

Anti-Bribery & Facilitation Payment Policy

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and implementing and enforcing effective systems to counter bribery.

There are no exemptions for facilitation payments within our Company. Any form of advantage would be assessed according to the elements of the offence under the legal requirements.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this anti-bribery policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment, such as dismissal, disciplinary action, threats, or other unfavorable treatment, as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place, or may take place in the future.

This policy applies to all individuals working at all levels and grades including management staff, employees (whether permanent or temporary), consultants, contractors, casual workers or any other person associated with us.



Top Management

1st March, 2023

Responsible Jewellery Council Policy

Akasia Group Limited is a Member of the Responsible Jewellery Council (RJC).

The RJC is a standards-setting organization that has been established to advance responsible ethical, human rights, social and environmental practices throughout the diamond, gold and platinum group metals jewellery supply chain.

The RJC has developed a benchmark standard for the jewellery supply chain and credible mechanisms for verifying responsible business practices through third party auditing.

As an RJC Member, we commit to operating our business in accordance with the RJC Code of Practices. We commit to integrating ethical, human rights, social and environmental considerations into our day-to-day operations, business planning activities and decision making processes.



Top Management
1st March, 2023

Occupational Health & Safety Policy

It is the policy of Akasia Group Limited. to make health & safety issues top priority throughout our business and to recognize that health and safety management is an integral part of our daily operations.

The company strives for continual improvement in all matters relating to health & safety and is committed to implementing a high level of awareness to our staff during working hours and in accordance to occupational & health ordinances and regulations of the territory.

We appointed Health & Safety Committee, which is responsible for planning and management of safety issues and reports directly to the top management. Through implementation, supervision and regular review of this policy, we aim to continually improve our occupational health & safety performances.

All employees must work together to enhance health and safety awareness and ensure that they fully understand and comply with this policy. All our employees shall be competent to carry out their health and safety duties and responsibilities in order to ensure their own health and safety at work and contribute their greatest effort in preventing any accident occurrence.



(Signature / Effective Date)


Top Management

**APPOINTMENT LETTER OF MANAGEMENT REPRESENTATIVE (MR) OF RJC
Management System**

In accordance with the implementation of RJC Management System , I would like to appoint Wilson Chau to be the Management Representative (MR) of AKASIA Group Limited with effective date from 1st March, 2023

Your duties and responsibilities are as follows:

- Ensure the management system is established, implemented, maintained and monitored in accordance with RJC Requirement;
- Answer and resolve any questions or queries arising from the department regarding the management system.
- Assist management to implement Occupational Health & Safety measures
- Report to the Top Management about the status of the RJC management system.

Signature:  Date: 1/3/2023
Top Management

Environmental Policy

The management and staff of Akasia Group Limited are committed to improving and enhancing environmental performance by:

- Working with the community as a whole and in association with staff, customers, and suppliers to conserve natural resources and preserve the quality of the environment in which we operate;
- Conforming to all relevant environmental legislative and regulatory requirements;
- Identifying significant environmental aspects and implementing appropriate control measures to prevent pollution;
- Recognizing energy and water consumption as key environmental issues and seeking to reduce the use of these key commodities;
- Reducing waste, and to reuse or recycle products wherever practicable;
- Ensuring that all staff are familiar with the environmental policy and encouraged to identify potential environmental improvement initiatives.

To continually improve our environmental performance, we will regularly monitor and review our management system.



(Signature / Effective Date)

Top Management