

Statement of Support 2021/22

Letter from our CEO

We hereby confirm Pernille Corydon Jewellery's continued support to the ten principles of the United Nations Global Compact-initiative, which entails The International Bill of Human Rights (including the principles referenced by the International Labor Organization's Declaration of Fundamental Rights and Principles at Work), the UN Convention against Corruption and the Rio Declaration in the Environment and Development.

As a company we are proud to support this important initiative heading towards a world where private corporations acknowledge their responsibility within the areas of Human and Labour rights, Environment and Anticorruption, and are willing to act thereafter. The 10 UN guiding principles continue to be the core of our suppliers Code of Conduct and our commitment to do business in compliance with the UN Global Compact.

The year 2021 turned out to be yet another very challenging year, due to the global covid19 pandemic, and obviously that affected our possibilities for engaging locally and conducting our usual onsite trips to our supply chain. Throughout it all we stay dedicated to our responsibility to not only reduce our negative impact on the environment, but also to take good care of the people involved in the supply chain and made this a priority during these difficult times.

We fully recognize the inherent contradiction between the current fashion industry and sustainability. However, we will never stop trying to be the most responsible version of ourselves.

Haderslev, July 11, 2022



Pernille Corydon

CEO

PERNILLE CORYDON

— JEWELLERY —

Brief description of Pernille Corydon Jewellery:

In 2007, the jewellery company, Pernille Corydon Jewellery, emerged from the genuine passion of creating beautiful jewellery in simplistic, Scandinavian designs.

Our headquarter is located in Haderslev, Denmark. Here we employ 21 people within design, sourcing, sales, and marketing.

The founder, Pernille Corydon, is a Danish, self-taught jewellery designer, who started out by selling her handmade jewellery in a small shop in Haderslev in Southern Denmark. Since then, the company has grown immensely, and today, Pernille Corydon Jewellery is sold through more than 500 retailers in 18 countries, at our web shop and in our beautiful flagship store in Copenhagen.

Pernille Corydon Jewellery is characterised by classic and long-lasting designs, made with certified recycled silver or certified recycled silver plated with responsibly sourced gold.

The wellbeing of the many people involved in the supply chain or employed at the office and shops in Denmark, is a matter close to our heart. We value our partnership with our suppliers very much and they know that the wellbeing of the workers is of great importance to us.

In 2020 we committed to the United Nations Global Compact to join their efforts in advancing human rights, good working conditions, environmental impact, and ethical business practices.

We have one employee who is in charge of sustainability at Pernille Corydon Jewellery. This employee refers directly to our founder, Pernille Corydon.

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HUMAN RIGHTS	
Principle 1	Business should support and respect the protection of internationally proclaimed human rights
Principle 2	Make sure that they are not complicit in human rights abuses

Pernille Corydon Jewellery Commitment to the principles:

Pernille Corydon Jewellery support the Universal Declaration of Human Rights and the UN Guiding Principles on Human Rights. Through our due diligence process, we adhere to these principles.

Pernille Corydon Jewellery have implemented the principles of Human Rights:

At our headquarters:

Service is a concept that we take very seriously. Not just in regard to our customers, but also in regard to our employees. It is important to us that employees of Pernille Corydon Jewellery always feel that they have support and compassion from their colleagues. At the Pernille Corydon Jewellery headquarters in Haderslev, Denmark we take pride in having a good working environment – among this, of course also adhering to international human rights.

The good working environment is reflected in our low employee turnover rate, which is less than 5%.

Within our supply chain:

We have made a risk assessment of our value chain which found that our primary risks of breaches to Human Rights are found in our supply chain, specifically in the mining. Therefore, we are focusing on the Chain of Custody of the Responsible Jewellery Council (RJC) and are working on becoming certified.

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Pernille Corydon Jewellery is working with two suppliers based out of Bangkok, Thailand. One of these suppliers has been working with us ever since we started sourcing out of Thailand, and we are proud of the great relationship we have built over the past 10 years.

We have an internal policy of visiting the factories at least three times a year. However, it was not possible to visit the factories in 2021 due to the COVID-19 pandemic.

Thailand is known as a medium-risk country related to Human- and Labour Rights. We have asked the Danish embassy in Thailand to make a report on the legislation we need to be aware of, when producing jewellery in Thailand, and how the suppliers are living up to this. The conclusion was that the overall performance in Thai legislation is at an acceptable level. Most jewellery companies in Thailand use the UN Global Compact and the Code of Practices from RJC as a reference for their CSR standards. As expected, the report also concluded that there is room for improvement – especially within environmental laws.

To address the risks, Pernille Corydon Jewellery has developed the following policies, which have been distributed to and signed by both of our suppliers:

- Code of Conduct
- Anti-Corruption policy
- Child Labour policy

The Code of Conduct adheres to the principles of UN Global Compact, UN Guiding Principles, and the OECD Guidelines.

The Anti-Corruption policy is made as an internal and external policy since we all have a responsibility in this area.

The Child Labour Policy describes what will happen if we discover that a supplier uses child labour. Instead of dismissing the child and terminating our partnership with the supplier, Pernille Corydon Jewellery and our supplier will take joint responsibility for the future of the child, to ensure that the child does not end up worse off than it was.

Our supplier in Thailand, with whom we have worked the longest (Supplier A), has filled out a questionnaire during our latest visit. During the visit we found the following issues related to Human Rights:

- The company needs to conduct a Human Rights risk assessment of their supply chain

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Our second supplier (Supplier B) is a member of the RJC and has an audit report which is valid for 3 years. It expires in 2023. The mid-way audit in 2021 had five minor findings, which we are currently working with the supplier to remediate.

The findings were primarily related to:

- Management systems
- Training of staff

RJC audits the following performance areas:

- Health, Safety and the environment
 - To protect the health and safety of both people and environments, and to use natural resources efficiently.
- Responsible supply chain, Human Rights and Due Diligence
 - To increase the use of due diligence in supply chains to uphold human rights, support community development, promote anti-corruption efforts and manage sourcing risks.
- Gold, silver PGM, Diamonds and Coloured Gemstone products
 - To adequately control and disclose information about products and so avoid misleading or deceptive marketing practices.
- Labour Rights and working Conditions
 - To better comply with international labour conventions and ensure responsible working conditions
- Responsible Mining
 - To secure responsible exploration and mining practices that protect potentially affected communities and environments from adverse impacts.

Both suppliers are members of the Thai Gem and Jewellery Traders Association and Thai Silver Exporters Association.

Our suppliers for pearls and stones have also signed our Code of Conduct, and we know the country of origin of these items.

For any complaints regarding human rights abuses, we have established a whistleblower e-mail. All suppliers are made aware of it and the information is passed on to their employees as well as their suppliers. The whistleblower e-mail can be found on our webpage.

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The measurement of outcomes in 2021 regarding Human Rights/ plans for 2022:

This is our first COP report; hence we cannot report on outcomes based on plans from last year. What we have done up until now, can be seen in the section above.

In 2022, we plan to initiate the procedure of becoming RJC certified at our headquarters in Denmark. For this to succeed we will also need our supplier A to become certified. This means that the supplier must correct the findings from our last visit. We are following this very closely.

We aim to develop a Human Rights Policy, to create a solid foundation for our continuous focus on Human Rights within our supply chain.

We also want to implement training and awareness at the factory sites to ensure that they know and understand our ethical viewpoints. Posting our policies publicly in the factory could be a possible initiative to support this development.

LABOUR	
Principle 3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4	The elimination of all forms of forced and compulsory labour
Principle 5	The effective abolition of child labour
Principle 6	The elimination of discrimination in respect of employment and occupation

Pernille Corydon Jewellery commitment to the principles:

Pernille Corydon Jewellery supports and adhere to the fundamental labour principles and International Labour Rights. We also respect and adhere to the principles of freedom of association and the right to collective bargaining, both locally and in our supply chain.

How Pernille Corydon Jewellery have implemented the principles:

At our headquarters:

Pernille Corydon Jewellery follows the Danish Labour Law, and we are audited against it by the Danish Working Environment Authority regularly. According to the Danish law, all employees conduct a self-assessment questionnaire, at least every three years. Here they can anonymously address issues with the working conditions.

We have a weekly meeting, where employees also have an opportunity to address possible issues. In addition, we have established a whistleblower e-mail. All suppliers are made aware of it and the information is passed on to their employees as well as their suppliers. The whistleblower e-mail can be found on our webpage.

At the Pernille Corydon Jewellery headquarters in Haderslev, Denmark we take pride in ensuring a good working environment. We have arranged a daily lunch with organic food, fruit and beverages. Everyone has a private health insurance, and some employees have a four-day work week.

For our 10-year anniversary all employees were invited on a trip to Thailand.

The good working environment is reflected in our low employee turnover rate, which is less than 5%.

Within our supply chain:

We have made a risk assessment of our value chain which found that our primary risks in breaches to Labour Rights are found in our supply chain.

Pernille Corydon Jewellery is working with two suppliers based out of Bangkok, Thailand. One of these suppliers has been working with us ever since we started, and we are proud of the great relationship we have built over the last 10 years.

We have an internal policy of visiting the factories at least three times a year. However, it was not possible to visit the factories in 2021 due to the COVID-19 pandemic.

Thailand is known as a medium-risk country related to Human- and Labour Rights. We have asked the Danish embassy in Thailand to make a report on the legislation we need to be aware of when producing jewellery in Thailand, and how the suppliers are living up to this. The conclusion was that the overall performance in Thai legislation is at an acceptable level. Most jewellery companies in Thailand use the UN Global Compact and the Code of Practices from RJC as a reference for their CSR standards. As expected, the report also concluded that there is room for improvement – especially within environmental laws.

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To address the risks, Pernille Corydon Jewellery have developed the following policies, which have been distributed to and signed by both of our suppliers:

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- Anti-Corruption policy
- Child Labour policy

The Code of Conduct adheres to the principles of UN Global Compact, UN Guiding Principles, and the OECD Guidelines.

The Anti-Corruption policy is made as an internal and external policy since we all have a responsibility in this area.

The Child Labour Policy describes what will happen if we discover that a supplier uses child labour. Instead of dismissing the child and terminating our partnership with the supplier, Pernille Corydon Jewellery and our supplier will take joint responsibility for the future of the child to ensure that the child does not end up worse off than it was.

Our supplier in Thailand, with whom we have worked the longest (Supplier A), has filled out a questionnaire during our latest visit. During the visit we found the following opportunities for improvement:

- Establishment of a health and safety committee
- Two missing exit signs over doors
- Minor issues related to the management systems

Overall, the factory was clean and well-maintained.

Our second supplier (Supplier B) is a member of the RJC and has an audit report which is valid for 3 years. It expires in 2023. The mid-way audit in 2021 had five minor findings which we are currently working with the supplier to remediate.

The findings were primarily related to:

- Management systems
- Training of staff
- A missing exit signs

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RJC audits the following performance areas:

- Health, Safety and the environment
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- Responsible supply chain, Human Rights and Due Diligence
 - To increase the use of due diligence in supply chains to uphold human rights, support community development, promote anti-corruption efforts and manage sourcing risks.
- Gold, silver PGM, Diamonds and Coloured Gemstone products
 - To adequately control and disclose information about products and so avoid misleading or deceptive marketing practices.
- Labour Rights and working Conditions
 - To better comply with international labour conventions and ensure responsible working conditions
- Responsible Mining
 - To secure responsible exploration and mining practices that protect potentially affected communities and environments from adverse impacts.

Our suppliers for pearls and stones have also signed our Code of Conduct, and we know the country of origin of these items.

In order to avoid issues related to payment of the workers' wages, especially during the pandemic, we calculated the number of pieces that they needed to keep workers employed and then placed large block orders and moved collections forward to meet their immediate needs.

The measurement of outcomes in 2021 regarding Labour Rights/ plans for 2022:

This is our first COP report; hence we cannot report on outcomes based on plans from last year. What we have done up until now, can be seen in the section above.

In 2022, we plan to become RJC certified at our headquarters in Denmark. For this to succeed we will also need our supplier A to become certified. For this to succeed the supplier must correct the findings from our last visit. We are following this very closely.

We want to establish a lunch programme at our main factory in Thailand, where we will provide them with free lunch every Friday.

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We have no plans to further improve the working conditions in our Danish office but are always open to complaints and suggestions if any changes are needed.

We want to implement training and awareness at the factory sites to ensure that they know and understand our ethical viewpoints. Posting our policies publicly in the factory could be a possible initiative to support this development.

ENVIRONMENT	
Principles 7	Business should support a precautionary approach to environmental challenges
Principles 8	Undertake initiatives to promote greater environmental responsibility
Principles 9	Encourage the development and diffusion of environmentally friendly technologies

Pernille Corydon Jewellery commitment to the principles:

At Pernille Corydon Jewellery, we fully acknowledge our responsibility in protecting the environment and to minimize our environmental footprint throughout the entire supply chain.

We set demands for ourselves as well as our suppliers.

How Pernille Corydon Jewellery have implemented the principles:

Protecting the environment is an inherent part of being an ethical company, and therefore naturally something towards which we are very attentive. At our headquarters, in the making of our products, but also very much in the requirements and demands we set for our suppliers.

At the headquarters in Denmark, we have taken the following initiatives in relation to the environment and climate:

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Waste management:

We have a waste sorting system, through which we sort into the following categories:

Paper/cardboard

In 2021 we created 2,1 tons of paper/cardboard waste.

Plastic

Currently we are not able to measure the levels of our plastic waste, but we will be working on developing a system to do so in the coming year.

Jewellery

Claims and unsold jewellery is placed back into circulation, so it can be recycled and made into new jewellery. In 2021 we recycled 63,5kg of silver jewellery.

Energy and water usage:

At the headquarters, we encourage everyone to “think before use”, and we trust that our employees are following this approach in order to minimize the use of water. However, the water use in our office is limited to bathroom and kitchen purposes and we do not see any need to improve further in this matter.

In 2020 we installed new energy saving panels throughout our entire office. We have committed to only purchasing renewable energy from our energy provider.

From 2019 to 2020 we have reduced our energy usage by 1556 kWh. However, the data is not comparable, due to the lockdowns in 2020 and 2021.

Company travels and cars:

The pandemic has shown us that a lot of meetings and seminars can be done online, and this will naturally continue in the future to limit travels.

Currently we have two company cars, both running on fossil fuels.

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Packaging materials:

We are constantly in dialogue with our suppliers regarding improving, minimizing, and optimizing packaging.

We reuse packaging materials whenever possible.

All jewellery boxes are made from certified paper and the jewellery is packed in recycled plastic bags.

All materials used for our shipping packaging are recycled.

Our marketing materials are made from recycled paper and the printing company holds a Nordic Swan Ecolabel license.

In our supply chain we are setting the following standards:

Policies:

We have a REACH compliance statement which all our suppliers have signed. We make random tests two times a year to confirm the absence of unwanted chemicals.

Suppliers/plating sites:

The biggest environmental challenge in our supply chain is the mining and the plating of jewellery. Our Supplier A is working with a plating company in close vicinity to the factory. This factory has obtained an ISO14001 standard.

Supplier B has a plating facility integrated with their production unit thus keeping any environmental issues close and easier to remediate.

Supplier B is also a member of RJC which ensure proper mining in the supply chain.

Products:

In the summer of 2021, our entire production was changed to use certified recycled silver, including the gold-plated items. In addition to producing with recycled materials, Pernille Corydon Jewellery places claims and unsold stock back into circulation by melting the silver.

It is not possible to know the exact origin of the recycled silver. But we know that the refiner of the silver is a member of the LBMA (London Bullion Market Association), on the GDL (Good Delivery List), as well as being listed as a conflict free smelter by the Responsible Minerals Initiative (RMA).

We carefully monitor the origin of the pearls and gemstones through a chain of custody system.

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Quality is an inherent part of responsible production and consumption. The quality of our precious metals is tested by the Danish Precious Metal Control on a regular basis as required. We have a very good claims and return policy, so our customers can be sure of the quality of their product.

Transportation:

All our products are transported via air freight from Thailand. From our warehouse to our customers, we mainly transport by truck.

The measurement of outcomes in 2021 regarding Environmental Protection/plans for 2022:

This is our first COP report; hence we cannot report on outcomes based on plans from last year. What we have done up until now, can be seen in the section above.

In 2022, we plan to become RJC certified at our headquarters in Denmark. For this to succeed we will also need our supplier A to become certified. For this to succeed the supplier needs to correct the findings from our last visit. We are following this very closely.

At the headquarters in Denmark, we will take the following steps to improve in 2022:

Waste management:

We want to systematically collect data on our waste and preferably sort into more categories. In 2022, we want to set objectives for reducing waste in our headquarters.

Energy and water use:

We want to continue to focus on limiting our energy and water usage. By continuing to measure our consumption it creates awareness on the issue. We hope to get comparable data in 2022, so we can see if we have indeed limited our consumption related to 2019 data.

In 2022, we want to provide sustainability training for our employees, so they better understand the impact they can have on the environment by adjusting or changing a few habits.

Packaging materials:

We want to research options for an alternative to the foam in our jewellery boxes.

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In our supply chain we want to take the following steps towards improvements:

Waste management:

We want our suppliers to start reporting and measuring their waste for cardboard, paper, plastic and recycled jewellery, so we can get more data and knowledge about our products.

Suppliers/plating sites

We will request that our Supplier A become RJC certified to increase transparency to the mining and ensure proper environmental management in this regard.

We are currently in a dialogue with our main supplier to purchase solar panels for the factory. This would either be financed by Pernille Corydon Jewellery or as a joint venture with the factory.

Green House Gas (GHG) emissions accounting:

In 2022, we would like to begin the process of collecting data on our GHG emissions. We will start with Scope 1 and 2 (our own emissions) and then move on to Scope 3.

ANTI CORRUPTION

Principle 10	Business should work against all forms of corruption, including extortion and bribery
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Pernille Corydon Jewellery commitment to the principles:

It is part of our requirements that suppliers strive to avoid corruption in their supply chain. Under no circumstance must they be involved directly in any cases involving taking or offering bribes.

If we experience any form of corruption in our business relationships, the relationship will be terminated immediately.

How Pernille Corydon Jewellery have implemented the principles:

At Pernille Corydon Jewellery we have an Anti-corruption policy, which is signed by both of our suppliers.

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It is a clear policy for all our employees at the headquarters in Denmark that if offered a bribe, they should refuse and report the incident to the management instantly. Employees have also been made aware that they are not to offer a bribe to any of our stakeholders at any time; this will be reason for termination of their employment contract.

When we initiate a new business relationship, we explain the principles of all our policies to them.

The measurement of outcomes in 2021 regarding anti-corruption/ plans for 2022

There have been no reported incidents during the last year and as we operate from one of the world's least corrupt countries, we have a limited risk of experiencing corruption in our business relationships.

During 2022, we would like to conduct anti-corruption training for our staff in Denmark.

How to communicate this COP to our stakeholders

It is always important for Pernille Corydon to make our stakeholders aware of the work that we are doing in relation to sustainability and managing a responsible business. We strive to always be transparent about our actions, both at the headquarters, but also how we do business in the global supply chain.

Our homepage contains information about our roadmap towards sustainability which is aligned with the principles of UN Global Compact. Consumers and customers who wish to know more about our approach to sustainability can read more here.

Furthermore, we will be sending this COP to our suppliers, so they know our commitments.