
PANDORA ENVIRONMENT POLICY

PANDORA recognises that our actions have positive as well as negative effects on our surroundings including the environment. The environmental footprint of the jewellery supply chain is primarily influenced by mining and refining, processes that are out of our direct sphere of influence. Therefore it is especially important to develop a two legged environmental approach that aim to advance responsible business practices in own operations as well as in the jewellery supply chain.

For questions or comments regarding this Environment Policy, please contact Group Ethics, +45 3672 0044

We will continuously work to minimise the environmental footprint of our own operations by seeking new ways to reduce our consumption of resources, our emissions and our waste. Further, we wish to influence and inspire our own supply chain and the entire jewellery industry to take similar measures.

At PANDORA we will continuously strive to lower our environmental impact by:

- Defining Key Performance Indicators that will allow us to measure our progress in reaching our ambition to minimise our environmental footprint.
- Acquire and maintain certificates for internationally recognised environmental management systems at all PANDORA jewellery crafting facilities.
- Launching trainings, campaigns and procedures on environmental issues for relevant staff and suppliers.
- Ensuring supplier compliance with the environmental section of PANDORA's Supplier's Code of Conduct.
- Living up to our environmental commitments to the UN Global Compact and the Responsible Jewellery Council.
- Actively engage in stakeholder dialogue and industry initiatives that aim to advance the environmental performance of the entire jewellery industry.

All PANDORA staff is expected to:

- Exhibit environmental thoughtfulness and sound practices in daily operations.
- Actively participate in environmental trainings and campaigns.
- Share ideas and opinions regarding our environmental policy and practices.

Whenever national law differs from this Environment Policy you must adhere to the stricter of the two. If you perceive that current policy is being violated you are expected to raise your concern with management. If a concern is not properly addressed by your manager you can approach local/Group HR, Ethics or as a last resort use the PANDORA Ethics Hotline.