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# PANDORA

# ENVIRONMENTAL POLICY

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Pandora is committed to reducing our impact on the environment and taking action on climate change. We are a signatory to the United Nations Global Compact, and a certified member of the Responsible Jewellery Council.

The environmental footprint of Pandora is primarily influenced by the sourcing of raw materials and our crafting operations. Therefore, our environmental approach advances responsible business practices in own operations as well as in our direct supply chain. In addition, we wish to influence and inspire our wider supply chain and the entire jewellery industry to take similar measures. Our approach shall be based on best available science including by developing and using life-cycle assessments for materials and products.

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

- Adopting, maintaining and continuously improve internationally recognized and certifiable environmental management systems at our crafting facilities.
- Defining Key Performance Indicators that will allow us to measure our progress in reaching our ambition to minimise our environmental footprint.
- Becoming carbon neutral, sourcing renewable energy and Improving supplier emissions and other environmental performance through our Responsible Sourcing Program.
- Pursuing the principles of circularity in how we design, craft, source and offer our jewellery including by using renewable, recycled or sustainable materials, conscious that jewellery must be provided in a way that supports a better balance when it comes to use of natural materials, waste, greenhouse gases, and pollutants.
- Actively engaging in stakeholder dialogue and industry initiatives that aim to advance the environmental performance of the entire jewellery industry.
- Complying with applicable laws and regulations, and other requirements that we have committed to honor.
- Externally report our environmental performance annually.
- Provide relevant information to our customers on the environmental impacts of our products.

**All Pandora staff is expected to:**

- Exhibit environmental thoughtfulness and sound practices in daily operations.
- Actively participate in required environmental trainings and campaigns.

Whenever national law differs from this Environment Policy Pandora employees must adhere to the stricter of the two. If Pandora employees perceive that current policy is being violated they are expected to raise their concern with management. If a concern is not properly addressed by the manager they can approach local/Group HR or contact Corporate Sustainability as a last resort use the Pandora whistleblowing hotline.