

GLAMBOU

GLAMPOWER // Code of Conduct - DESIGNERS

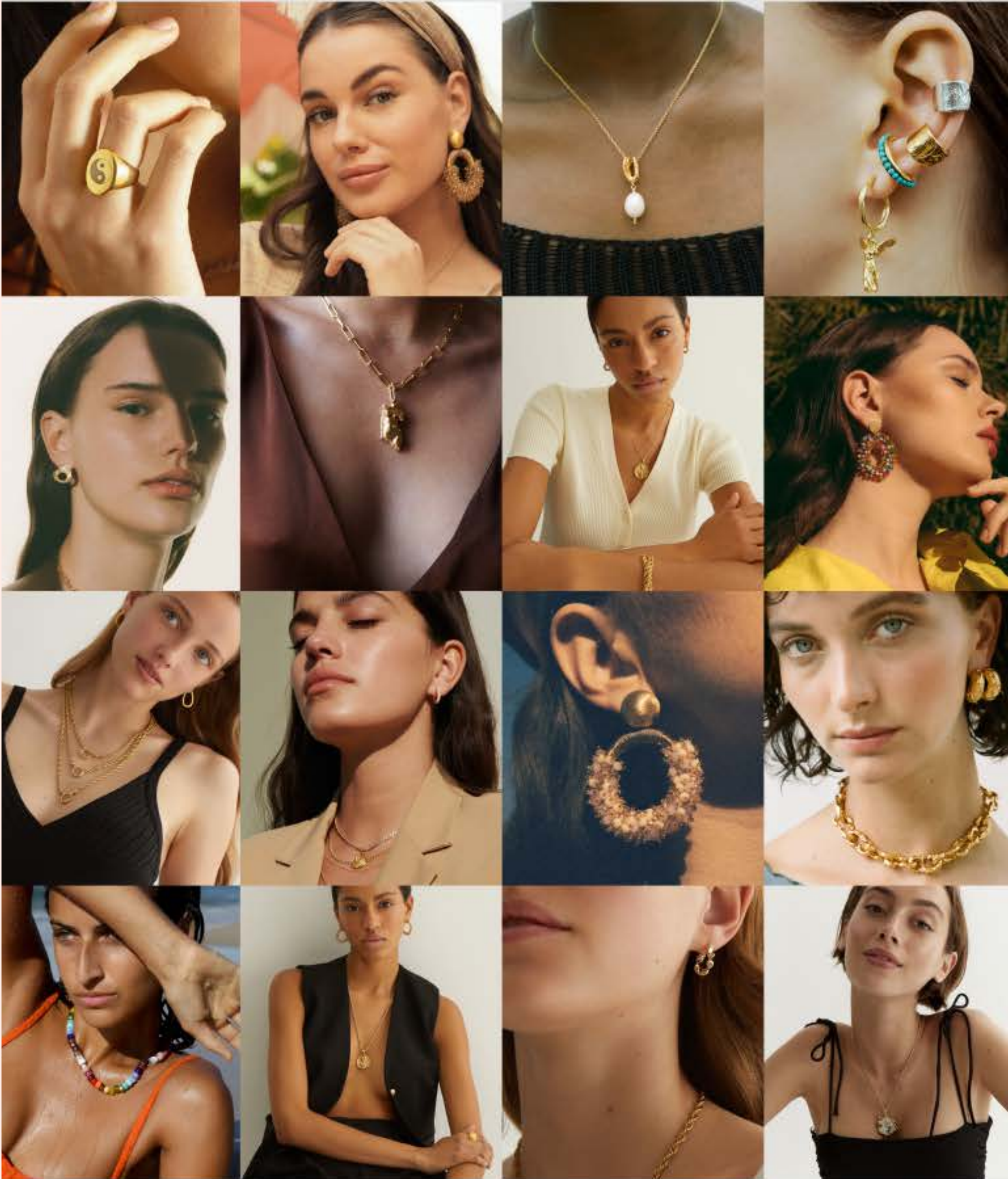


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Glampower Program

Glampower Program

At GLAMBOU we take our impact on the community and the planet seriously. We have already taken important steps towards positive change and are committed to continuing on this path along with our team and partners.

Through our GLAMPOWER program, we are on a mission to **empower each team member, business partner, and designer who is part of our #glamfam to develop a 'positive impact' mindset.**

Therefore, as a valued partner of GLAMBOU, we ask you to carefully read through this document and contribute your part to comply with our code of conduct.



2022

Code of Conduct

Code of Conduct

Our commitment to sustainability embraces every element of the supply chain, from the mine to the factory to the office.

Our third party assortment is composed of a carefully curated selection of designers from around the world and we embrace each one of them as part of our #glamfam. We pride ourselves on working with up and coming as well as established designers.

As we continue to strengthen those existing relationships and onboard new talents within our network, we look forward to joining forces together throughout our sustainability journey.

Although we understand sustainability is not an easy undertaking, we trust the designers we partner with to take the right steps towards a positive future.

We commit to continuously encourage, empower and support our partners to make sure we are able to take those steps together.

Our Code of Conduct is based on the following pillars:

- Ethical Sourcing
- Social Environment
- Environmental Impact

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Ethical Sourcing

Ethical Sourcing

We want to ensure that our customers are offered the highest quality pieces, which reflect on our brand and its values.

It's the designer's responsibility to do the required due diligence when it comes to sourcing their materials. We ask our designers to share (if available) the adequate certificates and information ensuring the provenance and quality of all materials purchased for the manufacturing of their collections.

Glambou on our end, is committed to increase the share of the 'more sustainable' products available within our third party designer assortment. A piece of jewelry will be labeled 'more sustainable' within our portfolio if it's produced using recycled metals and / or lab-grown diamonds along with local production and made-to-order service as our chosen criteria.

Additionally, our team of experts are encouraged to scout for designers who already incorporate those sustainability efforts within their production chain.



Ethical Sourcing

MATERIALS

Recycled metals

Today, we are especially keen on offering jewelry made from recycled metals. Therefore, we encourage and support designers already in our portfolio to consider making those changes.

The usage of recycled metals such as recycled sterling silver and eco-brass in jewelry production does not affect its original quality or durability. Using recycled materials contributes to a circular economy, reduces waste and CO2 emissions, and reduces the negative impact of mining on communities and the environment.

Diamonds

We expect the designers who use diamonds in their collections to adhere to all guidelines as well as maintain and collect all necessary warranties related to the Kimberley Process Certification and System of Warranties. All diamonds have to be purchased from legitimate sources which comply with the Diamond Source Warranty Protocol and are conflict-free in compliance with the United Nations resolutions.

Additionally, we encourage the use of lab-grown diamonds. Lab-grown stones are considered a more sustainable choice compared to mined stones as their usage reduces the negative impact of mining on the environment and mining communities.

Gemstone

We expect the designers who use precious stones and semi-precious stones in their collections to ensure that the gemstones used in their manufacturing are extracted from conflict-free regions, and that they have been mined and processed in a manner that respects human and labor rights and does not inflict environmental damage under prevailing industry standards.

We also expect those designers to adhere to all applicable international regulations and restrictions related to the sourcing, trade, and sale of gemstones irrespective of where those stones have been cut and from where they have been exported.

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Social Environment

Social Environment

We want to ensure that everyone involved in the production of the assortment we offer is treated with respect following internationally accepted labor standards and guidelines. We expect all designers, their manufacturing partners and businesses to meet, at a minimum, the following standards:

CONTRACTS & COMPENSATION

To provide a legally binding employment contract to all workers - every worker should get a written contract and all legal social security charges should be paid as stated in the contract. The contract should also be valid for short-term and part-time workers. We expect our designers to recognize that wages are essential to meeting employees' basic needs.

SAFETY & WORKING ENVIRONMENT

There should be safe and healthy working conditions involved in the manufacturing of the designer's collections. We require employee safety to always be a top priority. The employer must provide a safe and hygienic working environment and shall provide protective equipment where necessary and train workers to use it. The employer should also take steps to prevent accidents and minimize health risks. No hazardous equipment or facilities are permitted. Lighting, heating and ventilation systems shall be designed to ensure a good working environment. Physical abuse, threats of physical abuse, unusual punishments, sexual and other harassment, and intimidation by the employer is strictly prohibited. It is the supplier's responsibility to ensure that the working environment is safe and healthy.

CHILD LABOR

There must be no use of child labour. We do not accept the economic exploitation of children under any circumstances. According to the UN Convention on the Rights of the Child, people are considered children until the day they turn 18 years old. In some production countries, the legal age is lower. If a designer has employees aged 15–18, they must be treated with special consideration, with working hours and tasks adapted to their low age.

ANTI-DISCRIMINATION AND ANTI-HARASSMENT

Designers shall not discriminate against any workers on grounds of gender, age, religion, marital status, race, sexual orientation, disability, disease, nationality, ethnicity, ancestry, pregnancy, maternity, trade union, or political affiliation or any basis prohibited by applicable law.

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Environmental Impact

Environmental Impact

Glambou commits to contributing towards sustainable development and minimizing the environmental impact of production. We expect our designers to identify and mitigate significant wastes and emissions to air, water and land generated in their business processes and activities.

PACKAGING

In 2021, we began researching the development of more sustainable packaging solutions. In a first step, we've focused our efforts into switching all in-house elements to recycled materials.

Today, all paper-based elements of the Glambou packaging are made using FSC mix. Where applicable, we have introduced recycled solutions within other elements as well. We actively encourage our partnering designers to opt for positive impact packaging solutions as well.

LAWS & REGULATIONS

At a minimum, designers and their production partners must meet the requirements of local and national laws relevant to the environmental impacts of their activities, products and services, and ensure legal compliance through training, awareness, operational control and monitoring.

We require all our designers, whether production is based outside or within Europe, to comply with the European legislation and regulations of chemicals as written in the REACH regulations.

LOCAL PRODUCTION

We encourage local production. Local production at Glambou means that 90% of the collection is produced in the same country where the designer/brand is operating.

Not only does local production contribute to lower carbon emissions, it also supports local communities and helps maintain local tradition, culture, and artisanal expertise.

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Join our Journey

Join our Journey

The requirements in the Code of Conduct are minimum requirements. We are certain that many of our designers have even higher demands for themselves, and we are keen to celebrate any extra efforts towards positive impact.

We also actively ask for all of these efforts to be communicated regularly to ensure transparency towards our customers and allow us to share regular updates.

**Contributing to a better future has never been so GLAM.
Join our journey of positive impact.**



GLAMBOU

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