

## GHG emissions

Decarbonisation is imperative to support long-term climate change mitigation and Pandora strives to embed this throughout the organisation and value chain.

### Targets and activities

Climate leadership through an extensive decarbonisation plan, with targets validated by the Science Based Targets initiative (SBTi) and aligned with the Paris Agreement:

- I. -50% carbon emissions across own operations and value chain by 2030, versus 2019.
- II. Net zero by 2040, reducing emissions by at least 90% across the full value chain. Implement long-term, permanent carbon removals to balance out any residual emissions, in line with latest SBTi guidance.
- III. Reduce Scope 1 & 2 emissions by at least 90% by 2025, versus 2019.
  - 100% renewable energy coverage in our operations by 2025
  - Continuous energy efficiency improvements of our equipment and processes.
  - Limit fossil fuels in Scope 1 through building and asset management.

Climate change adaptation is addressed centrally through quarterly sustainability risk assessments. An Onsite Climate Change and Natural Hazards assessment has been conducted at our crafting sites, and the local Risk team conduct weekly monitoring for nature-based impacts, including extreme weather.

### Governance and accountability

- Reduction targets and performance are included in the long-term incentive schemes of the executive and senior management and linked to external financing terms.
- The Global Sustainability team holds overarching strategic responsibility, as well as scope, methodology, principles and processes for GHG emissions reporting.
- A strong environmental governance structure is built across our organisation (See [Pandora Global Environment Policy](#)), holding responsibility for decarbonisation strategy, transition plans, and performance management.
- The Low Carbon Forum (represented by key functional sustainability leads) is responsible for active strategic ideation, assessments and implementation, including engagement with relevant internal and external stakeholders.

### Engagement and reporting

- Affiliation with leading external climate-related organisations and initiatives, such as the CDP, SBTi, UN Global Compact and the Taskforce for Climate Related Disclosures (TCFD).
- Sustainability training and engagement within Crafting, Retail and Distribution.
- Supplier engagement programmes with a focus on decarbonisation strategies, plans and GHG emissions performance and reporting.
- Transparent emissions reporting, in line with the GHG Protocol and SBTi guidance
  - I. Annual Reports provide audited updates on strategy, targets and progress.
  - II. External Limited Assurance is conducted annually across Scopes 1, 2 and 3.
  - III. Other relevant external reporting activities, such as CDP.