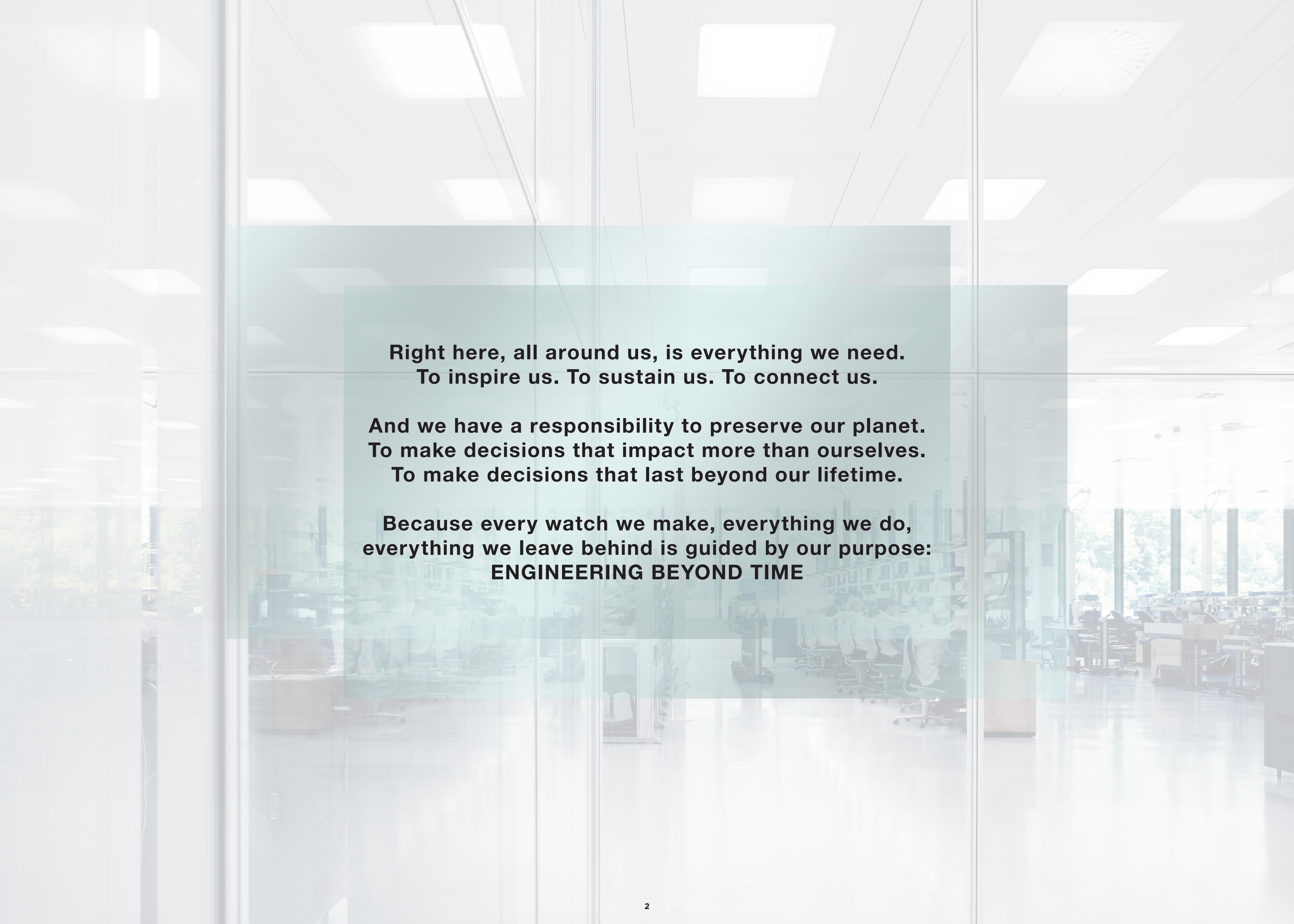


NAVIGATING OUR SUSTAINABLE FUTURE

# ENGINEERING BEYOND TIME.

IWC  
SCHAFFHAUSEN

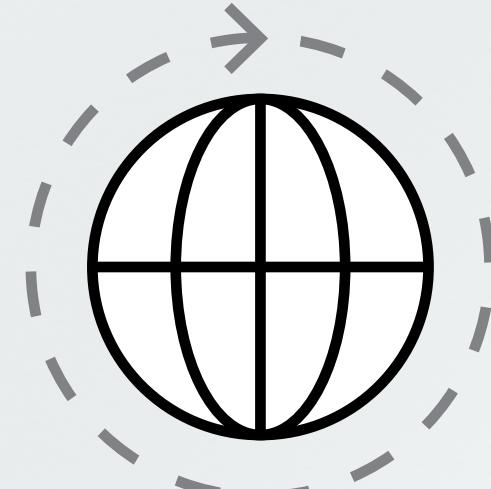


**Right here, all around us, is everything we need.  
To inspire us. To sustain us. To connect us.**

**And we have a responsibility to preserve our planet.  
To make decisions that impact more than ourselves.  
To make decisions that last beyond our lifetime.**

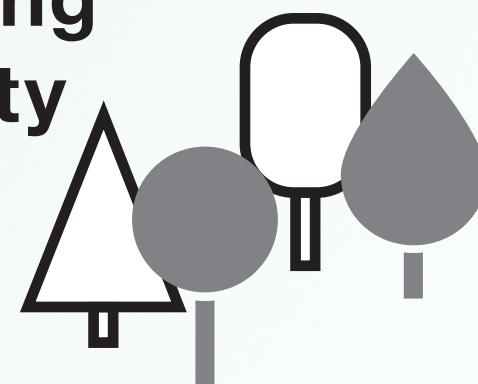
**Because every watch we make, everything we do,  
everything we leave behind is guided by our purpose:  
ENGINEERING BEYOND TIME**

# KEY HIGHLIGHTS



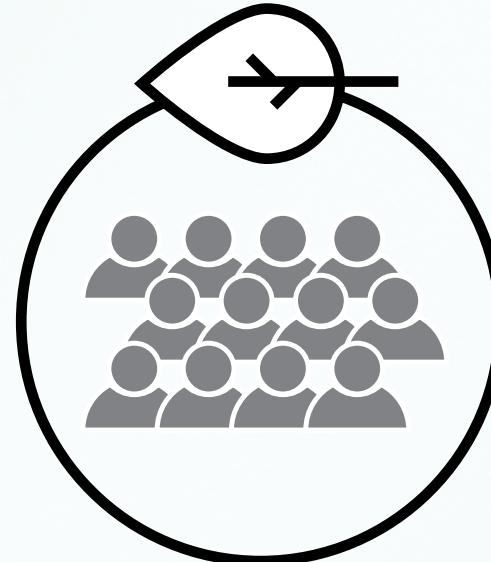
Purchased  
100% renewable  
energy globally

Committed to  
accelerating  
biodiversity  
efforts



Set **25** sustainability targets  
for top management  
to reach by March 2023

Launched  
sustainable  
events  
framework



**1**st industry brand  
to be  
RJC\* CoC certified



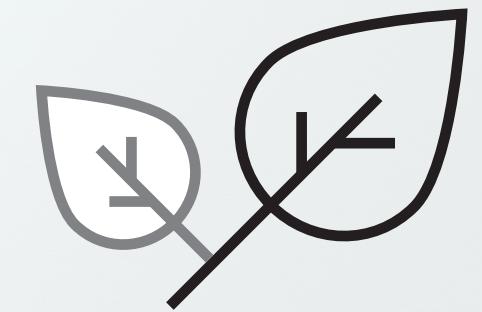
of volunteering\*\*

**2X**   
Awarded  
Great Place  
to Work™



Sharing  
materials and  
provenance for  
our references

donated  
**4.4 MIO CHF**  
to charities\*\*



Introduced  
sustainability led  
purpose

**EQUAL-SALARY**  
certified

In Switzerland



Shifting to  
annual  
reporting

\* Responsible Jewellery Council (RJC)  
\*\* in 2020 and 2021 combined

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# FOREWORD



"IWC began their sustainability journey more than a decade ago, before the subject entered the mainstream. They understood they had a responsibility to our environment and collective future that went beyond watchmaking. Their watches last a lifetime and can be cherished for generations, but what kind of future were they and other companies promising future generations? So their journey of consciousness began, broadening their focus from engineering precision timepieces to doing so in a responsible, sustainable way. And they've been doing so ever since.

My own journey began in 2004, during a trip to the Amazon, where I saw up close the impact of deforestation and pollution on the health and lives of indigenous tribes. I knew I had to do something. Since then, I've used my platform to call attention to the protection of nature and native communities.

Over the past two decades, I've learned so much from my own regeneration projects, from diverse charity work to supporting different organisations to advising companies. My education will continue as I keep seeking out positive solutions to the issues that matter most to me.

IWC's 2022 Sustainability Report highlights and updates their evolution over the past two years. It illustrates how they've built on the foundation they laid a decade ago, and the ways they continue to push ahead, while always holding themselves to a higher standard, and always wanting to do *more*. That's where I come in.

As IWC's first-ever Environmental & Community Projects Advisor, I am excited to support IWC by identifying the initiatives that have a real and positive impact on our environment and society. I will share my own experience as they accelerate their own commitment and efforts to preserving our natural habitats and supporting local communities.

**Our time on earth is finite – but we can make the most of that time while we're here. I look so much forward to joining IWC as we navigate our way towards a more sustainable future. Together."**

---

**GISELE BÜNDCHEN**

Environmental & Community Projects Advisor



# INTRODUCING IWC SCHAFFHAUSEN

**IWC Schaffhausen is a leading Swiss luxury watch manufacturer based in Schaffhausen in the northeastern part of Switzerland.**

With collections like the Portugieser and the Pilot's Watches, the brand covers the whole spectrum from elegant to sports watches. Founded in 1868 by the American watchmaker and engineer Florentine Ariosto Jones, IWC is known for its unique engineering approach to watchmaking, combining the best of human craftsmanship and creativity with cutting-edge technology and processes.

Over its more than 150-year history, IWC has earned a reputation for creating professional instrument watches and functional complications, especially chronographs and calendars, which are ingenious, robust and easy for customers to use. A pioneer in the use of titanium and ceramics, IWC

today specialises in highly engineered watch cases manufactured from advanced materials, such as coloured ceramics, Ceratanium® and titanium aluminide.

A leader in sustainable luxury watchmaking, IWC sources materials responsibly and takes action to minimise its impact on the environment. Along the pillars of transparency, circularity and responsibility, the brand crafts timepieces built to last for generations and continuously improves every element of how it manufactures, distributes and services its products in the most responsible way. IWC also partners with organisations that work globally to support children and young people.



# SETTING THE TONE FROM THE TOP

"What is our legacy? At the surface, it's creating precision engineered watches. Since 1868. Timepieces that will last beyond your lifetime and mine. Because IWC watches are engineered beyond time.

But shouldn't it be more than what's on the surface? Our customers push themselves to stratospheric heights and to the depths of the ocean. They explore our planet from vantage points few of us will ever experience. And protecting our ability to explore the world also needs to be part of our legacy.

This is why sustainability is more than surface level at IWC. We don't throw around pledges of progress without backing them up or asking ourselves the tough questions needed to move things forward and faster.

And we'll continue to innovate and progress in our efforts to be more sustainable; we're never ones to believe that past successes dictate future outcomes. We don't take our 150-year-old plus legacy for granted and yet we take reassurance in our company's pioneering spirit.

**Because when we set our mind on something, we'll find a way to make it happen and do so exceptionally."**

---

**CHRISTOPH GRAINGER-HERR**  
Chief Executive Officer



# PURPOSE



# WHY WE DO WHAT WE DO

**What does sustainability have to do with watchmaking? Everything.**

We have been producing watches since 1868; we've had over 150 years to perfect our craft, yet we continue to push ourselves. For you. For all of us. Our sustainability journey began over ten years ago, and although we don't need, nor likely have, a century to perfect our approach, the precision, passion and persistence that go into our watchmaking will continue to drive our sustainability efforts.

Because we're not just in the business of engineering dreams with our timepieces, but to ensure we do so without comprising the dreams of future generations.

Like the precision engineered watches you've come to love and expect from us, we will precisely show you where we are on our sustainability journey. Are we perfect? Not at all. Are we done? No one is. Will we stop holding ourselves accountable? Never.

For those who care more about our components than our carbon emissions, we challenge you to look beneath the surface of our recycled gold or recycled steel cases to understand what makes us, dare we say, tick. We promise to keep it interesting. We promise to keep it real.

# PILOTING THE TRANSFORMATION

**Our journey is just that, a journey.  
Whether we're on a well-trodden path,  
a road less travelled or blazing our  
own trail, we persist.**



We were pioneers in the industry when over a decade ago we started this drive to be more sustainable. Since 2007, we've been measuring and reducing our carbon footprint. In 2014, we earned Positive Luxury's Butterfly Mark Certification which is awarded to luxury organisations that operate with the highest sustainability standards across their value chain. We've since maintained our certification following biennial assessments.

In 2018, the World Wildlife Fund (WWF) rated us the most ambitious watch brand when it came to sustainability. This was also the year we published our sustainability report based on the Global Reporting Initiative (GRI) standards, a first for a luxury watch brand. In 2019, we re-invented our packaging, reducing its weight by over 70%

while decreasing plastics by over 90%. And in 2020, we were also the first luxury watch brand audited to the new Responsible Jewellery Council's rigorous and mandatory Code of Practices standard. Are we resting on our laurels? Definitely not.

We thrive on the upward climb, forging ahead. Doing more because we can. Doing more because we must. To reduce our impact on the environment. To work towards a more equitable society. To show that luxury does not need to mean excess. Nor be excessive.

Watches produced by IWC are cherished and handed down to the next generation. When properly cared for and maintained, our watches will outlast each one of us. Don't believe us? Our perpetual calendar will continue until 2499.

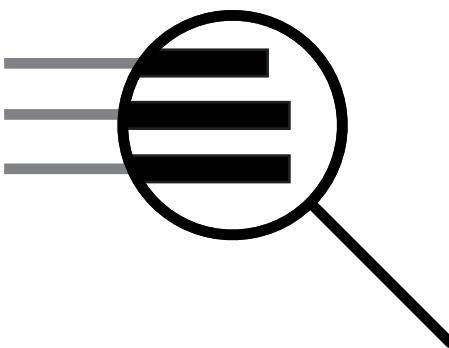
We've now come to the next stage in our journey. We'll show you what we've achieved over the past two years, where there is more work to do and what milestones we're setting for ourselves.

Because we're already thinking ahead. Beyond the here and now. Everything we produce, everything we do, everything we leave behind is guided by our purpose:

# ENGINEERING — BEYOND — TIME

Our watches are made and manufactured for eternity, here in Schaffhausen. The *Probus Scafusia* seal, coined in 1903, is engraved on every IWC watch and symbolises our uncompromising quest for precision and reliability. Whether it's our exacting engineering standards or our relentless pursuit to be more sustainable, we're committed to go above and beyond what is mainstream. We hold ourselves to a higher standard and do our part to preserve the world around us for others to enjoy.

**Transparency, Circularity and Responsibility are our guiding principles and inspire all that we do.**



## TRANSPARENCY

### ENGINEERING BEYOND PERCEPTION

Because an open and honest dialogue with all stakeholders enables us to see where we stand, where we can improve and what goals we need to set as we continue our journey.

We achieve this by:

#### Annual reporting

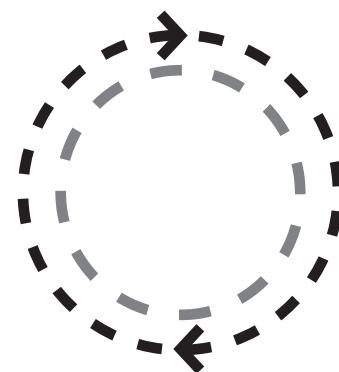
Giving you an open and honest window into our journey

#### Partnerships

Credible partners holding us accountable on our progress

#### Traceable sourcing

Knowing and verifying where our materials come from when possible



## CIRCULARITY

### ENGINEERING BEYOND PRECISION

Because the longevity of our timepieces, timeless in style and function, are handed down for generations, we're committed to maintain each watch made in Schaffhausen for as long as someone enjoys wearing it.

We achieve this by:

#### Vintage service centre

Every IWC watch produced since our founding in 1868 can keep on ticking

#### Recycled steel and gold

Reducing our impact on the environment by keeping selected materials perpetually in the production loop

#### Packaging

Our packaging can be cherished as a product on its own



## RESPONSIBILITY

### ENGINEERING BEYOND SUSTAINABILITY

Because creating a product that is perpetual by nature and manufacturing it as responsibly as possible inspires us to exceed and pursue even more ambitious goals.

We achieve this by:

#### Standards

Adhering to leading global standards to underline our commitment

#### Footprint reduction

Decreasing our footprint and tackling our supply chain emissions

#### Biodiversity

Investing in preserving habitats on land and water

"Purpose. A term that is increasingly cliché, often followed by empty promises. But what if we want to reclaim the word? Because there's hardly a better description that captures what we do.

We serve a purpose, for those who want to own a piece of exquisite Swiss craftsmanship and do so in a conscious way. IWC watches are sustainable by default. Timeless in design and durable in their production, they are made to be cherished forever. Passed down for generations. Engineered beyond time.

We purposely choose what materials we use, from where and from whom. We're consciously reducing our impact on the planet by repurposing plant-based materials to make alternative bracelet options and using recycled metals for our production processes.

We're purposefully communicating where we are on our sustainability journey – showing what we've achieved and where more work is needed. We're holding ourselves accountable. You should too.

And because shared purpose is best, with Gisele Bündchen we have someone who shares in our determination to impact real change on the environment and society.

**Purpose underpins everything we do. So when we talk about our sustainability journey or our drive to manufacture watches as responsibly as possible, you know our words carry weight. And purpose."**

---

**FRANZISKA A. GSELL**

Chief Marketing Officer and Sustainability Committee Chair

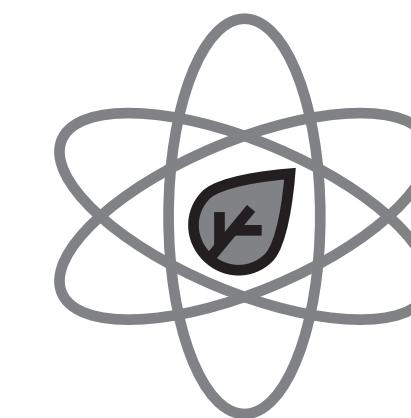


# PROCESS



# FORGING AHEAD. STEP BY STEP.

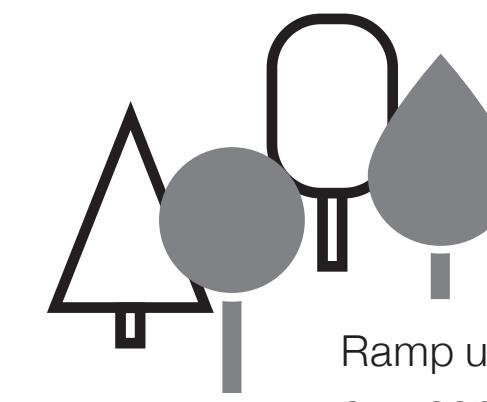
Every action we take, big and small, moves us forward on our sustainability journey. We are keen to continue this journey together with our employees, suppliers, partners, ambassadors and customers to accelerate our efforts towards a more sustainable, fair and conscious world. For the year ahead, we'll focus on the following areas, with a healthy dose of continuous self-improvement and a whole lot of innovation:



Work towards the rigorous science-based targets set out by the Richemont Group and go a step further by strongly focusing on our Scope 3 value chain. Because science-based targets give us a clear route to reduce greenhouse gas emissions and align with the latest climate science to meet the goals of the Paris Agreement.

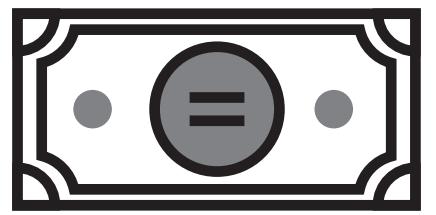


Introduce and invest in our own carbon credit projects with a focus on carbon capture and blue carbon projects. Because carbon credit projects allow us to verify and measure how much greenhouse gas emissions we are removing or reducing in the atmosphere. Blue carbon projects concentrate on the carbon stored in coastal and marine ecosystems.

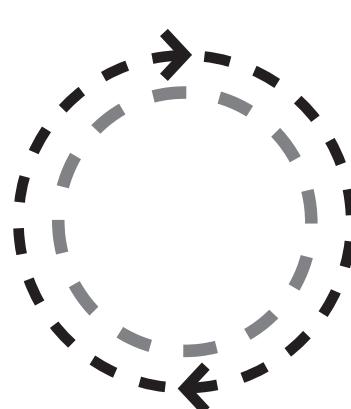


Ramp up our biodiversity efforts and expand our community projects. These two areas are near and dear to us, and to Gisele, who will support us with these endeavours.

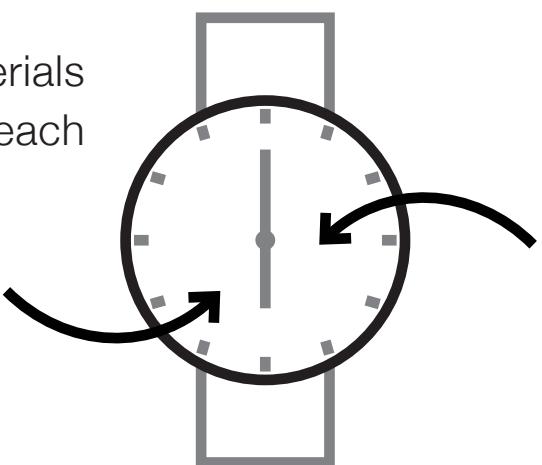
Finalise our 2030 Sustainability Roadmap, our inaugural long-term strategy and integrate it into our overall business strategy to ensure every decision we take considers sustainability from our headquarters to boutiques and global offices.



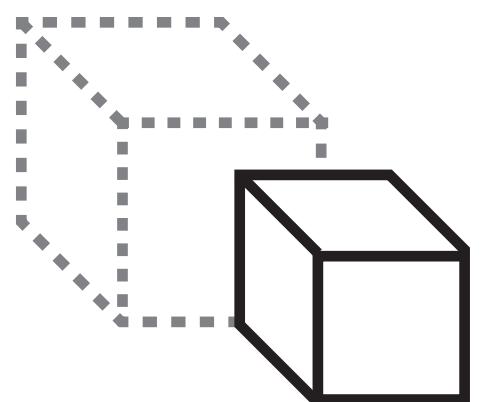
Link executive compensation to achieving our sustainability objectives to ensure our ambitions remain front and centre of our collective efforts.



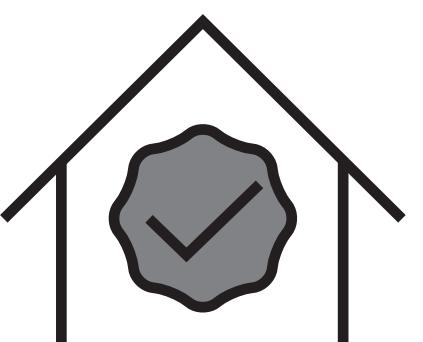
Include the exact materials used and their origin for each reference piece.



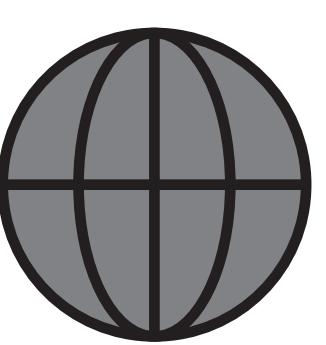
Re-think a new packaging concept for watches sold through our e-commerce platform or when sending watches for service purposes.



Shift to an annual reporting cadence to give more regular insight into what we are doing and how we're progressing. Exposing ourselves for a good cause.



Have our first boutique LEED certified which is only the start of our global green boutique initiative.



Create a global sustainability movement within IWC, complete with Sustainability Ambassadors around the world in our offices and boutiques, because this goes far beyond our headquarters.





"We're happy to give you a front row seat as we continue our sustainability journey. Thank you for being here. We don't take our responsibility lightly. To the environment, to society, to those who work for us and with us, and to those who wear us.

It's said that only 10% of an iceberg is visible above the water's surface. The same can be said about sustainability. We started our sustainability efforts over a decade ago and our foundation is solid. What you see on these pages is the culmination of months of tireless efforts from our headquarters to our boutiques to our wider supplier and partner network. Always questioning if we can do more. Honestly evaluating what actually moves the needle rather than what looks good on paper.

The details can be overwhelming, but it IS all about the details. You can't manage what you can't measure, and you can't improve. Facts reign supreme.

**We're proud of what we've achieved, but just as our watches remind us that time doesn't stand still, nor will we in our efforts to be more sustainable."**

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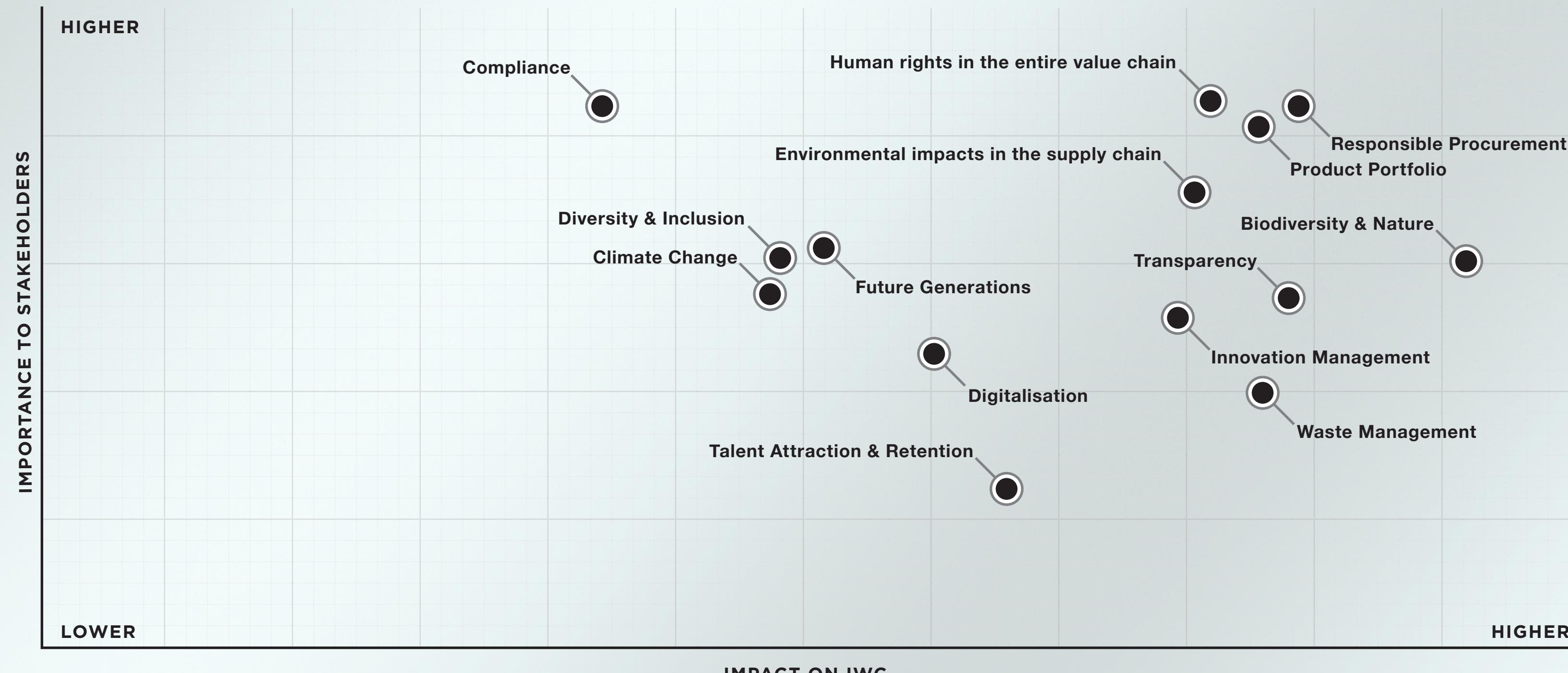
**CARINA POROT**

Global Sustainability Lead

# WHAT MATTERS MOST

**Trying to be more sustainable in your own life can often be overwhelming. Where do you start? What behaviours do you change? What actions have the most impact?**

MATERIALITY MATRIX



It's the same for a company. As much as we'd like to focus on everything, we have to prioritise. Becoming more sustainable is an \*ultra\*marathon, not a sprint. Every deliberate step forward moves us closer to our ambitions and achieving the expectations we've set.

This is why in 2022, we conducted our first materiality assessment to determine which specific environmental, social and governance issues were most important to us and our stakeholders. Previous materiality assessments were based on the ones carried out by the Richemont Group. We started with a long list of potential material topics based on industry trends, best practices,

international frameworks and our motivation to be a leading responsible brand.

We grouped the topics into categories which were rated by internal and external stakeholders across our value chain to determine their relative importance. The resulting materiality matrix outlines the key topics identified which were subsequently prioritised.

This process allows us to focus our efforts and resources accordingly, and ensure that we set relevant targets and KPIs. The result of this analysis guides our company in the decision-making, implementation and realisation of our sustainability strategy. Our journey continues.

# HOLDING OURSELVES ACCOUNTABLE

**In 2020 we set ourselves nine targets to accomplish by 2022. We achieved what we set out to in most areas and made considerable strides in others. The pandemic slowed our progress slightly, but we're back on track and more determined than ever to achieve even more meaningful change by the end of the year.**

## ENERGY MANAGEMENT

**2022 Target:** Purchase 100% renewable energy globally

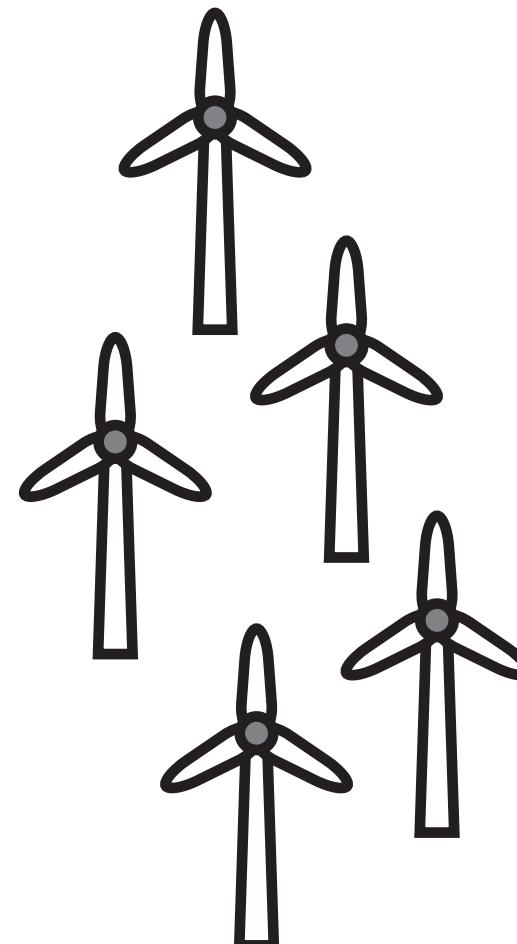
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### WHY THIS IS IMPORTANT

To help eliminate greenhouse gas emissions (GHG) and promote renewable energy, thereby lessening a cause of climate change and global warming.

### HOW WE REACHED OUR GOAL

Where possible, we purchased renewable energy directly. In all other cases, we acquired Energy Attribute Certificates (EAC) issued by South Pole, a social enterprise specialising in emission reduction strategies.



## IT LANDSCAPE

**2022 Target:** Develop and implement a Green IT strategy

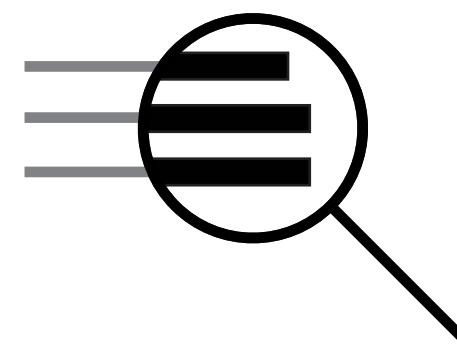
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### WHY THIS IS IMPORTANT

IT hardware and its use require a substantial and increasing amount of energy, which generates emissions.

### HOW WE REACHED OUR GOAL

We carefully assessed our Green IT strategy scope, explored different approaches, and looked into solutions such as a possible and future implementation of Cloud computing. We already recycle or donate used laptops and hardware to educational facilities or re-sell for a reduced price to our employees.



## TRANSPARENCY

**2022 Target:** Achieve RJC's Chain-of-Custody (CoC) certification of watch components

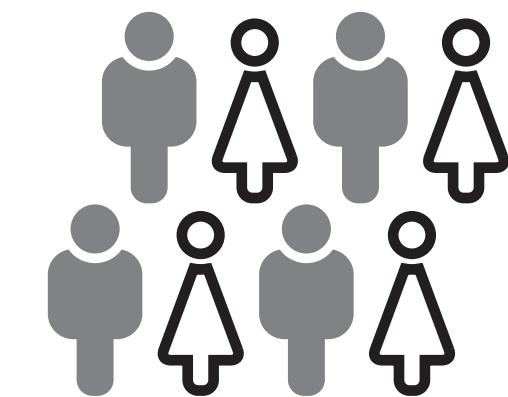
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### WHY THIS IS IMPORTANT

To ensure we work with trusted suppliers and can trace our watch components back to their origins.

### HOW WE REACHED OUR GOAL

Audited to RJC's Chain-of-Custody (CoC) standard. Precious materials are sourced only from those suppliers who have achieved the same.



## DIVERSITY & INCLUSION

**2022 Target:** Double the share of women in management positions compared to a 2017 baseline

60%

### WHY THIS IS IMPORTANT

We are committed to ensuring all employees have an equal chance to thrive.

### HOW WILL WE REACH OUR GOAL?

Present a gender-balanced talent pool to senior management, analyse data on internal moves and scrutinise the percentage of women applying for senior roles.

### WHY WE AREN'T QUITE THERE

Low senior management turnover means few positions available. We are taking measures to increase women's interest in technical jobs and encourage them to apply.



## COMMUNITY RELATIONS

**2022 Target:** Double our annual corporate volunteering hours compared to a 2020 baseline

80%



### WHY THIS IS IMPORTANT

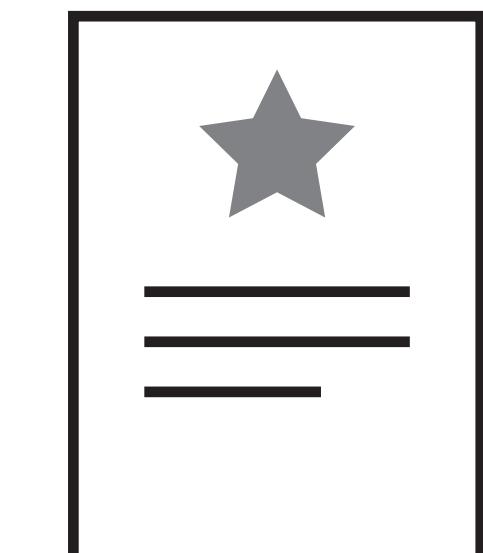
We want to have a positive impact on the communities in which we live and work, and to give employees the chance to work alongside colleagues across IWC.

### HOW WILL WE REACH OUR GOAL?

Offer a broader and more flexible range of volunteering opportunities, including half-day options and indoor activities.

### WHY WE AREN'T QUITE THERE

Planned volunteering activities were cancelled or delayed because of the pandemic. With restrictions easing globally, we are on track and have started smaller volunteering activities again.



## HUMAN CAPITAL DEVELOPMENT

**2022 Target:** Maintain “Great Place to Work” certification

100%

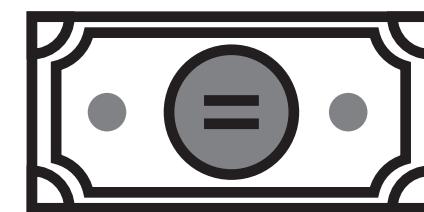
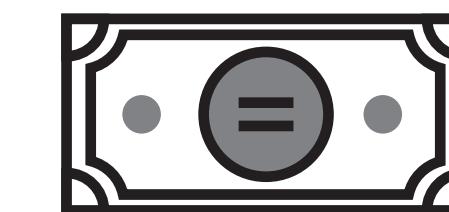


### WHY THIS IS IMPORTANT

To maintain our position as an outstanding, people focused company, with a strong culture of trust and committed to constant improvement.

### HOW WE REACHED OUR GOAL

Following a comprehensive survey of our employees in Switzerland and passing a detailed internal audit of company culture, we successfully renewed our “Great Place to Work” certification.



## DIVERSITY & INCLUSION

**2022 Target:** Achieve EQUAL-SALARY certification in Switzerland

100%

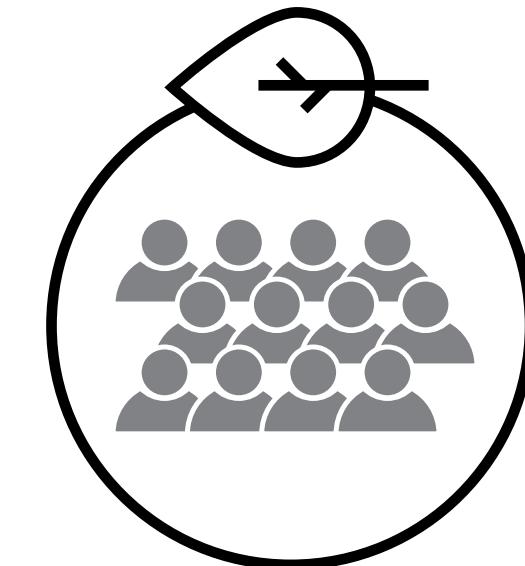


### WHY THIS IS IMPORTANT

Certification consolidates our commitment towards equality.

### HOW WE REACHED OUR GOAL

By analysing compensation in the context of HR processes, especially job evaluation, together with an external partner, including direct feedback from employees followed by concrete actions where necessary.



## CUSTOMER RELATIONSHIP MANAGEMENT

**2022 Target:** Develop and pilot a blueprint for sustainable events

100%



### WHY THIS IS IMPORTANT

To offer our clients an unforgettable experience that is socially responsible and with minimal environmental impact.

### HOW WE REACHED OUR GOAL

Our sustainable events framework has criteria for sourcing and purchasing, energy use and labour, recycling and transport. With a third party we developed an emissions calculation tool to calculate emissions generated by an event, trained our staff accordingly and are taking respective actions to minimise our footprint and offset non-avoidable emissions.



## BIODIVERSITY & NATURE

**2022 Target:** Phase out the purchase of non-FSC (Forest Stewardship Council) certified forestry products (e.g. paper, cardboard, wood, furniture)

60%



### WHY THIS IS IMPORTANT

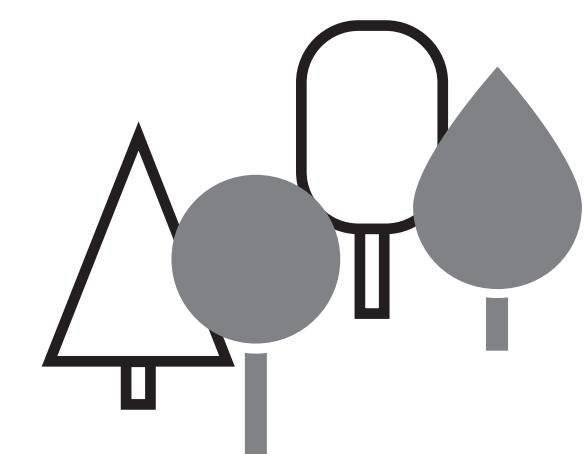
By purchasing FSC-certified forestry products, we ensure that we're not contributing to deforestation or illegal logging practices.

### HOW WILL WE REACH OUR GOAL?

We will increasingly purchase only from suppliers found in the FSC's database of certified suppliers.

### WHY WE AREN'T QUITE THERE

Due to the pandemic, boutique openings in Asia were delayed and exchanging boutique furniture globally was a challenge. We'll continue to work towards achieving 100% in the coming months.



IWC's Sustainability Committee drives us forward. Pressing us to think smarter, to innovate, to understand risk and opportunities, and to implement policies and guidelines. All environmental, social and governance related decisions are made by the Sustainability Committee together with our CEO and Executive Committee. Never one for symbolic statements, we've recently decided that all our executive board members will have ambitious and relevant sustainability targets to achieve as part of their own performance objectives.

Our nine Sustainability Committee members are part of the Executive Leadership as well as central functions and represent key departments within the company including Operations, Supply Chain, Design, Research & Innovation, Corporate Sustainability, Finance, Human Resources, Marketing & Corporate Communications and is sponsored by our CEO.

At the outset, it was essential to ensure that a sustainable and responsible mindset permeated the entire business – at all divisions, at all levels. It's not a 'nice to have'. It demonstrates our commitment to being transparent and responsible. Unapologetically and without exceptions.



# IN THE COCKPIT



## THE WHOLE IS GREATER THAN THE SUM OF ITS PARTS

As part of Richemont International S.A., we benefit from the momentum and dedication of the Group's own sustainability efforts and the sharing of best practices with our fellow brands. That is also why we've created a dedicated Sustainability Working Group for the Specialist Watchmakers Maisons (SWM).

Meeting monthly, we launch joint projects, on circularity for example, and are currently finalising an ambitious roadmap focusing on key development areas intrinsically linked to our purpose pillars of transparency, circularity and responsibility.

Although competitors when it comes to securing wrist real estate, we are very much collaborators in achieving our sustainability objectives. Because we all are on a similar journey. While our paths and speed may differ, we can learn from each other on how to navigate obstacles, consider different pathways and ultimately reach our destination. We can't do this alone. Sustainability is a joint effort and the topic as such is too big to tackle alone.

## IF YOU WANT TO GO FARTHER, GO TOGETHER

**We are guided by the Richemont Group's overarching compliance framework.**

Richemont's Corporate Responsibility Policy, Standards of Business Conduct, Supplier Code of Conduct and Environmental Code of Conduct outline and govern our commitment to business ethics and integrity, people, supply chain, human rights and labour practices, and environmental stewardship.

All new IWC employees or suppliers must agree to and abide by the Standards of Business Conduct or Supplier Code of Conduct respectively to demonstrate their understanding of and compliance with these principles.

Discover the Richemont Group's achievements and their goals for the future in their 2022 Sustainability Report. Prepared in accordance with the Global Reporting Initiative (GRI) Standards, the Report shows how they are fostering their environmental and social performance across all their Maisons, subsidiaries and regional offices.



Click above to read Richemont's 2022 Sustainability Report



# THE COMPANY YOU KEEP

**Transparency should be the norm,  
not a novelty. That's our view.  
That's our modus operandi.**



We've added additional layers of accountability through our membership and support of numerous external initiatives. Most of these associations, such as the Responsible Jewellery Council, the United Nations Global Compact Network Switzerland or the Forest Stewardship Council, have rules and guidelines that are considered best practice in their respective areas or have considerable influence to shape the sustainability agenda in a positive way. They help us stay ahead of the curve, keep us honest and ensure we are leading the way in our journey.

## ENGINEERED WITH EQUALITY IN MIND

We traditionally had a masculine tone to our advertising. IWC: ENGINEERED FOR MEN, was our message in the early 2000s. While some of our timepieces are certainly big, bold, dominant – a statement accessory piece in the form of a Big Pilot is not gender specific. Bravado isn't just for the boys.

Our advertising is more inclusive – for the past five years we've been engineering dreams and we're now engineering beyond time. Our brand ambassadors are more diverse. Our dials now range from 34mm to 46mm appealing to a broader audience. We're embracing societal movements and continuing to better understand generational nuances.

In 2020, to match the solid black livery that the Mercedes-AMG PETRONAS Formula One™ Team unveiled for their F1 cars in stand against racism and commitment to diversity, we created a unique all black Big Pilot watch for Lewis Hamilton, to extend the implementations of the team's visual messaging.

We are also working with the Mercedes-AMG PETRONAS F1™ team to define and deliver a meaningful contribution to Ignite. Launched in 2021, the joint charitable initiative was set up by the team and Sir Lewis to achieve greater diversity and inclusion in motorsport. We are excited to play a part in helping young people from under-represented backgrounds fulfil their career aspirations in motorsport. In 2022, we announced the establishment of a yearly donation and auctioned a watch with both the funds and the auction proceeds going to Ignite.





# PRODUCT



"We're perfectionists. It's in our nature. Like the meticulous craftsmanship that goes into one of our IWC watches, we're meticulous in our quest to improve our processes to be more efficient, more circular, more responsible. From using 100% renewable energy to keeping recycled metals into our production loop to returning water we use back to its source; climate considerations are calibrated into all our business operations.

**We'll continue to look for more ways to reduce our impact on the environment because practice – or rather relentlessly holding ourselves accountable – makes perfect."**

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**ANDREAS VOLL**

Chief Operating Officer

# WE ARE FAMILY

Our watch families – the Portugieser, Pilot's Watches, Portofino, Da Vinci, Ingenieur and Aquatimer – look back on a long tradition. They attest to the innovation of the engineers in Schaffhausen through four generations and embrace the broad range of our watchmaking expertise: from robust tool watches for everyday use and professional sports watches to haute horlogerie masterpieces.

Since 1903, the *Probus Scafusia* seal has embodied our uncompromising standards for quality and longevity. The Latin motto, which translates to "Solid craftsmanship from Schaffhausen" has been engraved on every timepiece since the beginning of the 20th century and symbolises the precision standards our engineers from Schaffhausen place on their work and their products. It serves as a promise to our customers that all IWC watches are completely produced in Schaffhausen, with the utmost care shown for each component, including provenance.

Our watches are available to purchase in 97 countries and territories through our boutiques or certified retailers, and online at [IWC.com](http://IWC.com).



# PLEASURE TO BE OF SERVICE

**With meticulous engineering, and robust and traceable materials, our timepieces are built to last.**

It's a commitment to quality. It's a commitment to longevity, whether it's in your life or someone else's. It's our promise to engineer watches beyond time.

Each watch made in Schaffhausen, be it antique, pre-loved, vintage or contemporary, can be serviced and maintained for as long as someone enjoys wearing it. Our dedicated department of watchmakers and service technicians painstakingly restore and repair every IWC watch produced since the company's inception in 1868. Our skilful artisans are also accredited by 45 different watch manufacturers, both from the Richemont Group and others, to provide parts and services. We're the only brand in this price segment to offer such a service.

Our trade-in service by Watchfinder, first piloted in London in 2019 was expanded to include select boutiques in Europe and East Asia, and, as of 2020, also in the US.<sup>1</sup> This allows customers to exchange their watches to receive credit towards a new IWC watch. Because we appreciate the craftsmanship of luxury watches regardless of brand, we also accept other luxury timepieces as part of our trade-in service. This service will be rolled out to other boutiques in the future so that all IWC enthusiasts, whether connoisseurs or newcomers, can benefit.

We continue to build customer loyalty and demonstrate our commitment to sustainability through our guarantee of perpetual service for each watch made in Schaffhausen, our extended 8-year warranty for 'My IWC' members and our trade-in programme.



<sup>1</sup>The full list of participating locations can be found on the [website](#).

"Our sustainable journey doesn't stop in Schaffhausen. Our ambitions aren't reserved for our headquarters. For brand loyalists and newcomers alike, we want you to understand the story of our watches and accessories from sketchbook to store, including what we're doing to make our products, boutiques and the purchasing experience more responsible.

**From our perpetual service guarantee to our extended warranty to the roll-out of our trade-in service, we pledge that IWC watches made in Schaffhausen can be worn, maintained, serviced, exchanged and cherished forever."**

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**MARC MICHEL-AMADRY**

Chief Commercial Officer



# SHOW US WHAT YOU'RE MADE OF

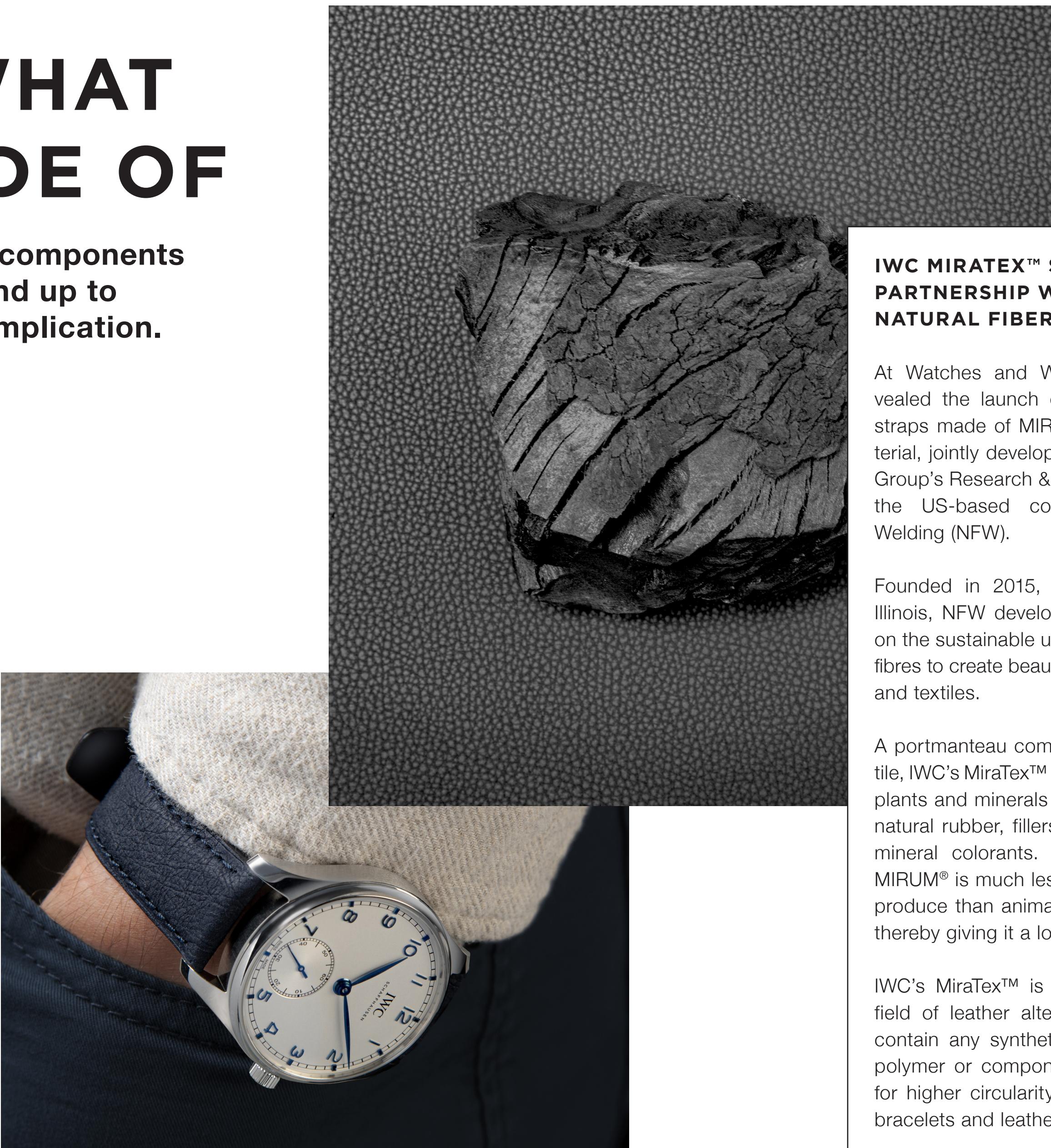
**On average there are 188 to 257 components that go into basic movements and up to 659 components in a grande complication.**

Whether precious metals, leather or innovative materials, we're particular when it comes to sourcing. All our suppliers must adhere to our comprehensive Supplier Code of Conduct, which complies with multiple UN and international regulations related to the sourcing of specific raw materials.

Consumers have a right to know, and want to understand, how and where products are produced, and what the social and environmental impacts are. Openly communicating where we source our materials, how we pick our suppliers and how we hold them to account are non-negotiable.

We also have no issue discontinuing materials if we can't be assured that their sourcing won't have negative impacts on society. For example, we've removed lapis lazuli and mother of pearl from our dials due to their origination or potential origination from conflict regions respectively.

We also adapt to changing consumer preferences for more vegan options. In 2021, we launched TimberTex™ straps, which are produced in Italy using 80% plant-based fibres sustainably sourced from European forests. In July 2022, we will be releasing our MiraTex™ straps.



## IWC MIRATEX™ STRAPS IN PARTNERSHIP WITH NATURAL FIBER WELDING

At Watches and Wonders 2022, we revealed the launch of a new collection of straps made of MIRUM®, a bio-based material, jointly developed with the Richemont Group's Research & Innovation division and the US-based company Natural Fiber Welding (NFW).

Founded in 2015, and based in Peoria, Illinois, NFW develops technologies based on the sustainable use of plants and natural fibres to create beautiful, durable soft-goods and textiles.

A portmanteau combining miracle and textile, IWC's MiraTex™ straps are composed of plants and minerals including FSC-certified natural rubber, fillers like cork powder and mineral colorants. Requiring no tanning, MIRUM® is much less resource-intensive to produce than animal and synthetic leather, thereby giving it a low carbon footprint.

IWC's MiraTex™ is a breakthrough in the field of leather alternatives, as it doesn't contain any synthetic or petroleum-based polymer or components. It paves a future for higher circularity in the fields of watch bracelets and leather goods.

IWC's MiraTex™ is launching in July 2022.



# THE FUTURE IS INNOVATIVE

We continue to work with leading research institutions to improve the robustness of our watch components – drawing on the latest developments in nanotechnology. Improvements made to the durability of our timepieces have resulted in us increasing our warranty from two to eight years, thereby reducing the frequency of services.



## CYBERLOUPE 2.0 - THE NEXT GENERATION

Our first prototype of the Cyberloupe, launched in 2020, revolutionised the way we looked at – and inside – a mechanical watch. Never have we been able to see the remarkable intricacies of a movement literally through the eyes of a watchmaker.

In April 2021, Cyberloupe 2.0 took this extraordinary experience to the next level.

By integrating a new augmented reality function, relevant information such as detailed assembly instructions were displayed in front of the watchmaker's eyes. Our patented and innovative Cyberloupe technology gives our trainers at our headquarters in Schaffhausen the ability to virtually train other watchmakers around the world. Our customers are also able to have special functions of our watches explained to them live, without having to travel around the world and be physically in front of our watches.



# STRAIGHT FROM THE SOURCE

**We understand that the choices we make – what we source, where we source and from whom we source – have an impact on society and the environment.**

From responsible material sourcing and respecting human rights to supporting local communities and ensuring habitat preservation, we have our own internal policies and guidelines that suppliers need to abide by, but we like to be extra – and by that we mean adding an extra layer of accountability. For certain raw material suppliers, we require them to have specific certification from an external association (e.g., Responsible Jewellery Council, International Crocodilian Farmers' Association (ICFA), Responsible Steel) or be audited.

All our suppliers must sign the Code of Conduct, which is based on the Universal Declaration of Human Rights (UDHR), UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct.

This code governs our approach to risk assessment, due diligence and human rights across our business operations and supply chain.

In 2021, we achieved the RJC's Chain-of-Custody (CoC) certification. This certifies the end-to-end traceability of the gold and platinum throughout the supply chain from its source to our watches. This has been achieved through strict management systems and rigorous third-party audits with all suppliers involved. Being audited to the RJC's CoC standard represents a key step in achieving our goal of offering watches made from fully traceable precious metal components. It is a significant milestone in our sustainability journey. We pride ourselves in being able to verifiably and transparently tell our watches' story from their source to the boutique.

"We have standards. We're not ashamed to be selective, especially with our suppliers. You've come to expect robust materials and exceptional craftsmanship from us, and watches that last a lifetime. And that's only possible if we apply the same meticulous standards to our material sourcing and supplier selection as we do in our production processes.

**Our insistence on accountability and transparency across our supply chain also serves a bigger purpose – to guarantee that the watch you're wearing has minimal or no impact on society and the environment, and embodies our responsible ethos."**

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**ALEXANDER WELTE**  
Associate Director Supply Chain



# KNOW-YOUR-SUPPLIER



Nearly 100% of our primary suppliers are based in Switzerland, thereby helping us guarantee that your IWC watch is unequivocally 'Made in Switzerland'. We are proud of our *Probus Scafusia* seal signifying that all our watches are produced right here in Schaffhausen.

Integral to our strategy is our commitment to source exclusively from Swiss suppliers and those in neighbouring countries to craft our watches and accessories.

But to achieve full traceability of the origin of all our watch components and accessories, we must go a step further to identify

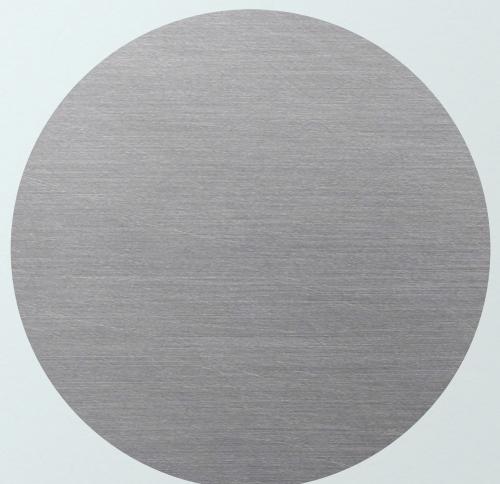
the sub-suppliers who our suppliers work with. We now require all our suppliers to indicate who their suppliers are by using an n-tier management system.

Following the easing of travel restrictions, we resumed our regular visits to suppliers and sub-suppliers to confirm their compliance with our policies, targets and ethics. By developing long-term relationships and partnerships, we facilitate the exchange of best practices throughout our supplier network and provide support towards their continuous improvement.

What is certain is that we don't have any operations or maintain supplier relationships in countries with significant risks or incidents of child labour, forced or compulsory labour.

**STEEL****From where:**

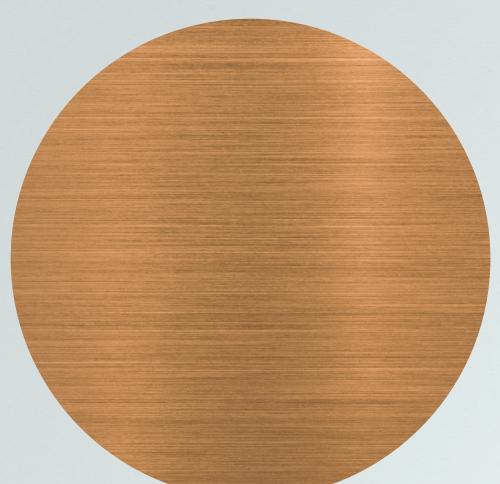
Germany, Austria, France and Japan with a recycling rate of 85%

**TITANIUM****From where:**

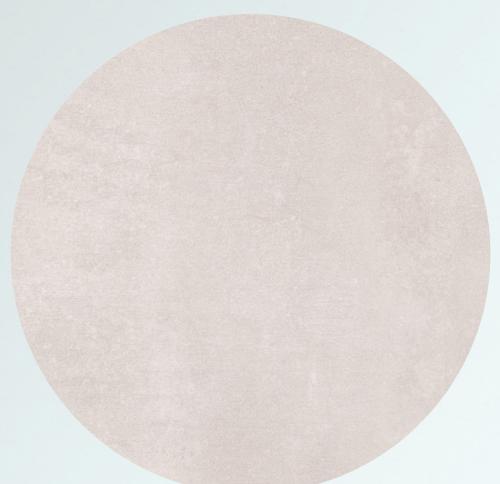
Supplied by a Swiss provider sourced from East Asia

**BRONZE****From where:**

Supplied by a Swiss provider sourced from France

**CERAMICS****From where:**

Raw material from Japan, production of components in Germany

**Policies in place:**

Supplier Code of Conduct, OECD Due Diligence Guidance for Responsible Business Conduct and standard supplier on-boarding process

**CRYSTALS****From where:**

Raw materials sourced from China, France, Japan, Switzerland and the US, production takes place in China, Mauritius and Switzerland and coating applied in China and Switzerland

**CERATANIUM****From where:**

Material sourced from US and processed into bars in Switzerland

**RUBBER****From where:**

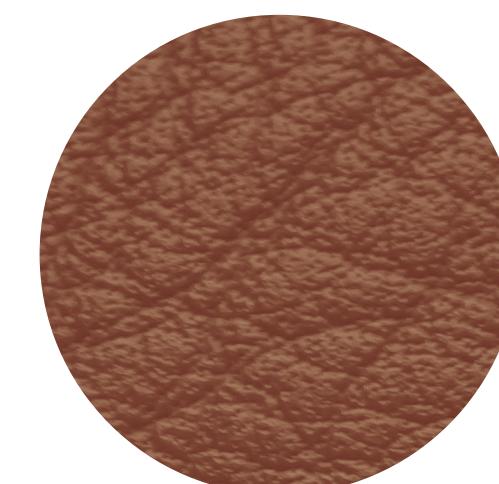
Supplied by a Swiss provider

**ALLIGATOR SKIN****From where:**

Sourced from US

**Policies in place:**

We only work with alligator farms reaching International Crocodilian Farmers' Association ICFA 1001:2019 certification. This guarantees that our alligator leather comes from certified farms that ensure habitat conservation, animal welfare and species preservation.

**CALF SKIN****From where:**

Sourced from Europe, including Switzerland

**Policies in place:**

Calf skin purchased is a by-product of farming and agriculture industries, each calf has a unique ID number collected and stored in a central European database, tracing it back to the exact farm. All suppliers adhere to the Responsible Luxury Initiatives Animal Sourcing Principles based on "five freedoms" aiming to protect animals from cruelty and discomfort.



"How can a company balance short-term performance with long-term impact? Can the two co-exist? Most definitely. We believe that a company's license to operate stems from their ability to integrate environmental and societal considerations into their business model and targets. With this sustainability report we hold ourselves accountable to engineer bolder actions and continue to push forward on meaningful decarbonisation strategies, positive social impact and innovative sustainability solutions.

**Because we answer to all our stakeholders – customers, employees, suppliers, partners and society."**

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**LORENZ BÄRLOCHER**

Chief Financial Officer



## KEEP THE ENERGY FLOWING

In 2020, we set ourselves the target to achieve 100% renewable energy by 2022 with any shortfalls compensated by biogas, a renewable energy source. We've achieved this goal.

The machines in our Manufacturing Centre are powered by 2,200 square metres of solar panels on the roof.



## DOWN TO THE LAST DROP

We are conscious about the water we use; the freshwater we withdraw and consume is primarily used to heat and cool our buildings, for production purposes and general use. We measure every litre we take.

Our water system is circular in that the groundwater used is released in an equal quantity back into the groundwater or our

local rivers, the Gerberbach and Durach. Rainwater is also collected and discharged back into local rivers.

We're also responsible with our waste; chemical wastewater and scrap metals are collected, safely stored and disposed of regularly by a specialised company.



# WHAT'S IN SCOPE?

We continue to track our carbon footprint and calculated our Scope 1, 2 and 3 emissions in our 2020 calendar year. Scope 1 and 2 emissions are related to the greenhouse gas emissions that we produce directly or indirectly, with Scope 3 emissions coming from our broader supply chain.

In September 2022, we'll start a new part of our journey to equalise our carbon footprint with blue carbon and carbon capturing projects<sup>2</sup> as part of our partnership with (R)Forest Project. Starting in November 2022, we will be reforesting over 7,000 square metres of deforested areas near Madrid using the Miyawaki Method. This technique is based on natural reforestation principles using a

mixture of native trees, shrubs and herbaceous plants, and planting in a circular pattern. This pattern encourages rapid growth, increased density and improved biodiversity.

Five hundred trees will be planted in our IWC forest and each one will be capable of removing approximately 20 kilogrammes of carbon dioxide from the atmosphere per year. Calculating conservatively, our forest will remove the CO<sub>2</sub> equivalent of two full-grown African elephants every year. We chose this project because most of the CO<sub>2</sub> emissions we create are in Europe where our production and manufacturing take place, and where most of our suppliers are located.



<sup>2</sup>Projects that help to remove carbon directly from the atmosphere

## GREENHOUSE GAS (GHG) EMISSIONS

| Tonnes                            | CY* 2019     | CY* 2020   | CY* 2021   |
|-----------------------------------|--------------|------------|------------|
| <b>Scope 1</b>                    | <b>365</b>   | <b>263</b> | <b>95</b>  |
| Fuel                              | 22           | 0          | 1          |
| Natural gas                       | 252          | 247        | 18         |
| Own vehicles                      | 91           | 16         | 76         |
| <b>Scope 2</b>                    | <b>23</b>    | <b>0</b>   | <b>0</b>   |
| Electricity                       | 23           | 0          | 0          |
| <b>Scope 3</b>                    | <b>1'192</b> | <b>316</b> | <b>628</b> |
| Business travel (air, road, rail) | 1'009        | 115        | 91         |
| Logistics                         | 111          | 110        | 117        |
| Waste generated in operations     | 72           | 91         | 420        |

\*CY = Calendar year

## BENEATH THE SURFACE

According to the UN Environment Programme, over 700 tonnes of plastic waste is dumped into the Mediterranean Sea each day. Plastic amounts for nearly 100% of its total floating litter and over 50% of that on its seabed.

In September 2022, we'll take part in a mission to collect waste around the Costa Brava region. All collected plastic will be brought to a waste recovery and recycling centre and transformed into yarn. The yarn will be used to weave 250 blankets, which will be donated to Caritas.

Up to 70% of the oxygen in the atmosphere comes from marine plants according to National Geographic. Protecting the plants under the sea and the environment in which they live is vital.

That's why in September, we're embarking on a journey to help restore Costa Brava's underwater ecosystem with *posidonia oceanica*. A marine plant endemic to the Mediterranean, *posidonia* is a seagrass that forms meadows below the water's surface and up to 40 metres deep, providing vital oxygenation to the aquatic ecosystem where more than 400 species of marine plants and more than 1,000 species of marine life feed and reproduce. To be successful in planting a 25m<sup>2</sup> *posidonia* plantation, we're working with scientists, marine biologists and local organisations to understand the conditions needed and to choose the most fertile environment for the underwater seedlings. This includes surveying the seabed in El port de la Selva, ridding the area of any *caulerpa* alga, an invasive seaweed in the Mediterranean, and selecting the right location for our underwater reforestation efforts. Not only does *posidonia oceanica* help prevent beach erosion, but it also absorbs 15 times more CO<sub>2</sub> than a similar sized area of the Amazon rainforest.

# GOOD THINGS COME IN SMALL(ER) PACKAGES

In the luxury watch segment, exquisite and elaborate boxes were seen as an extension of the timepiece itself. Is it even luxury without a museum worthy display case? Thankfully the industry is thinking outside, or rather beyond, the box.

Mechanical watches from IWC are masterworks of craftsmanship. When not worn, they should be stored carefully in a safe place. Careful storage doesn't need to be wasteful. Already in 2019, we reduced our packaging to use 30% less material and 90% less plastic. Did we stop there? Of course not.

Our new packaging is a reusable leather pouch and doubles as a durable travel companion. Weighing in at a svelte 200 grammes, it's 500 grammes lighter than its predecessor.

The leather travel pouch is protected by a 100% recyclable outer cardboard box which includes all documentation. Any residual plastic used for packaging purposes is 100% recycled.

There are no silver linings when it comes to silver ink – we've stopped using it on our packaging in 2019 since it was a challenge to recycle and we've moved to using natural water printing for all our papers.

We will continue to innovate – more outside-the-box thinking – merging functionality with circularity for our next generation of packaging.





"Complex problems need creative solutions. And every day at IWC we rise to the challenge of how to make our products and packaging more innovative, more sustainable and more durable without forsaking quality or aesthetics. Because the decisions we make when it comes to style, function and production need to be taken with longevity and sustainability in mind. For you. For us. For our planet.

**It is immensely gratifying to show with our watches that recycled materials and slimmed down packaging can still be luxurious and of the utmost quality."**

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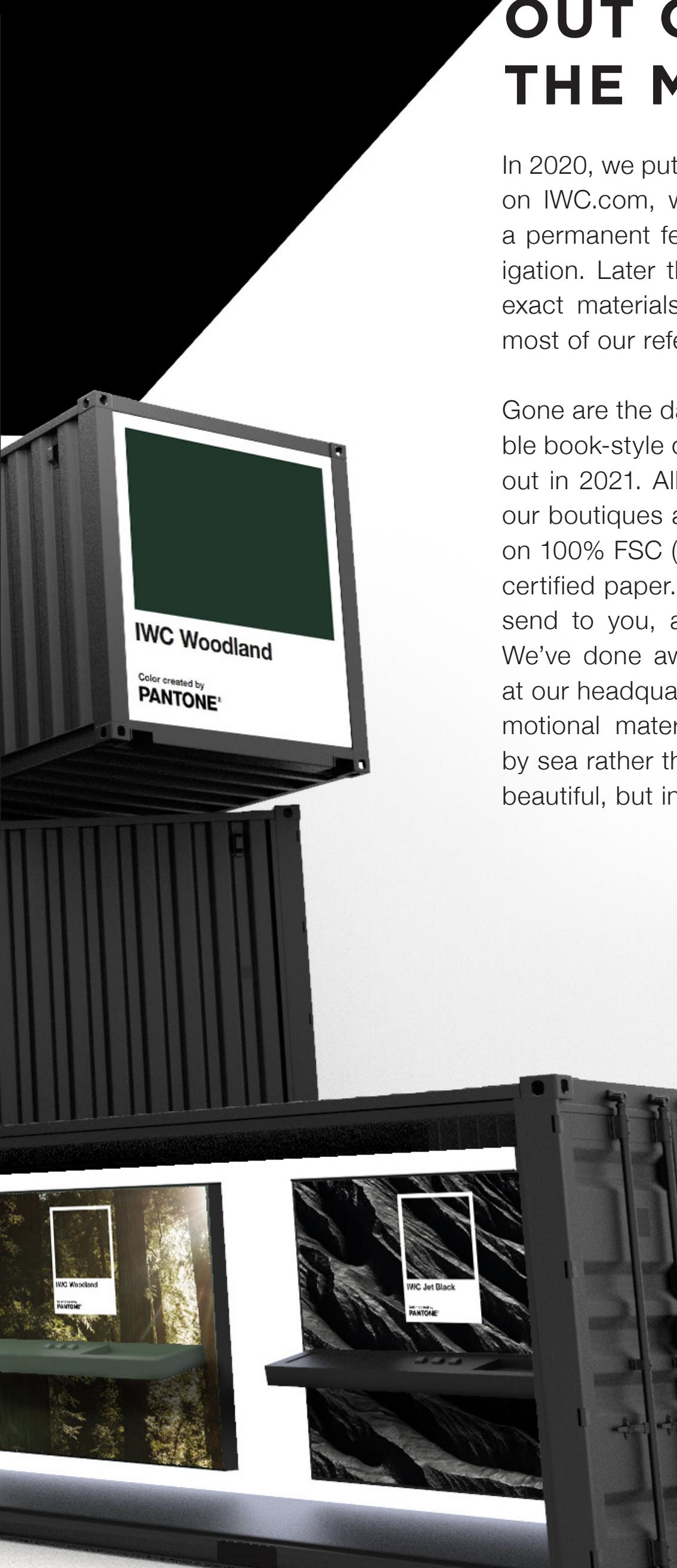
**CHRISTIAN KNOOP**

Chief Design Officer

## OUT ON THE MARKET

**FOLLOWING OUR EXCLUSIVE CONCERT AT WATCHES AND WONDERS IN GENEVA, WE DONATED:**

- 600 square meters (680 kg) of carpet and 80 square meters (240 kg) of dance floor material to **ZOE association**, a French charity that supports families in need in various aspects of their every day life.
- 450 square meters of velum (stretched canvas) and 870 kg of various fabrics including 1200 seat covers to **Les Furtifs**, an association for artistic and cultural activities in the town of Séranon.
- 2.8 tonnes of various medium-density fibreboard (MDF) and wooden panels to **Compagnons Bâtisseurs**, a French association focused on housing renovation for vulnerable populations.



In 2020, we put our journey front and centre on IWC.com, with sustainability becoming a permanent feature on our website's navigation. Later this year, we will include the exact materials used, and their origin, for most of our references on our website.

Gone are the days of the coveted coffee table book-style catalogues, we phased them out in 2021. All point of sales materials for our boutiques around the world are printed on 100% FSC (Forest Stewardship Council) certified paper. Even the birthday cards we send to you, and your watch, each year. We've done away with single use plastics at our headquarters and boutiques. All promotional materials produced are shipped by sea rather than air. We're keeping things beautiful, but in a more responsible way.

We have a sustainable events framework with specific criteria for sourcing and purchasing, energy use and labour, and recycling and transport, including for the trade fairs we exhibit at.

We rent structural elements, fixtures and furnitures, and use road freight to courier our exhibition structures and material.

In March 2022, we developed an emissions calculation tool together with a third party to calculate the emissions generated by an event. Unavoidable material purchases are recycled, offset or donated, as we recently did following Watches and Wonders in April 2022. We're also re-using our modular exhibition set-up from Watches and Wonders for our global roadshows this year so no new ones need to be produced. Do it once and do it well.

## ALL THAT GLITTERS IS GREEN

Our quest to be more sustainable doesn't stop in Schaffhausen. We're spreading our sustainable spirit and ambitions to our boutiques.

In February 2023, we'll have our first LEED certified boutique starting with Shanghai Taikoo Hui, followed by boutiques in Europe and the US, which will be certified throughout 2023 and 2024.

As of September 2024, any new boutique-opening will be LEED compliant and as of January 2025, every new boutique will be LEED certified. We've got standards and our boutiques will too.

# THE FUTURE IS CIRCULAR

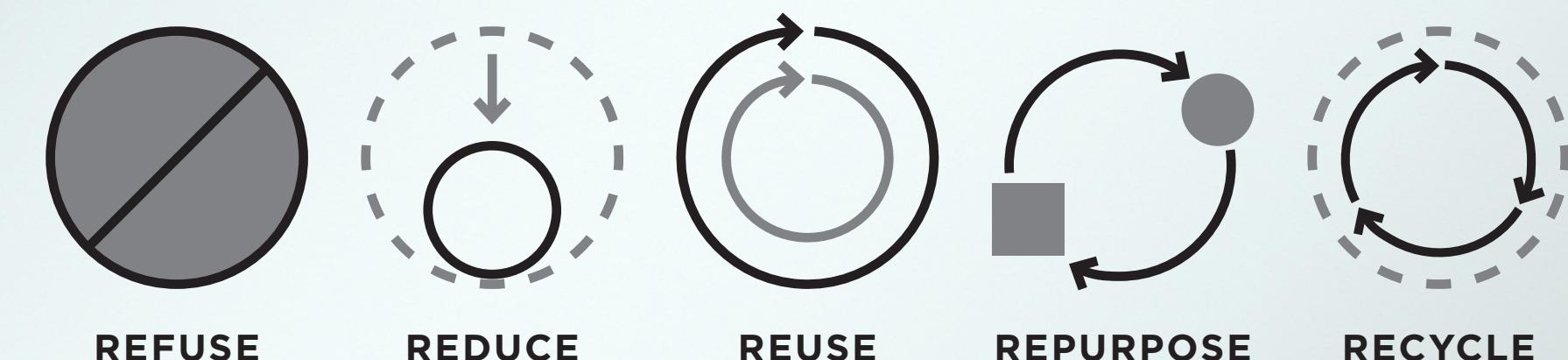
**Recycling often has a negative connotation in the world of luxury where novel is the name of the game. However, recycled does not mean inferior.**

We already use nearly 100% recycled gold in all our production and 85% of the steel we use is recycled. We continuously work with our suppliers to increase the percentage of recycled steel we use without any risks to the quality of our timepieces.

Circularity goes far beyond keeping materials in the production process. And because we're keen for brilliant ideas wherever they're bubbling, we're working with students from École hôtelière de Lausanne (EHL) to discover new ways to integrate circular

models into our day-to-day business. These budding sustainability leaders of tomorrow will be sharing a case study with us that we'll put into action. And you know we'll keep you updated.

Whether we're recycling our materials and packaging, maintaining every IWC watch for eternity or expanding our trade-in service to encourage sustainable consumption, we subscribe to the belief that what goes around comes around.



# THE FUTURE IS SAFER

We use steel when producing a watch, which requires lead. Although lead is not yet on the REACH<sup>3</sup> list of substances of concern it likely will be as of 2026/2027. REACH is a European law regulating chemical substances and standards.

We're currently performing large-scale tests in our Manufacturing Centre to introduce lead-free steel. Although we will likely incur higher costs due to increasing machining times for the lead-free option, it's worth it to reduce the risk for our factory employees and for the environment.



<sup>3</sup>REACH, which stands for Registration, Evaluation, Authorisation and Restriction of Chemicals, is a European Union law regulating chemical substances and their potential impacts on health and the environment.



# PEOPLE

"The great resignation trend is a stark wakeup call to all companies that more needs to be done to attract, recruit and retain employees. And we're listening.

**From supporting our people on their career journeys to fostering a positive environment where each and every one can thrive to providing opportunities to volunteer for charitable causes, we're not only putting meticulous care into the watches we engineer, but also into our company culture and societal impact."**

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**RENÉ BEHR**

Chief People Officer



## ENGINEERING OPPORTUNITIES

We not only care about the longevity of our timepieces and the responsibility of our sourcing. The growth and development, satisfaction and wellbeing, and success and safety of our employees are our top priorities.

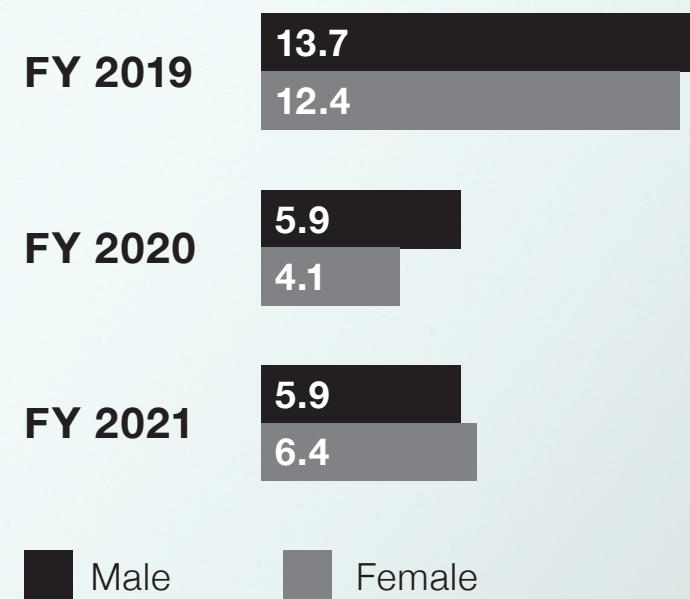
From skilled artisans in our manufacturing centre to business professionals in our headquarters and boutiques to interns and graduates finding out what makes them tick workwise, fostering a collaborative, creative and conscious company is what we do.



## NEVER STOP LEARNING

We have a highly developed continuous learning culture to support our employees to reach their full potential while creating value for IWC. In addition to mandatory onboarding and compliance trainings covering everything from brand, bias, data privacy, ethics and governance upon joining, we offer employees tailored e-learning curricula based on their function and seniority and also support external occupational training and certifications such as master's degrees.

### TRAINING HOURS



## SEAL OF APPROVAL

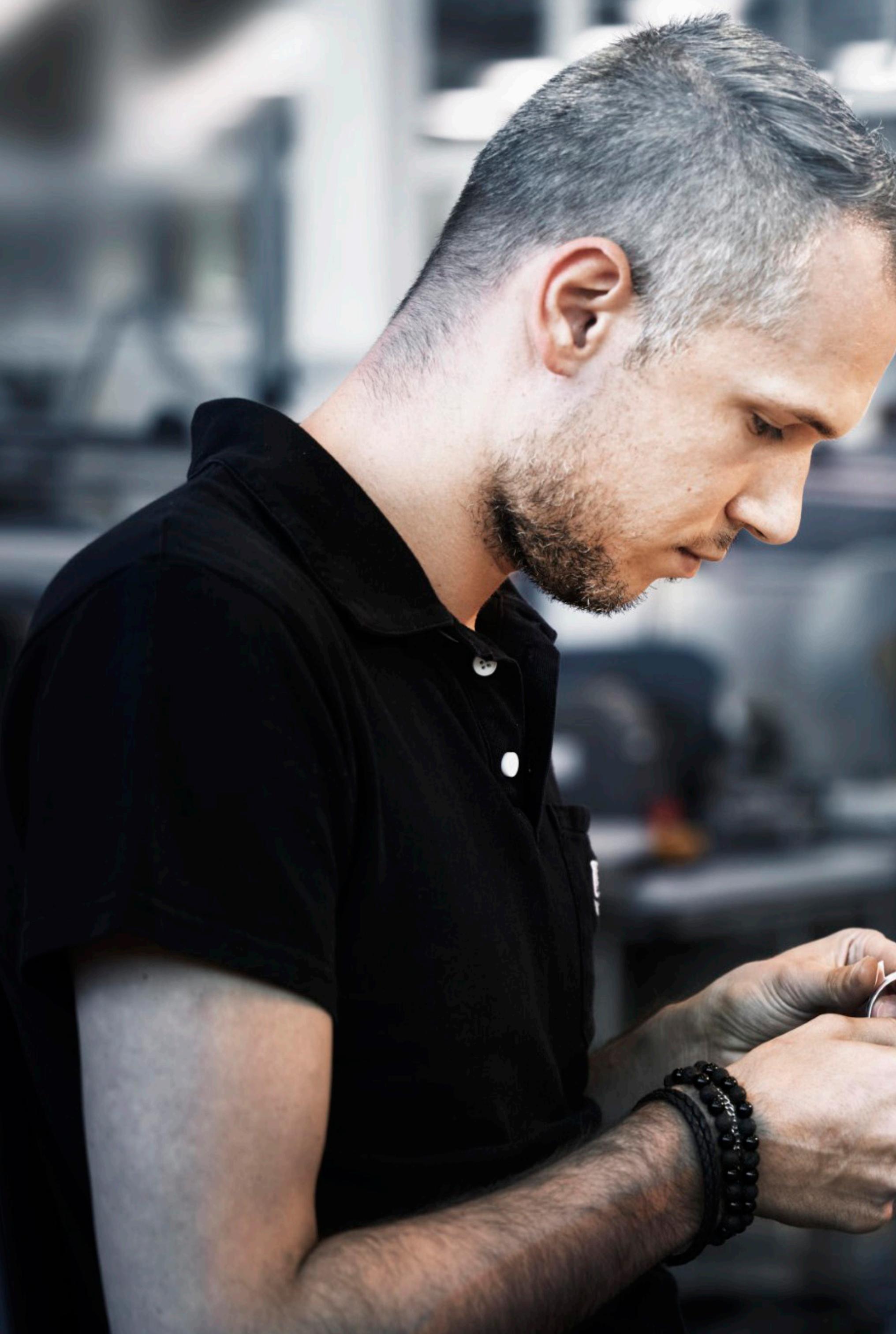
In August 2021, for the second time, we were certified as a Great Place to Work™. Ranked among the Top 10 large companies to work for in Switzerland, we're particularly proud of this accolade. We are the first and only watch company in Switzerland who has achieved this honour. It's based on the Trust Index™, an anonymous survey of all employees that assesses our workplace culture. Overall, 86% of our employees said that IWC is a great place to work.



## FAIR SHARE

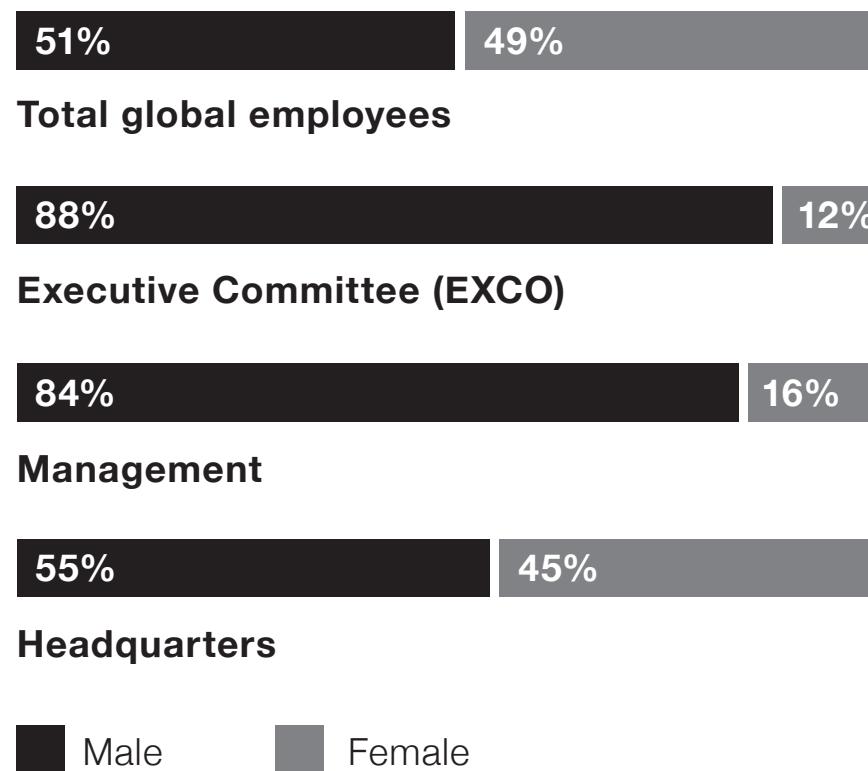
We are committed to equal pay for all. In June 2022, we were EQUAL-SALARY certified for Switzerland which verifies that we pay our employees equally, regardless of gender, for the same job or for a job of the same seniority.





# GROWTH OPPORTUNITIES

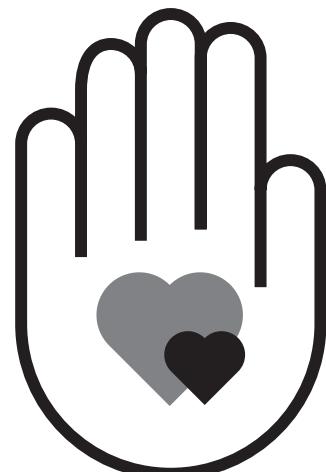
We aim for a diverse workforce at all levels. We ensure equal opportunities for all employees and applicants through fair, unbiased and transparent recruiting and promotion processes. We're always working to improve our practices and policies, one of which is encouraging women to take an active role in their career journey. We continue to work towards our long-term target of increasing female representation in management and senior management positions. Low turnover is a testament to us being a great place to work, but it also means fewer senior positions available for those looking to advance their careers.



## SAFE PAIR OF HANDS

When it comes to the health and safety of our employees, we are fully compliant with all international, national and industry-specific employment standards. We go beyond what is legally required to not only make IWC a great place to work, but somewhere where all our employees can thrive.

We provide a wide range of activities to increase employees' health and wellbeing including mindfulness trainings, yoga, and subsidised on-site massages and traditional Chinese medicine. We are launching our first mental health month in September 2022. Our employees are also supported by WeCaRe (Wellbeing & Care for Richemont Employees), an initiative that provides free, professional and confidential consultation on work-related and private issues.



## ALL-INCLUSIVE EVERY STEP OF THE WAY

Diversity, equality and inclusion are integral parts of our corporate culture. We have a DE&I Council who represents the diversity of our workforce and acts as a sounding board to provide guidance on and endorsement of our DE&I initiatives. They serve as the ears, eyes and voice of the whole IWC family.



## CUSTOMER SATISFACTION

We take care of our employees. We're taking care of our planet. And we care about our customers whether it's their first or fiftieth visit to our boutiques.

When you walk into an IWC boutique, the experience needs to be impeccable and consistent. Our retail staff has a dedicated training curriculum to ensure they provide an elevated customer experience. These

trainings ensure that boutique employees can tell the story of our products from the sketchbook to the shop floor, including our sustainability credentials.

For quality control, we have a mystery shopping programme to manage both products and services. We also proactively request feedback from our clients, to assess customer loyalty and satisfaction.

# PROMISE





“Our watches tell a story. Of time-honoured techniques and cultural heritage. Wearing an IWC watch is a form of self-expression, a tangible testament to one's own personality. We not only want our 150-year history of craftsmanship and innovation encapsulated on your wrist, but also a projection of our ideas and ideals.

**And that is our commitment to engineer precision time-pieces in a responsible and sustainable way. And, our unwavering commitment to transparency so we can be a conscious choice for conscious consumers.”**

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**RICCARDO SOLIANI BRIVIO**

Associate Director Corporate Communications

# DRIVING SOCIETAL CHANGE THROUGH OUR PROMISE TO THE FUTURE

## LAUREUS SPORT FOR GOOD

We succeed when society succeeds. Since 2005, we have been a proud global partner of Laureus Sport for Good.

With the belief that sport is a powerful medium to transform lives and society, the foundation supports more than 250 programmes in over 50 countries with each one addressing at least one of the following six social issues: Health, Education, Women and Girls, Employability, Inclusive Society and Peaceful Community.

In 2006, we started releasing a special limited-edition timepiece for the foundation. In addition to using Laureus's distinct and trademark blue dial in the design, the watch features a unique engraving on the case back. Each year, we organise a drawing competition for children and teenagers under a theme aligned with one of the United Nations Sustainable Development Goals. Young people from Laureus-supported programmes participating in the contest submit artwork that reflects their interpretation of the topic. The winning design is then engraved on the back of the watch.

The winner will also receive a special prize from IWC, while their organisation will receive a donation and a visit from a Laureus Academy member or ambassador.



**270,369**  
**257,372**

Children and young people had access to a safe and inclusive space

**264,488**  
**156,979**

Children and young people gained relevant life, social and/or vocational skills

**39,722**  
**45,979**

Young people accessed opportunities for work experience or internships or accessed training and employment

**98,354**  
**36,333**

Children and young people improved attendance, engagement, and/or retention in education

**97,960**  
**72,878**

Children and young people became less socially isolated

**102,302**  
**86,481**

Children and young people gained confidence, emotional balance and resilience in the face of difficulties

**45,935**  
**47,406**

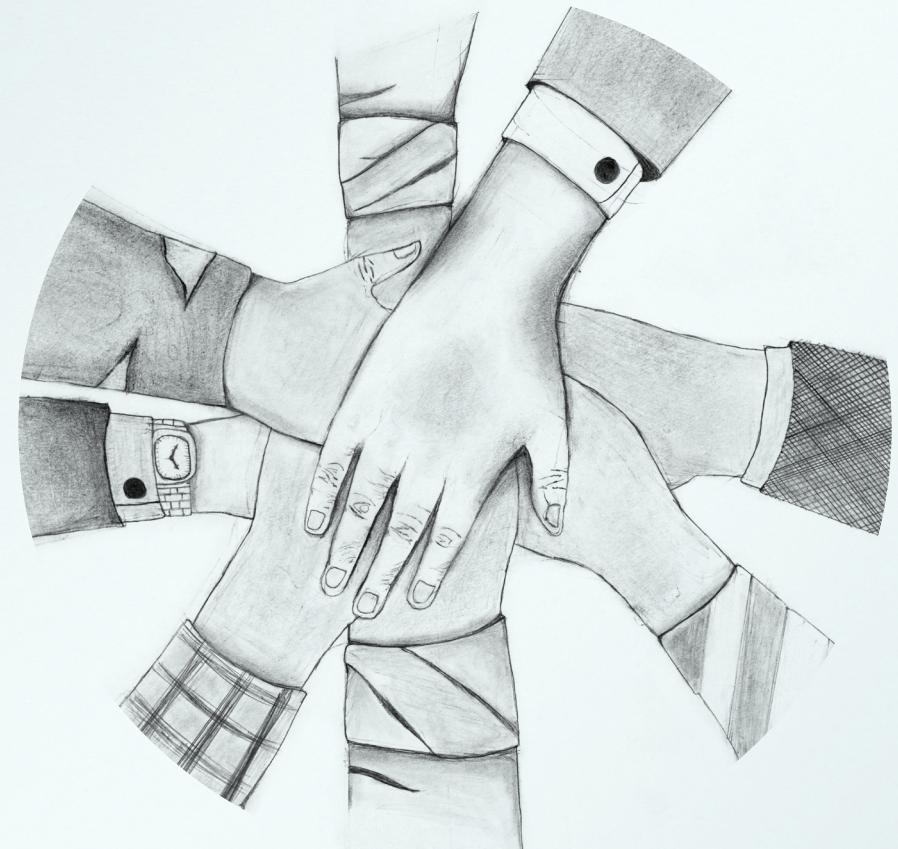
Children and young people from vulnerable and marginalised groups reported increased trust with people from different backgrounds

**58,641**  
**72,178**

Children and young people increased their sense of belonging

■ 2021

■ 2020



For the 2022 Laureus World Sports Awards in Seville, Spain, IWC unveiled the Portofino Chronograph 39 Edition. Limited to 1,000 pieces, it features Laureus's signature blue.

The engraving on the case back depicts hands united together as equals and was created by 15-year-old Jatin Malhan.

Jatin is a goalkeeper for the Youth Football Club Rurka Kalan in the Jalandhar district of Punjab, India. The programme he took part in empowers and inspires young people to drive change in their communities by promoting tolerance, community spirit and gender equality.



For the 2021 Laureus World Sports Awards in Berlin, Germany we unveiled Pilot's Watch Automatic Edition. Limited to 750 pieces, it featured the trademark Laureus blue and, for the first time, a blue ceramic case.

The engraving on the case back, entitled "Vivir en Armonía" (Living in Peace), was created by 12-year-old Melissa Mejía Castilla from Colombia.

She participates in activities organised by Fundación Colombianitos - an organisation that, among other things, promotes gender equality through sport.





## THE CHILDREN ARE OUR FUTURE



Over 420 million children worldwide are growing up amidst war and armed conflict. Together with Save the Children, the leading children's rights organisation, we are offering our support.

We raised money to, for example, provide shelter and food for the most disadvantaged children and also families forced to flee their homes. Half of the amount was donated by us with the remaining amount contributed by our colleagues globally. With this amount, Save the Children was, for example, able to:

- Set up child and adolescent friendly spaces for children to feel safe
- Provide online psychological support sessions for children
- Provide child protection services for unaccompanied and separated children

Of the registered refugees currently in Switzerland, an estimated 50% are children. As part of our corporate volunteering scheme, we organised opportunities for our employees to support Save the Children efforts in Switzerland. As the demand for help and influx of refugees increases, we will adapt the volunteering possibilities accordingly.

## OUT OF THIS WORLD

One of the aims of Inspiration4 mission in September 2021 was to raise awareness and donations for St. Jude Children's Research Hospital.

We created four special edition Pilot's Watch Chronograph with each watch featuring a unique engraving including the name and mission value of each of the four crew members.

Commander Jared Isaacman went with "Leadership," Sian Proctor chose "Prosperity," Chris Sembroski opted for "Generosity," and Hayley Arceneaux, herself a paediatric cancer survivor picked "Hope."

The special edition Pilot's Watches were auctioned off to support St. Jude's.

And we're continuing our efforts. We will support future endeavours with the Polaris Dawn mission, the first of three human spaceflights planned as part of the Polaris programme. Polaris Dawn will conduct scientific research to improve life on Earth and these civilian space exploration initiatives will also raise funds for the vital work of St. Jude Children's Research Hospital.



# THE FUTURE OF MOBILITY

Our approach to watchmaking is about mastering the seemingly impossible. We've learned a thing or two over the past 150 years when it comes to precision engineering, pushing the limits and doing so sustainably. We're known for our manufacturing expertise. And not just in the watch industry.

We're helping our partners, Airspeeder and Boom Supersonic as they redefine the future of mobility in a sustainable way.

With its electric flying cars, Airspeeder is aiming to accelerate the shift towards more sustainable clean-air mobility technologies, eventually transforming aerial passenger transport, logistics and medical applications.

Boom Supersonic is redefining commercial air travel. Their historic airliner, Overture, will be net-zero carbon and capable of flying on 100% sustainable aviation fuels (SAF) at twice the speed of today's fastest passenger jets.

As both companies ramp up their production facilities, we're sharing our best practices in sustainable manufacturing. Our Manufakturzentrum (Manufacturing Centre) is an award-winning production facility that integrates many elements of responsible production that we've perfected over the years.

## TIME WELL SHARED

We launched TIME WELL SHARED during the height of the Covid-19 pandemic. It was our way of demonstrating that we were there for one another.

Through this initiative, our colleagues, brand ambassadors and partners shared their time, experience and passion through inspirational online speeches, lectures and webinars. The aim was to motivate people to make the most of their time, and entertain and support them by keeping them connected and engaged. Contributors included legendary watchmaker and IWC Perpetual Calendar inventor, Kurt Klaus, our brand ambassadors Tom Brady, Fabian Cancellara, David Coulthard and Maro Engel and partners such as Mercedes-AMG Petronas Formula 1, Tottenham Hotspurs, Laureus Sport for Good, Antoine de Saint Exupéry Youth Foundation, Solaris Yachts and Orlebar Brown.

All virtual events featured a donation button, allowing listeners to make a voluntary donation to Save the Children, and we were the first to do so.



## APPROACH TO THE REPORT

Environmental data is collected per calendar year rather than fiscal year thereby aligning IWC's reporting with that of the Richemont Group. All non-financial data is first checked by our Finance department and then disclosed to Richemont, in addition to financial performance. Our climate performance is reported in Swiss Francs (CHF) internally with reporting to Richemont done in Euros (EUR).

## REPORTING PERIOD

This report focuses on activities undertaken during the last two years (1 April 2020 – 31 March 2022).

## REPORTING STANDARDS

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards.

You can find an overview of our detailed disclosures in our GRI Disclosures & Index section.

## DATE OF PUBLICATION

26 July 2022

For enquiries regarding this report, please contact [sustainability@iwc.com](mailto:sustainability@iwc.com)

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