

TOMWOOD

Responsibility Roadmap 2023-2025

People

2023

2024

2025

- Completed
- Ongoing
- To be solved

Supply chain due diligence	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> COC signed by all suppliers <input checked="" type="checkbox"/> Onboard and survey all JWL suppliers through supply chain control platform 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 100% RJC Certified manufacturing <input checked="" type="checkbox"/> Supply chain risk analysis 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual review of COC <input checked="" type="checkbox"/> Onboard all significant vendors on Supply Chain Control platform 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual review of COC <input type="checkbox"/> Update supply chain risk analysis 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual review of COC <input type="checkbox"/> Update supply chain risk analysis
Transparency	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Annual NTA due diligence report 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Publish supplier list on webpage 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual NTA due diligence report <input type="checkbox"/> Ensure updated supplier list 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual NTA due diligence report <input type="checkbox"/> Ensure updated supplier list 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual NTA due diligence report <input type="checkbox"/> Ensure updated supplier list
Certifications & commitments	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> RJC COP certification <input checked="" type="checkbox"/> UN Global Compact Participant 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Watch & Jewellery Initiative membership <input checked="" type="checkbox"/> UN WEP signatory 			
Equality, diversity & inclusion	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 50% women in leadership <input checked="" type="checkbox"/> Culture score of 4.3/5 in survey 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 90 % engagement on survey <input checked="" type="checkbox"/> DEI score of 4.5/5 in engagement survey 	<ul style="list-style-type: none"> <input type="checkbox"/> All tier 1 suppliers sign UNWEP <input type="checkbox"/> Implement company policy 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual report on equality and non-discrimination in the workplace (when we reach 50 employees) 	
Employee growth & engagement	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Responsibility onboarding for all new employees <input checked="" type="checkbox"/> Responsibility training program 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Quarterly meetings with the responsibility team <input checked="" type="checkbox"/> Responsibility targets on company, department, and individual level 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual review of responsibility targets <input type="checkbox"/> Launch online learning platform 	<ul style="list-style-type: none"> <input type="checkbox"/> Empower through education & inspiration 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual review of responsibility targets <input type="checkbox"/> Empower through education & inspiration
Community, stakeholder & industry engagement	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Collaborative industry workshops with WJI 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Participation in collaborative forums in Norway (UN Global Compact Norway etc.) 	<ul style="list-style-type: none"> <input type="checkbox"/> Establish a responsibility communication channel <input type="checkbox"/> Launch community outreach program 	<ul style="list-style-type: none"> <input type="checkbox"/> Local volunteering 	

Product

2023

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- To be solved

Traceability & responsible sourcing

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| <ul style="list-style-type: none"> ■ 100% traceability of recycled metals ■ New sourcing policy in supplier COC | <ul style="list-style-type: none"> ■ Analysis of gemstone traceability status ▣ Mapping of sub suppliers |
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| <ul style="list-style-type: none"> □ 30% traceability of gemstones □ Source all metals from RJC COC certified suppliers | <ul style="list-style-type: none"> □ Roll out next generation Responsible Material Guidance for all key materials □ 100% traceability of diamonds |
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Recycled metals

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| <ul style="list-style-type: none"> ■ 100% utilisation of recycled silver ■ 100% utilisation of recycled gold | <ul style="list-style-type: none"> ■ 100% utilisation of recycled rhodium plating ■ 100% utilisation of recycled gold plating |
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Design & innovation

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| <ul style="list-style-type: none"> ■ In-house prototyping in Tom Wood Lab | <ul style="list-style-type: none"> □ Commit to at least one ESG innovation project |
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| <ul style="list-style-type: none"> □ Introduce circular jewellery project | <ul style="list-style-type: none"> □ Commit to at least one ESG innovation project |
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Responsible production

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| <ul style="list-style-type: none"> ■ 100% RJC Certified manufacturing ▣ Utilise demand-prediction software to optimise production volumes and avoid overproduction | <ul style="list-style-type: none"> ■ Supplier onboarding process |
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| <ul style="list-style-type: none"> □ Annual review of environmental management systems in supply chain | <ul style="list-style-type: none"> □ Annual review of supplier onboarding process |
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| <ul style="list-style-type: none"> □ Annual review of environmental management systems in supply chain | <ul style="list-style-type: none"> □ Annual review of supplier onboarding process |
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Care & repair

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| <ul style="list-style-type: none"> ▣ Offer care and repair solutions in our retail locations | <ul style="list-style-type: none"> □ Launch a new care & repair program for e-commerce and retail □ Launch a jewellery care kit in e-commerce and retail |
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| <ul style="list-style-type: none"> □ Introduce an in-store recycling program |
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Planet

2023

2024

2025

- Completed
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- To be solved

Reporting	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Annual responsibility report <input type="checkbox"/> Review of data quality and reporting methodology 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual and half-year responsibility report <input type="checkbox"/> Launch responsibility dashboard <input type="checkbox"/> Review of data quality and reporting methodology 	<ul style="list-style-type: none"> <input type="checkbox"/> Annual and half-year responsibility report <input type="checkbox"/> Review of data quality and reporting methodology
Carbon emission reduction	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 100% renewable energy in HQ <input checked="" type="checkbox"/> Baseline analysis of renewable energy in supply chain 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 100% renewable energy in Oslo Flagship store <input type="checkbox"/> 100% renewable energy in Tokyo store <input type="checkbox"/> Annual renewable energy analysis of supply chain 	<ul style="list-style-type: none"> <input type="checkbox"/> 10% overall reduction <input type="checkbox"/> Develop supplier specific emission factors <input type="checkbox"/> Annual renewable energy analysis of supply chain <input type="checkbox"/> Purchase RECs to offset remaining scope 1, 2 emissions <input type="checkbox"/> Purchase RECs to offset remaining production emissions in scope 3
Responsible retail development	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Responsible retail development guidelines 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop responsible store concept <input type="checkbox"/> Introduce carbon emission calculator for store construction <input type="checkbox"/> Develop responsible concept for shop-in-shop 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop responsibility spec for marketing materials <input type="checkbox"/> Open first responsible space
Packaging	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Roll out new e-com shipping boxes <input checked="" type="checkbox"/> New wholesale product pouch <input checked="" type="checkbox"/> Baseline analysis on packaging performance, needs, and areas of improvement 	<ul style="list-style-type: none"> <input type="checkbox"/> Launch new packaging program <50% recycled materials and recyclable <input type="checkbox"/> Eliminate single-use plastic in e-commerce and retail packaging <input type="checkbox"/> QR codes on packaging with care instructions and product information 	<ul style="list-style-type: none"> <input type="checkbox"/> Eliminate all single-use plastic packaging
Logistics	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Electric delivery and carrier service in Oslo <input checked="" type="checkbox"/> Change from Go Green offsetting to SAF 	<ul style="list-style-type: none"> <input type="checkbox"/> Launch solution reserve & return in store <input type="checkbox"/> Electric carrier service in Tokyo <input type="checkbox"/> Sustainable Aviation Fuel on 50% of D2C shipments <input type="checkbox"/> Establish direct product flow from manufacturing to asian markets 	<ul style="list-style-type: none"> <input type="checkbox"/> Sustainable Aviation Fuel on 100% of D2C shipments
Business travel		<ul style="list-style-type: none"> <input type="checkbox"/> Launch responsible business travel management solution <input type="checkbox"/> Reduce business travel emissions through SAF <input type="checkbox"/> Establish a carbon budget for the company 	
Biodiversity	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Include biodiversity risks in risk assessment 	<ul style="list-style-type: none"> <input type="checkbox"/> Conduct a biodiversity materiality assessment <input type="checkbox"/> Establish a nature roadmap and impact mitigation plan 	