



BRUNA

2022

**ENVIRONMENTAL, SOCIAL
& GOVERNANCE (ESG) POLICY**

BRUNATHELABEL.COM

INTRODUCTION

Ever since the brand was established, our vision at BRUNA has been to create jewelry with a positive impact on our ecosystems.

To have a positive impact on ecosystems means to create value for our stakeholders, including the team, our customers, our business partners, as well as the natural environment, and future generations.

Our vision is rooted in our values and articulated in three strategic pillars, as described in this policy: Protecting and Restoring the Natural Ecosystem, Inspiring and Empowering the BRUNA Community, and Challenging and Championing a Better Jewelry Industry.

Our policy is aligned with all applicable laws and regulations, supported by a strong governance system, and inspired by international best practice standards and sustainability frameworks, including the Sustainable Development Goals of the United Nations.

SCOPE

This policy applies to all employees, managers, and directors at BRUNA, as well as contractors under BRUNA's direct supervision. We leverage our influence over our value chain to encourage our business partners to uphold our commitments.

OUR COMMITMENTS

PROTECTING & RESTORING THE NATURAL ECOSYSTEM

We commit to choosing conscious materials for the creation of beautiful, timeless jewelry pieces and packaging. To this end, and to the extent that it is technically and economically viable, we adopt traceable, low-impact materials, with a preference for recycled materials. We source our materials responsibly from responsible suppliers that adhere to our social and environmental standards.

We commit to taking action against the climate crisis and all those who are affected by it - people, animals, and future generations. To this end, we measure, reduce, and, as a last resort, offset, greenhouse gas emissions, in line with the global objectives of the Paris Agreement. We use our influence over our value chain and community to raise awareness, inform, and educate our team and stakeholders on the effects of the climate crisis and how to act against it.

We partner with impactful non-profit organizations to sponsor programs that invest in future-focused solutions against today's most pressing environmental challenges.

We commit to protecting and conserving biodiversity. To this end, we consider the impact of our supply chains on terrestrial and marine ecosystems, conscious of the interrelations between planet, people and animals; and we use our community as a platform to catalyze positive change.

With these commitments, we seek to contribute to the following Sustainable Development Goals:



INSPIRING & EMPOWERING THE BRUNA COMMUNITY

We commit to respecting and promoting the internationally recognized human and labor rights of BRUNA's team as well as all workers along our supply chains. To this end, we consider the impact of our operations along our supply chains through strong due diligence systems, and we promote opportunities to continuously improve the working conditions of all those who contribute to our beautiful jewelry creation along the value chain.

We commit to enabling the BRUNA team to achieve their best through employee satisfaction, development and wellbeing. To this end, we explore opportunities to continuously improve motivation, trust, collaboration, and recognition within the team. We provide meaningful career development through training and performance review. We protect and improve the wellbeing of our team through work-life balance, competitive benefits, and wellness programs.

We commit to uplifting and celebrating the uniqueness and diversity of all members of our community. We do so by creating a safe space for all community members to be seen, heard and respected. This includes our team, in which we value diversity, equity, and inclusion.

With these commitments, we seek to contribute to the following Sustainable Development Goals:



CHALLENGING & CHAMPIONING A BETTER JEWELRY INDUSTRY

We commit to creating new circular models of production and consumption. We do so by designing our jewelry pieces and packaging for circularity, and by adopting circular models that favor the reuse, repair, recycling and upcycling of jewels and their input materials.

We commit to building responsible, traceable supply chains. To this end, we build trusted, long term partnerships with responsible suppliers that uphold our values and commitments, as well as legal obligations and best-practice standards. We use our influence to promote knowledge sharing and capacity building along the supply chain, and establish partnerships with business partners and peers to promote collective improvement.

We commit to contributing to the sustainable development of the communities in our value chain. We use our influence as a business to create dignified work and to contribute to economic empowerment and sustainable development for all workers in our value chain, as well as those communities which are most vulnerable to the impacts of the industry.

With these commitments, we seek to contribute to the following Sustainable Development Goals:



GOVERNANCE

We implement this policy through a robust governance system, by taking our accountabilities and responsibilities by heart, and by promoting meaningful stakeholder dialogue and transparency for the achievement of shared objectives.

At BRUNA, we recognize stakeholder engagement to be a fundamental accountability mechanism. For this reason, we have, and we will continue to involve stakeholders in identifying, understanding and responding to issues and concerns, and we will report, explain and answer to stakeholders for decisions, actions and performance. When engaging with stakeholders, we adhere to the principles of inclusivity, materiality, and responsiveness.

The implementation of this policy is supported by topic-specific policies and procedures, including our Human Resources Policy, Human Rights Policy, Responsible Marketing, Advertising and Product Disclosure Policy, and Responsible Supply Chains Policy. It is codified in our BRUNA Code of Conduct

and our Code of Conduct for Business Partners, and it is fully integrated in our decision-making processes.

This policy is reviewed for effectiveness and relevance every year and when new circumstances arise by the ESG Manager, and it is endorsed by BRUNA's top management. Regular training is conducted on this policy and its applications for all relevant team members to ensure effective implementation and continuous improvement.

In the spirit of transparency, this policy is published on our website, and regularly communicated both internally and to our business partners.

Aware of the ambition of our aspirations, we focus our efforts on continuous learning and improvement.

We welcome meaningful stakeholder dialogue and feedback, which you can provide by contacting us at: esg@brunathelabel.com.

Signature of the CEO

A handwritten signature in black ink, appearing to read 'John Maria Chitt', is written over a horizontal line.

Date: 07 / 12 / 2022