

At our world's current rate of change, it can seem like a lot is happening dizzyingly fast – from COVID-19 to environmental emergencies and issues of social inequalities, every one of us has been profoundly affected by the events of the last year. More than ever, it is important that we take stock of our business's place in society and evaluate the contribution we make to it. We cannot return to business as usual.

Since our founding in 1895, a love of people and the environment have been integral parts of our DNA. While over the years we have achieved notable progress in addressing the world's most pressing issues, we recognize this is no longer enough.

Now, we are reinforcing our commitment to progress and action in sustainability. Only by challenging the status quo and striving for positive change in every facet of life, are we able to ignite our true potential.

With that in mind, I am sharing our new commitments that will help us on our journey:

Environment

- We commit to significantly reducing our greenhouse gas emissions across our entire value chain by 2030, through participation with the Science Based Targets initiative.
- We commit to constantly improving the sustainability level of our products, including responsibly sourced and recycled raw materials.

- We aim to greatly reduce waste throughout our value chain and commit to adopting circular business models.

People

- We want to be recognized as a brand that is built on a foundation of equality and inclusivity. We will champion diversity and celebrate people's individuality.
- Through education, we will empower individuals to make conscious decisions and inspire them to make their boldest dreams come true.
- We respect all of the people who work for us and will ensure a safe and healthy working environment compliant with global standards set out by the International Labour Organization, the United Nations, and the Responsible Jewellery Council.

We are proud to be a business filled with exceptional talent. To reach our goals, we'll need to call upon all of them – progress and action in sustainability depends on us dreaming and challenging the status quo together. We need the brilliance of engineers and scientists combined with the magic of our people to make change happen.

For all our futures, we are determined to make the Swarovski name synonymous with excellence in sustainability. These commitments are the start of our collective journey.

We live in a world of wonder. It's time we increase our efforts to look after it.



Robert Buchbauer,
CEO,
Swarovski
Crystal Business

SWAROVSKI