



2023

ESG - Policy

fejn

Preface

Sustainable, high quality and environmentally conscious

From the very beginning, sustainability has been a fundamental pillar of our corporate philosophy at fejn jewelry.

As a responsible company, it is important to us to continually review and improve our business practices for ecological, social and governance aspects.

For this reason, we have developed an ESG (Environmental, Social and Governance) policy that documents and makes our efforts in this area transparent. In this policy we have committed ourselves to optimizing and continuously improving our activities with regard to environmental protection, social responsibility and ethical behavior. We are convinced that through responsible corporate management we not only contribute to the well-being of our customers and employees, but also make a positive contribution to society and the environment. In the long term, this will hopefully contribute to a general rethink in the jewelry industry.

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This policy applies to all employees, managers and directors of fejn GmbH, as well as to contractors who are under the direct supervision of fejn GmbH. We also ensure that our business partners along the value chain comply with these obligations.

ESG

ESG forms a framework for evaluating and transparently presenting the sustainability of a company.

ESG is an acronym that summarizes the three key aspects of corporate responsibility and sustainable business management.

These aspects are:

1. Environment

2. Social

3. Governance

The three aspects are interconnected and, when taken together, represent a comprehensive basis for responsible and sustainable business. Companies that integrate ESG principles into their business activities strive to have a positive influence on society and the environment.

Environment

Environment refers to all aspects related to the natural world and ecological balance. This includes issues such as climate change, resource management, environmental impacts and the commitment to promoting environmentally sustainable business practices. Companies committed to environmental responsibility strive to minimize their negative impact on the environment and contribute to the preservation of natural resources and ecological balance.

Our environmental commitments include:

Sustainable procurement:

We source jewelry materials from environmentally friendly and ethical sources to minimize environmental impact. We rely on recycled precious metals and laboratory-grown diamonds. This not only serves to minimize the impact of mining, but also protects nature from further exploitation.

Resource efficiency:

We strive to reduce waste and use energy and water efficiently in our production and supply chain. We only use renewable energy in our premises and strive to avoid wasting energy.

Environmental Protection:

We have an active policy to minimize our environmental impact and promote the use of environmentally friendly materials and technologies. We offset our CO2 emissions through climate-neutral shipping and donations with every online order to the Plant-my-tree reforestation project.



Wir arbeiten mit Ökostrom von



Social

Social refers to a company's social impact and relationships, particularly in relation to employees, communities, customers and suppliers. This includes aspects such as working conditions, diversity and inclusion, social responsibility and the promotion of positive social change.

Companies that embrace social responsibility work to create fair working conditions, consider community interests, and promote social justice.

Regarding social aspects, we are committed to acting fairly and respectfully towards our employees, partners and society in general.

Our social commitments include:

Working conditions:

We ensure safe and fair working conditions for our employees and suppliers and condemn discrimination and forced labor. We pay our employees and cooperation partners fair wages and actively work to ensure that our partners and suppliers also pay fair wages.

Diversity and Inclusion:

We promote an inclusive work environment and respect the diversity of our employees and stakeholders. We are committed to gender equality and diversity in the jewelry industry.

Community engagement:

We actively support social projects and charities, for example those that fight against child labor and human rights abuses in gold and diamond mines.

Governance

Governance refers to the way a company is managed and controlled, including its leadership, structure and ethics. This includes topics such as business ethics, transparency, integrity and risk management. Companies that practice good corporate governance strive to establish a clear corporate structure, take into account the interests of stakeholders, uphold ethical principles and ensure legal compliance.

We are committed to meeting the highest ethical and legal standards and ensuring good corporate governance.

Our commitments to good corporate governance include:

Transparency and ethics:

We practice transparency in our business practices and promote ethical values and integrity in our corporate culture. Our RJC certification ensures compliance with RJC COPs.

Risk management:

We systematically identify, evaluate and minimize risks in our business activities.

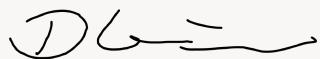
Stakeholder dialogue:

We maintain open and constructive communication with our stakeholders to address their expectations and concerns. We regularly subject our companies and our partner companies to regular inspections to ensure compliance with the RJC COPs.

Conclusion

We will strengthen our existing partnerships and our own efforts to make the jewelry industry more sustainable and responsible. Our support of charities and commitment to jobs in Thailand will continue.

Our ESG strategy is not just a theoretical concept, but an integral part of our corporate philosophy and our daily practice. We continually strive for a better future by protecting and promoting the interests of our customers, employees and our environment. Our belief is that luxury and sustainability can go hand in hand, and we are proud to contribute to creating a more resilient, socially just and sustainable jewelry industry.



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