

SWAROVSKI

Swarovski Professional Environment, Energy, Health and Safety Policy

Swarovski recognizes that it has a responsibility to comply with, and strives to exceed, legal and regulatory requirements in the areas of environmental protection, energy efficiency, as well as health and safety. We are committed to minimizing the environmental impact of our operations, to increasing our overall energy efficiency, and to encouraging environmentally responsible behavior throughout our supply chain. As a consequence, Swarovski provides all the necessary information and resources to ensure strategic and operational success. We recognize the limits and fragility of the world's natural resources and view our environmental impact as an important consideration in the development of our business strategy. We are fully committed to ensuring the health and safety of our employees throughout our operations, whether as contractors or directly employed by Swarovski.

In the areas of environmental protection and energy performance, we will aim to continuously minimize our impact on the environment and increase the efficiency of our resource consumption. To achieve this commitment, we will strive to:

- Reduce our greenhouse gas emissions throughout our operations. We will do this by identifying sources of emissions and proactively pursuing solutions and opportunities to improve energy efficiency and reduce losses; transitioning to cleaner energy sources; utilizing energy-efficient buildings and transportation; and developing more efficient processes and machinery.
- Minimize waste in our operations and business activities. We will dispose of chemicals and hazardous waste in compliance with all applicable laws and international standards; we will also endeavor to recycle or reuse materials whenever possible.
- Continue to build on our extensive track record of effective water management practices through efforts to continuously improve water efficiency, water conservation, and water treatment.

In the area of health and safety, we will continue to provide a safe and healthful workplace for all employees. To achieve this commitment, we will strive to:

- Develop and update safety and wellness programs designed to raise awareness among employees of the importance of working safely to avoid injuries and damage to property.
- Provide expertise in training, employee behaviors, recognition, and motivational techniques.
- Facilitate protective equipment, training sessions, improvements in work practices and workplace safety, and encourage employees to watch for the safety of others and report problems that arise.

SWAROVSKI

- Continuously monitor and report on the effectiveness of our health and safety programs to our employees. Corrective measures will be immediately implemented in order to address failures and gaps in the programs.

We will align with the highest standards set by international initiatives with which we engage and will seek all opportunities to support our ambitions, including continuous review of our operational processes, behavioral changes, and certification of our factories. We will also work with our supply chain to raise awareness and encourage a safe and healthful workplace and positive environmental behavior.

Moreover, we recognize that in order to effectively manage the evolution of this policy, we must be able to measure and track our impact over time. In order to do this, we will pursue ongoing improvements in the selection and definition of key performance indicators.

We are committed to regularly communicating and reporting our progress on our ambitions. We will actively engage with internal and external stakeholders as part of our reporting process in order to ensure effective management of our environmental and social impact.

Swarovski Professional Core Management Team

August 2016



Taro Nordheider



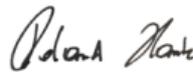
Michaela Burger



Christian Doose



Günter Fuhry



Roland Harste



Christoph Kargruber



Eric Russack



Franz Sziljer