

Movado Group Materials and Animal Welfare Policy

Effective: December 1, 2020

Movado Group watches, jewelry, accessories and other products are made using gold and other precious metals, diamonds and other gemstones, leathers and skins, and other materials. Movado Group aims to source these materials in a humane, ethical, and responsible manner and to incorporate sustainability into its product designs.

Movado Group is committed to meeting or exceeding all laws, conventions, and regulations relevant to its materials sourcing and to following global guidance, including:

- Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act;
- The United States Patriot Act and United Nations regulations relating to “conflict diamonds”;
- The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES);
- The European Commission Wildlife Trade Regulations;
- The Endangered Species Act (United States); and
- The State of California (United States) Penal Code section 653o regarding certain endangered species.

Gold and other conflicts minerals

Movado Group is committed to using “conflict free” gold, metals, and minerals that have been responsibly sourced. Among other things, Movado Group requires its finished goods suppliers and their sub-suppliers (i) to adhere to the Movado Group [Vendor Code of Conduct](#), including the Movado Group Supply Chain [Conflicts Minerals Policy](#) and the Movado Group Supply Chain [Policy Regarding Gold](#); and (ii) to certify that no products have been made using gold and precious metals that are known to have been sourced from mining operations that fail to adhere to socially and environmentally responsible criteria.

Diamonds and other gemstones

Movado Group is committed to sourcing “conflict free” diamonds and precious gemstones that have been sourced from mining operations that adhere to socially and environmentally responsible criteria. Movado Group finished goods suppliers and their sub-suppliers are required to certify that (i) they have complied with all applicable laws, rules, and regulations; (ii) that materials have been sourced from mining operations that adhere to socially and environmentally responsible criteria; and (iii) all products are properly marked with any applicable quality marks and country of origin markings.

Exotic Skins

Effective June 2019, Movado Group stopped designing and manufacturing new products using exotic skins. Prior to June 2019, Movado Group did not source exotic skins from any endangered or threatened species, as defined by the International Union for Conservation of nature and Natural Resources (IUCN) in its red list, and it will continue to abide by these guidelines.

Leather and Leather Alternatives

Movado Group is working with its suppliers and sub-suppliers to source leather that is a by-product of the meat industry. In addition, Movado Group offers non-leather watch bracelets and straps, including vegan (plant-based) straps. Movado Group aims to continue exploring other commercially viable substitutes to animal-based materials.

Watch Batteries

Movado Group offers automatic (no battery) product lines, has introduced solar powered watches, and aims to continue exploring other energy alternatives. Watch batteries are recycled; also, silver oxide is removed from batteries for re-use. Movado Group watch batteries do not contain mercury.

Extension of Product Life

Movado Group makes luxury watches with timeless designs that can be passed from one generation to the next. Movado Group's luxury and fashion watches come with a warranty, and Movado Group has established a global network of authorized repair facilities. In addition, Movado Group has implemented programs to reuse, repurpose and/or recycle batteries and other component parts.

This Policy was approved by Movado Group's Board of Directors and Chief Executive Officer on November 19, 2020.