



WATCHES OF SWITZERLAND GROUP PLC

ENVIRONMENT POLICY

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The Watches of Switzerland Group is an international retailer of world leading luxury watch brands with a growing complement of luxury jewellery brands. The Group provides clients with the finest selection of luxury timepieces and jewellery from all of the major groups together with a presentation of independent brands. Our Group comprises Watches of Switzerland, Goldsmiths, Mappin & Webb, Mayors, Betteridge, Analogue Shift, and Hodinkee, our mono brand boutiques and any brands or companies that may become part of our business.. The Group also owns the exclusive distribution rights for Roberto Coin in the USA, Canada, Central America and the Caribbean. You can find more detailed information about the Group on our corporate website www.thewosgroupplc.com.

Respecting the environment is an important part of how we do business and is enshrined in our Purpose to WOW our clients, while caring for our colleagues, our communities and our planet. This Environment Policy (the 'Policy') sets out our approach to ensure continuous improvement in the management and operation of all activities under our operational control, in order to minimise any adverse effects on the environment, eco-systems and public health.

SCOPE

This Policy applies to our Group operations worldwide and all colleagues, including temporary or contract workers. We encourage stakeholders to join us in our commitment to environmental responsibility and will work with local communities and advocacy groups to build trust and collaborate on sustainability initiatives.

The principles of this Policy refer to environmental awareness and engagement, transparent dealings, legislative compliance, the conservation of resources, supplier collaboration, climate change and managing risk. It should be read in conjunction with; our Vendor Code of Conduct; our Supplier Sustainability Standards; and our Code of Ethics.

POLICY

The Group is committed to caring for our planet and compliance with all applicable national and international environmental law, regulations and mandatory standards. In addition, we recognise the importance of sustainable business practices and strive to minimise our environmental impact through the following measures:

OPERATIONS

- Understanding, assessing, reporting and mitigating against climate and nature-related risks within our operations.
- Setting Greenhouse (GHG) emissions reduction targets, with the aim of limiting global warming to avoid the worst effects of climate change and achieving Net-Zero emissions by 2050.
- Continuously aiming to improve carbon reduction and energy efficiency through energy audits, showroom design and modification, facilities management, and by switching to clean, or renewable energy sources.
- Embedding environmental, energy and waste management systems and implementing energy-efficient technologies to fulfil environmental obligations and enhance environmental performance.
- Implementing circular economies to help to minimise waste through avoidance and recycling, including extending the life of watches and jewellery through repairs and reuse and increasing the use of recyclable own brand packaging.
- Using resources efficiently, including energy and water, and reducing single use plastics.
- Monitoring and continuously, including the management of chemicals and non-hazardous and hazardous waste generated from our operations and air emissions.
- Seeking to help clients reduce their environmental impact by growing our range of products with positive environmental and attributes, including the promotion of innovation advancements in sustainable design and packaging.

SUSTAINABLE PROCUREMENT

- Understanding, assessing, reporting and mitigating against climate and nature-related risks within our supply chain through improved data collection and monitoring.
- Aiming for vendors to be aligned with relevant, well-recognised sustainability standards or certifications including sustainability criteria and targets in tender processes and contract terms.
- Requesting all vendors adhere to our Vendor Code of Conduct or equivalent in order to maintain high levels of environmental and ethical performance.
- Maintaining robust traceability mechanisms to identify any negative effects on natural resources and eco-systems resulting from our business activities and collaborating with stakeholders to minimise any negative sustainability impacts where possible.

TRAINING

- Providing training in environmental stewardship for relevant colleagues with a responsibility for sustainability leadership.

AWARENESS

- Raising awareness of environmental issues and regularly engaging and consulting with key stakeholders on the achievement of key environmental goals.
- Communicating progress against environmental targets through relevant internal engagement channels and publicly in our Annual Report & Accounts. Further information can be found www.thewosgroupplc.com.
- Operating transparently and sharing relevant information and resources with key stakeholders on how we are reducing our environmental impacts and increasing our operating efficiency.

RESPONSIBILITIES

Our Board is committed to ensuring that all of the Group's activities are conducted in accordance with all applicable legal and regulatory requirements and the highest standards of ethical business conduct.

Environmental performance is monitored by our ESG Committee, and we will seek and act on advice from governing bodies and specialist organisations where appropriate.

Risks and opportunities resulting from a changing climate and the transition to net zero are embedded into our risk management processes, core business strategy and financial decision-making.

All colleagues are required to comply with this policy and undertake diligently and expeditiously such training as the Company may provide or otherwise specify from time to time.

REPORTING A CONCERN

The Group does not engage in or tolerate any form of conduct which fails to comply with the requirements and spirit of the Policy.

If any colleague believes the terms of this Policy are not being correctly adhered to, they should seek to raise any concerns with their Head of Department or Director and in accordance with the terms of the Group's Whistleblowing Policy.

Under the terms of the Whistleblowing Policy, colleagues are encouraged, without fear of victimisation, to raise any concerns they may have regarding the conduct of the Group's business in order that such concerns may be properly investigated.

The Company will not tolerate retaliation of any kind by or on behalf of the Company or any colleague against any individual for making good faith reports of violations or suspected violations of the Whistleblowing Policy.

Colleagues must co-operate fully and openly with any investigation by the Company into alleged or suspected breaches of the Whistleblowing Policy. Failure to co-operate or to provide truthful information during any investigation may lead to employees being subject to disciplinary action, which may lead to dismissal.

The Environment Policy will be reviewed annually by the Watches of Switzerland Group PLC Board and was approved on 27 February 2025.