

Diversity, Equity, and Inclusion Policy

This policy defines Pernille Corydon Jewellery's (in the following PCJ) commitment to diversity, equity, and inclusion in the workplace and throughout the entire business.

The policy provides a clear definition of the concepts *diversity*, *equity*, *inclusion*, and *harassment* as well as establishing PCJ's commitments – to the company's own employees, in the supply chain, and in the selection of models.

DEFINITIONS

Diversity: From the employees at the headquarter in Haderslev to the selection of models, PCJ encourages diversity. Even though we are a company solely consisting of females in our Danish office, we consider ourselves an inclusive workplace with room for any type of person – no matter how one identifies. The employees are all very different in terms of physique, age, sexuality, education etc., and there must be room for these differences. In the selection of models, the company likewise strives to represent a diverse range of individuals, mirroring an equally diverse customer base.

Equity: All employees and parties related to the company must be treated fairly and with respect. At PCJ, decisions are made together, and the best argument is always what is important – not the title, age or any other attribute of the person presenting the argument. Employees are rarely hired based on their CV alone, but to the great extent because of who they are.

Inclusion: At PCJ, differences are seen as a strength rather than a barrier. This means that there is room for everyone, regardless of differences. This view on inclusion applies both to the company's employees and the models that are selected for campaigns and social media content.

Harassment: Good working conditions are at the heart of PCJ, wherefore an [anti-harassment policy](#) has been developed to reduce the risk of any harassing behaviour at the office.

COMMITMENT TO OWN EMPLOYEES

Dedication, decency, and job satisfaction have been keywords since the beginning of PCJ – and continue to be so. PCJ strives to be a place where employees care for each other, in and outside of working hours. The company is characterised by a flat organisational structure where employees are viewed and treated as equals, and where there is room for everyone's ideas.

Every individual working at the company is empowered and encouraged to find the place in the company where they can truly thrive and grow to reach their full potential.

The company commits to:

- Having a zero tolerance towards any kind of harassment, abuse, or discrimination as accounted for in the company's anti-harassment policy.
- Creating equal access and opportunities for all employees including, but not limited to, recruitment, development, benefits, promotion etc.
- Making sure that all employees feel free to express their opinions and that everyone has a say when discussions are taking place and/or decisions are made.
- Ensuring a diverse workplace, where people of all backgrounds, ages, etc. can work together in harmony.

COMMITMENT IN THE SELECTION OF MODELS

PCJ has a wide and diverse customer base, spanning several countries, age groups etc. PCJ's jewellery is designed to be worn by everyone, and the company strives to reflect the diversity of its customer

base in the selection of models. Therefore, PCJ is committed to working with models that reflect diversity across all parameters, including but not limited to age, ethnicity, shape, and size.

COMMITMENT IN OUR SUPPLY CHAIN

Building and maintaining healthy and respectful relationships is a core priority to PCJ, as is the wellbeing of the many people involved in the supply chain. Representatives from PCJ visit the company's suppliers multiple times every year to ensure that good and honest working conditions are in place.

In January 2020, PCJ joined the United Nations Global Compact and committed to participating in their efforts in advancing human rights, good working conditions, environmental impacts, and ethical business practices.

The company has an [Anti-Corruption Policy](#) as well as a [Child Labour Policy](#) in place. Finally, a [Code of Conduct](#) outlines the company's CSR efforts and acts as a basis for continuous improvement.

GRIEVANCE MECHANISM

All employees at PCJ are encouraged to report it if they experience or witness any type of harassing behaviour. This can be done anonymously via a grievance mechanism – khj@beierholm.dk.