

## TLKE Sustainability Statement and Objectives

March 2023

We know that producing jewellery can have a negative impact on people and planet if not managed responsibly. Jewellery collections often rely on natural resources, such as precious metals and stones, which come from a complex supply chain and pass through many hands before finding their way into finished pieces.

TLKE is committed to producing jewellery responsibly. Our vision is a jewellery industry that actively protects the environment, empowers the talented people in our supply chains, and delivers beautiful collections that meet the demands of more ethically aware customers. Our core values of integrity, collaboration, enjoyment, and straight-talking are reflected throughout our business.

We actively support the Sustainable Development Goals – the United Nations’ universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

Through our company leadership and operational decisions, we aim to contribute to goal 12: Responsible Consumption and Production (Target 12.2 - By 2030, achieve the sustainable management and efficient use of natural resources).

### COMMITMENT

Our mission is to supply major multiple retailers in the UK and Europe with a reliable and sustainably sourced supply of jewellery and accessory brands, whilst maintaining their brand integrity and TLKE values. We focus on three core pillars of continuous improvement across our business:

- People
- Environment
- Governance

### ***2023-25 objectives:***

#### **People**

##### **1. Create an empowering, supportive environment so our team can thrive at work**

In 2019 we introduced our Employee Assistance Program, which is a confidential helpline covering topics such as emotional health, work life balance, wellbeing resources, and physical health. We also certified as a Living Wage Employer.

*In 2023 we will create a formal employee wellbeing programme, ensuring 100% of our staff have access to paid wellbeing days.*

## 2. Give back to our local community

We have supported charities including Breathing Matters and Mind for many years, through annual staff fundraising events.

*We want to ensure giving back to our community remains a priority for TLKE in the future. In 2023 we will commit to a formal charity partnership, which will include a regular and team volunteer days.*

## Environment

### 1. Run a carbon neutral company

We've already taken some small steps to reduce our carbon footprint. Our two company cars are electric and, where possible, we have significantly reduced travel by moving to online meetings. 30% of the energy used at our UK office is from renewable sources. We know there's a lot more we can do.

*In 2023 we will fully map our scope 1,2 and 3 carbon emissions. This will help us to better understand our footprint and set targets to reduce emissions further.*

### 2. Ensure our product and packaging is sustainably sourced

We continually work with our logistics and distribution team to streamline the way we transport our jewellery. We've already found ways to consolidate our orders to reduce deliveries.

*In 2023 we will map our supply chain and conduct an analysis to identify any risks.*

## Governance

### 1. Put in place robust processes to ensure the integrity of our product

TLKE's collections are produced to the highest quality standards. All our jewellery is REACH tested and hallmarked in accordance with EU and UK regulation. We have a code of conduct in place to govern the way we work with suppliers and ask our suppliers to commit to the requirements.

*In 2023 we will put in place a stronger due-diligence process to check that suppliers continue to adhere to the requirements and provide evidence to back up any claims.*

### 2. Achieve third-party accreditation for the way we run our business

We want our customers to feel confident when buying TLKE collections. We'll do this by meeting third-party accreditation standards that guarantee we are accountable to the highest standards.

*In 2023 we aim to secure Positive Luxury's Butterfly Mark certification.*