



RESPONSIBLE  
JEWELLERY  
COUNCIL

LEAD WITH PURPOSE · INSPIRE WITH TRUST  
CONTRIBUTE TO DEVELOPMENT

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BY THE AUTHORITY OF THE COUNCIL

**Cien Co., Ltd**

IS A CERTIFIED MEMBER OF  
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 3693  
DURATION: 3 Year  
PERIOD: 12 October 2021 - 12 October 2024  
STANDARD: Code of Practices 2019

DAVID BOUFFARD  
CHAIRMAN

IRIS VAN DER VEKEN  
EXECUTIVE DIRECTOR



## **Responsible Jewelry Council Annual Report 2022**

### **Backgrounds**

Cien Co.,Ltd. and Sestosenso Co.,Ltd. established in 2007 by Mr.Thanasak Subhirankul , the managing director of both companies. Cien Co.,Ltd is original company which were trading gemstones supply to Sestosenso Co.,Ltd. which were jewellery manufacturing in high class. Our management committed to be a member of Responsible Jewelry Council (RJC). All member of RJC shall apply the code of practice for build up company to be a responsible supply chain and promote the code of practice – RJC among over all business party.

### **In General**

#### **Legal compliance**

Cien Company and Sestosenso company were established the person who are monitor and follow up there are legal compliance issues that cause affect to their business.

#### **Policy and Implement**

Both of companies were established the responsible supply chain policies that was included Human rights, Good practice for responsible policy, Child labour policy, Forced Labour Policy and Non-Discrimination policy. The bribery policy and anti-money laundering policy were implemented among companies and business partner to be know as code of ethics to do our business.

#### **Reporting**

During this year both of companies were set up the responsible annual report to promote there activities and engage to business partners. 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 were 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**

Cien Co.,Ltd. and Sestosenso Co.,Ltd. are 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



## **Human rights**

Cien Co.,Ltd. and Sestosenso 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. The due diligence for Human Rights and conflicted- affected and high risk area were made through our suppliers in supply chain.

### **Sourcing from conflict affected and high risk area.**

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. Especially not to involve in any parts of money laundering and finance terrorism. OECD guidance due diligence were implemented with risk assessment to evaluate all of our suppliers. In this year they are no red flag in our suppliers.

### **Kimbrley Process Certification Scheme**

In case to use the diamonds in the manufacturing, the companies were compliance with Kimberley process certification scheme or having State of Warranty.

### **Bribery and Facilitation payment**

Both of companies are run business with the honesty. So we does not expect the bribery or facilitation payment that in non-applicable by law. We do not make misrepresentative in our product. All facilities payments are done by the frame of legal. Offering or receiving are prohibited for our staff, excepted in the business culture or traditional events.

### **Anti-Money laundering and finance terrorism.**

Our staff were prohibited not to involve in any parts of money laundering or finance terrorism. The KYC (Know your counter party) were implemented to our stake holders. Due diligence process were monitor origin of material, person involved or any circumstance when we doing our business.

### **Security**

Due to the high value of our product. We are focus in the securities in any activities. We have CCTV in manufacturing. Even in transportation we have insurance of product that transport.

## **Labour policy**

### **Employment**

Both of our companies are applicable by thai labour law. We are general employment term, working hours, remuneration, discipline and complaint procedure compliance with our native law. The working time not more than 48 hours per week and overtime not exceed 12 hours/week. All working are voluntary base. The staff are freely to raise complaint to the management. Both of companies are no child labour, forced labour, and non-discrimination in the employment. Our





employee have freedom to association and collective bargaining by having employee representative in employee welfare committee.

**Health, safety and environment issue.**

Cien Co.,Ltd. and Sestosenso Co.,Ltd. were have Health, safety policy and environment policy that are compliance with the relevant law. Bath of companies were set up safety officer, safety supervisor and safety management with safety committee to have a meeting in every 3 months for raise up any concerned about safety and environment issued. There have environment inspected of those any environment concerned (waste water, air qualified, solid waste management). All of usage of water supplier and electricity were monitored with 3R project for natural reserved. There were implemented hazardous substance usage policy which consider to use the alternative substance that be safe full.

**Product disclosure**

All of Cien and Sestosenso products were qualification or characteristic disclosure for customer to prevent the misrepresentative of qualification of the product as to compliance with consumer protection law in Thailand.

**Grievance mechanism**

The companies were set up the channel to communicate from customer or external person if any questions or any complaint, they should send any issued to the management for considers and process all any concerns.

**Concluding in year 2021**

Cien Co.,Ltd. and Sestosenso Co.,Ltd. in 2021 are compliance with code of practice -RJC and the management decide to have the COP-RJC initial audit in this August 2021 for certify the compliance with code of practice in RJC.

**Concluding in year 2022**

Cien Co.,Ltd. and Sestosenso Co.,Ltd. in 2022 are compliance with the code of practice -RJC and the management hastened all 6 minor issues before being reviewed by the auditor again in May 2023. Moreover, a policy to solve the problem of sexual harassment and a workplace breastfeeding policy have been added. The request for additional standard certification is to apply for the Thai Labor Standards TLS 8001 certification and to apply for the Good Labour Practices (GLP) logo, which shows the company's attention to labour standards and principles of practice in RJC.

Prepared on March 17, 2023

(Mr.Thanasak Subhirankul)

CEO