

Adoma Sustainability Report

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COMPANY NAME : Adoma Ltd.
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Introduction

At Adoma, sustainability is a core principle that guides the way we operate and grow. We are committed to responsible practices across three key areas: environment, social, and governance. Environmentally, we focus on reducing our impact through energy-saving initiatives, proper waste management, and responsible handling of chemical substances. Socially, we prioritize human rights both internally and externally throughout the supply chain by ensuring safe and fair working conditions for our staff and promote the same conduct to the business partners via know your partners (KYP) & due diligence process. In terms of governance, we uphold strong transparency standards, implement anti-money laundering measures, and maintain traceability of our jewellery products. All of these practices are guided by the code of practice (COP) of the Responsible Jewellery Council (RJC) yielding benefit to business partners, namely customers, suppliers, and service providers as well as the public and local communities.

Sustainable Development Goals (SDGs) Focus

Adoma aligns its sustainability strategy with several key UN Sustainable Development Goals (SDGs). We support the UN goal in the areas of

- **SDG 1 No Poverty:** We provide reliable employment with fair, straightforward and competitive salaries to all staff, supporting financial security and well-being.

- **SDG 3 & SDG 6 Good Health and Well-being & Clean Water and Sanitation:** Our workplace offers clean and safe environments, access to electricity and hygienic water, designated leisure areas, and specialized spaces such as breastfeeding and first-aid rooms. We also maintain well-planned emergency procedures and offer accident insurance for employees.
- **SDG 4 Quality Education:** We invest in staff development by providing thorough training for all employees, nurturing their growth from the start of their careers.
- **SDG 5 & SDG 10 Gender Equality & Reduced Inequalities:** We adopt a non-discrimination policy that promotes gender equality, fair treatment, and equal opportunities across all areas of our operations, ensuring an inclusive and respectful workplace.
- **SDG 7 & SDG 13 Affordable and Clean Energy & Climate Action:** We installed solar panels at our facility to reduce reliance on fossil fuels and promote clean energy use, contributing to reduced carbon emissions and long-term climate resilience.

Strategy and Impact

Adoma implements sustainability strategies across environmental, social, and governance dimensions, resulting in meaningful improvements throughout our operations and supply chain.

Environment: We have installed 43 kWp solar panels to reduce reliance on fossil fuels and lower our carbon footprint. It can save around 10% of the usage. Waste is now better classified. Since our beginning, 1,691 kg. of recyclable materials are separated and reused. By this saving, Adoma helps reduce CO₂ emissions by 3,697.40 kgCO₂e, which is equivalent to planting 389 trees. In addition, the company has exchanged the electrical appliances such as airconditioners and microwaves to save more electricity usage.

Social: We promote greater equality through the establishment of a welfare committee and by creating more channels for employees to voice concerns. We strictly prohibit unethical labor practices such as child and forced labor, ensure employee data privacy, and maintain safe and sanitary working conditions—including the provision of proper personal protective equipment (PPE) and hygiene facilities. These measures have contributed to a healthier, safer, and more respectful workplace.

Governance: We conduct due diligence screening of all business partners focusing on their sourcing, money laundering practice, and compliance. This process ensures that we collaborate only with responsible partners and gives us a clearer understanding of their profiles, enhancing trust and supply chain integrity.

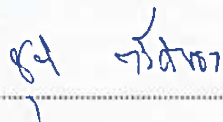
Actions

Adoma has taken a comprehensive approach to responsible business practices. We have developed 22 internal policies covering key sustainability and ethical issues, with designated managers and supervisors responsible for implementing each one. These policies are supported by detailed procedures that guide the implementation, along with forms to document and align operations with responsible procedures. To promote understanding and consistency, we provide regular training across departments. We also conduct risk assessments to evaluate our operation to responsible risks and implement corrective actions where needed. Our grievance mechanisms allow concerns to be raised from all levels internally as well as from external parties, helping us detect gaps and continuously improve. Finally, we publish sustainability and related reports to share our responsible practices with stakeholders and the public, raising awareness and encouraging broader participation of them in building a more ethical and sustainable society.

Looking Ahead

This report marks Adoma's first step toward a more structured and measurable path to sustainability. While we are still in the process of gathering data to fully confirm the long-term benefits, we have already observed clear positive outcomes. We now have deeper insights into our business partners' profiles and are better equipped to screen and engage only with sustainable counterparties. Our employees benefit from a safer and more convenient working environment, and our environmental efforts—such as reducing waste and lowering fossil fuel consumption—are already showing meaningful impact. We remain committed to continuous improvement and will build on these foundations to become an even more responsible and sustainable company.





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