RESPONSIBILITY ROADMAP 2023-2025: PROGRESS REPORT

Product

- ■ Completed
- ☑ Ongoing
- □ To be solved

Traceability & responsible sourcing

2023
- ■ Achieved 100% traceability of recycled metals
- ■ Introduced new sourcing policy in supplier CoC
- ■ Completed analysis of gemstone traceability status
- ☑ Conducted full mapping of sub-suppliers

2024
- □ 30% traceability of gemstones
- ☑ Source 100% of metals from RJC COC-certified suppliers
- ☑ Implement next-gen Responsible Material Guidance for all key materials
- ☑ 100% traceable lab-grown diamonds

2025
- □ 50% traceability of gemstones
- ■ 100% transition to lab-grown diamonds

Recycled metals

2023
- ■ Achieved 100% utilisation of recycled silver
- ■ Achieved 100% utilisation of recycled gold
- ■ Achieved 100% utilisation of recycled rhodium plating
- ■ Achieved 100% utilisation of recycled gold plating

Design & innovation

2023
- ■ Established in-house prototyping in Tom Wood Lab
- ■ Committed to at least one ESG innovation project

2024
- ■ Developed first mine-to-market project

2025
- ■ Continue commitment to at least one ESG innovation project
- ■ Introduce circular jewellery project

Responsible production

2023
- ■ Achieved 100% RJC-certified manufacturing
- ■ Implemented supplier onboarding process

2024
- ■ Conduct annual review of environmental management systems in the supply chain
- ■ Implement demand-prediction software to optimise production volumes and minimise overproduction
- ■ Conduct annual review of supplier onboarding process

2025
- ■ Conduct annual review of environmental management systems in the supply chain
- ■ Conduct annual review of supplier onboarding process.

Care & repair

2023
- ☑ Introduced care & repair solutions in retail locations

2024
- ■ Developed first mine-to-market project

Planet

- ■ Completed
- ☑ Ongoing
- ☐ To be solved

	2023		**2024**		**2025**	
Reporting	■ Published annual responsibility report	■ Reviewed data quality and reporting methods, identifying improvement opportunities	■ Published annual responsibility report ☐ Annual and half-year responsibility report	■ Developed methodology for responsibility dashboard ■ Reviewed data quality and reporting methods, identifying improvement opportunities	☐ Launch responsibility dashboard ■ Publish annual responsibility report	☐ Publish half-year report ■ Review of data quality and reporting methodology
Carbon emission reduction	■ 100% renewable energy in HQ ■ Conducted baseline analysis of renewable energy in the supply chain.	■ 100% renewable energy in Oslo Flagship store	■ Achieved 100% renewable energy in Tokyo store via I-RECs. ■ Achieved 100% renewable energy in Tokyo store via I-RECs.	☑ 10% carbon reduction uncertain (dependent on SAF)	■ Conduct annual renewable energy analysis of the supply chain. ☑ Purchase RECs to offset remaining scope 1, 2 emissions	☑ 10% carbon reduction uncertain (dependent on SAF) ☐ Purchase RECs to offset remaining production emissions in scope 3
Responsible retail development	■ Responsible retail development guidelines		■ Develop responsible store concept ■ Develop responsible concept for shop-in-shop	■ Open first responsible space ■ Introduce carbon emission calculator for store construction	☐ Develop responsibility spec for marketing materials	
Packaging	■ Roll out new e-com shipping boxes ■ Completed baseline analysis of packaging performance, needs, and areas for improvement.	■ Introduced new wholesale product pouch.			■ Eliminate main single-use plastic packaging ■ Launch new packaging programme with sustainability best practices	■ Fully replace care guides with QR codes. ■ Eliminate main single-use plastic in e-commerce and retail packaging
Logistics	☑ Established electric delivery & carrier service in Oslo.	☑ Shifted from Go Green offsetting to SAF.	■ Sustainable Aviation Fuel (SAF) investment covers 30% of D2C shipments	☐ Electric carrier service in Tokyo	■ Expand SAF to 100% of D2C shipments ■ Establish direct product flow from manufacturing to Asian markets.	☐ Launch solution reserve & return in store ☐ Implement electric carrier service in Tokyo.
Business travel			■ Launched responsible business travel management solution ■ Reduced business travel emissions through SAF investment	☑ Established a carbon budget for business travel		
Biodiversity	■ Integrated biodiversity risk assessment into overall risk framework.		■ Conducted biodiversity materiality assessment	■ Established a nature roadmap and impact mitigation plan.		

People

- ■ Completed
- ◧ Ongoing
- ☐ To be solved

	2023		2024		2025	
Supply chain due diligence	■ COC signed by all suppliers	■ 100% RJC Certified manufacturing	■ Annual review of COC		■ Annual review of COC	
	■ Onboard and survey all JWL suppliers through supply chain control platform	■ Supply chain risk analysis	◧ Onboard all significant vendors on Supply Chain Control platform	■ Update supply chain risk analysis	■ Onboard 100% of significant vendors via SCCP	■ Update supply chain risk analysis
Transparency	■ Annual NTA due diligence report	■ Publish supplier list on webpage	■ Annual NTA due diligence report	■ Ensure updated supplier list	■ Annual NTA due diligence report	■ Ensure updated supplier list
Certifications & commitments	■ RJC COP certification	■ Watch & Jewellery Initiative membership	■ Completed and passed RJC mid-term review			
	■ UN Global Compact Participant	■ UN WEP signatory				
Equality, diversity & inclusion	◧ 50% women in leadership	◧ 90% engagement on survey	■ Embed DEI in recruiting processes	■ Annual workplace equality analysis and report	☐ 100% tier 1 supplier sign UNWEP	
	◧ Culture score of 4.3/5 in survey	◧ DEI score of 4.5/5 in engagement survey	■ Developed an equality workplan aligned with UNWEP			
Employee growth & engagement	◧ Responsibility onboarding for all new employees	◧ Quarterly meetings with the responsibility team	■ Annual review of responsibility targets	■ Empower through education & inspiration	■ Conduct annual responsibility target review.	■ Empower through education & inspiration
	◧ Responsibility training programme	◧ Responsibility targets on company, department, and individual level			■ Launch online learning platform	
Community, stakeholder & industry engagement	◧ Collaborative industry workshops with WJI	◧ Participation in collaborative forums in Norway (UN Global Compact Norway etc.)			■ Etablish a responsibility communication channel	☐ Local volunteering
					■ Launch community outreach programme	