

Progress Report

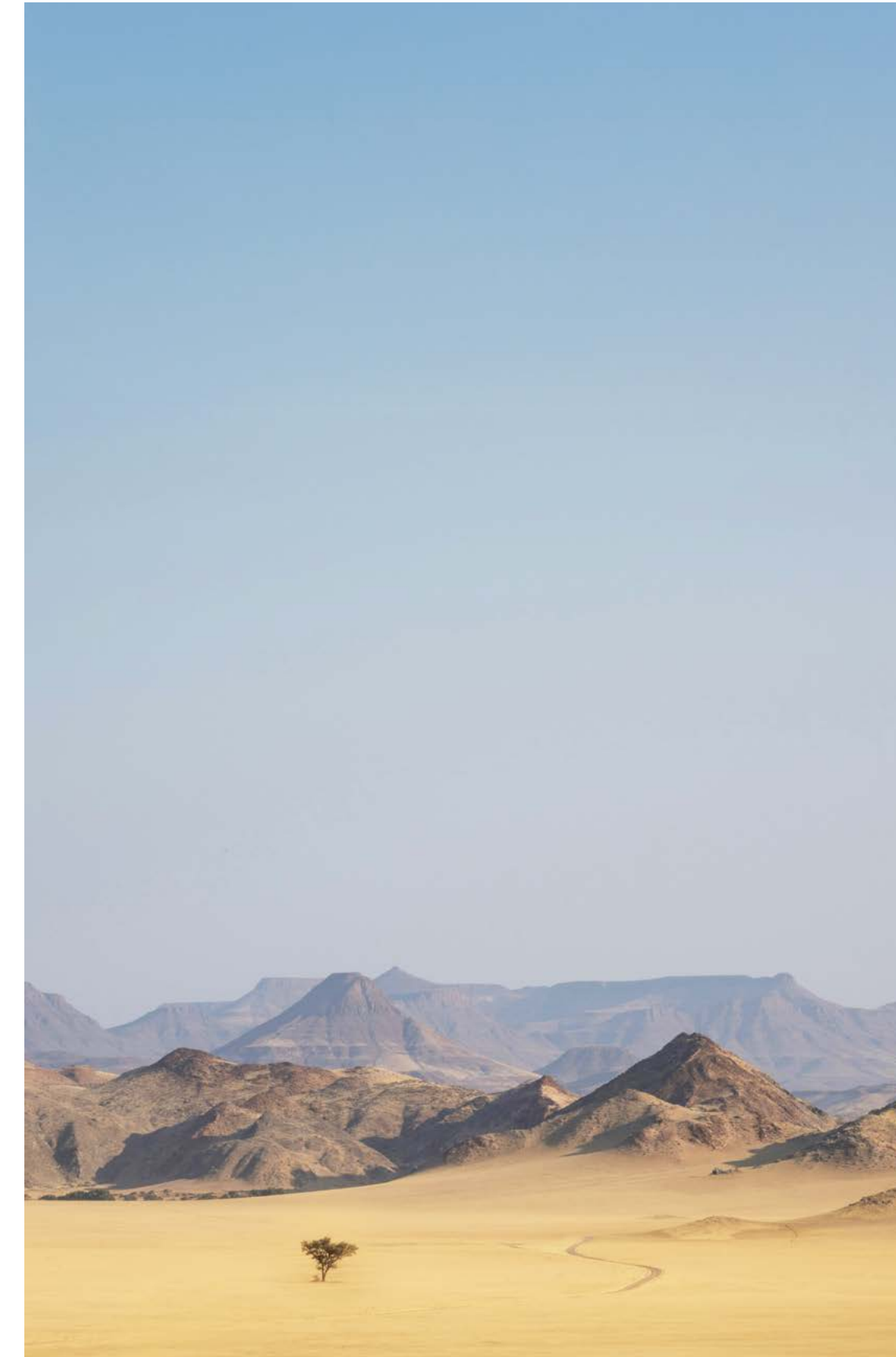
2025/2026

WATCH &
JEWELLERY
INITIATIVE 2030



Protecting
what is most precious

People



and Planet

WELCOME

IRIS VAN DER VEKEN, EXECUTIVE DIRECTOR
& SECRETARY GENERAL, WJI 2030

“The global economy is fundamentally dependent on nature, climate stability, and social inclusion. These are no longer peripheral sustainability concerns; they are core economic and business risks.”



[Watch here](#)

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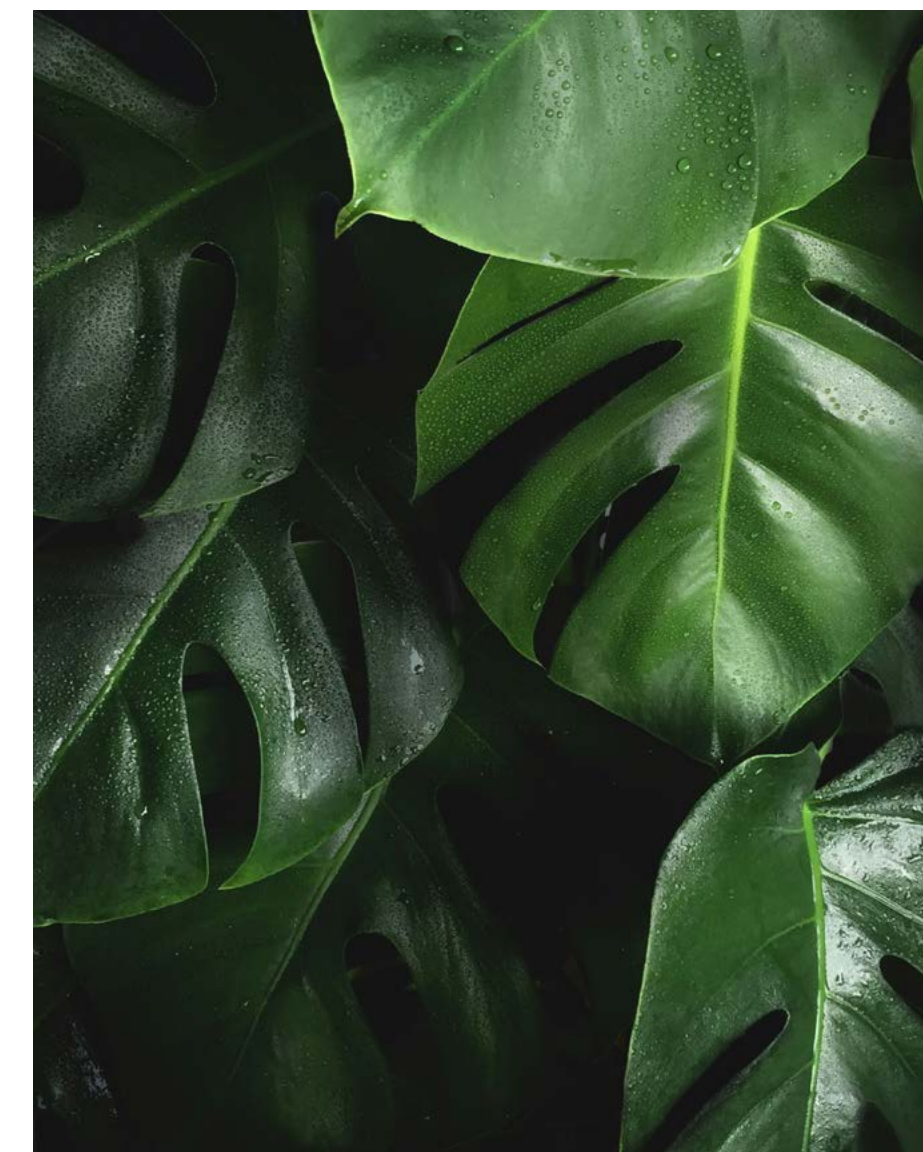
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FOREWORD

Despite challenging and turbulent times across industries, the Watch & Jewellery Initiative 2030 (WJI 2030) has remained focused on operationalization and capacity building across the three pillars of climate resilience, preserving resources, and fostering inclusiveness.

Topics that we are tackling are deeply interconnected – climate, nature, water, human rights and inclusion all interact in ways that compound risk and shape operational realities – and it's important to have an integrated approach. Tackling these challenges holistically not only strengthens our ability to anticipate and mitigate emerging risks but also reinforces business resilience in both the short and long term, ensuring organizations can adapt to evolving regulatory, environmental, and social expectations.

For WJI 2030, cross-sectoral collaboration has become increasingly important, with efforts scaling up in areas such as human rights due diligence, gender equality, and nature and water. This reflects the growing recognition that effective, future-proof solutions must be systemic, spanning value chains, geographies and disciplines rather than relying on isolated interventions.

As we look ahead, WJI 2030 remains committed to delivering a robust multi-stakeholder ecosystem, grounded in shared learning, enabling different pathways for progress of all companies, regardless of size and maturity level. By producing practical resources and tools, aligned with evolving regulations, WJI 2030 aims to strengthen business resilience across sectors, ensuring progress is accessible, actionable and scalable for all.

CYRILLE VIGNERON

CHAIRMAN, CARTIER CULTURE
AND PHILANTHROPY
WJI 2030 CO-CHAIR

IRIS VAN DER VEKEN

EXECUTIVE DIRECTOR AND SECRETARY GENERAL,
WATCH & JEWELLERY INITIATIVE 2030

MARIE-CLAIRE DAVEU

CHIEF SUSTAINABILITY AND INSTITUTIONAL
AFFAIRS OFFICER, KERING
WJI 2030 CO-CHAIR



ABOUT THIS PUBLICATION

The purpose of this Progress Report is to show the steps taken by WJI 2030 and its members in accelerating action against the three strategic pillars – Climate Resilience, Preserving Resources and Fostering Inclusiveness.

It highlights actions taken to advance progress toward the minimum commitments, building capacity among members and stakeholders.

Information and data included in this report reflects the current status of member actions. Out of 88 members, 71 are Maison and Partner members, to which the minimum commitments are applied and implemented. Affiliate members do not have to commit to the minimum commitments. Today we have 15 Affiliate members.

Information included in this report reflects data collected from 56 Maison and Partner members, through the WJI 2030 Action Framework.

In 2025, we continued the implementation of the Impact Action Journey Framework, onboarding businesses and supporting them with guidance.

The self-declared data submitted through this framework by members, as well as publicly available information and ongoing engagement, has formed the basis of findings throughout this report.

Minimum Commitments

Minimum commitments are applicable for all Maison and Partner members of the Initiative. Today we have 71 maison and partner members working towards and achieving their minimum commitments. 56 of these members have been onboarded onto the WJI 2030 Impact Action Journey Framework, and are voluntarily disclosing their actions and progress. The data reflected in this report, reflects the progress of those 56 companies. The remaining 15 members continue their journey, and are receiving continued support to advance.

Antitrust disclaimer

WJI 2030 and its members understand that the purpose of competition law is to preserve free,

fair and efficient competition for the benefit of all companies operating in the watch and jewellery industries and their clients. All discussions and interactions within WJI 2030, as well as any collection of data for this report, shall comply with applicable competition and antitrust laws, which constitutes a priority within this organization. In all meetings or processes of WJI 2030, its members shall never exchange commercially sensitive information.

Should there ever be concerns or doubts, members, partners and stakeholders are kindly asked to refer to the Antitrust Policy of WJI 2030 and seek legal advice from legal advisors. In the event any member or participant is aware of any potential breach of competition and antitrust laws, members are asked to report to WJI 2030 through the appropriate channels.

Nature of the Association

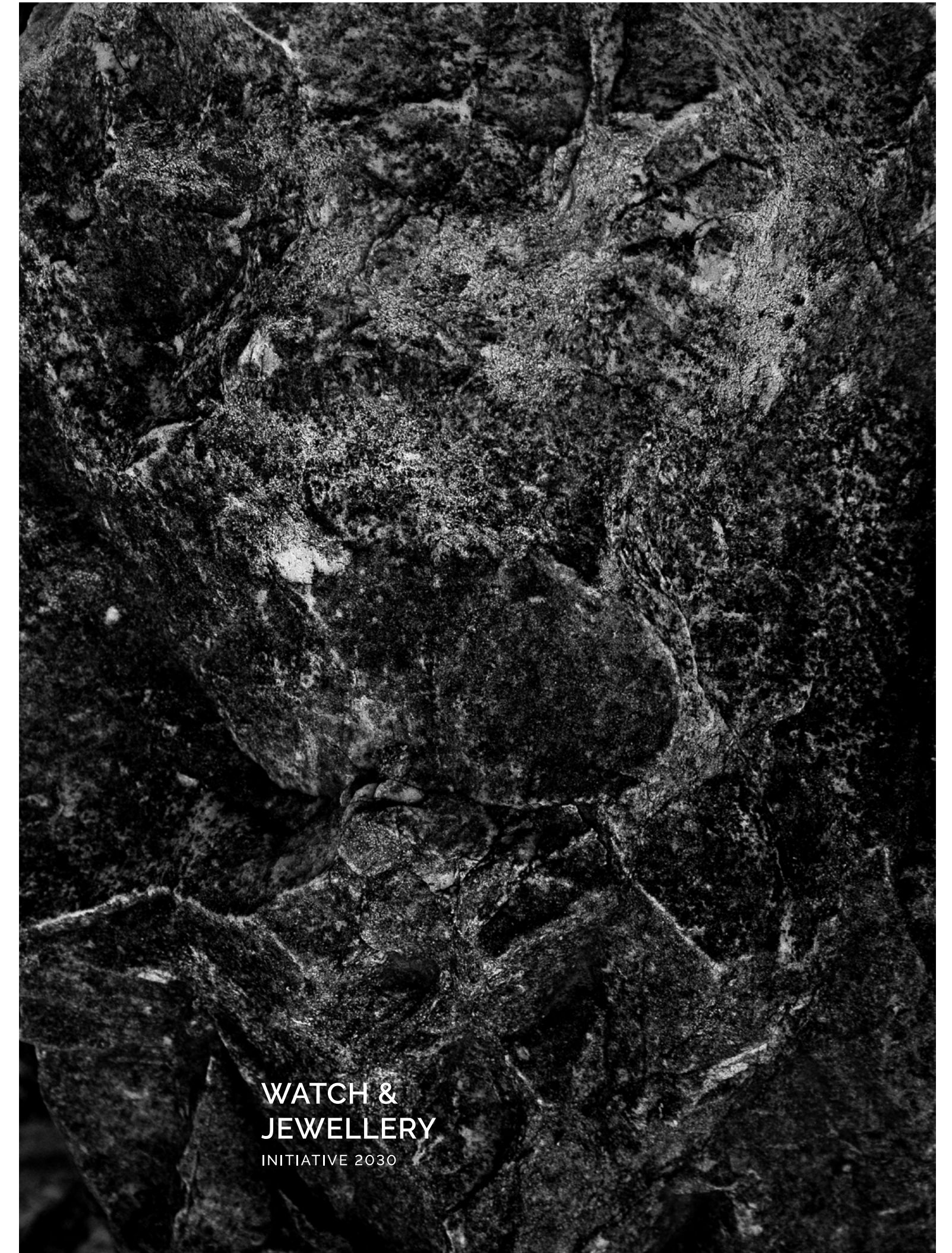
WJI 2030 is a Geneva-based nonprofit Association dedicated to public utility. It does not award labels, set standards, or grant certifications, focusing solely on serving the broader public interest.

Overarching objective

WJI 2030 aims to work toward the betterment of people and planet, by promoting sustainability and inclusivity. It aligns with the UN Sustainable Development Goals and the Swiss Federal Council's 2030 Sustainable Development Strategy. WJI 2030 brings together members, stakeholders and partners globally and cross-sectorially, who are integral to the value chain of these industries, united by the same desire to create positive outcomes for the planet and people.

Beneficiaries

WJI 2030's work benefits society as a whole rather than its members or the industry alone. Its open-source tools and research support individuals in the value chain, local communities, and the environment. WJI 2030 is not a closed group seeking reputational or financial gain but a force for industry-wide collective action. By making its research publicly accessible, it drives positive change beyond its sector.



VOICES FROM THE BOARD

GEORG KELL,
CHAIRMAN OF ARABESQUE
FOUNDING DIRECTOR OF THE
UN GLOBAL COMPACT
WJI 2030 BOARD MEMBER



In this context, some business leaders may feel tempted to respond to immediate pressures by scaling back sustainability commitments. Doing so, however, would be a grave mistake.

Structural forces suggest that sustainability issues will regain even greater relevance in the not-so-distant future.

First, planetary pressures will increasingly compel societies to act more decisively. It remains uncertain when critical tipping points will

be reached, but their approach is undeniable.

Second, market signals are already reflecting the growing financial impact of these challenges. Rising insurance costs and increasing prices for agricultural commodities are amplifying this trend.

Third, technological progress – including artificial intelligence – is accelerating the development of smart solutions, from decarbonization to circular economy models.

We have entered a new political era in which power rivalries between countries – and increasing polarization within them – are deeply shaping markets and national agendas. The unraveling of the rules-based system established after World War II, along with the rise of nationalism, protectionism, and ethnic chauvinism, has already triggered a backlash against the corporate responsibility movement in the Western world. At the same time, security concerns are increasingly dominating political priorities.

Finally, principles such as non-discrimination and respect remain essential for attracting and retaining motivated employees.

Against this backdrop, I commend the companies engaged in WJI 2030.

Now is not the time to retreat, but to double down on sustainability efforts. Through engagement with WJI 2030, companies are laying the foundation for a brighter future. By collaborating, companies can leverage best practices and help ensure their industries become future-fit. At the same time, contributing to the strategic resilience of countries and regions by driving the transformations necessary for long-term survival and growth.

By participating in WJI 2030, companies are also taking a stand for humanity – and affirming the belief that what unites us is stronger than what divides us.

JANE HWANG
PRESIDENT AND CEO, SOCIAL
ACCOUNTABILITY INTERNATIONAL
WJI 2030 BOARD MEMBER



rights, and inclusiveness as competing priorities. But change is a constant, and the more effective response is an integrated systems approach, where progress in one area reinforces the others and

benefits are shared across businesses, workers, and communities.

Rapid, large-scale transitions are often framed as operational challenges, but in communities where watches and jewellery originate, they are deeply human. Informal workers, women, migrant laborers,

and indigenous peoples feel the earliest impacts of climate disruption. Manufacturing workers face displacement as automation reshapes production. Inclusiveness – engaging workers and people in these communities deeply and meaningfully – is how overwhelmed companies learn which risks are priorities and which solutions work, leading to better outcomes for businesses and communities alike.

The regulatory direction is clear: environmental and social accountability are now business

imperatives. Yet the scale of today's challenges demands collective, systems-level action. Platforms like WJI 2030 enable this collaboration, and its Impact Action Journey Framework provides structured, measurable pathways to bring the whole value chain forward. SAI's SA8000 Standard reflects the same logic, integrating climate-responsive health and safety, living wages, and worker voice into a single framework that strengthens supply-chain resilience while protecting workers.

No single company can drive change at this scale alone. The most resilient and innovative businesses are those that engage workers, suppliers, and communities in shaping what matters most – ensuring that people at the heart of supply chains are protected, heard, and empowered as the industry transforms. That is what a just transition looks like in practice, and it is work this sector – and WJI 2030 – is well positioned to lead.

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Our journey

ABOUT US

Founded in 2022 by Kering and Cartier, delegated by Richemont, WJI 2030 is a multi-stakeholder action platform committed to uniting players across the watch and jewellery value chain to advance climate resilience, preserve resources and foster inclusiveness.

We enable companies of all sizes and maturity levels to action and lead progress in an ever-changing regulatory and stakeholder landscape.

WJI 2030 is a member of the UN Global Compact and a signatory of the Women's Empowerment Principles. In May 2023, WJI 2030 was recognized by the Swiss authorities as an Association of Public Utility.

We believe in smart multi-stakeholder collaboration to achieve measurable progress across the value chain and across industries.

Today, our team is headquartered in Maison de La Paix in Geneva, Switzerland.

Our mission

Our mission is to transform ambition into action – and action into measurable progress. This is a journey of continuous improvement. We champion best practices, cultivate smart partnerships, and co-create solutions collaboratively to advance climate resilience, preserve resources, and foster inclusiveness.

We support companies of all sizes and maturity levels by uniting industry leaders, experts, policymakers, community organizations, academia, and civil society. All tools are developed through multi-stakeholder consultation and are open source, enabling the industry to work together, share knowledge, and drive progress across sectors.

Our strategies and roadmaps are grounded in leading frameworks, including the Science Based Targets initiative (SBTi), the Taskforce on Nature-related Financial Disclosures (TNFD), and the Women's Empowerment Principles (WEPs). These efforts culminate in our Impact Action Journey Framework on ESG Book, translating strategy into tangible results through accountability and transparency.



Our belief

We exist to help shape a watch and jewellery industry that protects what is most precious – people and planet. The luxury industry is synonymous with excellence, creativity, longevity and exceptional craftsmanship.

It is our role to ensure that these creations also deliver trust and purpose to the consumer. Our industry plays a pivotal role in respecting human rights, protecting the landscapes around us and restoring the resources upon which we depend.

Our vision

Our vision is to empower companies to build strategies that are resilient in an ever-changing regulatory and stakeholder landscape.

The climate and environmental costs of doing business demand a new mindset. The impacts of extreme weather events and biodiversity loss threaten our shared future and disproportionately affect vulnerable communities.

Trust and integrity are essential to the future of luxury. Across global markets, respect for

human rights, and transparent supply chains and production processes are no longer optional. As regulations evolve toward greater transparency and accountability, businesses must adapt, rethink their strategies, and embrace change to ensure long-term resilience and sustainable growth.

Our values

We value and promote diverse opinions and perspectives, fostering collaboration and building strong partnerships where everyone can contribute and thrive.

As we move ahead on our journey, we remain steadfast in our values to:

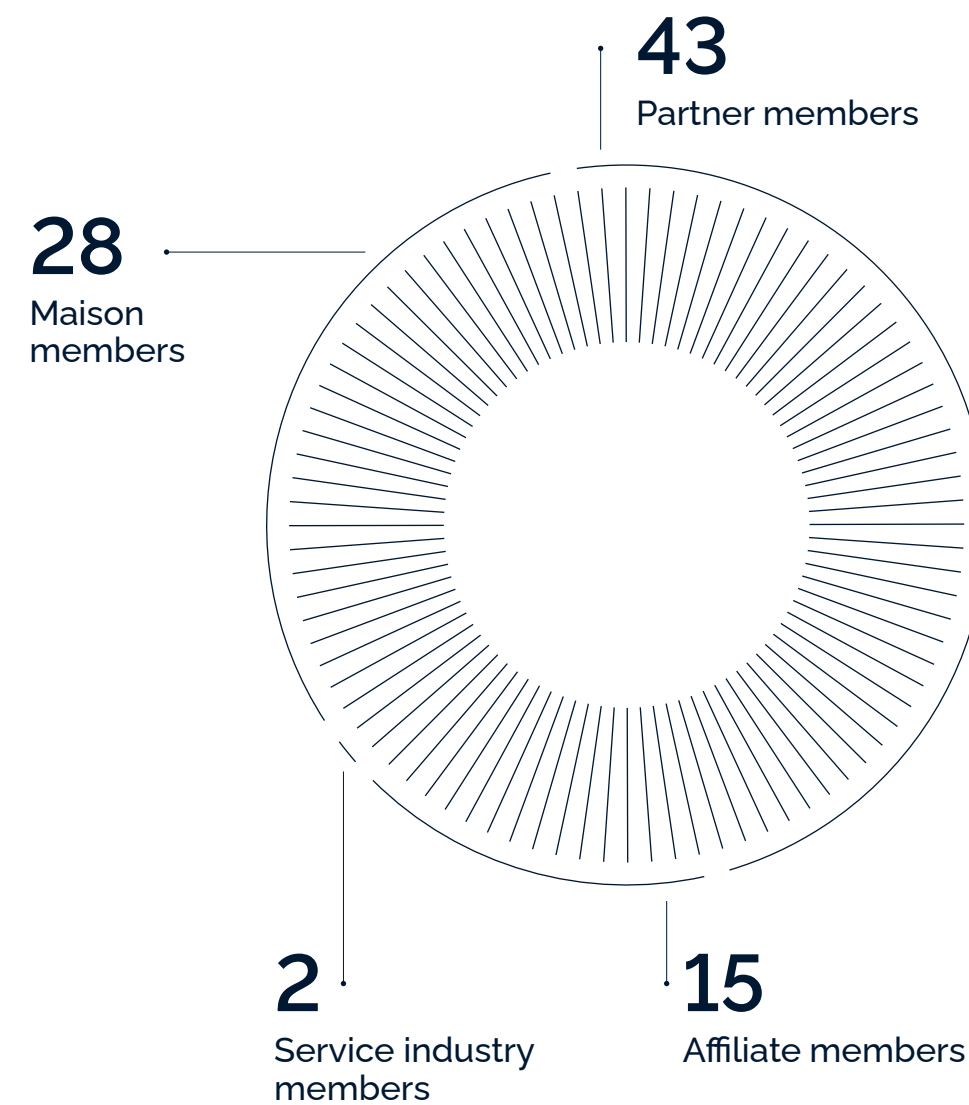
- Be transparent to exchange ideas openly and honestly.
- Stay courageous to try innovative approaches and embrace bold collaboration.
- Eliminate barriers by taking on challenges pragmatically and systematically.
- Make it happen by moving from words to action.

2025-2026 HIGHLIGHTS

Membership

16 NEW MEMBERS IN 2025

88 MEMBERS IN TOTAL



Resources

18

1. New | 2. Updated

Category	Count
BUILDING CLIMATE RESILIENCE	8
→ Climate Workbook ¹	
→ Circularity Whitepaper ¹	
→ Climate Navigator ²	
PRESERVING RESOURCES	3
→ Nature Proof of Concept ¹	
→ Water Stewardship Guide ¹	
→ Nature Roadmap ²	
→ Nature Action Playbook ²	
FOSTERING INCLUSIVENESS	7
→ Gender Responsive Procurement Toolbox ¹	
→ WEPs Transparency and Accountability Roadmap ¹	
→ Inclusive Impact Toolkit ¹	
→ Living Wage Case Study ¹	
→ Human Rights Navigator ²	
TRANSVERSAL RESOURCES	0
→ Industry Impact Assessment ¹	
→ Conscious Craft Guide ¹	
→ 3 New e-learning modules in the Solutions Lab ¹	
→ Impact Action Journey Framework ²	

RESOURCES UPDATED AND RELEASED IN 25/26

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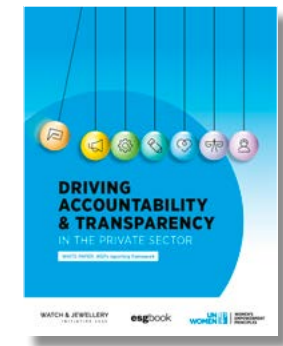


2022–2024 MILESTONES

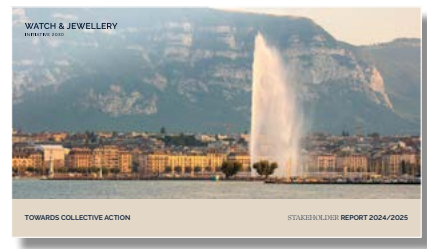


2025-2026 MILESTONES

esgbook



JANUARY 2025



- Third WJI 2030 Stakeholder Report published

SEPTEMBER 2025

- Presence at United Nations Forum on Business & Human Rights

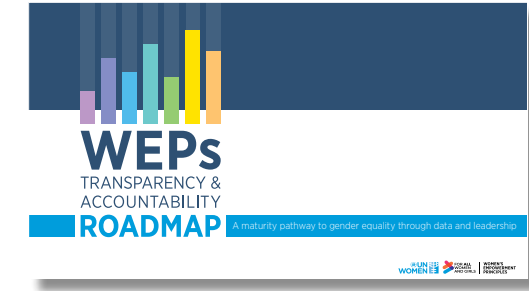
DECEMBER 2025



- Presence at World Economic Forum Davos 2026
- Updated: Nature Roadmap
- Updated: Nature Action Playbook

FEBRUARY 2026

- Launch: WEPs Transparency Roadmap
- Launch: Gender Responsive Procurement Toolbox
- Launch: Nature Proof of Concept
- Launch: Living Wage Case Study
- Launch: Water Stewardship Guide and tool
- Updated: Climate Navigator & Workbook for SMEs



- Presence at World Economic Forum in Davos
- Launch: Impact Action Journey Framework
- Whitepaper on Accountability in Partnership with UN Women and ESG Book

APRIL 2025



- UN General Assembly 2025
- Joined UNGC Sustainable Procurement Coalition

NOVEMBER 2025



- Third Annual Leadership Forum in Paris
- Launch: Responsible Sourcing Guide for SMEs
- Updated: Human Rights Navigator
- Launch: Industry Impact Assessment Guide

JANUARY 2026

- Updated: SMEs Pathway
- New e-modules in the Solutions Lab
- Gender Research Watch Industry initiated

MARCH 2026

MEMBERS

A.GUL KG DIAMONDS

AKOSTAR DIAMONDS

AMANDA JEWELLERY CO., LTD.

ANDRE MESSIKA

ANTWERP CUT

ASSOCIATION POUR
L'ASSURANCE QUALITÉ DES
FABRICANTS DE BRACELETS
CUIR

ARGOR HERAEUS

ANTWERP WORLD DIAMOND
CENTER

BDL5

BELFONT

BLACK IN JEWELRY
COALITION

BONAS GROUP

BOUCHERON

BRUNA THE LABEL

BVSU

CAMBOUR

CARTIER – CORE MEMBER

CHANEL W&J – CORE MEMBER

CHORON GROUP

CIBJO

CONSTELL GROUP

CONSORZIO PHYSIS

CRIVELLI GIOIELLI

DANAT

DEREWALA

DIANCO

DIAROUGH

DIMEXON

D'OR JOIERS

ENNOVIE

EURODIAMONDS

EUROSTONE

EXCELLENT FACET

FEDERATION
HORLOGERIE FR

FRANCECLAT

GARRARD

GEMSTAR

GEMOLOGICAL INSTITUTE OF
AMERICA

GUCCI

HK DESIGNS LTD.

ID WATCH

IGC GROUP

INTERNATIONAL
GEMOLOGICAL INSTITUTEINITIATIVES IN ART AND
CULTURE

ITALPREZIOSI

IWC

JB DONDOLO

JULIE SANDLAU

K. GIRDHARLAL

KERING – CORE MEMBER

KP SANGHAVI AND SONS

KS JEWELRY

M. TARUN DIAMONDS

MATTIOLI

MESSIKA GROUP

MCGP

MEJURI

MONICA VINADER

NFR

NIRU GROUP

PANDORA

PASPALEY

PAVITRA JEWELS

PGI GLOBAL

POMELLATO / DODO

PRADA GROUP

PRIMESTAR

PURE EARTH

QEELIN

ROSY BLUE

RUBEL & MENASCHÉ

SHREE OPTIMUM DIAMOND
PRIVATE

SOPHIE BILLE BRAHE

STAR GEMS (SPECTRUM BV)

STUDIO ELINA LANS

SUN JEWELS

SVINODKUMAR
INTERNATIONAL PTE

SWAROVSKI

TACHE COMPANY

TOM WOOD

UFBJOP

VD GLOBAL

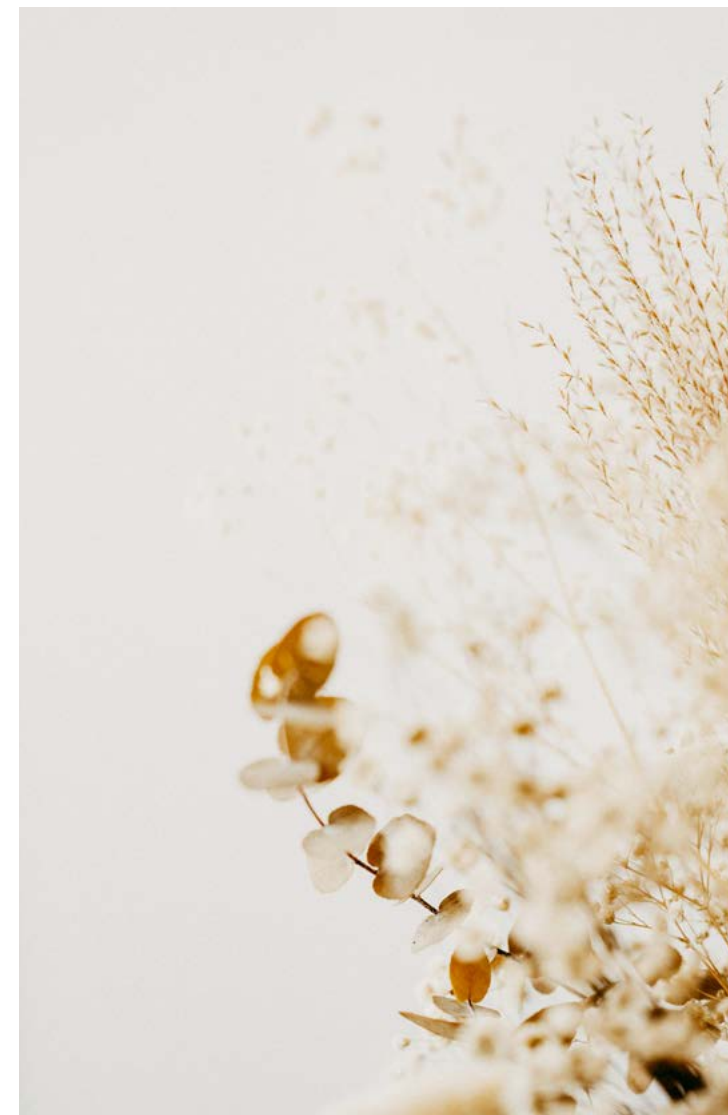
VONA

WATCH4GREEN

WINDIAM

WORLD GOLD COUNCIL

WOUTERS & HENDRIX

YOSHFE INTERNATIONAL
DIAMONDS

At WJI 2030, we welcome industry stakeholders from around the world, including maisons, retailers & distributors, traders, manufacturers, service providers, as well as third parties (NGOs, academic institutes, etc.), to support our mission.

Members share a commitment to our three core areas: Building Climate Resilience, Preserving Resources, and Fostering Inclusiveness.

Members of all sizes and levels of maturity are equipped with dedicated resources, education and global multi-stakeholder collaboration among peers and experts, to advance their commitments and take important, interconnected and measurable actions.

Our members play an essential role in the success of WJI 2030 – contributing knowledge and experience across our different workstreams. Not only does this promote shared peer learning, but their feedback is critical to shaping our resources, ensuring they are both practical and effective for business. As we make many of our tools open-source, their role supports the wider industry and our engagement with other sectors to help drive impact at scale.

Today, WJI 2030 comprises 88 member companies from more than 18 countries. Of these, 71 companies (belonging to Maison and Partner members) are required to meet the WJI 2030 minimum commitments.

WJI 2030 provides tailored learning pathways for small and medium enterprises (SMEs) and larger enterprises, recognizing that meeting minimum requirements takes both time and commitment.

Affiliate members, such as nonprofit organizations, cultural or trade organizations, and governmental bodies, are not required to meet the minimum commitments.

88

MEMBERS

28

MAISON MEMBERS

43

PARTNER MEMBERS

15

AFFILIATE MEMBERS

2

SERVICE INDUSTRY
MEMBERS

MEMBERSHIP

For more information on membership, visit [our website](#)

GOVERNANCE



WJI 2030's multi-stakeholder governance model includes industry stakeholders from across the supply chain.

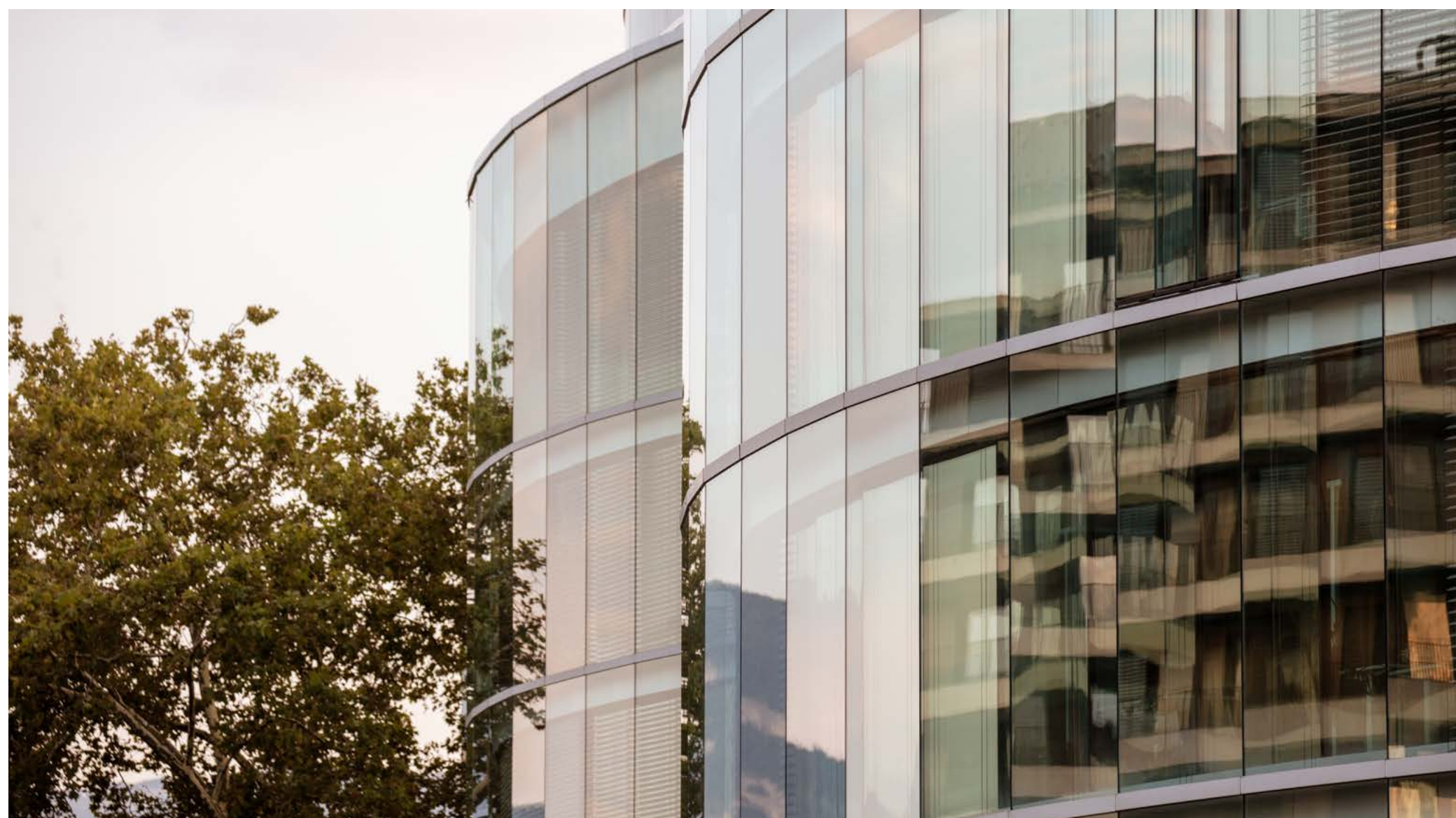
Our governing body – the Board of Directors – includes representation from brands, suppliers, and industry organizations, as well as three independent directors.

Our multi-stakeholder governance framework means all levels of the watch and jewellery industry can express their views, concerns, and ideas.

The members of our Board are proven C-suite leaders who guide our Executive Director and Secretariat. The Board ensures the integrity of our people and processes, oversees risk management, and helps WJI 2030 deliver on its purpose.



GOVERNANCE
For more information on governance, visit [our website](#)



OVERSIGHT	GENERAL ASSEMBLY	WJI 2030 Member Representatives
	THE BOARD	Co-Chairs: Cyrille Vigneron, Marie-Claire Daveu
OPERATIONS	EXECUTIVE DIRECTOR SECRETARY GENERAL	Fiduciary
		Staff
		Partners
EXTERNAL AUDITOR		
THINK TANKS	Leadership Forum	
	Youth Forum	
ADVISORY COMMITTEES	Multi-stakeholder Engagement	
	Talent, Education & New Technologies	
	Public Affairs & Communication	
	Risk & Compliance	
ACTION COMMITTEES	Pillar 1: Build Climate Resilience	
	Pillar 2: Preserve Resources	
	Pillar 3: Foster Inclusiveness	

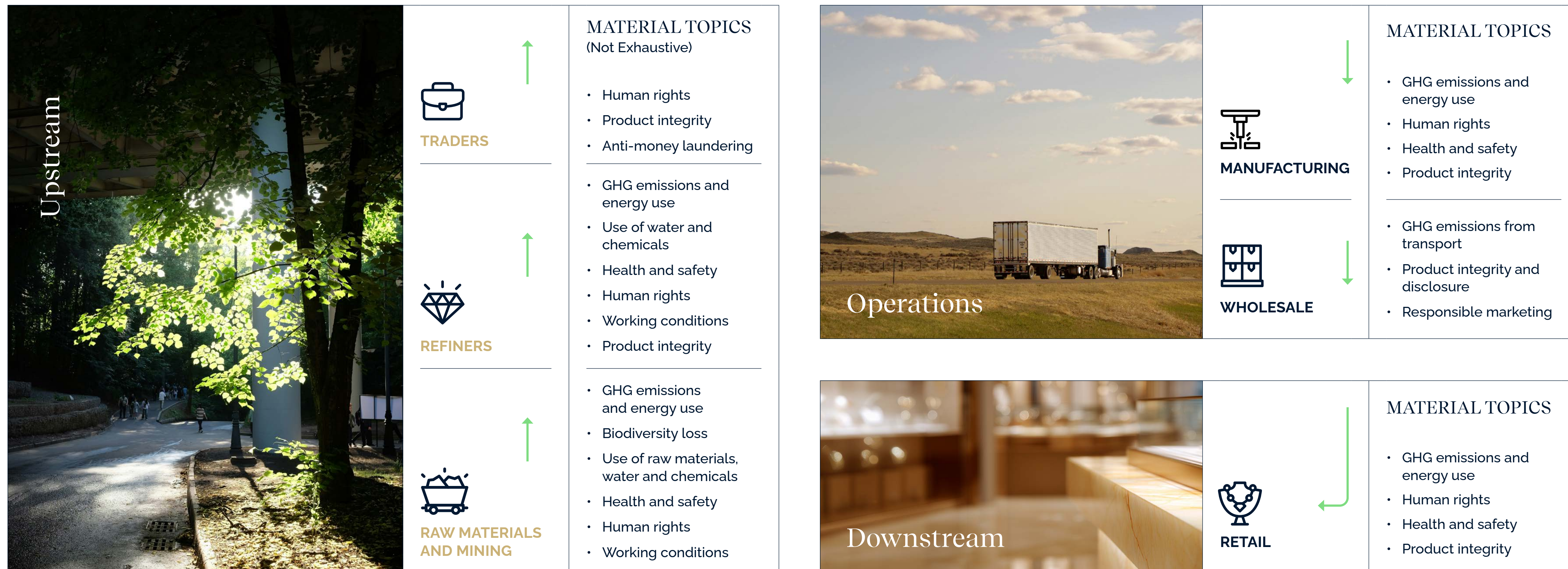
<u>The watch and jewellery value chain</u>	<u>15</u>
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Our commitments



THE WATCH AND JEWELLERY VALUE CHAIN

THE WATCH AND JEWELLERY INDUSTRY COMPRISES A WIDE RANGE OF BUSINESSES AND ACTIVITIES, WITH COMPLEX MATERIAL TOPICS AT EACH STAGE.



STRATEGIC PILLARS

In today’s global market, transparent supply chains and sustainable production are no longer optional – they are essential.

Our strategic pillars support companies of all sizes and maturity levels move beyond ambition, translating commitments into concrete, measurable actions while ensuring accountability and building long-term business resilience.

Each of our strategic pillars is underpinned by a set of minimum commitments, which provide baseline requirements that Maison and Partner members are expected to meet.



PILLARS
For more information on pillars, visit our website

Building Climate Resilience **1**

OBJECTIVE

Take prioritized actions to reduce GHG emissions in line with the 1.5°C pathway by 2030 and to achieve Net Zero by 2050.

Preserving Resources **2**

OBJECTIVE

Ensure our sourcing has a positive impact on nature, species and communities.

Fostering Inclusiveness **3**

OBJECTIVE

Work to ensure inclusive and responsible value chains.

MINIMUM COMMITMENT

- **Within 12 months** from effective membership, sign and submit the Science Based Targets initiative (SBTi) commitment letter.
- For SMEs, as defined by SBTi: **Within 24 months** from effective membership:
 - Identify boundaries and calculate your baseline GHG emissions.
 - Identify fossil-fuel reduction opportunities.
 - Develop and disclose a 'headline' Climate Transition Plan using existing SME-focused frameworks and tools.
- **Within 36 months** from effective membership:
 - Complete SBTi SME registration.
 - Develop a detailed roadmap to enable meeting SBTi commitment.

MINIMUM COMMITMENT

- **Within 12 months** from effective membership, set a roadmap for nature commensurate to company's level of ambition and capabilities.

MINIMUM COMMITMENT

- **Within 12 months** from effective membership, promote decent working conditions and respect for human rights via a publicly available statement of policy, in line with the eight International Labor Organization (ILO) core conventions.
- Develop a publicly available human rights policy statement and conduct human rights due diligence in line with the UNGPs and OECD Due Diligence Guidance, in your own operations and value chains.
- Sign and submit the Women's Empowerment Principles (WEPs) and prepare a workplan in accordance with the WEPs' framework.

IMPACT ACTION JOURNEY FRAMEWORK

Following its launch in 2025, companies began using the Impact Action Journey Framework in earnest this year.

The Framework presents a tiered approach toward reporting, with defined pathways for both SMEs and first-time reporters, as well as larger organizations and those further along their reporting journeys.

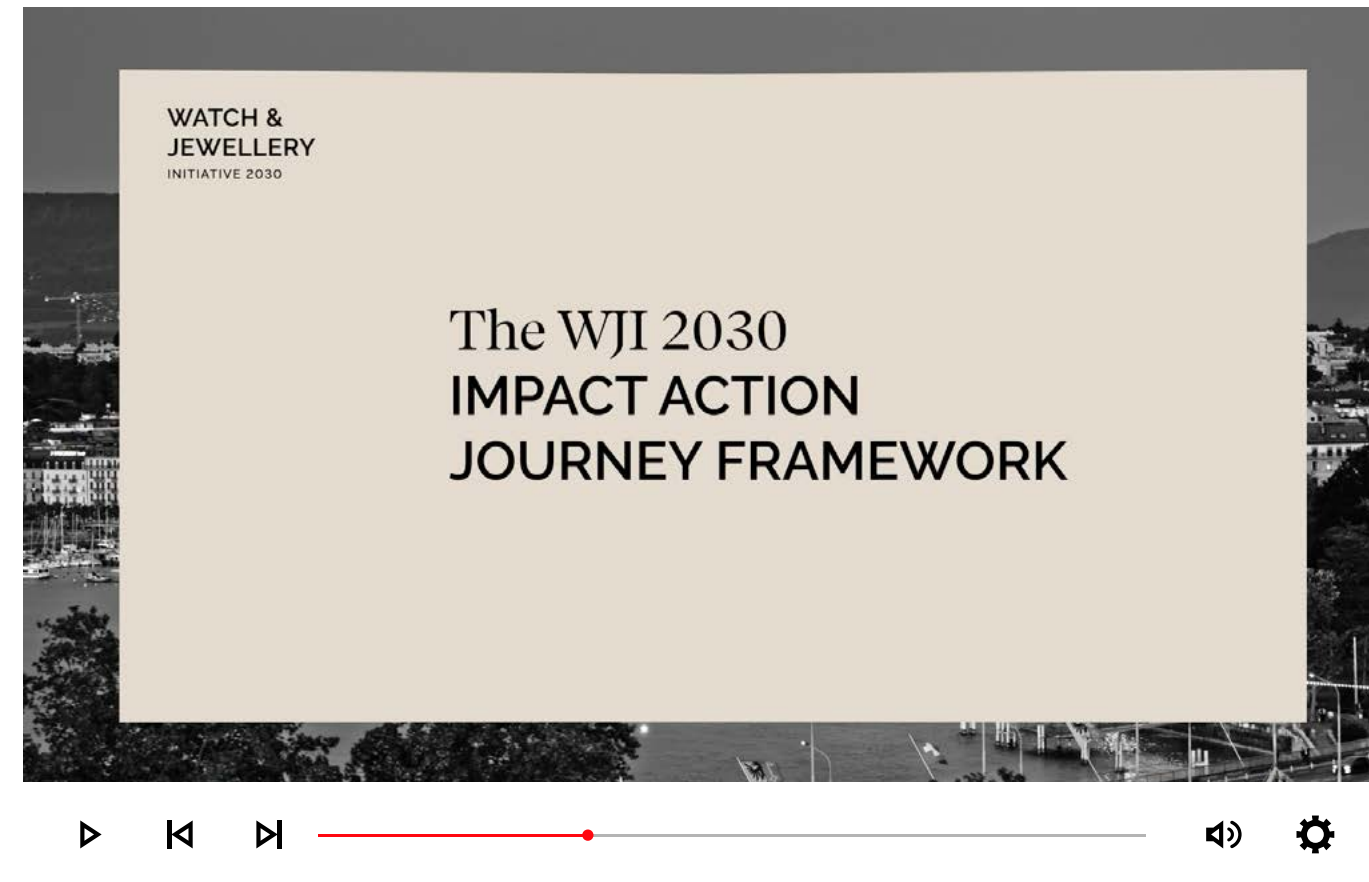
The Framework is built around WJI 2030's three pillars and consists of a mix of core (aligned with the Initiative's minimum commitments) and optional KPIs, aligned with key regulations, for businesses to report and measure progress against.

Since its launch, the Framework has been further optimized for SMEs and first-time reporters, with greater alignment to pertinent reporting frameworks.

For example, the Voluntary standard for non-listed micro-, small- and medium-sized undertakings (VSME) is now fully integrated and companies can use the Framework to support their disclosures with datapoints automatically pre-filled. Additionally, to incorporate evolving WJI 2030 workstreams, the Framework has been enhanced with KPIs on water management and living wage.

Beyond tracking and monitoring, the Framework aims to support businesses in achieving sustained progress against each of the three pillars. This consists of establishing key milestones in the journey, providing guidance and external resources, as well as breaking down suggested actions into a step-by-step approach, and providing custom materials, templates and resources for all.

The Framework has also been further enhanced with tools and reporting support, including a carbon calculator which supports SMEs in generating emissions estimates and an AI prefill mechanism that enables organizations that have already published sustainability reports to upload them and automatically complete questions, reducing the reporting burden.



[Watch here](#)

THE FRAMEWORK IS ALIGNED WITH DOMINANT REPORTING STANDARDS AND REGULATIONS:

[SBTI](#)

[TNFD](#)

[GRI](#)

[ISSB](#)

[THE EU CORPORATE SUSTAINABILITY REPORTING DIRECTIVE \(CSRD\)](#)

[VSME](#)

[THE EU CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE \(CSDDD\)](#)

[EU SFDR](#)

[THE EU CONFLICT MINERALS REGULATION](#)

[THE WOMEN'S EMPOWERMENT PRINCIPLES](#)

[THE OECD GUIDELINES FOR MNES](#)

[THE UNGPS](#)

RAJIV MEHTA, MANAGING DIRECTOR, DIMEXON – CHAIR OF THE WJI 2030 ESG COMMITTEE

“In today’s environment, transparency is no longer optional; it is the foundation of trust. Reporting is how we demonstrate that our commitments are real, measurable, and progressing. The WJI 2030 Action Framework gives our industry a common language ensuring that progress can be tracked, compared, and built upon year after year. For an industry whose value is so deeply tied to integrity and craftsmanship, this kind of rigorous, transparent reporting is not just good practice - it is who we must be.”



ACTION MONITOR AND REPORT THROUGH THE WJI 2030 IMPACT ACTION JOURNEY FRAMEWORK

	1 Measure and understand impacts and risks	2 Define ambition	3 Develop your strategy	4 Take action within your own operations	5 Take action across your value chains	6 Lead engagement and collaboration
Pillar 3 Fostering Inclusiveness	6 + MONTHS <ul style="list-style-type: none"> Conduct human rights due diligence Collect starting data on Human Rights, Fair and Safe Work, and Inclusiveness 	2 – 4 MONTHS <ul style="list-style-type: none"> Define your vision and ambition level Define SMART targets 	4 – 8 MONTHS <ul style="list-style-type: none"> Develop a strategy and commit publicly to Human Rights, Fair 6 and safe work, and Inclusiveness Develop action and monitoring plans 	TBD MONTHS <ul style="list-style-type: none"> Prevent, mitigate, remediate and notify within your operations and value chain 	TBD MONTHS <ul style="list-style-type: none"> Participate in existing workstreams and actively engage and lead collaborative efforts 	TBD MONTHS
Pillar 2 Preserving Resources	3 – 5 MONTHS <ul style="list-style-type: none"> Define your internal nature governance structure Conduct materiality assessment 	2 – 4 MONTHS <ul style="list-style-type: none"> Define your high-level nature roadmap 	6 + MONTHS <ul style="list-style-type: none"> Conduct detailed assessment and prioritize action areas Develop SMART targets Develop action and monitoring plans 	TBD MONTHS <ul style="list-style-type: none"> Avoid, Reduce, Restore, Regenerate and Transform (ART) within your operations and value chain 	TBD MONTHS <ul style="list-style-type: none"> Participate in existing workstreams and actively engage and lead collaborative efforts 	TBD MONTHS
Pillar 1 Building Climate Resilience	7 + MONTHS <ul style="list-style-type: none"> Measure scope 1, 2, and 3 emissions Identify and assess climate risks and opportunities 	3 – 5 MONTHS <ul style="list-style-type: none"> Commit to reduce emissions in line with science Define SMART targets 	7 + MONTHS <ul style="list-style-type: none"> Develop a roadmap to achieve climate targets Develop a climate transition plan 	TBD MONTHS <ul style="list-style-type: none"> Source renewable energy Implement energy efficiency measures 	TBD MONTHS <ul style="list-style-type: none"> Avoid and reduce key hotspots in your value chain Engage your suppliers to decarbonise 	TBD MONTHS <ul style="list-style-type: none"> Participate in existing workstreams and actively engage and lead collaborative efforts

PARTNERSHIPS



WJI 2030 is a multi-stakeholder action platform built on the power of partnerships and collaboration. The complex challenges we support companies to tackle cannot be addressed in isolation. Collaboration is not just a principle – it is a driving force that enables shared and inclusive solutions, measurable progress, and collective impact.

Since the establishment of WJI 2030, we have set out to create a comprehensive, multi-stakeholder ecosystem that brings together small, medium and large companies across the value chain. WJI 2030 collaborates across sectors with industry leaders, experts, policymakers, community organizations, academia, and civil society.

UN Global Compact

Since August 2022, WJI 2030 has been a non-business participant of the UNGC and an active advocate for the 10 principles surrounding human rights, labor, environment, and anti-corruption.

In partnership with the UNGC, WJI 2030 created a curated learning space in the UNGC learning academy – the WJI 2030 Solutions Lab for SMEs. This strategic collaboration focuses on educating SMEs on key topics, including decent labor, human rights due diligence, climate action, biodiversity, and inclusiveness with a focus on gender and intersectionality.

Since 2025, WJI 2030 has been a proud member of the UNGC Sustainable Procurement Coalition, a cross-sectoral initiative designed to position procurement as a key component in advancing sustainable business practices and enhancing business value and competitiveness.

Our engagement with the UNGC is a bridge to connect with other sectors, enabling us to scale our solutions across industries while also learning from their innovations

and best practices. This strengthens our ability to build more effective, future ready approaches informed by diverse sectoral experience.

UN Women (WEPs Secretariat)

Since launching our partnership with UN Women in 2023, WJI 2030 has been applying the Women's Empowerment Principles (WEPs) to drive gender equality in the watch and jewellery industry, both through its own commitments and the commitments of member companies.

WJI 2030 and UN Women have been collaborating on various topics, including WEPs implementation, Gender Responsive Procurement, development of practical case studies and increased accountability on gender equality reporting across sectors.

ESG Book

The Reporting and Transparency workstream is crucial for delivering on WJI 2030's mission, as is the strategic partnership between WJI 2030 and ESG Book.

In January 2025, WJI 2030 launched the Impact Action Journey Framework, simplifying reporting efforts for organizations, offering clear pathways to address challenges and unlock opportunities. Key features of the Framework include tailored pathways for SMEs and large enterprises, step-by-step guidance, capacity building, monitoring and disclosure, and a clear link to operationalize legislative requirements through the journey.

This collaboration, augmented by a digital reporting solution, establishes a data hub tool for all companies. With objectives of enhancing transparency, building capacity through a consistent, step-by-step process, and addressing evolving regulatory requirements, the Framework aims to simplify reporting for beginners.

Business for Nature

Business for Nature (B4N) is a global coalition of 100+ influential partner organizations and forward-thinking companies. Their goal is to drive credible business action and policy ambition to achieve a nature-positive economy for all by 2030.

Their priorities are to provide the courage, comfort, and technical expertise to governments so that they adopt, implement, and enforce ambitious policies that help create a nature-positive economy, and to scale and speed up business action by strengthening, clarifying, and amplifying why and how companies should act now.

As a partner organization, WJI 2030 collaborates with B4N to provide support through advocacy, engagement, and outreach, with the common goal of driving credible business action and policy ambition to achieve a nature-positive economy for all by 2030.

WJI 2030 works with various industry organizations as part of its collaborative model, with a strong partnership with the World Jewellery Confederation (CIBJO) and Union Française de la Bijouterie, Joaillerie, Orfèvrerie, des Pierres et des Perles (UFBJOP).

<u>Pillar 1: Building Climate Resilience</u>	<u>21</u>
<u>Pillar 2: Preserving Resources</u>	<u>25</u>
<u>Pillar 3: Fostering Inclusiveness</u>	<u>29</u>
<u>Transversal workstreams</u>	<u>34</u>

Our actions



Building Climate Resilience

Number of members reporting

	24/25	25/26
L/MNE members submitted SBTi commitment letter	19	19
Members with SBTi targets validated	12	22 ↗
Members in the process of developing targets	27	27
Members disclosing Scope 1 GHG emissions	37	48 ↗
Members disclosing Scope 2 GHG emissions	34	46 ↗
Members disclosing Scope 3 GHG emissions	29	37 ↗
Members with a Climate Transition Plan	30	30

Information included in this report reflects data collected from 56 maison & partner members, through the WJI 2030 Action Framework.

WORKSTREAMS



- Operationalizing climate action for SMEs
- Life cycle analysis
- Supply chain decarbonization
- Circularity

KEY RESOURCES



- [Climate Change Navigator](#)
- [Climate Action Workbook](#)
- [Climate Deep Dive E-Modules](#)
- [Circularity Whitepaper](#)



Investing in climate action is not only a matter of compliance, but a key contributor to long-term resilience and operational continuity.

Over the past year, climate issues have become more immediate for businesses. The focus has shifted from ambition to resilience – protecting operations and securing supply chains. Regulatory uncertainty adds caution, while extreme weather is already disrupting production, logistics and material sourcing and availability.

At WJI 2030, we believe climate resilience underpins long-term value creation. We create shared tools, guidance and science-based frameworks to reduce the burden on companies at a time when individual action feels harder to justify. By aligning approaches and enabling consistency, these collective solutions support more efficient, credible and scalable resilience efforts. We spotlight some of these resources and workstreams in the following pages.

JOHN MULLIGAN, HEAD OF SUSTAINABILITY STRATEGY, WORLD GOLD COUNCIL & CHAIR OF THE WJI 2030 CLIMATE COMMITTEE

“Climate action is about securing your operations, about building long term resilience and better managing supply chains. Today climate resilience underpins long term value creation.”

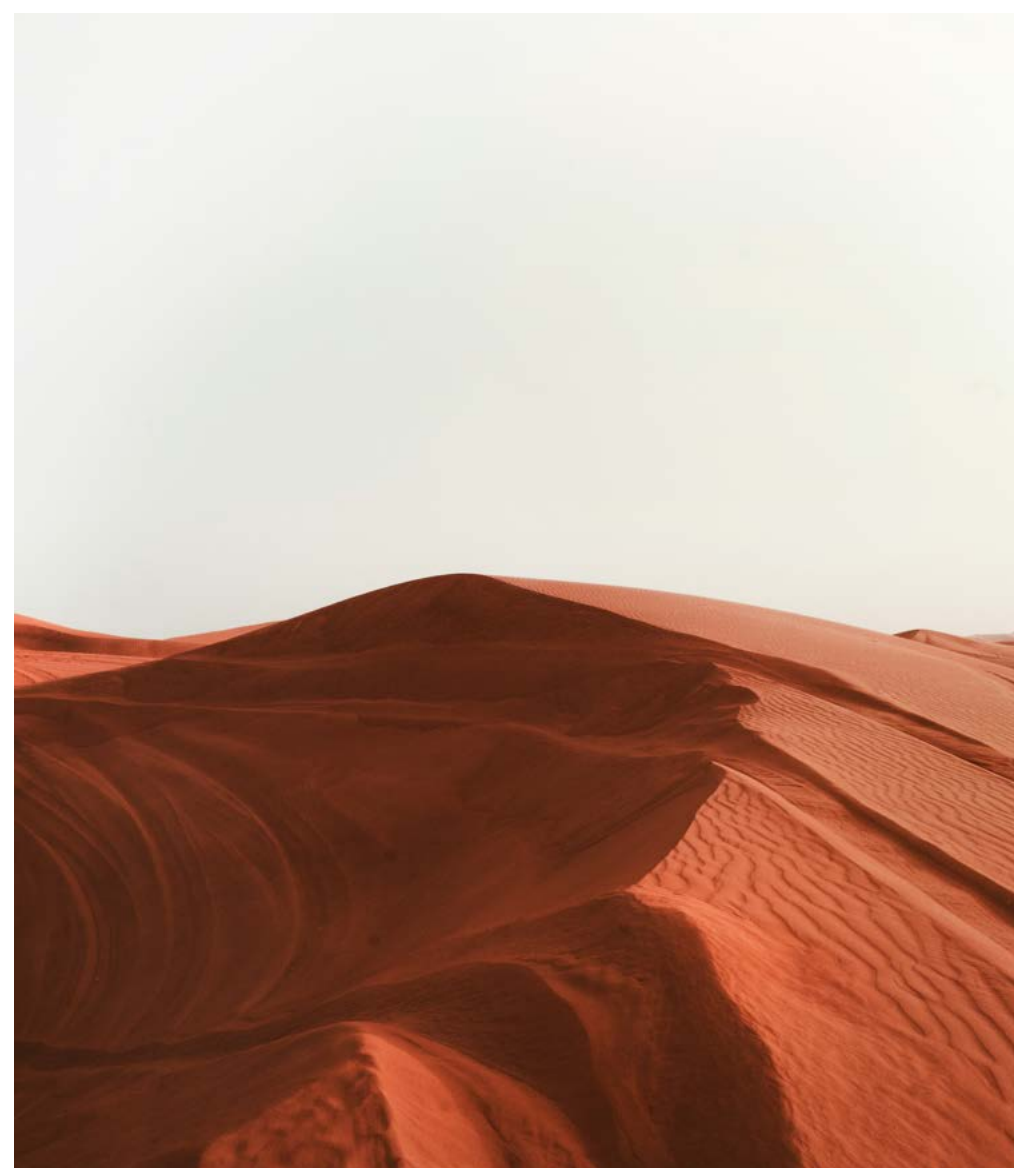


[Watch here](#)

Operationalizing climate action for SMEs

MORTEN ISACHSEN, CEO, TOM WOOD

“Real change in the jewellery industry doesn’t happen in isolation. WJI 2030 provides the shared expertise and accountability that helps Tom Wood move faster. It has allowed us to sharpen our focus on transparency and climate action, turning complex industry challenges into measurable progress for our brand.”

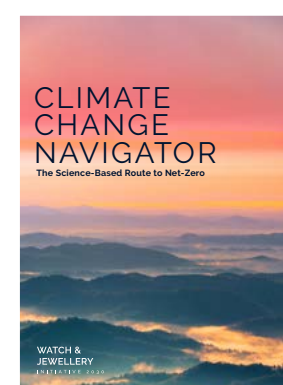


Building Climate Resilience

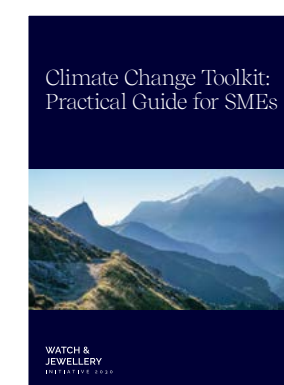
This year, we have focused on updating the Climate Change Navigator – one of WJI 2030’s original workstreams. Available open-source, it aims to provide practical guidance, tools, and insights to help companies advance on their journey toward a Net Zero economy.

It acts as a toolkit to enable companies of all sizes to prepare and submit emissions reduction targets, including calculating baseline data, and take actions to align with SBTi guidance and requirements.

WJI 2030 also developed a supporting Climate Workbook, to efficiently guide SMEs on their SBTi journey. The Workbook explains the process for setting SBTs in a practical way, leveraging templates for climate transition plans.



CLIMATE CHANGE NAVIGATOR
[Click here to access the report](#)

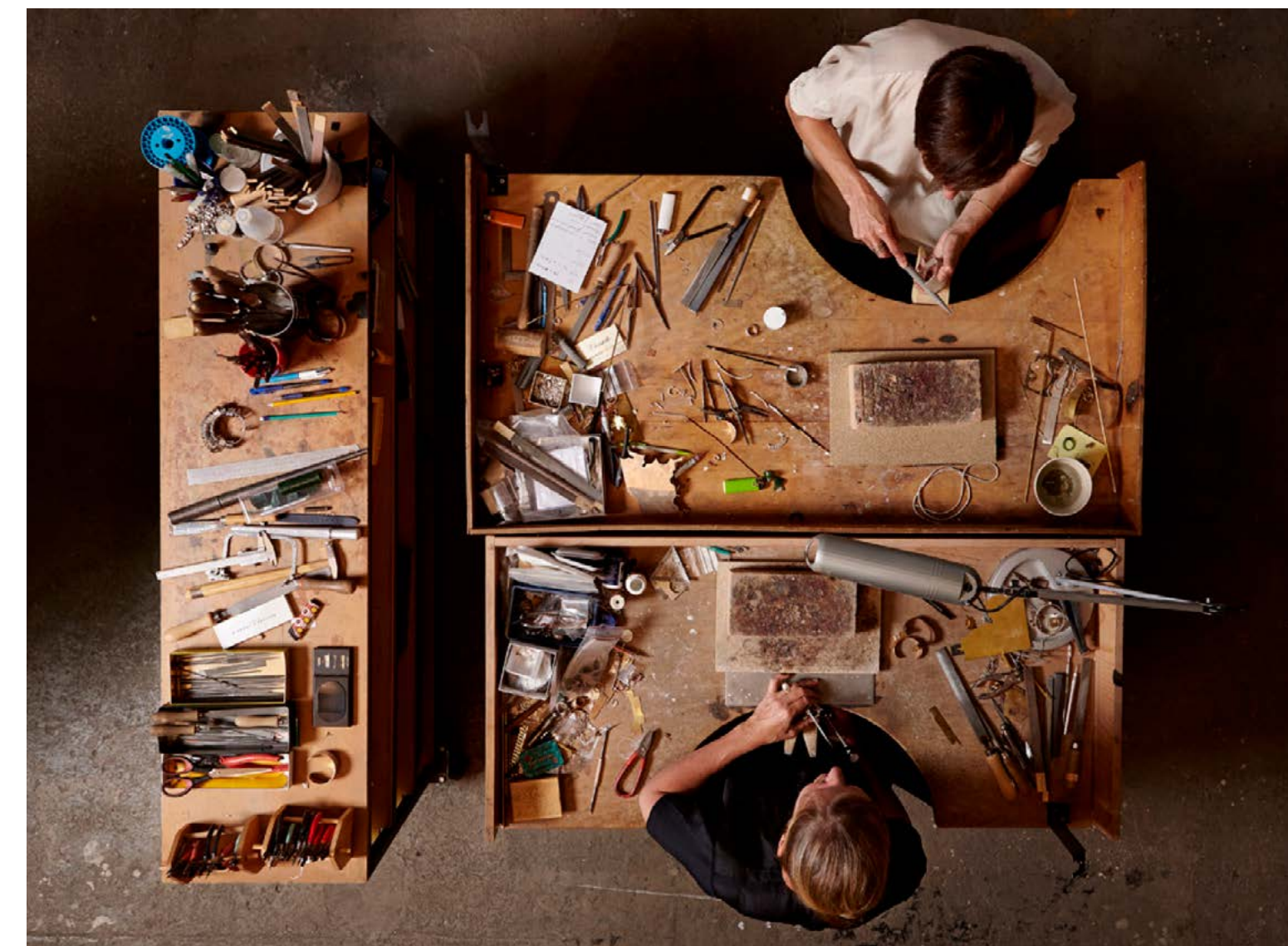


CLIMATE CHANGE TOOLKIT
[Click here to access the report](#)

The Workbook is an actionable toolkit with a focus on SMEs in the watch and jewellery sector. It offers a clear, action-oriented journey with links to real tools, improving accessibility and engagement for non-expert users.

In early 2026, we also introduced a climate action E-learning module for SMEs to complement the Workbook, providing users with an interactive guide to track progress in an accessible and pragmatic way.

We will continue to host help desk sessions with experts to ensure uptake and operationalization of the guidance developed, supporting users with tailored guidance from leading experts during their SBTi submission.



MARC LOPEZ, CHIEF STRATEGY OFFICER, D’OR JOIERS

“Through WJI 2030, and SBTi guidance, we have significantly enhanced our approach to measuring, reducing, and reporting our carbon footprint. The initiative has enabled us turn ambition into concrete action, driving more rigorous processes and delivering measurable environmental progress across our operations.”



HÉLÈNE-POULIT DUQUESNE, CEO, BOUCHERON

“Sustainability challenges are shared across our industry and require collective action. WJI 2030 uniquely enables us to align our efforts, scale impact, and achieve what no company can accomplish alone. In 2025, we particularly valued the Life Cycle Assessment of m  lee diamonds project, which has strengthened our ability to monitor and manage our carbon footprint.”

Building Climate Resilience

Life cycle analysis

The watch and jewellery industry faces a growing need for greater transparency and methodological rigor in assessing the environmental impacts of center stones and melee diamonds.

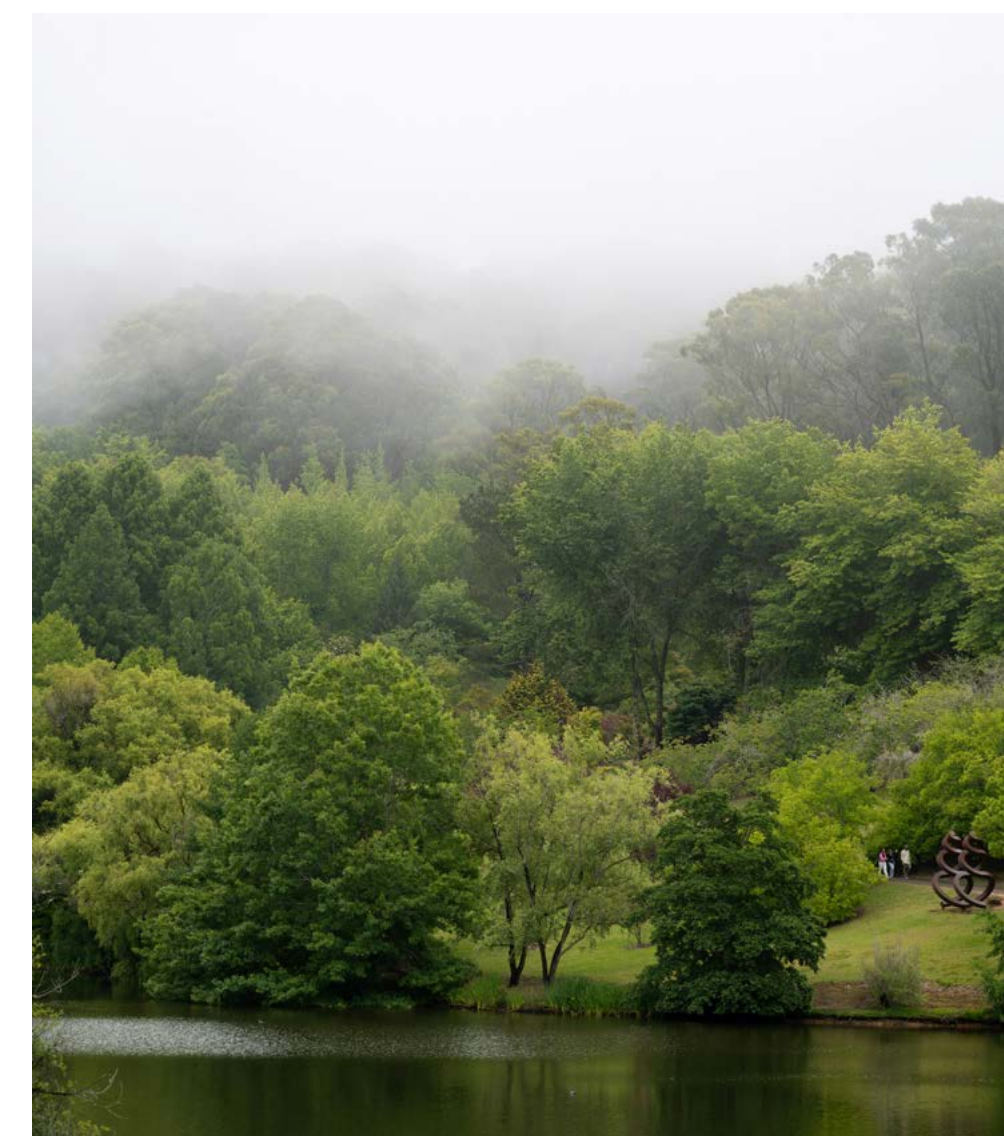
The diamond value chain is highly complex, spanning multiple geographies and involving numerous different stakeholders. This means securing accurate and consistent upstream data is a challenge.

To address this, WJI 2030 worked with experts and core members to advance a shared understanding of the diamond value chain’s environmental footprint – encompassing activities from cutting and polishing to final product integration.

The aim is to create an emission factor for center stones and melee diamonds that will allow companies to calculate their emissions with more precision. Key to the success of this workstream is engagement with other industry organizations already working in this area so that we can build on work already done and scale solutions.

By establishing a credible and consistent approach, this workstream seeks to enhance the sector’s collective understanding of its impact – and support more informed, accountable, and sustainable practices across the global diamond value chain. We plan to conclude the work with an ISO compliant study that can be shared open source.

The key to success is engagement with other organizations, bridging and scaling existing solutions.



Supply chain decarbonization

Today, suppliers, particularly SMEs, are faced with multiple data requests from business partners, often covering similar topics but using different formats, scopes, and timelines. This creates a high reporting burden, limits data quality, and diverts resources.

A collective, harmonized approach to supplier engagement can enable the industry to reduce duplication, improve data consistency, and focus

efforts where impact is greatest, creating a foundation not only for footprinting but also for coordinated decarbonization action.

In 2026, WJI 2030 is working with members, partners and industry organizations to develop a common supplier questionnaire based on a minimum common denominator across organizations and inspired by the work from the Fashion Pact, on the European Accelerator, so as not to reinvent the wheel but learn from cross-sectoral solutions.

— ELISE TAILLEU, CEO, WOUTERS & HENDRIX

“WJI 2030 has enabled us to move from intention to implementation. As a smaller jewellery brand, the guidance, practical tools, and collective expertise of the initiative have supported us in taking meaningful steps in mapping of supply chain impacts and embedding nature considerations into our long-term business strategy.”

Building Climate Resilience

Circularity

The transition toward net zero means companies are coming under increasing pressure to find ways to operate more sustainably. There has also been a change in the market, with 40% of Gen Z and Millennials planning to purchase a pre-owned watch this year, and longevity and circularity are now among the top five purchase drivers for luxury watches. This marks more than a trend. It reflects a mindset change toward responsible value creation and more resilient, future-oriented models of growth.

In response, there is a growing number of companies in the watch and jewellery industry switching to more circular practices. In collaboration with industry leaders and practitioners from brands, academic institutions, and sustainability institutions, WJI 2030's Circularity Workstream explores actionable, viable circular strategies for decarbonization through tangible use cases.

The Workstream will culminate in a whitepaper, setting out a practical pathway for decarbonization

through circularity in the global watch and jewellery industry. It will draw on experience from experts to identify key learnings and emerging best practices.

By making informed choices using circularity criteria, companies can make considerable emissions savings – from unlocking recycled and alternative material sources in the upstream value chain, to contributing to feeding recycled materials streams at end of life.

The whitepaper will identify critical levels for circular value creation at the company, industry, and policy levels, with the ambition of enabling systemic progress in the industry, toward a more resilient and future-oriented model.

The path forward

Climate is no longer primarily a reputational consideration; it has become a core resilience and risk management issue.

As companies shift their focus from net zero narratives to the immediate challenges of operational exposure, energy security and supply reliability, credible transition planning now matters far more than headline commitments.

In response, WJI 2030 will continue to support companies with operationalizing climate resilience, rolling out our resources intended to deliver results on the ground.

WATCH &
JEWELLERY
INITIATIVE 2030

Preserving Resources

Number of members reporting

	24/25	25/26
Members with a nature roadmap defined	15	23
Members with internal governance for nature	18	32
Members with a nature strategy	16	23
Members with measurable, time-bound nature-related targets in direct operations	6	13

Information included in this report reflects data collected from 56 maison & partner members, through the WJI 2030 Action Framework.

TIMELINE



WORKSTREAMS

- Nature Action
- Water Stewardship

KEY RESOURCES

- Nature Roadmap
- Nature Action Playbook
- Nature Proof of Concept
- Water Stewardship Guidance and Assessment Tool



Over the next decade, biodiversity loss and ecosystem collapse rank among the most severe global threats.

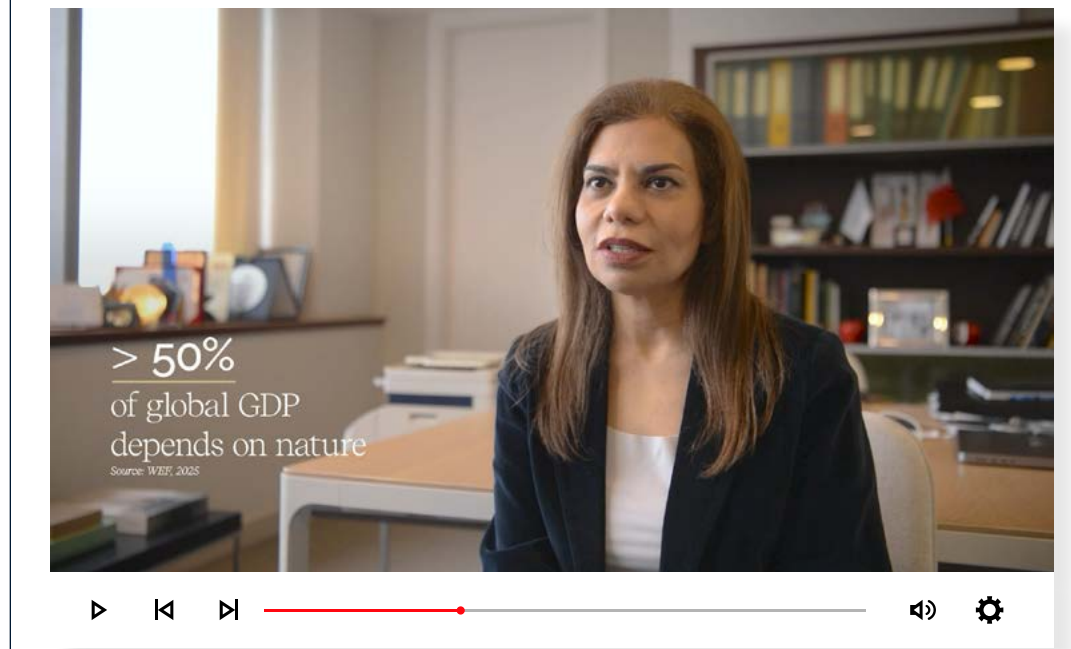
The world is losing biodiversity at an alarming rate and climate change is fueling the loss of ecosystems. We cannot survive without nature and its many essential services: the World Economic Forum's Global Risks Report 2026 reminds us that long-term risks are increasingly environmental. This is compounded by reporting frameworks, including the Taskforce on Nature-related Financial Disclosures (TNFD) and Corporate Sustainability Reporting Directive (CSRD), pushing nature into risk and dependency analysis, not storytelling.

For the watch and jewellery industry, nature is not only a source of inspiration but the foundation of key raw materials, and it is closely linked to water availability and ecosystem health.

From the outset, the goal has been to align the industry with the urgency of this decade and guide companies of all sizes to build capability and future proof operations amid evolving regulations and stakeholder expectations. We equip stakeholders with tools, guidance, best practice, and collaborative frameworks to assess impacts, build strategies, and shift from aspiration to practical prioritization of nature-related actions.

NOORA JAMSHEER, CEO, DANAT & CHAIR OF THE WJI 2030 PRESERVING RESOURCES COMMITTEE

“The challenges facing our industry are systemic and interconnected. Climate, biodiversity loss and human rights issues span global supply chain that no single company controls.”



[Watch here](#)



Preserving Resources

Nature Roadmap

Nature isn't just a source of inspiration for our creations – it's the foundation that the entire watch and jewellery industry depends on. Furthermore, the World Economic Forum (WEF) estimates that half of global GDP – \$44 trillion – is dependent on nature to some extent, with nature loss now one of the top business risks worldwide (WEF, 2020).

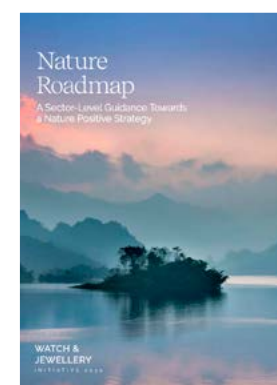
WJI 2030 is supporting the sector to move from awareness to action, aligning the industry with global efforts to reverse nature loss. This year we have focused on updating our existing Nature Roadmap, first developed in 2024, in collaboration with experts from WWF, IUCN, WBCSD and WEF.

The Roadmap provides step-by-step guidance on integrating nature considerations into business strategies. The roadmap aligns with key frameworks, including the Natural Capital Protocol, Science Based Targets for Nature (SBTN) and the Taskforce for Nature-related Financial Disclosures (TNFD), guiding companies to assess, commit, transform, and disclose their nature-positive contributions in a reliable way.

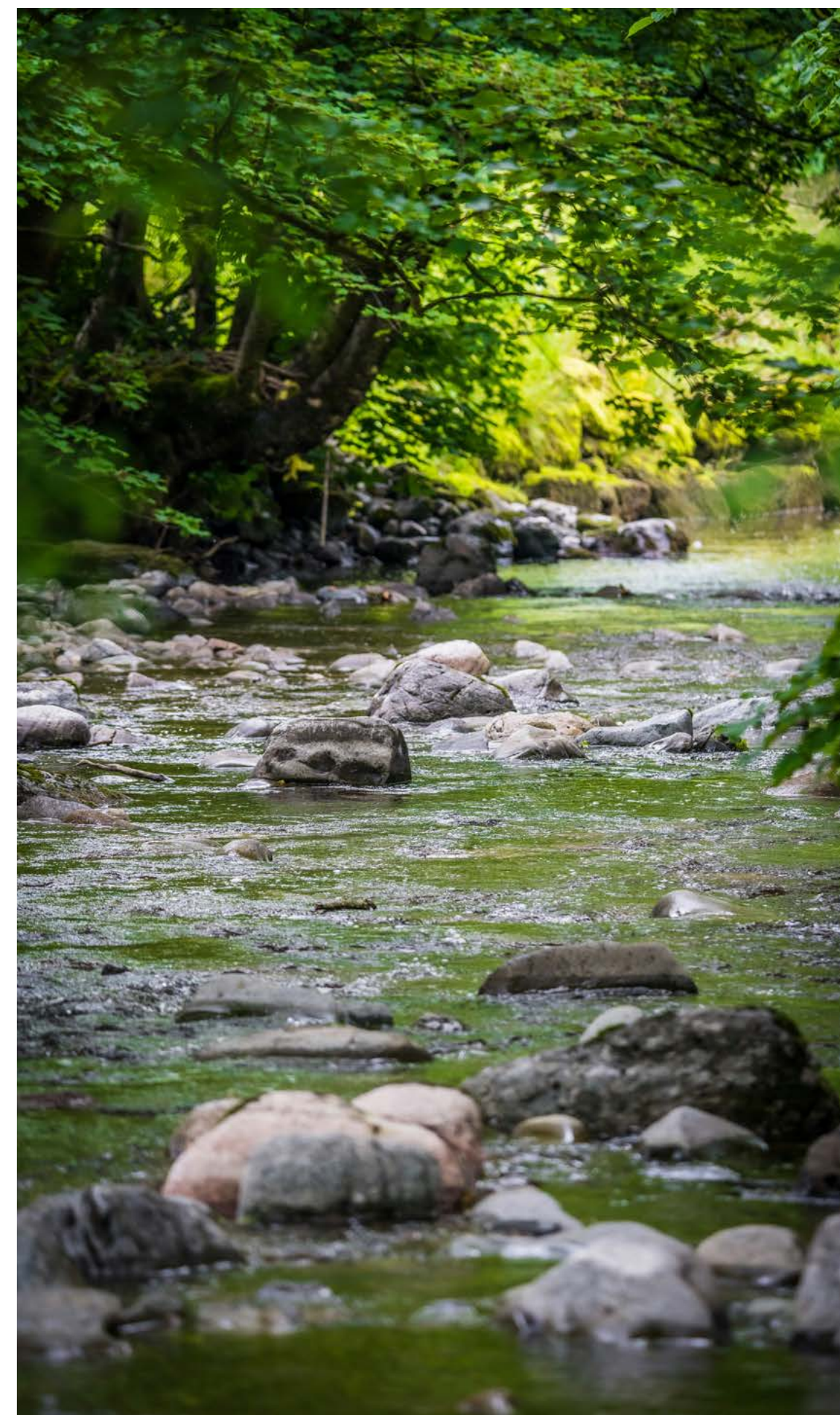
Updates have focused on changes in the regulatory and reporting landscape, bringing in new scientific and technical information relevant to the topic, additional tools for impact and risk assessments, and addressing feedback from users and stakeholders, in particular on the topic of water.



Case studies have been refreshed with more sector-specific content, with testimonials of WJI 2030 members who have followed the WJI 2030 Nature Action Playbook to advance their own nature-related work. By following the Roadmap, companies can increase their capacity and understanding, building their resilience to nature-related risks.



NATURE ROADMAP
[Click here to access the report](#)





Preserving Resources

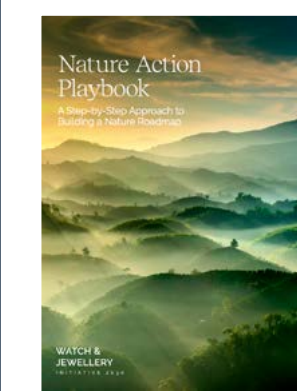
Nature Action Playbook

Following the release of the Nature Roadmap, WJI 2030 set out to prepare step-by-step guidance for companies starting their nature journey – regardless of size, resources or value chain location.

The Playbook, first developed in 2024, includes a checklist of twenty steps that users can follow to implement their Roadmap, addressing aspects such as strategy, governance, resourcing, and materiality assessments across both direct operations and supply chains.

Each step is linked to practical resources and includes clear outcome expectations to ensure companies understand what needs to be achieved, with tailored support for SMEs that may lack in-house expertise or capacity to complete the steps independently.

Following a successful pilot year, the Playbook has been updated and released open-source in January 2026. By opening up access to the Playbook, WJI 2030 hopes that it can support the overall business-nature nexus, beyond the watch and jewellery industry.



NATURE ACTION PLAYBOOK
[Click here to access the report](#)

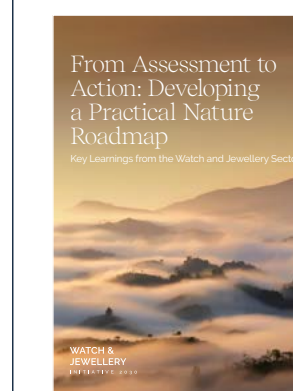
WEF estimates that half of global GDP – \$44 trillion – is dependent on nature to some extent.¹

1. [Nature Risk Rising, WEF, 2020](#)

Nature Proof of Concept

To support the rollout of the Playbook, WJI 2030 engaged eight companies in a proof of concept workstream designed to demonstrate its practical application. Participants received tailored, expert-led guidance to apply the Playbook within their operations, enabling WJI 2030 to identify challenges and opportunities for improvement across organizations in different parts of the supply chain.

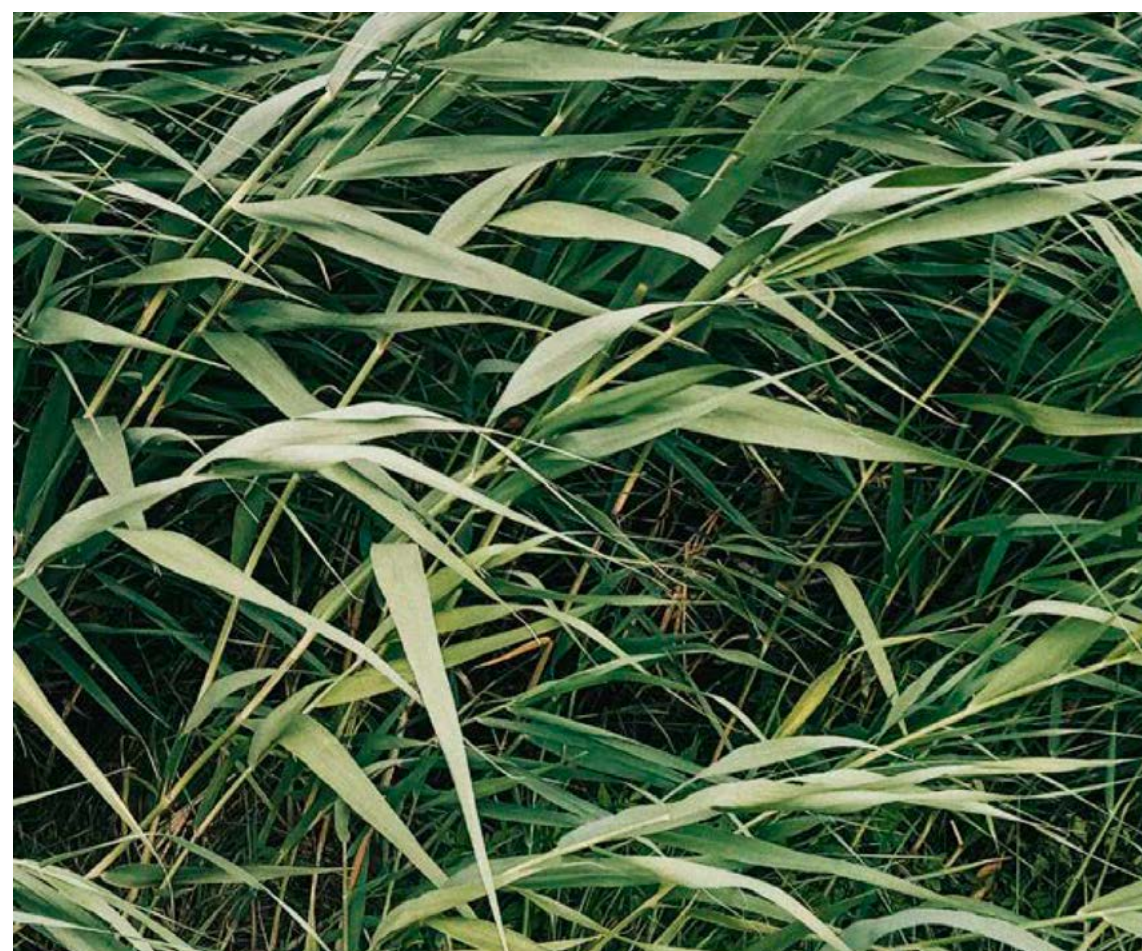
Each company committed to sharing its insights and progress with the wider industry, through the proof of concept case study. These contributions will form a growing library of practical case studies that illustrate how organizations across the watch and jewellery sector are addressing nature related risks and opportunities.



FROM ASSESSMENT TO ACTION: DEVELOPING A PRACTICAL NATURE ROADMAP
[Click here to access the report](#)

ROBIN KOLVENBACH, CO-CEO, ARGOR-HERAEUS

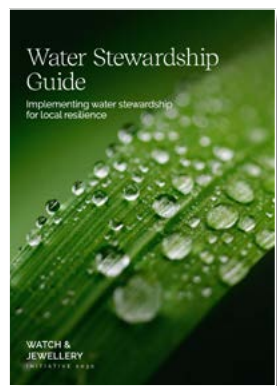
“Our engagement in WJI 2030 reflects our strong alignment with its vision and has enabled continued progress at Argor-Heraeus. We successfully validated our Mining Intelligence model, which is built on reliable data. It assesses and classifies ESG performance in the mining sector and ensures full transparency to support informed decisions across the entire value chain, rewarding the most responsible operators.”



Water stewardship

Water is one of our planet's most precious – and most threatened – resources. Today, over 2 billion people live in countries experiencing high water stress¹ and global demand for freshwater is expected to exceed supply by 40% by 2030 if no action is taken². It forms an integral part of wider a nature strategy and is deeply interconnected with other topics including climate and human rights.

For the watch and jewellery industry, water plays a critical role across the value chain – particularly in the mining and processing of precious materials, where water use and quality management are key to both environmental protection and community wellbeing.



WATER STEWARDSHIP GUIDE

[Click here to access the report](#)

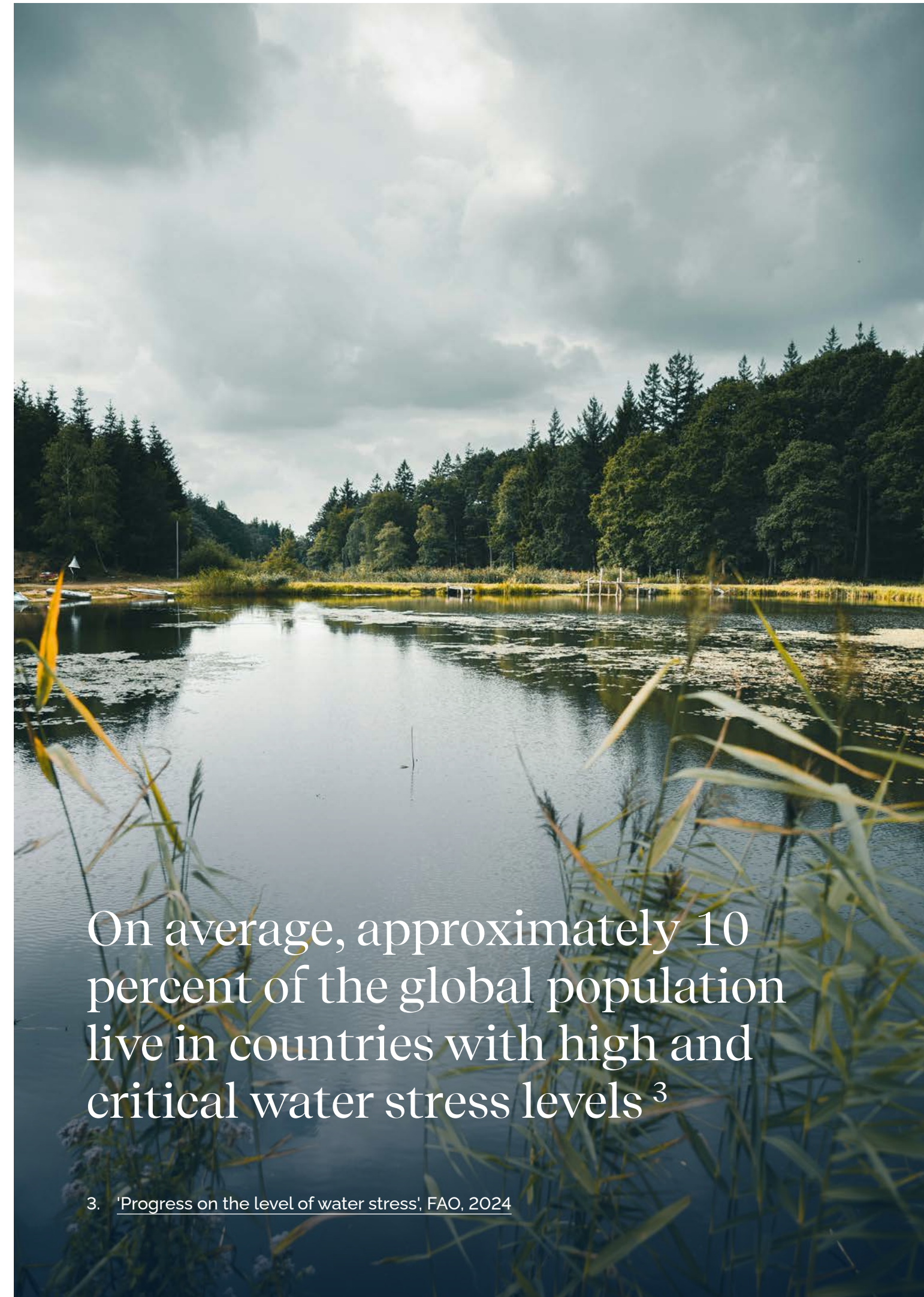
1. 'Summary Progress Update 2021: SDG 6 – water and sanitation for all', UN Water, 2021
2. 'Global freshwater demand will exceed supply 40% by 2030, experts warn', WEF, 2023

Through this workstream, WJI 2030 aims to equip companies with the expertise to become water stewards, build resilience across the value chain, and provide clear guidance for responsible water action in high-risk basins.

WJI 2030 has supported the facilitation of a 'water for beginners' pathway to support starters in conducting water assessments, understanding ambition and setting targets. Building on the Nature Roadmap and Nature Action Playbook, WJI 2030 has integrated the findings into a Water Stewardship Guide and Assessment Tool.

The Tool offers users a practical, science-based framework to assess risks, set priorities, and implement meaningful action within facilities and across catchments. It recognizes that water challenges are always shared and that no company can secure resilient basins alone – emphasizing the need for collaboration across communities, suppliers, regulators and industry peers to achieve lasting and equitable outcomes.

Preserving Resources



3. 'Progress on the level of water stress', FAO, 2024

The path forward

Nature is no longer a distant sustainability concern; it is emerging as a direct business risk. Water scarcity, ecosystem degradation and land-use pressures are increasingly translating into operational constraints that can disrupt production, limit growth and weaken long-term resilience.

In response, WJI 2030 will continue to advance the operationalization of the Nature Roadmap through concrete action, notably the Water Resilience Lab initiated by Kering, designed to serve as a practical model for regenerative approaches in water-stressed regions.

Through this work, WJI 2030 will support companies in identifying and understanding their real points of exposure, shifting the focus from positioning towards more grounded, risk-informed responses to nature-related challenges.

**WATCH &
JEWELLERY**

INITIATIVE 2030

Fostering Inclusiveness

Number of members reporting

Members with a publicly available human rights policy	45	↗	51
Members that are WEPs signatories	39	↗	51
Members with grievance mechanisms for employee matters	47	↗	53
Members that pay their own workforce an adequate wage	48	↗	53
Members that conduct due diligence	43	↗	49

24/25		25/26
45	↗	51
39	↗	51
47	↗	53
48	↗	53
43	↗	49

Information included in this report reflects data collected from 56 maison & partner members, through the WJI 2030 Action Framework.

WORKSTREAMS



- WEPs Transparency & Accountability Roadmap
- Living wage operationalization
- Inclusive Impact Learning Pathway
- Gender Responsive Procurement
- Human Rights Due Diligence

KEY RESOURCES



- [Human Rights Navigator](#)
- [WEPs Transparency and Accountability Roadmap](#)
- [Gender Responsive Procurement Toolbox](#)
- [Living Wage Case Study](#)
- [Inclusive Impact Toolkit](#)



Globally, organizations are evolving their approaches and way of communicating on gender equality and inclusivity. In parallel, labor shortages, widening skills gaps and strengthening human rights regulations are placing greater pressure on organizations to invest in inclusive, fair and future ready workforces.

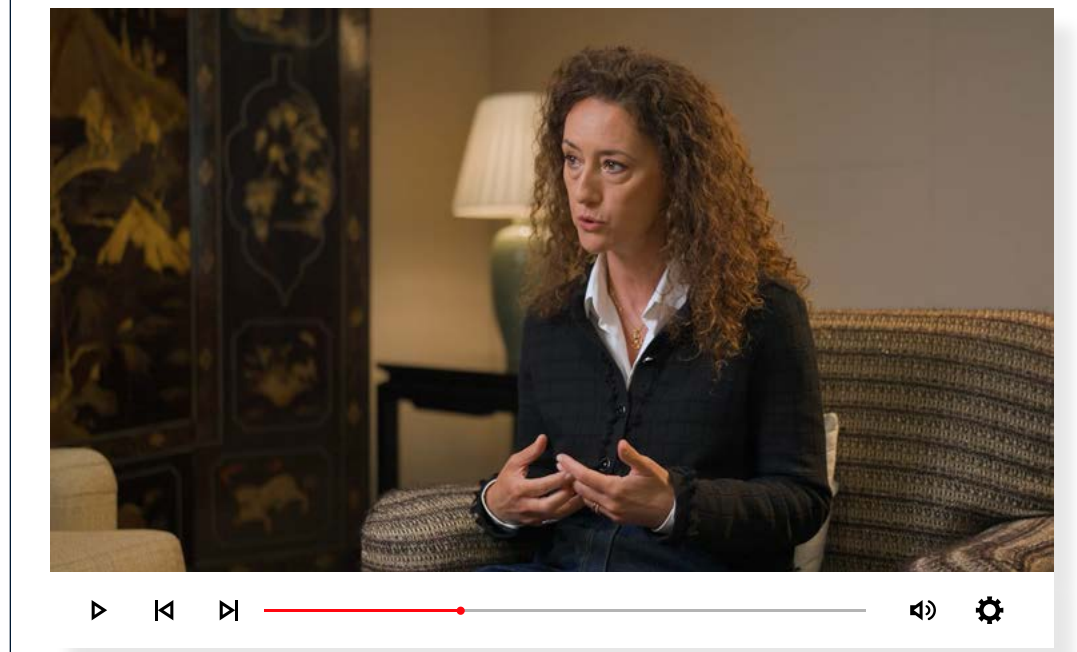
Forward-thinking companies recognize that inclusiveness not only supports those most affected across the value chain but also strengthens practices inside and outside the organization. By nurturing an environment where people feel valued and engaged, organizations can strengthen growth and long-term resilience through a more equitable and motivated workforce.

WJI 2030 supports companies to embed inclusivity, equality and respect for human rights across value chains, recognizing the added value it brings – from decision-making, to innovation and overall performance.

This year, we continued to provide practical tools that allow companies to continue progressing, including our Human Rights Navigator and Living Wage Action Path, and supporting measurable progress through the UN WEPs reporting framework.

MARIANNE ZANI, CSR AND EXCEPTIONAL SOURCING DIRECTOR, CHANEL WATCHES AND FINE JEWELLERY & CHAIR OF THE WJI 2030 FOSTERING INCLUSIVENESS COMMITTEE

“At the heart of sustainability are people across the value chain. Now more than ever, diversity and inclusiveness need to be reaffirmed as strategic priorities.”



[Watch here](#)

Fostering Inclusiveness

WEPs Transparency & Accountability Roadmap

Gender equality has evolved beyond values and compliance to become a material topic influencing resilience, impact, and long-term outcomes.

Continuing our support of UN Women and the Women's Empowerment Principles (WEPs), this year we have focused on transparency and accountability. Across regions, ESG regulatory and policy frameworks are increasingly embedding gender-related requirements, particularly in areas such as non-discrimination, leadership diversity, pay equity and supply-chain due diligence. At the same time, corporate disclosure on gender equality, while improving, remains uneven, fragmented and often limited to basic, internal metrics.

Despite nearly 12,000 companies, representing around 40 million employees across more than 160 countries (UN WEPs), having

Anchored in four maturity levels – Beginner, Improver, Achiever and Leader – the Roadmap reflects the reality that progress is a journey.

signed onto the WEPs, many companies still face difficulties in monitoring even basic indicators – and those that do often struggle to use it strategically – limiting their ability to demonstrate progress and identify areas for improvement.

Following the publication of [Driving Accountability & Transparency in the Private Sector](#), we have pursued the development of an industry-agnostic reporting roadmap that provides companies with a structured, practical pathway to translate gender equality commitments into credible, actionable and sustainable

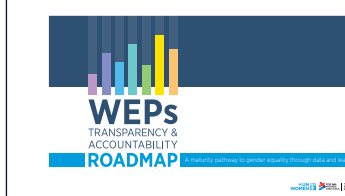
practice. Designed for senior leaders and strategic decision-makers, the Roadmap supports the development of robust governance, data and accountability systems that enable companies to move from compliance-driven reporting toward decision-useful transparency.

Anchored in four maturity levels – Beginner, Improver, Achiever and Leader – the Roadmap reflects the reality that progress is a journey. It helps companies establish strong foundations, strengthen internal accountability, integrate gender equality into core business and risk-management processes, and, over time, use their influence to advance gender-responsive practices across value chains and sectors. Drawing on global best practices, emerging sustainability reporting norms and insights from the global WEPs community, the Roadmap emphasizes proportionality, prioritization and continuous improvement.

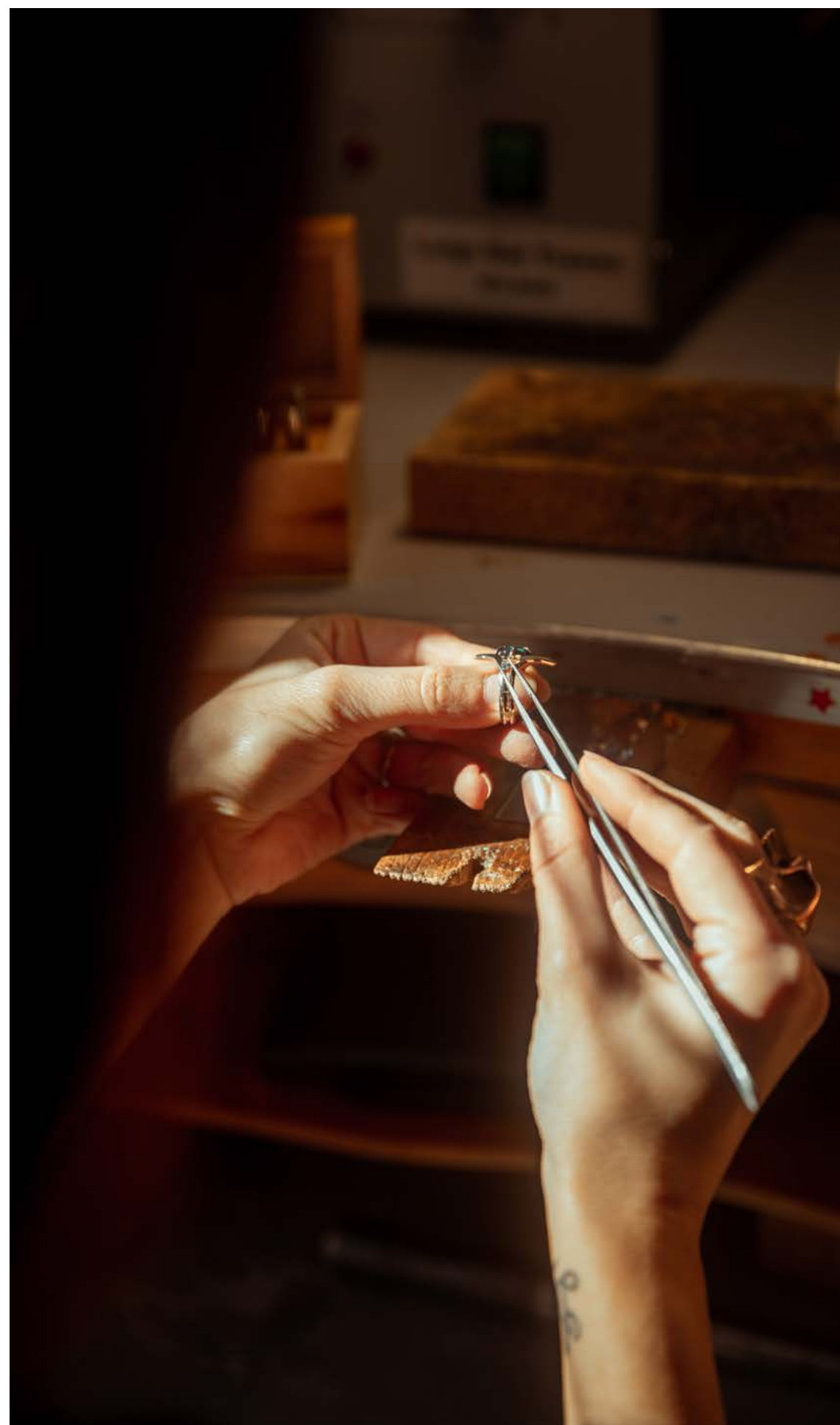
Ultimately, the Roadmap aims to strengthen the quality, consistency and strategic use of gender data, supporting better decision-making, enhanced accountability and more

meaningful impact for women and girls, while reinforcing business resilience, trust and long-term value creation.

Looking ahead, the Roadmap will enter a phase of validation and piloting, working with companies and partners to test its practical application and refine it through feedback. Companies, partners and policymakers are invited to engage through piloting, feedback and collaboration, helping build a shared, practical foundation for more consistent, comparable and decision-useful gender-responsive transparency and accountability worldwide.



**WEPs TRANSPARENCY &
ACCOUNTABILITY ROADMAP**
[Click here to access the report](#)





Fostering Inclusiveness

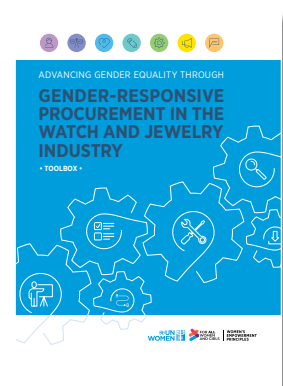
Gender Responsive Procurement

Following the success of Phase 1 of the Gender-Responsive Procurement (GRP) initiative – including the release of a case study and piloting UN Women’s WEPs GRP Assessment Tool – WJI 2030 launched Phase 2 of this collaboration, focusing on supplier engagement and accountability.

Together with members and experts, we have co-created practical tools and resources to support companies evaluate, engage, and contract with suppliers in a gender-responsive way.

Objectives of the workstream included developing a supplier engagement checklist to enable stronger engagement with supplier’s and business partners on GRP practices, creating contract clauses and code of conduct templates that embed gender-responsive principles; and building a Training Toolkit for procurement teams and suppliers to raise awareness and strengthen implementation capacity.

Through this next phase, WJI 2030, UN Women, and participating companies aim to advance gender equality through procurement, supporting more inclusive, transparent, and equitable value chains across the global jewellery industry.



GENDER-RESPONSIVE PROCUREMENT IN THE WATCH AND JEWELRY INDUSTRY

[Click here to access the report](#)



Fostering Inclusiveness

Living wage operationalization

Momentum toward adopting living wages has continued to grow this year, marking a significant shift from minimum wage frameworks to approaches that prioritize well-being and aim to lift millions out of poverty.

In regions where challenges such as low pay, informality, and rising inequality persist, living wages have emerged as a powerful tool to improve livelihoods, reduce poverty, and foster inclusive, sustainable growth.

In support of this, WJI 2030 extended existing work on the Living Wage Learning path which focused on capacity building for members, to an action pathway in 2025. Together with experts, the pathway provides guidance and support to companies as they conduct a living wage gap analysis for their own operations.

This year we conducted four workshops and six helpdesk sessions, offering hands-on technical support to companies as they develop their approach to assessing and closing living wage gaps in their operations and supply chains.

As an outcome of the workstream, WJI 2030 prepared a case study that summarizes the key learnings and insights from the workstream, including member case studies and best practices. The report should act as proof of concept that associations from other industries can learn from and adopt.



LIVING WAGE CASE STUDY
[Click here to access the report](#)



Inclusive Impact

Despite an evolving operating context and shifting policy expectations in 2025, inclusivity remains an essential value driver in the watch and jewellery industry. To recognize this value, WJI 2030 launched an Inclusive Impact Learning Pathway – an educational program designed to build a strong foundation in inclusiveness and inclusive leadership practices.

The curriculum explored how inclusion can be effectively embedded across core business functions to support governance and business resilience, such as supply chains, recruitment, and retail operations.

In September, WJI 2030 held a roundtable with fifteen leading brands to input into the development of an Inclusive Impact Toolkit that will serve as the output of this pathway. The toolkit offers information on how leaders might navigate the evolving landscape of inclusion, with factors to consider when addressing and updating their approach.



Human Rights Navigator

The watch and jewellery industry is characterized by complex, fragmented, and global supply chains. The interconnected structure makes traceability and accountability, particularly at the earliest stages of extraction, exceptionally challenging. Despite this complexity, companies bear a clear responsibility to ensure that operations and supply chains do not contribute to human rights abuses.

In response to these challenges, WJI 2030 launched the Human Rights Navigator with the aim of providing practical, sector-specific guidance to help users identify, prevent, mitigate, and remediate human rights risks across their value chains.

The Navigator consolidates global standards (UNGPs, OECD Due Diligence Guidance, CSDDD expectations) into a single operational tool designed to support companies at varying maturity levels. The Navigator

Fostering Inclusiveness

also acts as a capacity-building and alignment mechanism across the industry, enabling companies to strengthen their human rights due diligence (HRDD) practices in line with emerging regulatory and stakeholder expectations.

Originally published in 2023, the Human Rights Navigator was updated in late 2025 to stay practical, regulatorily aligned, and responsive to real-world company needs. It features short case studies that illustrate practical examples of how companies are strengthening human rights due diligence in areas such as grievance mechanisms, worker engagement, responsible sourcing in high-risk contexts, and managing risks like forced labor.



HUMAN RIGHTS NAVIGATOR
[Click here to access the report](#)

RAVI BHANSALI, CEO & MANAGING DIRECTOR, ROSY BLUE NV

“For seven decades, our philosophy at Rosy Blue has been simple: sustainable businesses and industries can only be built in harmony with the world around them. They should leave a positive and lasting impact on individuals, communities, and the environments they touch. WJI 2030 has supported that journey through meaningful dialogue, structure, and guidance, helping us strengthen and advance that commitment.”

The path forward

Despite a rapidly evolving global context, inclusiveness remains operationally critical to ensuring business continuity and supply chain resilience.

Moving forward, we will continue to provide stakeholders with actionable resources that enable companies to make real progress, with an emphasis on strengthening systems, governance and robust due diligence processes that ensure inclusiveness is embedded, not just expressed.

WATCH & JEWELLERY
 INITIATIVE 2030

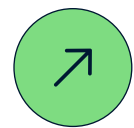
Transversal Workstreams

TRANSVERSAL

Sustainability challenges can no longer be tackled in isolation, because the issues themselves are deeply interconnected: climate impacts shape social vulnerabilities, supply chain risks influence governance demands, and nature degradation amplifies operational exposure.

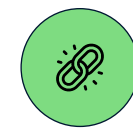
WJI 2030's transversal workstreams tackle systemic challenges that cut across climate, nature, and inclusiveness. These initiatives, ranging from ESG risk mapping to data-driven reporting frameworks, equip companies with practical tools to embed responsibility into every layer of the value chain.

WORKSTREAMS

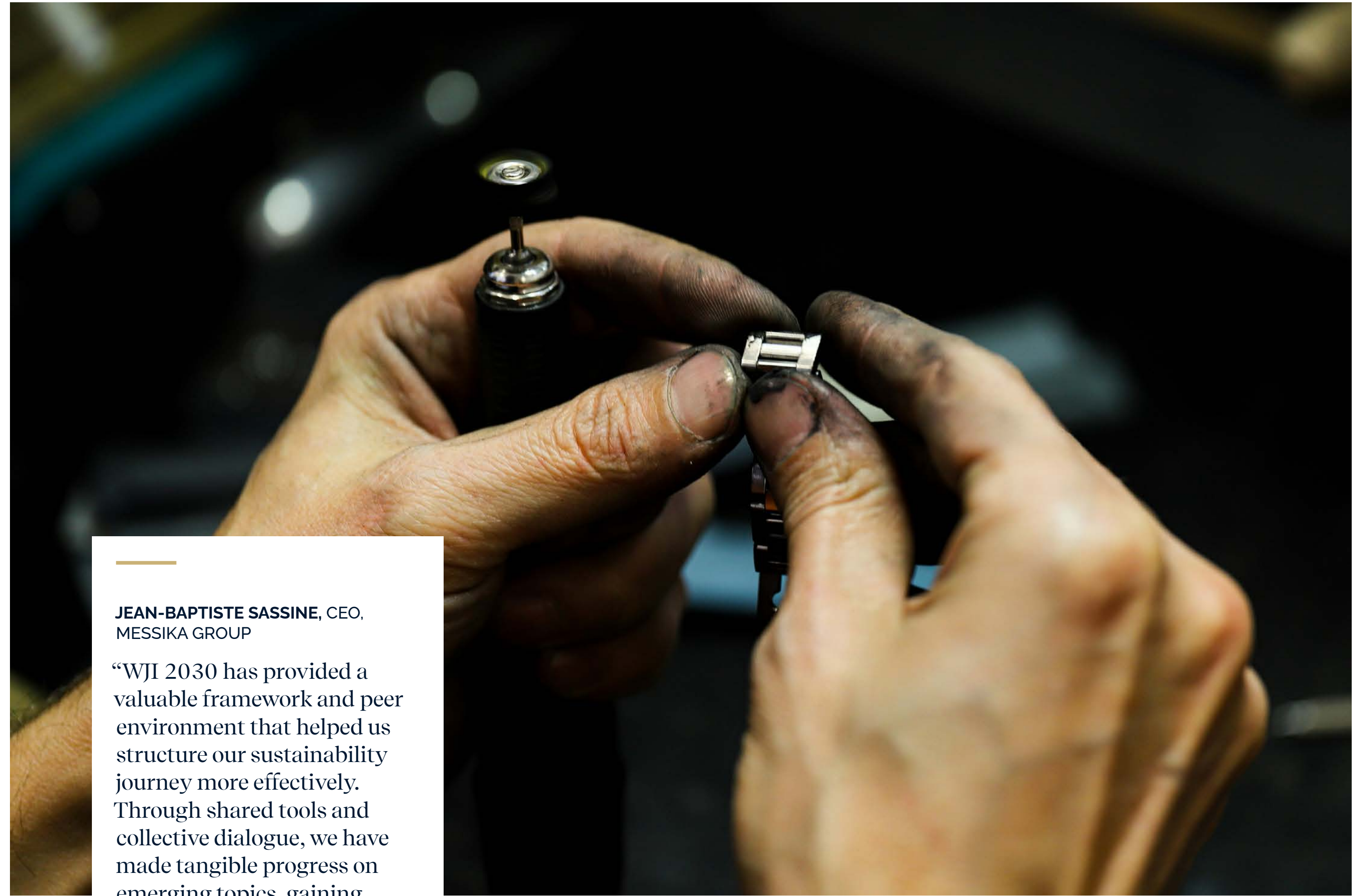


- WJI 2030 Impact Action Journey Framework
- Global Risk Mapping Exercise
- Industry Impact Assessment Guide
- WJI 2030 & UNGC Gold program
- WJI 2030 E-learning Platform for SMEs
- Solutions Lab for SMEs – Education Pathway

KEY RESOURCES



- [Industry Impact Assessment Guide](#)
- [WJI 2030 E-learning Platform for SMEs](#)
- [Conscious Craft: A guide to responsible sourcing for SMEs](#)



**JEAN-BAPTISTE SASSINE, CEO,
MESSIKA GROUP**

“WJI 2030 has provided a valuable framework and peer environment that helped us structure our sustainability journey more effectively. Through shared tools and collective dialogue, we have made tangible progress on emerging topics, gaining clarity on priorities and setting clearer directions for the next stages of our work.”

Global Risk Map

Global supply chains are inherently complex and often lack transparency. The watch and jewellery sector is no exception, facing challenges such as informal labor, multi-tier sourcing, limited traceability and concentrated geographic risk. In response, WJI 2030 has developed a first-of-its-kind, industry-wide overview of ESG risks across multi-tier supply chains within the sector, creating a shared understanding for stakeholders.

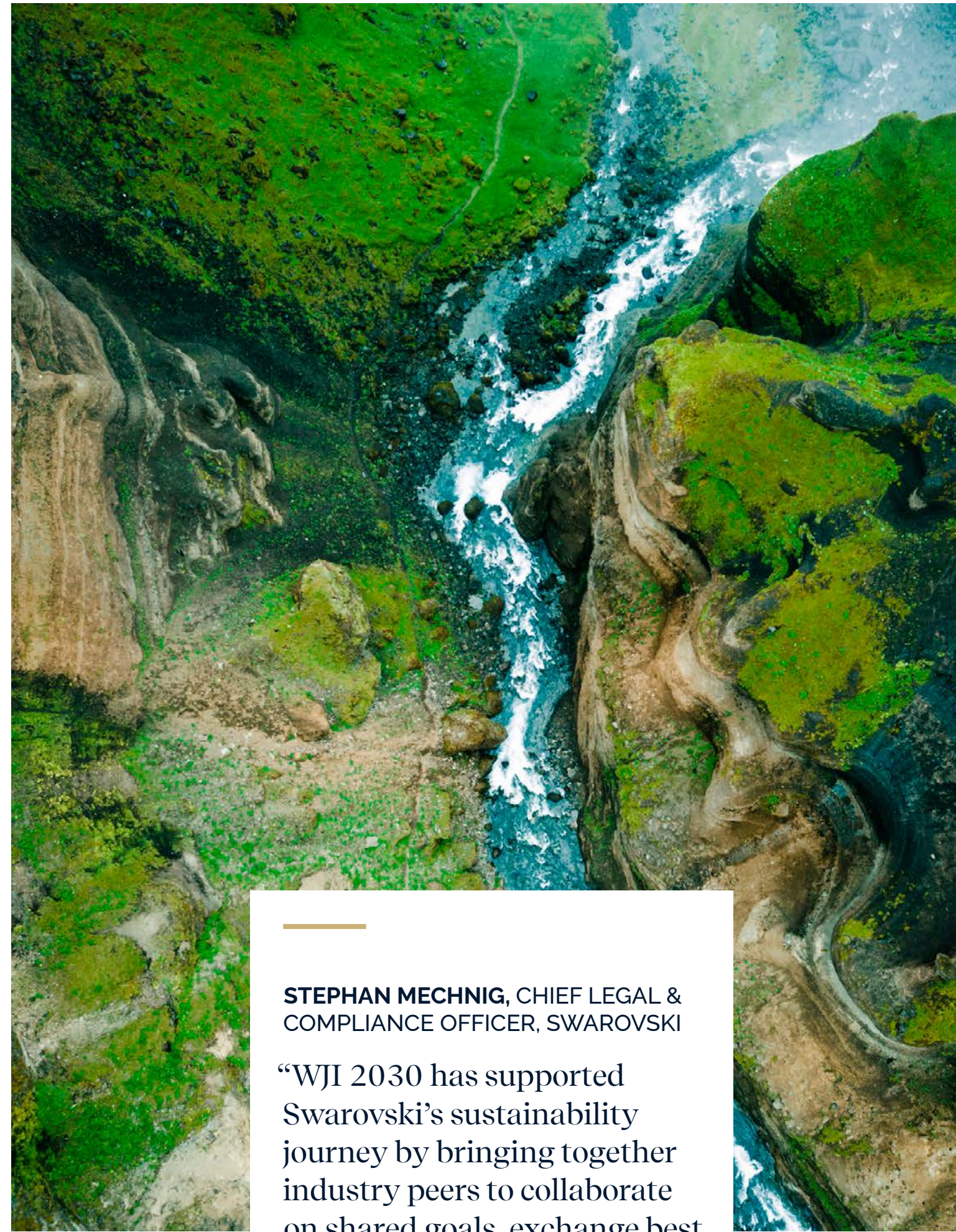
The research assesses key materials and processes – including precious metals, gemstones, leather, wood and ceramics. This work draws on publicly available audit data, alongside broader country and sector risk insights. By working with specialist tools and partners, the report provides a robust, data-driven view of environmental, social and governance vulnerabilities, alongside geographic risk exposure.

This workstream provides a shared and practical baseline for companies to use in conducting due diligence, risk prioritization and mitigation planning. It offers a structured starting point for understanding inherent risks, which organizations can build upon based on their specific supply chains.

The report also showcases existing good practices, highlights relevant standards and identifies opportunities for action to address critical risks in specific geographies. This may involve enhancing transparency around material sources and chains of custody, advancing individual company initiatives, and fostering collaborative, industry-wide projects.

The first draft of the findings have been prepared and we are in the early stages of implementing the results, supporting stakeholders in using the risk map to inform strategy, enhance risk management approaches and drive greater alignment across the sector.

Transversal Workstreams



STEPHAN MECHNIG, CHIEF LEGAL & COMPLIANCE OFFICER, SWAROVSKI

“WJI 2030 has supported Swarovski’s sustainability journey by bringing together industry peers to collaborate on shared goals, exchange best practices and learnings, and co-develop tools that allows us to turn ambition into action.”

TRANSVERSAL

Impact Materiality Assessment Guide

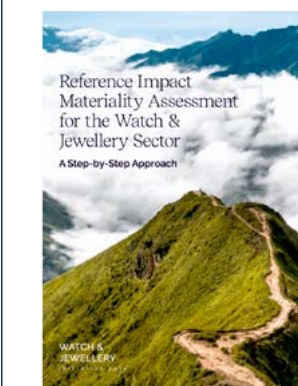
As the regulatory landscape continued to evolve in 2025, WJI 2030 continued its work to support companies with preparations, despite the uncertainty brought by the EU Omnibus Simplification Package.

Building on the 2024 guidance note, '[Preparing for the Corporate Sustainability Due Diligence Directive in the Watch & Jewellery Industry](#)', WJI 2030 pursued an impact materiality assessment workstream, intended to provide a sector-level impact assessment baseline for the watch and jewellery industry that companies can use as part of their own impact materiality and double materiality assessments.

The workstream mapped and prioritized key environmental, social, and governance impacts relevant to the industry, offering an open reference methodology and preliminary results that companies can adapt to inform strategy, reporting, and compliance. This should ultimately support companies

and the broader sector in embedding prioritized sustainability impacts into decision-making and reporting.

The Guide was published in December 2025 and is available open-source, providing the industry and beyond with a clear starting point for understanding and comparing the most significant sustainability issues and enhancing members' ability to meet regulatory expectations and align on shared sustainability priorities.

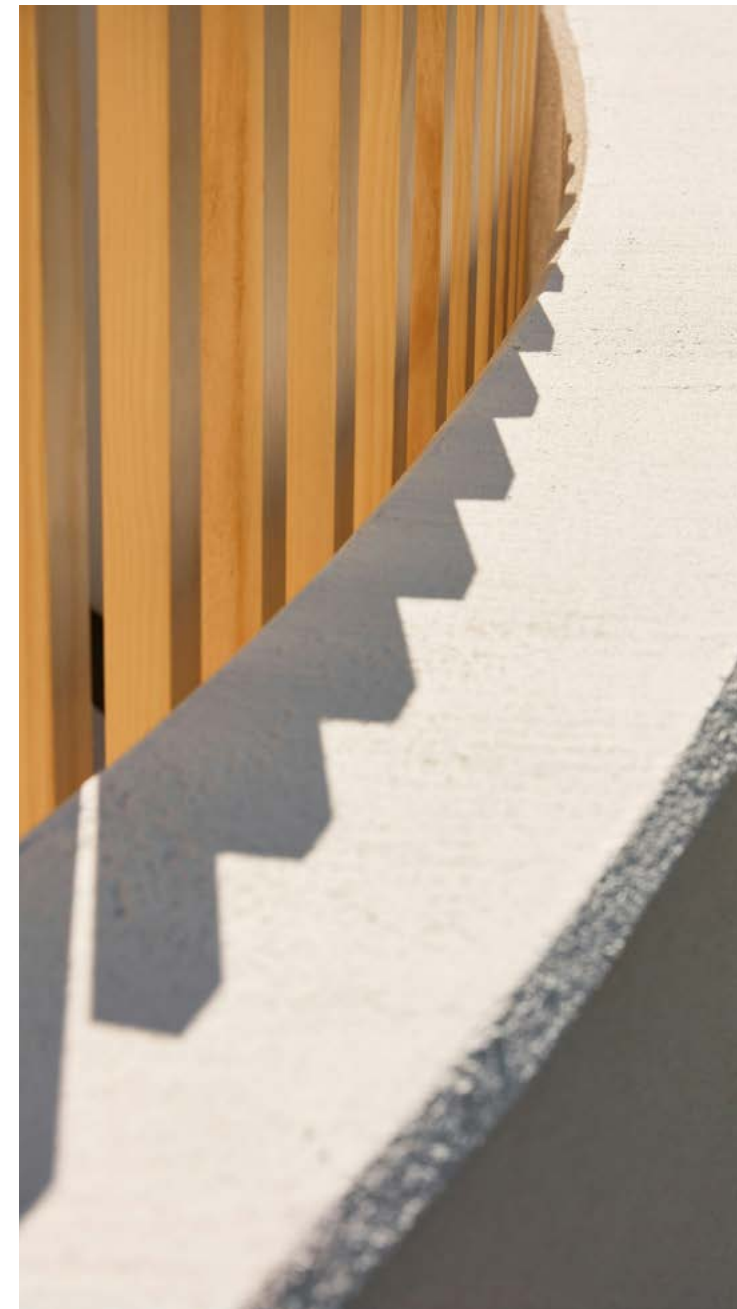


REFERENCE IMPACT MATERIALITY ASSESSMENT FOR THE WATCH & JEWELLERY SECTOR
[Click here to access the report](#)

UNGC Gold Program

One of the key challenges in the watch and jewellery supply chain is ensuring the responsible sourcing of materials, including gold. WJI 2030 and members have collaborated with UN Global Compact (UNGC) to align on responsible sourcing standards and enhancing supplier capabilities, with the goal of elevating practices across the sector.

The project will include conducting a needs assessment to understand current gold sourcing practices, key policies, existing supplier evaluations, and sustainability efforts. Following extensive stakeholder engagement, WJI 2030 plans to prepare a Sustainable Supplier Roadmap to assess gold suppliers' progress in sustainability, coupled with a practical toolkit to help stakeholders use the roadmap, along with training and outreach for suppliers.



E-learning Platform for SMEs

Progress in sustainability is not about perfection – it's about starting where you are, learning, and moving forward with confidence. In recognition of this, WJI 2030 introduced new learning modules for small and medium-sized enterprises (SMEs) and companies taking their first steps in sustainability within the watch and jewellery sector.

Transversal Workstreams



This education platform reflects WJI 2030's mission to champion best practices, foster inclusiveness, and co-create scalable solutions that drive collective progress. The platform translates industry knowledge into practical, step-by-step guidance that SMEs can apply immediately, even with limited resources.

In 2025 we developed two new modules: Introduction to Responsible Sourcing for SMEs and Introduction to Climate, Nature and Inclusiveness for SMEs. We plan to expand on these in 2026 with focused sessions on climate action, nature action and supplier engagement, particularly with artisanal and small-scale mining.

Solutions Lab for SMEs – Education Pathway

WJI 2030 launched a Learning Lab in Bahrain, empowered by DANAT and in collaboration with the World Jewellery Confederation, CIBJO.

The program follows multiple workshops introducing key aspects of sustainability for those at the beginning of their journeys. Topics include leadership and governance, strategy, and reporting, and the core themes of WJI 2030's pillars: climate, nature, and inclusion.

WJI 2030 will expand on this across key regions in the year ahead, with a focus on encouraging SMEs to start on their compliance journey with education, baseline actions and operationalization. We will scale the SME Solutions Lab Training Course and support the alignment of leading organizations to simplify requirements of suppliers.

TRANSVERSAL

The path forward

Sustainability-related risks and impacts in the watch and jewellery industry are closely interlinked. WJI 2030 will continue to enable organizations to take a more integrated approach to identifying the true root causes of their impacts, rather than addressing symptoms in silos – thereby strengthening long-term organizational resilience.

Recognizing the complexity and systemic nature of these challenges, this approach will be underpinned by close collaboration across the value chain, as well as partnerships with other industry initiatives and actors from adjacent sectors. By working collectively, WJI 2030 aims to both build on and scale existing solutions, while co-creating new ones where gaps remain – avoiding duplication of efforts and ensuring greater alignment across initiatives.

Through this, WJI 2030 will support companies in developing consistent, practical capacity that enables them to respond effectively to interconnected sustainability challenges, translating ambition into coordinated and scalable action.

**WATCH &
JEWELLERY**

INITIATIVE 2030

Our outlook



THE PATH FORWARD



As WJI 2030 reflects on the last year, we acknowledge all that has been achieved, yet conscious of the work still ahead. The global landscape that we operate in is increasingly complex – with changing regulatory requirements, geopolitical uncertainty and evolving consumer expectations. These challenges have highlighted a need to shift from ambition-driven narratives to resilience-driven decision-making, and actions on the ground.

We will continue to build on the foundation we have established, focusing on the practical operationalization of the tools, frameworks and partnerships already in place to support businesses of all sizes, advancing on the interconnected pillars of climate resiliency, biodiversity and nature, and inclusiveness. We will dive deeper on the water agenda. Water is not just a resource, it is a strategic dependency for the watch and jewellery industry. It underpins

production, risk management, compliance, community stability, and brand trust. This also includes strengthening the usability and integration of existing assets to more effectively support day to day decision making across global value chains.

We will also work closely with leading key stakeholders and industry associations to drive greater alignment, reduce duplication and improve overall engagement.

In parallel, we hope to facilitate – through our partnership with ESG Book and the Impact Action Journey Framework – an increased investment in higher quality, more reliable data, recognizing that robust insights are essential for credible progress tracking, improved risk management, and meaningful impact at scale.

With the unwavering dedication of our members, partners, and broader community, we believe the industry is well positioned

to remain resilient and adaptive while advancing positive impact at scale – strengthening value chain integrity, supporting people and communities, and safeguarding the environment for future generations.

We enter the next phase with an open mindset, for a renewed sense of purpose. The road ahead is ambitious, and we're excited to continue this journey together.

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Progress Report

2025/2026

