

OECD and Due Diligence Annual Report (2025)

Well Field Corporation Co., Ltd. efforts to comply with RJC Code of Practice, Company undertake due diligence on own supply chains in accordance with the OECD's Due Diligence Guidance 5-step framework to ensure that the supply chains are responsibly managed and are "conflict-free" and sourced with respect for human rights.

<i>Company Detail</i>	
Name	Well Field Corporation Co., Ltd.
Location	15 Soi Charoennakorn 14, Charoennakorn Road, Klongtonsai, Klongsan, Bangkok 10600 Tel: (66) 2861-1321 (Auto 10 lines) ext: 8206 Fax: (66) 2861-2070
Reporting Date	9 January 2026
Reporting Period	January 2025 to December 2025
Senior management responsible for this report	Ms. Phappim Ihara (General Manager)

Summary of activities undertaken to demonstrate compliance

Step 1: Establish strong company management systems

Well Field Corporation Co., Ltd. adopted a policy regarding due diligence for supply chains of Diamonds, Ruby, Sapphire, Emerald, Silvers and Golds

Comments and Demonstration of Compliance: We established an appropriate supply chain policy which is consistence with the model set out in the Annex II of the OECD Due Diligence Guidance.

Well Field Corporation Co., Ltd. set up an internal management structure to support supply chain due diligence & OECD

Comments and Demonstration of Compliance: The compliance officer (Ms. Phappim Ihara) has been assigned to manage the process of internal management, and has a direct line of reporting to company's General Manager

Well Field Corporation Co., Ltd. established a strong internal system of due diligence, controls and transparency over Diamonds, Ruby, Sapphire, Emerald, Silvers and Golds supply chain, including traceability and identification of other supply chain actors

Comments and Demonstration of Compliance: We check make sure we have all the require documents before process with Diamonds, Ruby, Sapphire, Emerald, Silvers and Golds. Supplier due diligence also take place to make sure that our supplier has a transparency over the supply chain.

Well Field Corporation Co., Ltd. also communicate our Supply Chain Policy and Code of Conduct to be acknowledge by our suppliers.

Grievance mechanism is in place. Ms. **Phappim Ihara (General Manager)** is the person who responsible for response Ing and resolving all the grievances.

Well Field Corporation Co., Ltd. has strengthened company engagement with our suppliers

Comments and Demonstration of Compliance: We have written agreement with our supplier which include our supply chain policy. We also engage with our supplier to properly verify all the documents from their

supplier regarding the origin of material. In addition, we follow up with supplier on due-diligence annually.

Well Field Corporation Co., Ltd. has established a company-wide communication mechanism to promote broad-based employee participation and risk identification to management

Comments and Demonstration of Compliance: We have an internal communication system in place, allowing employees to voice concerns over the supply chain or newly identified risk.

Step 2: Identify and assess risks in the supply chain

Well Field Corporation Co., Ltd. has a process to identify risks in the supply chain

The risk assessment OECD procedure and criteria are documented and risk assessment is done for all suppliers.

We performed due diligence on our supplier to make sure that the products are conflict-free. In addition, we conducted appropriate scrutiny and monitoring of transactions undertaken through the course of the relationship

We identify and assess risks in the supply chain according to OECD guidance for downstream company.

We can identify the Diamonds, Ruby, Sapphire, Emerald, Silvers and Golds and our supplier provide the proper information for the transaction where our Diamonds, Ruby, Sapphire, Emerald, Silvers and Golds materials are compliance with Kimberly process requirements and RJC requirement.

No red flag, and that none of our supplier is classified as high-risk.

Step 3: Design and implement a management system to respond to identified risk

The risk assessment is approved by the management.

The action plan to be followed for cases of any red flag come up in the future, there are a management system to respond to identified risk.

Step 4: Arrange for an independent third-party audit of the supply chain due diligence

Not applicable as we have no red flag, and that none of our supplier is classified as high-risk.

Step 5: Report on supply chain due diligence

Well Field Corporation Co., Ltd. make the report available and communicated to all interested party through Company website and email directly.

Other report comments : If users of this report wish to provide any feedback to **Well Field Corporation Co., Ltd.** with respect to this report, they can contact Ms. Phappim Ihara (General Manager) **Phone:** +66 2861 1321 Ext. 8205
Email Address : phappim@wellfield.biz