

## Swarovski Professional Corporate Social Responsibility Policy

*Swarovski* designs, manufactures, and sells jewellery and high-quality crystal, genuine gemstones, created stones, and finished products such as accessories and lighting solutions. Founded by Daniel Swarovski in 1895 as a small crystal manufacturing business in Wattens, Austria, we have grown to be a global company making every day extraordinary.

Throughout our history, we have strived to remain true to our founder's vision of a responsible company that not only has its employees' wellbeing at heart but also that of the environment and society as a whole. For generations, we have recognised that the long term success of the company is inseparable from the wellbeing of our stakeholders.

*"A pre-condition of your long-term success is that you endeavour to think not only of yourselves but also of your fellow human beings. Those who adhere to this condition will certainly be blessed with success."*

Daniel Swarovski

Today, these founding principles are central to our approach to corporate responsibility. We are committed to responsible business practices that integrate ethical, human rights, social and environmental considerations into strategy and day-to-day operations across the company.

Employees, contractors and business partners are expected to adhere to these responsible practices in accordance with all applicable laws, regulations and company policies and procedures.

Our Corporate Responsibility Strategy, endorsed by the Members of the Executive Board, is the vehicle for developing and implementing initiatives in support of this commitment and monitoring our performance.

*Swarovski* is a Member of the Responsible Jewellery Council (RJC), an organisation that has been established by the jewellery industry to advance responsible social and environmental practices throughout the supply chains. As member of RJC, we are seeking to align our business operations with the RJC Code of Practices and want to also positively impact on our industry.

As a member of the United Nations Global Compact (UNGC), our strategy is aligned with the ten UNGC principles in the areas of human rights, labour, environment and anti-corruption. Moreover, to strengthen our alignment with these principles we aim at respecting the UN Guiding Principles on Business and Human Rights and the International Labour Organisation's core conventions.

To ensure transparency and to provide regular opportunities for review, *Swarovski* will continue to report externally on our corporate responsibility performance.

7.6.2016

