



Human Rights and Labor Policy

For more than twenty years, Zarian Group (Zarian Co.,Ltd, Zarian Limited, Zarian Fabrikation GmbH) has always been a company that has given importance to human rights and labor as required by law and impartial, non- discriminatory or ill-treat at work. The company also provides a good and suitable working environment, a place to exercise or play sports activities and including good welfare

In addition to comply with the standards of RJC (Responsible Jewellery Council), the company would like to add and reiterate the 2021 Human Rights and Labor Policy in t these areas as follows:

Working hours, Wages, and Benefits: Zarian Group compensates employees relative to the industry competition and local labor markets and in accordance with terms of applicable collective bargaining agreements. We fully work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.

Workplace Security: Zarian Group prohibits violence, harassment, intimidation and other unsafe or disruptive conditions regarding to internal or external threats.

Child Labor: Zarian Group will not employ child labor, consistent with the principals relevant to Thailand Law. The Company prohibits the hiring of individuals under the age of eighteen.

Forced Labor and Human Trafficking: Zarian Group will not use slave or involuntary labor, whether bonded, prison, compulsory or indentured labor, including debt servitude or human trafficking with respect to any aspect of its operations.

Guidance and Reporting for Employees: Zarian Group strives to create workplaces in which open and honest communication among all employees is valued and respected. The Company is committed to complying with applicable labor and employment laws. In addition, we work to achieve full employee engagement as the foundation of our mutual success; strive to create a culture that champions respect and inclusion; offer competitive wages and benefits; and implement clear health and safety practices.

Freedom of Organization and Bargaining: Zarian Group respects employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and bargaining in good faith with such representatives.

This announcement is effective on 1 July 2022

Prince Haik Eghia Zarian
Chairman