



2025 Annual Report

Company Name: Zarian Group
(Zarian Co., Ltd, Zarian Limited, Zarian Fabrikation GmbH)
Date: 16 January 2026
Reporting Period: 01 January -31 December 2025
Contact: Mr. Chollatis Suwannapiem (Chollatis@zarian.com)

Introduction:

Zarian Group 2025 annual report detailing our responsible business policies in accordance with the Responsible Jewelry Council standard of practice, the scope of this report covers all Code of Practice 2019 as the achieved member shall meet all the standard guidelines and transform all practices into measurable action.

Under the “Supply Chain Policy”, Zarian group stated the commitment for transparent and responsible supply chain management. We have avoided using materials produced through Conflict Affected and High Risk Areas. In addition, in order to fundamentally prevent the use of these conflict materials we have a process of due-diligence before entering into transaction with all gold, silver, PGM, diamonds, coloured gemstones suppliers, and do not trade with suppliers who are not complying with our Supply Chain Policy. This includes taking steps to identify and, where applicable, mitigate negative social and environmental impacts with a particular focus on addressing issues related to human rights, child labor, and forced labor.

Zarian group has appointed Mr. Chollatis Suwannapiem, the Factory Director, to be in charge of ensuring the practice following the applicable requirements and conforming with COP, monitoring and following up all compliant issues (if any) that has impact on our business industry.

Zarian group adopted, established, implemented, and exercised Code of Practice 2019 and OECD, the results are stated as below:

Legal Compliance:

Systems in place that maintain awareness of, and ensure compliance with, applicable law have been monitored within our company. Legal area under COP provisions was already included such as bribery and facilitation payments, money laundering, human rights, working hours, remuneration, health safety and product disclosure.

All legal documents have been reviewed and updated. No particular issue has been found.

Policy and Implementation:

Policies that committed to responsible business practices were endorsed by management, were actively communicated to employees, and were made publicly available.

The business practices in achieving the policy and improvements were annually reviewed by management.

Reporting:

Business practice relevant to the COP was communicated publicly and directly with stakeholders.

Annual report for year 2024 was already published on the company website.

Financial accounts:

Our financial accounts of all business transactions in accordance with the Thai Accounting Standards were maintained and no fraud has been found.

The 2025 financial report will be completely audited in next few months by Certified Public Accountant (CPA) and not be found any issues until now.

Business Partners:

Responsible business practices were promoted among our significant business partners with our best endeavors and abilities.

Policies, systems, and procedures relevant to the COP were complied among our employees and counterparties.

Human Rights:

Human Rights was respected by considering all potential and actual impacts in our operations and business relationships.

Human Rights Risk Assessment has been done and not be found any issue.

Due Diligence:

Due Diligence was exercised over our gold, silver, platinum group metals (PGM), diamonds and coloured gemstones supply chain in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the 'OECD Guidance').



The OECD Guidance Supplement on Gold as applicable and OECD Guidance while complying with COP 29 (Kimberley Process Certification Scheme and World Diamond Council System of Warranties) were still maintained to our operations and supply chains.

Nine existing customers and five new supplier's due diligence were done. No counterparties have been found in and high-risk countries lists (CAHRAs and Geneva Academy Rule of Law in Armed Conflicts) and no red flags have been found.

Community Development:

Community activities were always supported as previous year (such as Blood donation activity and a Stop Human Trafficking and Child Abuse Center Foundation).

Bribery and Facilitation Payments:

Bribery in all business practices and transactions carried out were prohibited.

No counterparty has been found in this issue.

Money Laundering and Finance of Terrorism:

Anti-Money Laundering & Know Your Counterparty (KYC) Policy has been maintained for business partners.

Both of Customer and Supplier list have not been found in government sponsored watch list or sanctions list and we will keep monitoring our KYC and Due Diligence.

Security:

IT Security was reinforced with both of new hardware and software installation.

Risk assessment to evaluate security risk has been done without any issues found.

Appropriated Insurance has been done and covered all the risks.

Labour Rights and Working Conditions:

Employee records and working hours were well maintained following Thai labor law.

All current working condition is complied with applicable Thai laws and no issue has been found.

Salary payment has been done two times or one time per month depending to each employee requirement with a slip given. All payment was done via bank transferring.



Violence, harassment, child labour, and force labour issues have not been found.

The youngest employees in year 2025 is twenty years one years old.

Freedom of association and collective bargaining of employee right are always respected.

A new Welfare Committee was elected completely on February 2025.

A new Occupational Safety and Health Committee will be elected in February 2026.

Health, Safety and Environment:

Safe and healthy working conditions for all employees in accordance with applicable Thai law has been provided.

Health, Safety and Environment plan including all equipment has been done and maintained by our safety officer in professional level.

Safety Risk assessment has been done without any issues found.

Safe water, sanitary facilities for eating, air quality, noise/ heat/ illumination measurement and waste water have been inspected by professional outsource and no issues found.

In house training and external training were provided sufficiently through this year.

Employee 2025 annual health checking was already done in November.

Full time nurse has been continuously employed.

Suitable personal protective equipment (PPE) and other necessary safety materials have been provided.

Green area still was increased. Environmentally friendly equipment was provided appropriately.

No serious issue has been found in previous year.

Gold, Silver, PGM, diamond, and coloured gemstone product disclosure:

Physical characteristics of the materials listed was already checked and mentioned in the invoices in compliance with Thai BOI regulation, Customs practice, and International standard.

All diamonds were tested by OGI Diatruue-CS. No Lab-Grown Diamonds or Cubic Zirconia (CZ) has been found.



Kimberley Process Certification Scheme (KPCS) and World Diamond Council System of Warranties (SoW)

The World Diamond Council System of Warranties (SoW) has been maintained in our purchasing and selling procedure.

Trade association resolutions and government restrictions prohibiting the trade in conflict diamonds was already informed to our staff and stakeholders.

In conclusion, Although Zarian Group has been achieved and complied with the standard of Responsible Jewelry Council, COP 2019, the company still commits to performing duties under ethics and business ethics in all forms as well as driving the organization towards sustainability.

Prince Haik Georg Eghiazarian
Chairman