
	<p style="text-align: center;">Announcement</p> <p style="text-align: center;">Re: Business Ethics Policy</p>	Document No.	ART-MR-002
		Revision No.	00
		Effective Date	September 10, 2024

Art Event Company Limited recognizes and places importance on ethics and transparency, focusing on conducting business ethically in all aspects to lead to being a good governance organization. The Company has established this “Business Ethics” policy to be used as a good practice for the Company’s executives, supervisors, and employees in conducting business fairly to those involved both inside and outside the organization, including properly treating stakeholders such as employees, shareholders, customers/business partners, competitors, government agencies and society as a whole.

In order to comply with the principles of business ethics, the company will proceed and ensure the following:

1. The Company will conduct business in accordance with good governance principles and be socially responsible.
2. The Company will manufacture and distribute legal products in accordance with the product specifications agreed with the customer under the framework of the law and various related regulations strictly and will not copy the work or intellectual property of others.
3. The Company will provide a two-way communication format to promote knowledge, understanding, and behavior toward respecting human rights, and various operations, including communication for employees and stakeholders to express their opinions to reflect or report clues, and complaints if there are incidents or actions related to human rights violations, corruption and violations of good ethics in the Company's business operations.
4. The Company will not offer, solicit, or agree to receive any property or other benefits from customers, traders, partners, competitors, or any other persons who do business with the Company and refuses to give bribes or facilitation payments, whether directly or through third parties and/or use improper influence on representatives of government agencies.
5. The Company will not tolerate any improper actions by those with authority in the Company in issuing any orders for employees to act in an improper or unethical manner.
6. The Company will not support or donate to any political party for election campaigns or any other purposes in any case.
7. The Company will ensure that it does not participate in money laundering and financing of terrorism by conducting due diligence on the Company's financial transactions and that all payments are lawful and not for any purpose other than the purpose stated in the payment documents.
8. The Company will provide a security system that ensures that employees, customers, visitors, contractors, suppliers, or other persons are protected while inside the Company and are treated well by security officers.

	<p style="text-align: center;">Announcement</p> <p style="text-align: center;">Re: Business Ethics Policy</p>	Document No.	ART-MR-002
		Revision No.	00
		Effective Date	September 10, 2024

9. The Company shall place importance on and be strict in maintaining the security of the Company's assets and customers' products and preventing the disclosure of information or secrets related to all stakeholders of the Company without consent or use with dishonest intentions, including all information systems of the Company.
10. The Company will recruit personnel to be employees of the company itself, without using agents or labor service providers to prevent human trafficking and participation in child labor and forced labor.
11. The Company shall not be involved in or support the preparation of unfair employment contracts for employees and the provision of false training to avoid obligations to employees.
12. The Company shall determine working hours, holidays, leave, overtime hours, and work benefits in accordance with the law.
13. The Company shall pay wages and compensation not less than the minimum wage rate specified, including benefits from work in accordance with the law.
14. The Company will clearly define the discipline and punishment procedures, will not use physical punishment, physical or mental intimidation, or threats, and will not use harsh words.
15. The Company will provide freedom to employees to associate and collectively negotiate within the framework of the law.
16. The Company does not support any form of discrimination or exclusion, regardless of the reason or the employee's status.
17. The Company will strictly comply with safety, occupational health, and working environment laws and customer safety requirements.
18. The Company will comply with local laws and regulations related to environmental protection, management of waste, garbage, wastewater, other waste, chemical use, and the application of the 3R principle (Reduce, Re-use, Recycle) to help preserve the environment and reduce the use of natural resources as much as possible.
19. The Company shall disclose product information as specified by CIBJO or as required by law/customer requirements.
20. The Company shall provide accurate and true information if there is any improvement in product quality.
21. If you know or find any violation of this Business Ethics Policy, please report it to:

Art Event <small>AN INNOVATION OF JEWELRY</small>	Announcement Re: Business Ethics Policy	Document No.	ART-MR-002
		Revision No.	00
		Effective Date	September 10, 2024

Woranoot Piankijagum

Position : Management Representative

Telephone : +662-386-8127 Ext. 205

E-mail : woranoot.p@arteventjewelry.com

This announcement is hereby issued for your information and collective compliance.



(Mr. Kangwan Piankijagum)

Managing Director