



Annual Performance Report 2025 (B.E. 2568)

In accordance with RJC Code of Practices (COP)

Arezzo Refinery Co., Ltd.

Reporting Period: January – December 2025

COP 1: Legal Compliance

The company complies with applicable laws and regulations, conducts compliance assessments, and implements improvements as appropriate.

COP 2: Policy and Management Systems

The company is a certified member of the Responsible Jewellery Council (RJC), operating in accordance with its standards. It upholds corporate ethics, human rights, and social and environmental responsibilities across its supply chain and stakeholders. The company is committed to quality, environmental protection, safety, and social responsibility. Policies are established and communicated to all relevant parties throughout the organization.

COP 3: Reporting

The annual report is prepared in accordance with RJC COP requirements.

COP 4: Financial Accounts

The company appoints a qualified auditor in accordance with the Accounting Act B.E. 2547 (2004), in compliance with RJC standards.

COP 5: Business Partners

The company promotes and encourages supply chain partners and stakeholders to operate in compliance with RJC COP standards.

COP 6: Human Rights

The company strictly adheres to human rights principles. Policies are communicated to employees and stakeholders via email, website, and other channels. A grievance mechanism is available through a complaint form on the company website.



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COP 7: Due Diligence for Responsible Sourcing from Conflict-Affected and High-Risk Areas

Business partners are informed about human rights policies. The company appoints representatives responsible for human rights and supply chain due diligence. It also strengthens supply chain relationships with customers through long-term contracts.

COP 8: Sourcing Directly from Artisanal and Small-Scale Mining (ASM)

The company is not involved in artisanal or small-scale mining.

COP 9: Sourcing Post-Consumer Industrial Precious Metals Directly from Informal Recyclers

Not applicable.

COP 10: Community Development

The company has policies to support community and social development.

COP 11: Bribery and Facilitation Payments

The company has an anti-corruption policy covering bribery and facilitation payments. Reporting channels are available for complaints. Currently, no cases of corruption have been reported.

COP 12: Know Your Counterparty: Money Laundering and Financing of Terrorism

The company implements KYC (Know Your Customer) procedures to prevent money laundering and terrorist financing. A register of business partners is maintained for verification with the Anti-Money Laundering Office (AMLO).

COP 13: Security

The company provides 24-hour security personnel, CCTV systems, secure perimeter fencing, fire-resistant buildings, and vaults for safeguarding customer assets. Visitors, suppliers, and contractors must comply with security regulations.

COP 14: Provenance Claims

The company declares the origin of products by specifying details in delivery documents provided to customers.



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COP 15: General Employment Terms

The company establishes employment standards, including wages, holidays, rest periods, and working hours, in accordance with the Labor Protection Act B.E. 2541 (1998), using the local language.

COP 16: Working Hours

Working hours do not exceed 8 hours per day and 5 days per week. There is no overtime work. Annual public holidays exceed 18 days per year.

Report By:

Jantana Thepbantom

31 Jan 2026