MONICA VINADER

SUSTAINABILITY ROADMAP

OUR MISSION: We want to accelerate change across the jewellery industry by delivering agenda-setting goals aligned to the following UN's Sustainable Development Goals

NET-ZERO EMISSIONS

Reduce GHG Emissions:
- Resulting from our production, logistics and raw material use
- Includes switching to green energy and ISO 14001 certification in all production sites
- Continuing to offset through projects that help remove carbon from the atmosphere
- ISO 14001 Environmental Management Systems certification across

2022	33% Manufacturers ISO 14001 Certified
2023	50% Supply Chain Use Green Energy
2024	66% Manufacturers ISO 14001 Cerified
2025	
2026	

TRACEABILITY AND TRANSPARENCY

Traceable Gemstones:
- Increase transparency through our Mine-to-Market ambition to achieve full supply chain visibility for 10% of our gemstones by the end of 2022, 50% by 2024, and 100% by 2030

2022	10% Gemstone Mine-to-Market Traceability
2023	
2024	
2025	50% Gemstone Mine-to-Market Traceability
2026	

BIODIVERSITY

Increase Biodiversity:
- At our Norfolk Head Office, increase biodiversity by investing in environmental regeneration to multiply the number of native species present whilst capturing carbon

2022	Initial carbon value measurement and seeding
2023	
2024	Initial flowering and natural capital assessment
2025	Ongoing cultivation and annualised natural capital assessments
2026	Report on carbon sequestering achieved

OPERATIONAL DUE DILIGENCE

MV Code of Conduct Issue:
- Extend our robust Code of Conduct to 100% of our Tier 1 supply chain partners

2022	Code of Conduct - 100% Tier 1 Supply Chain Partners
2023	Annualise Re-issuing of Code of Conduct
2024	
2025	
2026	

PUBLISHED COMMUNICATION

UN Global Compact SDG Ambition Accelerator Programme Certification:
- Successfully complete the UN Global Compact SDG Ambition Accelerator programme to deliver a relevant and meaningful external sustainability roadmap, by the end of 2022

2022	Certification
2023	
2024	
2025	
2026	

Annual Sustainability Report:
- Publish annual report to hold ourselves accountable to our community and external institutions

2022	Publish Annual Sustainability Report
2023	Publish Annual Sustainability Report
2024	Publish Annual Sustainability Report
2025	Publish Annual Sustainability Report
2026	Publish Annual Sustainability Report

EQUALITY, DIVERSITY & INCLUSION

EDI Training:
- Achieve a 100% completion rate for our sustainability and Equality, Diversity & Inclusion training across our employee base

2022	100% Employee Sustainability & EDI Training
2023	Ongoing training for new joiners
2024	Ongoing training for new joiners
2025	Ongoing training for new joiners
2026	Ongoing training for new joiners

Women Empowerment & Ethnic Minorities in Management:
- Build a reporting framework to track and communicate progress on participation in management by women and ethnic minorities

2022	Publish First Management Report
2023	Annualise Management Report
2024	Annualise Management Report
2025	Annualise Management Report
2026	Annualise Management Report

Gender Pay Parity:
- Disclosure of Gender Pay in new annual report

2022	Published Gender Pay Report
2023	Annualise Gender Pay Report
2024	Annualise Gender Pay Report
2025	Annualise Gender Pay Report
2026	Annualise Gender Pay Report

CHARITABLE GIVING

Charitable Giving:
- Sponsor >100 marginalised women and children in year-long training programmes through our charity partners each year

2022	Sponsorship commitment made to charitable partners
2023	Annualise Sponsorship Committment
2024	Annualise Sponsorship Committment
2025	Annualise Sponsorship Committment
2026	Annualise Sponsorship Committment

LOCAL COMMUNITY

Local Volunteering:
- Commit 100 hours of volunteer work on an annual basis as part of our employer-supported volunteering programme by the end of 2023

2022	100 Hours Community Volunteering
2023	Annualise Community Volunteering Committment
2024	Annualise Community Volunteering Committment
2025	Annualise Community Volunteering Committment
2026	Annualise Community Volunteering Committment

Work Experience Programme:
- By end 2022, running a series of weekly immersive work experience placements

2022	Partner with the Inspiration Trust & The Harris Academy for launch of Monica Vinader Work Experience Programme
2023	Annualise Work Experience Programme
2024	Annualise Work Experience Programme
2025	Annualise Work Experience Programme
2026	Annualise Work Experience Programme