and tested regularly.

4. Information Security Policy

- Measures are implemented to prevent unauthorized access to information, both in physical and digital form.
- Data is securely stored, transmitted, and processed using encryption, access control, and monitoring systems.
- Regular data backups and disaster recovery plans are maintained to ensure business continuity.
- Any unauthorized use, alteration, or disclosure of information for personal gain or improper purposes is strictly prohibited.
- Information systems are periodically tested for vulnerabilities, and employees receive cybersecurity awareness training.

Miki Siamese International Co., Ltd. is fully committed to enforcing this Security Policy to ensure the protection of assets, information, personnel, and systems. All security operations shall be performed ethically, professionally, and with full respect for human rights and privacy principles.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 092 / 2026

Health, Safety and Environmental Policy

Miki Siamese International Co., Ltd. recognizes the critical importance of workplace safety, employee health, and environmental protection. The Company is committed to conducting all business operations in a safe, responsible, and sustainable manner, in full compliance with applicable laws, regulations, and international standards.

Policy Principles

1. **Continuous Improvement**

   Develop, maintain, and continually improve health, safety, and environmental management systems to prevent workplace injuries, accidents, and occupational illnesses.

2. **Risk Control**

   Identify, assess, and mitigate potential hazards through effective risk management, the provision of appropriate personal protective equipment (PPE), and the regular conduct of emergency drills (e.g., chemical spills, fire, or natural disasters).

3. **Legal and Regulatory Compliance**

   Comply fully with all relevant health, safety, and environmental laws, regulations, and recognized international standards.

4. **Safety Culture**

   Promote a strong culture of safety and environmental responsibility by encouraging active participation of all employees in accident prevention, hazard reporting, and sustainability initiatives.

5. **Training and Awareness**

   Provide ongoing training and education to ensure that all employees understand and adhere to safety, health, and environmental procedures and responsibilities.

6. **Environmental Protection**

   Use energy, materials, and natural resources efficiently, reduce waste generation, and minimize environmental impact throughout all business activities.

7. **Review and Improvement**

   Periodically review this Policy and related practices to ensure their continued effectiveness, reflecting operational changes, updated legislation, and technological advancements.

8. Employee Engagement and Reporting

Maintain clear channels for employees to report health, safety, or environmental concerns confidentially. All reports made in good faith shall be protected from retaliation, discrimination, or any adverse treatment.

Dated 1 September 2026

Yours faithfully,

Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 093 / 2026

Environment and Energy Policy

Miki Siamese International Co., Ltd. recognizes the importance of environmental protection, efficient use of energy and natural resources, and proactive action on climate change. The Company is committed to conducting its operations responsibly and sustainably, in full compliance with applicable laws, regulations, standards, and international best practices. Our goal is to achieve sustainable business growth while minimizing environmental impact and promoting the wellbeing of communities and ecosystems.

Principles

1. **Legal and Regulatory Compliance**

   Strictly comply with all applicable environmental and energy laws, regulations, standards, and other relevant requirements.

2. **Efficient Resource and Energy Use**

   Promote the efficient use of resources, energy, and water by minimizing waste, improving production efficiency, and adopting clean technologies.

3. **Pollution Prevention and Waste Reduction**

   Control, prevent, and reduce waste generation and pollutant emissions from operations through continuous monitoring, measurement, and improvement, in accordance with applicable laws and international standards.

4. **Climate Change Management**

   Implement measures to reduce greenhouse gas emissions and support adaptation to climate-related risks.

5. **Biodiversity Protection**

   Minimize impacts on ecosystems and promote the sustainable use of natural resources.

6. **Carbon Footprint Management**

   Monitor and manage the organization's carbon footprint and establish continuous targets for reducing carbon emissions.

7. **Training and Awareness**

   Provide training and raise awareness among employees on environmental protection, energy conservation, and participation in sustainability initiatives.

8. **Continuous Improvement**

   Regularly review and enhance environmental and energy management systems to ensure alignment with evolving legal requirements and international standards.

Dated 01 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 094 / 2026

Diversity, Equity and Inclusion Policy

Miki Siamese International Co., Ltd. is committed to fostering a workplace culture that values diversity, promotes equity, and ensures inclusion for all individuals. We believe that the unique perspectives, experiences, and backgrounds of our employees strengthen collaboration, inspire innovation, and enhance the overall quality of our products and services.

Our Commitments

1. **Respect and Inclusion**

   Ensure that all workplace processes, systems, and practices respect diversity, are inclusive, and accessible to everyone regardless of race, gender, age, religion, disability, nationality, or any other characteristic protected by law.

2. **Equal Opportunity**

   Promote fair and transparent recruitment, training, development, and career advancement opportunities for all employees, including underrepresented and disadvantaged groups.

3. **Learning and Awareness**

   Provide regular education and training to build awareness, understanding, and competence in working effectively with people from diverse cultural, social, and personal backgrounds.

4. **Safe and Supportive Culture**

   Maintain a respectful, safe, and open workplace where every individual feels valued, empowered, and free from discrimination, harassment, or bias.

5. **Inclusive Communication**

   Ensure that all forms of company communication internal and external are clear, accessible, and inclusive, using language and channels appropriate for diverse audiences.

6. **Continuous Improvement**

   Regularly review and strengthen diversity, equity, and inclusion initiatives to promote collaboration, understanding, and fairness across the organization.

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Miki Siamese International Co., Ltd. is dedicated to being creative in pursuing equal opportunities, courageous in removing barriers, and respectful and welcoming of all forms of diversity. We believe that inclusion drives innovation, integrity, and long-term organizational success.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 095 / 2026

Product Disclosure Policy

Miki Siamese International Co., Ltd. is committed to conducting its business with transparency, integrity, and accountability. The Company recognizes the importance of providing consumers with accurate, complete, and reliable product information to build trust, promote informed decision-making, and ensure compliance with applicable regulations and industry standards.

Key Principles

- Accuracy and Transparency – Disclose product information that is factual, complete, and verifiable.
- Responsibility – Present information clearly, accurately, and in a manner that avoids confusion or misrepresentation.
- Fairness – Treat all customers and stakeholders equitably, ensuring that product disclosures are impartial and consistent.
- Regulatory Compliance – Ensure all disclosures meet the requirements of applicable laws, regulations, and international standards.

Guidelines

1. **Accurate and Up-to-Date Information**

   Prepare, maintain, and publish product information that is correct, clear, and regularly updated.

2. **Essential Product Details**

   Provide key specifications such as metal type, natural or lab-grown diamonds, gemstone types, synthetic or imitation materials, treatments, plating, and product weight.

3. **Honest Disclosure**

   Do not conceal, omit, or distort any information that could reasonably influence consumer decisions.

4. **Source and Origin Transparency**

   Clearly disclose the source, origin, and traceability of materials used in each product.

5. **Health and Safety Information**

   Include relevant health and safety assurances, such as Nickel-Safe or hypoallergenic confirmations, where applicable.

6. **Customer Confidentiality**

   Safeguard customer data and ensure that personal or sensitive information is never disclosed without proper authorization.

7. **Training and Review**

   Conduct regular employee training and periodic reviews to ensure all product information remains accurate and aligned with evolving industry and legal standards.

8. **Customer Communication**

   Provide clear and accessible communication channels for consumers to request additional information, clarification, or product support.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 096 / 2026

Harassment, Discipline, Grievance, and Non-Retaliation Policy

Miki Siamese International Co., Ltd. recognizes the importance of respecting human rights and human dignity. The company is committed to providing a safe workplace free from harassment, violence, and discrimination of any kind and to ensuring a transparent and fair grievance process.

Key Principles

1. **Prohibition of Harassment and Violence**

   Any form of harassment, violence, or inappropriate behavior is strictly prohibited whether in the workplace, during business travel, at social events, or through any form of communication.

2. **Respect and Equality**

   All employees shall be treated equally and with respect, regardless of gender, race, religion, age, disability, belief, or political opinion.

3. **Grievance Mechanism**

   The company provides clear and confidential channels for employees to raise concerns, complaints, or issues safely.

4. **Non-Retaliation**

   Employees who raise complaints in good faith will be protected from retaliation, discrimination, or any form of punishment.

Grievance Handling Process

- Complaints may be submitted through designated channels (email, telephone, website, or grievance box).
- All complaints will be registered, reviewed, and prioritized according to urgency.
- Investigations will be conducted fairly, respecting the rights of all parties involved.
- Corrective actions will be taken, and outcomes will be communicated to the complainant.
- Records of complaints will be maintained for at least five years, with follow-up actions to prevent recurrence

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Disciplinary Measures

If an employee is found to have engaged in harassment, violence, or related misconduct, disciplinary action will be taken in accordance with company regulations. Sanctions may include termination of employment and, where applicable, legal proceedings

Miki Siamese International Co., Ltd. is dedicated to maintaining a safe, ethical, and respectful workplace that upholds human rights, fosters trust, and supports long-term sustainability.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 097 / 2026

Supply Chain Policy for Gold, Silver, and Platinum Group Metals (PGMs)

Miki Siamese International Co., Ltd. is a manufacturer and exporter of gold and gemstone jewelry. We are committed to conducting our business with transparency, respect for human rights, and in compliance with applicable laws, international standards, and the requirements of the Responsible Jewellery Council (RJC).

We hereby commit to the following principles:

1. **Respect Human Rights**

   Operate in alignment with the Universal Declaration of Human Rights *and the* ILO Core Conventions on fundamental labor rights.
2. **Reject Corruption and Money Laundering**

   Prohibit all forms of corruption, bribery, money laundering, and financing of terrorism.
3. **Avoid Support for Armed Groups**

   Ensure that no direct or indirect support is provided to illegal armed groups through our business operations or supply chain.
4. **Comply with Laws and Sanctions**

   Fully adhere to all applicable national and international laws, including United Nations (UN) sanctions and related trade restrictions.
5. **Promote Transparency**

   Accurately disclose all taxes, fees, and royalties paid to governments, promoting responsible and transparent business practices.
6. **Maintain a Grievance Mechanism**

   Provide safe, confidential, and accessible channels for employees and stakeholders to raise concerns or complaints related to the supply chain

Risk Management

Miki Siamese follows the OECD Due Diligence Guidance's five-step framework to identify, assess, prevent, mitigate, and monitor risks throughout our supply chain especially in Conflict-Affected and High-Risk Areas (CAHRAs). We continuously evaluate our suppliers and business partners to ensure responsible sourcing and traceability.

The Company does not tolerate serious human rights abuses, including:

- Torture or cruel, inhuman, or degrading treatment
- Forced labor or the worst forms of child labor
- Severe discrimination or denial of fundamental rights
- War crimes, genocide, or crimes against humanity

Where there are reasonable grounds to believe that a supplier or business partner is involved in such abuses, the Company will consider terminating the business relationship.

Anti-Bribery and Misrepresentation

Miki Siamese strictly prohibits bribery, the offering or acceptance of improper benefits, and misrepresentation of material origin at any stage of sourcing, transportation, trading, or export.

Anti-Money Laundering

The company fully supports and complies with anti-money laundering regulations. We will not permit our operations or transactions to be used for money laundering or the financing of terrorism.

Miki Siamese International Co., Ltd. reaffirms its unwavering commitment to this Supply Chain Policy to uphold integrity, build trust, and strengthen confidence among our customers, business partners, and all stakeholders.

Dated 1 September 2026

Yours faithfully,

Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

MIKI SIAMESE INTERNATIONAL CO., LTD
37 Soi Sukhaphiban 2 Soi 31, Kwang Dokmai, Khet Prawet, Bangkok 10250, Thailand
Tel: (+662)7270170 Website: mikisiamese.com Email: mktg@mikisiamese.com

NO. 098 / 2026

Diamonds and Coloured Gemstones Supply Chain Policy

Miki Siamese International Co., Ltd. is committed to conducting business with transparency, respect for human rights, and avoiding any involvement in supporting conflict in all forms. We comply fully with applicable laws, United Nations sanctions, and international standards governing responsible sourcing.

As a certified member of the Responsible Jewellery Council (RJC), we commit to the following principles:

1. Respect human rights in accordance with the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) conventions on fundamental rights at work.
2. Do not engage in bribery, corruption, money laundering, or the financing of terrorism.
3. Support transparency in the payment of taxes, fees, and other payments made to governments.
4. Do not provide direct or indirect support to illegal armed groups.
5. Establish a grievance mechanism that allows stakeholders to safely raise concerns or report issues related to the supply chain.
6. Implement the OECD five-step due diligence framework to identify, assess, prevent, and mitigate supply chain risks and adverse impacts, particularly in Conflict-Affected and High-Risk Areas (CAHRAs).

The Company does not tolerate serious human rights abuses, including:

- Torture or cruel, inhuman, or degrading treatment
- Forced labor or the worst forms of child labor
- Severe discrimination or denial of fundamental rights
- War crimes, genocide, or crimes against humanity

Where there are reasonable grounds to believe that a supplier or business partner is involved in such abuses, the Company will consider terminating the business relationship.

Non-State Armed Groups

The Company shall only trade in natural diamonds that comply with the Kimberley Process Certification Scheme (KPCS), where applicable, and the World Diamond Council

System of Warranties (WDC SoW). The Company shall not provide direct or indirect support to non-state armed groups.

Security Forces

We affirm that any public or private security forces engaged in our operations or those of our partners must act within the law, respect human rights, and serve solely to protect employees, assets, and facilities never to intimidate or harm communities.

Anti-Bribery and Misrepresentation

We maintain zero tolerance for bribery, the offering or acceptance of improper benefits, or misrepresentation regarding the origin of materials at any stage of sourcing, trading, or exporting.

Anti-Money Laundering

Miki Siamese complies with all applicable anti-money laundering laws and ensures that no part of its operations or financial channels is used for money laundering or the financing of terrorism.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 099 / 2026

Laboratory-Grown Materials (LGMS) Supply Chain Policy

Miki Siamese International Co., Ltd. is committed to conducting its business involving laboratory-grown diamonds and laboratory-grown coloured gemstones (LGMS) with transparency, respect for human rights, and without contributing to unlawful conflict-related activities. The Company is also committed to complying with applicable sanctions, United Nations resolutions, and relevant laws and regulations.

As a certified member of the Responsible Jewellery Council (RJC), the Company makes the following commitments:

1. Respect human rights in accordance with the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
2. Refrain from engaging in bribery, corruption, money laundering, or terrorist financing.
3. Support transparency in the payment of taxes, fees, and other payments made to governments.
4. Refrain from providing direct or indirect support to non-state armed groups.
5. Establish and maintain a grievance mechanism that enables stakeholders to safely raise concerns or report issues related to the supply chain.
6. Conduct risk-based due diligence on suppliers and the supply chain of laboratory-grown materials, taking into account applicable OECD Due Diligence Guidance, human rights, legal compliance, and risks associated with Conflict-Affected and High-Risk Areas (CAHRAs), where relevant, and implement appropriate measures to prevent and mitigate identified risks.
7. Verify the sources of laboratory-grown materials and ensure their accurate identification, segregation, and disclosure to prevent mixing with natural materials and misleading representations of laboratory-grown materials as natural gemstones.

Zero Tolerance for Serious Human Rights Abuses

The Company shall not tolerate or participate in serious human rights abuses, including:

- Torture or cruel, inhuman, or degrading treatment.
- Forced labour or the worst forms of child labour.
- Widespread or systematic human rights abuses.
- War crimes, genocide, or crimes against humanity.

Where there are reasonable grounds to believe that a supplier or business partner is involved in such abuses, the Company shall suspend or terminate the business relationship, as appropriate and in accordance with applicable requirements.

Support to Non-State Armed Groups

The Company shall not provide direct or indirect support to non-state armed groups involved in the unlawful control of production facilities, transportation, or trade in laboratory-grown materials, including the illegal collection of payments or other benefits.

Public and Private Security Forces

The Company recognizes that the role of public and private security forces is to protect employees, property, and business premises. Such security activities shall respect human rights and be conducted in accordance with applicable laws.

Anti-Bribery and Misrepresentation

The Company shall not tolerate bribery, the offering or solicitation of improper benefits, or misrepresentation of the origin, type, or characteristics of laboratory-grown materials, including any misleading representation of such materials as natural gemstones.

Anti-Money Laundering

The Company is committed to complying with applicable anti-money laundering laws and regulations and shall not engage in activities that facilitate money laundering.

Dated 1 September 2026

Yours faithfully,

Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 100 / 2026

Simulants and Imitation Stones Supply Chain Policy

Miki Siamese International Co., Ltd. is committed to conducting its business with transparency, integrity, respect for human rights, and compliance with applicable laws and regulations, including the Responsible Jewellery Council (RJC) Code of Practices 2024.

This policy covers the sourcing and use of imitation gemstone materials, including Cubic Zirconia (CZ), Moissanite, Nano Stone (Glass-Ceramic), glass, plastic, and other materials used to imitate the appearance of natural diamonds or gemstones. The Company is committed to ensuring accurate material identification, traceability, and product disclosure to prevent material mix-ups and misleading information to customers.

The following principles shall apply:

1. Responsible Sourcing: The Company shall source materials from suppliers that operate legally, respect human rights, prohibit forced labour and the worst forms of child labour, and do not engage in corruption or illegal activities.

2. Supplier Verification: The Company shall verify supplier information and material specifications and conduct risk assessments, as appropriate, to ensure that purchased materials meet the Company's and customers' requirements.

3. Material Control and Traceability: The Company shall control material identification, storage, and use throughout production to prevent mixing with natural diamonds, natural gemstones, or other laboratory-grown materials, and maintain appropriate traceability records.

4. Accurate Product Disclosure: The Company shall clearly and accurately identify imitation materials, such as Cubic Zirconia (CZ), Moissanite, Nano Stone, glass, or plastic, and shall not use descriptions or claims that could mislead customers into believing that these materials are natural diamonds or laboratory-grown gemstones with the same chemical composition and properties as their natural counterparts.

5. Grievance and Risk Management: The Company shall provide channels for reporting complaints or concerns regarding suppliers, materials, and product information, and shall investigate and take appropriate corrective actions when non-conformities are identified.

6. Communication and Policy Review: The Company shall communicate this policy to employees, suppliers, and relevant stakeholders and review it at least annually or whenever significant changes in applicable requirements occur.

The Company is committed to implementing this policy to ensure that the sourcing, manufacturing, and delivery of jewellery products are transparent, accurate, and compliant with customer requirements and applicable standards.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest

[Vice President]

Miki Siamese International Co., Ltd.

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NO. 101 / 2026

Responsible Sourcing and Use of Recycled Precious Metals Policy

Miki Siamese International Co., Ltd. is committed to the responsible sourcing and use of recycled precious metals, including gold, silver, palladium, platinum, and other relevant precious metals, in jewellery manufacturing. The Company aims to promote sustainable resource use, minimize environmental impacts, and enhance supply chain transparency in accordance with the principles of the Responsible Jewellery Council (RJC) and applicable customer requirements.

The Company has established the following principles:

1. Responsible Sourcing: The Company shall source recycled precious metals from approved suppliers that have undergone appropriate evaluation and can provide documented evidence of material origin and recycled status. Preference shall be given to suppliers certified under the RJC Standard, where applicable, while ensuring compliance with relevant customer requirements.

2. Use of Recycled Precious Metals in Manufacturing and Plating: The Company is committed to using recycled precious metals in jewellery manufacturing, including casting, assembly, and plating, in accordance with applicable customer requirements. The origin and recycled status of each precious metal shall be verified and controlled as required.

3. Outsourced Manufacturing Control: The Company shall ensure that outsourced manufacturing activities involving recycled precious metals are appropriately controlled. Applicable requirements shall be communicated to subcontractors, and material and product transfers shall be documented to prevent mixing with metals of unverified recycled status.

Where subcontractors use their own raw materials or plating metals, they shall provide documented evidence of material origin and recycled status in accordance with applicable customer requirements. Relevant records shall be maintained to ensure traceability.

4. Material Control and Traceability: The Company shall establish controls for material receipt, storage, issuance, and manufacturing to prevent mixing of metals with different sourcing or recycled statuses. Appropriate records shall be maintained to ensure traceability to suppliers, raw materials, and relevant production orders.

5. Scrap and Metal Recovery: The Company shall control the collection, reuse, recovery, and refining of metal scrap generated during manufacturing while maintaining appropriate records of material

origin and recycled status. Metals with unverified recycled status shall not be used in production orders requiring verified or certified recycled metals, as applicable.

6. Claims and Disclosure: The Company shall ensure that all claims regarding recycled precious metals are accurate, clear, transparent, and supported by verifiable evidence. Such claims shall not misrepresent or overstate the origin, recycled content, or certification status of the metals used.

7. Communication and Continual Improvement: The Company shall communicate this policy to relevant employees, suppliers, and subcontractors, monitor compliance with applicable requirements, and regularly review and improve its practices.

The Company is committed to maintaining the integrity, accuracy, and traceability of recycled precious metals throughout the jewellery manufacturing process.

Dated 1 September 2026

Yours faithfully,

Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 102 / 2026

Provenance Claims Policy

Miki Siamese International Co., Ltd. is committed to conducting its jewellery manufacturing business in a socially responsible manner, with an emphasis on transparency and accuracy in claims regarding the origin of raw materials, in accordance with the requirements of the Responsible Jewellery Council (RJC) and other applicable requirements.

The Company has established the following principles:

1. Provenance Claims: The Company shall clearly define the commitments and scope of its provenance claims, ensuring that all claims are accurate, not misleading, and supported by verifiable evidence.

2. Sourcing Verification: The Company shall verify the origin of raw materials sourced from evaluated suppliers using relevant certifications and supporting documentation, such as LBMA-related documentation and RJC Chain of Custody (CoC) Transfer Documents, as applicable.

3. Control and Traceability: The Company shall establish controls over purchasing, manufacturing, and outsourced production activities and maintain appropriate records to ensure traceability within the scope of each provenance claim.

4. Verification and Corrective Action: The Company shall review and approve provenance claims before use and take appropriate corrective action, including revising or withdrawing claims, where information is inaccurate or supporting evidence is insufficient.

5. Complaint Management: The Company shall establish a complaint mechanism, assign responsible personnel to investigate and respond to complaints, and take appropriate corrective actions. Relevant records shall be retained for at least five years.

The Company is committed to maintaining the accuracy and credibility of its provenance claims and continually reviewing and improving its control systems.

Dated 1 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.

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NO. 103 / 2026

Product Security Policy

Miki Siamese International Co., Ltd. is committed to maintaining the accuracy, integrity, and reliability of products containing precious metals, including plating types, natural diamonds, lab-grown diamonds, natural-coloured gemstones, and lab-grown (synthetic) coloured gemstones throughout its operations and supply chain. The Company is dedicated to preventing the mixing, substitution, or misrepresentation of products, as well as ensuring the accurate disclosure of product information to customers and other stakeholders. These measures are intended to maintain confidence in the Company's products and business practices. The Company conducts its business in accordance with the requirements of the Responsible Jewellery Council (RJC), applicable laws, and relevant international standards.

1. Implementation Guidelines

1.1 Product Segregation

The Company is committed to maintaining the clear segregation of precious metals, plating types, natural diamonds, lab-grown diamonds, natural coloured gemstones, and lab-grown (synthetic) coloured gemstones throughout the processes of receiving, storage, manufacturing, internal handling, and delivery. Appropriate measures shall be implemented to prevent the mixing or substitution of different categories of materials at all stages of the Company's operations.

1.2 Prevention of Mixing and Substitution

The Company shall implement appropriate controls to prevent the mixing, substitution, or misidentification of precious metals, plating types, natural diamonds, lab-grown diamonds, natural coloured gemstones, and lab-grown (synthetic) coloured gemstones throughout its operations. These controls shall ensure the accuracy, integrity, traceability, and correct identification of products and related information.

1.3 Operational Controls

The Company shall establish and maintain appropriate controls over the handling, storage, internal movement, manufacturing, packaging, and transportation of precious metals, plating types, natural diamonds, lab-grown diamonds, natural coloured gemstones, and lab-grown (synthetic) coloured gemstones, taking into account the level of risk associated with each activity, in order to preserve product integrity and prevent mixing or substitution throughout the supply chain.

1.4 Competency Development

The Company shall ensure that employees involved in the receiving, storage, handling, manufacturing, inspection, and sale of precious metals, plating types, natural diamonds, lab-grown diamonds, natural coloured gemstones, and lab-grown (synthetic) coloured gemstones receive appropriate training. Training programmers shall be reviewed at least annually to ensure that relevant personnel maintain the knowledge and competence necessary to comply with the Company's Product Security and Product Disclosure requirements.

1.5 Monitoring and Continual Improvement

The Company shall regularly monitor, review, and evaluate the effectiveness of its Product Security policy and related control measures. Where deficiencies or opportunities for improvement are identified, appropriate corrective and preventive actions shall be implemented to ensure the continual improvement and effectiveness of the Product Security Management System.

1.6 Incident Management

The Company shall investigate all actual or suspected cases of product mixing, substitution, or misidentification in a fair, transparent, and traceable manner. Appropriate corrective and preventive actions shall be implemented to eliminate the root cause, prevent recurrence, and maintain the integrity and accuracy of products and product information.

1.7 Documentation and Record Retention

The Company shall establish, maintain, and retain policies, procedures, records, and supporting evidence related to the management of Product Security in a complete, accurate, and traceable manner. Such documentation shall be retained for the period required by applicable laws, regulations, contractual obligations, and relevant standards.

2. Responsibilities

Management, employees, contractors, and all relevant personnel are responsible for complying with this Policy and supporting the prevention of product mixing, substitution, and misidentification. All personnel shall promptly report any actual or suspected incidents that may affect the accuracy, integrity, or reliability of products or product information, in accordance with the Company's established reporting procedures.

3. Policy Review

The Company shall review this Policy at least annually, or whenever there are changes in applicable laws, the requirements of the Responsible Jewellery Council (RJC), relevant international standards, or when risks, incidents, or significant changes are identified that may affect the effectiveness of the Product Security Management System.

Dated 01 September 2026

Yours faithfully,



Nakorn Wongchindawest
[Vice President]
Miki Siamese International Co., Ltd.