

GLAMBOU

GLAMPOWER // Code of conduct - **SUPPLIERS**

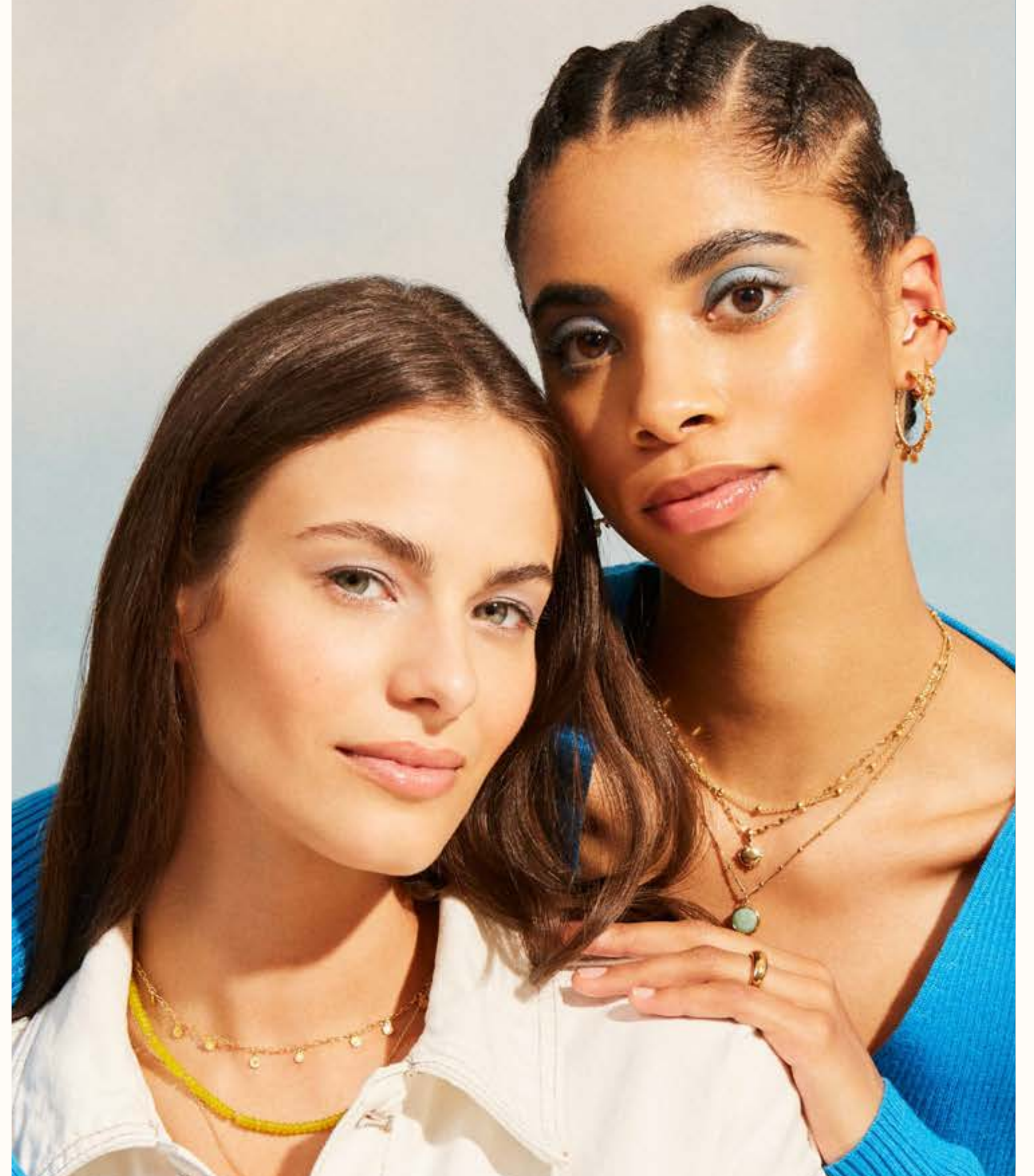


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Glampower Program

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.



02

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.

CHOICE OF SUPPLIER AND THE SUPPLIER'S RESPONSIBILITY

Our assortment is composed of a curated selection of third party designers as well as our own in-house collections. These collections are produced in partnership with external suppliers and subcontractors as we do not manage our own factories. Today, we have established a tight network of suppliers in Thailand, India, China, Germany, Spain, and Italy. We handpicked each one of them with careful consideration and we embrace all workers as part of our #glamfam.

Our relationship is key to delivering upon our mission. To ensure we can make those steps towards a better future together, we need to work very close as partners. Therefore, we commit to regularly visiting each partner. If physical travel is not possible because of certain restrictions, we commit to regular touch-up calls and team sessions.

To ensure compliance with our code of conduct, we also must conduct audits. Some audits are conducted by us through accredited agencies, some audits are conducted by other customers of the factory. We ask that the results of the latter are shared proactively and transparently with our team.

We trust the supplier's responsibility to do the required due diligence when it comes to choosing their subcontractors. Our code of conduct is also applicable to every sub-partner which is part of our supply-chain.

Our Code of Conduct is based on the following pillars:

- **Ethical Sourcing**
- **Social Environment**
- **Environmental Impact**

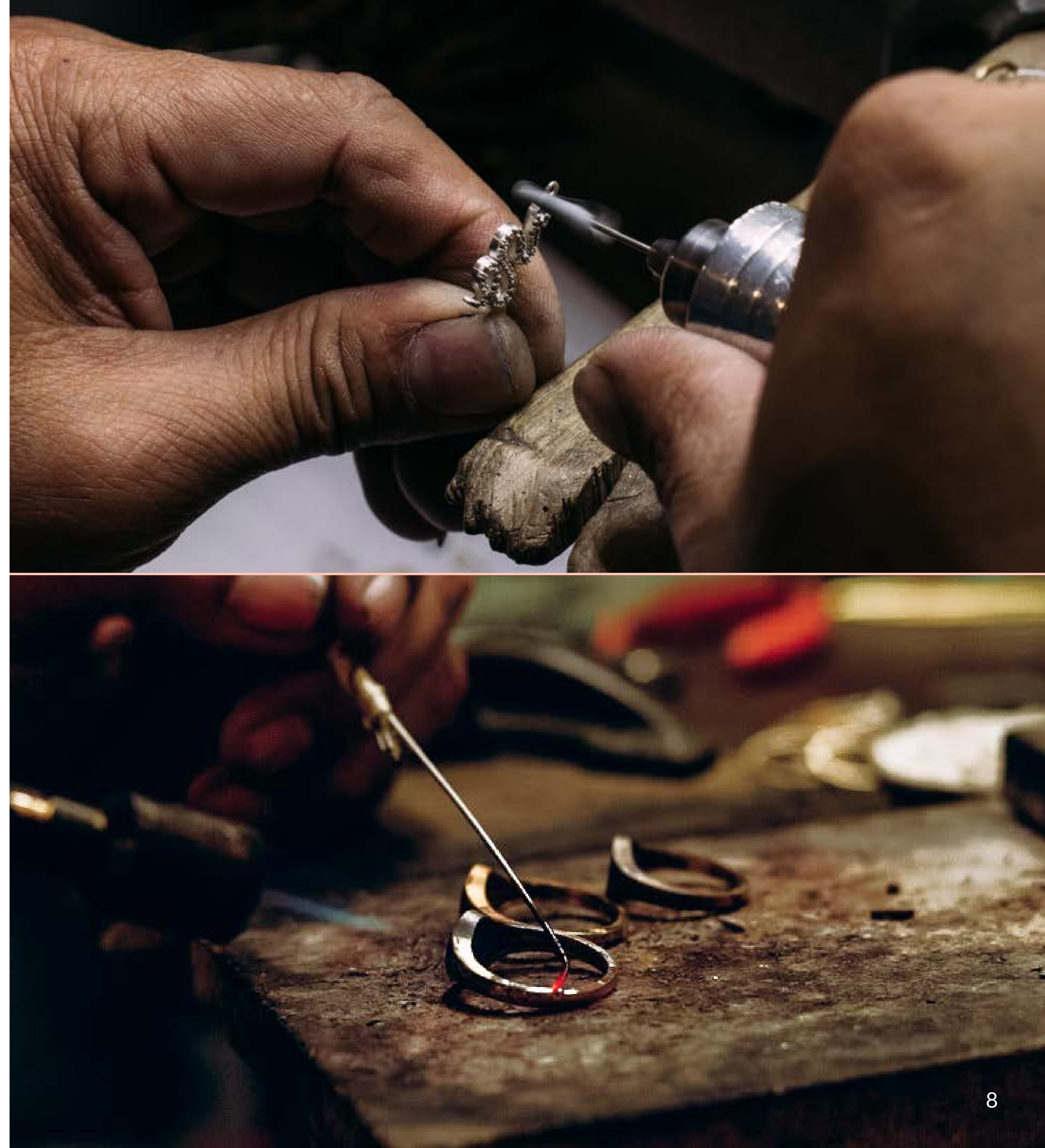
03

Ethical Sourcing

Ethical Sourcing

We want to ensure that our customers receive the highest quality pieces, which reflect on our brand and its values. Therefore, we commit to increasing the percentage of sustainable materials used within the production of our own collections. It's the supplier's responsibility to do the required due diligence when it comes to sourcing those raw materials. We ask all suppliers to share the adequate certificates and information ensuring the provenance and quality of all materials purchased for the manufacturing of our collections.

Our first efforts are focused mainly on the use of recycled silver. We are also committed to introducing recycled gold and eco-brass in the next step. Additionally, we are reinforcing the use of ethically sourced natural pearls and precious stones within our network.



Ethical Sourcing

Recycled silver

Since 2021, we've made a conscious decision to work with recycled silver as the go-to base material for the production of all our in-house collections.

Suppliers commit to providing the adequate certificates and ensuring the use of certified recycled silver in all jewelry production.

Recycled sterling silver is precious silver extracted from used metal products. Once the silver is separated from the other metals it is mixed with, it is melted down and used to make new silver products. No purity is lost in the process of extracting sterling silver from used sterling silver items. After the melting down of a sterling silver piece, the clod of silver produced at the end of the process is still pure silver. So if 925 sterling silver jewelry is recycled, 92.5% pure silver is extracted. When it comes to recycling metals, such processes can save a vast amount of energy and carbon emissions.

The usage of recycled silver in jewelry production doesn't affect its original quality or durability.

90%

More than 90% of our existing suppliers are able to provide recycled silver.

30%

30%+ of our current in-house collections are made with recycled silver.

90%

90% of all new collections dropped since the start of 2022 are produced using 100% recycled silver.

We are committed to continuing our efforts to increase this share to be able to reach 100% by the end of 2022.

Ethical Sourcing

Diamonds

Concerning the use of diamonds in our in-house collections, we expect our suppliers to adhere to all guidelines and 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.

Gemstone

Suppliers commit to engage in reasonable due diligence to ensure that all gemstones used in their manufacture are extracted from conflict-free regions and 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 expect suppliers 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.



Ethical Sourcing

We want our customers to be able to make informed choices by offering transparency. Browse our online assortment and learn more about our sustainable product highlights through the following labels.



Made to order

By choosing a made to order product, you can rest assured the designer is producing only as much as necessary, thus reducing the risk of waste.



Local production

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



Diamonds

Lab-grown stones are considered a more sustainable choice compared to mined stones. Their usage reduces the negative impact on the environment and mining communities.



Recycled materials

Using recycled materials contributes to a circular economy and reduces impact on the environment.

04

Social Environment

Social Environment

We want to ensure that the workers involved in our supply chain are treated with respect following internationally accepted labor standards and guidelines. We expect all suppliers to meet, at a minimum, the following standards:

CONTRACTS & COMPENSATION

Suppliers commit 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 stated in the contract. The contract should also be valid for short term and part time employed workers.

We expect suppliers to recognize that wages are essential to meeting employees' basic needs. Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours and other elements of compensation, and provide legally mandated benefits and equal pay.

SAFETY & WORKING ENVIRONMENT

There should be safe and healthy working conditions. We require that employee safety is always 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.

The employees shall have access to a sufficient number of clean toilets. 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 circumstance. According to the UN Convention on the Rights of the Child, people are considered children until the day they turn 18 years. In some of our production countries the legal age is less. If a supplier has employees aged 15–18, they must be treated with special consideration, with working hours and tasks adapted to their low age.

Social Environment

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ANTI-DISCRIMINATION AND ANTI-HARASSMENT

Suppliers 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.

FREEDOM OF ASSOCIATION

Workers have the right to join organizations of their own choice and to bargain collectively. Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association and collective bargaining is restricted by law, effective communication methods must be established between workers and management.



05

Environmental Impact

Environmental Impact

GLAMBOU commits to contributing towards sustainable development and minimizing the environmental impact of production.

POSITIVE IMPACT

Suppliers shall regularly review all business processes and activities to understand how the company interacts with the environment and to identify any actual and potential environmental impacts.

It is the suppliers' responsibility to identify and mitigate significant wastes and emissions to air, water and land generated in their business processes and activities.

We commit to partnering with our suppliers to identify and, wherever possible, implement new materials, techniques and technologies to ensure we take the right steps towards a better future.

LAWS & REGULATIONS

At a minimum, suppliers and subcontractors 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 suppliers, whether production is based outside or within Europe, to comply with the European legislation and regulations of chemicals as written in the REACH regulations. Where it is a legal requirement, suppliers must be able to demonstrate that they have the relevant valid permits including those for the use and disposal of resources e.g. water, waste, air emissions, etc.

06

Join our Journey

Join our Journey

The requirements in this Code of Conduct are minimum requirements. We are certain that many of our suppliers have even higher demands for themselves.

We do understand that not every supplier is able to deliver on creating the ideal sustainable environment, but we at least want to be able to enable a positive impact mindset and encourage as well as support and enable taking the right steps.

We also ask for all positive impact efforts to be communicated regularly to not only ensure transparency towards our customers but also to celebrate those.

This year, we feel proud to witness the following developments already being implemented at our partner factories : integration of solar powered energy, bans on single-use plastics, development of recycling programs, and more.

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



