

UNITED NATIONS GLOBAL COMPACT

Communicating Engagement for Non-Business Organisations

The Watch & Jewellery Initiative 2030 has been a
Non-Business signatory since August 2022.

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*Period covered by this Communication on Engagement – August 2022 to August
2024.*

Statement of Continued Support

To our Stakeholders,

Humanity made a bold commitment to transform our world and leave no one behind in 2015. The adoption of the U.N. 2030 Agenda for Sustainable Development was a call to action for governments, companies and citizens worldwide to contribute to 17 Sustainable Development Goals (SDGs) by 2030.

We are now at the halfway point for this historic initiative and we are falling behind. All industries have a duty to step up and forward faster.

As a member of the United Nations Global Compact and a signatory of the Women Empowerment Principles, the Watch & Jewellery Initiative 2030 is a global multi stakeholder action platform welcoming all watch and jewellery industry participants with a national or international presence. It is dedicated to achieving key sustainability goals in three main areas: building climate resilience, conserving resources, and promoting inclusivity.

WJI 2030 is committed to supporting the Ten Principles of the UN Global Compact relating to Human Rights, labour standards, the environment and the fight against corruption as well as reporting and communicating annually to its stakeholders on progress made to implement these principles.

As an Association of Public Purpose, engagement with the global environmental and social ecosystem is vital to deliver on WJI 2030's mission to create positive outcomes for the planet and for people by uniting watch & jewellery industry stakeholders with ambitious goals, shared learnings, and collaborative, high-impact projects.

This is our Communication on Engagement with the United Nations Global Compact.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We welcome feedback on its contents.

We also commit to sharing this information with our stakeholders using our primary channels of communication, including our [Annual Stakeholder Report](#).

We remain faithful to our ambition – WJI 2030 humbly strives to be and must be exemplary. We must act now.

Sincerely,

Iris Van der Veken
Executive Director and Secretary General
Watch & Jewellery Initiative 2030

About the Watch & Jewellery Initiative 2030

WJI 2030 is based in Geneva, Switzerland, and in May of 2023 was recognised by the Swiss authorities as an Association of Public Utility. Engagement with the global environmental and social ecosystem is vital to deliver on WJI 2030's mission to create positive outcomes for the planet and for people by uniting watch & jewellery industry stakeholders with ambitious goals, shared learnings, and collaborative, high-impact projects.

Standing at a crossroads of urgent environmental and social priorities, WJI 2030 finds its roots in the United Nations Sustainable Development Goals (UN SDGs) and the 2030 Agenda for Sustainable Development, with a particular core focus on SDG 17, "Partnerships for the Goals".

Presently, 85% of the SDGs are off track for attainment by 2030, highlighting the industry's imperative to assume a more ambitious role as forward thinkers, implementers, innovators, leaders, and agents of change. By setting 2030 as its target date, WJI 2030 underscores the necessity for collective ambition and immediate action within the industry to advance the realization of the SDGs.

WJI 2030 aligns closely with this global agenda and the shared belief that realizing the SDGs and the broader vision for a sustainable industry requires concerted collaboration. WJI 2030's selection of the year 2030 as a milestone reflects the urgency embodied in the SDGs and the need for decisive, accelerated action.

At WJI 2030, we welcome all industry stakeholders worldwide, including Maison's, retailers & distributors, traders, manufacturers, service providers, industry associations, as well as third parties (NGOs, academic institutes, etc), to support our mission.

WJI 2030 believes in a multi-stakeholder platform for engagement. No one can do this work in isolation. We recognise ourselves as part of a broader community across industries that seeks to deepen the conversation and taps into the expertise of change agents to support our members and the wider industry to action and measure progress on climate resilience, on preserving resources and fostering inclusiveness. WJI 2030 aligns to globally accepted standards, frameworks and regulatory expectations across climate, nature, human rights, gender, and equity themes. Each member is required to achieve minimum commitments across three pillars (Building Climate Resilience, Preserving Resources, and Fostering Inclusiveness) over a defined period and report on progress.

It is embedded within the core of WJI 2030 that all materials, guidance, and resources developed with experts and members, will be tested and piloted by members, to eventually be released for the wider industry and beyond, and for the betterment of people and planet.

Actions

What actions have we taken?

WJI 2030 believes in a multi-stakeholder platform for engagement. No one can do this work in isolation. We recognise ourselves as part of a broader community across industries that seeks to deepen the conversation and taps into the expertise of change agents to support our members and the wider industry to action and measure progress on climate resilience, on preserving resources and fostering inclusiveness.

As an Association of Public Purpose, engagement with the global environmental and social ecosystem is vital to deliver on WJI 2030's mission to create positive outcomes for the planet and for people by uniting watch & jewellery industry stakeholders with ambitious goals, shared learnings, and collaborative, high-impact projects. All materials, tools and resources developed by WJI 2030 and its members is created, and tested, with the purpose of making all findings and resources open-source, for the wider industry and beyond.

- WJI 2030 aligns to globally accepted standards, frameworks and regulatory expectations across climate, nature, human rights, gender, and equity themes. Each member is required to achieve minimum commitments across three pillars (Building Climate Resilience, Preserving Resources, and Fostering Inclusiveness) over a defined period and report on progress.
- Action for SMEs: Raising the floor for all industry actors, especially the small enterprises which make up the fabric of the industry, is essential to make progress on the 2030 agenda. At the same time, specificities of SMEs must be recognised and supported. This year, WJI 2030 launched several initiatives focused on SMEs, including specific guidance on climate action, the Human Rights Navigator, the Nature Primer, and the Solutions Lab, a comprehensive training offering in partnership with the UNGC. Related to climate, WJI 2030 acknowledged that SMEs required additional support; a special Climate module was launched to help SMEs build their strategy and targets.
- Learning Journeys: A critical focus of WJI 2030's work ensures that industry actors are equipped with foundational knowledge and resources to evolve their practices over time. This year, WJI 2030 developed key member resources, such as the Member Portal and minimum commitment toolkits. For each pillar, WJI 2030 offered webinar series to learn and exchange and small group Help Desk sessions to offer practical hands-on support to SMEs and other members. In order to fulfil its mission of contributing to the broader public good, WJI 2030 also developed and published several open-source guidance documents such as the Human Rights Navigator and the Nature Primer.
- Engaging in Collective Action: As we have developed a fully operational, and robust governance framework, WJI 2030 together with its partners and members, have initiated various pilots and workstreams under the three strategic pillars. Related to climate, investment has been placed in education

for the SMEs as we guide them along the SBT journey and its challenges. Related to nature, we learned a lot from the more advanced members, and launched the Nature Primer with a long term plan, for companies to start their nature journey. Within the third pillar fostering inclusiveness, a lot of work has been done on the operationalisation of human rights due diligence, including the launch of the Human Rights Navigator and various training sessions on topics including Artisanal and Small Scale Mining Engagement. A pilot has been launched on the newly approved EU Corporate Sustainability Due Diligence Directive (CSDDD) to lead the industry forward through proactive preparation and address key challenges in operationalising due diligence principles. On DEI, a transformative roadmap is in development as we shift from working on gender equality in silo, and expand to a broader vision focused on all aspects of diversity and the role of intersectionality.

- Under the Climate Resilience pillar, members have engaged in workshops and webinars to set science-based targets. WJI 2030 has focused on building member capacity on setting SBTs through a series of webinars, covering 6 hours of online guidance, developed resources including a guidance memo on SBT journey, launched the SBTi for SMEs training, a module covering 8 hours of help desk support with experts.
- Under the Pillar of Preserving Resources, WJI 2030 has launched the Nature Primer, followed by the [Nature Roadmap](#), guiding members on integrating global nature goals into their business practices. WJI 2030 has initiated capacity building with members through workshops, webinars, and office hours.
- Fostering Inclusiveness has involved developing the [Human Rights Navigator](#) tool and completing a [Gender Responsive Procurement pilot](#) in collaboration with UN Women. These efforts underscore the commitment to operationalizing human rights and empowering women in the industry. WJI 2030 is continuing to work on topics including DEI, Artisanal and Small-Scale Mining, implementation of EU Legislation (CSDDD) and capacity building through the living wage learning path.
- Additionally, Transparency is a core value for WJI 2030. In partnership with ESG Book, a robust reporting framework aligned with new regulations and best practices in ESG Reporting has been developed, with a testing period for members underway. The framework is derived from existing reporting frameworks, standards, and regulations, utilizing a topic mapping approach to identify KPIs that best reflect WJI 2030 commitments.

Measurement

- ✓ As of Q2 2024, WJI 2030 is comprised of 62 member companies (30 of which are SMEs) from 18 countries across the globe, having doubled in growth over 2023. 48 of 62 member companies (belonging to Maison and Partner Member categories) are required to meet the WJI 2030 minimum commitments.
- ✓ Partnership development: In the past year, WJI 2030 has created a solid ecosystem bringing together over 62 small, medium, and large companies from the value chain, important partners such as UN Women, UN Global Compact and UNITAR, key civil society organizations, industry associations such as **Union Française** de la Bijouterie, Joaillerie, Orfèvrerie, des Pierres & des Perles (UFBJOP) and the World Jewellery Confederation (CIBJO), and academia and expert partners.
- ✓ WJI 2030 Board is operational and is composed of 11 leaders, including representation from industry brands, suppliers and trade associations, as well as 3 independent directors – Dr. Anino Emuwa (Founder 100 Women @ Davos), Georg Kell (Founding father together with Kofi Anan, UN Global Compact) and Jane Hwang (President & CEO, Social Accountability International).
- ✓ Under pillar 1 Climate Resilience, 48% of Maison and Partner members have met the minimum commitment for climate resilience. WJI 2030 has focused on building member capacity on setting SBTs through a series of webinars, covering 6 hours of online guidance, developed resources including a guidance memo on SBT journey, launched the SBTi for SMEs training, a module covering 8 hours of help desk support with experts.
- Under Pillar 2 of Preserving Resources, although only 29% of members have developed their internal Nature Roadmap to date, other members are actively progressing. WJI 2030 has initiated capacity building with members through workshops, webinars, and office hours. WJI 2030 is also a partner organisation with Business for Nature.
- Under Pillar 3 fostering inclusiveness,
 - 79% of Maison and Partner members meet the minimum commitment on Human Rights to: Develop a publicly available human rights policy statement and conduct human rights due diligence in your own operations and value chains. Provide for meaningful remedy where impacts are identified.
 - 88% of Maison and Partner members meet the minimum commitment on Gender Equality to: Become a Women's Empowerment Principles (WEPs) signatory and prepare a workplan in accordance with the WEPs framework.
 - WJI 2030 and its members are committed to advancing the subject and advocating for strong industry practices. According to the Member Baseline Survey as well as a previous survey that was launched on the topic in 2023, most members (80%) consider DEI a priority although only 58% have dedicated DEI initiatives in place that focus on marginalised groups such as women or people with disabilities.
 - 83% of Maison and Partner members meet the minimum commitment on Livelihoods to: Promote decent working conditions and respect for

fundamental rights at work within your own operations and supply chains via a publicly available statement of policy.

- Under Pillar 3 Fostering Inclusiveness, WJI 2030 conducted an innovative gender responsive procurement pilot with nine companies, resulting in a [case study launched](#) at the UN General Assembly in New York in September 2023. This work will continue in 2024 with the launch of the Equality for All platform.
- WJI 2030 held a 'Start to SDG Masterclass' in partnership with CIFAL Flanders (UNITAR) in which the programme was open to members as well as non-members, with encouraged participated to all suppliers. Over 80 organisations participated in the learning series.
 - The programme consisted of 3 online sessions over 3 months aimed at introducing, implementing and communicating sustainable development and the SDGs within the supply chain of the global jewellery & watch industry, with an especial focus on midstream actors.
- Tools launched till date:
 - Nature Primer
 - Nature Roadmap
 - Human Rights Navigator
 - Gender Responsive Procurement Case Study
 - Climate Navigator
 - WEPs case Study on Emerging practices
 - UNGC Solutions Lab for SMEs
- Virtual guidance: WJI 2030 has held over 30 hours in hands on, practical education through guidance sessions, webinars as well as office hours and Q&A sessions with experts.