

TRIMORO CO., LTD.

211/11-14 NONSI ROAD, CHONG NONSI, YANNAWA, BANGKOK 10120 THAILAND

TEL : (662) 295.30.78, 295.29.43, 681.30.15 FAX : (662) 295.30.79 Email : office@trimoro.com

Corporate Social Responsibility (CSR) Policy

1. Introduction

At **Trimoro**, we recognize our responsibility to operate ethically, sustainably, and with respect for the communities we serve. This **Corporate Social Responsibility (CSR) Policy** outlines our commitment to social, environmental, and ethical business practices.

2. Ethical Business Practices

- Comply with all applicable **laws, regulations, and international standards** (including RJC guidelines).
- Conduct **fair and transparent business** with integrity, honesty, and accountability.
- Maintain a strict **zero-tolerance policy** against corruption, bribery, and unethical practices.

3. Human Rights & Labor Standards

- Respect and uphold **human rights** in accordance with the **Universal Declaration of Human Rights**.
- Prohibit **child labor, forced labor, and discrimination** in any form.
- Ensure **safe, fair, and inclusive working conditions** for all employees, including fair wages, reasonable working hours, and equal opportunities.

4. Environmental Responsibility

- Minimize our environmental footprint by reducing **waste, energy consumption, and emissions**.
- Promote sustainable sourcing, including ethical procurement of materials such as **gold, diamonds, and titanium**.
- Encourage **recycling and responsible use of resources** in production and packaging.

5. Community Engagement & Social Impact

- Support local communities through **job creation, skills development, and education initiatives**.
- Engage in charitable activities and partnerships that align with our values.
- Promote responsible jewelry practices to enhance sustainability and industry ethics.

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6. Employee Engagement & Well-Being

- Provide a healthy, safe, and positive workplace culture.
- Offer continuous training and career development opportunities.
- Encourage employee participation in social and environmental initiatives.

7. Compliance & Reporting

- Regularly assess and improve our CSR practices.
- Establish mechanisms for employees and stakeholders to report concerns related to **ethical, social, or environmental** issues.

8. Policy Review

This policy will be reviewed **annually** and updated as needed to align with evolving best practices and regulatory requirements.

This CSR policy aligns with **Trimoro's** values and the **Responsible Jewellery Council (RJC) Code of Practices**.

Vincent Livet

