

 <p>Art Event AN INNOVATION OF JEWELRY</p>	<p style="text-align: center;">Announcement</p> <p style="text-align: center;">Re: Human Rights Policy</p>	Document No.	ART-MR-001
		Revision No.	00
		Effective Date	September 10, 2024

Art Event Company Limited realizes everyone has equal value and dignity, so the Company emphasizes respecting human rights, a basic morality of working and living together. The Company therefore supports respect for human rights and prevention of human rights violations, which is part of its dedication and efforts to conduct business ethically. With continuous social responsibility, the Company has set the following guidelines for joint practice:

1. Use of Forced Labor

The Company will not support the use of forced labor in any form and will not request or accept any security money, identification cards, or identification documents from employees, whether in the case of applying for a job, being hired, or as a condition for employment, except where the law exempts. In addition, the Company shall not use physical punishment, threats of violence, or other forms of physical, sexual, mental, or verbal abuse as disciplinary measures.

2. Child Labor

The Company will not employ or support the employment of children under the age of 15, and will not allow or support young workers under the age of 18 to work in a job that is hazardous to their health or in an environment that may cause health hazards.

The Company shall immediately suspend and terminate employment if it is found that child labor or minor labor is used. The Company shall have a plan to remedy child labor and minor labor in cases where children are under compulsory education or must attend school. The Company shall provide adequate support until they complete compulsory education.

3. The Use of Female Labor

The Company shall not allow female employees to perform work that is hazardous to health or body as prescribed by law. The Company shall arrange for pregnant female employees to work or be in an environment that is not hazardous to the health, hygiene, and safety of pregnancy. The Company shall not terminate, demote, or reduce benefits of female employees due to pregnancy.

4. Discrimination

The Company shall not engage in or support discrimination in employment, wages, benefits, training and development opportunities, promotion or job position considerations, termination, or retirement. Also, the Company shall not interfere, obstruct, or take any action that affects the activities, exercise of rights, or practices of employees due to differences in nationality, race, caste, national origin, religion or belief, disability, gender, sexual orientation, membership in a trade union, membership in an employee committee, political opinion, marital status, parental status, appearance, social group, veteran, medical status, age or any other basis prescribed by law. No employee will be penalized or retaliated against in any way for reporting a concern related to actual or potential discrimination.

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5. Freedom of Association and Joint Negotiation

The Company shall respect the rights of employees to associate, negotiate, select, or elect welfare committees and employee representatives, and shall treat employee representatives equally with other employees.

6. Social and Labor Responsibilities

The Company is committed to having all of its employees work in an orderly and disciplined manner, under protection and fair treatment on a social basis and in accordance with the Labor Act on Labor Protection, Labor Welfare, Labor Relations, and Occupational Safety, Health, and Working Environment and related regulations, which will be reviewed, developed and improved to be appropriate at all times.

7. Responsibilities to Employees Regarding All Forms of Violence and Threats in the Workplace

The Company will provide measures to prevent the Company's employees from being subjected to violent or degrading acts, sexual or physical abuse, mental or verbal abuse, physical punishment, intimidation or other forms of mental or physical coercion, mental or verbal harassment, or threats against employees, employees' families, or co-workers. The Company will take disciplinary action against those who violate the Company's work regulations strictly.

8. Payment of Wages and Remuneration for Work

The Company shall pay wages and remuneration for work both during normal working hours and overtime to employees, not less than the amount stipulated by law, together with other benefits that the Company shall pay to employees as stipulated by law. The Company will provide all information on wages and remuneration for work to employees in every pay period so that employees can understand the details of each component of the information. There will be no deductions from wages or remuneration in any case, except as required by law.

9. Labor Management

The Company shall not be involved in or support the creation of unfair employment contracts for employees. In addition, the Company shall strictly comply with the regulations and labor laws related to working hours, holidays, leave, and overtime hours.

10. Human Rights Management

The Company will regularly monitor, inspect, and assess human rights risks and impacts and determine appropriate risk management guidelines or measures, with each unit responsible for overseeing and managing the risks under its responsibility.

The Company will develop two-way communication channels to promote knowledge, understanding, and practice toward respect for human rights as well as provide opportunities for

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employees and stakeholders to express their opinions and report clues or opinions if there are incidents or actions related to human rights violations.

The Company has a process to investigate information or complaints related to human rights after receiving notification from employees or stakeholders, and report to senior management to identify, prevent, and mitigate problems and impacts on human rights and to rehabilitate through legal processes.

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



(Mr. Kangwan Piankijagum)

Managing Director