

RESPONSIBILITY ROADMAP 2025

	2021	2022	2023	2024	2025	
PEOPLE	Supply chain due diligence	Code of Conduct 100% of manufacturers		Annual revision and re-issuing of Code of Conduct		
	Public communication	Annual sustainability report			Annual reporting on the Norwegian Transparency Act	
	RJC certified manufacturing	75% certified		All manufacturers obtained RJC COP Certification		
	RJC COP certification for trade and retail	RJC membership		Independent audit RJC COP certification		
	Manufacturer transparency	Updated supplier list available on website				
	Responsibility training program	Implementation of internal training program		Annual revision and continued implementation		
	Equality, diversity and inclusion			Implement company policy	Annual reporting on equality and non-discrimination*	
	Responsibility forum	Quarterly progress meetings with the TW Responsibility team (ongoing)				
PRODUCT	Recycled gold and silver	18%	100% recycled gold and silver by 01.07.2023			
	Recycled plating main material	50%		100% utilization of recycled gold and silver		
		30%		100% recycled gold and white rhodium plating		
	Traceability of metals	100% traceability from metal refinery to retail				
Traceability of gemstones and diamonds			30% traceability from mine-to-market	100% traceability from mine-to-market		
PLANET	Renewable energy (scope 1, 2)	Renewable energy at both headquarters and flagship store				
	Reduce supply chain emissions (scope 3)			30% supply chain utilizing renewable energy	50% supply chain utilizing renewable energy	80% supply chain utilizing renewable energy
	Full footprint transparency across all scopes	Share GHG emissions per scope 1, 2 and 3 in annual sustainability report				
	Responsible packaging	All packaging utilizing recycled materials and be recyclable				
	ESG innovation	Commit to at least one ESG innovation project per year				
	Responsible retail			Develop responsible store concept and guidelines	Open first responsible retail store	
	Responsible logistics			34		Electric, carbon «insetted» or carbon compensated logistics