

COMMUNICATION ON PROGRESS 2022



I. A statement of continued support for the Global Compact

I am pleased to confirm that Julie Sandlau Vietnam continues supporting The Ten Principles of the Global Compact with respect to Human Rights, Labor Rights, Environment and Anti-Corruption. With this annual report, we express our intent to advance those principles within our sphere of influence. We are committed to make the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly 17 Sustainable Development Goals (SDGs). Julie Sandlau Vietnam will make a clear statement of this commitment to our stakeholders and the general public.

15th November 2022



Mr. Soren Roed Pedersen
CEO/Julie Sandlau Vietnam

II. Introduction:

1. About Julie Sandlau Vietnam.

Company	:	Julie Sandlau Vietnam Co. Ltd.
Address	:	Km 9, Lang Hoa Lac Street, An Khanh Commune, Hoai Duc District, Hanoi, Vietnam.
Contact Person	:	Soren Roed Pedersen, General Director Soren@juliesandlauvn.com
Reporting Period	:	18 th November 2021 – 15 th November 2022
Membership Date	:	08 th November 2012
Sector	:	Producing & exporting high-end jewellery
Number of employees	:	352

2. Brief description of nature of business

a. The Company

Julie Sandlau Vietnam Co. Ltd is 100% foreign owned factory from Denmark located at Km 9 Lang Hoa Lac Street, An Khanh Commune, Hoai Duc District, Hanoi, Vietnam. We are specializing in producing & exporting high-end jewellery.

b. CSR

Julie Sandlau Vietnam (JSV) has high focus on social responsibility and as a part of our Corporate Social Responsibility strategy, we aim to be able to comply according to the UN Global Compact and its 10 principles throughout the organization and collaborators.

c. Julie Sandlau Vietnam CSR Vision

Julie Sandlau Vietnam vision and intention are to act socially responsible both local and global based on the principle and intention of the UN Global Conduct and support the values within:

❖ *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.

❖ *Labor*

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 labor;

Principle 5: the effective abolition of child labor; 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.

d. Availability of this COP

This COP is available online at www.unglobalcompact.org. It will also be distributed to clients and suppliers as well as being forwarded to any requesting parties.

This is the tenth CPO report since 2013 when Julie Sandlau Vietnam joined the Global Compact. The annual CPO report is an opportunity for us to review and re-evaluate what we have done during the year and to bring more incentives and motivation for our action plan next year.

This report shows our continuous efforts to advance the SDGs by operating responsibly in alignment with universal principles and finding opportunities to innovate, to address societal challenges. Throughout the year, we completed some remarkable works as follows:

- ❖ **JANUARY** (*Focus on SDG#3: Good Health and Well-being; SDG#8: Decent Work and Economic Growth*)
 - Organized annual training courses on ‘First Aid’, ‘Occupational safety and health’ for all employees and “Fire prevention and fighting operations” for internal firefighting forces.
- ❖ **FEBRUARY** (*Focus on SDG#13: Climate Action, Principle #8: undertake initiatives to promote greater environmental responsibility*)
 - After conducting Greenhouse gas emissions inventory, setting targets and going through the target validation process, JSV are honored to be one of the first SBTi certified companies in

Vietnam. Our target was recognized/published on the SBTi website as well as its partners' websites at CDP and We Mean Business.



(The Science Based Targets initiative (SBTi) was established in 2015 to help companies to set emission reduction targets in line with climate science and Paris Agreement goals. In October 2021 SBTi developed and launched the world's first net zero standard, providing the framework and tools for companies to set science-based net zero targets and limit global temperature rise above pre-industrial levels to 1.5 °C.)

- ❖ **MARCH** (Focus on Principle #1: human rights; Principle #5: the effective abolition of child labor; Principle #7: Businesses should support a precautionary approach to environmental challenges, SDG#1: No poverty)
 - Carried out training and periodic audits to monitor the working environment and incidence of violence and sexual harassment. The results showed no case of violence or harassment in the company, this is a testament to our active and effective efforts in building a healthy working environment.
 - Carried out periodically check and interview to detect child labor. The results showed there is no child labor in the company.
 - Carried out periodic monitoring of air and wastewater environment. The results showed that all parameters meet the standards as prescribed by Vietnam's environmental law and is disclosed to employees on bulletin boards.
 - Enhanced recruitment to creating more and more employment opportunities for workforce in local community.

- ❖ **APRIL** (*Focus on Principle #10: Businesses should work against corruption in all its forms, including extortion and bribery; SDG#3: Good Health and Well-being*)
 - Carried out KYC verification with all current and potential partners to ensure no risk of money laundering.
 - Carried out risk assessment in all parts of the business that pose high risks of participation in bribery.
 - Provided new industrial protective clothings and specific equipments for production departments.

- ❖ **MAY** (*Focus on Principle #3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining*)
 - Conducted periodic dialogues at the workplace for information sharing, consultation, discussion and exchange of ideas between the company and trade union representatives, exchange of issues related to rights and interests, interests of the parties in order to enhance understanding, cooperation, and joint efforts towards a mutually beneficial solution.

- ❖ **JUNE** (*Focus on Principle #7: Businesses should support a precautionary approach to environmental challenges, SDG#5: Achieve gender equality and empower all women and girls; SDG#3: Good Health and Well-being; SDG#12: Responsible Consumption and Production;*)
 - Carried out periodic monitoring of wastewater environment. The results showed that all parameters meet the standards as prescribed by Vietnam's environmental law and is disclosed to employees on bulletin boards.
 - Gave a number of gifts to female students, who are ethnic minorities from the highlands to train at REACH Center. REACH is a local non-government and non-profit organization which specializes in researching, providing vocational training, career advice, and job placement services for Vietnam's most disadvantaged youth. JSV also willing to provide the opportunity to work in suitable positions for graduated students.
 - Provided training on "Traffic Safety" for all employees to raising awareness of the laws and regulations, severe consequences of traffic accidents, taking actions to protect yourselves and community.

❖ **JULY** (*Focus on SDG#3: Good Health and Well-being*)

- Carried out inspection of machine and equipment with strict requirements on occupational safety and sanitation.

❖ **AUGUST** (*Focus on SDG#12: Responsible Consumption and Production, Principle#8: undertake initiatives to promote greater environmental responsibility, SDG#3: Good Health and Well-being; SDG#8: Decent Work and Economic Growth*)

- Achieved the target 100% packaging of finished products is made from recycled plastic with the Global Recycled Standard certificate.
- Organize a campaign to clean up Ha Long beach. The campaign has the participation of all company employees and their children. Besides the goal of cleaning the beach, the campaign has great significance in raising awareness, set the example for the country's future young generation about environmental protection in general, marine environment protection in particular.
- Organized annual team-building tour for all employees to help enhance the communication, promote company culture and strengthen the connection between members in the company.
- Organized “Man and Women Football League” for all employees to foster physical and mental health, enhance the spirit of solidarity and cooperation in the company.

❖ **SEPTEMBER** (*Focus on SDG#3: Good Health and Well-being, SDG#8: Decent Work and Economic Growth; Principle #7: Businesses should support a precautionary approach to environmental challenges*)

- Conducted monitoring of working environment, measure the parameters of the working environment in accordance with the provisions of law, detect harmful factors, have solutions to minimize the harm, prevent occupational disease, ensure occupational hygiene and safety, take care of the health of employees.
- Carried out periodic monitoring of air and wastewater environment. The results show that all parameters meet the standards as prescribed by Vietnam's environmental law and is disclosed to employees on bulletin boards.

❖ **OCTOBER** (*Focus on SDG#3: Good Health and Well-being; SDG#5: Achieve gender equality and empower all women and girls; SDG#9: Industry, Innovation and Infrastructure; Principle#7: Businesses should support a precautionary approach to environmental challenges*)

- Equip with supplement fridges to freeze breast milk for female staff in breastfeeding period

- Repaired and renovated the company's constructions to ensure that the working environment is always green, clean and beautiful. We believe that a healthy and safe workplace has a good impression on the employees working there and increases their productivity significantly.

❖ **NOVEMBER** (Focus on SDG#3: Good Health and Well-being; SDG#5: Achieve gender equality and empower all women and girls, SDG#17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development)

- Julie Sandlau Vietnam won first place in all of Vietnam and received the 2022 UN Women WEPs Award in the category of **Gender-responsive Marketplace**, which recognized our strategies and actions in promoting gender equality in our whole supply chain.

This is the second year in a row we receive the award for gender equality and women's empowerment (after the 2021 national First prize and the Third prize in the whole Asia Pacific, category **Leadership Commitment and Action**), 2022 award is a testament to the relentless efforts of our CEO, Mr. Soren Roed Pedersen and the entire company move toward the SDG#5 *Achieve gender equality and empower all women and girls*.



- Carried out annual lightning protection system inspection and maintenance to ensure it is capable of conducting a potential lightning strike to a safe earthing point.
- Memorandum of Understanding (MOU) signed between JSV and FPT Software. The signing ceremony took place in Hanoi within the framework of the Vietnam-Denmark Sustainable Energy Summit Forum 2022. By being strategic partner, FPT provides us exclusive roadmap to build our first Smart factory and transforms the traditional jewelry manufacturing process with digital technologies like Robotic Process Automation, Artificial Intelligence, and more. This established partnership will transform our operations and work processes, from human

resources and operational management to accounting and so on. FPT Software's automation and robotic processing solutions help ease the usual back-office procedures, reduce workload and workforce, thereby promoting and accompanying JSV towards sustainable development.



Finally, we pledge to continue to adhere to the principles of the Agreement and to never stop our effort on building a better Organization in good environment of corporate culture.