

Privacy Policy for Regal Jewelry Manufacture Co., Ltd.

Regal Jewelry Manufacture Co., Ltd. (hereinafter referred to as the “Company”) recognizes the importance and duties under the Personal Information Protection Act B.E. 2562 by respecting the right to privacy and values importance to the protection of personal data in connection with or in conducting transactions with the Company. Therefore, this privacy policy is prepared to provide governing criteria, mechanisms, measures and governance for managing personal data as follows:

1. Scope of this Privacy Policy

This Privacy Policy applies to all employees which includes permanent employees, employees with definite contract period, temporary workers and contractors including data processor who processes personal data on behalf of the Company.

2. Personal Data

2.1 Personal Data mean data about a person that can directly or indirectly identify such person but does not include data of a deceased person in particular such as name, sure-name, telephone number, address, e-mail, ID card number, photograph, work history, etc.

2.2 Sensitive Personal Data mean personal data that is specifically required by law, such as race, political opinions, belief in a cult, religion or philosophy, sexual behavior, criminal records, health information, disability, genetic information, biometric or any other similar information required by law, which the Company must proceed with extreme caution. The Company will collect, use and/or disclose sensitive personal data only with your express consent or in the event that the Company it is necessary to act as permitted by law.

In the case that the Company receives a copy of your identification card or removes your information from your identity card by electronic means for authentication purposes, any change of employee information, requests and/or transactions with the Company. The information received will also contain religious information. This is considered sensitive personal data. The Company does not have the policy to collect sensitive personal data from you except in the case where the Company with your consent the Company it will determine how to manage in accordance with the guidelines and as permitted by law.

3. Collection of Personal Data

3.1 The Company will collect personal data with purposes, scope and apply lawful and fair methods. The collection will be done only as necessary for the business objectives of the Company.

3.2 In the case of collection of sensitive personal data, the Company will ensure that the data subject acknowledges and give consent to such collection via electronic method or other methods. The Company will explicitly request for consent from the data subject prior to the collection of sensitive personal data unless such collection of personal data and sensitive personal data falls under an exception provided under the Personal Data Protection Act B.E.2562 or other laws.

4. Purpose of Collection and Use of Personal Data

The Company may collect, use or disclose your personal data for purposes under the data processing base as follows :

4.1 Contractual Basis for the performance of the contract that you are a party, whether internship contract, employment contract or any other contract or for use in the processing of your request/application before entering into the contract, as the case may be

4.2 Legal Obligation in order to perform duties as required by law such as Labor protection law, Social security law, Compensation law, Labor relations law, Provident fund law, Tax law, Bankruptcy law, Anti-Money Laundering, Computer law.

4.3 Legitimate Interest for the legitimate interest of the Company to the extent that you can reasonably expect, or for other purposes as permitted by law, which will not violate your fundamental rights or freedoms.

4.4 Consent Company will ask for your consent in the event that the law requires consent or the Company has no reason to use the above processing base to process personal data collected from you.

5. Disclosure of Personal Data

The Company may disclose your personal data to associated companies in the Company Group or other external parties to achieve the following objectives as set forth in this policy. The Company may be required to disclose your personal data to a government agency or any other agencies as stipulated by law such as the Revenue Department, Social Security Office, Health Provincial Office etc.

Additionally, the Company may disclose personal data according to the order of the government agency or any other regulatory bodies. The Company may be required to disclose your personal data to relevant external parties to proceed with an audit, inspection, assessment, request for legal advice, legal proceeding or any other procedures necessary for the Company's business operation.

6. Transfer of Personal Data overseas

The Company may be required to send or transfer your personal data overseas for storage and/or processing in the performance of a contract entered into between you and the Company. The Company will not allow unrelated persons to access the personal data and the Company will lay out appropriate security measures.

7. Retention Period and Safety Measures

The Company shall maintain personal data as long as deemed necessary and appropriate in order to achieve the objectives specified in this Policy. The Company shall take into consideration the appropriate data retention period, contract period, prescription, including the necessity to further data collection for the duration required for the purpose of legal compliance, internal and external audit, assessment, constitution or exercising of legal claim.

The Company shall maintain and keep your personal data in a safe and appropriate manner, whether in a form of document, computer and electronic system. Thus, you can be confident of the Company’s security measures which are appropriate and in line with international standards in order to prevent any losses, accesses, uses, changes, rectifications or disclosures of personal data improperly or without legitimate authorization.

Nonetheless, the Company has restricted the access and use of technology on the safety of your personal data to prevent any unauthorized accesses to computer or electronic system. Besides, in a case that your personal data may be disclosed to the external party who processes data or to the data processor, the Company shall supervise such person to proceed appropriately and in compliance with the order.

8. Right of the data subject

The consent given by the data subject to the Company for the objectives of collection, use and disclosure of personal data shall remain usable until the data subject revokes his/her consent in a written document. The data subject can revoke his/her consent or withhold the use or disclosure of personal data in order to proceed with any activities which can be achieved by sending the data subject’s request to the Company for acknowledgement in a written document or via email to

Furthermore, the data subject is entitled to request his/her legal rights within the criteria stipulated by the Personal Data Protection Act as indicated below:

(1) Right to Withdraw Consent

The data subject is entitled to revoke his/her consent on data processing when the data subject has already given his/her consent throughout the period, except in a case that such revocation of consent may incur

some legal or contract restrictions. However, such revocation of consent shall not affect personal data processing which has previously been given legitimate consent to the Company.

(2) Right of Access

The data subject is entitled to request for right of access to his/her personal data collected by the Company and the data subject is entitled to request the Company to provide him/her with a copy of such personal data.

(3) Right to Data Portability

The data subject is entitled to request for his/her personal data in a form the Company has already organized and can be read with an electronic form. Besides, the data subject is also entitled to request for data submission to other persons or the data subject himself/herself for a specific reason.

(4) Right to Object, Right to Erasure, Right to Restriction of Processing

The data subject is entitled to object the collection, use or disclosure of personal data within the criteria prescribed by law. Besides, the data subject is entitled to request the Company to erase or destroy such personal data or to make such personal data unable to identify personal identity by any means and the data subject also has the right to restriction of processing, except for legal restriction.

(5) Right to Rectification

The Company shall endeavor to retain accurate and up-to-date personal data to ensure its integrity and avoid any misunderstandings. The data subject is entitled to be rectified, any inaccurate personal data changed or more details added on such personal data, in order to ensure their completion.

(6) Right to be Informed

In case you have any concerns or inquiries about your compliance with the Personal Data Protection Act or personal data processing, please contact the Data Protection Officer or the Company as detailed in this Policy. In a case where any breaches of personal data protection law have been found, the data subject who has been violated is entitled to file complaint to the authorized officer as set forth in the Personal Data Protection Act.

Nonetheless, the Company shall endeavor, depending on relevant system, to facilitate and proceed with the request without further delay unless it appears that such proceeding is unreasonable or may violate other people's personal data protection or deemed as a violation against the law or beyond one's power to proceed with such request.

9. Review of Personal Data Protection Policy

The Company may review and improve the Personal Data Protection Policy or guidelines on a regular basis to ensure their compliance with relevant laws. Nonetheless, if there are any improvements, changes or rectifications, the Company shall notify such improvements, changes or rectifications via the Company’s website at.....

10. Contact Information

If you have any questions regarding this privacy policy or if you wish to exercise the right to processing your personal data, you can contact:

Regal Jewelry Manufacture Co., Ltd.

No. 84/4 Moo. 7, Soi Phetkasaem 122, Phetkasaem Road., Omnoi, Krathumban, Samutsakorn. 74130 Thailand.

Human Resources Department

Tel :

Email :

Data Protection Officer (DPO)

Use the company contact number and the company's website

Tel :

Email :