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# PANDORA HUMAN RIGHTS POLICY

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PANDORA's activities impact the lives of thousands of people around the world. We acknowledge our responsibility to respect human rights and we commit ourselves to a proactive approach to advancing these rights.

PANDORA will work diligently to ensure that our actions respect the United Nations' Guiding Principles on Businesses and Human Rights and the core conventions of the International Labour Organization (ILO). We will proactively share our experiences with implementing these principles and advance human rights within our sphere of influence.

For questions or comments regarding this Human Rights Policy, please contact Group Sustainability, +45 3672 0044

PANDORA will pay special attention to:

- Advance responsible business practices defined in our Ethics Policy and through our memberships of the Responsible Jewellery Council and the UN Global Compact
- Never engage in, solicit or accept child labour or forced labour in any form
- Work to prevent any form of modern slavery
- Recognise and respect our colleagues' right to freedom of movement, their right to associate and their right to enter into collective bargaining
- Prohibit discrimination or any other unsuited behaviour that impair the dignity of our employees and the communities in which we operate
- Provide employment and development opportunities for staff through fair and objective performance criteria aligned with the PANDORA Life values
- Maintain and enhance effective Health & Safety policies and practices throughout our value chain
- Advance human rights in our supply chain
- Ensuring respectful and transparent discipline and grievance procedures and not accept harsh, degrading or intimidating treatments in any form
- Respond openly and transparently to perceived human rights violations

PANDORA employees throughout the world are expected to:

- Actively participate in relevant human rights training sessions
- Take responsibility for promoting a positive and productive working environment that is free from harassment and discrimination

Whenever national law differs from this Human Rights 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 direct manager you can approach local HR, Local Management, Global HR, Group Legal or Global Governance, Risk & Compliance or as a last resort use the Whistleblower Hotline.