

Sustainability Governance and Management System

How we govern and manage
sustainability topics



1. Sustainability Governance

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1.1 Overview on sustainability governance

We define corporate sustainability governance as the legal and factual regulatory framework for the management and monitoring of more

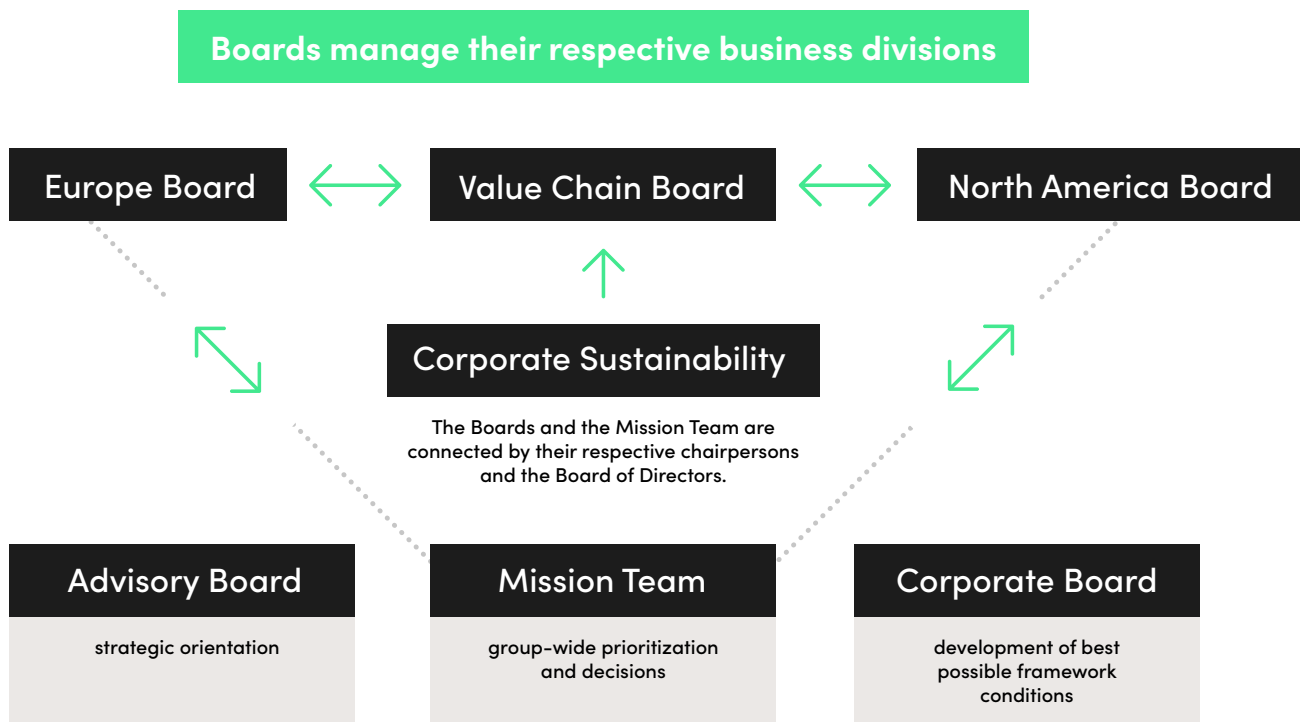
sustainable value creation activities, taking into account the interests of relevant stakeholder groups.



1.2. Corporate governance

Our sustainability governance sits within the larger corporate governance of the beeline group. The group is steered by several Boards and the Mission Team. The Board of Directors is responsible for the overall management of beeline. The Corporate Board develops the best possible framework conditions for the company.

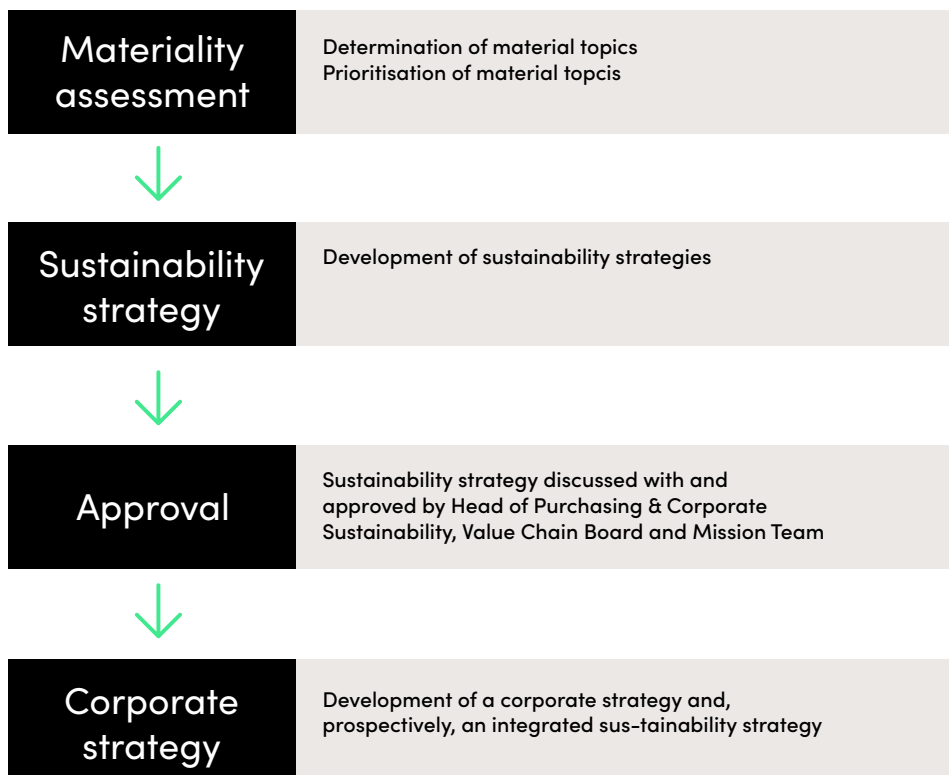
The Advisory Board is responsible for the strategic orientation of the company. The Mission Team takes group-wide decisions. The Europe, North America and Value Chain Boards manage their respective business divisions.



1.3. Sustainability strategy

Based on a materiality assessment, we identify relevant sustainability topics and prioritise these topics within our sustainability strategy. Our current sustainability strategy is called “Sustainability Mission 2025” and sets goals to be reached by 2025. In developing a sustainability strategy, a draft is debated with

and approved by the Head of Purchasing & Corporate Sustainability, the Value Chain Board and the Mission Team. The sustainability strategy feeds into the corporate strategy and, prospectively, into an integrated sustainability strategy.



1.4. Sustainability fields of action

Within our sustainability strategy, we define clusters of prioritised sustainability activities. These are called fields of action. The fields of action within our Sustainability Mission 2025 are: Governance, Social Responsibility, Environmental Protection, Economic and Corporate Engagement.

Sustainability Mission 2025

At beeline, our mission is to make beautiful jewelry and accessories accessible to everyone and empower retail partners to generate extra income through our concessions model.



**“Governance”
(Partner)**

beeline is committed to more sustainable business practices, which means doing business in accordance with applicable laws and regulations as well as ethical and environmental principles that are reflected in our Guiding Principles.

Stakeholder dialogues and materiality assessment, strategic management, risk and process management, audit and complaint management, communication, training and reporting



**“Social Responsibility”
(People)**

beeline safeguards human and workers’ rights for own employees as well as for workers in the supply chain. We work with suppliers to continuously improve working conditions in the making of our products.

beeline Code of Conduct, beeline Supplier Code of Conduct, transparent production chain, internal and external social responsibility in the production chain, employee benefits



“Environmental Protection” (Planet)

beeline wants to leave as little ecological footprint as possible. We have therefore defined goals to reduce our carbon footprint and ban harmful chemicals from products and production.

Zero Discharge of Hazardous Chemicals (ZDHC), internal environmental audits in the production chain, circular economy and increasing the use of recycled materials, reduction of greenhouse gas emissions, financial support for climate protection projects, introduction of a water footprint



**“Economic”
(Product)**

At beeline, we make beautiful jewelry and accessories accessible to everyone. Our products are safe and of high quality. We are constantly on the lookout for better materials.

Ensuring product safety, internal and external quality controls, FSC-certified packaging, PVC-free products



“Corporate Engagement” (WE CARE)

beeline wants to make a positive impact within society. That’s why we are involved in various programmes and initiatives. Also, our employees can organize in voluntary WE CARE groups that take on various sustainability-related projects.

WE CARE groups, cooperation with Oxfam Ireland and nature office

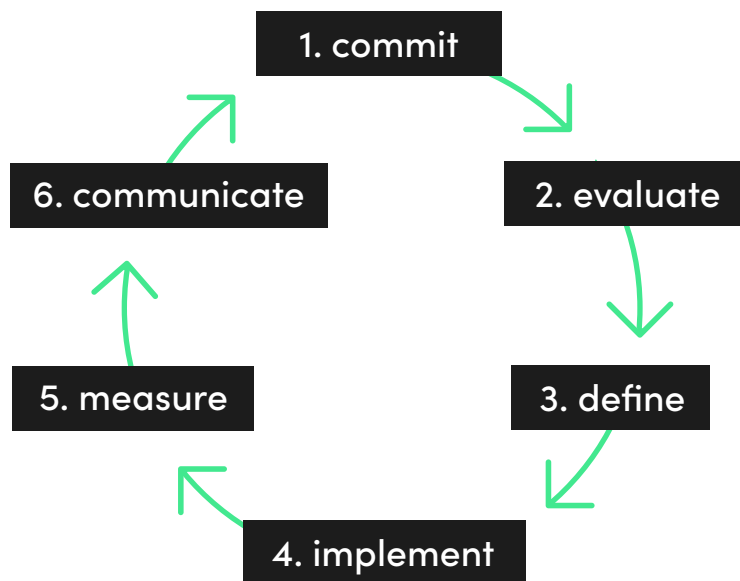
A conceptual image featuring two hands reaching towards each other against a background of a blue sky with soft, white clouds. One hand is positioned at the top right, reaching downwards, while the other is at the bottom right, reaching upwards. The hands are skin-toned and appear to be reaching towards each other, symbolizing connection, support, or a shared goal.

2. Sustainability Management System

2.1. Overview on sustainability management system

Our sustainability management system was developed based on recommendations by the United Nations Global Compact.

It outlines how sustainability topics are managed within beeline.



1. Commitment of the Board of Directors to incorporate sustainability principles into strategies, corporate values and processes and commitment to taking measures and entering into partnerships to support societal goals
2. Assessment of risks, opportunities and impacts in all relevant areas by means of a double materiality assessment
3. Definition of scientific goals, strategies and guidelines
4. Implementation of strategies and measures throughout the organisation and the supply chain
5. Measurement and monitoring of the impact and progress towards achieving the objectives
6. Communication of progress and strategies and collaborate with all relevant stakeholders in order to continuously improve

2.2. Sustainability Compliance Management System

Our sustainability compliance management system is part of the above-described sustainability management system and is based on the wider beeline compliance management

system. It was developed to monitor and comply with increasing legal requirements on sustainability.

