



W  NDERLUSTLIFE

SUPPLIER CODE OF CONDUCT

wanderlustlife.co.uk

1. Introduction

- 1.1 At Wanderlust Life we use nature as our constant inspiration; therefore, we aim to preserve and promote the environment through our work. As part of our sustainability journey and in order to ensure supply chain transparency, we ask suppliers to comply with this Supplier Code of Conduct.
- 1.2 The happiness and wellbeing of our producers is intrinsic to our work, this being the reason behind our focus on supply chain integrity, traceability, and transparency. We value long-standing relationships within our team, and we ask our suppliers to do the same. To continue creating lovingly-made pieces, we must ensure our suppliers understand what is expected of them in how this code is applied and followed.
- 1.3 We look forward to working with you to create an ethical and environmentally conscious supply chain, and we will continue to value your efforts in doing so.

2. Implementation & Applicability

- 2.1 Our Supplier Code of Conduct will be referred to as the “Code” throughout. The Code includes measures that have already been put into place, but the expectation is that once the Code has been communicated, the requirements will be implemented. It is required that suppliers follow the Code, and as a result ensure that care is taken in respecting the wellbeing of their employees, communities, and the environment in which they are working.
- 2.2 The accordance of our Code applies to:
 - 2.2.1 Our artisan partners we work in partnership with.
 - 2.2.2 Our suppliers who provide our recycled precious metals, mined materials, and our gemstones and diamonds.
 - 2.2.3 All suppliers involved in the production processes of our pieces, including anyone working on behalf of a supplier.
- 2.3 As our industry is constantly changing, we will modify our Code to include updated elements when deemed necessary. We reserve the right to make changes, if and when changes are made, the finalised updated version of the Code will be communicated to suppliers. Suppliers will be subject to Code compliance of the most recent version. Compliance will be monitored, and suppliers may be subject to a review by Wanderlust Life or a third-party representative. Suppliers are expected to report any concerns of breaches or potential breaches of this Code of Conduct to their usual contact at Wanderlust Life.

3. Supplier Code of Conduct Standards

- 3.1 Our Supplier Code of Conduct establishes the strict standards that we expect our Suppliers to abide by. As a condition of working in partnership with us, suppliers must consistently demonstrate their dedication and responsibility to comply with our Code.
- 3.2 We require our suppliers to engage with our Supplier Survey on an annual basis. This will not only help to improve our supply chain transparency, but has the potential to help our suppliers to improve efficiency and reduce costs through the understanding and implementation of better practices.
- 3.3 We ask the following of our suppliers:
 - 3.3.1 Our suppliers to adhere and promote the guidelines of the Responsible Jewellery Council Code of Practices (RJC CoP) where possible.
 - 3.3.2 To respond to our Supplier survey annually, and provide accurate and up-to-date organisation information surrounding supplier practices.
 - 3.3.3 Understand our commitment to the improvement of our supply chain through this Code of Conduct.



4. Principles

Wanderlust Life takes the principles below very seriously, and we expect our Suppliers to consistently work toward these.

- 4.1** Employment is freely chosen
 - 4.1.1** There is no forced, or involuntary labour.
 - 4.1.2** Employees are free to leave their employer after reasonable notice.
 - 4.1.3** Employees are not required to lodge deposits or their identity papers on commencement of employment.

- 4.2** No child labour
 - 4.2.1** There shall be no recruitment of child labour.
 - 4.2.2** The policies and working procedures shall comply with the relevant International Labour Organisation (ILO) policies, as defined in ILO Convention 138 and 182.
 - 4.2.3** Children shall not be recruited or employed under the national minimum working age, required by the law.
 - 4.2.4** Children and young persons shall not be employed at night or in hazardous conditions.
 - 4.2.5** Companies shall develop and contribute to policies which help the transition of any child found to be performing child labour to enable them to attend and remain in education until no longer a child.

- 4.3** Freedom of association and employee representation is respected
 - 4.3.1** Suppliers shall respect the rights of employees to join or form trade unions of their own choosing.
 - 4.3.2** Members or representatives must not be discriminated against and have access to carry out their representative function in the workplace.

- 4.4** No discrimination is practiced
 - 4.4.1** There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, gender identity, age, national origin, religion or belief, sexual orientation, disability, pregnancy, or maternity, marital or civil partnership status, union membership or political affiliation.
 - 4.4.2** Our suppliers shall have a written policy against discrimination.

- 4.5** Wages and benefits of employment
 - 4.5.1** Wages and benefits paid for a standard working week must meet, at a minimum, national legal requirements, or industry benchmark standards – whichever one is higher.
 - 4.5.2** Wages shall always be enough to meet basic needs and to provide some social benefit.
 - 4.5.3** All workers shall be provided with written and understandable information about their employment conditions when working commences, or beforehand if suitable.
 - 4.5.4** Wage deductions are not permitted as a disciplinary measure. Only deductions required by law are permitted, and shall not be taken without the expressed permission of the worker concerned.

- 4.6** Hours of work and regular employment
 - 4.6.1** Worker's attendance, payroll, and production records shall be accurately maintained.
 - 4.6.2** Overtime must be voluntary, and all employees shall receive at least one day to rest in every seven.
 - 4.6.3** Working hours must follow national laws, and must be allowed by collective agreement.
 - 4.6.4** Obligations to employees under labour or social security laws and regulations shall not be avoided through the use of home working, subcontracting, or apprenticeships where there is no intent to provide regular employment.
 - 4.6.5** Contract termination conditions shall be laid out before employment commences.

- 4.7** Discipline
 - 4.7.1** Abuse in any way, such as physical, sexual, or verbal forms of intimidation is not acceptable and is prohibited.
 - 4.7.2** Threats of abuse, and sexual or other harassment are also banned.

- 4.8** Health and safety
- 4.8.1** Working environments shall be safe, clean, and hygienic, considering the specific hazards of the industry.
 - 4.8.2** Workers shall receive regular and adequate health and safety training, and risk assessments shall be carried out on a regular basis.
 - 4.8.3** Appropriate precautionary measures shall be taken to prevent accidents and injuries.
 - 4.8.4** A health and safety representative shall be appointed, ensuring there is one for all working hours.
- 4.9** Whistleblowing
- 4.9.1** We require suppliers to have an internal mechanism for reporting, investigation and remedying any wrongdoing in the workplace.
 - 4.9.2** Whistleblowers shall not suffer any unfair treatment as a result of raising a concern.
- 4.10** Human Rights
- 4.10.1** Suppliers are required to support and respect the protection of internationally proclaimed human rights.
 - 4.10.2** This includes but is not limited to, the 31 UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Bill of Rights, and the International Labour Organisations Declaration on Fundamental Principles and Rights at Work.
- 4.11** Environment
- 4.11.1** At a minimum, we expect suppliers to comply with both local and national environmental legislation.
 - 4.11.2** Suppliers must support us in achieving the environmental targets we set.
 - 4.11.3** All hazardous and non-hazardous chemical emissions must be tracked throughout the supply chain, and how these are disposed of must be documented.

5. Supply Chain Integrity

- 5.1** We aim to demonstrate a “Know your Customer” approach. We carry this out through our made-to-order pieces and our personalised products. This helps us to establish our supply chain integrity. We want quality assurance to be incorporated throughout the supply chain. To do this we ask our suppliers to be honest and to disclose information about the production of our products if and when we require it. Full product disclosure and accurate communication of the nature and materials we sell is a necessity for us.

6. Material Traceability and Transparency

- 6.1** We pride ourselves on using recycled goods where possible, with the majority of our precious metals (gold and silver) being sourced from 100% recycled materials. Our non-mined materials must be produced in accordance with applicable laws. Where using recycled materials is not possible, such as for our Gold vermeil, we have carefully chosen responsible primary metal suppliers by ensuring these come from suppliers who have implemented strict mining procedures across their operations. We ask that our suppliers strictly follow these regulations, and source materials with the environment in mind. Within our studio, we recycle any unused silver, to avoid unnecessary waste and to contribute to a circular economy. We encourage our suppliers to follow our footsteps in avoiding waste, and recycling when they are able to do so.
- 6.2** Our artisan partners are all part of the Responsible Jewellery Council (RJC), and therefore follow the RJC Code of Conduct. This ensures precious metals are conflict free, stating that neither forced nor child labour is used at any point in the supply chain. It also enables the supply chain to be traceable back to the original raw material suppliers. For complete material traceability and transparency, our suppliers are expected to provide the background of all gemstones and diamonds, and disclose those that are laboratory-grown. We hope our suppliers have systems in place to ensure segregation of laboratory-grown and natural gems where necessary.

7. Environmental Practices

- 7.1 Suppliers are expected to promote greater environmental responsibility, and to have environmental policies in place. It is also expected that suppliers comply with existing legislation and regulations in order to protect the environment.
- 7.2 As part of our sustainability strategy and in order to keep our carbon emissions to a minimum, we have measured Scope 1 and Scope 2 emissions. If suppliers are able to track their own carbon emissions, this will allow us to measure Scope 3 emissions more accurately.

8. Raising a Concern

- 8.1 Suppliers are expected to report any concerns of breaches or potential breaches of this Code of Conduct to their usual contact at Wanderlust Life.

9. Monitoring and Effect of Non-Compliance

- 9.1 Wanderlust Life expects suppliers to have appropriate policies and procedures in place to meet the principles set out in this Code of Conduct, and that they actively review, monitor, and modify their management processes and business operations to ensure that they align with these principles.
- 9.2 Wanderlust Life may monitor steps that have been taken to ensure the principles set out in this Code have been met. Failure by the supplier to take appropriate steps, including requesting suppliers to certify that they comply with the Code, may result in Wanderlust Life seeking to conduct on-site evaluations and inspections of any relevant supplier's facilities.