

Sustainability Report

2023/24



fejn

Agenda

- **Company Overview**

 - [About us](#)

 - [RJC-Certification](#)

 - [Sustainability Pledge](#)

 - [Annual Report 2023](#)

- **Sustainability Strategy**

 - [Sustainable Materials](#)

 - [Responsible manufacturing](#)

 - [Climate protection](#)

 - [Eco-friendly packaging](#)

- **UN Goals x fejn**

- **Summary**

Sustainability Report 2023/24

Company overview



fejn jewelry – about us

fejn

fejn stands for purist jewelry in a timeless and modern design. We love the reduced design language and clean looks. We implement our highest standards in clear lines and high-quality materials. All fejn pieces are handmade one-of-a-kind.

Founder Dagmar Krämer gained years of experience in the fashion and jewelry industry.

In 2019, she brought her own label to life and made her dream come true - a jewelry label for female urbanists. Since then, she has pursued two clear lines: pieces of jewellery inspired by purist fashion and sustainable action. These two guiding principles shape our actions every day. And we are proud of that.



RJC - Certification

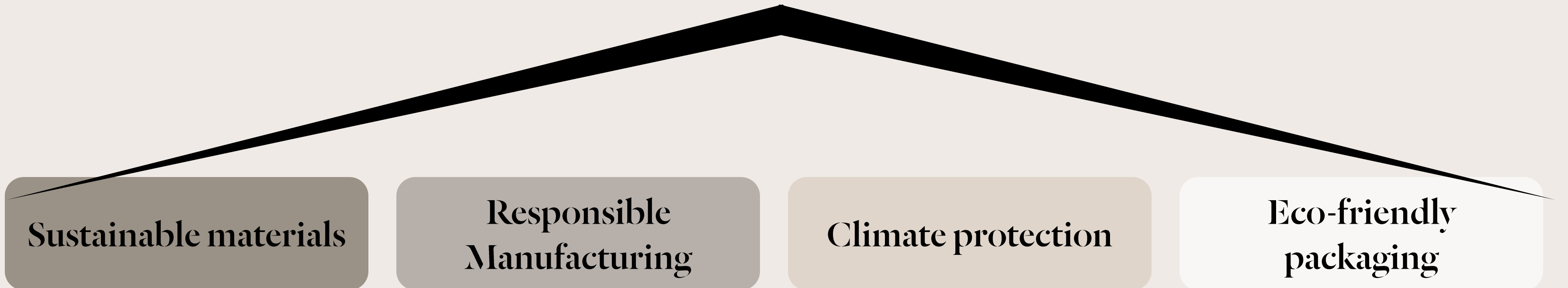
fejn jewelry is a member of the Responsible Jewelry Council (RJC) since 2023.



The Responsible Jewelry Council (RJC) is a not-for-profit standards and certification organization founded in 2005 to promote responsible ethical, human rights, social, and environmental practices throughout the supply chain for gold, silver, platinum group metals, diamonds, and colored gemstone jewelry. The RJC has developed a benchmark standard for the jewelry supply chain and credible mechanisms for verifying responsible business practices through third-party audits. As an RJC member, we are committed to operating our business in accordance with the RJC Code of Practices Standard. We are committed to integrating ethical, human rights, social and environmental aspects into our day-to-day business, business planning activities and decision-making processes.

Sustainability Pledge

fejn jewelry is not only committed to adhering to responsible business practices within the framework of RJC certification. We also pursue a clear, sustainable strategy in the following areas:



"We meet more than minimum requirements – that's important to me as an entrepreneur"

Dagmar Kraemer – founder fejn jewelry

RJC-Certificate:

By receiving the RJC certification at the beginning of the year, we show that we do not use sustainability as a marketing strategy, but that our corporate philosophy is characterized by the will to revolutionize the jewelry industry and to constantly improve. We are committed to continuously ensuring compliance with the requirements of the RJC Code Of Practice (COP) standards. The most important points are:

- a close relationship with our production facilities and all other partners along the value chain. Through in-person visits and written confirmations, we will continue to ensure in 2023 that all production partners comply with both the UN Guiding Principles on Business and Human Rights, as well as the OECD Due Diligence Guidance to Promote Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas, in line with our supply chain policy. The aim is to identify and, if necessary, minimise negative social and environmental impacts (risks) with a particular focus on human rights, child labour or forced labour. Fortunately, these risks have proven to be very low, as all our production partners are already certified or have appropriate guidelines in place.
- Regular verification of the origin of our jewellery material by our production partners.
- Regularly update our Manufacturing Partner Questionnaire to identify potential human rights, environmental, and conflict-affected and high-risk mineral (CAHRA) risks. In addition, we have enforced compostable plastic packaging and CO2-free transport at all our production partners.

For 2024, we intend to review our supply chain policy against international guidelines and the RJC Code of Conduct, and continue to work closely with our manufacturers.



ESG Policy and SDG Guidelines:

In 2023, we have drawn up our ESG policy in line with the UN SDGs guidelines, showing that we take our responsibility for people and the environment seriously. The cooperation with all participants in the supply chain is continuously monitored according to these standards.

Made-to-Order:

Our custom-made pieces of jewellery, which are only made to order, are not only unique, but also resource-saving. We have avoided overproduction and minimized our ecological footprint.

Climate protection:

In 2023, we were once again able to offset CO₂: through DHL Go Green and the planting of 402 new trees by our climate protection partner Plant-my-tree, we were able to offset at least 6.5t of CO₂.

Annual Report 2023

100% Recycled Gold Alloy:

In 2023, we were once again able to confirm that all precious metal refineries in our supply chain are in line with OECD guidelines through third-party audits (LMBA / RMI). Our jewelry is made from 100% recycled sterling silver or 14K gold from these sources. We are particularly proud that as of this year, our 18-carat gold alloy (for gilding silver jewellery) is also made from 100% recycled gold! This helps to conserve our planet's precious resources.

Inclusivity and diversity:

In our pursuit of inclusivity and diversity, we have expanded our unisex range while amplifying our message of enlightenment. We've partnered with male models and trans content creators to celebrate the beauty and diversity of our jewelry for all people. 2023 was a year of progress and responsibility, and we are proud to do our part for a better world.



ESG Policy:

We have long been committed to the principles of sustainability and ethical business practices as a core part of what we do as a jewellery company, and now, as a member of the Responsible Jewellery Council (RJC), we are additionally committed to implementing the Code of Practices (COP) standard. That's why we've developed a set of policies and procedures to ensure ongoing compliance.

In 2023, we adopted our ESG policy, which ensures that the environmental, social and corporate aspects of fejn jewelry are in line with the UN Goals and the SDGs.

Like our business partners, we undergo regular due diligence processes with regard to compatibility with the UN Goals. These are also screened by and by the Responsible Jewelry Council as a third party.

In this policy, we have committed ourselves to optimising and continuously improving our activities with regard to environmental protection, social responsibility and ethical behaviour. We believe that by conducting our business responsibly, 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.



Sustainability Report 2023/24

Sustainable materials



Recycled Precious Metals

fejn jewelry uses 100% recycled precious metals in the production of all jewelry: 925 sterling silver, 14K gold, 18k gold alloy.

Conventional precious metal mining pollutes groundwater, clears forests and is extremely harmful to the health of the people who work in the mines. Jewellery made from recycled precious metals is therefore not just a fad, but an essential part of the path to a more sustainable and fairer world. Not only for environmentally conscious and ethically oriented consumers who want to minimize their ecological footprint, recycled jewelry is a real alternative. We show that luxury-oriented customers can also benefit from the advantages:

Environmentally friendly: Recycled gold and silver are an environmentally friendly alternative to conventional precious metal mining. The extraction of gold and silver causes significant CO2 emissions, while recycling these metals reduces emissions by up to 98 percent. This makes a significant contribution to environmental protection.

Sustainability: By reusing scrap gold and silver, these materials take on a new meaning and history. They are reborn, so to speak, and can be used for generations to come.

Ethics: In conventional precious metal mining, there are often links to child labor and questionable working conditions. The use of recycled gold and silver is ethically the better choice and signals a clear rejection of such practices.

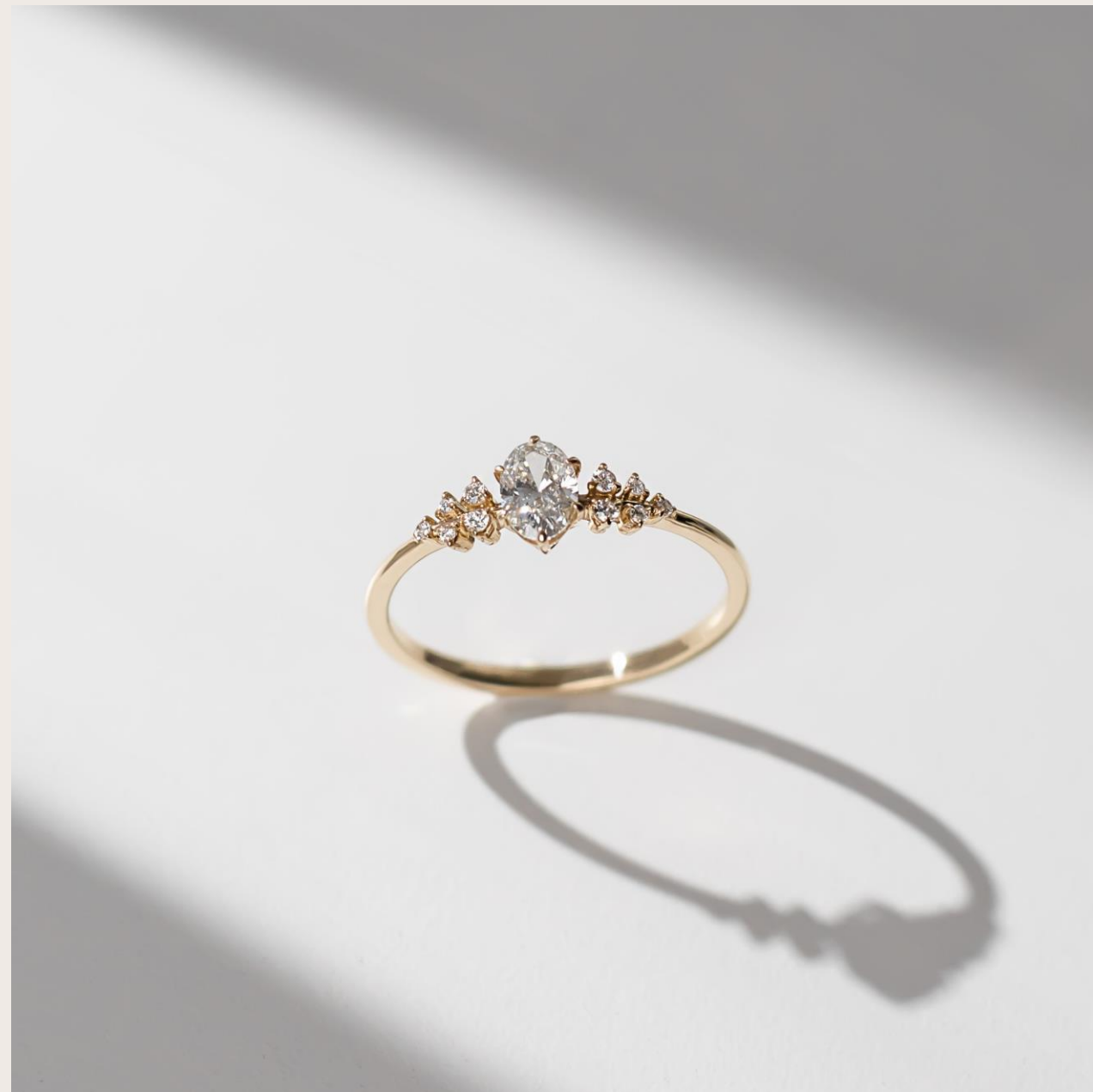
Recycled Precious Metals

- **Quality:** Unlike some other recycled materials, the quality of gold and silver is maintained in the recycling process. They retain their value and characteristic properties, regardless of several recycling cycles.
- **Longevity:** Fine jewelry made from these recycled materials outlasts fashion trends and can be worn and enjoyed for long periods of time. In addition, such jewelry is easily repairable and does not discolor, which further emphasizes their sustainability.
- **Price:** Interestingly, the prices of jewelry made from recycled gold and silver are not necessarily higher than those for jewelry made from newly mined metals. This means that sustainable consumption in the jewellery sector does not necessarily have to be more expensive.



Laboratory grown diamonds

fejn jewelry only uses lab-grown diamonds for the production of the jewelry.



We rely on sustainable jewelry with lab-grown diamonds rather than conventionally mined ones to address ethical concerns. In contrast to the dangerous natural diamond extraction, our diamonds are conflict-free and more environmentally friendly.

These synthetic diamonds have the same chemical and physical properties as natural diamonds, showing that sustainable luxury has nothing to do with renunciation.

Our diamonds are produced using the energy-saving CVD process and some of the diamond jewellery pieces are only made to order in a resource-saving way.

Sustainability Report 2023/24

Responsible Manufacturing



Production and supply chain



fejn jewelry is actively committed to strong relationships with our manufactories and business partners – in line with the guidelines of the RJC.

We actively advocate for strong relationships with our manufacturers and business partners to promote responsible business practices throughout our supply chain. This includes measures to identify and mitigate social and environmental impacts, especially in the area of human rights, child labour and forced labour.

To achieve this, we conduct due diligence on all suppliers in accordance with the *UN Guiding Principles on Business and Human Rights* and the *OECD Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*. In 2023, we continued to adopt a supply chain policy based on the OECD Guidelines, as well as establish the development of internal control systems and processes to collect information on the origin of our jewelry materials.

As an RJC member, we are committed to operating our business in accordance with the RJC Code of Practices Standard. We are committed to integrating ethical, human rights, social and environmental aspects into our day-to-day business, business planning activities and decision-making processes.

Production and supply chain

Based on supplier information, we have determined that all precious metals refineries in our supply chain have been audited according to OECD guidelines. Over 99% of our sourced precious metals come from recycled sources. Our due diligence work found that suppliers have low risks in terms of human rights and labor practices and have documented policies in place.

Fejn works primarily with sustainable production facilities in Thailand.

Why? Because Thailand is traditionally known for its know-how and a long tradition in jewelry making.

In addition, it is important to us as a female led business to emphasize that women in particular earn their living in Thai goldsmiths and that we thus secure women's jobs and contribute to feminist independence worldwide.



Sustainability Report 2023/24

Climate Protection & Eco-Friendly Packaging



Climate Protection

We are also strongly committed to climate and environmental protection and actively contribute to this.

Not only do we offset our CO2 emissions at DHL Green and UPS, but we also donate 1€ to PLANT-MY-TREE for every order to contribute to reforestation in Germany.

In 2023, our offset CO2 emissions from trees and DHL Go Green are expected to be at least 6.5 tons.

Thanks to our donation to Plant-My-Tree by November 2023, 402 new trees could be planted.

We will continue and expand this commitment in the future.



Packaging, Shipping & Office

fejn



In our office and in shipping, we also make sure to meet the highest sustainability standards.

Our jewellery packaging is environmentally friendly throughout: the jewellery boxes from Denmark are made of FSC-certified cardboard, the foam inlays contain recyclable plastic. The jewellery bags made in Denmark are also made of organic cotton. Our shipping material from Germany is plastic-free and made from recycled cardboard.

To reduce waste, we offer a zero-waste option for jewelry packaging and recycle shipping boxes.

Packaging, Shipping & Office

fejn

We also live our 'precycling' approach, which is about preventing waste from being generated in the first place, in our special gift packaging. With the purchase of a "Furoshiki", we offer an already recycled gift packaging, which can also be used universally as a decorative cleaning cloth or additional accessory.

In our store and office, we rely exclusively on renewable energies and compensate for CO2 emissions through climate-neutral shipping and donations to "Plant-my tree".

Necessary office supplies are sourced from a sustainable packaging supplier and are made from recycled, recyclable or FSC-certified materials/cardboard boxes.

Necessary polybags are recycled and sent back to the manufacturers for reuse.

Our mission is to promote sustainable consumption, enable conscious purchasing decisions and offer high-quality yet repairable products.

Sustainability Report 2023/24

UN Goals

X

fejn jewelry



17 Sustainability Development Goals

The 17 Sustainability Development Goals are a political objective of the UN that is intended to contribute to promoting and taking into account sustainable development in the areas of social, environmental and economic issues.

Fejn jewelry is closely aligned with the SDGs in its goals and corporate governance and already actively contributes to 16 out of 17 goals.

1 NO POVERTY



What we do:

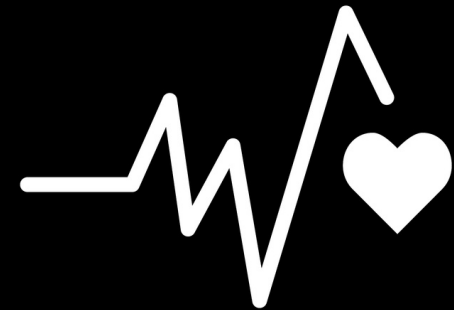
We pay fair wages to all employees and cooperation partners. In this way, we not only secure jobs in Germany, but also in our production country Thailand. In addition, we ensure that all our partners and suppliers also pay fair wages.

What we are planning:

We maintain our fair pay policy and will continue to ensure that our partners do the same in the future.

17 Sustainability Development Goals

3 GOOD HEALTH AND WELL-BEING



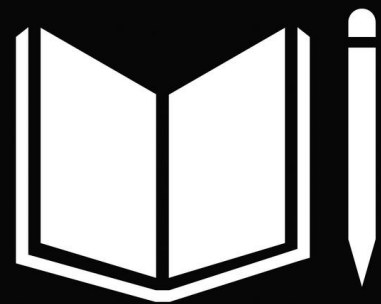
What we do:

Gold mining is incredibly harmful to health and we are committed to ensuring that people are no longer forced to be exposed to harmful mining due to their social situation. To do this, we not only use recycled precious metals, but also donate to projects such as the Earthbeat Foundation. We also use lab-grown diamonds, so people don't have to work in mines.

What we are planning:

We are planning an awareness and donation project to give children in diamond mines a chance at education. In addition, we continue to work to ensure that gold mines can be closed and that people can be offered an alternative.

4 QUALITY EDUCATION



What we do:

On our blog and in our social media presences, interested parties can find a lot of information for a sustainable lifestyle and learn a lot about sustainable jewelry making and the environmentally harmful effects of the traditional jewelry industry. In this way, we try to contribute to a general rethinking in society. Our employees are also provided with sustainable knowledge about the industry and our sustainable practices and values at regular intervals.

What we are planning:

In the future, we will support a project that helps to provide education to children in precarious situations, for example through mine work. We are also organizing an awareness week via our social media channels.

17 Sustainability Development Goals

5 GENDER EQUALITY



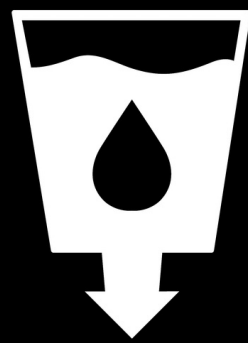
What we do:

Gender equality and equality, regardless of gender, has been one of the biggest goals for fejn jewelry in the past year. With the creation of our "the unisex" collection, we have lowered the hurdles and made jewelry more accessible to everyone. This was accompanied by collaborations with various partners from the queer community. Also for our new wedding bands we tried to put not only heterosexual relationships in the foreground and were part of a queer wedding shooting, for example. As a women-owned company, which currently has only female employees, we also support women's rights and have donated to UN Women for International Women's Day. For our shoots, we pay attention to inclusive diversity and, of course, we gender on all channels.

What we are planning:

We want to maintain our current efforts and push them forward.

6 CLEAN WATER AND SANITATION



What we do:

By using recycled precious metals and lab-grown diamonds, we help reduce the amount of water polluted by mining and wastes water.

What we are planning:

Our efforts to stop water pollution worldwide from (illegal) mines will be maintained and expanded.

17 Sustainability Development Goals

7 AFFORDABLE AND CLEAN ENERGY



What we do:

In our store and office, we only use electricity from renewable energies and take care not to waste energy.

We offset our CO2 emissions through climate-neutral shipping (via all logistics companies, not just DHL) and through donations to Plant-my tree (each order 1€).

What we are planning:

In the future, we would like to implement our plan to become a climate-neutral company.

8 DECENT WORK AND ECONOMIC GROWTH



What we do:

We carry out regular inspections to ensure that all our production partners and other partners have decent working conditions. Our production partners all undergo industry-standard certifications themselves, and our RJC certification requires us to regularly check these as well as compliance with the RJC COPs (visits, written evidence). All people who are part of the production chain receive fair payments, have regular working hours and are of legal age.

We also speak out against overproduction and in favour of healthy growth. As of this year, we have several pieces of jewelry in our assortment that are only made to order. All other pieces of jewellery are ordered in a reasonable quantity.

What we are planning:

We are planning to expand our charitable support for projects and help for women and children in our production country Thailand.

17 Sustainability Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

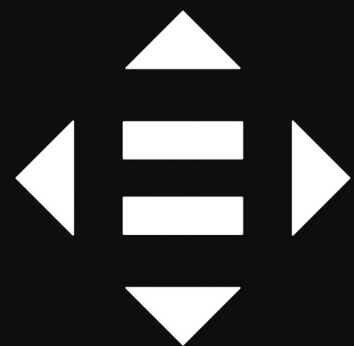


What we do:

Through the use of recycled precious metals and lab-grown diamonds, we want to contribute to a rethink in the jewelry industry towards more sustainability and a sense of responsibility. Not only do we implement this locally, but we also work closely with our suppliers and production facilities in third countries to support the development of the industry there towards recycling and sustainable business practices.

Furthermore, we offer a repair service of broken jewelry with our goldsmith, which helps to wear his jewelry for a long time.

10 REDUCED INEQUALITIES



What we do:

It is important to us that the sustainability aspect in this industry is not only accessible to well-off groups of people, but that sustainable jewellery for all income classes is a solution to cheap goods. Sustainability can be a luxury good.

Through our diverse selection of cooperation partners, models and donation partners, we also clearly show that we stand for tolerance and equality for everyone, regardless of gender, skin color, origin, religion or language.

Through our production in Thailand, we secure jobs there and reduce inequality between countries.

17 Sustainability Development Goals

11 SUSTAINABLE CITIES AND COMMUNITIES



What we do:

We make sure to comply with all standards of sustainability in our immediate vicinity and to be a communicator for these values, for example by being part of various sustainable, local events such as ÖkoHopping. We separate waste correctly, use 100% green electricity, use only sustainable office materials for our offices and try to reduce waste by reusing e.g. shipping cartons. Dagmar: we support the 'local' next generation by employing working students from a sustainable university.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



What we do:

We stand for sustainable consumption and communicate this to the outside world. We want our customers to make their purchasing decisions consciously and receive high-quality, recycled products that can also be repaired by us. We only pack in an environmentally friendly way, without plastic and with certified (FSC, Oeko-Tex) or recycled (Furoshiki) materials. In addition, we offer the option of "zero waste" shipping for online purchases. All necessary polybags to ship the jewelry to us from the manufacturer will be returned to the manufacturer for reuse. Since this year, we have some higher quality pieces of jewelry on offer, which are only made on request and are thus also approaching our desire to reduce overproduction.

Since this year, gold alloy has also been 100% recycled. The production at our partners is checked by us for sustainability aspects and we try together to promote this in Thailand as well.

What we are planning:

In the long term, we would like to establish the possibility of urban mining and the circular economy at fejn jewelry.

17 Sustainability Development Goals

13 CLIMATE ACTION



What we do:

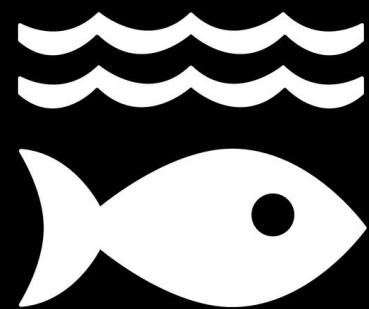
We compensate for the CO2 emissions generated during deliveries. In 2023, this was expected to amount to 7.3 tonnes of CO2, which we were able to offset in this way.

Since not every carbon footprint can be avoided, we donate 1€ to PLANT-MY-TREE in addition to every online purchase and contribute to reforestation. In 2023, we were able to plant 402 trees and thus offset 6.3 tons of CO2.

What we are planning:

In the long term, we strive to become a CO2-neutral company.

14 LIFE BELOW WATER



What we do:

By using recycled precious metals, we prevent the tons of toxins released into the groundwater during mining.

We source our pearls from farms that are specially designated to look after fish stocks and produce them organically.

What we are planning:

We are currently working on becoming part of a reforestation program for coral reefs in Thailand.

17 Sustainability Development Goals



What we do:

We only use recycled precious metals and lab-grown diamonds and take care not to exploit nature even further. We don't use toxic chemicals, we use recycled paper and we try to avoid plastic. If this is not possible, the plastic will be returned to our partners for reuse. We avoid overproduction and the resulting waste by producing reasonable quantities and only reordering when necessary. We are involved in reforestation projects and support the closure of environmentally harmful small mines in Africa through donations.

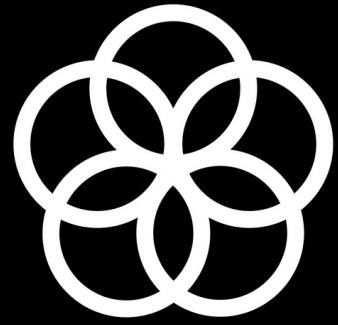


What we do:

We are committed to respecting all human rights in our own operations and business relationships in accordance with the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights and the relevant conventions of the International Labour Organization (ILO). Our suppliers are subject to a Chain Supply Policy, which is also regularly monitored by them and us in accordance with the guidelines of the RJC. We guarantee that we do not source precious metals or diamonds from war zones and ensure that no form of corruption or other illegal activities occur in our or our partner companies.

17 Sustainability Development Goals

17 PARTNERSHIPS FOR THE GOALS



What we do:

We want to continue to work with existing partners and only in our company, with our customers, on our platforms to encourage people to change the jewelry industry towards more sustainability and a sense of responsibility. We support charitable associations in their work through financial donations and PR and want to continue to do so.

Globally, we provide support through jobs in Thailand and regionally by employing working students at a sustainable university.

Sustainability Report 2023/24

Summary



Summary & Outlook

Fejn Jewelry is proud to be a member of the Responsible Jewellery Council (RJC) since this year and to carry the RJC certification. Nevertheless, we continue to work on constant improvements.

Our goals for 2024 include further reducing CO2 emissions, promoting recycling and precycling, continuing responsible supply chain practices, and strengthening our commitment to the environment, ethics, and social responsibility.

In addition, we are working on becoming part of a coral cultivation program, in addition to the reforestation program, and thus also extending our efforts to protect the environment to the oceans.

We continue to advocate for human rights and business practices, guided by UN Guiding Principles and OECD Guidelines, and promote feminist independence and equality in the LGBTQ+ community and people worldwide.



Dagmar Kraemer
(Founder and Managing Director))