

CORPORATE SOCIAL RESPONSIBILITY

Our Policy and Commitment

Georg Jensen (Global)



BY APPOINTMENT TO
HER MAJESTY THE QUEEN OF DENMARK

GEORG JENSEN

ESTABLISHED 1904

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GEORG JENSEN CORPORATE SOCIAL RESPONSIBILITY

OUR POLICY

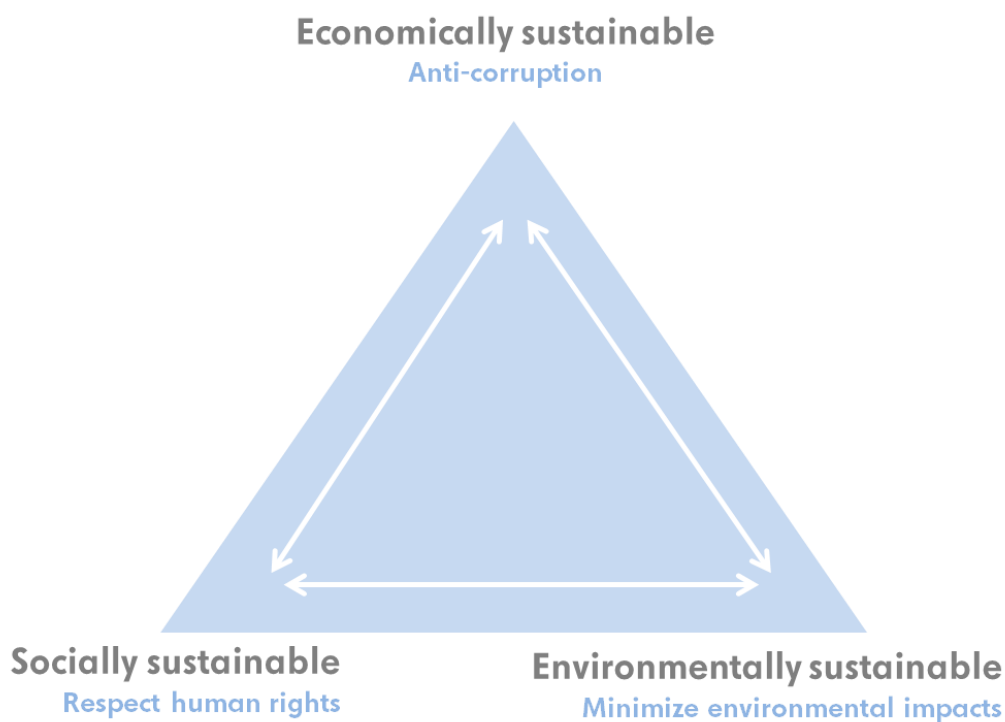
Sustainability in short

As a company, Georg Jensen has an impact on society. We also have a responsibility - towards people, the environment and the economy and we want to work in a sustainable way.

Sustainable development is about preserving the planet while improving the quality of life for its current and future inhabitants.

The Triple Bottom Line

Georg Jensen is a profitable company that seek to improve positive impacts, while preventing or mitigating its adverse impacts on socially, environmentally and economically sustainable development. Georg Jensen believes that the companies that will prevail diligently prevents and mitigates its adverse impacts on social, environmental and economic sustainability, while contributing to the fulfilment of relevant elements of the Triple Bottom Line in innovative ways.



Balancing the Triple Bottom Line is about considering each of these elements when making business decisions. In this way, we not only manage a sound business we also demonstrate and act on our commitment to a sustainable development – locally as well as globally.

Georg Jensen was founded in 1904. Our focus has always been to produce unique, timeless designs that parred with high quality and solid craftsmanship provides our customers with an experience that may be passed on from generation to generation.

Georg Jensen was always concerned about the well-being of people, the environment and the economy. With our participation in globalisation, we appreciate the global agreements that now more clearly define how we can improve the impacts of our presence in relation to sustainable development.

Our vision

"In a global digitalized world, we need to become increasingly adept at navigating a complex, ever-changing market context.

Ensuring responsible and sustainable business practices, both economically, socially and environmentally, has never been a more prominent task for us than now. The compass that constantly steers our business approach towards greater sustainability is the UN Global Compact, a commitment which we signed in 2009 and which we remain committed to today.

As our business evolves, understanding our corporate responsibility and how we can balance growth with sustainability throughout our value chain has become an even more central activity. We therefore continue our efforts to ensure responsible management of our supply chain, the environment, anti-corruption risks and diversity.

We are particularly dependent on the environment and its scarce natural resources to source and process most of the raw materials that go into our products. Therefore, we do not question the need for precautionary measures when it comes to our value chain, particularly not in relation to our sourcing and manufacturing operations. Caring for the fragile global eco-system, on which we depend, is undoubtedly one of our greatest business challenges today."

This core value requires us to constantly manage our adverse impact on social, environmental and economical sustainability.

Consequently, the vision for our CSR journey is:

Corporate Social Responsibility is part of the global Georg Jensen mind-set and an integrated part of our values.

Our CSR commitment

In February 2009 Georg Jensen joined United Nations Global Compact.

UN Global Compact is based on 10 principles based on internationally agreed principles for sustainable development, covering Human Rights, including Labour Rights, the Environment and Anti-corruption.

Georg Jensen commits to continuously prevent and mitigate adverse impacts on the principles referenced UN Global Compact principles, while we will seek to contribute to the fulfilment of principles of relevance to our business. Our governance in relation to managing adverse impacts shall be aligned with the global minimum standard set by the United Nations Guiding Principles for Business and Human Rights (the UNGPs), as applied also by the OECD Guidelines for Multinational Enterprises.

Georg Jensen has incorporated these 10 principles into our governance structure and way of working and we strive to continuously make necessary improvements in relation the social responsibility of Georg Jensen.

Thus, Georg Jensen commit to establish continuous due diligence and effective grievance mechanisms to enable impacted persons to speak-up and proper authorities to be informed about significant impacts on the environment or anti-corruption.

Our expectations to our employees

Georg Jensen depends on the contributions of all our employees and all our employees carry out important tasks in our endeavours to deliver our valued products. We expect all our employees to assist Georg Jensen in meeting our commitment to diligently manage our adverse impacts on human rights, including labour rights, the environment and anti-corruption.

In order to assist and train Georg Jensen employees globally, we have issued a Code of Conduct, named *Georg Jensen Code of Business Conduct*. The Georg Jensen Code of Business Conduct describes in more detail how our employees should act to ensure that we adequately manage adverse impacts on the key principles referenced by the UN Global Compact.

Should any employee foresee or note that Georg Jensen may cause or contribute to severe *impacts* on human rights, including labour, the environment or anti-corruption such employee is required to report the potential or actual impact to management immediately.

Our expectations to our business relationships

Georg Jensen acknowledges its responsibility for adverse impacts on the key principles for sustainable development throughout our value chains. To best meet this responsibility

Georg Jensen expects from all our business relationships that they also meet the minimum standard for responsible business conduct. We commit to ask all our business relationships to meet the global minimum standard over time and will seek to collaborate and share good practices with key relationships. Meeting our expectation include that our business relationships raise similar expectations to their business relationships.

Should any business relationship cause, contribute or be linked to severe impacts on human rights, including labour, the environment or anti-corruption such business is required to report the potential or actual impact to Georg Jensen immediately.

Georg Jensen acknowledges that we are linked to known severe impacts pertinent to our core business. We commit to increase our due diligence in relation to such severe impacts; e.g. by purchasing conflict-free gold and diamonds and ensuring that human rights impact assessments include the prohibition of slave-, forced and bonded labour.

Our CSR transparency

Georg Jensen acknowledges that transparency is a crucial element in CSR. We recognise that our customers increasingly demand a higher level of transparency of our performance. Acknowledging this, we continuously seek to increase the level of transparency for our activities, while setting ambitious targets for our CSR activity areas as well as clearly scoping our approach and initiatives within each of them.

Georg Jensen will make this commitment public and communicate it directly to all employees and business relationships.

Our CSR organization

Georg Jensen has set up a CSR Committee to govern the CSR process and journey for the entire organization.

The Georg Jensen commitment to CSR is overarching any other policy and procedure in the company; the oversight is anchored in the Board Directors and implementation with the Executive Management Team.

Our annual CSR development process

Responsible business conduct requires constant attention and continuous due diligence. Each year Georg Jensen will set targets for the further implementation and maintenance.

Therefore, Georg Jensen follows an Annual CSR Activity Process per which the CSR Committee together with the individual business units evaluates the outcome of the past year and defines targets and KPIs for the coming year.

Our annual CSR activity process

Each member of the executive management team is responsible to ensure implementation of Georg Jensen CSR policies, procedures and guidelines in own area and motivate employees to achieve a sustainable mind-set. The CSR Committee acts as supporting function and guides each area throughout the journey.

Every year during the budgeting period required improvements, actions and KPI's must be defined based on the outcome of the past year.

Our supply chain is responsible to choose third party suppliers that can comply with Georg Jensen's Code of Conduct for business relationships.

Besides the CSR Committee, Georg Jensen have established an operational CSR team which also act as independent supporting function and guides especially third-party suppliers in their required CSR journey. To minimize any conflict of interest and compliance with Georg Jensen's policy for Conflict of Interest the operational CSR team act as auditing function and conducts necessary supplier due diligence, auditing and improvement activities for all Georg Jensen's suppliers and business relationships. An annual supplier activity process is deployed.

Every year during the necessary supplier improvements, actions and KPI's will be defined by the operational CSR team based on the review what happens each year.

If a supplier is CSR certified by an organization acknowledged by Georg Jensen's CSR team as a trustworthy organization, the annual process may be reduced to monitoring the supplier's certification status.

We have established a Business Ethics and Compliance program

To implement the UN Guiding Principles and OECD Guidelines for Multinational Enterprises in relation to the areas covered by the United Nations Global Compact 10 principles in Georg Jensen Governance, we have established a Business Ethics and Compliance program that covers all Georg Jensen's activities, from design and choice of materials, over sourcing and production to sale and after sales services.

Georg Jensen Business Ethics and Compliance program consist of a series of policies, procedures and guidelines as well as a range of monitoring and controlling tools that aim to ensure that we honour our commitments.

The program consists of following main policies:

1. Business Ethics policy
2. Human Rights policy, including
 - Health and Safety policy
 - Labour Standard policy
3. Environmental policy
4. Responsible Supplier policy

The program is issued, published and communicated to all our employees internal in a Code of Conduct, named Georg Jensen Code of Business Conduct.

The Georg Jensen Code of Business Conduct has been formulated in order to foster and maintain employee trust and confidence in the professionalism and the integrity of the employees of Georg Jensen by ensuring that all employees adhere to appropriate standards of conduct as set out in this Code, that maintains and enhances the reputation of Georg Jensen.

This Code aims to provide guidance to all employees of Georg Jensen on how and in which manner should the conduct of employees be when they are undertaking business on behalf of Georg Jensen.

The circumstances of conducts as set out below in this Code, although not exhaustive, are intended to cover those situations, which are most likely perceived to be encountered by employees. In case any employee encounters any circumstance, which is not covered hereunder or in case of any doubt, employees should seek guidance from the Reporting Manager and/or from the Human Resource Department and act accordingly.

A breach of the Code may result in disciplinary action against the employee concerned including, potential dismissal or termination of employment or any other legal action as may available with Georg Jensen or all of the above together.

This Code applies to all the employees of Georg Jensen. Employee shall mean all individuals on full-time or part-time employment with the company, with permanent, probationary, trainee, retainer, temporary or contractual appointment.

Georg Jensen especially expects its Senior Managers, Managers and Board of Directors to lead by example and perform their duties in accordance with this Code of Business Conduct. We expect our managers to promote a Culture of Ethics and Compliance.

Our CSR commitment

This policy including our Business Ethics and Compliance program is approved by Georg Jensen board of directors as well as the executive management team.

Date & Signature

9 September 2019



Mr. Hazem Ben-Gacem

Chairman of the board



Mr. Francesco Pesci

Chief Executive Officer

This commitment is to be revised no later than 2 years from today to reflect our progress in implementing the commitment.