

OECD ANNUAL REPORT 2020

Company Name:	<i>JULIE SANDLAU VIETNAM</i>
Date:	<i>09/03/2021</i>
Reporting period:	<i>[1/1/2020] to [31/12/2020]</i>
OECD Due Diligence Guidance	Action taken
Step 1: Establish strong company management systems	
1.A Adopt, and clearly communicate to suppliers and the public, a company policy for the supply chain of minerals originating from conflict-affected and high-risk areas.	<i>We have established a supply chain policy clearly stating your position on responsible sourcing from conflict-affected and high-risk areas (CAHRAs). Our policy covers all the risks that are relevant to our business. We published "supply chain policy" on our official website, together with send to all suppliers for acknowledgement</i>
1.B Structure internal management systems to support supply chain due diligence.	<i>We Assigned a senior staff member to lead our due diligence management system. This person is suitably qualified and do the following: - Lead the supply chain policy's development and implementation. - Coordinate and communicate the policy's implementation across our company. - Work to ensure all relevant suppliers respect the policy; and - Carry out internal and (if relevant) external training. - Respond to identified supply chain risks. - Publicly report on due diligence every year - Review and propose improvements to the due diligence system.</i>
1.C Establish a system of controls and transparency over the minerals supply chain.	<i>- For stones, we gathered information from each of supplier thought KYC documentation and questionnaires - For precious metals, we asked our immediate suppliers for the identity of upstream refiners and to get proof that the refiner has conducted due diligence in accordance with the recommendations of the OECD Guidance.</i>
1.D Strengthen company engagement with suppliers.	<i>Communicate to suppliers our expectations that they will undertake supply chain due diligence and risk management in ways that are consistent with our supply chain policy. If any problems arise, work with them to try and resolve the issue before we consider suspending or terminating the relationship</i>
1.E Establish a company-level, or industry wide, grievance mechanism as an early warning risk-awareness system.	<i>We provide grievance mechanism on our official website</i>

Step 2: Identify and assess risk in the supply chain	
Identify and assess risks in the supply chain and assess risks of adverse impacts.	<i>The Business Partners Screening scoring have been implemented and assess risk.</i>
Step 3: Design and implement a strategy to respond to identified risks (if applicable)	
Report findings of the supply chain risk assessment to the designated senior management of the company.	<i>CSR Manager responsible for design and assess the risk in supply chain.</i>
Devise and adopt a risk management plan.	<i>We haven't found any risk, but if identified an actual adverse impact in our supply chain, we will take steps to resolve the issue and mitigate the impact. The action we decide to take will depend on the type of impact identified. Serious impacts will require immediate action, including disengaging the supplier, or temporarily suspending trade until the impact has been mitigated. If we haven't identified an actual impact but can see that there is potential for an adverse impact, we will need to take preventive measures.</i>
Implement the risk management plan and monitor performance of risk mitigation efforts.	NA
Internal training	<i>Annual training for rising awareness in the whole company, and special training for related employees</i>
Communications	<i>We public the information on our website for reporting our stakeholders on due-diligence activities.</i>
OPTIONAL INFORMATION ON Step 4: Carry out independent third-party audit	
RJC COP audit	<i>The audit will be on 12/5/2021</i>
Grievances and remediation	NA