
PANDORA HEALTH & SAFETY POLICY

Safe and healthy workplaces are a key component in PANDORA's CSR Policy stating that "...We believe that corporate social responsibility and our aspiration to offer high quality and genuine jewellery go hand in hand". *Health & safety* challenges and legislative requirements differ within our vertically integrated value chain and across the numerous countries we operate in.

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

PANDORA wishes to maintain healthy and safe working conditions that as a minimum comply with local law. Further, we will constantly seek to enhance our internal standards and performance through open cooperation and communication with relevant stakeholders.

To ensure healthy and safe working conditions for our staff PANDORA will:

- Always provide sufficient procedures, training and protective equipment for all staff that might engage in potentially hazardous work.
- Adopt the precautionary principle when dealing with hazardous substances.
- Proactively engage staff on matters that affect their health and safety at work.
- Provide H&S information, instruction and supervision for all workplaces.
- Systematically prevent/mitigate fire, accidents and occupational diseases.
- Obtain and maintain internationally recognised certifications documenting responsible health & safety management systems at all crafting facilities and establish a "best-in-class" example for the jewellery manufacturing.

In line with our PANDORA Life values all staff members are expected to take active part in improving health and safety levels at work:

- Request information on specific health and safety risks related to your work.
- Actively participate in all health and safety trainings, surveys and campaigns.
- Remain observant of opportunities to improve our health and safety performance and forward your ideas to your management, HR or CSR.

Whenever national law differs from this Health & Safety 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, CSR or as a last resort use the PANDORA Ethics Hotline.