



BY THE AUTHORITY OF THE COUNCIL

PANDORA A/S

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 1424

CERTIFICATION PERIOD: 13 AUGUST 2018 – 13 AUGUST 2021

DAVID BOUFFARD

Chairman

Responsible Jewellery Council

ANDREW BONE

Executive Director

Responsible Jewellery Council

Certification Scope

The full Pandora Group consisting of Pandora A/S, Copenhagen, Denmark - Head office; Pandora Production Co Ltd Thailand, Bangkok, Thailand & Lamphun, Thailand - Manufacturing & sourcing facility; Pandora Services Co Ltd Thailand, Bangkok, Thailand - Manufacturing & sourcing facility; Flat. PAI-Pandora int. ApS, Copenhagen, Denmark – EMEA Regional Office; Flat. USPJL-Pandora Jewellery LLC-GP (USA), Baltimore, MD, USA – Americas Regional Office; Flat. PAP-Pandora Jewellery Asia Pacific Ltd, Kowloon, Hong Kong – APAC Regional Office; Flat.EDC-Pandora EMEA Distribution Center GmbH, Hamburg, Germany – Distribution centre; Flat.PJSS-Pandora Jewellery Shared Services CEE, Warsaw, Poland – Shared services; Sales and marketing offices in Baltimore, MD, USA & Ontario, Canada & London, UK & New South Wales, Australia & Copenhagen, Denmark & Paris, France & Appenzell, Switzerland & Milan, Italy & Hamburg, Germany & Amsterdam, Netherlands & Warsaw, Poland & Budapest, Hungary & Vienna, Austria & Dubai, U.A.E & Prague, Czech Republic & Bucharest, Romania & Brussels, Belgium & Madrid, Spain & Johannesburg, South Africa & Kowloon, Hong Kong & Tokyo, Japan & Shanghai, China & Singapore & Panama City, Panama & Mexico City, Mexico & Sao Paulo, Brazil & Istanbul, Turkey; and all retail stores worldwide (excluding franchised stores).

RJC CERTIFICATION INFORMATION CODE OF PRACTICES

Summary



Responsible
Jewellery
Council

<i>Certified member</i>	PANDORA A/S
<i>Membership forum</i>	Jewellery Manufacturer and/or Wholesaler
<i>Certification number</i>	0000 1424
<i>Certification period</i>	13 August 2018 – 13 August 2021
<i>Audit date</i>	Between 7th June and 10th August 2018
<i>Audit type</i>	Re-Certification
<i>Previous certifications</i>	2
<i>Applicable standard</i>	Code of Practices 2013
<i>Accredited auditor</i>	SGS United Kingdom Limited Lead Auditor: Peter Warbrick Mr.Kittikun Kornkasem, Felipe Paulesini, Lulu Jiang, Fiammetta Dallari and Nicolò Cristoni

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Applicable provisions

- 1. General requirements:** 1-4, except 3.2
- 2. Responsible supply chains and human rights:** 5-12, except 6.2, 7.1, 9.3, 11.3-4
- 3. Labour rights and working conditions:** 13-20, except 17.3, 19.3
- 4. Health, safety and environment:** 21-25, except 21.10
- 5. Diamonds, gold and platinum group metals products:** 26-28, except 27.2 & 28
- 6. Responsible mining sector:** Not applicable

Provenance claims

Pandora source conflict-free gold and diamonds in accordance with the Signet Responsible Sourcing Protocol. The diamonds are exclusively of natural origin based on personal knowledge and/or written guarantees provided by the supplier of these diamonds.

Auditor statement of conformance

Based on the scope and findings of the audit, the sites visited and the available information provided by the member:

- The member has demonstrated a conformance level consistent with a 3 year certification period.
- The member has demonstrated a conformance level consistent with the transitional 1 year certification period for 1 year.
- The member is not eligible for RJC certification due to having four consecutive 1 year certification outcomes.
- Critical breaches have been identified and the RJC management team should initiate disciplinary procedures.





Mid-term review

Based on the scope and findings of the certification audit/re-certification audit, the sites visited and the available information provided by the member:

- A. The member will not require a mid-term review because:**
- No anticipated changes to the certification scope during the certification period.
 - Member has < 25 full time equivalent personnel.
 - Low risks of changes to current conformance levels and strong management controls.
- B. The member will require a desktop mid-term review during the 3 year certification period to review progress on corrective action against non-conformances within 12-24 months, but a site visit is not required because:**
- The actions can be verified remotely; or
 - No risk to critical provisions; or
 - There are parallel audit programs for equivalent recognised schemes (e.g. De Beers BPP, SA8000, OHSAS18001, ISO14001)
- C. The member will require a mid-term review during the 3 year certification period that will include the need for site visits because:**
- Known and anticipated changes to certification scope during the certification period
 - Certification audit identified >2 minor NCs for critical provisions; or > 4 minor NCs in total
 - New systems and controls for critical provisions that could not be tested at the certification audit
 - Facilities with risk of non-conformances against critical provisions
 - Other compelling reason presented by the lead auditor.

Confirmation

The auditors confirm that:

-  The information provided by the member is true and accurate to the best knowledge of the auditor(s) preparing this report.
-  The findings are based on verified objective evidence relevant to the time period for the assessment, traceable and unambiguous.
-  The scope of the assessment and the method used are sufficient to establish confidence that the findings are indicative of the performance of the member's defined certification scope.
-  The auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

Auditor signature

On file

Code of Practices certification

This certification is issued in accordance with RJC's Assessment Manual. The standard, supporting documentation, and assessment manual, can be downloaded at: www.responsiblejewellery.com/rjc-certification/code-of-practices-certification13-2/

This certificate can be authenticated by visiting: www.responsiblejewellery.com/members/certified-members/

If you have any questions about RJC certifications, please contact: certification@responsiblejewellery.com

The RJC aims to ensure the fair, timely and objective resolution of complaints relating to potential non-conformance with RJC certification or policies and procedures. The complaints mechanism and contact details can be accessed downloaded from: www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism/

Disclaimer

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