



## Responsible Jewelry Council Annual Report 2020

### **Backgrounds**

Eclats Jewelry Co.,Ltd. established in 1997 by Mr.Jack Olcina, the president made a commitment to put together a team of experts in marketing, customer service, product development and technical supported jewelry manufacturing process which the responsible business. All management having certified member of Responsible Jewelry Council (RJC) since 2016.

### **In General**

#### **Legal compliance**

Eclats Jewelry Co.,Ltd. Are establish the person who are monitor and follow up there are legal compliance issues that cause affect to their business.

#### **Policy and Implement**

Eclats Jewelry Co.,Ltd. were established the responsible supply chain that was included Human rights, Good practice for responsible policy, Child labour policy, Forced Labour Policy. and Non-Discrimination policy. All policy ware promoted and implemented to all company and business partner.

#### **Reporting**

During this year Eclats Jewelry Co.,Ltd. shall set up the responsible annual report to promote there activities and engage to business partner. This report will setup annually and communicate to business partner as code of practice - RJC.

#### **Finance and Accounts**

Due to the company were good practice for responsible, The company ware establish transparency and trusted in our business. Our finance and accounts were standard audited by the authorized accounting auditors.

### **Responsible Supply Chain and Human Rights**

#### **Business Partners**

Eclats Jewelry Co.,Ltd. give confident that the company and business partner should lead jewelry business to grow up in world wide. The endeavors with commensurate among our business partner will point us to target in the future



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## **Human rights**

Eclats Jewelry Co.,Ltd. are respect in human rights. Our believe is good practice business is going along with human rights respect to build up sustainability in our society. So we have commitment in Human rights on every process of our company

## **Sourcing from artisanal and small-scale mining and community development**

We are know that we are one of the middle business in jewelry supply chain. We should have responsibility in human rights and encourage to development in our community. We does not accept sourcing from conflict-affected and high risk area.

## **Bribery and Facilitation payment**

Eclats Jewelry Co.,Ltd. is run business with the transparence and honesty. So we does not expect the bribery or facilitation payment that in non-applicable by law.

## **Security**

Our Company locate at Gemopolis Industrial estate in Thailand. That ware standard of security cover of all business area.

## **Labour management policy**

### **Employment**

Our company are applicable by thai labour law. We are general employment term, working hours, remuneration, Discipline and Grievance procedure compliance with the law. We have non of child labour employ, no forced labour, and non-discrimination in our employment. Our employee have freedom to association and collective bargaining.

### **Health, safety and environment issue.**

We are common in office work and shop floor. Health, safety and environment are compliance with the law and non of hazardous substances on sites. We commit our employee and business partner to encourage in natural resources.

### **Concluding in year 2020**

Eclats Jewelry Co.,Ltd. in 2020 are compliance with code of practice -RJC. Although in the year 2020 the company faced with covid-19 but all employment ware adopt to pass this crisis as the government policies and complied with the COP-RJC. All suppliers are quite well, no red-flagged declare. The management decide to reviews practice to compact those all RJC procedure and re-certificate in 2021 after the certificate expired.

Management