

Human Rights Policy

Peter Lam Jewellery Limited is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the United Nations Human Rights – Guiding Principles on Business and Human Rights.

This policy applies to Peter Lam Jewellery Limited. We are committed to working with and encouraging our partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

Respect for Human Rights

Peter Lam Jewellery Limited respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Employment

Peter Lam Jewellery Limited values the diversity of the people with whom we work and the contributions they make. We are committed for equal opportunity and take zero-tolerance approach towards discrimination and harassment. We aim to develop an organizational culture that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable legal requirements. The basis for recruitment, training and compensation at Peter Lam is qualifications, performances, skills and experiences.

We do not tolerate disrespectful or inappropriate behavior or unfair treatment. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

We aim to provide a safe and healthy working environment and comply with applicable occupational health & safety legal requirements. We are committed to minimize the risk of accidents, injury and exposure to health risks. With identification of hazards and remediation of health and safety issues, we are committed to continually improve health and safety in our workplaces.

Workplace Security

We aim to provide and maintain a workplace that is free from violence, harassment and other unsafe or disruptive conditions due to internal and external threats.

Forced Labor and Human Trafficking

Peter Lam Jewellery Limited prohibits the use of all forms of forced or involuntary labor, including indentured labor, slave labor and any form of human trafficking

Child Labor

Peter Lam Jewellery Limited prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

Peter Lam Jewellery Limited operates in full compliance with applicable laws and regulations with respect to employment and labor. We shall ensure that wages and benefits for a standard working week meeting at least applicable legal requirements.

Peter Lam Jewellery Limited creates workplaces in which open communications among all employees are valued and respected. All staff are welcomed to raise concerns under this policy or report a potential violation of this policy and we are committed to make every effort to maintain confidentiality. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy and we will investigate, address and respond to the concerns of employees and take appropriate corrective action in response to any violation.