SALAMANDER
jewelry



2025 SUSTAINABILITY REPORT

REPORT OF SUSTAINABILITY

STRATEGIES FOR CRAFTING THE SUSTAINABILITY REPORT



The Sustainability Report for 2025 reflects our company's performance in the Economic, Social, and Environmental domains. This report demonstrates our commitment to operational transparency, highlights our achievements, identifies areas for improvement, and promotes accountability. It aligns with the standards set by The Stock Exchange of Thailand and the Global Reporting Initiative (GRI), utilizing the Core Options framework. Hosted as an e-Report on our website, www.body-piercing.com, it ensures easy access and engagement for all stakeholders, further underscoring our dedication to sustainable development.

STRUCTURING THE CONTENT OF THE REPORT

- Comprehensive Environmental Analysis: Evaluate and report on our environmental impacts, including resource usage, greenhouse gas emissions, and waste management practices.
- Policy and Performance Reflection: Showcase our sustainability initiatives, targets, and actions addressing environmental, social, and economic challenges, reflecting our ongoing commitment to sustainability.
- Integrated Performance Overview: Provide a detailed overview of our performance across economic, social, and environmental aspects, highlighting the integration of sustainable practices into our operations.
- Alignment with GRI Principles: Ensure the report aligns with GRI's principles, emphasizing transparency, materiality, stakeholder inclusiveness, and sustainability context.

DATA COLLECTION AND RECORD PROCEDURE

Data for public disclosure is meticulously collected from various departments, including Accounting and Finance, Human Resources, Occupational Health and Safety, and Research & Development, as well as input from experts and interested parties.

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2025 HIGHLIGHTS

01 Corporate Governance with Accountability and Efficiency

Ensuring policy compliance, both management and employees are required to accept the policy and successfully complete the Anti-bribery exam

100%

Incidents related to bribery and corruption cases

0
cases



2025 HIGHLIGHTS

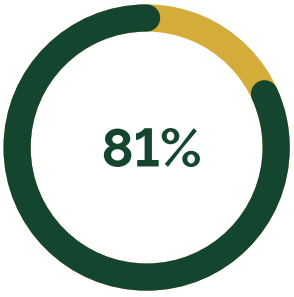
02 Social Aspects

Accidents caused stopping work Lost Time Injuries Frequency Rate: LTIFR



0
cases/rate

Survey Customer Satisfaction



Survey Employee Engagement to Organization



Accident Unintentional release of gas and chemicals



0
cases

Accident Damages incurred during product delivery



0
cases

Average Number of Training of Employees



6
Hrs./Person/Year

Average Costs of Training of Employees



143.66
THB./Purson/Year

03 Environmental Aspects

Carbon Footprint of Organization



753.25
tons per year

Carbon offsetting



750
Carbon Neutral

Solar Cell Usage



474.72
mWh.

Waste

Hazardous Waste	Non-Hazardous Waste
8.72	3.11

REDUCTION GHG EMISSION COMMITMENT

Salamander Jewelry Co., Ltd. is committed to reducing environmental impact and participating in the reduction of organizational greenhouse gas (GHG) emissions that affect the planet.

The company has therefore established a long-term goal to reduce its organizational GHG emissions from fossil fuels and permanent GHG removal activities. This includes offsetting total greenhouse gas emissions or ensuring residual emissions are no more than 10% through carbon credits obtained from GHG Removal Enhancement projects.

The 2025 organizational GHG emissions data will be used as the baseline year.

The calculated organizational GHG emissions for 2025 were 753.25 tons of carbon dioxide equivalent to Scope 1 and Scope 2.

The company has successfully offset all these emissions using carbon credits from a GHG Reduction project by TPCH Power 5: Biomass Power Plant 6.3 MW As a result, Salamander Jewelry Co., Ltd. has achieved its goal



MESSAGE FROM Top Management

Dear Stakeholders,

We are excited to present our latest Sustainability Report, marking a significant milestone in our ongoing journey towards a more sustainable future. This report highlights our progress, achievements, and our renewed commitment to social and environmental responsibility since our founding over 27 years ago.

This year marks the third consecutive year we have published our Sustainability Report, underscoring our unwavering dedication to transparency and sustainability. By consistently sharing our efforts and outcomes, we demonstrate our long-term commitment to driving positive change within our industry and beyond.

At Salamander Jewelry, we are dedicated to leading the jewelry manufacturing industry by setting a high standard for others to follow. We firmly believe that each one of us has a responsibility to drive positive change, and we are steadfast in our determination to make a meaningful impact through our actions.

Over the past year, we have continued to allocate substantial resources and funds to implement sustainable operational processes across our business. Our efforts have focused on reducing our environmental footprint, with a particular emphasis on lowering CO2 emissions and enhancing waste reduction and recycling initiatives. By embracing innovative technologies and practices, we strive to minimize our impact on the planet while maintaining the quality and craftsmanship that define our brand.

Our commitment goes beyond our manufacturing processes. We recognize the importance of corporate social responsibility and our role in supporting the communities where we operate. Through strategic partnerships and engagement programs, we have actively contributed to various social causes, empowering individuals and organizations to drive positive change. We take pride in our strong connection to the community and the lasting impact we have made.



Mr. Ofer Avidan
General Manager

At Salamander Jewelry, we believe that education is key to fostering a sustainable mindset. We have taken significant steps to educate and raise awareness among our stakeholders about the importance of environmentally friendly habits. By providing resources and training, we empower our employees, suppliers, and customers to make informed choices that contribute to a more sustainable future.

While we are proud of the progress we have made, we recognize that there is still much work to be done. We are committed to continuous improvement and to setting even more ambitious sustainability goals for the coming years. Our future sustainability reports will serve as a platform to communicate our progress, share best practices, and inspire others to join us on this transformative journey.

As we move forward, we invite our stakeholders to actively engage with us, provide feedback, and collaborate on innovative solutions. Together, we can create a lasting impact and build a better, more sustainable world.

Thank you for your continued support and partnership as we strive towards our shared vision of sustainability.

BUSINESS OVERVIEW

Salamander Jewelry Co., Ltd. a reputable jewelry and body jewelry manufacturer, has consistently delivered high-quality and safe products for over 27 years. With a workforce of approximately 550 employees, the company has established itself as a leader in the body piercing and stainless steel jewelry industry.

VISION

To be a trusted global leader in jewelry and body-piercing manufacturing, known for excellence, innovation, reliability, and sustainability.

MISSION

We create and safety manufacture quality jewelry and body-piercing collections, supported by reliable production services, operational excellence, and responsible business practices.



PURPOSE

To create lasting value for our customers, our people, and our industry through quality products and responsible manufacturing

ORGANIZATIONAL VALUES

1. Integrity We uphold trust and impartiality, forming the foundation of our ethical practices. Integrity is the cornerstone of how we interact with ourselves and others.

2. Collaborative Success achieving our goals requires unity and teamwork. By leveraging the unique strengths of each team member and fostering a culture of cooperation, we ensure collective success.

3. Strong Relationships Commitment, loyalty, and responsibility are key to building robust relationships within our organization. By prioritizing our organizational goals and acting selflessly, we create a positive and unified work environment.

4. Commitment to Sustainable Development We embrace a holistic approach to sustainable development, focusing on environmental, social, and economic improvements. Our goal is to offer sustainable products and services that meet customer needs while minimizing our environmental footprint.

5. Safety First A proactive attitude towards safety and shared responsibility is crucial. By fostering a positive safety culture, we ensure a secure environment for everyone.

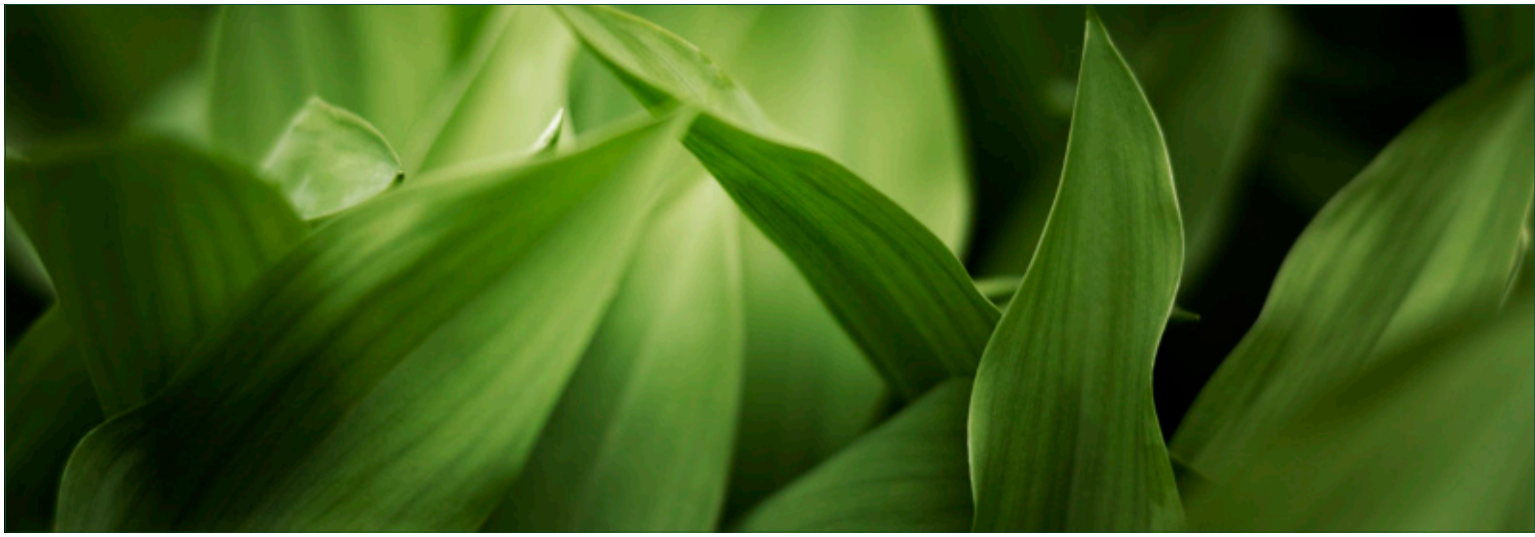
6. Pursuit of Quality Excellence and professionalism are at the heart of our operations. We continuously strive for quality improvement, paying attention to detail and meeting our commitments to deliver outstanding results.

7. Customer-Centric Focus Understanding and prioritizing the needs of our customers, both internal and external, is vital. By actively listening and tailoring our offerings, we enhance customer satisfaction and build lasting relationships.

8. Ethical Leadership Effective leadership is built on ethics, fairness, and respect. By inspiring and guiding our teams, we create a motivated and supportive work environment that drives success and achieves our company's goals.

9. Innovative Thinking Embracing change and fostering creativity are essential for innovation. By welcoming new ideas and encouraging a creative culture, we stay adaptable and seize new opportunities for continuous improvement.

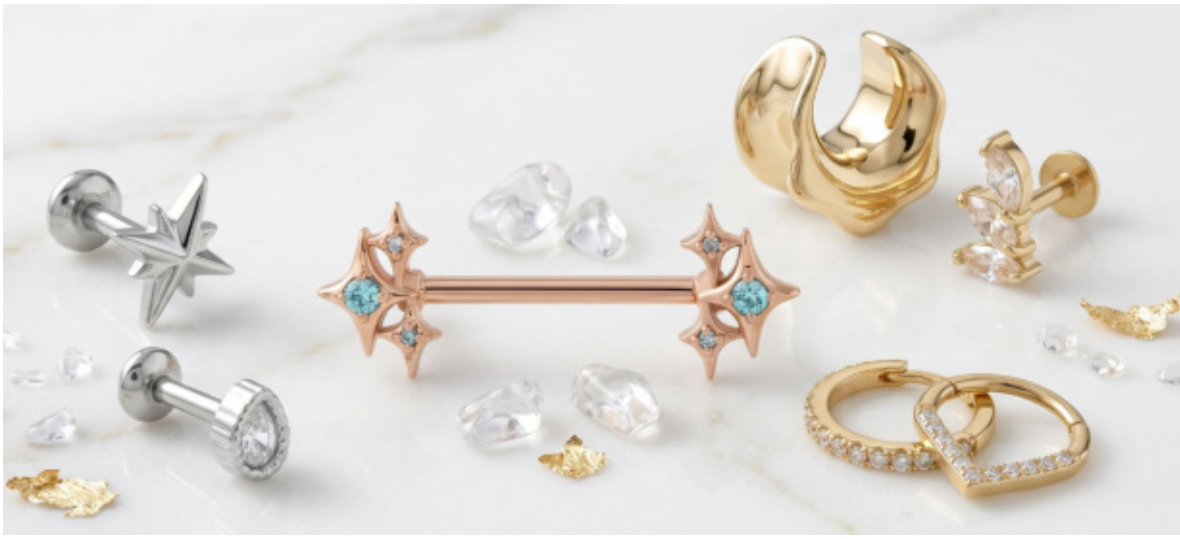
10. Fostering Happiness We aim to enhance the well-being and happiness of our employees, suppliers, and the community, creating a satisfying and supportive environment for all.



OUR PRODUCTS

BODY PIERCING

Crafted from hypoallergenic materials, our body piercing products ensure a safe and stylish experience for every customer.





STAINLESS STEEL JEWELRY

Strong and stylish, our stainless steel jewelry offers a modern edge with lasting shine.

SILVER JEWELRY

Each piece in our collection is made with premium 925 sterling silver perfect for sensitive skin and designed for everyday sophistication.



OUR AWARDS



CSR-DIW Continuous Award 2025

Recognizing Salamander Jewelry's commitment to corporate social responsibility and sustainable business practices, this award underscores our dedication to ethical operations and community support. Awarded for 10 consecutive years since 2016.

Occupational Safety Award 2025

Awarded for our stringent adherence to workplace safety protocols, this recognition highlights our continuous efforts to create a safe and healthy environment for all employees. Awarded for 5 consecutive years since 2020.





Employer Worker Relations Award 2025

This accolade reflects our commitment to maintaining strong labor relations and prioritizing the well-being and professional growth of our team members through supportive policies and practices. Awarded for 12 consecutive years since 2014.

Happy Moral Business Award 2025

This award acknowledges Salamander Jewelry's dedication to fostering a positive and ethically driven business culture that promotes employee satisfaction and trust.



OUR CERTIFICATES



QUALITY
ISO 9001:2015



SAFETY
ISO 45001:2018



ENVIRONMENT
ISO 14001:2015

Green Industry Level 4
Ministry of Industry (Thailand)
Certificate No. GI(E) 4-098/2569

REACH Compliance

Sedex®
SMETA®
4-Pillar Certified Factory

CSR-DIW AWARD

ECONOMY MANAGEMENT & CORPORATE ADMINISTRATION

The company is committed to effective business operations and upholding principles of corporate governance. With a focus on fairness, transparency, and consideration for the impact of its business activities across the supply chain, we have established policies to guide our operations

CORPORATE GOVERNANCE

Our Corporate Governance Policy (CG Policy) provides guidelines for business ethics and a Code of Conduct applicable to all management and employees. Adherence to this code is mandatory for everyone. The Board of Directors and Top Management are responsible for regularly reviewing and updating the policy to ensure its relevance in the current business environment. We also maintain a clear organizational structure for the Board of Directors, assigning distinct duties and responsibilities.

The Board of Directors evaluates their own performance in management and administration, prioritizing the establishment, maintenance, and regular review of a system that monitors financial transparency, performance capability, and corporate governance across all dimensions. This ensures our compliance with legal requirements and enables us to run our business effectively. Our risk and crisis management strategies involve evaluating and identifying risks and misleading activities throughout the company.

Transparency is crucial to us, and we are committed to publicly disclosing information correctly, completely, transparently, and timely for all stakeholders and interested parties. We strive to provide access to our company's data when needed. Furthermore, our Corporate Governance Policy, Principles, and Guidance are

disclosed in the annual report, including an anti-corruption section



CORPORATE GOVERNANCE

ANTI-CORRUPTION

We have implemented an Anti-Corruption Policy as a core component of our Corporate Governance framework. This policy strictly prohibits all forms of corruption by the Board of Directors, Management, Employees, and all personnel associated with the company. Prohibited activities include offering, promising, soliciting, demanding, giving, or accepting bribes, as well as any actions that could motivate bribery.

Individuals who delegate the task of offering or giving bribes for work purposes will also be held accountable for acts of corruption. Each department's management is responsible for assessing and addressing the risks and issues related to corruption that may arise within their respective areas, reporting these findings to the Board of Directors at least once a year. An internal Monitoring Team conducts an annual review and reports its findings to the Internal Monitoring Committee and the Board of Directors.

To deter corruption, the company imposes severe penalties, including termination without severance pay for individuals involved in corrupt practices. Legal action is taken in cases involving illegal activities. Based on last year's risk and corruption assessment, no instances of corruption were observed. We provide comprehensive training to all employees and relevant stakeholders to ensure their understanding of the Anti-Corruption Policy and its requirements. This training also enables them to report any suggestions or grievances related to business ethics and the Code of Conduct. Incidents of corruption, illegal activities, or violations of the Code of Conduct can be reported to the Human Resources department through telephone, facsimile, or email. The Human Resources department is responsible for collecting information and evidence and reporting it to the

Committee of Business Ethics and Code of Conduct. Detailed information on reporting channels is disclosed on the company's website to facilitate reporting procedures.



RISK AND CRISIS MANAGEMENT

To effectively control risks, mitigate their consequences, uphold business objectives, and ensure compliance with local and international standards, we have implemented a comprehensive policy and procedure for risk control and management. Key elements of this framework include:

A. Integration with Strategic Administration: Risk control and management policies are integrated with the company's strategic administration and objective-oriented policies, aligning risk management with overall business strategy.

B. Committee of Risk Control and Management A dedicated Committee of Risk Control and Management has been established to assess and evaluate risk probabilities and consequences in accordance with the defined policy and procedure. The committee considers applicable local laws and other relevant standards that may impact the company.

C. Effective Control and Management of Risks: Measures are implemented to adjust risks to an acceptable level, reducing their potential negative impact on the company.

D. Designation of Responsible Persons: Specific roles are assigned for controlling, monitoring, investigating, and evaluating risk management programs. Each department provides a plan for risk control and management within their respective areas.

E. Compliance with Standards: Policies and procedures for risk control and management are established in compliance with international standards, local law requirements, and good governance standards.

F. Reporting and Evaluation: Responsible individuals report on the efficiency of risk control and management operations to investigators and the Committee of Risk Control and Management, promoting transparency and accountability.



TAXATION MANAGEMENT

The company operates its business and establishes a taxation management policy and procedure that aligns with the provisions of the Revenue Code and Accounting Standards and Requirements. These guidelines ensure that the company's taxation management is carried out legally and accurately. In compliance with local laws, the company diligently pays taxes within the required time frames. To prevent any delays or incorrect payments and adhere to local tax regulations, the company appoints an Accounting & Taxation Manager, who assumes primary responsibility for taxation management. The duties of the Accounting & Taxation Manager are formally approved by Top Management. Concerns or grievances related to taxation matters are supported by consultation from the Board of Directors and Top Management, ensuring any issues in taxation management are addressed promptly and appropriately.

SUPPLY CHAIN MANAGEMENT



As a leading jewelry manufacturer and exporter, our supply chain comprises key components:

- **Suppliers**
- **Business Partners**
- **Customers**

To efficiently manage these operations, we have established a Customer Service Department and a Purchasing Department. Our comprehensive purchasing policy and procedure guide supply chain management and administration within these departments. Key involved departments include:

A. Customer Service Department

This department provides dedicated support to customers, addressing inquiries, resolving issues, and ensuring overall customer satisfaction.

B. Purchasing Department

Responsible for the procurement of products and assets, this department handles sourcing suppliers, negotiating contracts, placing orders, and overseeing delivery and quality. The purchasing policy outlines the necessary steps for efficient procurement, ensuring goods and assets are acquired effectively.

SUPPLY CHAIN MANAGEMENT

SUPPLIERS SELECTION

Our Purchasing Department carefully evaluates potential suppliers based on criteria outlined in our purchasing policy. Key factors include:

- **Legal documentation verification**
- **Supplier reliability**
- **Financial stability of the supplier**
- **Special requests and support**
- **Communication capabilities**
- **After-sale service**
- **Social responsibility, including**

environmental considerations and occupational health and safety

Currently, we emphasize selecting new suppliers to enhance cost competitiveness for raw materials and reduce dependency on single sources

SUPPLIERS EVALUATION

Supplier performance is regularly assessed to ensure adherence to our standards. Evaluations occur every six months, focusing on: Performance quality Compliance with sustainability standards this process ensures consistent supplier performance and alignment with our expectations.

KNOWLEDGE SHARING WITH SUBCONTRACTORS

We prioritize knowledge sharing with subcontractors to improve their processes and enhance overall performance. By providing information on our quality control and assurance policies, we enable subcontractors to:

- **Reduce defects**
- **Deliver on time**
- **Offer competitive prices**

CUSTOMER SERVICE MANAGEMENT

Effective customer service is crucial to us. We have established comprehensive policies to ensure customer satisfaction, including robust customer data control and management. Utilizing advanced information technology, we safeguard and manage customer data in alignment with our policies.

FAIR COMPETITIVENESS

We are committed to fair and ethical business practices. Our policies ensure adherence to ethical standards, compliance with laws and regulations, and the promotion of fair business practices.



SUPPLY CHAIN MANAGEMENT

By fostering fair competition, we aim to create a sustainable business environment.

PRODUCT USER MANAGEMENT

Our Quality Control and Assurance department is dedicated to maintaining product quality, addressing complaints, and driving continuous improvement. This department:

- **Ensures product quality**
- **Collects feedback and complaints**
- **Implements necessary actions to enhance customer satisfaction**

COMMITTED TO ETHICAL ENGAGEMENT

We are dedicated to becoming a renowned jewelry manufacturer while prioritizing the needs of our customers, suppliers, buyers, employees, stakeholders, local communities, and authorities. Through our comprehensive corporate social responsibility approach, we conduct our business ethically and responsibly, ensuring positive and sustainable impacts on all our engagements.

STOCK REDUCTION

As part of our sustainability strategy, we focus on stock (inventory) reduction across our operations to streamline material use, improve turnover rates, and reduce overproduction. We have adopted just-in-time (JIT) practices and demand-driven procurement to ensure materials are sourced more accurately, resulting in:

- **Reduced inventory holding costs**
- **Lower risk of material obsolescence**
- **Decreased waste generation from excess or unused stock**



CORPORATE SOCIAL RESPONSIBILITY



Labor Management and Human Resources Management in 2025

At our company, we recognize that our employees are our most valuable resources, and as such, we have implemented a comprehensive human resources management policy. This policy ensures that all employees are treated fairly, protected, and provided with opportunities for personal and professional development. By prioritizing the well-being and satisfaction of our employees, we aim to foster a positive work environment that enhances productivity and contributes to the success of our company. Furthermore, we are committed to operating our business in compliance with Thai Labor Standard Requirements, Thai Labor Law, and other relevant rules and regulations. This commitment ensures that our labor practices align with industry standards and legal obligations, and also allows for continuous improvement within our company.

As part of our commitment to corporate social responsibility, our company has obtained various certifications and established important labor management practices. These initiatives demonstrate our dedication to ethical and responsible business operations.

A. CERTIFICATIONS

We are proud to be certified by the CSR-DIW certification (28/11/2025) from the Department of Industrial Works, further emphasizing our commitment to corporate social responsibility. SMETA 4-Pillar Certified Salamander Jewelry is proud to be SEDEX SMETA 4-Pillar Certified (since May 7, 2025). This certification covers: Labor Standards, Health & Safety, Environment, and Business Ethics. It's more than a badge — it reflects our daily commitment to ethical, safe, and sustainable manufacturing.

B. LABOR MANAGEMENT INSTRUCTION

Our company has developed a comprehensive Labor Management Instruction, which serves as a vital document for guiding labor management practices. This instruction covers important topics related to labor management within our organization.

C. CHILD LABOR

Our company is committed to upholding ethical labor practices and ensuring the protection of children's rights. We strictly prohibit the hiring of child labor and do not support or engage in any form of child labor. We adhere to international

CORPORATE SOCIAL RESPONSIBILITY

labor standards and national regulations that prohibit the employment of individuals under the age of 18. We provide a safe and nurturing work environment that is free from any hazardous conditions for the physical and mental well-being of all employees

D. PREGNANT WORKERS

We prioritize the health and safety of our employees, including pregnant workers. We do not allow pregnant workers to engage in work that poses risks to their health or the health of their unborn child. Our company provides a safe work environment that considers the specific needs and vulnerabilities of pregnant workers. We ensure that they are not exposed to hazardous conditions and take measures to accommodate their physical well-being. Additionally, we uphold the rights of pregnant workers by prohibiting termination, demotion, or any reduction in wages and benefits due to their pregnancy. We understand the importance of supporting working mothers and providing them with the necessary benefits and protections during this significant phase of their lives. As part of our commitment to supporting working mothers, we have established a breastfeeding room for employees who have recently returned from maternity leave. This dedicated space provides a comfortable and private area for mothers to breastfeed and express milk, promoting their well-being and work-life balance.

E. DISCRIMINATION AND INEQUALITY ISSUES

At our company, we have a strong commitment to promoting equality and preventing discrimination in all aspects of our operations. We firmly believe in treating all individuals with respect and dignity, regardless of their nationality, race, religion, language, age, gender, marital status, sexual orientation, disability, HIV infection, political preference, or individual opinions. Throughout the various stages of employment, including hiring, wage and compensation, welfare, training support, promotion, position adjustments, termination, and retirement, we ensure that no discriminatory practices or biases are present. We are dedicated to providing



CORPORATE SOCIAL RESPONSIBILITY

equal opportunities for all employees based on their qualifications, skills, and performance. Our company does not interfere with or discriminate against individuals based on any personal differences that do not affect the business. We strive to foster a diverse and inclusive work environment that respects and values the unique backgrounds and perspectives of our employees. We promote a culture of fairness, where everyone is treated fairly and has an equal opportunity to succeed.

F. FREEDOM OF ASSOCIATION

At our company, we fully support and respect the rights of our workers to exercise their freedom of association. We provide an open and inclusive environment that allows workers to join and form committees within the company. Workers have the right to express their opinions, engage in negotiations, and select worker representatives without any interference or Intervention.

We uphold the principles of freedom of association by ensuring that workers' rights to join committees are respected and protected. Currently, we have established a Welfare Committee consisting of 5 members and

a Safety Committee consisting of 7 members. These committees were elected by the employees, and their roles and responsibilities are clearly defined. To ensure transparency and fairness, the committees undergo re-election every 2 years. We have never discriminated against or treated committee members unfairly or negatively due to their involvement in the committees. There are no practices of termination, transfer, or unfair treatment based on their committee membership.

It is worth noting that throughout our operations, no irregularities or disputes related to labor issues have been raised. This demonstrates our commitment to fostering a harmonious and respectful work environment where freedom of association is upheld and workers' rights are protected.

G. SUPPORT OF WELFARE

At our company, we place a strong emphasis on the welfare and quality of life of our workers, particularly considering the current economic situation. We strive to provide fair and appropriate wages and benefits, which are adjusted annually to ensure that they are in line with prevailing standards and sufficient to meet the needs of our workers. We prioritize the welfare and quality of life of our employees by providing facilities and activities that support their personal interests and well-being. These include a library, fitness room, gymnasium, martial arts programs (such as Taekwondo and Judo), and a football field. These offerings contribute to a balanced lifestyle and promote physical and mental well-being. Additionally, we prioritize the provision of various facilities within our company to enhance the well-being of our workers. Some of these facilities include:



CORPORATE SOCIAL RESPONSIBILITY

1. Clean and Hygienic Toilets: We maintain clean and hygienic restroom facilities to ensure the comfort and hygiene of our workers.

2. Clean and Hygienic Drinking Water: Access to clean and safe drinking water is essential for the well-being of our workers. We ensure that reliable sources of clean water are available throughout the workplace.

3. First-Aid Kits and Medical Support: To ensure the health and safety of our workers, we provide first-aid kits and have legally registered nurses available during working hours. This ensures prompt and appropriate medical assistance if needed.

4. Clean and Hygienic Canteen: Our company maintains a clean and hygienic canteen facility, ensuring that workers have access to safe and nutritious meals.

5. Annual health check-up.

6. Fitness center & martial arts program.

7. Running Club.

8. Football field.

9. Library

SUPPORTING WELFARE AND QUALITY OF LIFE

In addition to our commitment to the welfare and quality of life of our employees, we provide various additional benefits and support to enhance their well-being. These include:

1. Annual Bonus: We offer an annual bonus as a token of appreciation for our employees' hard work and dedication.

2. Financial Support for Marriage: We provide financial assistance to employees who are getting married, recognizing this significant life event.

3. Financial Support for Funeral: In the unfortunate event of the passing of an employee's father, mother, or child, we offer financial support to help alleviate the financial burden associated with funeral expenses.



CORPORATE SOCIAL RESPONSIBILITY

4. Financial Support for Giving Birth: We provide financial assistance to employees who are expecting or have recently given birth, supporting them during this important milestone.

5. Uniforms: We supply uniforms to our employees, ensuring a professional and cohesive appearance while fostering a sense of belonging.

6. Special Gifts: We acknowledge and celebrate our employees' special occasions such as birthdays and New Year's Day by providing them with special gifts, demonstrating our appreciation and recognition.

We are committed to supporting the welfare and quality of life of our employees by providing internal activities that promote physical and mental well-being. One such activity is the departmental trip, which offers an opportunity for team building and relaxation. However, due to the ongoing Covid-19 pandemic, this support has been temporarily suspended due to health and safety concerns of our employees. In addition to physical and mental support, we also value and promote the local culture and traditions of Thailand. During festivals such as the Songkran Festival (Thai New Year), Buddhist Lent Day, and New Year Festival, we organize and support activities that reflect the local customs and traditions. These activities may include sprinkling water on a Buddha image during Songkran, participating in the Candle Festival, offering dry food to monks, and engaging in acts of merit-making.

We prioritize the well-being and engagement of our employees, ensuring that they have opportunities to connect with their cultural roots and experience the joy and traditions of local festivals



RULES AND DISCIPLINARY ACTIONS



Our company maintains a strong commitment to upholding the rights and well-being of our workers. We strictly prohibit any form of physical or mental coercion, abuse, or threatening behavior towards our employees. To ensure a safe and respectful work environment, we have implemented measures and solutions to prevent workers from experiencing abuse, harassment, or intimidation in any form, whether verbal, physical, or through body language.

Disciplinary actions and punishments, when necessary, are carried out in accordance with our company's rules and regulations. Our disciplinary process is clear and follows a defined procedure, ensuring transparency and fairness. We prioritize the well-being and rights of our workers throughout this process.

In addition to internal actions, we actively participate in activities and projects initiated by local authorities. By engaging with local authorities, we strengthen our commitment to promoting employee welfare and maintaining positive labor relations within the community.

We are proud to share that in November 2025, our company was recognized for our exceptional practices in employee relations and labor welfare. The Department of Labor awarded us the "Best Practice Factory" recognition, marking nine consecutive years of receiving this prestigious honor. This recognition highlights our ongoing dedication to fostering a supportive and inclusive work environment that prioritizes employee welfare and strengthens labor relations. Through our continuous efforts, we strive to uphold high standards of employee relations, ensure a respectful and safe workplace, and contribute positively to the well-being and satisfaction of our workers.

HUMAN RESOURCES DEVELOPMENT

The company utilizes the system of Human Resources Administration as the main system to develop personnel, procedure of the capability development and career advancement. It is divided into 6 systems as below:

1. Qualification: The company determines the skill matrix or qualification matrix related to the individual's capabilities in order to adjust and offer the wage and benefits fairly and appropriately to workers.

2. Position: The company determines the duties, roles, authorization, and responsibilities of each section of individual positions clearly identified in job descriptions, career promotion and qualification that are followed by the criteria and done by section supervisors of each department.

3. Rotation: It is the change of job categories in order to build and develop the ability into the next step of achievable planned positions.

4. Evaluation: The company sets the criteria of work performance evaluation that will be utilized for the adjustment of the salary, bonus, promotion, and position. Moreover, it can display the worker's strengths and weaknesses and use it for capability development. The criteria are based on principles, impartiality, appropriateness, and acceptable conditions.

5. Payroll The structure of payroll consists of salary base, types of allowance such as overtime, wages and overtime in rest days, food allowance etc. The company shall have the salary adjustment every year, Index of salary adjustment is based upon minimum wage law prescribed by the authority, rates of inflation which are the main indicator of change of costs of living and industrial trends.

6. Skill Development: At our company, we prioritize the skill development of our employees through a comprehensive training program. We have established a policy that mandates a minimum of 6 training hours per year for each employee based on their levels and positions. Our training selection process covers three



HUMAN RESOURCES DEVELOPMENT



types of training: strategic, job-specific, and self-development. To cater to our employees' learning needs, we offer both internal and external training opportunities. We offered 19 courses. Throughout the year, a total of 550 employees participated in these internal courses, with an average of 6 training hours per employee.

In addition to internal training, we also facilitated external courses for our employees. Although the number of external courses decreased compared to the previous year, we still provided valuable programs to six employees. These external courses aim to broaden their knowledge and skills beyond our organization's scope. Some examples of our internal courses include "Increase Productivity and Cost-saving by Kaizen "Technique," "Environmental" Aspect and Risk Assessment and Identification," and "Knowledge of Occupational Health and Safety for the Work Environment." These courses focus on enhancing employee skills, knowledge, and productivity in their respective areas of work.

Our external courses encompass topics such as "Guidelines of Work under the Skill Development Promotion Act" and "Exchanging and Learning Methodology for Supporting Employees to Quit Smoking." These programs enable employees to gain insights and expertise from external sources, contributing to their personal and professional growth.

By offering a diverse range of internal and external training opportunities, we foster a culture of continuous learning and skill development within our organization. We firmly believe that investing in our employees' development not only enhances their capabilities but also contributes to their job satisfaction and overall organizational performance.

We remain committed to providing ongoing training and development opportunities to empower our employees and ensure their long-term success

OCCUPATIONAL HEALTH AND SAFETY OF ENVIRONMENTAL WORK

1. Employee safety: is of paramount importance to our company. We prioritize the safety of our employees, their peers, and the company's property within the workplace.

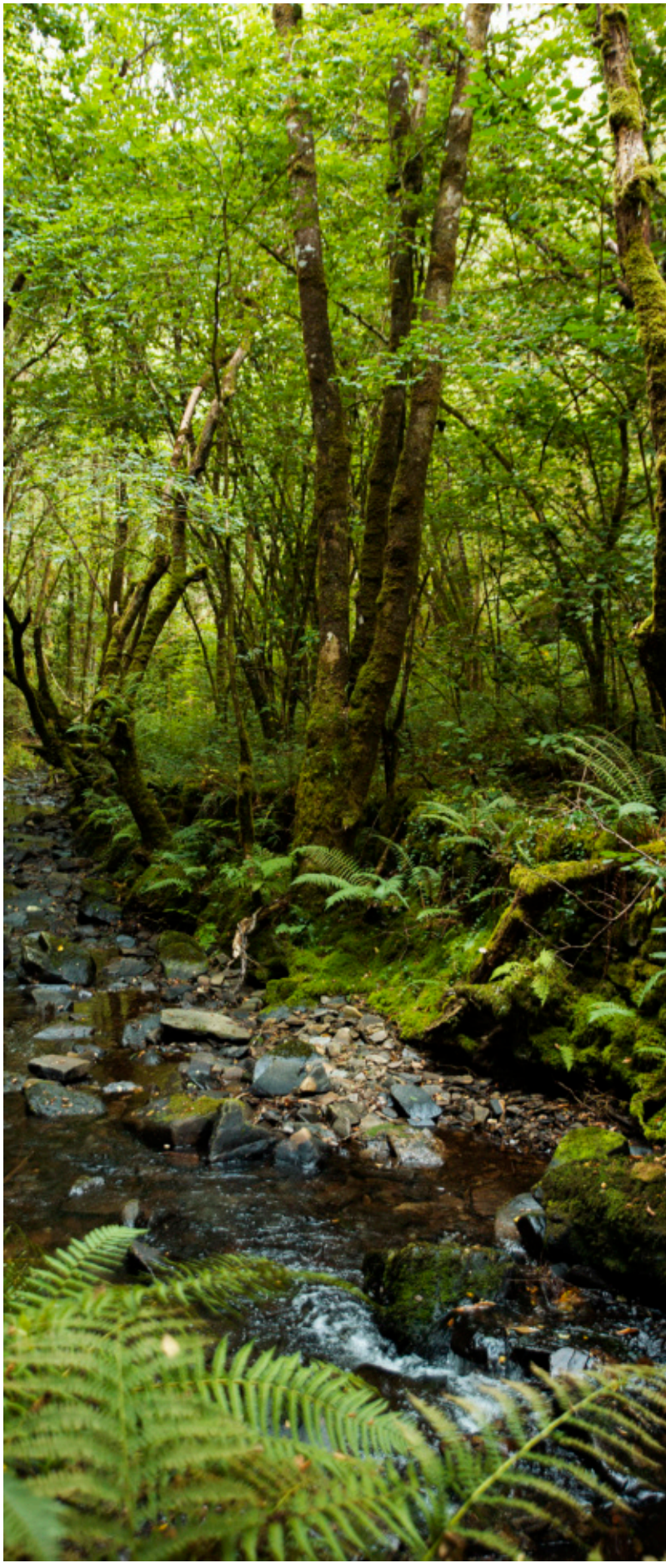
2. 6S Principle: We actively promote the implementation of the 6S Principle, which includes Sort, set in order, Shine, Standardize, Sustain, and Safety. By adhering to this principle, we aim to prevent accidents, illnesses, and occupational diseases.

3. Employee Participation: Our company encourages employees to participate in occupational health and safety projects. We value the input and opinions of both the company and its employees in order to continuously improve and maintain a safe working environment.

4. Resource Allocation: We allocate resources, both personnel and budgets, to effectively manage and administer occupational health and safety in environmental work. This ensures the safety of our employees and external providers within the workplace.

5. Safety Shop Floor Management: In our pursuit of zero accidents in the workplace, we conduct activities to identify and assess both work-related and non-work-related risks and hazards throughout the production shop floor. This approach is known as Safety Shop Floor Management.

6. Regular Evaluations: The company conducts regular evaluations of safety performance and ensures adherence to the aforementioned policies and procedures. These evaluations take place at least once a year to maintain a high standard of safety in the workplace.



OPERATING SAFETY ACTIVITIES

The company has established a Safety Committee consisting of representatives from management and operators. The committee, which currently comprises 7 members, is responsible for reviewing safety policies and annual plans, conducting workplace safety surveys, considering safety projects, and reporting safety actions to top management. Committee members serve a two-year term and hold monthly safety meetings.

Safety and Environment are managed by the dedicated section within the company's management team. This section drives safety initiatives company wide, ensuring that all departments align their plans and actions with the company's safety objectives. Additionally, the Safety and Environment Section maintains records of safety-related statistics, analyzes the data, and works to continuously improve safety conditions for all employees.

The company emphasizes worker awareness and encourages employees to conduct risk assessments in areas or procedures they identify as unsafe. Risk assessment forms are provided to employees to facilitate this process.

In 2025, the company established a Safety Management and Administration policy aimed at creating a work environment that is physically and mentally safe, with zero accidents and emergencies. The target set was to achieve zero accidents resulting in work stoppage for more than one hour. Remarkably, the company successfully reached this target with 825,400 consecutive accident-free hours. As a result, a new target has been set: achieving zero accidents with 1,000,000 consecutive accident-free hours.

In 2025, the factory experienced four workplace injuries. Rate of Injury Rate (IR)- 0.35 cases per working hours. Lost Day Rate(LDR) – 0.86 lost days per working hours. Through the efforts of the Safety Committee, the Safety and Environment Section, and the commitment of all employees, the company is committed to maintaining a safe working environment and continuously improving safety

PROVIDING SAFETY KNOWLEDGE

The company prioritizes safety by offering comprehensive training and courses to employees and external service providers. These initiatives aim to enhance understanding and raise awareness about safety practices. In line with our commitment to achieving a workplace with no accidents, we have implemented various activities, including:

Safety Training: We provide training programs such as ISO45001, which focuses on occupational health and safety management systems. Additionally, we offer specialized training for safety officers at the management level, equipping them with the necessary knowledge and skills to ensure a safe working environment.

Basic Firefighting Training and Fire Evacuation Drills: We conduct training sessions to educate employees on basic firefighting techniques and procedures. Regular fire evacuation drills are also conducted to ensure everyone is prepared and knows how to respond in the event of a fire.

Emergency Preparedness Practices: We emphasize the importance of emergency preparedness by organizing various activities. These may include practicing emergency response procedures, conducting mock drills for different scenarios, and raising awareness about emergency protocols.

OCCUPATIONAL HEALTH

SAFETY OPERATION

The company places a strong emphasis on employees' occupational health by ensuring clean and hygienic work areas. Regular measures are taken to control and eliminate disease carriers within the premises on a monthly basis. We provide facilities that prioritize cleanliness and hygiene, and we frequently disseminate knowledge on safety and hygiene to our employees. To keep our employees well-informed, we utilize various communication channels, such as the notification board. Through these channels, we share important information regarding seasonal diseases or general health concerns. This helps raise awareness among employees and empowers them to take necessary precautions. By maintaining clean and hygienic work areas, controlling disease carriers, and providing relevant knowledge on safety and hygiene, we actively promote a healthy and safe working environment for all employees. We believe that prioritizing occupational health contributes to the overall well-being and productivity of our workforce.

OBJECTIVES AND RESULTS

The company has set a target to reduce the number of work-related illnesses. We recognize the importance of protecting the health and well-being of our employees and are committed to creating a safe and healthy work environment. Through various initiatives, including occupational health programs, risk assessments, and preventive measures, we aim to minimize the occurrence of work-related illnesses and promote employee well-being. Our goal is to continuously improve our occupational health practices and ensure the optimal health of our workforce.



OCCUPATIONAL HEALTH

EMPLOYEES' HEALTH CHECK

The company recognizes the importance of employee health and conducts annual health checks for all employees. These health checks include general parameters as well as specific parameters tailored to workers in high-risk jobs, such as those exposed to high noise levels, dust-filled areas, or hazardous chemical residue. After the health check, employees are provided with health booklets containing their health assessment results. In the event that employees have questions or require health-related consultations, they have the opportunity to consult with a doctor. This ensures that employees have access to professional guidance and support for any health concerns they may have.

We prioritize confidentiality and ensure that the results of an individual's health check are kept confidential. This promotes trust and respect for privacy, allowing employees to feel comfortable discussing their health conditions and seeking appropriate assistance.

INFLUENZA PREVENTION MEASURES

To minimize the risk of influenza transmission in the workplace, the following measures were implemented: Awareness campaigns on flu symptoms, prevention tips, and hygiene practices (hand washing, mask usage) Improved ventilation and sanitation in office and production areas during flu season Encouragement of sick leave when symptoms appear, to prevent workplace transmission

SUPPORTS FOR SOCIETIES AND LOCAL COMMUNITIES

At our company, we place a strong emphasis on being responsible members of the community and prioritize the well-being of the surrounding communities. Although we are not located in an Industrial Estate, we are extremely cautious about any potential negative impacts on our neighboring communities. We are proud to state that there have been no complaints or irregularities raised by the communities.

To foster strong relationships with the local communities, we actively cooperate with the municipality of Kratumlom, which plays a leading role in community affairs. We engage in various activities, together with the local communities, such as participating in the Candle Festival during Buddha Lent Day and offering dry food to monks. Additionally, both the company and its employees contribute to donation drives aimed at helping those affected by disasters.

In our commitment to education and knowledge sharing, we have a campaign that allows students from government universities to conduct factory observations. This initiative enables students to gain a practical understanding of factory-based work. Furthermore, we support apprenticeships for students, providing them with hands-on experience within our company.

Our company is dedicated to maintaining positive relationships with the local community, supporting educational initiatives, and contributing to disaster relief efforts. We believe in the importance of being a responsible corporate citizen and strive to make a positive impact beyond our operations.

TOWARDS A GREEN FUTURE.



PARTICIPATIVE INTERESTED PARTIES

The company recognizes the significance of managing and administering the rights of all interested parties. This commitment is outlined in our Corporate Governance Policy and Code of Conduct. We have established specific procedures to ensure that the rights of interested parties are upheld and respected.

Interested Parties	Communication Channel	Interesting Topics	Corporate's Action
Customer	1. Inform new products and information 2. Inform other activities	1. Ability to quality productivity, products, and delivery 2. Complied with customer's requirement and local law requirement.	Customer Services and Sales Department established to look after customers.
Supplier	1. Inform news and company's policy 2. Inform other activities	Purchasing plan and targets	Establish purchasing department and responsible persons for a purchasing process.
Employee	1. Worker representatives appointed to committees, including the Welfare Committee. 2. Effective communication of policies, announcements, and news. 3. Representatives assigned to attend meetings from different departments. 4. Grievance channels established for internal and external concerns.	1. Compensations and Benefits 2. Career Growth and Development 3. Occupational Health and Safety 4. Facilities and Rest Areas 5.Recreational and Health-Promoting Activities	1. Representatives assigned to attend meetings from various departments. 2. Worker representatives elected or appointed for the Welfare Committee and other committees. 3. Annual activities and benefits provided for workers. 4. Designated areas, equipment, and facilities for worker safety and comfort. 5. Channels and contacts established for enquiries and grievances.
Shareholder	1. Have the meeting with Shareholder 2. Annual report and others	1. Operating Business Performance and Objectives 2. A policy of management and administration	Set up the meeting with Shareholder
Government	Participate in the government campaign and projects	1. Complied with local law requirement. 2. Participation in government's activities	Assign internal staff to join the meeting and activities with local authority
Local community	Participate in the campaign and projects of communities.	Support local authorities	Support and participate in the local community's activities.

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

SOCIAL ASPECTS

2023 2024 2025

GRI 102-8 UNIT: PERSON

All Workers

414
438
502

GRI 102-8 UNIT: PERSON

Regular Workers

414
438
502

GRI 102-8 UNIT: PERSON

Temporary Workers

0
0
0

GRI 102-8 UNIT: PERSON

Male Workers

133
157
188

GRI 102-8 UNIT: PERSON

Female Workers

283
281
314

GRI 102-8 UNIT: PERSON

Operational Level Workers

382
226
468

GRI 102-8 UNIT: PERSON

Supervisor & Professional Level

5
4
7

GRI 102-8 UNIT: PERSON

Management Level

27
27
27

GRI 401-1 UNIT: PERCENT

Percentage of Retired Workers

0
0
0

GRI 401-1 UNIT: PERCENT

Retired: Aged 55-60 (5 Years Scope)

0
0
0

GRI 401-1 UNIT: PERCENT

Retired: Aged 50-60 (10 Years Scope)

0
0
0

GRI 401-1 UNIT: PERCENT

Staff Turnover Rate

9.08
7.28
7.71

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

SOCIAL ASPECTS

2023 2024 2025

GRI 401-3 | UNIT: PERCENT

Ratio of Resuming to Work after Maternity Leave

2023	2024	2025
99.33	100	50

GRI 401-3 | UNIT: PERCENT

Ratio of Resigning after Maternity (Childcare Reason)

2023	2024	2025
0	0	0

GRI 403-8 | UNIT: PERSON

Number of Members of Safety Committee

2023	2024	2025
7	7	7

GRI 403-8 | UNIT: PERSON

Safety Board: Management Level & Safety Officer

2023	2024	2025
4	4	4

GRI 403-8 | UNIT: PERSON

Safety Board: Operational Level Members

2023	2024	2025
3	3	3

GRI 403-9 | UNIT: WORKING HOURS

Rate of Injury from Work (IR)

2023	2024	2025
1.01	0.16	0.35

GRI 403-9 | UNIT: HOURS RATIO

Rate of Illness from Work (ORD)

2023	2024	2025
0	0	0

GRI 403-9 | UNIT: LOST DAYS

Ratio of Accident with Day off (LDR)

2023	2024	2025
0.9	0.4	0.86

GRI 403-9 | UNIT: HOURS RATIO

Ratio of Illness with Day off (AR)

2023	2024	2025
0	0	0

GRI 403-9 | UNIT: PERSON

Workplace Fatalities / Death

2023	2024	2025
0	0	0

GRI 404-1 | UNIT: HOURS

Average Training Hours per Worker/Year

2023	2024	2025
6	5.2	5.24

GRI 404-3 | UNIT: PERCENT

Workers Evaluated Work & Career Growth Plan

2023	2024	2025
85	84.59	78.08

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

SOCIAL ASPECTS

2023 2024 2025

GRI 405-2 UNIT: RATIO INDEX

Compensation Ratio M:F (Operational Level)

2023	2024	2025
1.01	1.21	1.02

GRI 405-2 UNIT: RATIO INDEX

Compensation Ratio M:F (Management Level)

2023	2024	2025
2.47	2.89	2.92

GRI 414-1 UNIT: PERCENT

External Service/Subcontractor Human Rights Screen

2023	2024	2025
58	82	88.36

GRI 412-1 UNIT: PERCENT

Actual Operation About Human Right Status

2023	2024	2025
100	100	100

GRI 205-2 UNIT: PERCENT

Workers Trained on Anti-Corruption

2023	2024	2025
100	100	100

GRI 103-2 UNIT: TIME

Written Grievances in Social Aspect & Action

2023	2024	2025
0	0	0

GRI 102-42 UNIT: PERCENT

Customer Satisfaction Survey Score

2023	2024	2025
78.05	87.1	77.1



ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL

2023 2024 2025

GRI 301-1 UNIT: KG

Raw Material: Stainless Steel

2023	3,134.55
2024	5,730.54
2025	5,940.52

GRI 301-1 UNIT: KG

Raw Material: Gold

2023	17.03
2024	23.62
2025	13.86

GRI 301-1 UNIT: KG

Raw Material: Silver

2023	780.74
2024	568.02
2025	537.7

GRI 302-1 UNIT: LITER

Diesel Consumption (stationary condition)

2023	69.92
2024	24.81
2025	98.78

GRI 302-1 UNIT: LITER

Diesel Consumption (moving condition)

2023	1,536.82
2024	1,392.62
2025	219.14

GRI 302-1 UNIT: KG

LPG Energy Consumption (stationary)

2023	2
2024	43
2025	40.2

GRI 302-1 UNIT: KG

LPG Energy Consumption (moving)

2023	0
2024	0
2025	0

GRI 302-1 UNIT: SCF

Natural Gas Consumed

2023	0
2024	0
2025	0

GRI 302-1 UNIT: KG

Biomass Resource Consumed

2023	0
2024	0
2025	0

GRI 302-1 UNIT: LITER

Bunker Heavy Oil Consumed

2023	0
2024	0
2025	0

GRI 302-2 UNIT: MWH

External Electricity Purchased

2023	1,080.04
2024	1,242.78
2025	1,402.55

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL

2023 2024 2025

GRI 303-1 UNIT: M3

Building Tap Water Consumption

19,666
20,948
25,480

GRI 303-1 UNIT: M3

Underground Deep Well Water Tap

0
0
0

GRI 303-1 UNIT: M3

Treated Wastewater Recycled for Reuse

6,164.7
979
2,669

GRI 303-3 UNIT: PERCENT

Percentage of Recycled Water Use Metrics

100
100
100

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: Diesel Stationary

0.19
0.07
0.27

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: Diesel Moving Condition

4.21
3.82
0.6

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: LPG Stationary Condition

0.01
0.13
0.13

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: LPG Moving Condition

0
0
0

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: Natural Gas Emissions

0
0
0

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: Biomass Output Factor

0
0
0

GRI 305-1 UNIT: TON CO2E

GHG Scope 1: Bunker Oil Burned Emissions

0
0
0

GRI 305-2 UNIT: TON CO2E

GHG Scope 2: Indirect External Grid Electricity

0
0
0

ACHIEVEMENT PERFORMANCE RESULTS OF SUSTAINABLE DEVELOPMENT

ENVIRONMENTAL

2023 2024 2025

GRI 305-3 | UNIT: TON CO2E
GHG Scope 3: Value Chain & Indirect Transport
16.88
17.52
15.97

GRI 305-6 | UNIT: TON
Ozone Release: Usage of HCFC-22
0
0
0

GRI 305-6 | UNIT: TON
Ozone Layer Destroying Capacity Weight
0
0
0

GRI 305-7 | UNIT: TON
Atmospheric Air Emission: NOx Released
0
0
0

GRI 305-7 | UNIT: TON
Atmospheric Air Emission: SOx Released
0
0
0

GRI 303-4 | UNIT: M3
Volume of Wastewater Disposed Out of Factory
0
0
0

GRI 306-2 | UNIT: TON
Total Generated Site Waste Accumulation
8.98
6.3
11.83

GRI 306-2 | UNIT: TON
Segregated Hazardous Waste Streams
0.83
2.1
8.72

GRI 306-2 | UNIT: TON
Commercial Non-Hazardous Garbage Refuse
7.52
4.2
3.11

GRI 306-3 | UNIT: TIME
Significant Chemical/Oil/Wastewater Leakage
0
0
0

GRI 308-1 | UNIT: PERCENT
New Vendors Evaluated on Environmental Aspects
35
35
40

GRI 308-2 | UNIT: PERCENT
New Vendors Passed Green Industry Level 2+
1
1
1

PERFORMANCE OF ENVIRONMENT AND ENERGY

As a manufacturer and exporter of jewelry, we acknowledge that our production processes can have direct and indirect impacts on the environment. Recognizing this, our company actively addresses the environmental issues associated with our operations.

To assess and mitigate these concerns, we utilize the Tools of Life Cycle Assessment. This assessment encompasses the entire life cycle of our products, starting from the sourcing of raw materials, through production processes, delivery, product usage, and disposal of expired items. By conducting this assessment, we gain valuable insights into the environmental aspects of our operations.

In line with our commitment to environmental stewardship, our company has obtained the ISO 14001 certification for our Environmental Management System (October 21, 2024 - October 19, 2027). This certification, awarded by Intertek Testing Services (Thailand) Limited, validates our dedication to environmental responsibility.

We continuously strive for improvement in this aspect, emphasizing continual enhancement of our environmental performance.

We undertake various environmental activities to minimize our ecological footprint and contribute to sustainable practices. These initiatives are designed to address the specific environmental challenges associated with our industry.

In 2025, our company established specific targets for environmental management. These targets include reducing greenhouse gas emissions by 5% compared to the levels in 2023 and decreasing waste disposal by landfill by 5% compared to the levels in 2023.

In 2025, greenhouse gas emissions were reduced by 3.72% compared to 2024. The reason for not achieving the target was the addition of new transportation processes for delivering goods from the factory to customers, which increased fossil fuel consumption and consequently greenhouse gas emissions.



ACTIVITIES OCCURRED IN THE COMPANY



Regarding electricity consumption, our company recognizes the significant impact it has on greenhouse gas emissions. In order to reduce costs and decrease our environmental footprint, we have implemented several activities:

1. Continue Transition to Energy-saving Bulbs: We have replaced traditional fluorescent bulbs with energy-saving alternatives. This shift to more efficient lighting options helps reduce electricity consumption and subsequently decreases greenhouse gas emissions. 2. Employee Communication and Awareness: We have actively communicated our energy-saving program to employees through messages, photos, and morning talks with the team. By promoting awareness and encouraging responsible energy practices, we strive to engage our employees in the collective effort to conserve energy and minimize greenhouse gas emissions.

RESULTS ACHIEVED

1. WATER MANAGEMENT

In 2025, we achieved a significant decrease in water consumption compared to previous years:

1.1 In 2025, Continue Wastewater Treatment and Reuse: We operated a wastewater treatment system to effectively treat the generated wastewater. The treated water was then repurposed for various non-potable uses within the company, such as watering the grass fields, flushing toilets, and cleaning the system of plaster blocks in the casting process. This approach allows us to minimize water waste and optimize resource utilization.

1.2 Transition to Water-saving Taps: To further enhance water conservation efforts, we replaced normal water taps with water-saving taps throughout our facilities. These taps are designed to reduce water flow without compromising functionality, thereby helping to minimize water consumption.

2.WASTE MANAGEMENT

Within our company, the production processes involve significant resource usage, resulting in the generation of waste. To address this issue and promote responsible waste management, we have implemented the following waste-controlling activities:

2.1 Investment Powder Treatment and Recycling: We have implemented an investment powder treatment process to properly handle and recycle investment powder used in the casting process. These measures minimize waste and promote resource conservation.

2.2 Waste Segregation and 3R Principle: We have established a waste segregation system, categorizing waste based on its types. This enables us to implement the 3R Principle - Reduce, Reuse, and Recycle - for effective waste management. By prioritizing waste reduction, promoting the reuse of materials, and implementing

recycling practices, we aim to minimize waste generation and maximize resource utilization.

2.3 Elimination of Acid-based Chemicals: In our efforts to reduce environmental impact, we have eliminated the use of acid-based chemicals unless absolutely necessary. This restriction helps minimize the release of harmful substances into the environment and promotes safer and more sustainable practices.



RESULTS ACHIEVED

In 2025, our company achieved a notable decrease in the quantity of waste sent to landfill. This reduction highlights our commitment to environmentally sustainable practices. To promote this concept and enhance our environmental sustainability, we have implemented the following activities:

1. Use of Biodegradable Packaging: We have transitioned to using biodegradable packaging materials wherever possible. By opting for biodegradable alternatives, we aim to minimize the environmental impact of our packaging waste and promote sustainable waste management practices.

2. Utilization of Recycled Raw Materials: Whenever feasible, we incorporate recycled raw materials into our production processes. This approach helps reduce the reliance on materials extracted from mines and supports the circular economy by giving new life to materials that would otherwise go to waste.

3. Invention of Investment Powder-Separation Machines: To improve our production process and minimize waste, we have invented and designed investment powder-separation machines. These machines effectively separate investment powder from the casting process, enabling us to reuse and recycle the sand, reducing waste generation and optimizing resource utilization.

In order to continuously improve and maintain a safe and environmentally friendly environment, the company has implemented monitoring processes conducted by both the Internal Safety Committee and external parties.

To ensure ongoing safety and environmental compliance, the Safety Committee conducts regular patrols throughout the factory premises. This proactive approach allows for the identification of potential hazards and the implementation of necessary corrective measures.

The results of the measurement of the factory's environment were found to be within the legal limits, with dust from the stack and BOD, COD, and metals from wastewater not exceeding the legal limits.



REDUCE
REUSE
RECYCLE



GRI INDEX

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305-7	(NOx), (SOx), and other significant air emissions	Achievement performance results, Page 33-38
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306-3	Significant spills	Achievement performance results, Page 33-38
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THANK YOU