## **IWC'S 2022 TARGETS ARE:**

Status Report: End of Reporting Cycle, March 2022



renewable energy globally.

REGENERATES

WHY DO WE HAVE THIS TARGET?

**HOW DID WE REACH THIS TARGET?** 

developing emission reduction strategies.

Wherever possible, we have purchased renewable energy directly. In all other cases, we have acquired Energy Attribute Certificates (EAC) issued by South Pole, a social enterprise specializing in

NATURALLY.

Purchase 100%

BEG JUNE 2020 - MAY 2022

change and global warming.

Achieve RJC chain of custody certification of watch components.

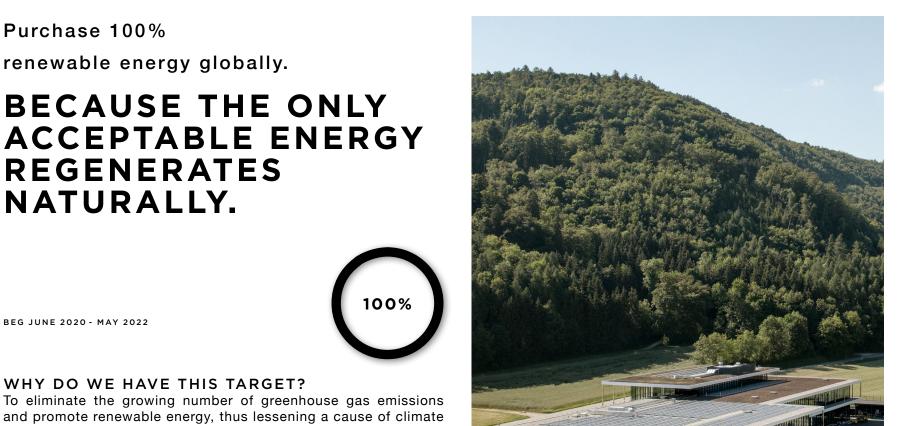
**BECAUSE WE CARE ABOUT WHAT YOU WEAR - DOWN TO THE** SMALLEST DETAIL.

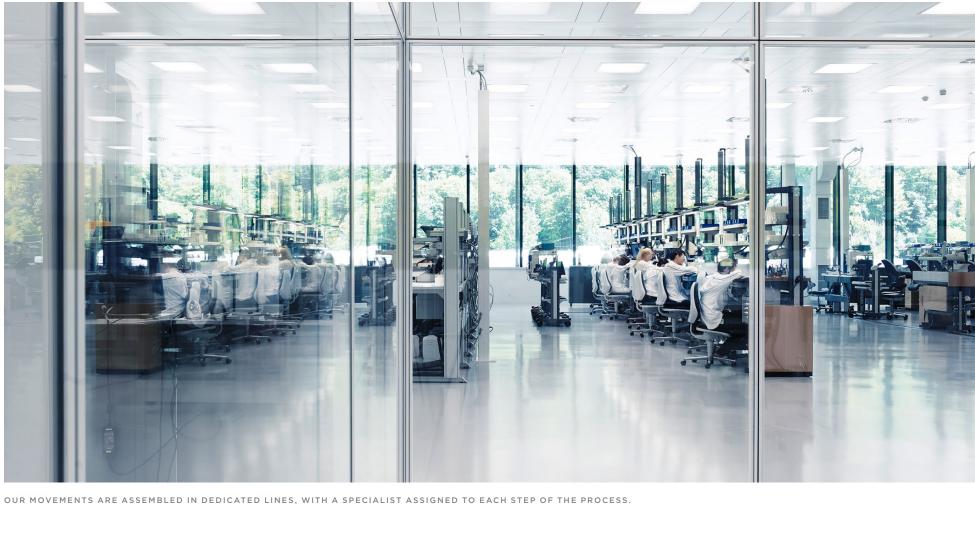
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WHY DO WE HAVE THIS TARGET? To ensure we are working with trusted suppliers and that our watch components can be traced to their origins.

We were audited to the stringent Chain of Custody (CoC) standard by the Responsible Jewelry Council, and we only source our materials from suppliers who have achieved the same certification.

**HOW DID WE REACH THIS TARGET?** 





**BECAUSE COMPUTERS AND NETWORKS** HAVE A FOOTPRINT, TOO.

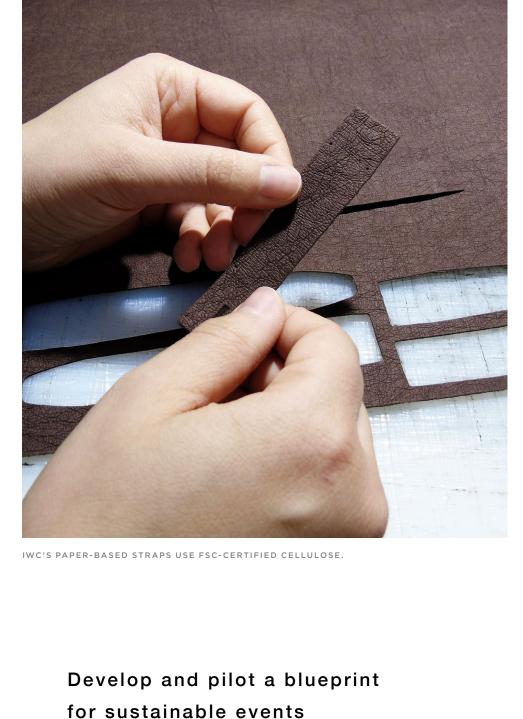
Develop and implement a Green IT strategy.

WHY DO WE HAVE THIS TARGET?

re-sell for a reduced price to our employees.

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I.T. hardware and use require a huge and growing amount of energy, which generates emissions. **HOW WILL WE REACH THIS TARGET?** We have thoroughly assessed the scope of our Green IT strategy, explored different approaches and looked into solutions such as a possible and future implementation of Cloud Computing. We are already recycling or donating used laptops and hardware to learning facilities or



**BECAUSE A** SUSTAINABLE EVENT IS A MORE

**MEMORABLE** 

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EXPERIENCE.

**CLOSE TO OUR** HEARTS. BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

**HOW WILL WE REACH THIS TARGET?** 

**BIODIVERSITY IS** 

Phase out purchase of non-FSC

(Forest Stewardship Council)

certified forestry products.

**BECAUSE** 

**INCREASING** 

database of certified suppliers. WHY HAVEN'T WE REACHED THIS TARGET YET? Due to the pandemic, boutique openings in Asia were delayed, and exchanging the furniture in boutiques around the world was challenging. However we will continue to work on achieving 100% within the next coming months.

not contributing to deforestation or illegal logging practices.

By purchasing FSC-certified forestry products, we can ensure we are

IWC will increasingly only purchase from suppliers found in the FSC's

60%



HOW WILL WE REACH THIS TARGET?

recycling and transport. Together with a partner we developed a tool that will enable us to calculate the exact emissions generated by an event and training our staff accordingly as well as taking respective action on the footprint to minimize our impact and offsett non-avoidable emissions.

By adhering to a framework for sustainable events, containing criteria for sourcing and purchasing, energy use and labour,

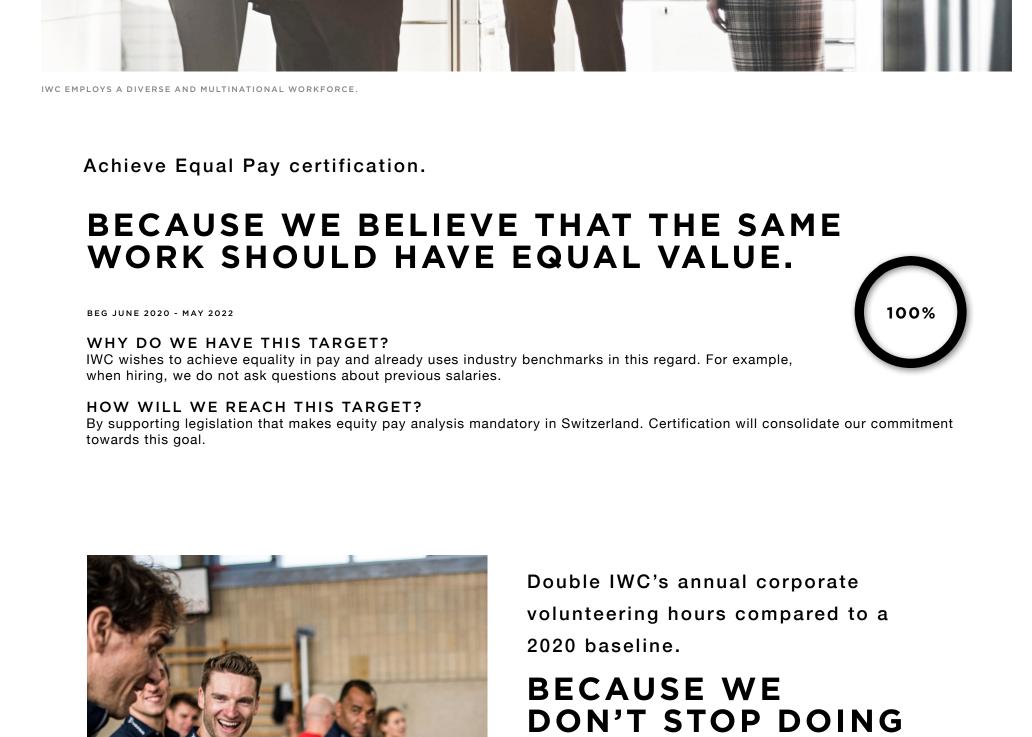


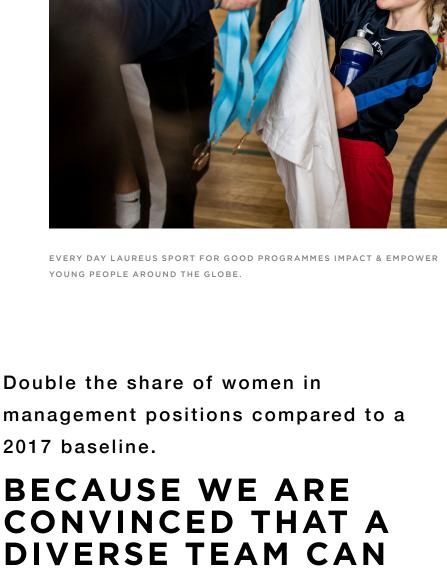
EMPLOYEES CELEBRATE THE "GREAT PLACE TO WORK" CERTIFICATION.

**HOW DID WE REACH THIS TARGET?** 

certification.

After carrying out a comprehensive, structured survey of our employees in Switzerland and passing a detailed internal audit of company culture, we successfully renewed our "Great Place to Work"





60%

LEAD BETTER.

WHY DO WE HAVE THIS TARGET?

HOW WILL WE REACH THIS TARGET?

We are committed to ensuring all employees have an equal chance

Present a gender-balanced talent pool to senior management, analyze data on internal moves, scrutinize the percentage of women

WHY HAVEN'T WE REACHED THIS TARGET YET? Due to the low fluctuation rate at the senior management level, only a few positions are opening. In addition, we are taking measures to increase women's interest in technical jobs and encourage them to

to thrive and to not perpetuating inequalities from the past.

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applying for senior roles.

apply if a position opens.

WHY HAVEN'T WE REACHED THIS TARGET YET? Planned volunteering activities were cancelled or delayed because of the pandemic. However, as restrictions continue to be eased around the globe, we are on track and have been able to start with smaller volunteering activies again and are positive to increase it back to double the hours compared to the 2020 baseline.

**GOOD WHEN WE STOP** 

To have a positive impact on the communities in which we live and work, and to give employees the chance to work alongside colleagues from all

Offer a broader and more flexible range of volunteering opportunities,

80%

WORKING.

WHY DO WE HAVE THIS TARGET?

**HOW WILL WE REACH THIS TARGET?** 

including half-day options and indoor activities.

BEG JUNE 2020 - MAY 2022

areas of IWC.



IWC STRIVES FOR A DIVERSE MANAGEMENT TEAM.