



Swiss Pearls

Swiss Pearls' commitments

Swiss Pearls, based in Geneva, Switzerland since 2006, has established itself as one of the finest natural pearl dealers on the market. Specialising in rare and exceptional pearls and gemstones, the company deals in high quality natural pearls, precious stones, old-cut diamonds and antique jewellery.

From inception, ecological and social impacts have always been major concerns for Swiss Pearls. Dealing mainly in second hand jewellery, reusing or “recycling” natural pearls, gemstones, and antique diamonds from vintage and antique pieces was a way to reduce usage of new resources (extraction, etc.). When working with newly produced materials, such as natural pearls or emeralds, visiting the source to witness first-hand how these precious materials were extracted was a priority before developing new supply chains.

In the same vein, Swiss Pearls does its utmost to reduce its impact when visiting clients or new prospects. When possible, local trips within Europe are done by train and all air travel is compensated to the double of its carbon impact with the organisation MyClimate (<https://www.myclimate.org/>).

Swiss Pearls is committed their partners' well-being by, to the best of their knowledge, representing products in a transparent and honest manner and with the insurance provided by trustable suppliers. Joining the Responsible Jewellery Council was a natural evolution for Swiss Pearls, allowing the company to promote better practices and maintaining the highest ethical standards with its partners.

With this Ethical Policy, Swiss Pearls commits to integrity in its daily business practices and to apply the following points:

1. Adhere to its Commitment to Ethical and Responsible sourcing which form an integral part of this Ethical Policy.
2. Regularly assess compliance against these commitments (including conducting Due Diligence on existing and new suppliers with its KYC form additionally its Supplier & Partner Code of Conduct) as well as identify any other risks (human rights, labour rights, conflict sourcing), or potential lacks of ethical conduct.
3. Comply with all applicable laws and regulations relating to its activities.
4. Comply with the founding principles of the OECD (<https://www.oecd-ilibrary.org/docserver/9789264236882-en.pdf?expires=1630491164&id=id&acname=guest&checksum=4CFCAE2CDDEF2894B83D8FF8DE011CBB>).
5. Apply the United Nations Human Right Charter (<https://www.un.org/sites/un2.un.org/files/udhr.pdf>).
6. Apply the United Nations Guiding Principles for Business and Human Rights (https://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf).
7. Engage in responsible business practices and not condoning corrupt practices including fraud, bribery, money laundering, or financing terrorism.



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8. Ensure that the following conditions are adhered to in its own operations and in operations from which Swiss Pearls contracts and/or sources from:
 - No use of child labour.
 - No hazardous work.
 - No forced, trafficked, or bonded labour.
 - No discrimination based on race, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation
 - No harsh or inhumane treatment
 - Safe and hygienic working conditions.
 - Employees are compensated in accordance with national law and ILO (International Labor Organization) Conventions and remuneration and working hours comply with national laws and collective agreements.
9. Apply an internal policy to their employees in accordance with the principles of equality and non-discrimination and to support the training and professional development of their employees.
10. Implement working methods limiting negative environmental impact.
11. Respect the environment by complying with all environmental laws and regulations relating to your activities in the countries in which you operate.
12. Apply the rules and recommendations of the CIBJO Blue Books (Blue Books and other www.cibjo.org/introduction-to-the-blue-books) as well as the rules of the Kimberley Process and the World Diamond Council.
13. Be transparent in the use of diamonds, coloured stones, and pearls by informing on their quality, any possible modifications, possible treatments and their origin.
14. Be explicit regarding treatments of diamonds, coloured stones, and pearls, specifying any and all treatment(s). The description of treatments must be as visible as the word diamond, the type of coloured stone or pearl.
15. Be explicit regarding synthetic diamonds, coloured stones, and pearls, specifying whether they are fully or partially synthetic. The description should be just as visible as the word diamond, the type of the coloured stone, or pearls.
16. Rigorously respect a strict privacy policy and protection of data compliant with the law.

Patrick Flückiger, President

Swiss Pearls S.A.