UN GLOBAL COMPACT

REPORT 2022

Message from Founder & Chairman of Advisory Board

Following the global climate changes which are more variable and severe, these consequences, considered by the global community, are recognized as vital problems. The cooperation is required to find solutions to reduce greenhouse gas emission to limit the global temperature not to increase over 1.5 degree Celsius. Accordingly, the company, as part of the globalcommunity, is well prepared to carry out the actions with full efforts.

So the company voluntarily started to participate in Greenhouse Gas Reduction Projects organized by Thailand Greenhouse Gas Management Organization (Public Organization). The Company, as part of the global community, is committed to supporting the UN Sustainable Development Goals (SDGs) and is prepared to respond on solving such problems. In addition, the Core Values & Corporate Sustainability Committee, the Board of Directors and the Subcommittee have been established to particularly perform any activities following ESG principles.

For 49 years of business, the company operates its business towards concerns on social responsibilities especially equitable treatment of employees which is adhered to human rights principles. The responsibilities include providing fair benefits and welfares, encouraging employees of the Group to do savings for benefits after resignation or retirement, establishing cooperatives and provident funds, organizing appropriate workplace environment as second home, ensuring occupational health and safety in workplaces, providing continuous development of skills and potentials, establishing childcare center to look after employees' children, creating job opportunities for underprivileged and disabled persons, supporting education for the juvenile for occupational knowledge and skills under Bilateral Education Project as well as being responsible for the customers with quality products and on-time delivery, managing the supplier management by transparent procurement together with the development of society and community by enhancing potentials of society and community for associations and sustainability.

Furthermore, the company closely monitors and follows the situations of climate changes which may impact to the risk level of the company to ensure that the risk management is performed within an acceptable level in order to enable the business to be sustainably run. The Company is committed to supporting the UN Sustainable Development Goals (SDGs) in which Pranda Jewelry PCL., essentially focuses on 6 goals namely 1) Gender Equality 2) Decent Work and Economic Growth 3) Responsible Consumption and Production 4) Climate Action 5) Peace, Justice and Strong Institutions and 6) Partnerships for the Goals.

Finally, on behalf of the Board of Directors of Pranda Jewelry PCL., we would like to express our appreciation to all shareholders and stakeholders who always trust and support the Company. The Board of Directors, the Executives and all employees are still dedicated to performing their own duties in accordance with business ethics, code of conducts and anti-corruption in all forms as well as striving the organization to achieve the sustainability.

PridaTiasuwan

Founder & Chairman of Advisory Board

Our Business

Pranda Jewelry Public Company Limited
Sustainable Jewelry Manufacturer

Founded in 1973, PRANDA Group is Thailand's leading fine jewelry manufacturer. Recognized for its refined jewelry craftsmanship expertise, PRANDA has been serving requirements of leading fine jewelry brands in US, Europe, and Asia through decades. PRANDA is officially certified as a member of Responsible Jewellery Council (RJC) and also accredited with the ISO 9001 Quality Management certification.

When the company was firstly established in 1973 as a trading company, it was previously named as Pranda Design Co., Ltd. The company was officially founded on April 27th, 1984 and listed its common stocks on the Stock Exchange of Thailand on July 6th, 1990. The Company was transformed into a public company on June 3rd, 1994. (Stock Code: PDJ)

The Architecture of Craftsmanship

Pranda Group's core operations are production, distribution, and retail of fine jewelry products. Recently, the company has been recognized as the leader in Thai jewelry exports with its customer base covering key regions from North America to Europe and Asia.

Production

Production manufacturing high craftsmanship jewely in mass quantity, with th design and development center and 3 factories of total 2,500 craftsmen in thailand and vietnam.

Omnichannel Distribution

Omnichannel Distribution marketing operations of its own brands through retail point of sales & online channels in Thailand, Vietnam, India and United Kingdom.

Production Base Omnichannel Distribution Base

Vision

To be the world's leading alliance for jewelry businesses that enables the valued partners to achieve the mutual growth and success.

Teamwork

Stakeholder Focus

Continuous Improvement

Teamwork	We devote our hearts to working as a team like we are the same family.
Stakeholder Focus	We see the importance of our stakeholders. Therefore, we do care and are responsible for customers, suppliers, colleagues, shareholders, the environment and society at large.
Continuous Improvement	We are proficient in continuously seeking new knowledge and experience to develop ourselves and to come up with new innovations.

19 years of Compliance with UN Global Compact

Global Compact Network Thailand

Pranda Group, one of the most prestigious jewelry traders and the first Thai public company joined the UN Global Compact since 2002, is pleased to announce that it has expanded its relationship with the UN by joining the another UN's potential network called THE UN Global Compact Local Networks. It aims at supporting the advancement and accurate implementation of the UNGC principles in which ensuring the successful synergies among organization members by expressing their commitment to society and the nationwide. This will lead to the sustainable development in the foreseeable future.

Signed in the UN Global Compact that embracing a set of core values in the areas of human rights, labor standards, the environment, and anti-corruption for 19 years, Pranda has also expressed its clear intention to settle its core policy in Corporate Social Responsibility (CSR) in order to encourage its employees right attitude and relationship toward their social responsibility. This takes into account the impact on other stakeholders such as shareholders, employees, communities, customers, partners, governments, as well as society and the nation.

Launched in 2000, The UNCG is the world's largest voluntary corporate responsibility initiative that offers a strategic policy for businesses that are committed to align their operations and strategies with ten universally accepted principles. Pranda and its subsidiaries had been operating based on the principles of the UNGC strictly reflecting its serious implementation of the business plan and the emphasis on society and environment in order for the sustainable growth and development of Jewelry industry in Thailand.

The company, Pranda Group, does not only pay attention to the operations aligned with the UNGC principles but also support human rights values and employment standards in all issues related such as race, gender, nationality as well as disability. By providing the right working opportunities to the disables fairly and properly in accordance with law, Pranda has currently recruited 30 disabled people to work in the right position, both in the office and factory considering as a ratio between normal employees and disabled employees is 60:1 in which beyond the law setting ration, 100:1. In the corporate ethics, management philosophy and stakeholder responsibilities issue, Pranda adheres to the effectiveness and efficiency of the business administration with transparency, integrity, and good governance for decades.

Corporate Sustainability Policy and Goals

The Company determines the policy of sustainability management as guidelines for managing the business towards growth, stability and sustainability covering the principles of Environment, Social and Governance (ESG) through applying principles of sustainability management as foundation in all working procedures and relaying to all operational levels of the organization. In addition, the integration of action plans is taken place to create harmony on the principles of Environment, Social and Governance (ESG) as well as following rules, regulations and related laws, being adhered to international sustainability practices upon the 10 principles of UN Global Compact as and taking part as founding organizations on the establishment of UN Global Compact Local Network well as supporting the United Nations Sustainable Development Goals (SDGs).

Our Support on UN's Sustainable Development Goals (SDGs)

Goal 5:
Gender Equality

Goal 8:
Decent Work and Economic Growth

Goal 12:
Responsible Consumption and Production

Goal 13:
Climate Action

Goal 16:
Peace, Justice and Strong Institutions

Goal 17:
Partnerships for The Goals

The Company is essentially adhered to be in compliance with principles of sustainability management for the highest benefits of all stakeholders with guidelines and scope of sustainability practices as follows:

Environmental	Run environmentally-friendly business by utilizing resources for the most benefits as well as involving in the energy, water, waste, pollution and Greenhouse Gas management.
Social	Run the business with social responsibilities by considering human rights, labour rights protection, appropriate workplace environment as second home, occupational health and safety in workplace and continuous development of skills and potentials as well as creating opportunities for underprivileged people, enhancing job opportunities for the disabled, supporting education for the juvenile for occupational knowledge and skills in Bilateral Education, being responsible for the customers with quality products and on-time delivery, implementing supplier management through.
Governance	Run the business on the principles of Good Corporate Governance with Code of Conduct and anti-corruption in all forms, both direct or indirect, as well as having the efficient risk management and adequate internal control system, strengthening value chain management, initiating innovation in the organization and developing technology for the corporate sustainability.

Pranda Commitments

E	S	G
1. Energy Management 2. Water Management 3. Trash, Waste and Pollution Management 4. Greenhouse Gas Management	1. Respect to Human Rights 2. Fair Treatment to Employees 3. Human Resources Management 4. Occupational Health/Safety and Environment in Workplaces 5. Responsibility to Customers 6. Supplier Management 7. Responsibilities to the Community/Society	1. Good Corporate Governance 2. Anti-Corruption 3. Risk Management and Internal Control System 4. Supply Chain Management 5. Innovation Development within the Organization 6. Cybersecurity Management 7. Personal Data Protection

The established policy and scopes are part of the Company's aim to accomplish sustainability goals covering principles of Environmental, Social and Governance. Thus, the Board of Directors, the Executives and employees shall be responsible for supporting, promoting and following the established sustainability policy as well as encouraging suppliers and business partners to apply such policy into operating procedures which are related to the Company in order to mutually create sustainable society with stable growth.

The Sustainability Strategies

The Company runs its business operations following the corporate philosophy, vision and mission for sustainable and quality growth while enhancing good quality of life to stakeholders, preventing and being responsible for any impacts caused from business operations to the community, society and environment under the governance performance as well as responding to Sustainable Development Goals (SDGs). The sustainability strategies are determined in 3 aspects as below

Environmental

Striving towards environmental consciousness and thoughtful utilization of resources into each operating procedure to achieve goals of preserving ecological balance for sustainable living.

Social

Running business with ethics and being adhered to social responsibilities and involvement of stakeholders

Govrnance

Governing the business towards transparency, integrity and accessibility under Corporate Governance principles.

Corporate Substainability Goals

The Company enhanced its business operations towards "Sustainability" to respond to Sustainable Development Goals (SDGs) and in compliance with international context and standards. The Company is committed to running its business with environmental, social and governance responsibilities with corporate sustainability goals as follows:

Environmental

1. Energy Management: The Company shall apply efficient utilization of electricity.
   1st Goal: Decrease electricity usage by 10% BAU (compared with based year 2021) within 2024.

2. Water Management: The Company shall reduce water consumption per production unit along with risk management in case of lack of water resources while increasing proportion rate on water recycling and promoting accessibility to community water supplies as appropriate.
   2nd Goal: Decrease water consumption by 3% BAU (compared with based year 2021) within 2024.

3. Trash, Waste and Pollution Management: The Company shall minimize usage of resources leading to trash in the organization.
   3rd Goal: Decrease plastic trash by 5% (compared with based year 2021) within 2024.

4. Greenhouse Gas Management: The Company shall decrease greenhouse gas emission through energy, water and trash, waste and pollution management as well as minimizing LPG usage and reducing or changing refrigerants used in air conditioners.
   4th Goal: Decrease greenhouse gas emission per production unit (compared with based year 2021) by 15%, 25% and 0% within 2024, 2030 and 2050, respectively.

Social

5. Respect to Human Rights: The Company shall respect to human rights which are basic rights to be treated to all human as well as freedom in living in society with equality and fairness with respects to value, honor and difference of human.
   5th Goal: All employees in the organization are to be working all together with happiness towards respects in human rights as well as respects to all stakeholders with no any disputes on human rights.

6. Fair Treatment to Employees: The Company shall treat all groups of employees with fairness and equality in work operations under rules and regulations, notices and directions of the Company within the established laws.
   6th Goal: The personnel in the organization must be equally treated with no any disputes on unfair act.

7. Human Resources Management: The Company shall develop human resource management towards efficiency throughout the process, recruit competent candidates for employment and retain potential employees to work for the organization as well as developing personnel with necessary knowledge and skills to support business operations and respond to the rapid changes of global situations while uplifting quality of life and enhancing engagement within the organization.
   7th Goal: Sufficient manpower rate for high quality production with potential employees who are able to work against the clock with controllable budget and turnover rate not over 2% per month.

8. Occupational Health/Safety and Environment in Workplaces: The Company shall establish accident prevention measures covering workplaces, machines, tools and working procedures as well as occupational health and safety systems.
   8th Goal: No accidents or injuries from work or if there is, the cases shall be at least especially accidents causing leaves must not be over 3 days and no injuries causing death.

9. Responsibility to Customers: The Company shall be adhered to honesty, integrity and fairness with no acts related to violation of rights to customers as well as keeping trade secrets of the customers not to be wrongfully used for own benefits or for related parties and shall co-develop products with customers to continuously meet the customers' requirements.
   9th Goal: Respond the customers' needs through quality products and excellent service in which satisfaction survey of top 20 customers are annually conducted with score not less than 90%.

10. Supplier Management: The Company shall procure products and services following policy and procedures with fairness, reasonability, transparency, verifiability with no conflict of interests and shall equally treat suppliers with fair competition.
    10th Goal: No complaints related to unfair actions from suppliers.

11. Responsibilities to the Community/Society: The Company shall organize activities to enhance and promote the development and good relationships with the community and society.
    11th Goal: Activities organized towards development of the community and society not less than 3 activities per year and satisfaction score from participants should be more than 80%.

Governance

12. Good Corporate Governance: The Company shall be committed to running business on the foundation of Good Corporate Governance by cultivating work consciousness and ethics to employees as well as recognizing high importance in business operations towards shareholders and stakeholders with fairness.
    12th Goal: No complaints from shareholders and stakeholders as well as the assessment on the Corporate Governance Report of Thai Listed Companies not less than 90%

13. Anti-Corruption: The Company shall run its business operations with transparency by being adhered to the governance principles and shall not promote corruptions in all forms, direct or indirect, and prohibit the Directors, the Executives, employees and third parties related to the Company to take any actions possibly leading to corruptions.
    13th Goal: No corruptions found on each section and the membership of the Collective Action Coalition Against Corruption (CAC) shall be certified and renewed.
14. Risk Management and Internal Control System: The Company shall implement risk management throughout the organization by considering risks related to finance, strategies, working procedures and rules and regulations as well as social and environmental issues.
    14th Goal: Identify risks in all risk aspects with corporate risk assessment as well as a comprehensive risk management plan in each area to implement risk management in acceptable level.

15. Supply Chain Management: The Company shall promote and support the development of potential of suppliers towards procurement and supply chain management with responsibilities.
    15th Goal: Being committed to working with companies/sectors with standards certified namely Responsible Jewellery Council (RJC).

16. Innovation Development within the Organization: The Company shall promote and support employees in all levels to drive initiatives and creativity for innovative creation with teamwork in developing system and working procedures as well as application of tools and equipment to reach highest efficiency.
    16th Goal: Qualified projects not less than 10 projects per year.

17. Cyber Security Management: The Company shall apply technology with protection and prevention system into business operations.
    17th Goal:
    1. System availability of e-mail and internet system with risk conditions allowing system to be improperly stopped and not longer than 15 minutes at 0 time.
    2. System availability on network and application system >= 99.99%
    3. System availability on data backup system >= 99.99%

18. Personal Data Protection: The Company shall be strictly adhered to carry out actions following personal data protection and other related official rules and regulations.
    18th Goal: Employees and partners throughout supply chain must be treated with personal data protection with no complaints.

Thus, employees of the Company are responsible for supporting, driving and acting in accordance with the established policy to accomplish sustainable development goals as well as carrying out the monitoring and evaluation process with report on performance in comparison with target goals on annual basis.

Significant Aspects of Sustainability

1) Stakeholder Management
Stakeholders, Relationships and Responses

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
Shareholders and Investors	- Annual General Meeting - Investor Relations - Website / E-mail - Annual Report - Opportunity Day - Business Site Visit - Complaints through Whistleblowing and Complaints Channels	- Significant Returns - Management following Good Corporate Governance - Disclosure of the Company's Information in Actual, Complete and Up-to-date Basis - Efficiency in Risk Management	- Treat the Shareholders and Investors based on Corporate Governance Principles - Determine the Disclosure of Information with Transparency and Reliability - Protection of Rights of the Shareholders based on Good Corporate Governance
Customers	- Satisfaction Survey - Website / E-mail and Social Media - Group Discussion - Business Visit Opportunities - Provide Knowledge by Experts and Representatives of the Company - Design Journal for News and Publications - Meet with Customers to Obtain Opinions and Suggestions - Complaints through Whistleblowing and Complaints Channels	- Deliver Products and Services which meet the Quality and Standard as required - Share Knowledge and Technology of the Company's products - Product Diversification - Treat Customers' Information as Confidential	- Encourage the customers to be aware and responsible for the quality and safety of product and service - Evaluate customer satisfaction in various aspects covering all issues to carry out consideration for the improvement of work process and service - Deliver customer service following responsibilities on business ethics - Protection of Customers' Information

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
Suppliers and Creditors	- Group Discussion - Meetings - Meet with Partners to Obtain Suggestions - Complaints through Whistleblowing and Complaints Channels	- Appropriate Prices with comparison to Common Prices - On-time Debt Settlement - Fair and Equal in Hiring and Bidding Process - Exchange Knowledge and Experiences	- Treat Partners and Creditors with Equality and Justice following the Agreement and Business Ethics and Code of Conduct - Inform Partners to acknowledge and understand the Procurement methods and selection process and evaluation by following up, examining and reporting to related parties
Competitors	Obtain News from the Media and Public Stage	- Run the Business with Transparency, Integrity and Ethics - Fair Competitions in compliance with laws	- Set up the monitoring process not to take any actions to obtain any Trade Secrets of the Competitors through unlawful acts - Treat the Competitors with Comprehension and Positive Cooperation

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
Employees	- Establishment of Pranda Academy - Intranet / Social Media - Survey on Opinions - Training and Development - Performance Evaluation - Activities with Employee Participation including CSR Activities - Complaints through Whistleblowing and Complaints Channels	- Fair Remuneration and Welfares additional to the required laws - Stability and Advancement - Continuous Development on Knowledge and Job Competency - Safety and Sanitation in Workplace - Participation in Process of Product and Service Development - Participation in Public Benefit Activities	- Set up the Principles on Business Ethics and Code of Conduct for the employees to be adhered to - Provision of appropriate and fair remuneration and welfares - Provision of standard safety system and equipment and applicable workplaces to facilitate efficiency and effectiveness in work procedures with high concerns on safety and sanitation - Respect of Employee Rights as required by laws - Training and Development and Advancement
Community Society	- Survey/Evaluation of Needs and Satisfaction - Regular Meetings - Set up Meetings to Obtain Opinions and Suggestions - Cooperate with Community to establish the Quality of Life Projects and Activities - Arrange Business Site Visit and Promote Participation in Social Development - Report on Information, News and Activities - Follow News and Report from the Press - Complaints through Whistleblowing and Complaints Channels	- Promote Occupations and Good Health and Well-being to the Society - Cooperate in the Community and Society Development - Being aware on Impacts to the Community and Society - Being the Organization Responsible for Local, Nation and Global by promoting and preserving local traditions - Disclose Information based on Facts	- Bilateral Education System by giving opportunities for the youth living in the area which lacks educational and vocational opportunities to be able to study under Bilateral Education System in Artisan Jewelry - Strictly Perform towards Safety and Occupational Health Policy - Support the roles towards benefits to the Public, Community and Society as a whole - Cooperate in organizing Public Benefit Activities to the Community and Society

2) Materiality

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
Environmental	Energy Management	Energy production requires tremendous natural resources which is one of the factors leading to disasters caused by global warming crisis and climate changes such as flood, wildfire, PM2.5, drought, raining not in seasons, etc. The community and business in most areas and industries are inevitably affected as seen in present.	As the Company strives and recognizes importance of this issue, the short-term and long-term greenhouse gas emission strategy has been established with clear goal which is to mitigate greenhouse gas emission to limit the global temperature not to i ncrease by 1.5 degree Celsius. The project on electricity saving is also initiated as well as promoting and encouraging personnel of the organization to save and best utilize the electricity usage.
	Water Management	Water resources are considered the valuable resources with limited quantity. Huge usage volume of water can lead to water scarcity for consumption in the organization and community.	The Company gives importance in water management towards efficiency and best utilization by following 3Rs principles, promoting and encouraging personnel in the organization to save and best utilize water consumption as well as c onducting wastewater treatment and monitoring in compliance with standard of Notification of the Ministry of Industry for the Determination of Standards to Control Wastewater from Factory B.E. 2560 to mitigate the effects to the surrounding rivers, canals, communities and environment.

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
	Trash, Waste and Pollution Management	Concerns of the community towards impacts from trash, pollution and waste resulted from production process.	Systematic trash, waste and pollution management while promoting and encouraging the personnel to carry out 3Rs principles with proper ways of disposal.
	Greenhouse Gas Management	Usage of natural resources both direct and indirect in operating all types of businesses lead to global warmings which cause climate changes and disasters such as flood, wildfire, PM 2.5, drought, raining not in seasons, etc. The community and business in most areas and industries are inevitably affected as seen in present.	The Company is part of the society consuming natural resources and thus being committed and giving i mportance to this issue. The short-term and long-term greenhouse gas emission goal has been established to mitigate greenhouse gas emission to limit the global temperature not to increase by 1.5 degree Celsius.
Social	Respect to Human Rights	Possibility to violate human rights in Minor issue with no intentions from diversification of social status and perspectives such as Baby Boomers may see things different from Gen Y as well as interpretation of auditors may be different from operators and the correct things in the past may not be correct in the present.	Policy and guidelines are established in written form with training courses for personnel in all levels to clearly understand as well as increasing frequency of internal audit to assess gaps and find solutions.

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
	Fair Treatment of Labour	Management of large number of employees and urgent production may lead to the disregard of actions in some issues especially issues with sensitivity.	Policy and guidelines are established in written form with training courses for personnel in all levels to clearly understand as well as being aware of fair treatment of employees.
	Human Resources Management	Human resources management is more challenging nowadays including Covid-19 pandemic situations leading to sudden break of development as well as being inevitably encountering with New Normal lifestyles and Generation Gap which is still challenging for the long-established organization.	The Company turns crisis to opportunities by adjusting old working styles to new working styles by applying technology to human resource development such as recruitment and selection, training, performance evaluation and engagement activities through mobile applications as well as using Paperless approach to reduce unnecessary procedures.
	Safety, Occupational Health and Working Environment	As being the large-scale organization with many operating procedures and machines, the risk factors leading to accidents are inevitably possible.	The safety, occupational health and work environment committee is established to determine prevention and monitoring measures to ensure safety in workplace and develop system of occupational health and work environment to be more effective than law standard in which the Company has specifically allocated budget for this issue.

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
	Responsibility to Customers	Late delivery	- Meeting with cluster team to cohesively plan on each order from the Top customers. - Ask the customers to forecast orders in advance to plan and prepare for production of designs based on regular orders during period of low production capacity or slow season.
	Supplier Management	Having few numbers of suppliers will lead to difficulty in raw materials sourcing which can result in late delivery.	Source more numbers of potential suppliers with target of 1 – 2 new suppliers per year.
	Responsibilities to the Community and Society	Complaints from the community and society from business operations of the Company	Establish clear policy, objectives and results
Economy	Good Corporate Governance	Sustainability issues recognized by the Stock Exchange of Thailand, the SEC, related sectors, shareholders, alliances and partners, institutional investors in national and international markets which are considered as factors affecting trust and reliability.	Continuously participate in Corporate Governance Report (CGR) of Thai Listed Companies by Thai Institute of Directors (IOD) as well as the assessment of Annual General Meeting (AGM) by Thai Investors Association.

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
	Anti-corruption	Issues recognized by the Stock Exchange of Thailand, Thai Investors Association as well as shareholders, alliances and partners, institutional investors in national and international markets to give priority with assessment on transparency of the organization.	Renew the membership of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) every 3 years.
	Risk Management and Internal Control	Sudden changes of technology and factors leading to changes in business operations result in various types of risks to be encountered.	Review organizational risk assessment methods and process and establish comprehensive corporate risk management strategies.
	Supply Chain Management	Corporate responsibility management and proof of supply chain sources totally related to the organization.	Establish Pranda's Suppliers CSR Policy as well as Social Responsibility Assessment for Business Partners on each supply chain related to the organization.
	Innovation Development within the Organization	- External publish may be involved in intellectual property laws. - Limitations of usage	- Publish outcomes to be used for benefits to interested parties. - Reduce procurement costs in tools and equipment. - Drive motivation to colleagues to create innovation.

Stakeholder	Channels of Participation	Expectations and Significant Issues	Responses
	Cybersecurity Management	Sudden changes of more advancement and complexity in technology may lead to external attacks causing the system to be stopped or out of service.	Establish cybersecurity policy and measures to be applied in the organization as well as installing Advanced Persistent Threat systems including Firewall and Antivirus with regular update patch.
	Personal Data Protection	New aspects which are not yet applied in which the information may be published and/or used unintentionally.	Establish clear regulations on responsible persons to be applied in the organization and provide training to all employee levels in which secure systems of data storage and protection must be established by data controller with levels of authorization.

Materiality Prioritization

Performance Results on Sustainability

Environmental Performance
"Operate Environmentally Friendly Business"

The Company is aware of responsibilities towards environmental impacts to employees, community and related parties. The environmental management policy is thus established to control and mitigate impacts to the environment, natural resources and energy for the Executives, employees and stakeholders to participate and be adhered to. The environmental management frameworks are described below.

1) Energy Management

Policy

The Company is committed and aware of controlling electricity usage for the highest efficiency to best utilize natural resources in order to mitigate overall impacts to the environment as well as reducing energy costs. The Company also promotes and encourages the electricity consumption in the organization to be worthwhile towards sustainability upon reducing electricity usage.

Management Guidelines

The Company operates energy consumption reduction project as follows:

1)LED Lighting Project through survey on number of units and types of bulbs currently used and source each specification of LED bulb, test for efficiency and change defective light bulbs to LED light bulb.

2)High-Tech Electricity Consumption Reduction Project by sourcing equipment/accessories applicable for decreasing energy through new technology.

3)Worth Lighting Project through survey of lighting lamps to install on-off switch on each lamp as well as setting on-off period for each air conditioner being controlled by technicians.

Performance Results

The Company has efficiently run the energy management including lighting and air-conditioning system with improvements in 2022 as follows:

- Changing of FLUORESCENT 36W lamp to LED T8 20 W lamp
- Changing of FLUORESCENT 28W lamp to LED T5 16 W lamp
- Changing of E27 18W lamp to LED 7 W lamp
- Changing of T5 28W lamp to LED 16 W lamp
- Changing of T8 9W lamp to LED
- Changing of E27 5W lamp to LED
- Changing of 400 W lamp to LED 200 W lamp
- Changing of 250 W lamp to LED 100 W lamp

In 2022, the amount of electricity consumption is 3,926,701 kWh/yr., increasing form 2021 by 6.9%. This is due to the situation of the Corona virus pandemic (COVID-19) that caused the Company temporality closed operation in certain sections in 2020 while running full operation in 2021.

2) Water Management

Policy

The Company is committed and aware of controlling water resources for the highest efficiency to best utilize natural resources in order to mitigate overall impacts to the environment as well as reducing water consumption costs. The Company also promotes and encourages the water consumption in the organization to be worthwhile towards sustainability.

Goals

Reduce water consumption by 3% BAU (compared with based year 2021) within 2024.

Management Guidelines

The Company operates water consumption reduction project as follows:

1) RO CONCENTRATE Project through the collection of wastewater sample generated from RO system to be examined on laboratory treatment for water quality assessment. In case the result of water quality assessment is passed, the proposal for installation of water meter in releasing and recycling water from RO system will be presented to the Executives.

2) Worth Water Project by survey on number of taps and quantity of water flow rate from wash basin and adjust water valve to limit water flow rate at 2 liters/minute with random check on water flow rate every month.

Performance Results

In 2022, the amount of water consumption is 69,942 cum/yr., increasing from 2021. This is due to the situation of the Corona virus pandemic (COVID-19) that caused the Company temporality closed operation in certain sections in 2020 while running full operation in 2021.

3) Trash, Waste and Pollution Management

Policy

The Company is committed to minimizing waste generated from production process to demonstrate the efficiency in production process as well as mitigating impacts to the environment and reducing waste treatment costs. In this regard, 3Rs guidelines are being followed from reducing waste from the waste sources to the least possible level to being able to reuse or recycle entire waste. Currently, waste leading to environmental impacts which are generated from production process, maintenance and other activities are treated with efficient processes in accordance with international standards to prevent any possible impacts to surrounding environment and community.

Goals

Reduce plastic waste generation by 5% (compared with based year 2021) within 2024 while reducing amount of waste by 25 kilograms/year in 2021.

Management Guidelines

The best utilization of resources with decreasing amount of waste demonstrate the high efficiency in production process while reducing risks upon lack of resources, impacts to the environment and costs of waste treatment. Therefore, the Company implements systematic trash and waste management in business following 3R (Reduce, Reuse, Recycle) guidelines through executing the efficient waste sorting system and cultivating consciousness within the organization as well as to stakeholders. The Valuable Waste Project is initiated towards not generating more plastic waste, not disposing or buying if unnecessary while sorting correct types of waste and promoting and communicating the proper ways of disposal.
The year 2022 is considered as based year upon comparison of reducing trash, waste and pollution.

Nevertheless, the Company is aware that the problems on trash, waste and pollution management are key aspects requiring participation from every employee. The Company thus promotes the awareness on these problems while providing knowledge and understanding towards management process for the highest benefits.

Management Process

The Company regularly controls, audits and monitors waste treatment processes from collecting, storing and transporting waste from business operations of the Company to be following the industrial waste management regulations for treatment and disposal in order to minimize environmental impacts. In addition, the Company creates awareness on environmental impacts to contracts, partners and customers by establishing "Industrial Waste Management Process" in which the Company has been licensed from the relevant sectors. The process is started prior to transporting waste and disposed materials out of the Company's areas along with assessment and approval process on waste disposal, both toxic and non-toxic waste, indicated to waste disposal contractors each time. The Company is also in compliance with the Factory Act and the Hazardous Substance Act of the Ministry of Industry towards management of waste, disposed materials, toxic waste and industrial waste as well as monitoring waste being transported for disposal by licensed contractors, qualified from Department of Industrial Works, through the hazardous waste manifest form. Also, summary report following form Sor Kor 3 is to be stated with summary of waste quantity disposed by the Company on annual basis to ensure that waste has been strictly treated and disposed as required by the Company and complied with laws.

Performance Results

In 2022, the management of waste and pollution is divided into 5,354 kilograms of recycled waste and 3,400 kilograms of disposals, totally 8,754 kilograms, increasing from 2020 by 51.39% .his is due to the situation of the Corona virus pandemic (COVID-19) that caused the Company temporality closed operation in certain sections in 2020 while running full operation in 2022

Trash and Waste Disposal Process for the Year 2022					
Recyclable Waste			Disposable Waste		
Plastic	1,643.00	kilograms	Chemical Suldge from Wase Water Treatment System	2,000.00	kilograms
Paper Box, Carton Bos	3,711.00	kilograms	Lamp, Batteries and Contaminated Tank	1,400.00	kilograms

4) Greenhouse Gas Management

Policy

From the climate changes in present and natural disasters caused from global warming, The Company is committed and aware of utilizing all resources for the highest efficiency for the worthwhile usage of natural resources and minimizing environmental impacts from business operations while promoting and supporting all personnel to be conscious towards importance of environment and being responsible for mitigating environmental impacts for sustainability.

Goals

- Short-term (2021-2024) Mitigate greenhouse gas emission per production unit at 15% compared to based year 2022
- Medium-term (2030) Mitigate greenhouse gas emission by 25% compared to based year 2022
- Long-term (2050) greenhouse gas emission reach net zero

Management Guidelines

Pranda Jewelry PLC., operates related projects as follows:

1) LPG usage reduction project by installing new LPG Vaporizer and Liquid Withdrawal Manifold System to efficiently stabilize withdrawal of gas and reduce quantity of remaining gas in the tank.
2) Reduction of usage or change the refrigerants of air conditioners project by changing refrigerants of air conditioners or change to water cooled air conditioners instead of refrigerated air conditioners.
3) Alternative energy by generating electricity from solar project by installing solar system as alternative electricity.

Performance Results

The Company gives importance to Greenhouse Gas mitigation management in which the business activities that release the highest volume of greenhouse gas include the usage of electricity in production process, air-conditioning in factory and office and fuel of the Company's vehicles. The Company has thus set up measures following the continuous energy conservation plans to reduce the consumption of electricity, as published by the Metropolitan Electricity Authority, by installing Solar system for electricity generation, changing air-conditioning units, installing energy saving equipment and using electric cars. The Company considers year 2021 as the based year in comparison of mitigation of greenhouse gas. In addition, the Company is in the stage of being audited on the Carbon Footprint of Organization (CFO) which is being under consideration for the certification from the Centre of Excellence on environmental strategy for GREEN business (VGREEN), Faculty of Environment, Kasetsart University.

Social Performance
"Create Corporate Culture for the Best Mutual Benefits"

1) Respect to Human Rights

Policy

The Company realizes the business operations with ethics by being adhered to the social and stakeholder responsibilities following Corporate Governance & Code of Conduct by strictly following the related laws and international principles. Especially, the Company supports and follows the Universal Declaration of Human Rights and he United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labor Organization Declaration on Fundamental Principles and Right at Works (ILO).

Goals

All employees in the organization are to be working altogether with happiness towards respects in human rights as well as respects to all stakeholders with no any disputes on human rights.

Management Guidelines

In order to ensure that the business operations of the Company are not involved in human rights violations, the following guidelines on human rights are thus determined:

1. The Company shall strictly treat employees and partners in supply chain following human rights principles including the respect of freedom without discrimination on ethnicity, nationality, race, religion, gender, disability, social and economic status, culture, marital status as well as other characteristics.
2. Strive and maintain fair working conditions as examples for business operations and other aspects following human rights such as use of child labour and forced labour.
3. Organize fair employment without discrimination in which every employee will be treated with equal opportunity in career advancement and welfares.
4. Organize training on human rights for the Executives and employees to understand the fundamental rights and freedom which will help mitigate the risk to human rights violations of the business.
5. Open opportunities for employees to be able to provide guidelines, opinions or complaints to the Company through available channels and protect employees who honestly report the misconduct behavior.
6. The Company shall not provide any supports to raw materials suppliers who may involve in human rights violations from raw materials sourcing process.

Performance Results

No complaints on violation of human rights found in 2022.

2) Fair Treatment of Labour

Policy

To ensure that the products of Pranda Jewelry Public Company Limited are produced by legal labour with respect on human rights, the employees must be in conditions where they are willing to work happily both physically and mentally which will result in efficient performance. Therefore, the Company treats employees with fairness and equality with no discriminations on employment, remuneration, promotion, training and development without differentiating on gender, age, institutions, race and religion. In addition, the Company supports the employment of underprivileged people including the disabled, the elderly to create opportunities, career and income as well as being a part in achieving the Sustainable Development Goals (SDGs) of the nation and global.

Goals

The personnel in the organization must be equally treated with no any disputes on unfair act.

Management Guidelines

The Company operates labour management in compliance with internatioanl labour standards and human rights with details below.

1. Child Labour : The Company shall not hire or support the employment of child labour or employ child labour with age below the required law.
2. Female Labour : The Company is aware on gender equality by not closing opportunities and limiting career advancement. In addition, the measures on violation, harassment and supervision of working environment of pregnant employees to be safe and secure are established.
3. Forced Labour : The Company shall not act or support the forced labour.
4. Health and Safety : The Company shall organize safe and hygiene workplace and working environment to the employees.
5. Freedom of Association and Bargaining Rights : The Company shall respect the rights of employees in establishing the association or join the labour union as well as bargaining rights of representative employees.
6. Discrimination : The Company shall not act or support any forms of discrimination in employment, remuneration, overtime, training attendance, promotion, dismissal or retirement based on the difference in ethnicity, race, nationality, class, birth, religion, disability, gender, sexual deviation, membership of the labour union, political entity, marital status, pregnancy, physical appearance, HIV infection stage, age or other common characteristics.
7. Disciplinary Measures : The Company shall not carry or support the punishment by attacking or threntening both physically and mentally.
8. Working Hours and Overtime : The Company shall determine the working hours as stated by laws and relevant industry standard.
9. Remuneration : The Company shall provide remuneration to the employees equivalent to the rate declared by laws or minimum requirement of particular industry pursuant to the requied laws.

Performance Results

No complaints on unfair treatment found in 2022.

3) Human Resources Management

Policy

The development of human resources management starts from database management, recruitment and selection, employee retention, performance evaluation, training, work efficiency to engagement in the organization in order to prepare personnel to always be adequate and available. Personnel must be prepared to respond to changes involved with technology, knowledge and new lifestyles.

Goals

Sufficient manpower rate for high quality production with potential employees who are able to work against the clock with controllable budget and turnover rate not over 2% per month.

Management Guidelines

The Company turns crisis into opportunities by adjusting old ways of working to new ways through the use of technology towards personnel development such as recruitment, selection, training, performance evaluation and engagement activities through various mobile applications as well as reducing unnecessary tasks by applying paperless approach.

1) Continuously develop new generation of potential employees to serve production process not less than 100 persons per year.
   The Company has established school in factory area named the Golden Jubilee Royal Goldsmith College through collaboration with government sector to offer vocational certificates in jewelry production. The Company usually provides opportunities and accepts underprivileged juvenile including hill people from various tribes or children who lack of funding with no fees to later be employed by the Company as craftsmen after graduation.
2) Develop employee competency
   The Company provides competency development including skills, knowledge and competency by setting required criteria with performance evaluation 2 times a year. Under-qualified employees shall be developed and trained until the competency set is achieved in which the criteria will be increased every year meaning that all employees shall be further enhanced with more skills.
3) Create engagement within the organization
   Personnel management with diversification of people on seniority, qualification, education, birthplace and family basis is challenging on how to encourage these employees to work together with caring, unity, harmony towards commitment to altogether develop the organization for sustainable growth. The Company thus establishes the Core Values and sets up training to create awareness to all employees to be adhered to. In addition, the Company provides supports on engagement activities and projects by focusing on teamwork in which these activities must be valuable and beneficial to employee, organization as well as surrounding society and community.

4) Provide welfares and quality of life development
For the employees to work with full potential along with happiness and physical and mental readiness, the Company establishes the welfare committee elected from representative employees to share and advise provision of necessary benefits. Currently, the Company provides benefits aside from the required laws including large and hygiene canteen, affordable meal with free rice, lodging for employees, childcare development center, provident fund and cooperatives which are comprehensive towards Happy workplace, Happy money, Happy Soul, Happy Family, Happy Heart, Happy Body and Happy Society.

Performance Results

1) The Company has sufficient manpower with potential to production process leading to capacity in delivering quality products with on-time delivery as required by the customers.
2) From labour development process, the Company has efficient employees who are suitable for jobs in different duties which are considered important force of the organization.
3) From engagement within the organization to provision of benefits and quality of life development, the Company is able to retain qualified employees with turnover rate lower than average industry rate. The turnover rate in 2022 was at 10% per year.

4) Occupational Health/Safety and Environment in Workplaces

Policy

The Company is aware that the employees having good health and safe and hygiene workplace environment are key factors in driving business. Therefore, provision of safety and occupational health in work is the most important factor that the Company takes into consideration.

Goals

No accidents or injuries from work or if there is, the cases shall be at least especially accidents causing leaves must not be over 3 days and no injuries causing death.

Management Guidelines

For the operations of safety, occupational health and working environment to be highest efficient, the Company provides management guidelines as below.

1. Provide Safety Officer as required by law to monitor safety and occupational health in work.
2. Provide Safety Officer in Executive Level Training and others in accordance with required laws as well as determining clear roles and responsibilities.
3. Provide the Safety, Occupational Health and Working Environment Committee to set up prevention and monitoring measures to prevent unsafe actions and develop occupational health and working environment system to be more efficient that required laws.

4. New employees, before getting to work, must be trained and received health checkup as well as suggestions on the correct working procedures by close monitoring from supervisors. The Company cultivates consciousness on safety in working for all employees from the beginning through training courses to enhance safety knowledge in work by professional speakers both inside and outside. In addition, Safety Talk activity is organized to regularly review knowledge and share up-to-date situations along with emergency response drills such as basic fire fighting and fire drill, chemical handling safety and chemical spill training and radiation emergency drill to employees on regular basis.
5. In case of accidents, the investigation on root cause must be held and corrective and preventive measures must be established.
6. Safety Awareness Activity

6.1 Safety Talk' Activity, a discussion on safety, is another practice which helps remind employees for the importance of safety in the workplace as well as sharing beneficial up-to-date situations among employees.

6.2 Emergency Response Drills

The Company annually arranges emergency response drills for employees in order to get employees prepared and familiar to handle various emergency cases and to examine the readiness of action plans in response to each situation as well as building teamwork among concerned parties which could result in smooth and efficient collaboration.

Performance Results

1) No sickness from working but the accidents with sick leave more than 3 days were recorded 3 cases but not severe. The Company immediately held meetings with supervisors and concerned parties towards corrective and preventive measures in which injured employees were received with medical treatment.
2) Employees and contractors had no disease from work leading to permanent impairment.
3) Extend training courses to new employees and contractors for 100%
4) Increase effectiveness in ergonomics risk factor evaluation for employees based in production line by increasing evaluation rate to each new employee (100%).
5) Provide risk assessment based on working conditions and areas with corrective and preventive measures for more efficiency.

5) Responsibility to Customers

Policy

The Company runs its business with Code of Conduct focusing on responsibilities to all customers with fair treatment. The Company pays attention to the delivery of quality products and services, jewelry production and quality gemstones in international standard. The process is conducted by team of experts through stringent quality control for on-time delivery to reach the highest customer satisfaction with continuous improvement approach. In addition, the resources, time, personnel, investment, materials, equipment and machines, information technology and procedures are efficiently and effectively designed to maintain the quality of occupational health, safety and environment strictly and continuously. The mechanism and system on customer service for prompt response is also initiated. The Company is committed to being the organization creating standards of jewelry production with responsibilities to the environment and society.

Goals

Respond to the customers' needs through quality products and excellent services in which satisfaction survey of top 20 customers are annually conducted with target score not less than 90%.

Management Guidelines

1. Determine code of conduct to treat all customers with fairness as well as clear roles and responsibilities to the customers.
2. Apply international standards management system, ISO 9001:2015, towards commitment to deliver jewelry and gemstones that meet international standards by team of experts through stringent quality control for on-time delivery to reach the highest customer satisfaction.
3. Be assessed from the Global Group United Kingdom certified by UKAS Management Systems
4. Be certified with Responsible Jewellery Council (RJC) standards, an organization leading jewelry production standards with environmental and social responsibilities, in which the Company shall provide caring approach for the customers to receive quality and reliable products and services.
5. Satisfaction survey of the Company including conducting an interview to recognize issues and learn customer insight by distributing survey to Top 20 customers on December each year.
6. Conduct meetings to find guidelines, solutions and improvements to increase customer satisfaction.
7. Provide channels of complaints process with various channels such as telephone, email and website.

6) Supplier Management

Policy

The Company shall procure products and services following policy and procedures with fairness, reasonability, transparency, verifiability with no conflict of interests and shall equally treat suppliers with fair competition.

Goals

No complaints related to unfair actions from suppliers.

Management Guidelines

Procurement policy is notified to all suppliers as below.

1. Price comparison before procurement settlement at least 2 – 3 parties.
2. Not giving or offering benefits leading to corruptions.
3. Select partners with social responsibilities and verifiability to the sources of materials including gold, silver, diamond, gemstones and accessories as required by Responsible Jewellery Council (RJC) or the companies following sustainability policy.
4. Procurement on products and services to be in line with regulations and procedures with fairness, reasonability, transparency, verifiability with no conflicts on interest as well as fair and equal treatment to suppliers.
5. Keep information of customers and suppliers confidential by not disclosing the Company's information wrongfully.

Performance Results

No complaints from suppliers regarding no transparency in procurement and commercial process.

7) Responsibilities to the Community/Society

Policy

The Company shall organize activities to enhance and promote the development and good relationships with the community and society.

Management Guidelines

Continuously organize activities to promote and support the development and positive relationships with community and society every 4 months. The projects organized are as follows:

1. Benefits to the Society and Community Project
2. Recycling Used Plastic Bottles Project to Produce Monk's Robe / PPE
3. Pranda Sharing Project to help employees, community and society

Performance Results

Number of participants and satisfaction from participants more than 80 percent. In 2022, the Company organized social activities as below.

-Pranda Jewelry PCL. joined a campaign calling for donations of plastic bottles, which are processed into synthetic fibers and used to make robes. 20 plastic bottles can be transformed into one set of robes. This time, 5,323 plastic bottles were donated which could be processed into 266 sets of robes. While plastic bottle caps were crushed and re-formed into a pot, vase, or tray. In total, 54 kilograms of post-consumer PET plastic bottles were collected which could reduce greenhouse gas emissions by 159 kg carbon dioxide.

- Pranda Jewelry PCL. donated used desk calendars, which could be used for making instructional material and writing braille, to the Foundation for the Blind in Thailand under the Royal patronage of H.M. the Queen.

-Pranda Jewelry PCL. has organized he project 'Pranda Sharing' to provide the drinking water and food boxes to supported the medical personnel and the government agency . This project aims to empower, support, and encourage all frontline workers, doctors, nurses, and healthcare personnel who played a key role in fighting the COVID-19.

- Pranda Jewelry PCL. donated the sports equipment to promote healthy activities and prevent drug problems in the community .

-Pranda Jewelry PCL. donated the drinking water to Bang Na District Office. This project aimed at encouraging the staff morale to work devotedly during the COVID-19 pandemic to help us get through the crisis together. This donation was held in front of the Bang Na District Office.

-Pranda Jewelry PCL. organized the project "Pranda doing good deeds for the community" to give the royal charity to His Majesty King Rama X on the Auspicious Occasion of His Majesty's Birthday Anniversary in order to display loyalty and gratitude toward the King.

- Pranda Jewelry PCL. donated 1,990 used milk cartons and sort, clean, collect to b the project Coordination Center "UHT Box Recyclable" to be change the milk carton in hand to become a Braille media for visually impaired 13 schools across the country. This activity is part of cultivating a good conscience among employees in separating waste before disposing to help reduce waste problems and global warming as well.

- Pranda Jewelry PCL. joined the merit-making ceremony at Phong Ploy Wiriyaram Temple, Bangna District, Bangkok. This is to contribute the construction of the 101-year-old pavilion, Somdej Phrayanavachirodom and the restoration of the monastery. In addition, Pranda has provided drinking water and food distributed to people who attend the merit ceremony. In the past, Pranda has continued its traditions, including organizing various activities related to the Community's Buddhism, and promoting good relationships with the community. Emphasize dependence and coexistence with the community with sustainable well-being.

Governance Performance
"Follow Good Corporate Governance with Ethics, Run Efficient Risk Management, Respond to Economic Changes and Initiate Innovation within the Organization"

1) Good Corporate Governance

Policy

Pranda Jewelry Public Company Limited shall be committed to running business on the foundation of Good Corporate Governance by cultivating work consciousness and ethics to employees as well as recognizing high importance in business operations towards shareholders and stakeholders with fairness.

Goals

No complaints from shareholders and stakeholders as well as the assessment on the Corporate Governance Report of Thai Listed Companies not less than 90%

Management Guidelines

1) Provide training courses to give knowledge and comprehension regarding good corporate governance
2) Regularly participate in survey conducted by the Corporate Governance Report of Thai Listed Companies (CGR) of Thai Institute of Directors (IOD).
3) Participate in quality assessment project of the Annual General Meeting (AGM) of Thai Investors Association and survey assessment project on corporate governance of listed companies.

Performance Results

The Company was assessed in the Corporate Governance Report of Thai Listed Companies 2022 and achieved 5 stars or "Excellent" level. The Company is considered as 1 of the 296 listed companies rated "Excellent", out of 750 listed companies in total, and is 1 out of 64 companies categorized in Top Quartile group of the listed companies with market value below THB 1,000-2,999 million, out of 238 in total, according to the survey of Corporate Governance of Listed Companies 2022, conducted by the Stock Exchange of Thailand (SET), the Office of the Securities and Exchange Commission (SEC) and the Institute of Director (IOD).

2) Anti-corruption

Policy

The Company is committed to running its business with transparency following code of conduct and anti-corruption in all forms, both direct or indirect, and the Directors, the Executives and employees as well as third parties related to the Company are prohibited to perform any actions leading to corruption from offering, promising, soliciting, demanding to giving or accepting bribes. The Company shall not accept any corruptions covering business and transactions in each country and related sectors. The Directors, the Executives and employees in all levels shall follow "Anti-corruption Manual" as guidelines.

Goals

No corruptions found on each section and the membership of the Collective Action Coalition Against Corruption (CAC) shall be certified and renewed.

Management Guidelines

1) The Company provides training courses on anti-corruption and the prevention and suppression of money laundering as well as knowledge of anti-corruption policy and guidelines and code of conduct in order that the Executives and employees of the Group to be adhered to. The training courses are regularly conducted and all employees must sign for acknowledgement and follow practices stated in Anti-Corruption Manual.
2) The Company declares its intention to participate in the Collective Action Coalition Against Corruption with Thai Institute of Directors (IOD), Thai Chamber, Foreign Chamber of Commerce, Thai Listed Companies Association and Thai Bankers' Association. The project is regarded as national project supported by government and the Office of the National Anti-Corruption Commission in which the membership renewal of Thai Private Sector Collective Action Against Corruption must be certified.

Performance Results

The Company had no complaints or whistleblowing related to unethical behavior or behavior not pursuant to corporate governance and any corruption.

CAC CERTIFIED

The Thai Institute of Directors (IOD) certified the renewal of the Company's membership for Thai Private Sector Collective Action Against Corruption with certified period of 3 years expiring on February 6th, 2023

3) Risk Management and Internal Control

Policy

The Company shall implement risk management throughout the organization by considering risks related to finance, strategies, working procedures and rules and regulations as well as social and environmental issues.

Goals

Identify risks in all risk aspects with corporate risk assessment as well as conducting comprehensive risk management plan in each area to implement risk management towards risk appetite.

Management Guidelines

1) Study, review and evaluate possible risks, report the summary of possible impacts to the organization and run risk management or preventive actions and corrections both external and internal risks within the organization.
2) Coordinate with the Audit Committee related to significant risks by appointing Internal Audit Office as reviewer to ensure that the Company has effective internal control to manage risks as well as properly applying risk management process to be carried out throughout the organization.

Performance Results

No risks affecting to business operations found in 2022.

4) Supply Chain Management

Policy

The Company shall promote and support the potential development of suppliers towards procurement and supply chain management with responsibilities pursuant to Corporate Social Responsibility (CSR) and international requirements including Business Social Clause Initiative (BSCI), Responsible Jewellery Council (RJC), Signet, tls.8001-2010.

Goals

Being committed to working with companies/sectors with standards certified namely Responsible Jewellery Council (RJC).

Management Guidelines

1) The Company provides efforts to carry out practices as required upon social responsibilities of suppliers, service providers by identifying suppliers or service providers to communicate social responsibilities policy and submit self-assessment or visit for assessment of suppliers and service providers.
2) The Company has social responsibilities policy related to human rights such as no forced labour, no purchases of diamond, gold, platinum, silver, sapphire, ruby, emerald and precious metals from Conflict-Affected Area.

3) The Company supports beneficial activities to community and society.
4) The Company has anti-corruption policy including protection of witness and whistleblower.
5) Provide risk assessment on corruptions with channel of complaints both from inside and outside.
6) The Company has no policy to pay a convenience fee.
7) Suppliers and service providers must pass the selection process following rules and regulations on supplier selection and evaluation in procurement process. The documents to be submitted by suppliers include business information stating identification of suppliers: Know Your Counterparty (KYC), Know Your Supplier (KYS)
8) The Company follows rules and regulations, related laws to prevention and suppression of money laundering with no direct payment or cash collection. The financial transactions must be settled through financial institutions or commercial banks.
9) The Company has risk assessment on security to prevent theft or product exchange.
10) Safety officers are trained with human rights, permitted actions and restricted actions which may lead to violation of human rights.
11) The Company follows regulations of Provenance Claims, SRSP
12) The Company follows principles on human rights and freedom as key foundation in which all personnel must be regularly and fairly treated as human regardless of race, birth, religion, culture, language, lifestyle, gender, appearance, age and intelligence or inequality on economic and social status.
13) Prohibit actions related to all forms of corruption and violation of human rights. Any whistleblowing related to corruption and violation of human rights related to the Company can be submitted through channels of complaints and whistleblowing.

Performance Results

Being certified with Responsible Jewellery Council (RJC) standard and other social-related standards of customers.

5) Innovation Development within the Organization

Policy

The Company shall promote and support employees in all levels to drive initiatives and creativity for innovative creation with teamwork in developing system and working procedures as well as application of tools and equipment to reach highest efficiency.

Goals

Qualified projects not less than 10 projects per year.

Management Guidelines

1) Follow up past projects towards continuous implementation upon criteria form related directors with rewards.
2) Present new projects or develop from all projects which are not yet compared in cost performance as past years.
3) Award projects which can be implemented with benefits towards one of the following criteria:

3.1 Cost Reduction
3.2 Productivity Improvement
3.3 Quality
3.4 Service Improvement
3.5 Safety / Environment
3.6 Machines / Tools

Performance Results

There were 9 qualified projects in 2022.

6) Cybersecurity Management

Policy

Information technology and communication play more significant role in global business in which the dependability of technology is increasing meanwhile risks concerning complex cyberattacks are also found to be rising. Information and numeric data of customers through supply chain and fundamental business operations of the Company may be risky if no sufficient protection is in place. The Company thus determines directions and supports cybersecurity management to be aligned with corporate mission and not against related laws and regulations.

Goals

The Company has policy in applying technology with guarding and protecting system into business operations to be in line with the ongoing digital transformation concept and determine goals in reviewing and auditing system as follows:

1. System availability of e-mail and internet system with risk conditions allowing system to be improperly stopped and not longer than 15 minutes at 0 time.
2. System availability on network and application system >= 99.99%
3. System availability on data backup system >= 99.99%

Management Guidelines

1. Categorization and Control of Information Technology Assets of the Organization
   All employees of the Company must look after computers and information technology and communication devices as provided by the Company upon standards and registration with no modification on upgrade or hardware and software.

2. Control of Accessibility

2.1. To protect unauthorized persons to access to information technology system and to control accessibility to information system and information technology processing system to be accessed only by authorized persons.

2.2. The Company's employees must use information technology and communication upon regulations pertaining established rights suitable with duties and responsibilities for benefits to the Company.

2.3. The Company's employees must be responsible for usage of internet, electronic mail and online information towards benefits to the Company and not illegally, unethically and personally used as well as not causing impacts to work and not access any websites which may be the source of virus.

2.4. The Company's employees must be responsible in protecting computer virus, regularly update protection system provided by the Company and check possibility of virus infection when using media information.

2.5. The Company's employees must follow rules on password, not disclose or publish to others. The password shall not be easily predicted with length not less than 8 characters involved uppercase characters, lowercase characters, digits and symbols. System login must be input with correct password in which wrong input more than 5 times will be temporarily suspended and the password must be changed every 90 days.

2.6. Review of access rights of users in which system administrator must review the access rights to information technology system by due period.

3. Physical and Environment Security

Physical security is another important factor for security system which includes protection of places and equipment to be secure from robbery, theft and accidents which may lead to damage caused by short circuit, temperature or blackout as well as automatic fire extinguishing system and protection system for computers upon instability of electric current.

4. Security of Information Technology Management

4.1 Firewall system with rules on detecting prevention of attacks as well as establishing policy in firewall to protect internet threats including virus, computer work, Trojan and Spyware.

4.2 Protection of malicious software in which each computer must be installed with Anti-Virus program with frequent update on virus protection and operation system through regular updates on patch and Hot fix.

5. Security Management for Information Technology Continuity

The Company's employees must record important information of the Company into designated area with backup data following the principles of backup data and emergency response plan upon priority of tasks.

6. Data Backup and Recovery

The Company runs daily data backup to store data of each day to respond to cases required in accessing past data. The examination of data recovery is regularly conducted to prove the availability of backup data in case of any events and to respond to emergency plan to prevent the risks and to facilitate the continuity of Information Technology system.

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7. Compliance

7.1 Information Technology Security Management Policy is indicated with directions and supports towards Information Security in compliance with corporate mission without violation to related laws and regulations as well as being updated for improvements pursuant to Intellectual Property Protection Principles.

7.2 The Company's employees must use software provided by the Company following the software installation and shall not install software, modify, backup or publish software used in the Company's computer systems upon regulations and rules pursuant to the Copyright Act of Thailand.

8. Refinement

8.1. Refine system and learn recent news related to cyber threats as guidelines in preventing and protecting existing system including Firewall and Anti-Virus.

8.2. Refine infrastructure of network, internet, switch, power supply and data backup to be run as normal or more effective.

Performance Results

1. Achieve operations in system availability of e-mail and internet system with risk conditions allowing system to be improperly stopped and not longer than 15 minutes at 0 time accounted for 100%
2. Achieve operations in system availability on network and application system for 100%
3. System availability on data back-up system is 60%. However, the company has taken action to refine data backup to store data faster with more backup days to respond to greater number of users.

1) Personal Data Protection

Policy

The Company is aware of the importance of personal data protection as part of social responsibilities and foundation in building reliable business relationships upon respects to privacy of customers, partners, shareholders and employees of the Company as well as other related parties. The Company is thus strictly adhered to carry out actions following personal data protection and other related rules and regulations.

Goals

Employees and partners throughout supply chain must be treated with personal data protection with no any complaints found.

Management Guidelines

The Company establishes personal data protection measures in pursuant to Personal Data Protection Act and other related laws as follows:

1) Appointing in-charge persons as follows:
"Data Controller" to be responsible for decisions related to collection, usage or disclosure of personal data.
"Data Processor" to be responsible for taking actions related to collection, usage or disclosure of personal data upon order or on behalf of the Company.
2) Establish objectives and scope of collection, usage and disclosure of personal data in which the collection shall be processed only for necessary data applicable for business operations under the objectives of the Company.
3) Provide personal data protection security system with strict control, installation of high standard security system in terms of technology and protection of phishing on confidential information as well as developing all employees to ensure that the Company is run with standard data protection security measures.
4) The Company supports and encourages employees to be knowledgeable and aware of duties and responsibilities in collecting, storing, using and disclosing of personal data of data owners for the Company to be able to follow personal data protection policy and laws both correctly and efficiently.
5) Declare personal data protection policy to public to inform personal data owner upon objectives of data usage, collection, storage and usage process of personal data for transparency and data security.
6) Determine the review and changing process of personal data protection policy occasionally to be compliance with legal requirements, change management of the Group as well as suggestions and opinions from various departments.

Performance Results

No complaints on violation of personal data found in 2022.

Cultivating the Corporate Core Values

Each organization holds conceptual ideas and guidelines for the members of the organization to be adhered to which are identical attributes of the organization to be continuously performed in long period and are key force to drive the organization to accomplish the goals, namely "**Culture**". The success of the organization to be operated towards achieving target goals shall be cultivated from the foundation of management and strong practices of personnel and the executives within the organization, namely "**Core Values**".

Accordingly, the process of creating "**Core Values**" is established by brainstorming opinions from the Executives and employees to get refined into the following Core Values:

1. Teamwork
2. Stakeholder Focus
3. Continuous Improvement

"Core Values" is communicated through training courses from generation to generation for the personnel of the organization to be adhered towards working principles as well as to enhance productivity of each task assigned to result in successful performance. The Company is looking forward to the moments when passion in working of all employees are fulfilled which can lead to the ultimate goal of working life.

The Company provides training to each new employee to complete the course for 100%. In addition, the Company organizes exclusive activities to respond to "Core Values".

Deliver Pranda Core Values and Strive The Organization for Success.

Activities Promoting Core Values

1) Bilateral Education

Provide occupational education for students lacking educational opportunities to pursue vocational certificate in artisan jewelry in which the graduates will be immediately employed as to get prepared for manpower to serve future production capacity.

2) Pranda Learning Center

To create continuous learning culture for personnel in the organization to enhance learning and skills to be able to work efficiently towards self-learning system.

3) Childcare Development Center

To lighten parenting of employees during working hours and to promote development of children on physical, mental and behavioral manners.

4) Quality of Life Development Project

The Company gives importance to the development of employees' quality of life in all aspects both physical and mental health.

5) Food Quality Testing Project

The project concerns with hygiene of all employees by monitoring and controlling food vendors to follow food sanitation guidelines with quality control of ingredients used in food preparation as well as appropriate prices.

6) Innovation Project

Promote and encourage employees to have initiatives in working and be able to modify tools and equipment used in production process to enhance efficiency and cost reduction.

7) Debt Solving Project

Assist employees for debt solving issues as well as providing legal advice on proper debt handling.

8) Saving Cooperatives

Cultivate saving habits and serve as source of funds for employees with low interest rate.

9) Moral Employee Recognition Project

Promote and support employees to do good continuously by starting from small things in which moral employees shall be recognized and announced for recognition.

10) Creating Happiness Project

Activities organized to create happiness for employees such as Pranda Pun Suk Sharing Cabinet during Covid-19 pandemic situations to aid and afford expenses for the employees.

11) Waste Bank

To manage waste treatment within the organization and allow employees to sell household waste.

12) Energy Saving Project

Encourage personnel to participate in environmental preservation and energy saving by maintaining existing conditions without deterioration.

13) 7S Activity

Activity organized to develop working areas and environment while cultivating habits towards neatness to create more welcoming workplaces.

14) Sharing and Contributing to Society

The Company places an importance on developing a stable and progressive business along with the commitment to continuously pay back to society, Sharing and Contributing to Society Project is established for employees to participate in social activities aside from working hours.

15) Occupational Promotion to the Disabled

Promote and provide job opportunities for the disabled without discrimination and continuously enhance capacity.

Pride of the Company

Providing Opportunities for Education

Since 2000, the Company has carried out Bilateral Education to provide vocational certificates in artisan jewelry in pursuant to the Office of Vocational Education Commission, Ministry of Education towards cooperation with the Kanchanapisek College Royal Goldsmith, Bangkok Arts and Crafts College. The college is founded by Princess Maha Chakri Sirindhorn, Princess Debaratanarajasuda, the Princess Royal on June 9th, 1995 on occasion of the Fiftieth Anniversary Celebrations of King Bhumibol Adulyadej's Access of the Throne to develop personnel on royal goldsmith as key force to preserve, fix, create and continue royal goldsmith and antique goldsmith which are regarded as Thai national art and culture as well as developing potential manpower in jewelry craftsmen to support Thailand's jewelry industry.

Initial procedures of the Company are to further develop vocational education on gemstones jewelry from the schools under the Royal Patronage especially groups of Rajaprajanugroh Schools and Sueksa Songkhro Schools in silverware project total 5 schools as follows:

- Suksa Songkro Mae Chan School, Chiang Rai province
- Tak Suksa Songkro School (Rajaprajanugroh 55)
- Petchabun Suksa Songkro School (Rajaprajanugroh 57)
- Loey Suksa Songkro School
- Phanom Thuan Loey Suksa Songkro School, Kanchana Buri Provicne

Later, in order to provide opportunities for education to Thai youth, the Company expands the enrollment of students in extension schools across regions of Thailand in which students who completed junior high school are eligible to enroll for the Vocational Certificate major in artisan jewelry. The operations have been continuously implemented for over 22 years until present.

1. For the underprivileged Thai youth
   1.1 Obtain educational opportunities in higher level with allowance to lighten the load of parents
   1.2 Obtain direct knowledge, skills and experiences in vocational education in gemstone jewelry
   1.3 Obtain vocational education certificates of the Ministry of Education
   1.4 Obtain social acceptance and be employed with stable income for future
   1.5 Create pride to the family with stable job for household income

2. For the Office of Vocational Education Commission (Government)
   2.1 Co-develop efficient education guidelines as alternative upon cooperation with private sectors to develop personnel to meet the general market requirements especially saving budget in various aspects related to government education

2.2 Participate in personnel development of royal goldsmith to preserve royal goldsmith which are Thai national art and culture as well as developing potential manpower in jewelry craftsmen to support Thailand's jewelry industry according to the royal thought of Princess Maha Chakri Sirindhorn, Princess Debaratanarajasuda, the Princess Royal.

3. Business Sectors

3.1 Establish guidelines on building and developing personnel with standard concept from government to create craftsmen as driving force for the Company and overall industry with efficiency in the future.

3.2 Be able to manage long-term manpower planning to overcome shortage of any professional fields with time-consuming training for skills and expertise.

3.3 Gain personnel with knowledge, skills and expertise in artisan jewelry

3.4 Assist on decreasing unemployment rate as alternative contribution to the society.

4. Nation

1.1 Respond to education policy of government in providing opportunities, decreasing bias and creating equality to children and youth especially in wilderness area.

1.2 Cooperate in developing manpower in jewelry artisan with Bilateral Education which is considered potential industry recognized in global stage.

1.3 Preserve art and culture of handicraft, royal goldsmith and jewelry craftsmen pursuant to royal thought of the royal family as assigned by the Bureau of the Royal Household.

1.4 Enhance competitiveness of the nation by enhancing supply chain in industrial process from upstream, midstream and downstream which are developing designers, analysts, quality control and craftsmen.

1.5 The costs of vocational study in gemstone jewelry including fees, tools, equipment and materials used in training are costly as the training is specialized with direct experiences through actual study, practices, raw materials usage trained by professional craftsmen who are able to craft mass quantity monthly with high efficiency in creating highly sophisticated products which cannot be performed by mid-level craftsmen as well as solving various problems. Assigning professional craftsmen as teachers who get qualified by training requirements set by government in teaching students, the Company must sacrifice craftsmen in crafting jewelry pieces and professional craftsmen in fixing pieces, meaning that the Company must develop new craftsmen to replace which is time-consuming process as high skill is required. Therefore, the Company must be ready to sacrifice and afford possible expenses.

Currently, a number of students enrolled in Bilateral Education in gemstone jewelry are 22 batches with total 163 persons are studying.

Promotion Job Opportunities for persons with Disabilities

Since 2006, the Company has carried out occupational promotion for disabled persons based on royal thought of Princess Maha Chakri Sirindhorn, Princess Debaratanarajasuda, the Princess Royal to provide vocational education (short term course) in artisan jewelry for the hearing impaired upon collaboration with the Kanchanapisek College Royal Goldsmith, Nakhon Pathom School for the Deaf and Ratchasuda College, Mahidol University in developing sign language courses and creating teaching materials and the graduates will be accepted for employment. Later, the Company has expanded in providing occupational promotion to disabled person in other vocational fields aside from artisan jewelry with objectives to help society, provide equality, give the right job to the right personal capacity and consider for basic human rights and freedom with equality to other people in society.

Performance Results

The Company employs total 30 disabled persons accounted for the proportion of employee to disabled at 60:1 (proportion by law at 100:1) comprising of 22 persons with hearing impaired, 6 persons with deformed legs and 2 persons with missing fingers of which 30 persons working in production line, 1 person as prototype designer and 1 person as quality control staff. These persons are not deprived in career growth and opened with full potential and capacity. From past performance results, the Company is proud to be part of social contribution.

Encouraging Employees on Savings for Stability

The Company established saving cooperatives for the employees of the Group to avoid carelessness in living, encourage employees on savings and create money on stable and safe manners with good returns in order to have capital in living and investing in business after resignation.

The saving cooperatives for employees in Pranda Group was registered on April 10th, 2008 with 80 members and working fund at THB 8,800. The operational objectives of cooperatives are based on general basis of cooperatives upon assisting members based on equality and mutual benefits. The Cooperatives will be continuously run from honesty and trust in which each member owns one right regardless of number of shares, unlike holding shares from financial institutions which the rights are depended on the number of shares held by shareholders. If the performance of cooperatives is reasonable, the members will receive benefits in form of dividend.

In subsequent period, the performance of cooperatives is progressing enabling the cooperatives to have sufficient fund to offer loan to members. In addition, the cooperatives provide convenient service by applying computer system in shares, loans and withdrawals system leading the cooperatives to be much trusted towards paying off loan to members and paying emergency loans once loan requisition form is complete without being on queue

or waiting for the director's approval. For ordinary loan, when member submits requests in the morning, the loan can be received in the afternoon on the same day. For loan requests submitted in the afternoon, the loan can be received on the following day unless the guarantor loans which must be approved by the loan committee in which borrower can receive loan through bank account at the end of the month.

Performance Results

In 2022, there were 2,085 members of with operating fund at THB 277 million in which employees who are members of cooperatives tend to be more effective in perspectives and behavior towards self-management with details below.

1. **Employees with present savings** allocated from salary or part of daily spending and deposit with cooperatives for emergency case total 1,275 accounts with total deposits of THB 64 million.

2. **Employees with future savings** deposited share based on required rate of cooperatives total 2,085 persons with total shares of THB 193 million.

3. **Provide welfares to members** comprising of the contributions for scholarships to children of employees, disaster relief fund, sickness relief fund and death benefit fund total 1,121 persons with total fund of THB 1,800,000.

4. **Encourage employees to participate in Funeral Assistance Association** in which the funeral assistance fund THB 600,000 will be given at in case of death.

5. **Each year end**, the net profit will be allocated as dividend– patronage refund to all members without tax. The cooperatives will conduct annual general meeting and allocate dividend and patronage refund to members on March each year for the members to spend during Songkran festival.

Promoting Family Institutions

The Company believes that the employees will be able to work efficiently when being happy and through the perspectives that the employees are family members and family living culture is the significant culture of the Company. "**Childcare Development Center**" was thus established with objectives to promote family institutions which are foundation in social development and to ease employees' parenting during working hours to be working efficiently and also to raise the development of children in terms of physical, cognitive and behavioral. The Company appoints nurses to conduct daily health checkup along with well trained and directly experienced full-time babysitters to look after children to ensure readiness for school enrollment. The Company is the key force towards connection with institutions in nearby areas to refer children of employees to enroll for higher educational level.

Performance Results

In 2022, there are total 50 children being taken care in which children pursuing education are enrolling into the institutions nearyby the Company.

Promoting Women's Rights

In current society, women have played key role equally to men in which female labour is considered significant to help develop economy of the family and the nation. The government determines that social equality is strategy towards nation development especially striving policy for women's rights both practically and seriously. Various organizations also place higher importance to female employees as owning competency comparable to men regardless of being pregnant or married women, leading women to have more roles in terms of business management and more social opportunities. Currently, there are many successful working women recognized in both political and social level.

Performance Results

In 2022, there were female employees employed more than 80% and a number of female employees in the executives position are 167 persons out of total executives 124 persons of total executives in which female employees tend to hold top management level in increasing number.

Being Certified Member of Responsible Jewellery Council (RJC)

The Company is committed to being the manufacturer and distributor of quality gemstone jewelry with ethics. Therefore, the Company joins the global membership of the Responsible Jewellery Council (RJC) and follows RJC code of practices towards social responsibilities and sustainability throughout supply chain (from mining to retailing) comprising of 4 principles in defining responsible ethical, human rights, social, and environmental practices for businesses. The Company has been audited and qualified for the standard on 2018 as the first year and so on.

Performance Results

The Company passed the assessment on the 2nd round in 2021 with certified period until 2024. This performance has driven the Company to be trusted by both Thai and foreign customers and is regarded as the guarantee for sustainable business.

The 10 Principles of the UN Global Compact

Human Rights	Principle 1:	Support and respect the protection of internationally proclaimed human rights
	Principle 2:	Make sure that they are not complicit in human rights abuses.

Written Commitment	Reference to Sustainability Report
▸ Corporate Governance & Code of Conduct Manual ▸ Channels of Complaints and Whistleblowing	▸ Message from Founder & Chairman of Advisory Board ▸ Sustainability Strategy ▸ Sustainability Management Framework ▸ Respect to Human Rights Policy ▸ Support on the United Nations Sustainable Development Goals (UN SDGs)

Labour	Principle 3:	Uphold the freedom of association and the effective recognition of the right to collective bargaining
	Principle 4:	The elimination of all forms of forced and compulsory labour
	Principle 5:	The effective abolition of child labour
	Principle 6:	The elimination of discrimination in respect of employment and occupation

Written Commitment	Reference to Sustainability Report
▸ Corporate Governance & Code of Conduct Manual ▸ Channels of Complaints and Whistleblowing	▸ Message from Chairman and Chairman of Group Executive Committee ▸ Sustainability Strategy ▸ Sustainability Management Framework ▸ Fair Treatment of Employees Policy ▸ Support on the United Nations Sustainable Development Goals (UN SDGs)

Environment	Principle 7:	Support a precautionary approach to environmental challenges
	Principle 8:	Undertake initiatives to promote greater environmental responsibility
	Principle 9:	Encourage the development and diffusion of environmentally friendly technologies

Written Commitment	Reference to Sustainability Report
▸ Corporate Governance & Code of Conduct Manual ▸ Channels of Complaints and Whistleblowing	▸ Message from Founder & Chairman of Advisory Board ▸ Sustainability Strategy ▸ Sustainability Management Framework ▸ Environmental Management Policy ▸ Promotion of Community and Social Activities ▸ Support on the United Nations Sustainable Development Goals (UN SDGs)

Anti-Corruption	Principle 10:	Work against corruption in all its forms, including extortion and bribery

Written Commitment	Reference to Sustainability Report
▸ Corporate Governance & Code of Conduct Manual ▸ Anti-Corruption Manual ▸ Channels of Complaints and Whistleblowing	▸ Message from Founder & Chairman of Advisory Board ▸ Sustainability Strategy ▸ Sustainability Management Framework ▸ Anti-Corruption ▸ Supply Chain Management ▸ Supplier Management ▸ Support on the United Nations Sustainable Development Goals (UN SDGs)

Support on Sustainable Development Goals (SDGs)

Pranda Group is committed to running its business operations to be in compliance with the United Nations Sustainable Development Goals (SDGs), total 17 goals, which are regarded as "**Blue Print**" of the Company in creating sustainable future for all stakeholders. The Company is proud of providing contributions towards Sustainable Development Goals in line with business capacity and potential of the Company directly upon 6 out of 17 goals as below.

Thus, these projects are indirectly contributed towards support on other goals of the United Nations Sustainable Development Goals (SDGs) covering 17 goals in which Pranda Group has also integrated the United Nations Sustainable Development Goals (SDGs), total 17 goals, to be applicable with the Company's sustainability management in long run. In addition, the Company is running its business pursuant to the United Nations Global Compact (UN Global Compact) as member organization under 10 principles. Additionally, in order to strive Thai business sectors to be conscious towards business operations following those principles, the Company thus participates as one of the 15 founding organizations of the Global Compact Network Thailand (GCNT).

Sustainable Development Goals	Contributions
Goal 5: Gender Equality	- Respect to Human Rights - Fair Treatment to Employees

Sustainable Development Goals	Contributions
Goal 8: Decent Work and Economic Growth 	- Human Resources Management - Bilateral Education - Occupational Promotion to the Disabled - Pranda Learning Center - Debt Solving Project - Saving Cooperatives
Goal 12: Responsible Consumption and Production 	- Occupational Health/Safety and Environment in Workplaces - Food Quality Testing Project - Quality of Life Project - Responsibility to Customers - Supplier Management - Good Corporate Governance - Risk Management and Internal Control - Supply Chain Management - Innovation Development within the Organization - Innovation Project - Trash, Waste and Pollution Management - Waste Bank - Cleaning Project - Water Management
Goal 13: Climate Action 	- Energy Management - Greenhouse Gas Management - Environmental Preservation and Energy Saving Project

Goal 16: Peace, Justice and Strong Institutions	- Responsibilities to the Community/Society - Anti-Corruption - Cybersecurity Management - Personal Data Protection - Pranda Sharing Project - Sharing and Contributing to Society Project - Childcare Development Center
Goal 17: Partnerships for the Goals	- Pranda Sharing Project - Sharing and Contributing to Society Project

PRANDA GROUP
With Good Corporate Governance

Pranda Jewelry PCL. is committed to operate the business with good corporate governance by building awareness and work ethic to employees as well as giving considerable concern to provide benefits of the shareholders and stakeholders fairly. Since the year 2000, the Company has been having a policy regarding good corporate governance in writing to be the guidelines for the Board of Directors, Executives and all employees to follow.

The principles of good corporate governance have been practiced in daily administration at all levels till they become a good corporate culture that builds the shared values for all employees to adhere with together in relation to fair treats to all stakeholders, working in full capacity with integrity, transparency and accountability for the benefit of the Company, which finally brings trust and confidence to the shareholders, investers, stakeholders and any concerned parties.

The Board of Directors have therefore kept monitoring the business operation to be in compliance with the principles of good corporate governance of The Stock Exchange of Thailand (SET) and the regulations of the Securities and Exchange Commission (SEC) and the Capital Market Commission. This is to ensure the corporate governnace consistently meets the international standard practices and efficiently strengthen not only the management system but also the sustainability of business growth.

Corporate Governance Policy

The Board of the Directors has set up the policy of good corporate governance written in the Corporate Governance Manual since the year 2000 and reviewed as well as adjusted the policy to be in line with the Company's strategies and the Guidelines on Corporate Governance for the listed companies in the year 2013 of the Stock Exchange of Thailand (SET) and the regulations and the Corporate Governance Report of Thai Listed Companies: CGR of the Thai Istitution of Director (IOD). Also, the Board of Directors has revised the Corporate Governance and the Code of Conduct Manual in the year 2017 as the 5th revised edition as of November 13, 2017 to apply to their own business operation in long term, form trust for shareholders in order to beneficially create value sustainably to the Company. This policy has been thus set up as the operational guidelines or frameworks for the Board of Directors, Executives and employees at all levels to sign up and adhere to as mentioned hereunder.

1. The Board of Directors, Executives and all employees must follow the Corporate Governance Manual with trust, faith and understanding of the corporate governance that is relevant to the Philosophy of Economic Sufficiency of H.M the Late King Bhumibol Adulyadej who granted an advice on sustainable development that focuses on balance and readiness to rapid changes by giving importance to use of knowledge with carefulness and ethics to complement to the 8 basic principles of the Company as follows:

    - Accountability: being accountable for your own decisions and actions and can clarify or justify such decisions
    - Responsibility: being responsible for duties with capacity and sufficient efficiency
    - Integrity: having the quality of being honest
    - Equitable Treatment: treating stakeholders with equality and fairness
    - Transparency: performing duties with transparency and verifiability as well as transparently disclosing information to all parties concerned
    - Ethics: having moral and business ethics principles of conducting business
    - Vision to Create Long Term Value: having vision to create added values to the corporate in the long run
    - Corporate Social Responsibility: being responsible for society

2. The Board of Directors, Executives and employees will practice corporate governance in business administration at all levels to become a good corporate culture.
3. The Board of Directors, Executives and employees will adhere to fairness, equally treat stakeholders and work with full capacity for the benefits of the Company, honesty and transparency, which can be verified.
4. The Board of Directors, Executives and employees may advise to improve the corporate governance policy to be applicable and suitable to the standards of business practices; as well as changing needs of society and international standards.
5. Conforming to corporate governance policy is considered a key indicator to evaluate business management by the Board of Directors and the Executivesas well as evaluation of employees' performance.
6. The Board of Directors will review vision, mission and strategies annually.

Understanding and applying Good Corporate Governance Codes

The Board of Directors has the meeting to adopt 8 codes of Good Corporate Governance for listed company in 2022 and realizes a role as governing body of the organization. All Directors have studied or attended to the guideline training of CG Codes so that they understand the benefits and practices of applying them to create values for business sustainability. The evaluation of CG Codes practices has also been made to ensure the appropriate outcome and continual developing plan suitable to the Company.

Other Good Corporate Governance Compliances

As the Board of Director realizes importance of good corporate governance, the information disclosure policy, there is a policy to disclose important information concerning the Company's financial information and non-financial information in compliance with the guidelines of Securities and Exchange Commission and the Stock Exchange of Thailand with accuracy, completeness, timeliness and transparency. In addition, the Good Corporate Governance Codes have been followed in accordance with the Corporate Governance Standards of listed companies, except for some policies that the Company has implemented in other ways than the prescribed guidelines. This will be considered by the Board of Directors based on reasonability and appropriate business environment to strive for the goals and objectives of the Company as well as the best interest of shareholders.

The Board of Director will review the uncomplied matters with CG Codes and set up the good corporate governance policy and guidelines as clearly stipulated in the related manual of Corporate Governance and Code of Business Ethics, which can also be downloaded at www.pranda.com.

Equal treatment of shareholders

The Company adheres to equal treatment of shareholders in accordance with the principles of the Securities and Exchange Commission and the Stock Exchage of Thailand and pays importance to equal treatment of shareholders and protection of their basic rights as follows:

1. To respect to the rights of shareholders, the Company discloses the complete invitation letter to the AGM on the website and sends it in both Thai and English in advance by post according to the set principles. The paper indicates the proxy forms for the shareholders cannot attend the meeting must be submitted no less than 21 days prior to the meeting date pursuant to the principles of the Business Development Department. The detailed guidelines as to how to vote for the others or Independent Directors and the custodian or caretaker for the shareholders with non-Thai nationality are mentioned in such paper as well.

2. The Company provides procedures and channels for minor shareholders to participate in proposing an agenda of the meeting, the names of Directors and sending questions prior to the meeting date during October-December every year by one or multiple shareholders who hold no less than 5% of the total voting shares of the Company. Proposing an agenda or nominating a person to be a Director must be made in accordance with the laws and the Company's Articles of Association of which details are disclosed on the Company's website.

3. In order to ensure the shareholders of transparency and reliability, the Company has none of additional agenda or any change of significant information without informing the shareholders in advance. In addition, the voting cards for each agenda item as well as the agenda for the appointment of each director are included in the AGM.

4. The Company has issued one class of share, which is ordinary share and gives the right to shareholders to cast a vote of one share: one vote.

5. The Company does not have a structured group of companies that have connected transactions that may cause conflicts of interest.

6. The Company has developed the Good Corporate Governance and Code of Ethics Manual (5th Revised edition), which defines guidelines and best practices. The Company also has a policy to prevent the use of internal information for the Directors, Executives and employees to follow as stated below:

6.1 According to the Notification of the Capital Market Supervisory Board No. Tor Chor. 23/2551, the first four Directors and Executives including spouse and minor children of Directors and Executives of the Company are obligatory to report securities holdings to the Securities and Exchange Commission under Section 59 of the Securities and Exchange Act BE 2535 and to submit the report whenever there is a purchase, sale, transfer or being transfered of securities to the Board of Directors on the same day the report is sent to the Securities and Exchange Commission.

6.2 In 2022, there is no Director or Executive trading stocks by using internal information as stipulated in the Corporate Governance Manual pertaining to confidentiality and using of internal information as well as trading securities of the Company. The Directors, Executives, employees of the Company and Subsidiaries and other individuals shall not use inside information in the wrong way for the interest of their own or others that may cause damages to the Company.

7. The Directors, Executives, including spouses and minor children of Directors and Executives and employees of the Company and its subsidiaries wishing to buy or sell the Company's securities will be required to inform the Corporate Secretary at least 1 day in advance of trading.

8. Should there be a connected transaction; an approval from shareholders must be obtained prior to entering into the transaction as prescribed by the Stock Exchage of Thailand. The Company will also have to inform shareholders of details and reasons for such transaction including the Board of Directors' opinion prior to the transaction.

9. The Company has disclosed related transactions at market prices and in the normal course of business according to the SET regulations on the details of "Notes to Financial Statements" and "Related Transactions".

10. The Company has extended no financial assistance to the Company that is not a subsidiary of the Company and no cross-shareholding in the Group of Companies.

11. Employees at all levels are required to report to the Company as to whether they have any potential benefits, which are contrary to the interests of the Company.

Roles of stakeholders

The Company respects the rights of all stakeholders and has a policy that each group will be entitled to full rights, whether it is the internal stakeholders, namely employees, the Executives of the Company and its subsidiaries or the exterrnal stakeholders, such as shareholders, customers, business partners, creditors, competitors as well as the public and the society, which is defined as a code of ethics. "Stakeholders" and included in the manual of Corporate Governance Principles and Code of Business Conduct. (The 5th revised edition) on November 13, 2017, available at: www.pranda.com. The Company has treated the stakeholders as follows.

1. Care for the rights of stakeholders

1.1 Shareholders

The Company is committed to operating the business with ethics and being a good representative as well as striving for the most benefit with transparency and increasing long-term value to shareholders with a good and sustainable return. As a result, the policy and good practice to shareholders is established for employees to perform their duties with honesty and with no any conflict of interest or violation of the shareholders' rights. This is related to abuse of the shareholders' basic rights or misuse of inside information of employees at all levels. The Company has not only created good relations and communication with the shareholders and investors but disclosed transparent and fair information through activities and various channels, for instance public disclosure of information in various media formats, i.e. online through the Stock Exchange of Thailand and the Securities and Exchange Commission including news coverage throughout the year and no seeking for self-interest and other's from the duties.

1.2 Customers

The Company has established business ethics as well as roles and responsibilities for fair treatment of customers and has been certified by the Responsible Jewelery Concil (RJC), an organization that sets up the standard of jewelry production with the environmental concern and social responsibility. The company is furthermore committed to providing customers with reliable quality products and services under the international standard on quality management system ISO 9001: 2015 to control quality of prodcuts and deliver them in timely manner for the best customer satisfaction by using resources, time, personnel, capital, materials, machinery, equipment, information, technologies, and procedures efficiently and effectively with the great and steady concerns on quality of health, safety and environment.

1.3 Business partners and creditors

The Company has clearly created the Code of Conduct for business partners and creditors and the tangible partner selecting process. The Code of Ethics and anti-corruption guidelines are established and used to treat customers with transparency and fairness. The Company determines the qualification of its partners based on the stability and credibility of the organization; whether it has been accredited with ISO 9001 with at least 3 references and whether it has had a history of timely and efficient product delivery, quality and standardized products with reasonable prices. The details of at least 3 partners will be compared to ensure equality with no request for any benefits leading to injustice. All contracts and conditions will be strictly followed.

The Company not only treats its counter partners and creditors fairly but repays the creditors in timely manner in accordance with the terms and conditions stipulated in the contract and financial obligations. In the event that there is a need to change conditions or when there are significant reasons that may significantly affect the financial status and delinquent debts, the Company will inform the creditors to find out the solution and prevention from damage together including using credit approved by the creditor or financial institution for the purpose of the company as notified to creditors or financial institutions.

1.4 Competitors

The Company operates its business with a fair treatment of its competitors under the fair practices and business ethics in regard to fair trade and competitive advantage. It will neither act or abuse anything that leads to the pursuit of confidential information of competitors by fraudulent methods, nor violate the intellectual property of competitors. In addition, the Company still refrains from allegations of mischief without truth and does not ruin the reputation of the competition and monopolize the allocation of revenue and market share.

1.5 Employees

The Company is aware of the value of human resources and believes it is the most important factor in business. Thus, employees are well taken care and continuously developed under the following policy and guidelines relating to remuneration and benefits for employees.

According to the policy of respecting the rights of employee incorporated in the CG manual, the Company has adhered to equal and fair treat to employess regardless of placeof birth, race, gender, marital status, language or position including no child labor, human trafficking and any forms of corruption. Furthermore, the Company provides proper remuneration to employees. For short-term remunerationsuch as minimum wage according to the law for the unskilled or inexperienced labors but there is an increase in salary based on performance every year. Also, there are other fringe benefits provided more than minimum requirement by the law, for instance overtime payment, bonus, diligence allowance, reward with honor rings for 3-year/ 10-year/ 20-year and 30-year work anniversaries, free rice, food coupon, annual health check-up, New Year's party, employee dorm and so on. Apart from the tangible benefits, the Company at present provides long-term benefits; for example, providence fund, cooperative for employees of the PRANDA Group.

Training and learning development of employees

The company has annual training and personnel development plans of which courses are divided into 4 groups as follows: the courses based on the Company's policy, the courses based on a survey on training needs, the courses based on competency assessments and the courses based on the related laws standard systems.

- Courses base on the Company's policy are related to the ones the Executives have provided organization development guidelines; for example, the orientation program for new employees, Basic Knowledge of Gems and Jewelry Business, Development of Positive Thinking and Linking Core Value, Skills for Supervisors, Team building: Grow Together ... Reduce gap and enhance power.
- Courses based on survey on training needs are the ones based on the needs of the department, for instance Supervisory Skills for Supervisors, Knowledge of Art Copyright, Development of Presentation Skills
- Courses based on competency assessment are the ones based on assessement of employees' competency and the results do not meet expectations, such as Creativity, Strategic Management, and Strategic Management for the Executives
- Courses based on the related laws and standard system are the ones the law or government require
  the Company to provide adequate training to employees or the ones the business partners ask the Company to conduct after they audit the production process, such as Work Safety Standard, First-aids, Basic Fire Extinguishing, Fire Drill and Evacuation, Environmental Consciousness, Chemical Handling Safety and Chemical Spill Training, Noice Safety, Electrical Safety Training, Compliance with ISO 9001:2015 ,Compliance with Responsible Jewellery Council (RJC), Compliance with Thai Labor-Standard (TLS 8001 :2553), and so on.

Manual of Employee Training and Development

The Company has set up a roadmap for personnel development based on competency (Competency-based Training Road Map) to conform to the requirements of the Quality Management System ISO 9001: 2015, regarding support of the business knowledge needed for business operation and to help set the framework for long-term training planning for personnel in the organization to match the position and ability, based on the core competency, managerial competency and job competency, which will be used to make the Individual Development Plan (IDP).

Honorary Awards of Pranda Group 2022

- **Certified Member of Responsible Jewellery Council (RJC)**

Pranda Jewelry PLC., with its head office and branch located in Bangkok and Nakhon Ratchasima respectively, has been certified with standards assurance systems by the Responsible Jewellery Council (RJC). Being certified to earn such certification is regarded as driving force to create trust towards social responsibilities which are aligned with jewelry business to achieve sustainability in jewelry industry. We recognize the importance of supply chain management that must be engaged with transparency, ethics and verifiability. Since 2018, Pranda Jewelry PLC., has been officially granted as certified member of Responsible Jewellery Council (RJC) recognized as standards body for responsible jewelry throughout the entire supply chain. Significantly, our customers are trusted by RJC international standards being committed to carrying out regularly and constantly by Pranda.

- **ISO 9001:2015 Certification**

GCL INTERNATIONAL

Certificate of Registration

This is to certify that the
QUALITY MANAGEMENT SYSTEM
of
PRANDA JEWELRY PUBLIC COMPANY LIMITED
for
Head Office : Design and Manufacture of Jewellery & Accessories
Factory : Manufacture of Jewellery & Accessories
has been assessed and registered against the provisions of
ISO 9001:2015
International Standard
with

Registration Number: 0402/0059 | Cycle Start Date: 17 December 2021
Project: 50-19869-2-Q | Approval Date: 21 December 2021
Issue Date: 21 December 2021
Certification Approved By: | Expiry Date: 17 December 2024
Doug Page-Symonds
Chief Executive Officer

IAF | UKAS

GCL INTERNATIONAL LTD
SN: 80023649
PN: 32328751

Pranda Jewelry PLC., with its head office and branch located in Bangkok and Nakhon Ratchasima respectively, has been certified as the first organization in Thailand with quality management systems, ISO 9001:2015, in jewelry industry. The certification is regarded as reliable source towards organization management system certified with international standards by focusing on both internal and external system of the Company upon efficiency in planning of organization management and risk management in business operations.

- THE 2022 EXCELLENT PRACTICES ESTABLISHMENT ON LABOUR RELATIONS AND WELFARE AWARD NATIONAL LEVEL (PRANDA-HEAD OFFICE)

THE MINISTRY OF LABOUR
PRESENTS THIS CERTIFICATE TO RECOGNIZE THAT
PRANDA JEWELRY PUBLIC COMPANY LIMITED HEAD OFFICE
HAS BEEN HONOURABLY AWARDED THE 2022 EXCELLENT PRACTICES ESTABLISHMENT
ON LABOUR RELATIONS AND WELFARE NATIONAL LEVEL
AS THE 11th YEAR OF ACHIEVEMENT
(MR. SUCHART CHOMKLIN)
MINISTER OF LABOUR

Pranda Jewelry PCL. (Head Office) has been honourably awarded The 2022 Excellent Practices Establishment on Labour Relations And Welfare National Level as the 11th year of achievement from Ministry of Labour. Which indicates that it has to come from employees who have a good quality of life and happy workplace.

- THE 2022 EXCELLENT PRACTICES ESTABLISHMENT ON LABOUR RELATIONS AND WELFARE AWARD NATIONAL LEVEL (PRANDA-NAKHONRATCHASIMA

THE MINISTRY OF LABOUR
PRESENTS THIS CERTIFICATE TO RECOGNIZE THAT
PRANDA JEWELRY PUBLIC COMPANY LIMITED NAKHONRATCHASIMA
HAS BEEN HONOURABLY AWARDED THE 2022 EXCELLENT PRACTICES ESTABLISHMENT
ON LABOUR RELATIONS AND WELFARE NATIONAL LEVEL
AS THE 13th YEAR OF ACHIEVEMENT
(MR. SUCHART CHOMKLIN)
MINISTER OF LABOUR

Pranda Jewelry PCL. (Nakhonratchasima) has been honourably awarded The 2022 Excellent Practices Establishment on Labour Relations And Welfare National Level as the 13th year of achievement from Ministry of Labour. Which indicates that it has to come from employees who have a good quality of life and happy workplace.

- Pranda Jewelry achieved "Excellent" score from the AGM

Pranda Jewelry PLC. or "PDJ" achieved Scored 97 points (Excellent) in the evaluation of the quality of Annual General Meetings of Shareholders for the year 2022 (AGM checklist) of listed companies by the Thai Investors Association. Due to the company held the General Meeting of Shareholders via electronic media. By following the principles of good corporate governance as well.