



# WILLIAM & SON

LONDON

## William & Son Environmental and Sustainability Policy Statement

### Environmental and Sustainability Policy

William & Son is a privately owned company specialising in the retail of luxury goods including watches, jewellery, gold and silverware, leather, glassware, firearms, country clothing and accessories.

We recognise that our activities can impact upon the environment, and as such, we have created an environmental and sustainability policy to help identify and minimise these impacts.

We ensure that our policy is:

- Checked, updated and agreed by our senior management team
- Available to the public, our staff and those working on behalf of the company on company noticeboards
- Implemented through our day to day activities
- Monitored for success on an annual basis

William & Son commits to:

- Preventing pollution from activities at our flagship store
- Continual environmental improvement
- Complying with applicable environmental legislation and other requirements

William & Son aims to:

- Minimise production of waste and increase recycling rates by following the waste hierarchy (reduce, reuse, recycle)
- Minimise consumption of energy and water
- Minimise the environmental impact of activities on site
- Minimise emissions from vehicles use
- Promote the use of materials with recycled content or from sustainably managed sources

We recognise the importance of sustainable development and will work with our suppliers to ensure that projects meet our sustainability requirements.

### Environment

We are committed to continually looking for ways to reduce our impact on the environment and working to prevent pollution. We pay particular attention to waste minimisation and resource efficiency and ensure we source sustainable materials where practically and economically feasible.

### Resources

We are committed to achieving a reduction with regards to the use of electricity, gas and water in our flagship store.

<b>Issue Date:</b> 01/08/2018	<b>Revision Number:</b> No.1	<b>Revision Date:</b> 01/08/2018
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## Staff

We are committed to providing a safe working environment that focuses on the prevention of injury, encouraging mental well-being and health. We believe that everyone has a role to play in creating a safe working environment for themselves, those they work with and also ensuring that the public are not endangered by any of our activities.

We recognise the value of our employees and work with them to develop their potential and increase their competence through regular training and appraisals.

## Community

The communities in which we operate can be affected by our projects and we work towards mitigating the potential nuisance of our activities.

We work to ensure that we interact positively with the communities in which we operate. Effective communication is important so that all who work for us or on our behalf are aware of their responsibilities to ensure a high standard of environmental and community care is maintained.

## Process

We are committed to improving the effectiveness of our management systems in order to provide opportunities to maximise our delivery performance to all stakeholders.

Finally we are aware that the livelihoods of our staff and, to some extent, our suppliers depend on our continued existence. This is best served by our continued commitment to producing quality work.

## Procurement

At William & Son we are committed to reducing our environmental impact. This commitment is an integral and fundamental part of our business strategy and operating practises.

**Leather and Skins:** William & Son strictly oppose any practice that cause animal's distress or suffering or deny them opportunity to behave naturally. We fully support CITES and only select products from sustainable sources. We use skins listed in Appendix II of the CITES convention. These skins are imported into the EU accompanied by an export certificate issued by the government of the country of origin.

**Fur:** Furs are obtained and ethically sourced from businesses in both the UK and Europe. We ensure that each of our suppliers adhere to industry welfare standards and strictly oppose any practice that cause animals' distress and deny them opportunity to behave naturally.

**Precious Stones and Metals:** William & Son are committed to sourcing both precious metals and stones from suppliers who adhere to industry welfare standards such as:

<b>Issue Date:</b> 01/08/2018	<b>Revision Number:</b> No.1	<b>Revision Date:</b> 01/08/2018
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- The Kimberley process, an international certification scheme supported by the United Nations General Assembly to stop the trade in 'conflict' diamonds
- Membership of the Responsible Jewellery Council, an international, not-for-profit organisation established to reinforce consumer confidence in the jewellery industry by advancing responsible business practises throughout diamond, gold, and platinum group metals jewellery supply chain.

**Packaging and paper:** The printed stationery and packaging we use is sourced from suppliers that operate within the guidelines of the FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification). Wherever possible, paper and packaging is recycled within the business and all employees are asked to carefully consider whether a given document needs to be printed.

## Social Responsibility

William & Son expects its suppliers to act with integrity and treat employees and labourers with respect. This includes:

### Ethics

- 1) Highest Ethical Behaviour  
Our policies and practises direct William & Son suppliers to conduct business lawfully and ethically wherever they operate.
- 2) Anti-corruption  
We expect our suppliers to comply with all laws and regulations forbidding payment of money, products, gifts or services, directly or indirectly, to any individuals or entities in order to corruptly induce favourable business treatment or to corruptly affect governmental decisions.

### Human Rights & Labour

- 1) Conditions of Employment  
We stress to our suppliers the importance of operating with reasonable working hours to maintain a positive and productive work environment consistent with commonly accepted practices in each locale. We oppose any form of forced, bonded or indentured labour, or involuntary prison work. Further, compensation practices should comply with applicable wage laws, including those relating to minimum wages, overtime compensation and legally mandated benefits.
- 2) Discrimination  
Our company expects suppliers to prohibit discrimination against or harassment of any employee or applicant on the basis of race, colour, religion, sex, sexual orientation, age, disability, national origin, or any other factor deemed unlawful.
- 3) Freedom to Associate  
Suppliers should respect the rights of workers to associate freely and seek representation in accordance with local laws.
- 4) Humane Treatment

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William & Son objects to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

5) Prohibition of Child Labour

Our policies oppose child labour and we forbid our suppliers to use child labour in any facility or business.

6) Working and Living Conditions

We expect our suppliers to have a healthy and safe working environment in accordance with all applicable laws and regulations and to protect employees from short, immediate and long-term harm. Where housing is provided, we expect our suppliers to provide a healthy and safe living environment for employees in accordance with all applicable laws and regulations.

**Issue Date:** 01/08/2018

**Revision Number:** No.1

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