



THAILINK 2012 INTERNATIONAL CO., LTD.

1249/152,155 18th Fl., Gems Tower, Chareonkrung Rd., Suriyawongse, Bangrak,
Bangkok 10500, Thailand. Tel: (662) 267-5333 Fax: (662) 267-5334
Email: marketing@thailink2012.com

Policy No. 009/2025

Supply Chain

1. Thailink 2012 International Co., Ltd. affirms its commitment to respect human rights and avoids making financial contributions to conflicts.
2. Thailink 2012 International Co., Ltd. is committed to complying with all relevant measures and laws as a member of the Responsible Jewellery Council (RJC). As such, we are committed to proving through independent audits that we:
 - I. Respect human rights in accordance with the Universal Declaration of Human Rights and fundamental human rights at work.
 - II. Do not participate in or allow bribery, corruption, money laundering or financing of terrorism.
 - III. Support transparency of government payments.
 - IV. Do not provide direct or indirect support to illegal armed groups.
 - V. Help stakeholders express their concerns about the jewelry supply chain.
 - VI. Implementing the OECD's 5 Step Framework as a management process for risk based due diligence for responsible supply chains of minerals from conflict affected and high risk areas.
3. We are committed to using our influence to prevent abuse by others. We follow KYC procedures to screen and assess our suppliers to identify risks and have in place grievance procedures to address concerns about our supply chain.
4. Serious violations related to the extraction, transportation or trade of precious metals. We will not tolerate or profit from supporting or facilitating the commission of
 - I. Torture, cruel, inhuman and degrading treatment.
 - II. Compulsory labor
 - III. Child labor
 - IV. Violations and violations of human rights or
 - V. War crimes, violations of international humanitarian law, crimes against humanity or genocide.

5. We will immediately cease engagement with upstream suppliers if we become aware of a reasonable risk that they are committing infringement actions as described above, or are sourcing from or associated with any party that commits these infringement actions.
6. Regarding direct or indirect support for non-state armed groups. We will not tolerate direct or indirect support of non-state armed groups, including but not limited to providing precious metals, payments, or assisting or arranging for illegal non-state armed groups or their affiliates:
 - I. Control mine sites, transportation routes, precious metal trading points and upstream operators in the supply chain or
 - II. Taxes or extortion of money or precious metals at mining sites, along transportation routes, or at points where precious metals are traded, or from intermediaries, export companies, or international traders.
7. We will immediately cease engagement with upstream suppliers if we identify a reasonable risk that they are supplying or associated with any party providing direct or indirect support to non-state armed groups as described.
8. With regard to state or private security forces, we affirm that the role of state or private security forces is to provide security for workers, facilities, equipment and property in accordance with the rule of law, including laws guaranteeing human rights We will not directly or indirectly support state or private security forces that commit the described violations or illegal acts as described.
9. Bribery and misrepresentation about the origin of precious metals We will not offer, promise, give or solicit bribes, and will resist the solicitation of bribes to conceal or disguise the origin of precious metals or to disguise taxes, fees, and royalties paid to governments for the purpose of extracting, trading, handling, transporting and exporting precious metals.
10. Regarding money laundering, we will not support or do business with supply chains that are at

This Policy is effective from April 1st, 2025.

(Ms. Lara Kristianna Colombres)

Managing Director