GEORG JENSEN

ESTABLISHED 1904

Supply chain & Human Rights Due Diligence Report

2025

GEORG JENSEN A/S

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COP 6 & 7: HUMAN RIGHTS
& DUE DILIGENCE

Contact Information

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INTRODUCTION

The purpose of this Supply Chain & Human Rights Due Diligence Report is to provide information to all Georg Jensen stakeholders on risk assessment and due diligence policies, activities and related findings, with a particular focus on diamonds, gold, silver, precious metals and precious gemstones, as these materials are associated with inherent risks of significant adverse impacts on human rights.

The information here reported refer to Georg Jensen A/S, Denmark and its subsidiaries worldwide, with particular reference to its Jewellery and Watches Business Units.

Organizational structure and supply chain

Georg Jensen is a Danish design house renowned for its timeless Scandinavian aesthetics, superior craftsmanship, and visionary collaborations with leading artists and designers. Founded in Copenhagen in 1904 by master silversmith Georg Jensen, the company creates products ranging from jewellery and homeware to silver hollowware and watches.

We are headquartered in Denmark and operate globally, with stores across Europe, Asia, and the US. We have our own production facilities in Denmark and Thailand and work closely with external suppliers primarily located in China, Portugal, Turkey, Slovenia, Thailand, and Denmark.

As part of Fiskars Group, Georg Jensen is committed to implementing all necessary measures to prevent significant adverse impacts on human rights within our governance.

COMPANY MANAGEMENT SYSTEMS

Georg Jensen have the following policies in place:

- *Fiskars Group Code of Conduct*
- *Georg Jensen Human Rights Policy*
- *Fiskars Group Supplier Code of Conduct*
- *RJCs - Responsible Business Policy Code of Practice - version 2019*
- *Georg Jensen Health and Safety Policy*
- *Ethics and Compliance Helpline*

Including additional policies and procedures for specific topics.

Georg Jensen became a part of Fiskars Group end of 2023 and are in a transition period to implement Fiskars Group policies throughout our organisation.

During the transition from Georg Jensen's governance to Fiskars Group, several of our operations around the world still adhere to Georg Jensen's policies.

These policies will continue to be reviewed and updated for a few years until full integration is finalized.

Policies detailing our commitment to respect human rights throughout our supply chain and our supply chain due diligence on the following minerals: *gold, silver, platinum group metals, diamonds and sapphire's* originating from conflict-affected and high-risk areas.
Georg Jensen endorse these policies to our suppliers and stakeholders by distributing them via our websites ***(https://www.georgjensen.com/en-gb/CSR and https://fiskarsgroup.com/sustainability)*** or by e-mail or these policies can also be accessed by our internal stakeholders via Georg Jensen's and/or Fiskars Groups Intranets and externally via website link : ***(https://www.georgjensen.com/en-gb/CSR*** **and https://fiskarsgroup.com/sustainability)**.

To support supply chain due diligence, we have implemented the following internal measures:

- *Supplier Code of Conduct*
- *Supply chain policy*
- *Supply chain procedures on procurement, supplier selection*
- *Annual review of suppliers*
- *Human Rights Impact Assessment*

The senior management of Georg Jensen responsible for overseeing supply chain due diligence is Jacob Siboni, VP Georg Jensen.

To aid us in identifying our human rights impacts we have developed and implemented the follow systems:

- *Human Rights Impact Assessment*
- *Human Rights Due Diligence*

And we have the following human rights policy in place:

- *GJ Human Rights Policy – on our website as well as distributed to suppliers*

The senior manager responsible for overseeing our human rights impacts is Karen Nejsum, RJC Responsible.

Georg Jensen have established a system of controls and transparency over our supply chain, which include our approach for identifying suppliers and identifying sources of our precious metal materials, diamonds and precious stones.

A crucial part of the control is that Georg Jensen strive to only use suppliers for our precious metal and diamonds that are certified members of Responsible Jewellery Council and for precious metals only Chain of Custody certified members.

As a company we communicate our expectations regarding human rights and supply chain due diligence by sending to our suppliers our detailed Code of Conduct, which must be signed.
In addition to this, when needed, we also conduct an audit to strengthen our engagement with suppliers and the outcome of doing so has been positively received by our suppliers.

As our suppliers for our jewellery business are RJC certified and have accepted our policies, we consider the risk of our supply chain to be low.

Our grievance mechanism for internal stakeholders can be accessed via “Speak Up!” on the internal intranet, our external grievance mechanism is available via https://report.whistleb.com/en/fiskars. Till today no grievances received have been received. Fiskars Group Legal department is responsible for these grievance mechanisms and can be contacted via Fiskars.com.

IDENTIFIED & ASSESSED RISKS

We assess our own and supplier’s due diligence practices and those relating to human rights by using:

- *Human Rights Impact Assessment*
- *Human Rights Due Diligence*

During our assessment of our own and our supplier’s due diligence practices and those relating to human rights, we identified the below potential and actual risks within our supply chain:

The following rights are identified to have potential severe negative impact and each of these are handled in specific policies, guidelines, or work instructions across our value chain:

- Right to Health (safe & healthy working conditions, product safety)
- Right to Life (safe & healthy working conditions, product safety)
- Right not to be subjected to slavery, servitude or forced labour (conflict minerals, gold, diamonds, and precious stones)

Following rights are identified to have potential medium severe negative impact and each of these are handled in specific policies, guidelines, or work instructions across our value chain:

- Right to non-discrimination – ethnic origin, gender, age, disability
- Right to enjoy just and favourable conditions of work (equal payment)
- Right to rest, leisure, and paid holidays (employee contracts, stress)
- Right to privacy (GDPR and other relevant data protection legislation)
- Right to freedom of opinion and expression, including freedom of information (contracts, freedom of speech)
- Right to take part in cultural life, to benefit from scientific progress, material gains from inventions, and moral rights of authors (protection of copyrights)

Our efforts are focused on human rights issues that have been identified as potential risk via the impact assessment process conducted by our Fiskars Group RJC management.

As all identified risks are acknowledged by our suppliers and appropriate measures such as policies and procedures are implemented to remedy the risks and therefore, we deem all identified risks to be handled properly and reduced to a reasonable and controllable level.

We regularly review these human rights issues together with internal stakeholders to ensure their relevance and to define prioritised efforts and engagement.

STRATEGY

Our risk assessment findings are received by Karen Nejsum, RJC Responsible.

To respond to eventual new risks identified within our supply chain, we use following plan:

- Risk identification
- Stakeholders involved
- Detailed description of the risk
- Consequences
- Define how to respond to the risks and impacts identified
- How to remedy the risks
- Action taken

Georg Jensen provided the training regarding human rights to our employees during several briefing sessions that have taken place between May 2024 and August 2024.

The training included information on:

- Responsible Jewellery Council Standard Code of Practice, version 2019
- Fiskars Group Corporate Policies
- Georg Jensen Corporate Policies
- GJ Human Rights Policy
- GJ Health and Safety Policy
- Anti-Corruption & Anti-bribery Policy
- Anti-Money Laundering Policy

Georg Jensen communicate to our stakeholders regarding our due diligence activities and efforts to prevent human rights risks. This communication is in the form of Annual Report published on Fiskars Group website: https://fiskarsgroup.com/wp-content/uploads/2025/02/FiskarsGroup_Annual_Report_2024.pdf

When a human rights risk is identified we communicate the risk and how we are addressing it to potentially affected stakeholders directly.

Since our last report no grievances have been raised regarding human rights risks or our supply chain due diligence.

CARRY OUT A THIRD PARTY AUDIT (OPTIONAL INFORMATION)

Georg Jensen became a certified member of the RJC in 2021 for the first time.

In support of our continuous improvement journey, our next third-party RJC audit will take place within our organisation against the RJC COP 2024 in October 2027.

Georg Jensen A/S, Copenhagen, Denmark – March 2024

Ada Savenius
RJC Responsible