



GLS TECHNO (THAI) CO.,LTD.

1362/74,1362/75, 1362/76-77 Soi 58, Chong Nonsi, Yan Nawa, Bangkok 10120

1362/74,1362/75, 1362/76-77 ซอย 58 ชองนงศรี ยานนาวา กรุงเทพฯ 10120

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Announce 2025/001

GLS TECHNO (THAI).s Policy

GLS TECHNO (THAI) Co.,Ltd located at No. 1362/74-77 Soi 58, Chong Nonsi, Yan nawa, Bangkok, Thailand has the intention to comply to Corporate Social Responsibility & Client Requirement. We are aware that to sustain business, providing benefits, support and environmental conservation are crucial. We will work with our stakeholders i.e. employees, business partners, community and government agencies to create social responsibility culture and organization culture that benefits the community.

Human and Labour Rights

We are committed to respecting all human rights in our own operations and business relationships in accordance with the UN Guiding Principles on Business and Human Rights and relevant conventions of the International Labour Organization (ILO). Our human rights policy covers the following key commitments:

- All forms of violence and harassment in the workplace are prohibited, including but not limited to corporal punishment; harsh or degrading treatment; sexual or physical harassment; mental, physical, verbal or sexual abuse; retaliation; coercion; and intimidation. Both direct and indirect harassment in any form is not acceptable in workplace facilities.
- To never engage in or knowingly support child labour (including the worst forms of child labour) as defined by International Labour Organisation (ILO) conventions 138 and 182;
- To never engage in or knowingly support forced labour as defined by International Labour Organisation (ILO) convention 29, including bonded labour, forced labour, deceptive recruitment, human trafficking and indentured or involuntary prison labour;
- To prohibit all forms of discrimination, including but not limited to discrimination based on race, colour, ethnicity, caste, national origin, religion, disability or genetic information, pender, sexual orientation, union membership, political affiliation, marital status, parental



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or pregnancy status, physical appearance, HIV status, age or any other personal characteristic unrelated to the inherent requirements of the work.

- To provides a freedom of association as per law and international requirements.
- To provides normal working hours not exceeding 48 hours per week and total working hours not exceeding 60 hours per week according to local law requirement. After working consecutively 6 days, one day off shall be provided, provides wages and benefits which must comply with local law.
- To provide a safe and healthy working environment for employees and on-site contractors;
- To promote human rights in our dealings with business partners and other relevant stakeholders.

Bribery and Corruption

We prohibit bribery and corruption in all business practices and transactions carried out by us and by agents acting on our behalf. For the purpose of this policy, bribery is defined as giving, offering or receiving any undue advantage to or from A) A public or government official; B) A political candidate, party or official; or C) Any private sector employees, directors or officers, or their agents or representatives.

Anti-Money Laundering and Finance of Terrorism

We commit to not engaging in or contributing to money laundering or the finance of terrorism. Company has implemented Anti-Money Laundering (AML) and Know Your Counterparty (KYC) procedures to:

- Establish the identify of all counterparties;
- Verify that counterparties and, if applicable, beneficial owners are not named on relevant government lists for individuals or organizations implicated in money laundering, fraud or involvement with prohibited organizations and/or those financing conflict.
- Maintain an understanding of the nature and legitimacy of the businesses operated by counterparties and;
- Monitor transactions for unusual or suspicious activity.



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Occupational health & Safety engagement

We commit to complies with all relevant health and safety requirements, laws and provide a safe working environmental as well as providing education, awareness of Health and Safety to our employees and on-site contractors.

Environmental and Energy engagement

We commit to reducing and managing the environmental impacts of our business operations, which includes:

- The responsible management of all wastes and emissions to air, water and land.
- Seeking to ensure the responsible and efficient use of other natural resources, where applicable.
- To comply with all relevant environmental laws i.e. waste disposal, waste water and applying 3R (Reduce, Re-use, Recycle) to help protect the environment and resources which will benefit the communities and employees

Payment Policy

We will not pay for facilitation to government employees, officials, agencies, or organizations under any circumstances. Allowing company personnel to pay for such conveniences could lead to high risks of bribery, increased business costs, tarnished reputation, and violations of the company's anti-corruption and corporate compliance policy.

CSR Policy

We commit to the sustainable growth of our business, alongside caring for the community, and supporting society with determination. We have established policies of CSR as follows:

1. Developing an Internal Social System: We direct to create a balanced internal social system within the organization, focusing on personnel development and improving quality of life to sustain the organization.



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2. Promoting Community Engagement: We encourage participation within the community, support cultural traditions, beautiful values, and local wisdom of the community members.
3. Promoting Education, Human Resource Development, and Employment: We support education, human resource development, and employment opportunities.

We believe that for a business to achieve sustainable success, society must be stable. These principles lead to various social activities initiated by our company.

Conflict of mineral policy

We recognize as one of the world's major jewelry and gems center, our company emphasize on creating value and success with our customers through Costume jewelry and accessories' development and production. This policy confirms our commitment GLS TECHNO (THAI) Company Limited is committed to corporate responsibility and to respecting human rights in its own operations and in its supply chain. GLS TECHNO (THAI) Company Limited is committed to complying with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk-Areas. As part of that commitment.

- Commit to do not use any materials that directly or indirectly finance or benefit armed groups in the Afghanistan, Central African Republic, Chad, Congo, Dem. Rep., Ethiopia, Haiti, Iran, Islamic Rep, Libya, Mali, Iran, Libya, Mali, Myanmar, Nigeria, Somalia, South Sudan, Sudan, Syrian Arab Republic, Uganda, Ukraine, Yemen, Zimbabwe and surrounding countries;
- Commit to do not use any materials that directly or indirectly finance or benefit armed groups in Russia;
- Work with their own upstream suppliers and supply chain to determine the source and chain of custody of any products containing conflict minerals supplied to GLS TECHNO (THAI) Company Limited ;
- Establish their own procedure, due diligence frameworks and management systems for the traceability of conflict minerals consistent with the Organization for Economic



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Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk-Areas, and communicate an expectation to their suppliers that they do the same; and

- Cooperate with GLS TECHNO (THAI) Company Limited in its efforts to comply with any applicable reporting requirements of governmental agencies.

This policy shall be available as documented information, communicated to all interested parties and consistently applied within the organization



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Product Disclosure

We are committed to disclosing information on the physical characteristics of jewellery products and materials in accordance with the Responsible Jewellery Council (RJC) Code of Practices Standard.

We are also committed to developing and nurturing strong relationships with suppliers and other business partners to promote responsible business practices throughout our supply chain.

To achieve this, we carry out due diligence on all of our suppliers in alignment with the UN Guiding Principles on Business and Human Rights.

This policy shall be available as documented information, communicated to all interested parties and consistently applied within the organization.

Announced on June 3rd , 2025


DAULAT BHOSALE

