

Human Rights Policy

Introduction

At Pernille Corydon Jewellery, we commit to respecting all human rights as defined in and recognized by internationally agreed human rights instruments.

Our commitment to respecting human rights is guided by the following international human rights instruments:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- The International Labour Organisation's (ILO) Declaration of the Fundamental Principles and Rights at Work and the ILO Core Conventions.
- The UN Guiding Principles on Business and Human Rights and the associated Gender Dimensions of the UNGPs.
- The OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct.

As we operate in countries where local regulations can be less stringent than international human rights standards, we will always apply international standards or our own company standards if they imply similar obligations.

This policy applies to Pernille Corydon Jewellery and our business partners, retailers, vendors, and suppliers. We recognize that we first and foremost have a responsibility to respect human rights of all individuals along our value chain.

Our commitment requires us to exercise due diligence to detect, prevent, and mitigate any adverse impacts related to human and labour rights and to provide remedies where we have contributed to adverse impacts. Integrating human rights due diligence into our business and way of working is an ongoing process, and we use this Policy to guide us in our decision-making.

Our approach to human rights begins with understanding how our activities and products, as well as the activities of our business partners may impact, either positively or negatively, our rightsholders. Through this exercise we have identified three priority areas representing our salient human rights issues. We strive to ensure that the rights of rightsholders within our priority areas are respected and promoted through our activities and those of our business partners. Wherever relevant and possible, we will engage in capacity building activities and partnerships to further advance respect for human rights in our value chain.

Our three priority areas:

1. Fair and Safe Work
2. Consumer Rights and Safe Products
3. Marketing Practices

Fair and Safe Work

We commit to treating workers with dignity, respect, and fairness. They should not be subject to harassment, discrimination, forced labour, or inhumane treatment, but should enjoy fair and decent working conditions and be able to exercise their right to freedom of association and collective bargaining. We are working continuously to providing a safe, inclusive work environment for our employees and contractors in line with international labour standards and applicable local laws and regulations wherever we do business.

To promote these values across our supply chain, we continuously encourage our business partners and suppliers to meet the same standards in their own operations. As part of this work, all our suppliers commit to the requirements in our [Code of Conduct](#) which details our expectations on human rights, the environment and anti-corruption. Through dialogue, self-assessments and multiple visits every year we work to ensure adherence to our requirements.

Consumer Rights and Safe products

We commit to respecting the human rights of our consumers in the countries we operate and where our products are sold. First and foremost, this means never compromising the safety of our products and ensuring that the health and safety of consumers is protected. All suppliers must comply with REACH (Registration, Evaluation, Autorisation, and restrictions of Chemicals) and

sign a declaration of REACH Compliance to ensure that no hazardous chemicals are found in our products, and we comply with all relevant laws and regulations in the countries where we operate. Furthermore, a chemical testing program is in place to ensure that compliance is effectuated.

Marketing Practices

With marketing of our products, we have a unique opportunity to promote non-discrimination, respectful representation, and diversity. We strive to ensure that our marketing is done respectfully, promoting diversity and differences in backgrounds, styles, sizes, age, and ethnic background while at the same time dismantling stereotypes and negative norms.

[Read our Diversity, Equity and Inclusion Policy](#)

Focusing on our consumer engagement, we strive to respect the privacy rights of consumers by ensuring safe storing of any personal data.

[Read more about what kind of data we collect and how we store it here](#)

Governance

Human rights at Pernille Corydon Jewellery are part of our sustainability and responsibility strategy and is implemented through a number of policies and procedures, including Supplier Code of Conduct, Anti-harassment Policy, Environmental Policy, Child Labour Policy and Diversity, equity and inclusion Policy

[Find all of our different Policies here](#)

We report on our progress against our targets and goals, as a part of [our commitment to the UN Global Compact](#). Ultimate oversight of human rights at Pernille Corydon Jewellery falls with our CEO, Pernille Corydon. Operational oversight of human rights is managed by CSR manager Pia Wittendorf.

Remediation

We are committed to providing effective resolution where we have caused or contributed to adverse human rights impact. In line with the expectations articulated in the UN Guiding Principles on Business and Human Rights (UNGPs), Pernille Corydon Jewellery provides

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grievance channels for employees and other relevant stakeholders e.g. suppliers or their workers, customers or anyone who wishes to report concerns about human rights and receive remedy, including through grievance@pernillecorydon.com. We have a non-tolerance policy towards intimidation or retaliation against anyone who raises a concern.

Where human rights impacts are directly linked to our business relationships, we will use our influence to encourage our suppliers or business partners to prevent, mitigate and address adverse impacts on human rights.

We strive to routinely review and update our approach to addressing human rights and use due diligence and monitoring for continuous improvement. Our human rights policy will be reviewed on a regular basis to reflect these updates.