

ana luisa



2023 Impact Report

Sustainability Framework

6

Product

14

People

36

Planet

66

The Road Ahead

88





Meet

ana luisa

Jewelry With Standards.

At Ana Luisa, we're dedicated to raising the bar in everything we do. And we believe that investing in yourself and the planet should go hand in hand. Since 2018, we've designed each piece of jewelry to elevate your everyday, keeping quality, sustainability, and affordability at the heart of our mission. Each style is crafted to stand the test of time, every industry process is challenged, and our commitment to the environment never wavers. The result? Jewelry that not only looks great but makes you feel great, too

SUSTAINABILITY

FRAMEWORK

OUR VISION

Jewelry has always empowered people to look their best. But we’re on a mission to make sure people feel their best too.



As more and more consumers demand higher standards from the brands they love, our focus remains the same. Since our founding in 2018, we’ve challenged the jewelry industry by bridging the gap between quality, accessibility, and sustainability. We make sure you know how and where your pieces were made as well as their environmental impact. We make dream jewelry within your budget so we can elevate your day—every day.

In 2021, we built our Sustainability Framework with three pillars—Product, People, and Planet—to ensure responsible practices from

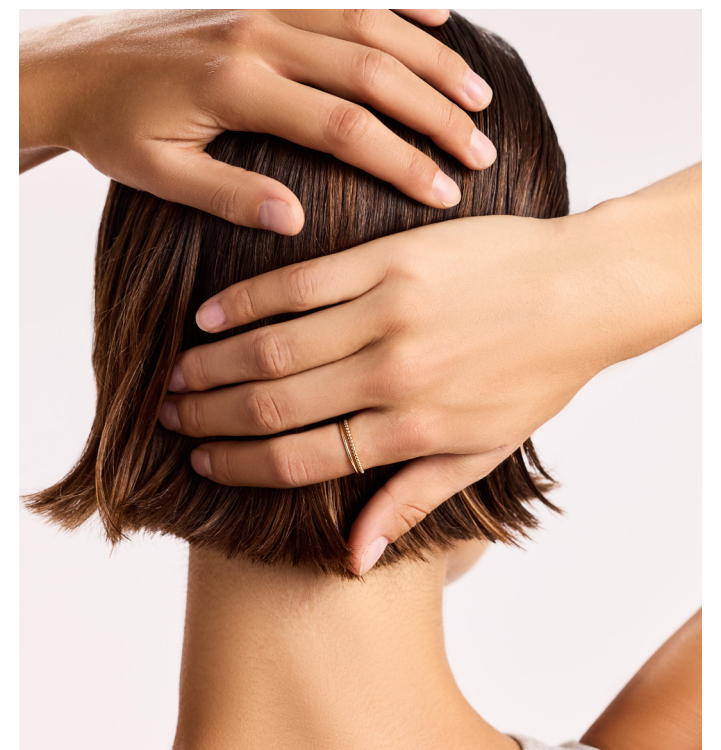
our initial designs to delivery at your doorstep. In 2022, we added the essential, overarching principle of Governance. A more conscious, transparent, and inclusive jewelry industry begins with accountability from the top, and we’re committed to this mission. No matter what, we hold ourselves accountable with conscious decisions that continuously raise the bar. In 2023, we revamped our original framework to be more robust with targeted initiatives that allow us to dive deeper and amplify our ethos as a responsible brand.

1.
**Built a new
sustainability
framework**



2.
**Maintained
Climate Neutral
Certification**

3.
**Expanded
our charitable
initiatives**



4.
**Increased our
use of recycled
brass & gold**

New Sustainability Framework

PRODUCT	PEOPLE	PLANET
Material Innovation 30% of non-metal materials under 'Preferred' category as part of our Materials for Good Scorecard by 2026 50% of brass metals under 'Preferred' category as part of our Materials for Good Scorecard by 2026 90% of pouches are replaced with more easily recyclable alternative by 2025	Social Responsibility Release a product and/or line of products that gives back every year Triple number of community service channels for our employees by 2025 Build a Buyer Code of Conduct by 2027	Climate Action Reduce our packaging waste impact by 50% by 2026 Reduce our Scope 3 emissions by 20% by 2026 Reduce Scope 3 upstream & downstream transportation emissions by optimizing our logistics & fulfillment network by 25% by 2026
Circularity 100% of returned gently worn, non-sellable pieces are donated to our non-profit partners by 2025 100% of non-sellable internal pieces are sold during internal sample sale, donated or responsibly recycled by 2025	Transparency & Traceability Align with Open Supply Hub for all Tier 1 vendors by 2026 Increase responsibility journey on PDP for customer visibility by 2026	AL Community Engagement Build a cross-functional Sustainability Committee by 2025 Create bi-annual in person or webinar events to engage our teams on Sustainability focused topics Divert 1,000 lbs of internal waste from landfill through our composting partner by 2026
	DEI Create a talent acquisition training deck by 2025 Create a DEI committee by 2025 Create bi-annual in person or webinar events to engage our teams on DEI focused topics	

Why a New Framework?

Overcoming goal limitations

- Our previous primary goals limited our ability to do more
- Goals created under sustainability initiatives ensure progress

Clarify data structure

- The original goal structure was difficult for our community to follow
- Before: Primary Goal + Additional Goals
- Now: Goal = Sustainability Initiative



PRODUCT

OUR PRODUCT

From the beginning, our goal has been to challenge and innovate the jewelry industry. We do this by creating unique pieces from responsible materials but at prices people can actually afford.



OUR JEWELRY

As a part of our new sustainability framework, we are focusing on 2 key sections...



1.
Material Innovation

2.
Circularity

PRODUCT

Material Innovation

30% of non-metal materials under ‘Preferred’ category as part of our Materials for Good Scorecard by 2026

50% of brass metals under ‘Preferred’ category as part of our Materials for Good Scorecard by 2026

90% of pouches are replaced with more easily recyclable alternative by 2025

Circularity

100% of returned gently worn, non-sellable pieces are donated to our non-profit partners by 2025

100% of non-sellable internal pieces are sold during internal sample sale, donated or responsibly recycled by 2025

OUR MATERIALS

For us, priority #1 is ensuring the materials we use don't come at a cost to our planet.

To ensure sustainability at accessible price points, our collections include gold-plated and rhodium-plated pieces featuring either brass, stainless steel, or sterling silver. We've also launched a selection of entirely recycled solid gold jewelry at affordable prices.

Base Metal Split Breakdown



Our product team analyzes our purchasing decisions to determine the most popular metals, ensuring that we are investing in responsible materials. We strive to provide our customers options for the material and price point that works best for them. The following chart details the units purchased per base metal over the last four years.

2020	2021	2022	2023
Brass – 70.3%	Brass – 56.4%	Brass – 60.1%	Brass – 75.4%
Silver – 26.1%	Silver – 41.7%	Silver – 35.8%	Silver – 20.1%
Gold – 3.6%	Gold – 0.1%	Gold – 0.05%	Gold – 1.9%
Stainless Steel – 0%	Stainless Steel – 1.8%	Stainless Steel – 4.1%	Stainless Steel – 2.6%

OUR METALS

We prioritize sourcing recycled metals to reduce our environmental impact while ensuring traceability.

By using recycled materials, we also lower emissions and promote sustainable practices throughout our jewelry production process.



BRASS

Brass is one of our go-to metals for its affordability, durability, and versatility. In our commitment to sourcing sustainable and innovative materials, we're proud to have implemented an ISO 14027 certified 100% recycled brass alloy for our casted styles (i.e. earrings and pendants). For other elements like chains, we continue to work with our suppliers to source recycled materials when available.

By continuing to invest in recycled brass, we utilize material that already exists above ground, challenging a traditional approach to ethical jewelry.

75.58% of our brass products are made with recycled brass.

STERLING SILVER

The durability of our sterling silver makes for timeless jewelry staples. Each of our sterling silver styles is made of 92.8% sterling silver. Moreover, in 2023, 95.02% of all silver products purchased were certified with both RJC COP and RJC COC standards.

98.04% of our sterling silver products are made with recycled sterling silver.

STAINLESS STEEL

Our PVD* stainless steel styles are strong and durable so they stand the test of time. Although stainless steel is a small part of our assortment, its presence is growing, and we're committed to finding a recycled solution in the future.



SOLID GOLD

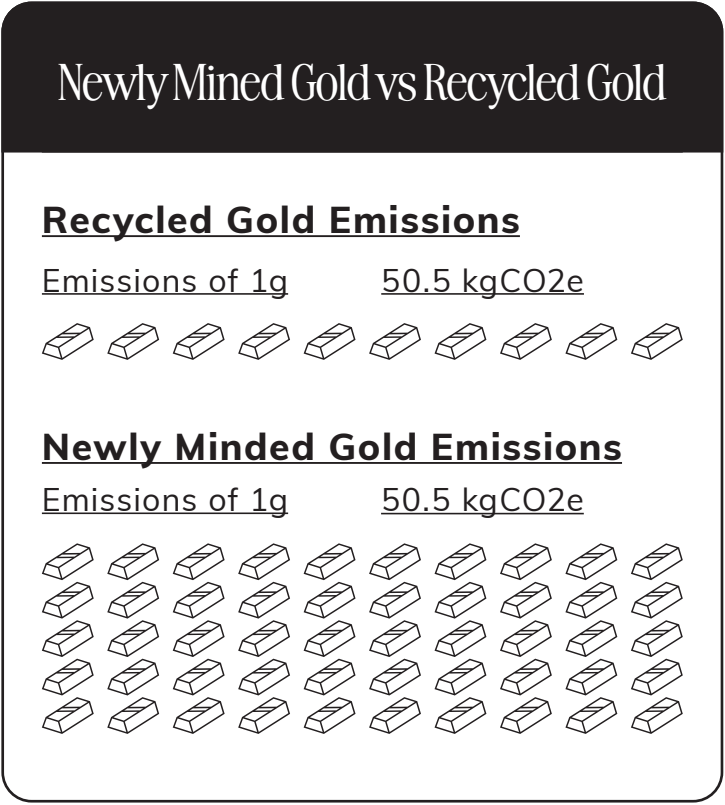
Brass is one of our go-to metals for its We're thrilled to further expand our 100% recycled solid gold collection.

While traditional gold mining contaminates water, emits greenhouse gasses, and harms vital ecosystems, using recycled gold significantly reduces these impacts.

Our recycled pieces are produced in Mexico, China, and Italy, and are Responsible Jewellery Council (RJC) COC Certified. We look forward to expanding our current offering with more high-quality products that are affordable as well as socially and environmentally responsible.

100% of our solid gold products are made with recycled solid gold.

In 2021, we compared the emissions per gram of jewelry crafted with recycled and solid gold.



OUR NON-METALS

We are committed to sustainable sourcing of non-metal materials like recycled glass, cellulose acetate, and lab-grown gems. These eco-friendly alternatives reduce our footprint but also ensure high-quality craftsmanship and transparency within our supply chain.

RECYCLED GLASS

In 2022, we introduced our Recycled Glass collection (earrings, a necklace, and a ring) crafted from 100% recycled pre-consumer glass. Sourcing took months of dedicated research and supplier engagement, as it's rare to find fully traceable recycled glass with a certified supply chain. Fully vetted materials with proof of authenticity remains of the utmost importance to us and our responsible sourcing practices.



Glass recycling is a closed-loop system, creating no additional waste or by-products and therefore reducing carbon emissions. Every 10% of recycled glass used in production contributes to a 5% emissions reduction. Our recycled glass is also Global Recycle Standard (GRS) Certified.

LAB-GROWN DIAMONDS & SEMI-PRECIOUS GEMSTONES

Lab-grown gemstones are a traceable, mining-free alternative to natural diamonds.

Using advanced technologies in a highly controlled laboratory environment, engineers can replicate the conditions needed to create beautiful and guilt-free gems. These precious stones have the same physical, chemical, and optical characteristics as natural gemstones or diamonds, exhibiting the same fire, scintillation, and sparkle.

CELLULOSE ACETATE

Our cellulose acetate pieces are composed of International Sustainability and Carbon Certification (ISCC) certified bio-based waste and residue, meaning they come from traceable, natural sources and do not utilize any synthetic materials like plastic.



As we continue to innovate and evolve, one goal remains the same: creating intentionally responsible designs that keep materials out of landfills.



Materials for Good Scorecard

Sourcing sustainable and responsible materials comes with several challenges. First things first, we must determine what makes one material better than another. For us, responsibility is top priority. Our new “Materials for Good” scorecard allows our product development team to quickly categorize materials into three distinct groups based on a vendor's ability to provide industry recognized sustainable certifications.

We always strive to source the highest quality and most traceable materials. However, for some components, sustainable options aren't yet available. Our goal is to continuously integrate more "Preferred" materials into our product range as they become available to us.

Preferred	Better	Avoid
<ul style="list-style-type: none">• RJC COC recycled gold• RJC COC recycled silver• SCS recycled silver• ISO 14021:2021 recycled brass• ISCC Bio-based cellulose acetate• GRS recycled brass• GRS certified recycled glass• Lab-grown diamonds• Lab-grown gemstones	<ul style="list-style-type: none">• % of recycled content gold• % of recycled content silver• % of recycled content brass• % of recycled content glass• % of recycled content acetate• Traceable mined diamonds• Traceable mined gemstones	<ul style="list-style-type: none">• Virgin gold• Virgin silver• Virgin brass• Virgin Glass• Virgin Acetate• Non-traceable mined diamonds• Non-traceable mined gemstones

Product Goal: Material Innovation

50% of brass metals under ‘Preferred’ category as part of our Materials for Good Scorecard by 2026

78.58% of our Brass is made from recycled alloys. We expanded our supply chain network to include recycled alloys in order to enhance both our product assortment and capabilities. We've sourced a certified recycled brass alloy grain suitable for any jewelry requiring casting or molding. Next steps involve securing certified recycled brass chains.

30% of non-metal materials under ‘Preferred’ category as part of our Materials for Good Scorecard by 2026

Currently, 18% of our non-metal materials qualify as “Preferred category”.

While all our materials are sourced from vetted and certified suppliers, we aim to add more recycled and lab-made materials into our assortment. The main challenges, among many, are finding suppliers who can offer recycled materials at an accessible price point as well as manufacturers who have the talent to engineer materials with the same quality as found in nature.

Product Certifications

We are proud to share that 95.97% of our purchased materials have third-party social or environmental certifications or approvals.



Our production, quality, and compliance teams evaluate certifications and new industry initiatives on a continual basis to ensure that we produce outstanding pieces in all senses of the word. We even trace our materials all the way back to their source for visibility into all of our suppliers.

Certifications guarantee that sustainable and responsible practices are in place at every point along our supply chain. In response to the demand for more traceability (and in our commitment to vetted sourcing), we'll continue to partner with our suppliers to understand the origin and impacts of the materials we use in creating our pieces.

Responsible Jewellery Council Standards

With our mission to source only transparent materials from vetted supply chains, our team utilizes one of the most recognized and rigorous standards for jewelry, the Responsible Jewellery Council (RJC). RJC is the global standard for the responsible jewelry industry, focusing on business ethics and responsible supply chains. Their standard focuses on precious metals like gold, silver, and platinum.

21.8% of our products come from Tier-1 suppliers that are RJC Code of Practices (COP) Certified. This signifies that this manufacturer has a certified approach addressing human rights, labor rights, environmental impact, mining practices, and product disclosure throughout the jewelry supply chain, from mine to retail.

95% of our products are sourced from material suppliers that are RJC Code of Practices (COP) Certified. This signifies that the vendor supplying our metals has a certified approach addressing human rights, labor rights, environmental impact, mining practices, and product disclosure throughout the jewelry supply chain, from mine to retail.

95% of our products made from precious metals are RJC Chain of Custody (COC) compliant. This signifies that vendors have a certified approach to handle the trade of gold, silver and platinum group metals in a way that is traceable and responsibly sourced.



ISO 14021:2021

ISO 14021:2021 is crucial in ensuring the credibility and transparency of environmental claims. By adhering to this standard, we can confidently communicate our commitment to

sustainability—like using recycled materials or reducing environmental footprint—while maintaining consumer trust and regulatory compliance.



Global Recycled Standard (GRS)

The glass from our recycled glass collection is 100% GRS Certified. The GRS is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions.

The goal of the GRS is to increase the use of recycled materials in products and reduce the harm caused by its production.



ISCC Certified

Our cellulose acetate collection consists of pieces with International Sustainability and Carbon Certification (ISCC). ISCC certification recognizes the implementation of environmentally, socially, and economically sustainable production of biomass in global supply chains.

Manufacturer Sourcing

While we continue to streamline our Tier 2 suppliers, the success of our expanding categories requires that we expand our supply chain at the same time. Today, the majority of our catalog is made of Brass and Sterling Silver, but with the success of our 10K gold launch we recognize it's time to find partners who can both support our growth and prove they can do it responsibly.

Our number one priority when sourcing vendors is to ensure that they agree to our supplier Code of Conduct. We also prioritize up-to-date, valid audit results and recognized third-party certifications like Responsible Jewellery Council or International Organization for Standardization

Glossary of Materials

Traceability, from geographic origin all the way through manufacturing, is critical to our mission. Follow [this link](#) to view our Glossary of Materials.

Testing Protocols

Through our quality and testing protocols, we ensure the safety and durability of everything we craft.

We perform chemical and mechanical tests on 100% of our styles during development and diligently inspect products before they are approved to leave the factories. Chemical testing, resistance to corrosion, mechanical strength, and humidity exposure to ensure durability are just a few of the testing procedures we certify through a third party team before allowing our factories to proceed to bulk production.

Our Tiering System

Tier-1 Supplier

Manufacturing partners that we directly conduct business with

Tier-2 Supplier

Where our Tier-1 partners get their materials, pearls, gemstones

Tier-3 Supplier

One step further from our final product — typically works with raw material

Our chemical testing protocols adhere to US and EU regulations for nickel, lead, cadmium, and phthalates. Each of our pieces is put through rigorous testing to ensure our customers' health is prioritized and our quality is unmatched. We use chemical and physical tests and on-site inspections to guarantee our metals are always safe for our customers.

PACKAGING



All of our mailers, matchboxes, gift boxes, and jewelry carding are made from recycled paper certified by independent third parties that ensure sourcing from responsibly-managed forests.



When shipping products to customers around the globe, quality low-impact packaging is essential.

Product Goal: **Material Innovation**

90% of pouches are replaced with more easily recyclable alternative by 2025

Since 2021, we’ve shipped our jewelry in cotton pouches, but as we aim to reduce our environmental footprint, we’ve nearly eliminated them from our shipments, opting instead for recyclable paper.

We want to ensure our customers feel confident in responsibly recycling our packaging—no questions asked. For that reason, each of our paper shipping elements are now adorned with a cheeky yet direct saying “I am not trash. Please recycle me.”

END OF LIFE TREATMENT

Creating more responsible jewelry means addressing both our design practices and post-purchase management.

In 2021 and 2022, we dedicated our energy to evaluating nearly-perfect returned pieces. It's far too common in the fashion industry for returned or unused products to end up in a landfill, and so we actively seek to avoid this by prioritizing a more sustainable approach.

Since 2021, Ana Luisa has donated more than **18,064** pieces of jewelry, saving:

15 TONS
of CO₂e

91,800
GALLONS
of water

Product Goal: **Circularity**

In the future, we aim for a more circular process for disposal and donation, which is why we've set the following tangible goals:

100% of returned gently worn, non-sellable pieces are donated to our non-profit partners by 2025

This initiative focuses on “post-consumer” products to reduce waste, repurpose valuable materials, and contribute to communities in need—aligning with our ethical and environmental practices.

100% of non-sellable internal pieces are sold during internal sample sale, donated or responsibly recycled by 2025

This initiative targets “pre-consumer” products to boost sustainability and reduce waste. We'll focus on responsible resource management to ensure that samples (and other internal products) are handled efficiently and disposed of without sacrificing operational efficiency.

PEOPLE

OUR PEOPLE

People are at the heart of everything we do. At every step of our value chain, we ensure that everyone involved in the making and selling of our pieces is treated with respect and dignity.

In our new sustainability framework, we are focused on 3 key areas:

1. DEI

2. Transparency & Traceability

3. Social Responsibility

PEOPLE
<div>Social Responsibility</div> <div>Release a product and/or line of products that gives back every year</div> <div>Triple number of community service channels for our employees by 2025</div> <div>Build a Buyer Code of Conduct by 2027</div>
<div>Transparency & Traceability</div> <div>Align with Open Supply Hub for all Tier 1 vendors by 2026</div> <div>Increase responsibility journey on PDP for customer visibility by 2026</div>
<div>DEI</div> <div>Create a talent acquisition training deck by 2025</div> <div>Create a DEI committee by 2025</div> <div>Create bi-annual in person or webinar events to engage our teams on DEI focused topics</div>

OUR TEAM

Our values guide every decision at Ana Luisa, and our team brings these values to life. We strive to embody each of the below in our work:

**Make an impact.
Take ownership.
Create clarity.
Test. Fail. Innovate.
Shine through collaboration.**

We hit these points daily, and allow these values to guide company performance and review cycles. We lean in and learn, speak out and step up, go deep and aim high. Whether we're minimizing our carbon footprint, crafting products that make a lasting impact, or building lasting partnerships, we are able to constantly improve, overcome obstacles, and support each other along the way.

We know that cultivating change is a constant challenge, but when we work together, we can move mountains.



OUR CULTURE

From the very beginning, we've aspired to create an environment where employees feel a real sense of belonging.

We believe in growth, celebration, and work/life balance. We provide our employees with a variety of benefits big and small, from a 401k plan and match to a pet-friendly office.



Days Off

In addition to Federal Holidays, we have a generous, unlimited PTO policy and JDOs (Joint Days Off)—6 days per year of mandated rest to give employees time to take care of themselves.

Parental Leave

In the US, we offer 18-week, 100% paid parental leave for all new parents.

Therapy Benefit

We provide our employees with access to teletherapy via an external platform that provides direct access to licensed therapists.

Health and Wellness Stipend

US employees receive a stipend for ClassPass (through the ClassPass Corporate Wellness Program) as well as Citi Bike's annual bikeshare membership.

Bikeshare provides a sustainable option for team members who come into the office, and ClassPass gives our team access to the world's

largest collection of top-rated gyms, fitness studios and wellness businesses so they can take care of their physical and mental health in the ways they most prefer.

Professional Development Budget

Ana Luisa encourages employees' continued development and education and supports them with an annual budget for professional development opportunities.

Work From Home Stipend

Each employee receives a stipend for necessary home office setup and supplies.

Our HR team takes great pride in regular check-ins with employees via Lattice and one-on-one meetings. check ins. They also gather anonymous feedback every 2 weeks on metrics like wellness, satisfaction, and recognition.

DEI

Diversity, Equity, and Inclusion

In 2022, we began to formally assess our progress toward a diverse, equitable, and inclusive work environment.

To start, we invited all employees to participate in Ana Luisa's first ever DEI Survey. This allowed us to gain insights on our team's diversity and company culture as well as establish baseline metrics and gauge employees' feelings towards existing DEI initiatives at Ana Luisa. In 2023, we broke this survey into two sections.

- 1.Demographic survey
- 2.DEI survey (anonymous)

Our most recent DEI Survey (February 2024) highlighted the following:

In both our US and Romania offices, 66.18% of our 64 employees completed this anonymous survey, giving us a well rounded look at where we are at currently, and allowing us to set goals for the future. Some key insights were:

76.7% of our employees identify as women
73.3% of individuals in a management position identify as women

In total, our team identifies as:

- Asian 4.7%
- White 84%
- Black: 2.3%
- Other race, ethnicity, or origin 4%
- Hispanic or Latino 2%
- Prefer not to say 3%

Additional highlights from the survey included

- Teammates feel our culture generally supports their authentic self
- Teammates feel that they belong and are respected
- Teammates feel like Ana Luisa is a great place to grow professionally
- 48.6% of employees believe Ana Luisa has a diverse workforce

Our HR team also added a D&I (Diversity & Inclusion) Policy to our Employee Handbook in an effort to express our commitment to fostering, cultivating and preserving a culture of diversity, equity and inclusion—and to constantly push ourselves to do better.

As we continue to improve this facet of our workplace, we will focus on the following in 2024 and beyond:

Product Goal: DEI

Create a DEI committee by end of 2025

DEI Committee, short for Diversity, Equity, and Inclusion Committee, is a group of employees within an organization tasked with championing efforts to create a more diverse, equitable, and inclusive workplace environment. They act as advisors and sometimes decision-makers, overseeing strategies, policies, and initiatives that focus on:

Diversity: Increasing representation across different demographic groups (e.g., race, gender, sexual orientation, age, ability).

Equity: Ensuring everyone has fair access to opportunities, resources, and advancement regardless of background.

Inclusion: Fostering a sense of belonging and psychological safety where everyone feels valued and respected.

Prioritizing DEI offers significant benefits, including talent acquisition and retention, enhanced brand and reputation, improved employee satisfaction and morale, and mitigates legal risks and discrimination.

Some benefits are early-stage impact, agility, adaptability, and stronger team dynamics.

Create a talent acquisition training deck by end of 2025

A talent acquisition deck can be a powerful tool to attract top talent, enhance efficiency, and build a strong employer brand in a competitive market.

Standing out in a competitive talent market can be challenging. A talent acquisition deck offers several advantages, including attracting top talent, boosting efficiency, and enhancing employer branding. Benefits include scalability and team collaboration.

Create bi-annual in person or webinar events to engage our teams on DEI focused topics

Keeping DEI top of mind for all employees is important to Ana Luisa. We've created this goal to increase opportunities for employees to engage in DEI centered topics and amplify our commitment to fostering an accessible, welcoming and inclusive work environment.

TRANSPARENCY &TRACEABILITY



We know that a transparent and traceable supply chain is key to upholding our high social and environmental standards.

Our third-party social audits guarantee that all employees in our factories work in a fair, safe environment. We monitor on a continual basis to ensure we have insight into each part of our manufacturing process, Tier-1, Tier- 2, and Tier-3 vendors.

Our Suppliers

Traceability and transparency are also paramount in managing our supply chain’s social and environmental impacts. The data we collect helps us challenge our vendors to adopt higher standards.

The below table gives an overview of the manufacturers who produce over 90% of our pieces. We’ve worked with these same vendors since our inception, and we are proud to call them partners. These are some of the practices that set them apart.

	Vendor1	Vendor 2
Years in Business	27	15
Number of Factory Workers	376	347
Employee Working Hours	8	8
Vendor Wage	Above legal minimum wage	Above legal minimum wage
Paid Overtime	Yes	Yes
Employee Benefits	Medical Work-Injury Pension Unemployment Maternity	Medical Work-Injury Pension Unemployment Maternity
Certifications & Audits	ISO 9001 ISO 14001 ISO 17025 ISO 45001 SA8000 RJC COC (Silver + Gold)	ISO 9001 RJC COP RJC COC (Silver + Gold)

We intend to deepen our commitment to transparency and traceability, and so we will focus on the following in order to broaden our employees' and customers' understanding of our supply chain and practices.

Product Goal: Transparency & Traceability

Align with Open Supply Hub for all Tier 1 vendors by 2026

Open Supply Hub (OSH) makes supply chain data public and easily accessible. They steward data, providing a single reference point that enables stakeholders to collectively address challenges and drive progress for human rights and the environment ([reference](#)). OSH has mapped over 90,000 facilities since 2019.

We've joined the Open Supply Hub community because we believe that we can only begin to solve the industry's supply chain issues if we work collaboratively. Sharing our supply chain data on OSH positions us as an industry leader in terms of transparency and commitment to traceability and accountability.

Increase responsibility journey on PDP for customer visibility by 2025

We value transparency at Ana Luisa, and we want to provide our customers with an inside look into the making of their favorite products so they too can see that they're made responsibly.

SOCIAL RESPONSIBILITY



We believe social responsibility is a cross-value chain effort.

We work with suppliers that embrace the same holistic approach to social and environmental responsibility we do, and we invest in our supplier code of conduct, auditing, certifications, continued vendor support and betterment. We value our relationships with our vendors and believe these partnerships are essential in championing socially responsible practices. Internally, we give back via strategic partnerships with nonprofits we believe in.

Vendor Compliance

In order to continue to uphold our high social and environmental standards, we maintain visibility into our supply chain at all times. Our Code of Conduct and third-party audits allow us to communicate the Ana Luisa standard and ensure it is being met.

Code of Conduct

In addition to abiding by state and local requirements, it is mandatory for all suppliers, manufacturers, and subcontractors to cooperate fully in accordance with [Ana Luisa's Vendor Code Of Conduct](#). We ensure

our supply chain is committed to a standard of excellence, and we feel a responsibility to use our influence to ensure safe, fair, and respectful working conditions across our supply chain.

Our Vendor Code of Conduct outlines our requirements for the fair treatment and compensation of all workers—including standards on subjects such as child labor, forced labor, discrimination, harassment and abuse, wages and benefits, overtime, housing, freedom of association, subcontracting, local laws, employee feedback, health and safety, environment, and bribery.

Product Goal: Social Responsibility

Build a Buyer Code of Conduct by 2027

At Ana Luisa, we believe we should be held to the same standard as our vendors per our [Ana Luisa's Vendor Code Of Conduct](#). As such, we've set a goal to create a Buyer Code of Conduct, i.e. a set of principles and practices to which brands commit to uphold the human rights of workers throughout their global supply chains. It's designed with the intention to improve working conditions and address the power imbalance between Buyers and their Suppliers (e.g. factories, plating facilities).

The Buyer Code was created by a working group of the American Bar Association in recognition of the fact that Buyers' own business practices are extremely important for ensuring human rights and good working conditions in supply chains. This is why, while most codes of conduct apply to Suppliers (meaning factories and other producers), the Buyer Code applies to brands. Read more about the Buyer Code of Conduct in global advocacy's organization, Remake's article [here](#).

This is a heavy lift that will require deep involvement across teams, but we pride ourselves on impactful change and full-company collaboration.



Auditing

100% of our Tier-1 suppliers are audited and in compliance with Ana Luisa’s standards.

We continue to work on vetting of our Tier-2 suppliers. We work directly with manufacturers and raw material vendors to map our supply chain, confirming where, by whom, and from what our products are being manufactured.

Like many accessory brands, we don’t own the factories where our pieces are made. However, we do ensure that each manufacturing partner meets our rigorous standards. Relying on a qualified third-party to perform objective, unbiased, and measurable audits is for us a powerful tool for continuous improvement. While abiding by local regulations is critical, we challenge our vendors to go above and beyond, pushing for innovations and solutions that go beyond industry standards.

Our social audit focuses on ethical manufacturing fundamentals like health and safety, women’s rights, child labor, and forced labor. We guarantee that all employees have

the ability to voice workplace concerns and monitor factory behavior in regards to staff-related issues through confidential employee interviews, record evaluation, observations, and management feedback.

Our environmental audit targets considers air, water, waste, and energy consumption.

Following each audit, we receive a performance score and report outlining concerns. Based on our findings, we allocate different weights to individual requirements that contribute to our “vendor scorecard”. Upon final scores and any practices that do not comply with our standards, we immediately employ corrective action plans including clear deliverables, timelines, and metrics for success.

In 2023, we upgraded our audit checklists to incorporate elements from the B Impact Assessment, SBTi, SDG and WASH services.

Our Scoring System

95% ★★★★★	2.5% ★★★★	2.5% ★★	0% ★
Strong Performance Authorized for production	Good Performance. Room for Improvement Authorized for production	Needs Support with Capacity Building & Root Cause Analysis Authorized for production on a probationary basis	Requires Probation. Must Demonstrate Progress in Re-Audit Not Authorized for production
Facility meets Ana Luisa standard.	Facility has some minor/moderate issues. Corrective Action Plan Required.	Facility has safety, health, or labor-related violations of our standards. Corrective Action and Preventive Actions required. Re-audit required as needed.	Facility has one or more Zero Tolerance Violations and/or has failed to remediate major safety, health, or labor-related violations. Corrective Action and Preventive Actions required. Re-audit with proof of progress and detailed long term corrective action plan required.

Vendor Certifications

ISO Quality Management Systems

ISO 9001

We are proud to share that all our Tier 1 vendors are ISO 9001 certified. The ISO 9001 standard helps businesses implement quality management systems. A key performance indicator of an effective quality management system is having employee voice mechanisms in place and acting on employee feedback. The benefits of ISO 9001 include boosting workforce productivity, improving employee engagement, and maintaining a smooth workflow.

ISO 17025

Vendor number one, who produced 72% of our styles, is ISO 17025 certified. The ISO 17025 certification is utilized to improve the quality and efficiency of laboratory safety practices, processes, and systems. This certification demonstrates a proactive culture of safety and quality management.

RJC COP

Vendor number two is RJC Code of Practices (COP) Certified. This signifies that this manufacturer has a certified approach addressing human rights, labor rights, environmental impact, mining practices, and product disclosure throughout the jewelry supply chain, from mine to retail.

Worker Health and Safety Certifications

Vendor 1 also has the following two certifications:

ISO 45001 for Occupational Health and Safety

ISO 45001 is the international standard for occupational health and safety, issued to protect employees from work-related accidents and diseases. The standard's ultimate goal is to enable businesses to provide a healthy and safe working environment for their employees by controlling factors that could potentially lead to injury, illness, and even death. As a result, ISO 45001 is concerned with mitigating any factors that are harmful or that pose a danger to workers' physical and/or mental well-being.

SA8000 for Fair Treatment of Workers

SA8000 is based on the UN Declaration of Human Rights, International Labor Organization, and other international human rights and labor laws to empower and protect employees. The standard ensures social accountability and prevents practices such as child and forced labor, and screens health and safety practices.

GIVING BACK

Giving back is the only way forward. That's why supporting organizations that drive environmental action, social justice, and equity initiatives is of paramount importance to us.

We champion these causes through our Jewelry for Good collection, alongside donations and volunteer efforts with carefully selected philanthropic partners.

Jewelry for Good

In 2023, Ana Luisa partnered with 3 nonprofit organizations to create a bracelet collection honoring our support for women’s health, environmental protection, and LGBTQ education. These organizations actively work to craft a better tomorrow and we are proud to have made charitable donations to each of the following Jewelry for Good partners.

5 Under 40

5 Under 40 is dedicated to providing funded medical, wellness, educational, and beauty services to women under the age of 40 who have been diagnosed with breast cancer or have a BRCA mutation. They focus on a woman’s whole being in order to empower, foster hope, and improve the quality of life for women in the face of this disease.

Point Foundation

The Point Foundation’s mission is to empower promising lesbian, gay, bisexual, transgender, and queer (LGBTQ) students to achieve their full academic and leadership potential – despite the obstacles often put before them – to make a significant impact on society. Point provides financial support, a community of peers, leadership training, and mentorship, to US college students from around the world. Their impact continues to grow, supporting 575 students in the 2023-2024 academic year.

Coral Reef Alliance

Coral Reef Alliance works at a local, regional, and global level to keep coral reefs healthy, so they can adapt to climate change and survive for generations to come. As one of the largest global NGOs focused exclusively on protecting coral reefs, the Coral Reef Alliance (CORAL) has used cutting-edge science and community engagement for nearly 30 years to reduce direct threats to reefs and to promote scalable and effective solutions for their protection.

Product Goal: Social Responsibility

Release a product and/or line of products that gives back every year until 2025

At Ana Luisa, we want philanthropic efforts to be a part of everything we do. This goal is to ensure we build social and environmental responsibility into our assortment. Allowing customers to further shop their values and give visibility to causes our team cares deeply about.



Jewelry Donation

In the fashion industry, returned or unused products often end up in landfills, but we work to prevent this by donating these items instead. In 2021 and 2022, we focused efforts on evaluating nearly-perfect returned pieces.

Dress for Success

Since March 2021, Ana Luisa has donated 7,000 pieces of jewelry to Dress for Success, valuing at 56k. Dress for Success empowers women to achieve economic independence by providing a network of support, development tools, and professional attire to help underserved women thrive in work and in life.

Princess Project

In 2023 we partnered with the Princes Project, donating over 2,000 pieces of jewelry. The Princess Project promotes self-confidence and individual beauty by providing free prom dresses and accessories to high school teens who would not be able to afford them otherwise. Since their founding in 2002, The Princess Project has served over 20,000 teens with the dedication of more than 2,000 volunteers.

New York Office

North Brooklyn Angels

Since 2021, we've partnered with North Brooklyn Angels, a local nonprofit that brings food to those in need via a mobile soup kitchen. They regularly serve 1,500+ hot, healthy meals a week at eight locations across North Brooklyn.

As part of our commitment to our local community in Greenpoint and Williamsburg, we partner with North Brooklyn Angel to provide volunteering opportunities for our employees. Every quarter, Ana Luisa employees can volunteer during work hours preparing meals, packing bags, setting up meal service, and any other tasks that keep the operation running smoothly.



In 2023, Ana Luisa employees volunteered for 150 hours!

Product Goal: Social Responsibility

Triple number of community service channels for our employees by 2025

Expanding our community service efforts by offering a wider range of partner organizations will give our employees more options that align with their personal values.

Romania Office

In our Cluj, Romania office, employees have the opportunity to help choose an organization Ana Luisa donates to. In 2023, the team selected the following organization:



Asociatia Lindenfeld

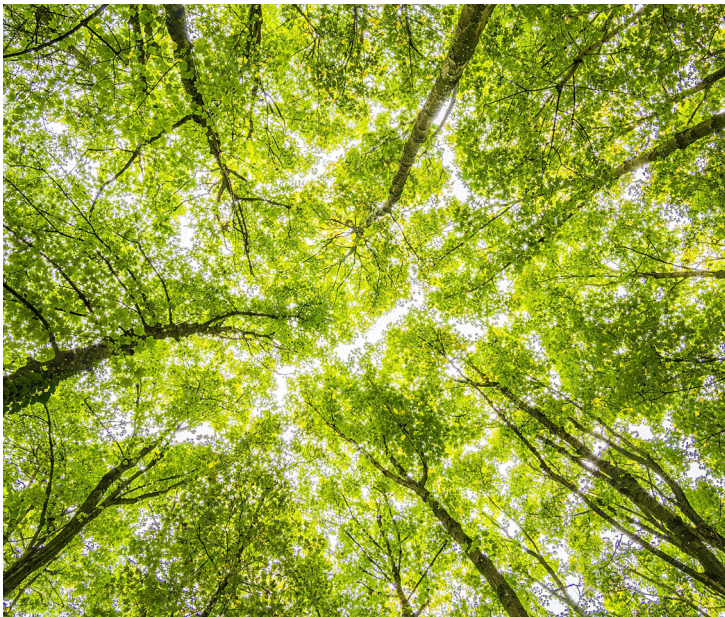
A nonprofit organization that supports the education of children in foster care. Through volunteer projects and professional guidance, workshops, and socio-recreational activities, the program aims to instill confidence in and help them to become responsible and independent adults. They work with 600 children ages 3-18 from foster care centers, day care centers, family-unit apartments, or from the foster care system, in partnership with the Child Protection Departments.

Verdn

We continued to give back to our planet in 2023 through our Verdn partnership. Together with Verdn, we’ve given Ana Luisa Rewards members the opportunity to donate their points to critical environmental issues. Our members’ support has gone to the following projects:

Coral Reef Restoration with Coralive

Coral reefs are the rainforests of the sea, and they support over 25% of all fish species worldwide. Coralive works to protect and restore healthy oceans through a variety of projects including coral reef restoration, environmental monitoring, and educational programs. When customers donate their points to the coral reef initiative, Verdn restores a patch of coral reef in the Maldives on their behalf.



Reforestation projects with Eden

Eden Reforestation Projects reduces extreme poverty and restores healthy forests by employing local villagers to plant millions of trees every year. When customers donate points, Verdn plants mangrove trees on their behalf in either Madagascar, Mozambique, or Kenya. This gives crucial income to local villagers so they can provide for their families.

Ocean Plastic Recovery with Empower

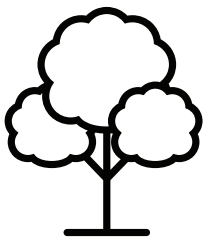
Empower is creating a solution to the plastic waste problem by giving plastic a value. They are cleaning up the world while fighting poverty by providing a wage to those in need. When a customer donates points, Verdn removes 400 bottles' worth of ocean-bound plastic (5 kg) from polluted rivers and shores in Southeast Asia and Africa. This plastic collection gives crucial income to local waste pickers that live in disadvantaged communities.

With Verdn and the generosity of our customers, since October of 2022 Ana Luisa has achieved the following:



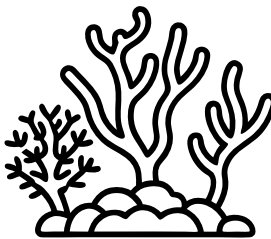
194KG

Ocean-bound plastic recovered



1,768

Mangrove trees planted



25,500CM²

Coral reef restored

Good Today

In 2021, we began working with Good Today. Every day, our employees receive a message via Slack asking them to choose between two charities (of which Ana Luisa will donate 25¢ on their behalf).

Good Today provides information about each organization and from there the employee can select which to support. Our employees also have the option to make an additional donation of their own money with one click.

In 2023, Ana Luisa raised \$3,072.63 in donations and the Good Today community raised \$310,116.00 for a range of causes and organizations.

By boosting awareness and giving our employees the chance to get involved daily, our brand is living our values of leading with empathy and purpose.

The Categories Most Often Chosen By Our Team

28.8%
Health

7.1%
Environment

6.2%
Education

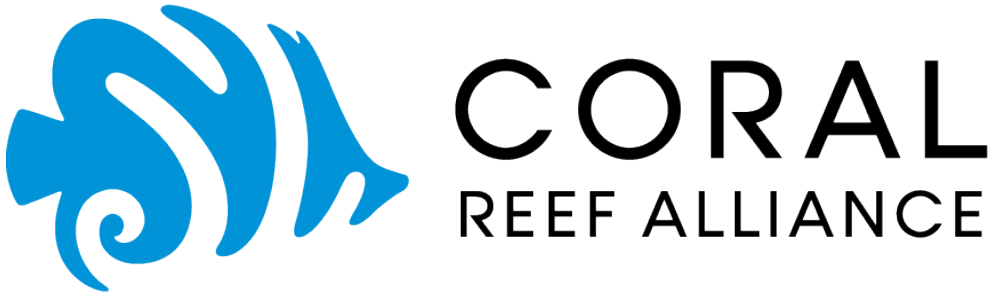
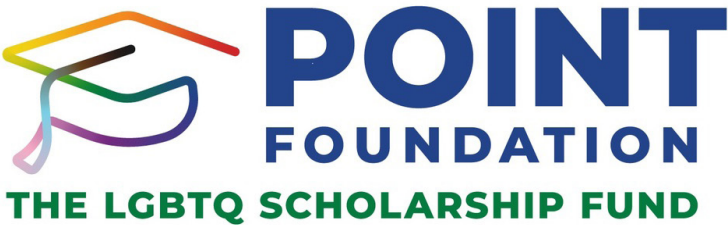
20.8%
Civil Equity & Advancement

19.1%
Community Welfare

17.9%
Disaster Relief

In 2023, we donated
\$11,795

- The Coral Reef Alliance - **26%**
- Point Foundation - **26%**
- 5 UNDER 40 FOUNDATION CORPORATION - **26%**
- Good Today Inc. **22%**



PLANET

OUR PLANET

Climate change is real, and it’s here. From day one, we’ve worked to assess and address our environmental impact and challenge others in the industry to do the same.

Responsibility is core to our mission—from the way we make our products and our supply chain to internal practices and charitable initiatives. Our products are designed to last and we strive to offset and reduce our carbon footprint, keep our jewelry circular, and invest in global communities.

As a part of our sustainability framework, we are focusing on 2 key sections:

1. Climate Action
2. AL Community Engagement

PLANET

Climate Action

Reduce our packaging waste impact by 50% by 2026

Reduce our Scope 3 emissions by 20% by 2026

Reduce Scope 3 upstream & downstream transportation emissions by optimizing our logistics & fulfillment network by 25% by 2026

AL Community Engagement

Build a cross-functional Sustainability Committee by 2025

Create bi-annual in person or webinar events to engage our teams on Sustainability focused topics

Divert 1,000 lbs of internal waste from landfill through our composting partner by 2026

GREENHOUSE GAS INVENTORY

At the end of each year we calculate our carbon footprint: the total greenhouse gas (GHG) emissions we produced. GHGs are the largest contributor to global climate change, so it's critical that we examine our footprint and actively work to reduce and offset it in the years to come.

In 2022, we partnered with South Pole to develop our first GHG inventory. South Pole is a profit- for-purpose company that enables corporations, capital markets, and the public sector to reduce their impacts on climate change, while mitigating risk and creating value on their sustainability journeys.

In 2023, we began calculating internally with a highly skilled Sustainability Lead, certified with a diploma in GHG Accounting from the GHG Management Institute.



OUR CARBON FOOTPRINT

We're committed to measuring our Scopes 1, 2, and 3 emissions.

Scope 1 Emissions

Direct emissions from sources that are owned or controlled by Ana Luisa, such as office facilities.

Scope 2 Emissions

Indirect emissions from sources that are owned or controlled by Ana Luisa, such as purchased electricity, heating, and cooling.

Scope 3 Emissions

Produced from sources not owned or directly controlled by Ana Luisa, such as purchased goods and services, waste generated in operations, and transportation.

2021

- Scope 1: 3.84 tCO₂e (.06%)
- Scope 2: 3.74 tCO₂e (.06%)
- Scope 3: 6283.46 tCO₂e (99.88%)

Total carbon footprint: **6291.04 tCO₂e**

2022

- Scope 1– 4 (0.1%)
- Scope 2– 4 (0.1%)
- Scope 3– 4,101 (99.80%)

Total carbon footprint: **4,109 tCO₂e**

2023

- Scope 1– 7.4 (0.16%)
- Scope 2– 27.2 (0.59%)
- Scope 3– 4,586.4 (99.25%)

Total carbon footprint: **4,621 tCO₂e**

After three years of conducting GHG inventory, we understand our impact and Scope 3 emissions in depth, helping us identify areas for reduction efforts.

Purchased Goods And Services

Includes all upstream (impact of materials and impact of production) emissions from the production of products purchased by Ana Luisa, including those acquired for our own operations and those acquired from third party suppliers.

Capital Goods

Includes all upstream impact of materials and impact of production) emissions from the production of capital goods (durable items used by businesses to produce goods and services. They include tools, buildings, vehicles, machinery, and equipment).

Fuel And Energy-Related Activities Not Included In Scopes 1 And 2

Covers emissions related to the production of fuels and energy purchased and consumed directly in Ana Luisa's operations, including the extraction, production, and transportation of fuels consumed directly by Ana Luisa, as well as emissions related to transmission and distribution.

Upstream and Downstream Transportation and Distribution

Covers calculations done for transportation and distribution of products purchased between Ana Luisa's Tier-1 suppliers and its own operations, along with third-party transportation and distribution services purchased by Ana Luisa. These emissions also occur from the storage of purchased products in warehouses, distribution centers, and retail facilities.

Waste

Captures the waste materials and waste management process utilized in our operations and supply chain, and helps us understand the difference in emissions from recycled and landfilled waste.

Business Travel

Includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties (flights, trains, buses, and passenger cars).

Employee Commuting and Telework

Includes emissions from the transportation of employees between their homes and their worksites.

End of Life Treatment of Sold Products

Includes emissions from the waste disposal and treatment of products sold by Ana Luisa during 2022, at the end of their lifetime.

We continue to invest in carbon projects around the world to improve and develop carbon emissions reduction technology.

2021

6291.04 tCO₂e

2022

4,109 tCO₂e

CARBON PROJECTS



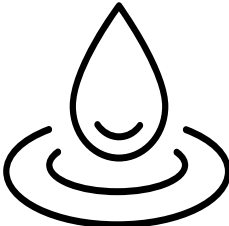
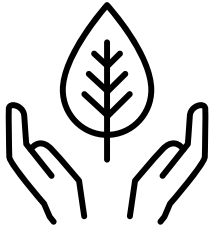
In order to ensure we support responsible and trusted projects, we rely on verified carbon standards. 100% of our carbon projects are:

- Additional:**
This means the action of carbon removal wouldn't have happened without this specific project
- Transparent:**
Documentation is provided about how the tonnes purchased will be used to move the project in the right direction
- Verified:**
Certified by the world's major carbon standards, such as Gold Standard or the Verified Carbon Standard
- Intentional:**
Align with the UN's Sustainable Development Goals, supporting our desire to help solve the world's most pressing issues.

We invest in three waste-to-energy carbon projects through certified third party South Pole. All projects are Verified Carbon Standard.

Waste-To-Energy Nakhorn Ratchasima Province, Thailand

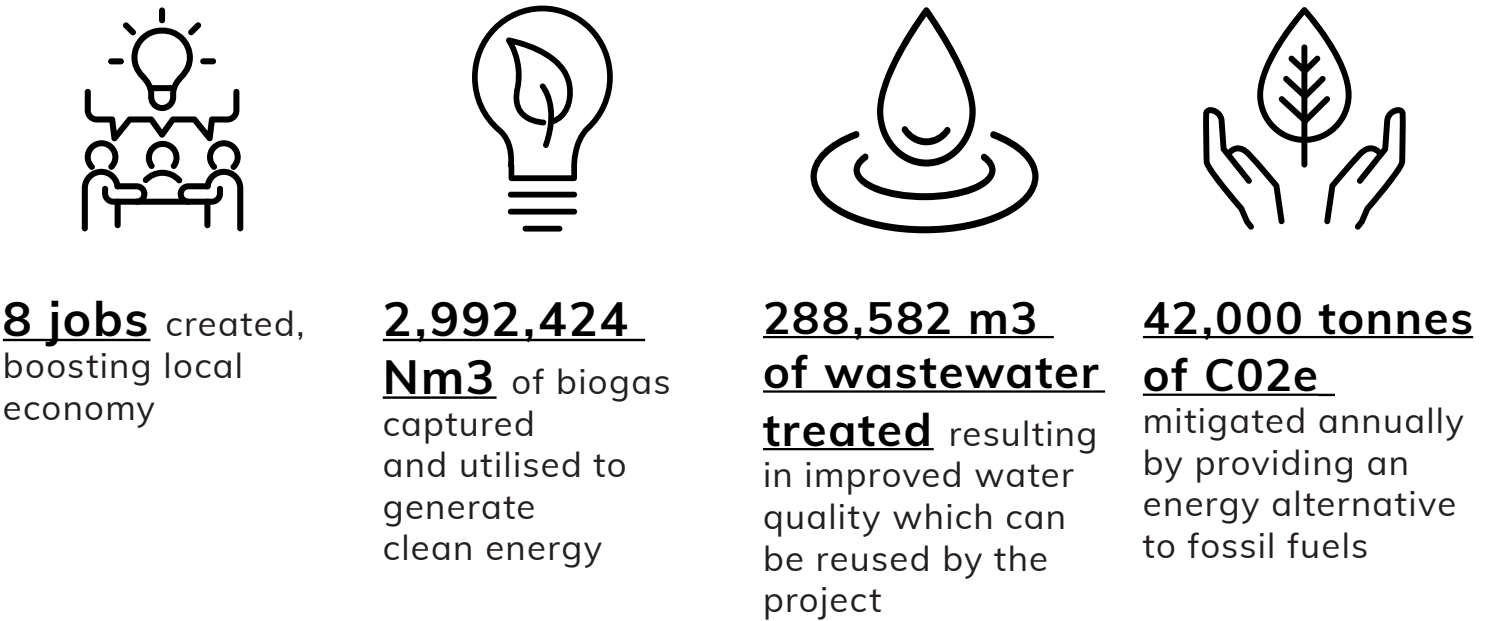
This project created a closed lagoon anaerobic system, capturing methane emissions to generate clean energy. It reduces greenhouse gases, improves air and water quality, and cuts fossil fuel use. The initiative also supports local jobs, education, and community income through wastewater irrigation and fish farming. You can explore more here: [South Pole - \(CYY WWT\)](#)

			
<u>11 Permanent Jobs</u> created, boosting local economies with new income streams	<u>1,600 MWh</u> generated each year on average, providing an alternative to the burning of fossil fuels	<u>850,000 m3 of water</u> treated each year on average, providing a clean recycled water resource to farmers	<u>97,000 tonnes of C02e</u> avoided each year on average by capturing emissions and displacing fossil fuels

Waste-To-Energy

Ratchaburi, Thailand

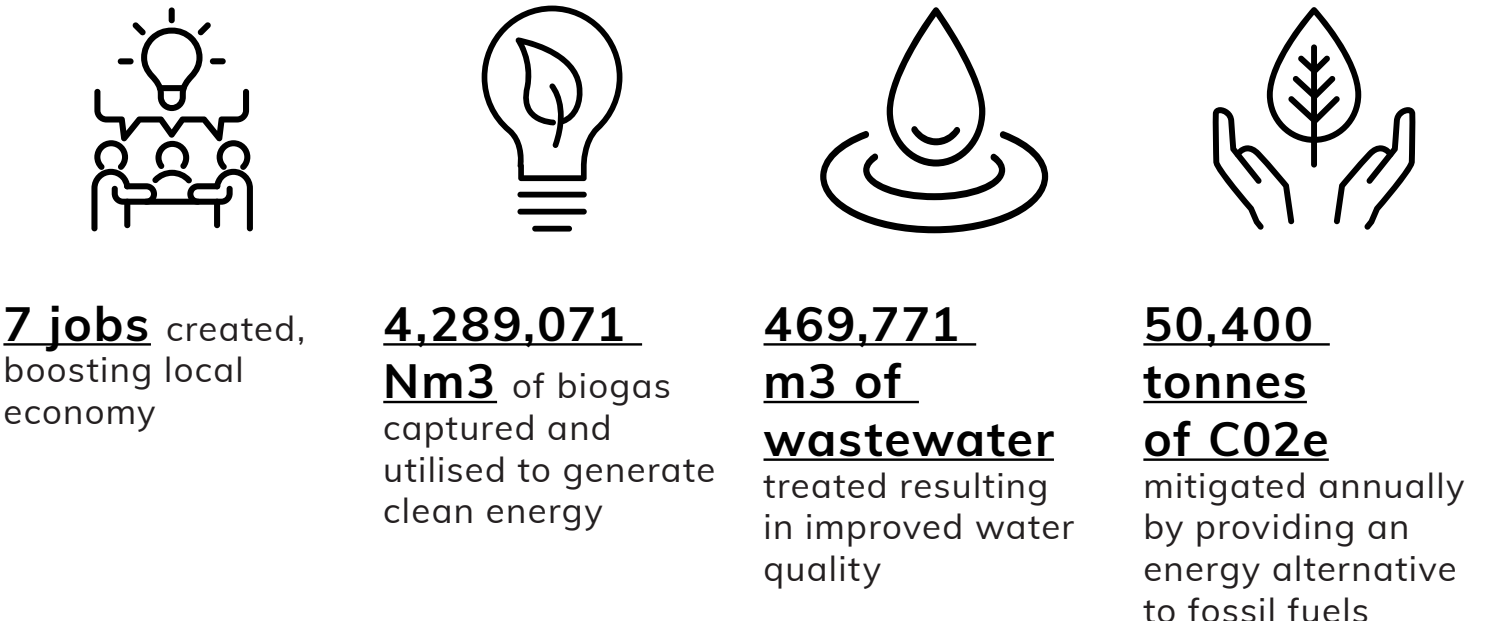
This project in Ratchaburi Province, Thailand uses a biogas recovery system to power a starch factory using methane captures from its own wastewater. It reduces greenhouse gases, displaces fossil fuels, and improves local air quality. The project also benefits the community by enhancing residents' health and creating job opportunities for local workers. Learn more here: [\(South Pole - Banpong WWT\)](#)



Waste-To-Energy

Kalasin, Thailand

This project in eastern Thailand uses biodigesters to capture methane from a starch factory's wastewater, then converts it into biogas that powers the same factory from which it came. It cuts greenhouse gas emissions, reduces fossil fuel use, and minimizes local pollution. The project also creates jobs, provides free medical checks for employees, and supports educational initiatives and scholarships for local students. You can find more info here: [South Pole - SD BioSupply WWT](#)



**We're proud to
share that in 2023,
we invested**

\$23,179.26
into carbon projects.

**And in 2024,
We spent**

\$25,650.23



**Each project we select
is validated by leading
standards, including the
Gold Standard and
Verified Carbon Stan-
dard.**

Reducing our Emissions

While offsetting is an important part of addressing our GHG impact, we know that we cannot take meaningful climate action without reducing our carbon footprint.

We set goals below to challenge ourselves to decrease emissions through our value chain:

Planet Goal: Climate Action

Reduce our Scope 3 emissions by 20% by 2026

Reducing GHG Scope 3 emissions by 20% demonstrates our commitment to lessening our environmental impact. This includes indirect emissions from supply chain, logistics, and end-use of products and helps us mitigate climate change, enhance sustainability, and align our brand with global environmental standards.

Reduce Scope 3 upstream & downstream transportation emissions by optimizing our logistics & fulfillment network by 25% by 2026

Optimizing logistics and fulfillment to reduce transportation emissions will reduce costs, ensure regulatory compliance, and minimize our greenhouse gas emissions.

Reduce our packaging waste impact by 50% by 2026

Reducing packaging waste will decrease landfill contributions and overall resource consumption. Not only will this enhance our eco-friendliness but will also improve operational efficiency and customer satisfaction.

Climate Neutral Certified Reduction Goals:

Increase the number of SKUs purchased in certified recycled plating by 15% across our full gold plated assortment.

Reduce the weight of our product packaging by 15% by replacing cotton pouches with a lighter, more sustainable option across all of our product lines.

We plan to reduce cotton pouches included with jewelry purchases, which will reduce Ana Luisa’s packaging footprint across 100% of our product line.

Increase the number of SKUs purchased in certified recycled base metals.

We're committed to reducing our plastic footprint.

INTERNAL PRACTICES

We continuously assess our office practices to make sure we consider the environment both throughout our supply chain and in our day-to-day operations. While we lease our spaces in both Brooklyn and Cluj, we've implemented policies that challenge ourselves and our building management.

Virtual Office Stewardship Policy

Ana Luisa offers flexibility to work from home or the office. Much of our work is conducted in a virtual setting, and so we created a Virtual Office Stewardship Policy to minimize our overall environmental footprint.

Our policy provides best practices on energy and resource use, sustainable purchasing and traveling, and provides resources for recycling and sustainable home office supplies.

Social and Environmental Training

We know that our environmental performance is only as strong as our team's awareness, and as we seek to incorporate good governance principles within our organization, we want to ensure that all employees are clear on the values and goals that drive our work. So, in 2022 we developed a training session for new and existing employees for understanding the environmental initiatives we are working towards

In 2023, we elevated this approach by introducing Loom and Lessonly. We used the Loom platform to make sustainability training accessible to all employees through permanent videos. And we used Lessonly to train our retail employees on the importance of our sustainability initiatives and how to best communicate them to our in store customers.

These trainings give all teammates the opportunity to collaborate on moving Ana Luisa's initiatives forward, creating accountability, alignment, and enthusiasm.

Hazardous Waste Policy

Our team established a hazardous waste policy to promote practices that reduce pollution and conserve natural resources. Our HR team educated our team on the responsible disposal of batteries and tech devices and installed dedicated recycling boxes in-office.

Environmental Purchasing Policy

To provide a framework for Ana Luisa's own sustainability-based purchasing program, we established an environmental purchasing policy. By encouraging the purchase of environmentally friendly products whose quality, function, and cost are equal or superior to more traditional products, we can:

- Reduce materials that go to landfill
- Increase the availability and use of environmentally preferable product
- Reward environmentally-minded vendors who actively impact
- Create a model that encourages other purchasers in our community to adopt similar goals

We also shared local and sustainable suppliers with our offices to encourage shopping small and choose environmentally friendly options while purchasing items for offices, both at home and on-site.

Recycling

Our team developed the "AL Recycles" Initiative in 2021 to encourage recycling in the building we lease our office space from. We provide recycling resources for team members in our common room as well as throughout space and encourage employees to take these learnings home with them!

Composting

With more people returning to the office, our Brooklyn team rolled out a composting initiative in 2021 in conjunction with EarthKind Compost, a local organization that offers residential and commercial curbside pickup of food scraps and organic waste. To date we have composted 284 lbs of food waste!

Engaging our employees in 2024 and beyond.

Planet Goal: **Community Engagement**

Divert 1,000 lbs of internal waste from landfill through our composting partner by 2026

Composting reduces waste, lowers environmental impact, and aligns with our ethical values. By partnering with a specialized composting service, we can easily track our progress and make composting accessible for our team in their home life too.

Create bi-annual in person or webinar events to engage our teams on Sustainability focused topics

Bi-annual events keep our individual team members engaged in and motivated toward our collective sustainability goals.

Build a cross-functional Sustainability Committee by 2026

A Sustainability Committee will allow us the chance to leverage perspectives and expertise from different departments to develop and implement cohesive and meaningful initiatives.



OUR VENDORS

Creating a more sustainable world includes our production process too. That’s why we challenge our suppliers to assess their impact and adopt rigorous standards.



Environmental Management Systems (EMS)

An EMS is a set of processes and practices that enable an organization to reduce its environmental impacts and increase its operating efficiency. An EMS helps a company address its regulatory demands in a systematic and cost-effective manner, and can also help address non-regulated issues, such as energy conservation, and can promote stronger operational control and employee stewardship.

An EMS is a cycle, focusing on continuous improvement. We are grateful to work with suppliers who share our vision for a more sustainable future through everyday actions.

CLIMATE NEUTRAL CERTIFICATION

We are proud to be Climate Neutral certified by The Change Climate Project (TCCP) since 2021. This means we meet rigorous standards for measuring, offsetting, and reducing the greenhouse gas emissions from creating and delivering products.

TCCP is an independent 501(c)(3) nonprofit organization working toward a net-zero future. They envision a world where brands take responsibility for their climate pollution, and consumers have the ability to identify and choose products and services with no net negative effect on the climate.

Founded in 2019, TCCP has certified 400 companies, activating investments to avoid, remove, and reduce more than two million tonnes of emissions.

While many corporate climate and sustainability initiatives lack immediacy and ambition, Climate Neutral Certified includes cradle-to-customer emissions and requires immediate offsetting of last year’s emissions. TCCP expects transparency from certified brands which must annually report their carbon emissions along with removals and reduction plans.

THE ROAD AHEAD

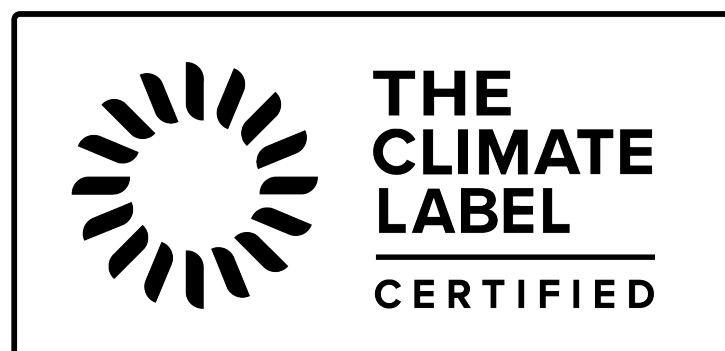
Our sustainability journey is ongoing, but 2023 was defined by tremendous strides.

We became a Public Benefit Corporation, formalizing our commitment to our sustainability mission and bringing new stakeholders into company-wide decision-making. We expanded our conscious jewelry collection with new recycled and innovative materials. We challenged our impact on the environment and continued to prioritize our people. We aligned with science-based targets to combat climate change and put the planet first. And we know there is more work to be done.

As we look to the future, we play a critical role in fighting climate change. We will persist in our unwavering commitment to challenging our own practices as well as those of the jewelry industry. Innovating, improving our impact, and holding ourselves (and our partners) accountable remain at the heart of everything we do.

We want to express our deepest gratitude to our community for supporting us on this journey. Becoming the most responsible version of ourselves is only made possible because of you.

PARTNERSHIPS & CERTIFICATIONS



SOURCES

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ana luisa

Jewelry With Standards.