

MONICA VINADER

# SUSTAINABILITY REPORT

*November 2021*



# *An update on* **OUR JOURNEY**

A year ago we released our first sustainability report, challenging ourselves to set science-based targets and accelerate change across the jewellery industry by sharing our journey.

Looking back at this past year, I'm proud of the steps we've taken in our transition towards a circular business model. Making our jewellery in recycled gold vermeil and sterling silver. Enabling customers to wear their jewellery longer with our repair service. Offering free jewellery recycling for pieces from any brand. Our bags and boxes are now 100% recyclable and we've removed nearly 90% of single-use plastic from our supply chain.

Partnering with a climate action consultancy led us to understand and evaluate both our corporate and product carbon footprints. We took immediate action to become a carbon neutral business while we work on avoiding and reducing emissions wherever possible. Our actions are guided by our commitment to the UN Global Compact and its ten principles.

In addition to our longstanding work with the Responsible Jewellery Council, we've joined other changemakers as part of the Positive Luxury community and the UN's SDG Accelerator Programme.

And as part of our ongoing pledge to support our community, we launched fundraising initiatives for the NHS, Women for Women International and the Jagriti Foundation. When our partners in Jaipur, India were hit incredibly hard with Covid-19, we joined forces with the Jagriti Foundation to establish the Covid Disaster Relief Grocery Distribution Programme. For three months, every order placed on our website sponsored food bags to feed families there.

It's been an honour to be recognised for our sustainability efforts with awards from both Retail Jeweller and Marie Claire this year. But there is still work to be done. We are excited for 2022. From our first work experience programme and new recruitment practices, ensuring greater equality, diversity and inclusion when hiring, to our new biodiversity project at head office, there's much more to come next year.

 *Nina* x



*Our sustainability*

# PROMISE

## **POSITIVE LUXURY CERTIFIED**

Butterfly Mark accredited

## **100% RECYCLED GOLD VERMEIL**

& 100% recycled sterling silver

## **5 YEAR WARRANTY**

& lifetime repair service

## **ETHICAL DIAMONDS**

Kimberly Process approved

## **RESPONSIBLE JEWELLERY COUNCIL CERTIFIED**

Along with all our suppliers

## **100% RECYCLABLE PACKAGING**

& reusable pouches

UK Jewellery  
Awards 2021  
**ETHICAL JEWELLERY  
BUSINESS OF  
THE YEAR**  
WINNER



Marie Claire  
**BEST SUSTAINABLE  
LUXURY JEWELLERY  
BRAND**  
HIGHLY COMMENDED

## *Our approach to* **SUSTAINABILITY**

As part of our ongoing dedication to sustainable business practices, we're members of The United Nations Global Compact. This year, we were accepted onto their SDG Ambition Accelerator Programme - an exciting opportunity for us to achieve greater impact in a six-month period.

SDG Ambition challenges and supports businesses in setting ambitious targets and accelerating the integration of core Sustainable Development Goals (SDGs). To be accepted, we had to meet a range of criteria in the areas of human rights, labour, environment and anti-corruption.

### — HUMAN RIGHTS —

**Principle 1:**  
Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:**  
make sure that they are not complicit in human rights abuses.

### — LABOUR —

**Principle 3:**  
Businesses 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; and

**Principle 6:**  
the elimination of discrimination in respect of employment and occupation.

### — ENVIRONMENT —

**Principle 7:**  
Businesses should support a precautionary approach to environmental challenges;

**Principle 8:**  
undertake initiatives to promote greater environmental responsibility; and

**Principle 9:**  
encourage the development and diffusion of environmentally friendly technologies.

### — ANTI-CORRUPTION —

**Principle 10:**  
Businesses should work against corruption in all its forms, including extortion and bribery.



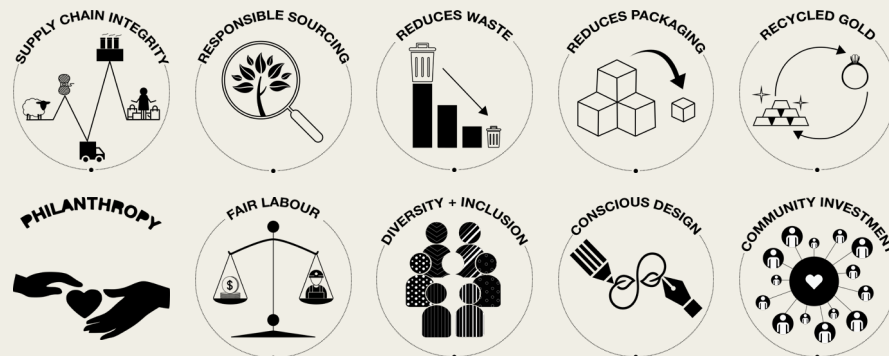


*We're verified*

# POSITIVE LUXURY

Positive Luxury has recognised Monica Vinader as a business that meets the highest sustainability standards and leaves a positive impact on the world. The Butterfly Mark accredits our ongoing dedication to doing better. Currently, less than 150 luxury brands hold the Butterfly Mark.

We earned particular recognition for areas of conscious design, diversity and inclusion, responsible sourcing, supply chain transparency and philanthropy. This is a bespoke set of 'Positive Actions' assigned to us, illustrating our unique efforts in sustainable and ethical business practices.



*For our planet:*

# 100% RECYCLED GOLD VERMEIL AND STERLING SILVER

Recycled silver cuts down CO<sub>2</sub> emissions by  $\frac{2}{3}$  versus mined silver, yet more than 80% of the world's silver supply is still mined. In February 2021, we went one step further and transitioned to using only recycled gold in addition to recycled silver in our gold vermeil.

In 2021 we expect to save 2,275,623 kg GHG emissions by using recycled rather than mined gold and silver.



RECYCLED SILVER EMITS  
 **$\frac{2}{3}$  LESS**  
CO<sub>2</sub> EMISSIONS THAN MINED SILVER



Aligned to the UN Sustainable Development Goals



As members of the Responsible Jewellery Council, we carry out due diligence on all our metals.

This includes:

1. .... Ensuring suppliers have the ability to supply recycled silver and gold before we start working with them
2. .... Code of Conduct signed by each supplier committing them to supply only recycled metals
3. .... Process mapping to better understand the operations and processes in each factory
4. .... Auditing who supplies our suppliers to ensure metal is from recycled sources
5. .... Invoice declaration guaranteeing the silver and gold is from recycled sources





*Avoid. Reduce. Offset.*

# WE ARE COMPLETELY CARBON NEUTRAL

Working together with climate action consultancy, ClimatePartners, we've assessed the environmental impact of running our business. In early 2021, we extended our carbon offsetting commitment beyond all customer shipments and returns to include our entire corporate and product greenhouse gas footprint. By the end of 2021, we expect to have offset over 1,200 tonnes (or 1,275,524 kg) of emissions through our carbon neutral shipments. That's the equivalent of driving 99 times around the earth or flying from London to New York 789 times.

Our goal is still to operate as close to net zero as possible. As we work towards that goal, we continue to offset our current emissions by contributing to Gold Standard climate protection projects that prevent an equivalent amount of CO<sub>2</sub> from entering the air as we emit.



Aligned to the UN Sustainable Development Goals

Photo Courtesy of Harry Cory Wright, @harrycorywright



*Our packaging is*

# 100% RECYCLABLE & FSC CERTIFIED



All our bags and boxes are now 100% recyclable and use 100% FSC paper. By using more responsible materials and smaller profile packaging, we've cut GHG emissions by 83%.

Our paperless dispatch (removing dispatch notes and returns labels) saves 500 kg of paper every three weeks, and the removal of the plastic outer sleeves of our courier bags saves 1500 kg of single use plastic from our courier bags.

WE'RE SAVING

# 1.8 MILLION

A4 SHEETS PER YEAR

(enough paper to cover Manhattan two times over)

MONICA VINADER

Enjoy your  
100% recycled gold and silver jewellery  
+ fully recyclable packaging  
+ 100% carbon neutral delivery  
The MV Team xxx



For returns and exchanges please visit  
[monicavinader.com/returns](http://monicavinader.com/returns)



Aligned to the UN Sustainable Development Goals





# GOODBYE

*single-use plastic*

Single-use plastic is pervasive throughout the jewellery industry. This year, we sourced alternatives for 90% of the plastic in our supply chain. All bubble wrap, polystyrene packaging and parcel tape have been replaced with a paper alternative and all product bags are made of oxo-biodegradable plastic, which breaks down in less than six months, releasing no harmful chemicals into the soil.



Aligned to the UN Sustainable Development Goals



# *Moving towards a* **CIRCULAR ECONOMY**

Our move towards a circular model includes:



Aligned to the UN Sustainable Development Goals

*Your turn to get involved*

# JOIN OUR RECYCLING PROGRAMME



**1.**

Contact us using our online form. We'll send you instructions for shipping, which is free from the UK



**2.**

Choose which gold and silver jewellery you're ready to recycle. It can be from any brand!



**3.**

Drop your package off at a post office



**4.**

Your pieces get recycled into silver and gold that is reused in jewellery



**5.**

We'll give you £20 off your next purchase!



Our online form link:  
**[monicavinader.com/sustainability/recycling-programme](https://monicavinader.com/sustainability/recycling-programme)**



Aligned to the UN Sustainable Development Goals



# *Our 'reused' &* **RENEWABLE HEADQUARTERS**

The heart of our operations in Norfolk, UK, is a 16th-century conversion on the Holkham Estate. We upcycled this building and preserved its legacy in an award-winning development that houses our diverse product design and development, operations, and fulfilment teams. The headquarters is heated by renewable energy with a ground-source heat pump extending 12,000 square metres, the size of one and a half football pitches.

In an exciting project kicking off in 2022, we've also reserved the use of seven hectares of former agricultural land in Holkham to increase biodiversity and capture carbon. We will establish new species-rich grassland to increase biodiversity, increase the carbon capture capabilities of the area significantly, and increase the amount of organic matter in the soil.



Aligned to the UN Sustainable Development Goals





*For our people:*

# ONLY MANUFACTURING RESPONSIBLY

Our jewellery is 'touched by a thousand thumbs' before it makes its way to you. That is the standard of hand craftsmanship and quality behind every Monica Vinader piece. And a promise we can make to you because we treat our suppliers as family. After all, they've been with us for over 12 years.

*“We treat our suppliers as family. After all, they’ve been with us for over 12 years”*



Our legacy is working with female-led businesses in our supply chain that ensure fair pay and safe working conditions. Such as our artisan gem cutters in Jaipur, or our master craftsmen in Thailand, who have practised their craft for generations.

All our workshops are members of the Responsible Jewellery Council and go through Intertek Workplace Conditions Assessment. Every month, we normally visit them and have independent auditing bodies conduct annual inspections, ensuring fair wages and hours, employee rights, health and safety, and responsible corporate governance. If there were a threat to human rights in our supply chain, we'd pause work with any suppliers affected by it and investigate the situation.

We also ensure 100% of our diamonds are responsibly sourced by adhering to the Kimberley Process and the World Diamond Council System of Warranties. We are on a mission to improve transparency in the chain of custody and have teamed up with the Responsible Jewellery Council on task forces to improve standards.



Aligned to the UN Sustainable Development Goals



*For our community:*

# WOMEN FOR WOMEN INTERNATIONAL

In 2019, we joined forces with Women for Women International to help women in conflict affected countries to rebuild their lives. With Monica serving as an ambassador for the charity, we have sponsored more than 335 vulnerable women through 12-month educational programmes, including 62 so far in 2021.

We've sponsored

# 335 WOMEN

through 12-month educational programs







# JAGRITI FOUNDATION

Monica discovered the incredible Jagriti school in Jaipur during one of her visits to our workshops. The Jagriti Foundation provides free education to children in the slums of Jaipur. Today, we have enrolled 90 children in school for a year.

This year, in light of the terrible impact of Covid-19 on India, we launched the Covid Disaster Relief Grocery Distribution Programme with the Jagriti Foundation. Between May and July, every order placed on [monicavinader.com](https://monicavinader.com) sponsored food bags to feed families in Jaipur, the area where our master craftsman live and work.

During this holiday season, we'll continue our efforts to support the Jagriti Foundation with the help of our customers. Between Giving Tuesday and Christmas, every order placed will sponsor a child's education for a day at the Jagriti schools in Jaipur.

We've enrolled

## 90 CHILDREN

from the slums in school for a year



Aligned to the UN Sustainable Development Goals



# THE NHS

Over the last 12 months, Monica Vinader and our customers have supported the NHS. In March 2021, we concluded our NHS Skinny Sapphire initiative that saw all profits from two new styles donated to NHS Charities Together. Together, we have raised £31,500.

For our local community hospital nearest to our Norfolk Head office, Monica with some friends has personally raised over £100,000. Their Covid Recovery Fund covered mental health support for the hospital team, as well as more vital signs monitors. These efforts are our way to say thank you to the amazing team of NHS doctors, nurses and front line staff for their work supporting our community over the last year.

**NHS CHARITIES  
TOGETHER**



Aligned to the UN Sustainable Development Goals



# EQUALITY, DIVERSITY & INCLUSIONS (EDI)

*at Monica Vinader*

All employees are enrolled in EDI training and our EDI policy has been updated in accordance with the feedback from our company-wide survey, addressing ambitions and concerns, to further drive our inclusive culture.

In order to make our recruitment processes fairer and more inclusive, we use targeted platforms for broader diversity. We've also removed experience years requirements from all our job specs for more inclusivity in the application process.

## 71% LEADERSHIP

TEAM IDENTIFY AS FEMALE

## 42% OF WORKFORCE

IDENTIFY AS MINORITY ETHNIC

(AVERAGE IS 12% IN UK, 2019 HEALTH.UK.GOV)



## NEW WORK EXPERIENCE PROGRAMME

As part of our commitment to the local community, we've partnered with Inspiration Trust to launch a Work Experience Programme in Norfolk, UK. Groups of students in Year 10 and on Free School Meals will be enrolled in a week-long insight programme into our company, interacting with all teams both in Norfolk and London from February to June 2022.

## VOLUNTEERING PROGRAMME AT HEAD OFFICE

In September 2021, we launched our Volunteer Time Off programme, offering employees two days a year, in addition to their holiday allowance, where they can volunteer with charities or organisations that matter most to them. This benefits both our employees, supporting causes close to their hearts, and our local communities.

*'Our jewellery is for everyone and so is our community. Together, we will continue to implement sustainable changes to ensure that career opportunities and progression are open to all. We commit to celebrating the diverse voices of our employees, partners, and the customers we serve.'*





# OUR PARTNERS

To hold ourselves accountable and make sure we are delivering on our promise, we've partnered with others who share in this goal, both inside and outside of our industry.



WORLD  
DIAMOND  
COUNCIL



# UN GLOBAL COMPACT

WE SUPPORT



Since 2020, Monica Vinader has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption.

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MONICA VINADER

[monicavinader.com/sustainability](https://monicavinader.com/sustainability)

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