

Corporate Social Responsibility Report

FJF JEWELLERY

Introduction

Consumers are increasingly concerned about the integrity of the products they buy. This concern is particularly important for the jewellery industry, as jewellery purchases are highly discretionary and have a strong emotional connection. It is in our best interests of a conscious businesses in the jewellery sector to ensure that the consumer can have confidence in the integrity of the products they buy.

Code of Practices (CoP)

The realm of the CoP for Responsible Jewellery Products we apply comprises of general Business Ethics, Human and Social Rights, Environmental Protection and Management Systems. In order to encompass the area of emphasis, the following graphic gives a brief overview about the scope of CoP.

Business Ethics	Human Rights and Social Performance	Environmental Performance	Management Systems
1.1 Bribery and Facilitation payments	2.1 Human Rights	3.1 Environmental protection	4.1 Legal compliance
1.2 Money laundering and Finance of Terrorism	2.2 Child labor and young persons	3.2 Hazardous substances	4.2 Policy
1.3 Kimberley process	2.3 Forced labor	3.3 Waste and Emissions	4.3 Business partners
1.4 Product security	2.4 Freedom of Association and Collective bargaining	3.4 Use of energy and natural Resources	4.4 Impact Assessment
1.5 Product integrity	2.5 Discrimination	3.5 Biodiversity	4.5 Sustainability reporting
1.6 Extractive industries Transparency initiative	2.6 Health and safety		
	2.7 Discipline and Grievance procedures		
	2.8 Working Hours		
	2.9 Remuneration		
	2.10 General employment Terms		
	2.11 Community engagement and Development		

	2.12 use of security personnel		
	2.13 indigenous peoples		
	2.14 Artisanal and small- scale Mining		

Responsible Products

All our products are hand-set and -polished by skilled artisans who work with love and commitment enjoying fair payment and social benefits. We exclusively use recycled or fair sourced and traded precious metals. All Diamonds we set into our products will be supplied from certified traders complying with the strict guidelines of the United Nations Kimberly Process.

Cooperation with sustainably acting Partners

Fostering change and streamlining sustainability is always a matter of the complete supply chain in a business. Therefore, we acquire our business partners and suppliers on an assessment system with emphasis based on their commitment to sustainability. There are thousands of aspects in regard of responsible production methods in each specific step of production. Thus, all our manufacturing suppliers are members of the RJC and support responsible jewellery production practices.

As an illustrate example, we exclusively use Zirconia from local manufacturer Swarovski® because it is the finest yet most responsible Zirconia on the market – Made in Austria.

All water resources utilized when plating jewellery products is entirely reprocessed highly effortfully before recycling it into public water systems.

FAIRMINED transforms mining into an active force for good, providing everyone with a source of gold to be proud of. Therefore, we actively support and promote small-scale mining and the Fairmined Initiative.

The issues in mining for gold and other precious minerals have been widely reported and discussed:

- Fueling conflict,
- child labor,
- environmental destruction,
- mercury use,
- health and safety of workers,
- gender inequality,
- economic exploitation,
- impact on communities.

There is increasing legislation and wider awareness amongst industry, media, and consumers and no easy answers to these complex issues, and change is unlikely to happen overnight.

The most important Impacts about Community Mining

- Artisanal and small-scale mining employs 90% of the workforce behind gold extraction and is responsible for 10% of global production.
- Approximately 10 million gold miners and their families are dependent on this economic activity worldwide.
- Artisanal and small-scale mining is largely a poverty driven activity.
- However, some of these mining operations see mining as the best way to strengthen their communities and are looking to lead the way in responsible mining practices.
- With the right support and incentives small community mining organizations offer the greatest opportunity for positive social and environmental impact.

Founded in 2004 the Alliance for Responsible Mining is globally recognized as a leader and pioneer of responsible artisanal and small-scale mining. Our shared vision is for artisanal and small -scale mining to become a formalized, organized and profitable activity that uses efficient technologies, and is socially and environmentally responsible.

Fairmined is an assurance label that certifies artisanal (ASM) gold from responsible and small-scale mining. It is backed by a rigorous 3rd party certification and audit system that ensures that small entrepreneurial mining communities meet a world leading standard for responsible practices.

As a proud Fairmined Licensee we are under development of a new product line featuring the Fairmined Incorporated Model.

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Contact

FJF JEWELLERY GmbH

Hauptplatz 28

3300 Amstetten

info@fjf-jewellery.com