



RJC Code of Practices Review – Public Summary

Comment Period: 27 June 2012 to 10 September 2012

Comment, submissions and inquiries welcome: Please contact

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1. Purpose

The RJC is revising the Code of Practices (COP), the standard against which all RJC Members must demonstrate independently verified conformance to achieve Certification. This paper outlines the proposed process, scope and timelines for the first formal review of the COP and seeks input from all interested stakeholders.

2. Background

The RJC formally launched its Certification system for responsible business practices in the gold and diamond jewellery supply chain in December 2009. Certification is against the RJC Code of Practices, an internationally-applicable standard, with conformance verified through independent, third party auditing. Certification is granted for 3 years if no major non-conformances; or for 1 year with corrective action plans approved by the auditors where improvement can be achieved.

RJC became a full ISEAL Member in June 2012. ISEAL Members are committed to creating solid and credible standard systems that give business, governments and consumers the ability to choose partners and products that are grounded in ethical practices.

3. RJC Code of Practices - Objectives

The Code of Practices is the cornerstone of RJC's Certification program and sets standards for responsible business practices for companies in the jewellery supply chain. These companies operate in a wide range of sectors – from mining through to retail – and in a wide range of geographies. They include small, medium and large businesses. Any business in the gold, diamond or platinum group metals jewellery supply chain is welcome to join the RJC and seek Certification against the RJC Code of Practices.

The scope of the Code of Practices addresses:

- Business Ethics: upholding ethical business practices
- Human Rights and Social Performance: upholding fundamental human rights, treating workers and communities fairly and with respect, encouraging a diverse workforce, and providing a safe working environment.
- Environmental Performance: promoting efficient use of resources and energy, protecting biodiversity and reducing and preventing pollution.
- Management Systems: complying with Applicable Law, assessing impacts and benefits, establishing policy and plans, and managing business Risks including Contractors, Suppliers and Partners.

The RJC management team supports the Standards and Certification program by coordinating standards development processes, carrying out capacity-building and training for implementing businesses and auditors, managing the certification program and monitoring and evaluating impacts.

4. Review Objectives and Scope

The RJC undertook to review the Code of Practices in 2012, 3 years after its publication. The objectives of the Review are to update the Code of Practices, supporting documents and training. The review scope will include:

- **Application**: Formally include Platinum Group Metals in the Code of Practices and increase clarity of applicability to laboratory-grown diamonds.
- **Implementation experience**: Address questions/issues regarding interpretation of the Code of Practices that have arisen during the implementation of RJC Member Certification.
- **Key topics**: Continue multi-stakeholder engagement on key mining issues, including mercury, Indigenous Peoples, and mining in conflict zones, as well as address other topics identified by stakeholders.

5. RJC Standards Development process

The RJC aims to conduct standard setting in conformance with the ISEAL Code of Good Practice for Setting Social and Environmental Standards. RJC's procedures for standards development is outlined at: <http://www.responsiblejewellery.com/standards-development/>

The RJC has a multi-stakeholder Standards Committee which will aim to build consensus on proposed revisions, based on wide stakeholder input. The Standards Committee comprises expertise from across the jewellery supply chain, NGOs, related standards organisations, auditors, and topic specialists. A list of Standards Committee participants can be found at: <http://www.responsiblejewellery.com/files/RJC-Standards-Committee-2012-incl-bios.pdf>

Figure 1 below outlines the proposed timeline for the Code of Practices revision. The target conclusion date is October / November 2013.

Figure 1 – Proposed Code of Practices revision timeline



6. Issues and Topics identified for Review

RJC has logged issues and comments received since the publication of the Code of Practices in 2009. These and other issues identified by RJC have been summarised into the following proposed review areas. RJC seeks comments on the review areas, whether any should be added, and which ones should receive priority attention during the review. Submissions and published reports and other references on key issues are also welcome.

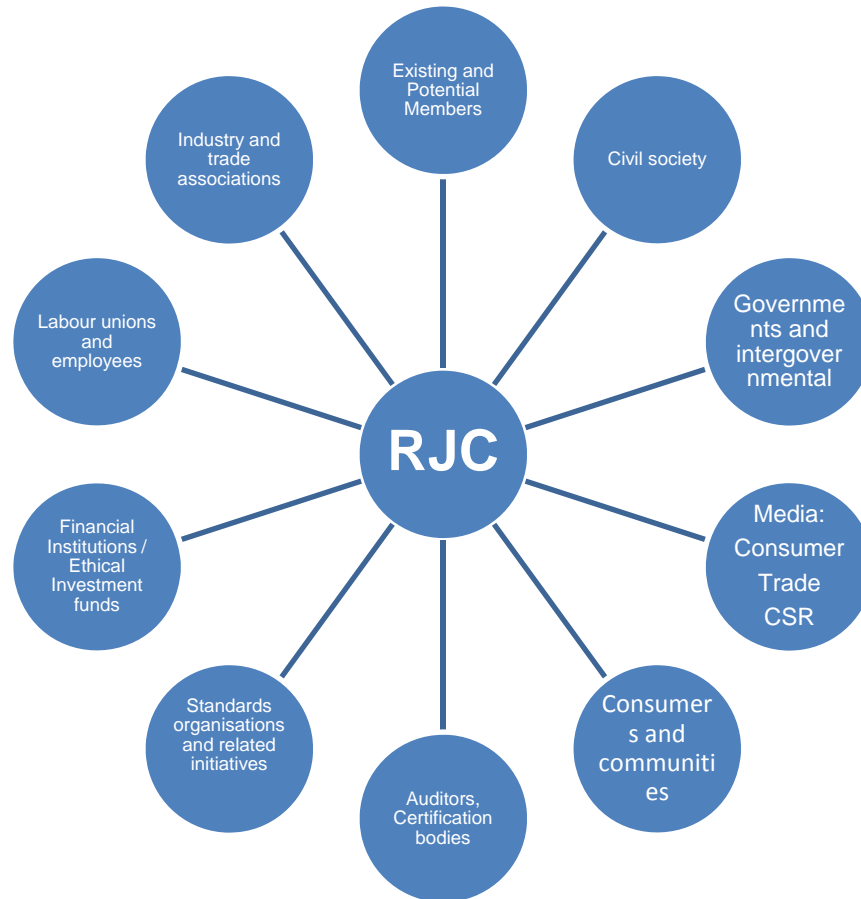
Review Areas	Notes and References
General Review	
Incorporate Platinum Group Metals in COP	Platinum Group Metals added to RJC scope in 2010 and Chain-of-Custody Standard in 2012.
Clarity on laboratory-grown diamonds in COP	Glossary definitions and application of general provisions.
All implementation feedback on standard, guidance and assessment questions	Review log of questions and feedback since COP launched in 2009, identify opportunities to enhance clarity, consistency and ease of use of documentation.
Specific Topics in Standard	
Free Prior Informed Consent and Indigenous Peoples	COP 2.13 Indigenous Peoples Review changes to IFC Performance Standards and other implementation of FPIC
Mercury	COP 3.2 Hazardous Substances Review progress in UNEP Mercury Programme including the Global Mercury Partnership and negotiations for an global legally binding instrument on mercury
Mining in Conflict Zones	COP 2.12 Use of Security Personnel; COP 4.4 Impact Assessment Review OECD Due Diligence Guidance on Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
Human Rights	COP 2.1 Human Rights Review UN Guiding Principles on Business and Human Rights (2011)
Child Labour	COP 2.2 Child Labour and Young Persons Review recently published good practice guides
India Factories Act and Provident Fund	Review of interpretation issues and development of additional guidance
Grading and Appraising	Review preliminary recommendations of 2010 RJC working group for standards areas, including: use of appraisal reports as a selling tool; and independence between grader / appraiser and client.
Biodiversity	COP 3.5 Biodiversity. Review UNEP-WCMC report on biodiversity-related standards in voluntary certification systems
Standards harmonisation	

SA8000	RJC and SAI aim to increase alignment between the two standards to enable cross-recognition, with particular focus on ILO Standards.
Global Social Compliance Program	RJC will review the GSCP requirements with a view to undergoing the Equivalence Process in 2013.
Assessment and Reporting	
Assessment Questions and Workbook	Consistency of terminology and emphasis, feedback from auditors.
Assessment Manual	Review ISEAL Assurance Code; additional information on sampling requirements.
Require additional information in audit reports to support evaluation of impact of COP	Review ISEAL Impacts Code and M&E programs of other ISEAL Members.
Certification Scope	To increase transparency of Certification Scope and incentivise broader uptake of the Code of Practices, consider requiring Auditors to identify in their verification reports to RJC whether a Member represents all relevant parts of a business, or a subsidiary of a larger parent group. This can then be noted in the published information about the Member's certification.

7. Stakeholder engagement

The Code of Practices aims to address a wide range of topics of interest to many stakeholders. Figure 2 below maps RJC's key stakeholder groups. These include those directly impacted by the standard, such as implementing businesses, their workers and affected communities and customers, as well as those with interests in positive impacts of voluntary standards, including civil society, governments, and financial institutions. Auditors and certification bodies have important expertise with regards to conformity assessment experiences. Engagement with related standards organisations allows us to identify opportunities for standards harmonisation and alignment. And media and trade associations can help play an important outreach role, facilitating a further tier of consultation with their readers and constituencies.

Figure 2 – RJC Stakeholder map



RJC maintains a comprehensive list of interested parties, which continues to grow with increasing interest in the RJC’s standards and programs. This list receives regular communications, including notice of opportunities to comment on standards, newsletters and press releases. To join this general list, contact consultation@responsiblejewellery.com

During the Code of Practices Review process, RJC will:

- Provide regular summary updates to the ‘Interested Parties’ list, advising comment and engagement opportunities
- Establish an opt-in ‘COP Review’ list to facilitate more in-depth discussion of review topics, for those interested

- Conduct webinars and local workshops to encourage stakeholder participation in the standards process

While RJC's standard is of international application, its Members are currently concentrated in Europe, USA and to a lesser extent, India. Stakeholder workshops during the Review process will be held in major jewellery centres and markets, wherever possible coinciding with other trade and stakeholder events.

India is a critically important manufacturing centre in the diamond pipeline, and a number of implementation questions have been identified that merit focused stakeholder engagement. RJC aims to work with Members and standard partners, including Social Accountability International, to engage stakeholders in India in regional discussions on the Code of Practices review.

Any stakeholder interested in contributing to the Code of Practices Review process should contact consultation@responsiblejewellery.com to register their interest.