

Policy and Practice Guidelines for Implementation of CTPAT (Customs-Trade Partnership Against Terrorism)

1. Objectives and Targets:

To ensure effective compliance with international trade security standards, Regal Jewelry Manufacturer Limited commits to the following policies and practices:

1.1 Security Focus: The company is steadfast in its commitment to prioritizing security in the production of jewelry. We emphasize the prevention of product transportation risks to ensure overall security.

1.2 Risk Management: Comprehensive processes and guidelines are identified for managing risks associated with both jewelry production and transportation. These include personnel screenings, control of access to work areas, and scrutiny of employment conditions.

1.3 Training and Development: Rigorous training and development initiatives are implemented to ensure all employees comprehend and adhere to CTPAT policies appropriately.

1.4 Legal Compliance: The company rigorously adheres to all relevant laws and regulations pertaining to international trade.

1.5 Inspection and Evaluation: Robust inspection and evaluation processes are in place to verify the accurate implementation of CTPAT policies and the successful mitigation of risks.

2. Scope

The organizational structure of our company encompasses all areas of activity for each relevant unit specified.

3. Security Focus

The company places utmost importance on safety in every aspect of its operations. There is a deep understanding of the value of materials and products to instill trust in receiving protection from various safety risks, ensuring confidence in the safety and integrity of the supply chain. The company implements rigorous security measures at every level, from procurement of raw materials to product distribution, include:

3.1 Physical Security: The Company employs physical security measures internally to safeguard information and assets, prevent unauthorized access, theft, tampering, and manage incidents of abnormal occurrences.

3.2 Personnel Security: Procedures are in place to verify the basic information of individuals entering and exiting company premises, with security measures in place for employees and contractors to mitigate risks in accordance with workplace safety regulations.

24 HR-012 /00

3.3 Access Control: Measures are implemented to control access to restricted areas such as controlled areas, restricted zones, exclusive zones, and strictly prohibited areas. The company utilizes security systems including key cards, fingerprint scanning, facial recognition, and closed-circuit cameras to monitor and regulate access to prevent unauthorized access to company confidential assets.

3.4 Transportation Security: Protocols are established for inbound and outbound cargo transportation, including inspection procedures and data tracking during transportation to ensure confidence in the safety of materials and products being shipped.

3.5 Cyber security: Measures are set forth to protect digital assets and critical data through cyber security measures such as encryption, firewalls, data backups, and security audits to prevent cyber-attacks and data breaches.

4. Risk Management

The company implements systematic risk management to mitigate potential operational risks. This involves the following steps:

4.1 Risk Assessment: Systematic assessment and identification of risks and opportunities are conducted to prevent impacts on business at all operational levels.

4.2 Development of Risk Management Plan: A risk management plan is devised using data derived from risk and opportunity assessments across all operational levels. This includes identifying risk management measures to guide appropriate risk management actions.

4.3 Prevention and Response Actions: Methods for preventing identified risks and responding to arising risks are established using appropriate risk management measures.

4.4 Monitoring and Review: Monitoring and reviewing of prevention and response actions are conducted to ensure adherence to the plan and achieve suitable outcomes.

4.5 Adjustment of Risk Management Plan: Continuous improvement and adjustment of the risk management plan are undertaken to adapt to changing conditions and situations. This involves systematic risk management tailored to reduce risks and enhance business efficiency sustainably.

5. Training and Learning Promotion

5.1 Training:

5.1.1 Plan and develop specific training courses focused on compliance with international trade security standards (CTPAT), emphasizing content relevant to the company's business and operations.

5.1.2 Conduct training sessions led by experts with knowledge and experience in CTPAT compliance to ensure the training is of high quality and effective.

5.1.3 Utilize interactive communication and training tools to create the most effective learning experiences for participants.

5.2 Learning Promotion:

5.2.1 Create and support participation in diverse learning activities, such as online education, reading books, or attending relevant seminars and conferences.

5.2.2 Foster an environment that encourages learning and knowledge exchange among employees by inviting and promoting employees to share their experiences and knowledge as both learners and instructors.

5.2.3 Monitor and evaluate learning outcomes to ensure that the knowledge gained from the learning promotion activities can be effectively applied to work and appropriately contribute to the self-development of employees.

6. Legal Compliance

Legal compliance refers to adhering to relevant laws and regulations that the company must follow when conducting its business. Compliance with the law helps reduce legal risks and potential trade regulation risks. Additionally, it fosters confidence among customers and other business partners involved with the company's operations.

The primary methods for achieving legal compliance include:

6.1 Awareness of Relevant Laws: The company should be aware of and understand the laws affecting its business, such as international trade laws, tax laws, and product safety laws.

6.2 Developing a Legal Risk Management Plan: Create a legal risk management plan to identify and mitigate risks associated with non-compliance. This includes preparing for potential legal disputes.

6.3 Training and Education: The company organizes training and education for employees to ensure they understand and comply with relevant laws and know how to conduct business operations in accordance with these laws.

6.4 Monitoring and Evaluation: The company continuously monitors and evaluates legal compliance to ensure ongoing adherence to the law, making adjustments as necessary in response to changes in relevant legislation.

7. Auditing and Evaluation

Auditing and evaluation are crucial steps to ensure that the company's operations comply with established policies and requirements. These steps can be elaborated and defined as follows:

7.1 Regular Audits: Establish a plan for regular audits to verify compliance with CTPAT policies and relevant laws. This includes systematically assessing internal controls and employee practices.

7.2 Internal Evaluation: Conduct internal evaluations to examine systems and processes affecting compliance with CTPAT policies and legal requirements. Utilize the evaluation findings to make appropriate system improvements.

7.3 External Audits: Develop a plan for external audits by third-party assessors. This involves having operations evaluated by reputable organizations to verify and certify compliance with policies, requirements, and laws.

24 HR-012 /00

7.4 Performance Evaluation: Plan and implement the evaluation of compliance with CTPAT policies and legal requirements. Use appropriate indicators to measure effectiveness and make necessary system improvements.



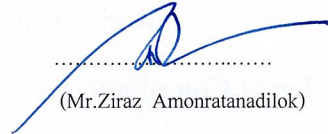
(Mr. Chaiwat Sirisangawang)

Vice Manager IA



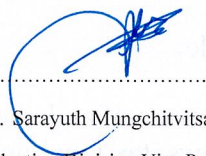
(Mr. Narin Sonlek)

Vice Manager ST / EMR



(Mr. Ziraz Amonratanadilok)

Director / QMR



(Mr. Sarayuth Mungchitvitsavakorn)

Production Division Vice President



(Miss Rinrada Chinnapornsombat)

Chief Executive Officer



(Mr. Phacharapon Phaiboonsuntorn)

President