



# RESPONSIBILITY ROADMAP: STATUS REPORT



# People

## 2023

## 2024

## 2025

- Completed
- ▣ Ongoing
- To be solved

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

# Product

# 2023

# 2024

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- To be solved

## Traceability & responsible sourcing

- |   |   |   |   |
|---|---|---|---|
| <ul style="list-style-type: none"> <li>■ Achieved 100% traceability of recycled metals</li> <li>■ Introduced new sourcing policy in supplier CoC</li> </ul> | <ul style="list-style-type: none"> <li>■ Completed analysis of gemstone traceability status</li> <li>▣ Conducted full mapping of sub-suppliers</li> </ul> | <ul style="list-style-type: none"> <li>□ 30% traceability of gemstones</li> <li>▣ Source 100% of metals from RJC COC-certified suppliers</li> </ul> | <ul style="list-style-type: none"> <li>▣ Implement next-gen Responsible Material Guidance for all key materials</li> <li>▣ 100% traceable Lab Grown Diamonds</li> </ul> |
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## Recycled metals

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

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| <ul style="list-style-type: none"> <li>■ Established in-house prototyping in Tom Wood Lab</li> </ul> | <ul style="list-style-type: none"> <li>■ Committed to at least one ESG innovation project</li> </ul> | <ul style="list-style-type: none"> <li>■ Developed first mine-to-market project</li> </ul> | <ul style="list-style-type: none"> <li>□ Continue commitment to at least one ESG innovation project</li> <li>□ Introduce circular jewellery project</li> </ul> |
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## Responsible production

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| <ul style="list-style-type: none"> <li>■ Achieved 100% RJC-certified manufacturing</li> </ul> | <ul style="list-style-type: none"> <li>■ Implemented supplier onboarding process</li> </ul> | <ul style="list-style-type: none"> <li>■ Conduct annual review of environmental management systems in the supply chain</li> <li>■ Implement demand-prediction software to optimise production volumes and minimise overproduction</li> </ul> | <ul style="list-style-type: none"> <li>■ Conduct annual review of supplier onboarding process</li> <li>□ Conduct annual review of environmental management systems in the supply chain</li> <li>□ Conduct annual review of supplier onboarding process.</li> </ul> |
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## Care & repair

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| <ul style="list-style-type: none"> <li>▣ Introduced care &amp; repair solutions in retail locations</li> </ul> | <ul style="list-style-type: none"> <li>■ Developed first mine-to-market project</li> </ul> |
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- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>□ Establish a responsibility communication channel</li> <li>□ Launch community outreach program</li> </ul> | <ul style="list-style-type: none"> <li>□ Local volunteering</li> </ul> |
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# Planet

## 2023

## 2024

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- Completed
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- To be solved

Reporting	<ul style="list-style-type: none"> <li>■ Published annual responsibility report</li> <li>■ Reviewed data quality and reporting methods, identifying improvement opportunities</li> </ul>	<ul style="list-style-type: none"> <li>■ Published annual responsibility report</li> <li>▣ Annual and half-year responsibility report</li> <li>■ Developed methodology for responsibility dashboard</li> <li>■ Reviewed data quality and reporting methods, identifying improvement opportunities</li> </ul>	<ul style="list-style-type: none"> <li>▣ Launch responsibility dashboard</li> <li>▣ Publish annual responsibility report</li> <li>▣ Publish half-year report</li> <li>▣ Review of data quality and reporting methodology</li> </ul>
Carbon emission reduction	<ul style="list-style-type: none"> <li>■ 100% renewable energy in HQ</li> <li>■ Conducted baseline analysis of renewable energy in the supply chain.</li> <li>■ 100% renewable energy in Oslo Flagship store</li> </ul>	<ul style="list-style-type: none"> <li>■ Achieved 100% renewable energy in Tokyo store via I-RECs.</li> <li>■ Achieved 100% renewable energy in Tokyo store via I-RECs.</li> <li>▣ 10% carbon reduction uncertain (dependent on SAF)</li> </ul>	<ul style="list-style-type: none"> <li>▣ Conduct annual renewable energy analysis of the supply chain.</li> <li>▣ Purchase RECs to offset remaining scope 1, 2 emissions</li> <li>▣ 10% carbon reduction uncertain (dependent on SAF)</li> <li>▣ Purchase RECs to offset remaining production emissions in scope 3</li> </ul>
Responsible retail development	<ul style="list-style-type: none"> <li>■ Responsible retail development guidelines</li> </ul>	<ul style="list-style-type: none"> <li>■ Develop responsible store concept</li> <li>■ Develop responsible concept for shop-in-shop</li> <li>■ Open first responsible space</li> <li>■ Introduce carbon emission calculator for store construction</li> </ul>	<ul style="list-style-type: none"> <li>▣ Develop responsibility spec for marketing materials</li> </ul>
Packaging	<ul style="list-style-type: none"> <li>■ Roll out new e-com shipping boxes</li> <li>■ Completed baseline analysis of packaging performance, needs, and areas for improvement.</li> <li>■ Introduced new wholesale product pouch.</li> </ul>		<ul style="list-style-type: none"> <li>▣ Eliminate all single-use plastic packaging</li> <li>▣ Launch new packaging program with sustainability best practices</li> <li>▣ Fully replace care guides with QR codes.</li> <li>▣ Eliminate single-use plastic in e-commerce and retail packaging</li> </ul>
Logistics	<ul style="list-style-type: none"> <li>▣ Established electric delivery &amp; carrier service in Oslo.</li> <li>▣ Shifted from Go Green offsetting to SAF.</li> </ul>	<ul style="list-style-type: none"> <li>■ Sustainable Aviation Fuel (SAF) investment covers 30% of D2C shipments</li> </ul>	<ul style="list-style-type: none"> <li>▣ Expand SAF to 100% of D2C shipments</li> <li>▣ Establish direct product flow from manufacturing to Asian markets.</li> <li>▣ Launch solution reserve &amp; return in store</li> <li>▣ Implement electric carrier service in Tokyo.</li> </ul>
Business travel		<ul style="list-style-type: none"> <li>■ Launched responsible business travel management solution</li> <li>■ Reduced business travel emissions through SAF investment</li> </ul>	<ul style="list-style-type: none"> <li>▣ Established a carbon budget for business travel</li> </ul>
Biodiversity	<ul style="list-style-type: none"> <li>■ Integrated biodiversity risk assessment into overall risk framework.</li> </ul>	<ul style="list-style-type: none"> <li>■ Conducted biodiversity materiality assessment</li> </ul>	<ul style="list-style-type: none"> <li>■ Established a nature roadmap and impact mitigation plan.</li> </ul>