

# TIME TO DO THE RIGHT THING

CORPORATE SOCIAL RESPONSIBILITY REPORT 2025

SEKONDA

LIMIT  
1912

Accurist  
LONDON



Time Products (UK) Limited



SEKONDA

PRODUCT

PLANET

PEOPLE

LIMIT  
1912

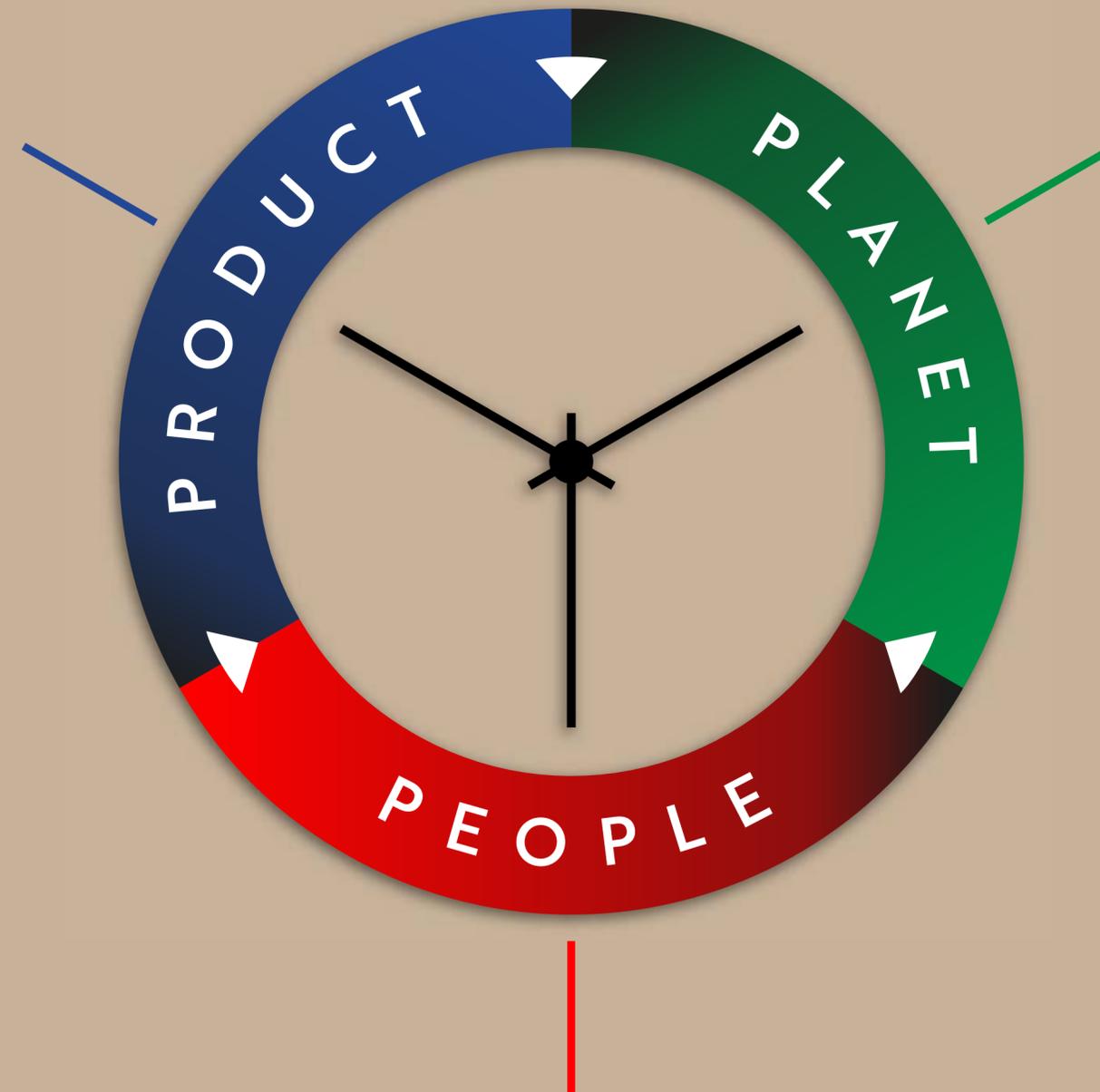
Accurist  
LONDON



We care about our products, our people and the planet, so we're taking time to do the right thing. Every action we take to become more socially responsible is a demonstration of our commitment across these three pillars. We know there will always be more to do but we're ready for all the challenges and opportunities that lie ahead, and to share that journey with you.

# OUR LONG-TERM COMMITMENTS TO OUR PRODUCTS, PLANET AND PEOPLE

To prioritise quality, longevity and eco-innovation in the development and manufacture of all our watches and packaging.



From our materials to our transportation, energy sources and waste management, we will make planet conscious choices.

To care about the communities we work alongside and within. Pursuing diversity and inclusivity and investing in the wellbeing of all our people.

WE CARE  
ABOUT  
WATCHES



# GUARANTEE

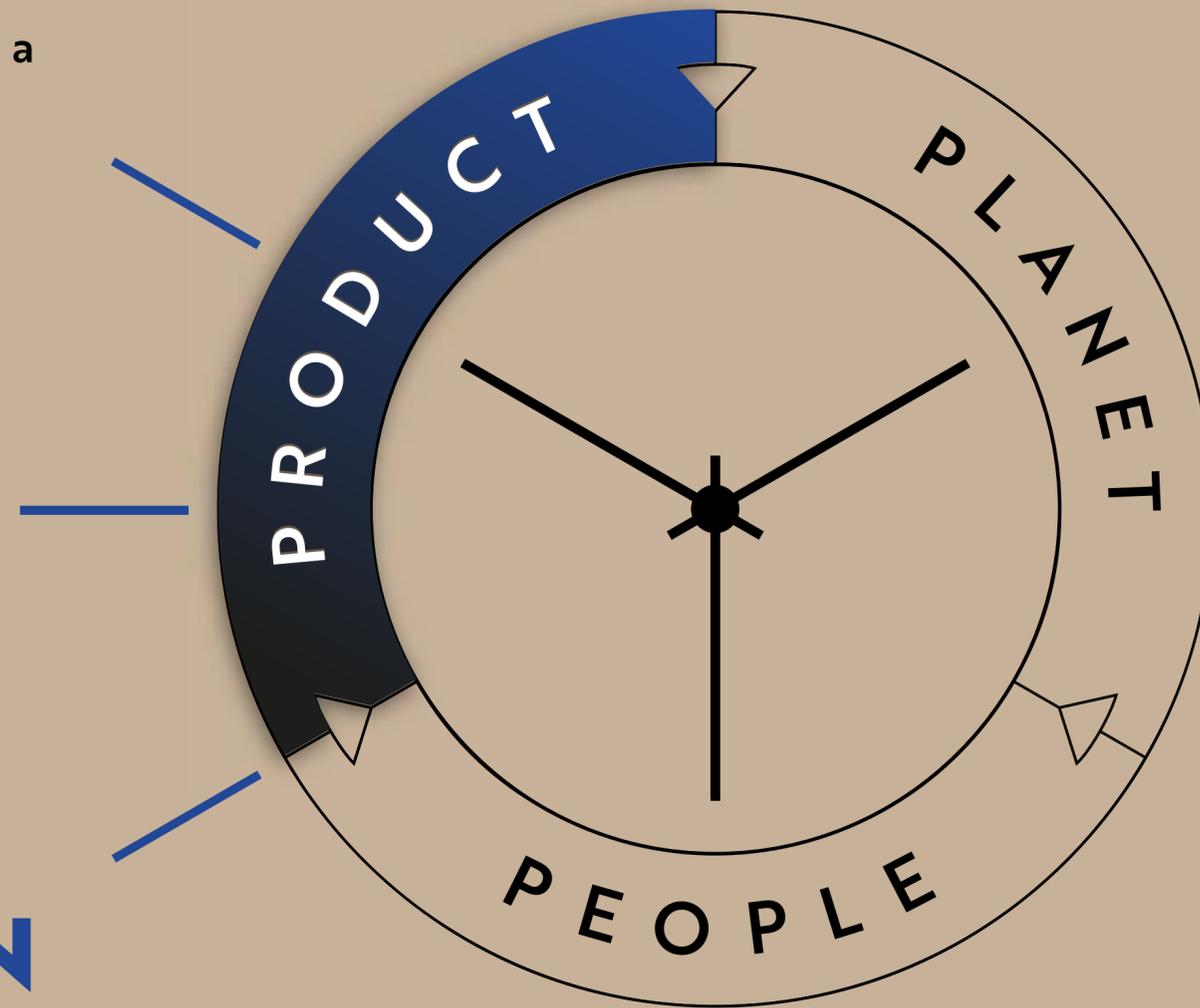
All watches come with a  
2 or 5-year guarantee

Increased our watch  
battery life from

**3 TO 5  
YEARS**

**1 MILLION**

plastic boxes saved each year  
due to development of a  
re-usable watch pouch.

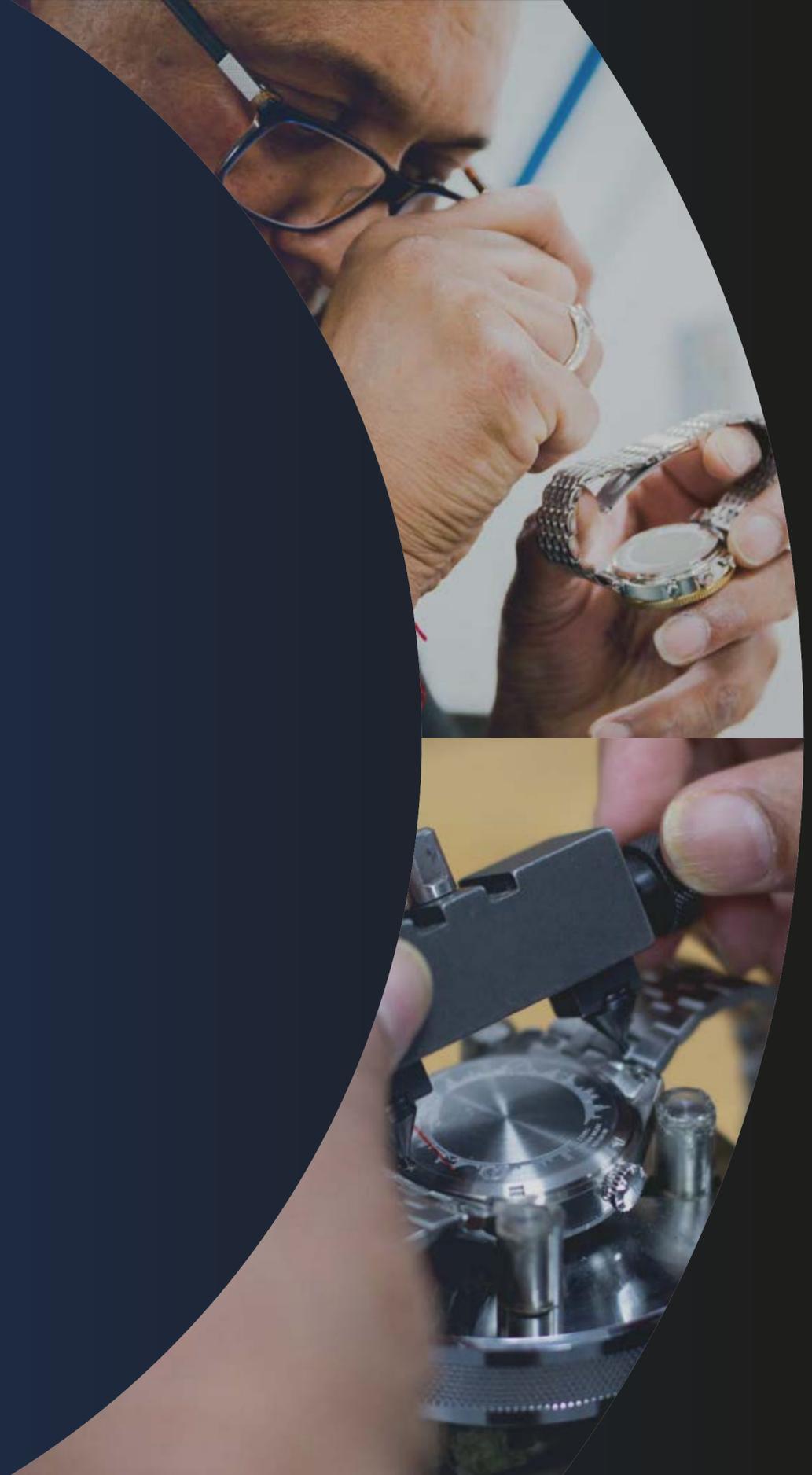


## OUR PRODUCTS

IN PRIORITISING QUALITY, LONGEVITY AND ECO-INNOVATION IN THE DEVELOPMENT OF OUR PRODUCTS WE ARE MAKING PROGRESS IN THE FOLLOWING WAYS:

### Commitment to Quality & Longevity

- Both Sekonda and Limit offer a 2-year guarantee, while Accurist provides an extended 5-year guarantee. These commitments are supported by a dedicated service team of watchmakers and material experts who can repair our watches using components from our extensive archives.
- We use high-precision Japanese movements across all three brands, designed for long-term accuracy and reliability. Accurist watches, in particular, are crafted with high-quality 316L stainless steel cases and bracelets, along with scratch-resistant sapphire crystal glass, ensuring long-lasting superior durability.

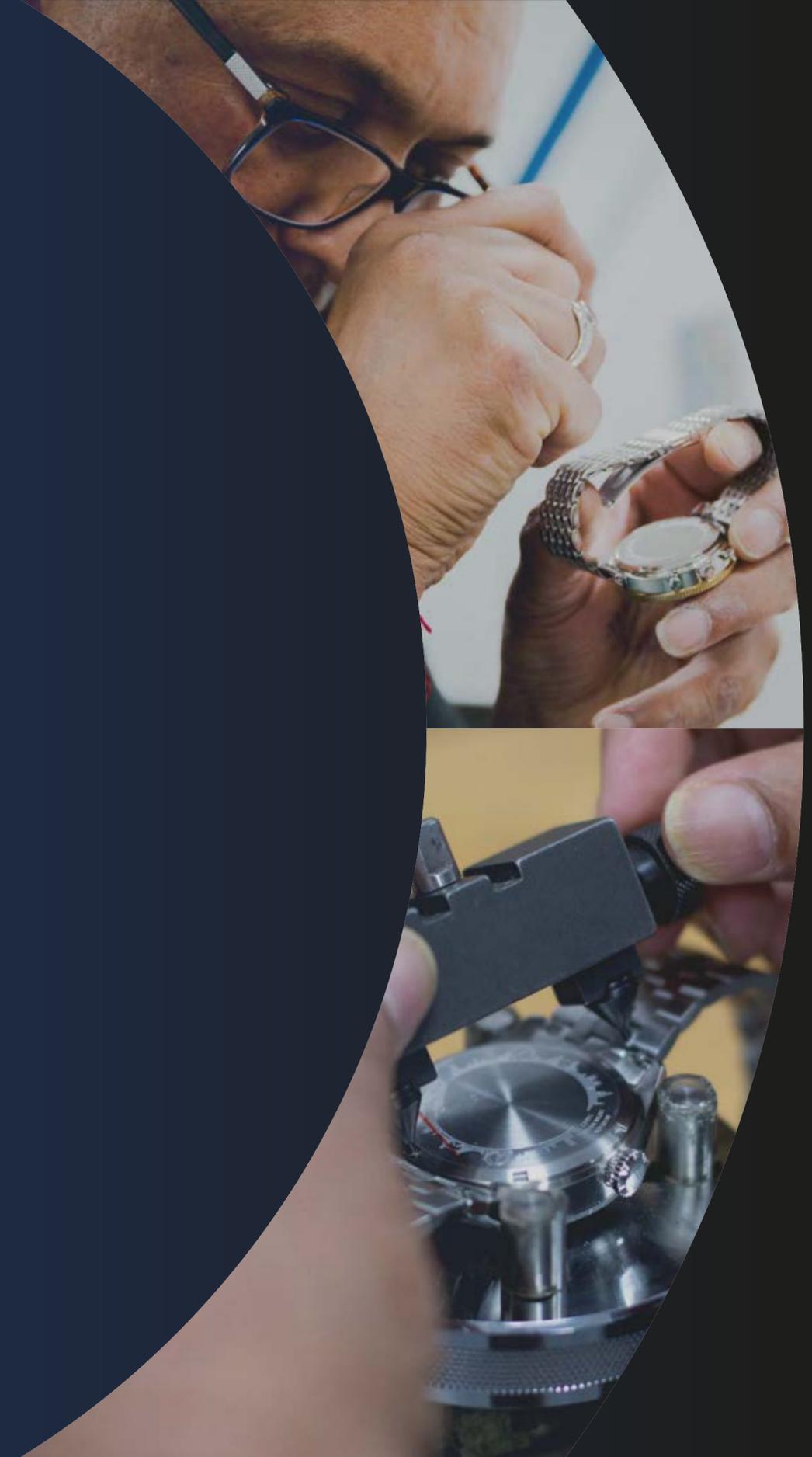


## Upholding the Highest Standards

- Upholding strict quality standards by requiring all suppliers and our internal Quality Control Team to comply with our regularly reviewed Quality Assurance manual, aligning with Time Products' standards.
- We continue to collaborate closely with the Birmingham Assay Office and ARC to uphold full compliance with UK, EU, and global certification standards, including REACH, RoHS, CITES, and Rees's Law.
- Ensuring all our diamonds meet the Kimberley Process standards, guaranteeing they are conflict-free. We also collaborate with suppliers to responsibly source precious materials such as mother of pearl, onyx, malachite, and rose quartz.

## Innovative Sustainable Initiatives

- Since May 2023, all our watches have been equipped with battery consumption stoppers, which prevents battery usage until activated by the end consumer. This innovation has extended battery life from 3 years to 5 years, significantly enhancing product lifespan and reducing battery waste.
- Expanding our range with eco-friendly Solar and Automatic watches that operate without batteries, this helps to reduce the environmental impact of batteries while delivering long-lasting power through light or motion.



## Reducing Waste & Plastic Usage

- Reducing plastic use by 26 tonnes in 2024 and transitioning to reusable, 100% recyclable, or FSC-certified materials.
- Introducing a reusable watch pouch for Sekonda, eliminating over 1 million plastic boxes annually, and redesigning Accurist packaging into a reusable luxury watch roll.

## Long-Term Smartwatch Support

- Providing continuous software updates for our smartwatches, ensuring support for a minimum of six years.



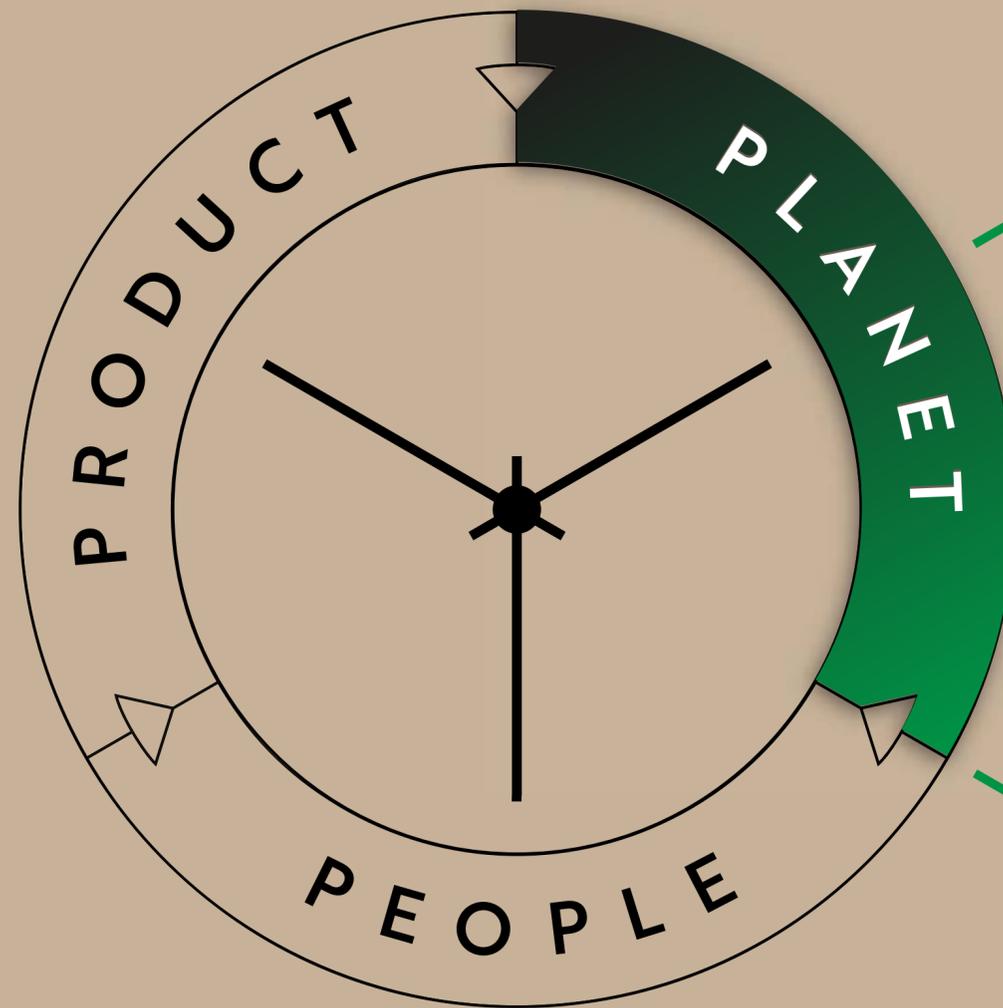
## IN PURSUING OUR FUTURE GOALS WE ARE PLANNING TO:

- **Plastic Reduction:** Continue to minimise plastic use by further reducing our packaging options by 2026.
- **Reusable Packaging Expansion:** Broaden our reusable packaging solutions, ensuring that all Sekonda retail partners transition to these eco-friendly alternatives.
- **Sustainable Collections:** Launch a new collection crafted from sustainable materials, including recycled plastics in 2026.





WE CARE  
ABOUT  
THE PLANET



**97.6%**

of total waste across our whole facility is recycled

**80%**

reduction in road emissions through reduction of non-electric mileage

**50kg**

recycled used quartz analogue batteries in 2024

## OUR PLANET

IN MAKING PLANET CONSCIOUS CHOICES AND WORKING TOWARDS A MORE SUSTAINABLE FUTURE, WE HAVE MADE PROGRESS BY:

### RECYCLING

- **Sustainable Inbound Packaging:** Ensuring 100% of inbound stock arrives in recycled cardboard or recycled plastic trays, aligning with the Extended Producer Responsibility guidelines and reducing waste packaging to less than 50 tonnes per year.
- **Minimising Waste:** Eliminating unnecessary bulk packaging and maximising reuse – 90% of stock shipments to our partners now utilise recycled or reused outer materials.
- **Maximising Recycling Efforts:** Achieving a 97.6% total waste recycling rate across all our facilities, ensuring almost all materials are reused or responsibly disposed of.
- **Battery Recycling Initiative:** Recycling 50kg of used quartz analogue batteries in 2024, ensuring active ingredients are safely managed to prevent environmental harm.



## TRANSPORTATIONS

- **EU Warehouse Expansion:** Opening a new EU warehouse in 2023, reducing road emissions by 80% while improving efficiency and reducing our carbon footprint.
- **Sustainable Last-Mile Deliveries:** Partnering with DPD and Royal Mail for UK deliveries, saving 617kg of CO<sub>2</sub> with DPD and 9,300kg of CO<sub>2</sub> with Royal Mail in 2024 alone.
- **Transitioning to Electric Vehicles:** Converting our fleet to fully electric cars, eliminating over 300,000 miles of diesel usage in 2024.
- **Improving Trade Materials:** Prioritising sea freight for transporting trade materials and investing in durable product display stands designed to last 5 to 8 years.
- **Reducing Air Travel Emissions:** Minimising overseas travel to our Far East suppliers by relying on video calls and email, cutting air miles by 50% over the past 5 years.



## IN PURSUING OUR FUTURE GOALS WE ARE PLANNING TO:

- **Optimise Final-Mile Deliveries:** Continuously evaluate ways to enhance the efficiency of transporting our goods through our final-mile partners, Royal Mail and DPD. Both partners are targeting Net Zero (90% CO<sub>2</sub> reduction) by 2040, and we remain on track to contribute to this goal.
- **Increase Recycled & Reused Packaging:** Commit to a 10% increase in recycled or reused outer shipping materials by end of March 2026, further reducing waste and minimising our environmental impact.





WE CARE ABOUT PEOPLE

**OVER  
150 HOURS**

volunteered at  
Leicestershire Cares



**£10,000**

raised for charities like  
Children in Need, Alzheimer's  
Society, and Breast Cancer UK

**72% HIGHLY  
ENGAGED  
EMPLOYEES**

exceeding the 50% national benchmark

# OUR PEOPLE

IN PURSUING DIVERSITY AND INCLUSIVITY, AND INVESTING IN THE WELLBEING OF OUR PEOPLE, WE HAVE MADE PROGRESS IN THE FOLLOWING WAYS:

## EMPLOYEE INITIATIVES

### Diversity, Equity & Inclusion

- At the management level, the gender split is nearly balanced with women representing 54% and men comprising 46%.
- Ensuring individuals with disabilities have equal opportunities through accessible facilities and flexible working arrangements.
- Upholding an inclusive workplace with a comprehensive code of conduct in our staff handbook, ensuring a safe environment free from harassment and bullying.



## Employee Wellbeing & Support

- Access to BHSF Rise and the "Connect" app, providing employees with access to GP consultations, 24/7 counselling, fitness discounts, and other wellbeing resources.
- Prioritising employee engagement, with Gallup survey scores consistently above 72%, exceeding the 50% benchmark and UK average—reflecting a positive, high-performing, and motivated workplace.

## Health, Safety & Compliance

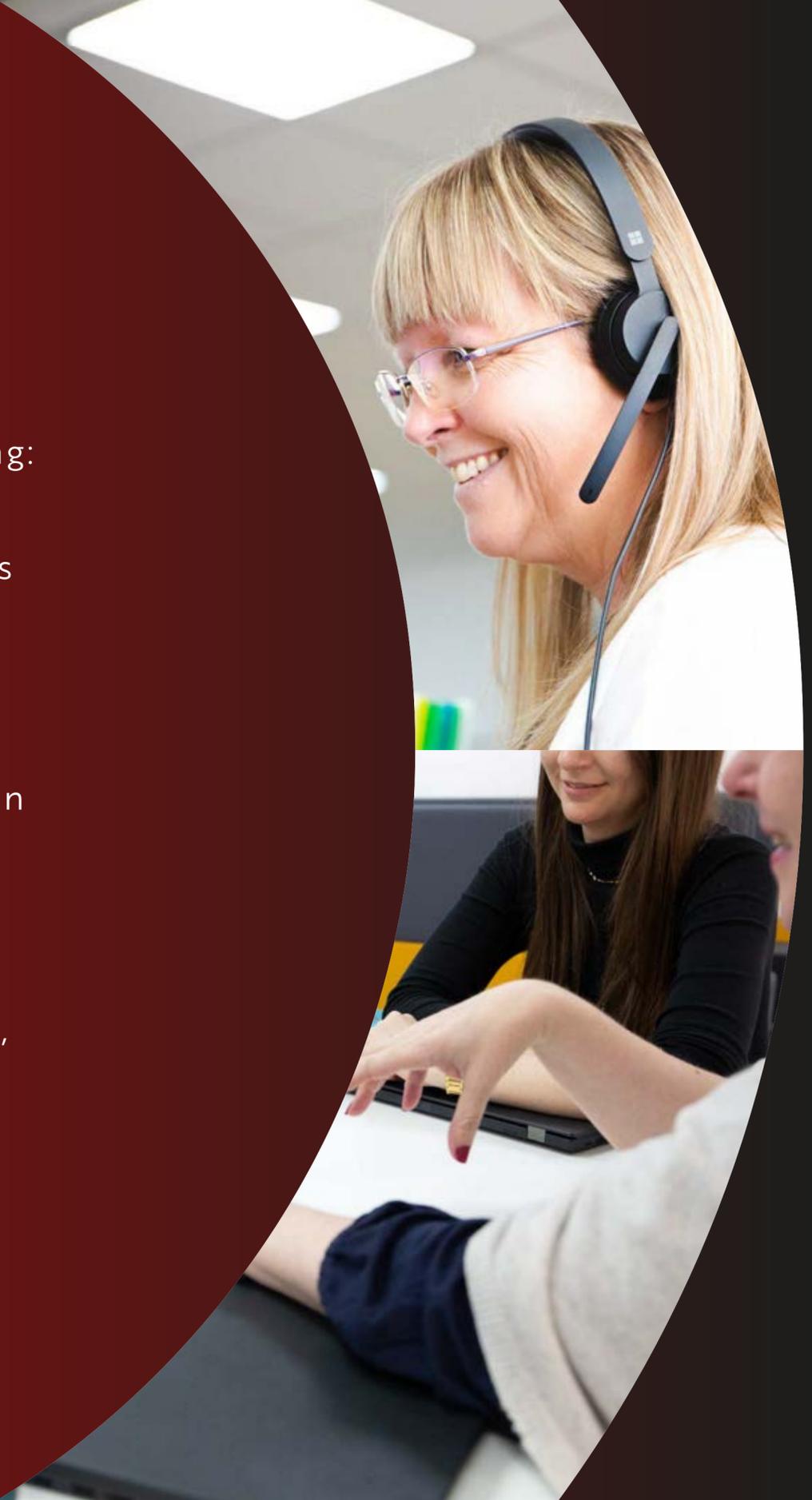
- Continuously improving safety compliance, achieving a 96.7% score in our annual Croner Health & Safety external audit.
- Maintaining strong policies that uphold ethical and responsible business practices, including; Child Labour Policy, Slave Trade Policy, Ethnic Diversity Policy, Gender Diversity Policy, Disability Policy, Equality Policies, Mental Health Policy, Health & Safety Policy.



## CHARITY

We are proud to partner with Leicestershire Cares, a local charity that connects businesses, communities, and young people. Over the past three years, our team has dedicated over 150 volunteer hours to support meaningful initiatives, including:

- **Donations:** Contributing to the Leicestershire Cares' "Bags of Hope" campaign where over 1000 bags were donated to disadvantaged and vulnerable individuals and families across the city and county.
- **Homelessness Support:** Participating in Leicestershire Cares' "Making Moves" campaign, collecting donations for young people facing homelessness.
- **Education & Mentorship:** Volunteering time and expertise to support initiatives in local schools.
- **Community Support:** Assisting with Christmas and seasonal celebrations at a community centre.
- **Charity Fundraising:** Raising over £10k for charities including Leicestershire Care, Children in Need, Alzheimer's Society, and Breast Cancer UK through events like sample sales, cake sales, and raffles.



## IN PURSUING OUR FUTURE GOALS WE ARE PLANNING TO:

- **Sustain Community Engagement:** Continue our partnership with Leicestershire Cares and support additional charities by dedicating a minimum of 100 volunteer hours per year.
- **Enhance Transparency:** Formally publish all key policies, reinforcing our commitment to openness, accountability, and responsible business practices by 2026.
- **Increase Charitable Donations:** Double the amount of money we raised for charity from £10,000 to £20,000 by March 2026.





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# THANK YOU

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