

PROGRESS REPORT 2022

LEADING CHANGE AND BUILDING TRUST

A better future for all



RESPONSIBLE
JEWELRY
COUNCIL

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Message from the Chair

Dear RJC members and key stakeholders,

2021 was a year of recovery as the world gradually emerged from the dramatic impacts of the pandemic. It was, and is, a time for hope and for re-imagining what the new post-pandemic reality would look like. A time to take stock of the lessons learnt that will shape our businesses, communities and societies. Lessons of solidarity, interconnectedness and resilience. A core lesson that resonates with crystal clarity in these times – we are all in this together.

Here at RJC, we have come to regard our ongoing work as even more relevant and urgent than ever. This was not in spite of the monumental events of the past couple of years, but perhaps because of them. The renewed dedication of our members – both existing and new – is a solid testament to this.

We hold deep gratitude and respect for our members (1600 and growing) for their unrelenting commitment towards sustainability leveraging the tools the RJC provides; for their collaborative efforts to put people and the planet first; and for reinforcing and propagating the principle that responsible business is good business. On behalf of everyone at RJC, our sincere thanks to the individuals, leaders, and stakeholders in these member organizations.

The recent geo-political events have forced businesses to adapt quickly to change. As priorities shift, so do attitudes to investing. ESG investing took center stage and outperformed other investment strategies. The business case is clear – ESG factors are crucial drivers of financial, operational, and reputational risk. It is critical for building equity, resilience, and business value for our members, and the RJC is here to help our members on this journey.

2021 saw the start of the RJC's SDG Taskforce – the first working group of its kind for the jewelry and watch industry. To achieve scale and impact, we called on business leaders from across the jewelry and watch value chain to form a coalition with the sole purpose of advancing the SDGs to meet the 2030 Agenda. The SDG Taskforce is comprised of 26 members and functions as a think-tank for new and collaborative projects. It began its journey just a year ago and it's clear that we have made some excellent strides in this short span of time.

The focus for us in 2021 was education and how it can have a cascading and exponential impact on the progress towards our common sustainability goals.

Here are some of the notable endeavors from the past year:

- We centralized gender equality as a key focus area
- We created an SDG task force
- We created new member toolkits such as CSR for SMEs, due diligence for precious metals
- We reviewed and updated our current human rights due-diligence toolkit
- We created a gender toolkit and environment toolkit
- We conducted a three-module series sharing industry best practices, learnings, and practical tips to allow designers to consider sustainability and incorporate circular practices in all aspects of their work
- We updated the Code of Practices (including all colored gemstones, pearls and corals)
- We reviewed specific provisions for human rights and product disclosure for gemological laboratories
- We conducted a pilot project for the expansion of the material scope applicable to the CoC standard
- We kicked off a digital transformation to help our members on their reporting and certification journeys
- We conducted a webinar discussing the requirements and the overlap between COP 6 Human Rights and COP 7 Supply Chain Due Diligence of the 2019 Code of Practices

Our strategic focus for 2022 will continue to be on member training and education. We endeavor to facilitate ESG literacy within the industry and bring everyone along on the journey. It is our ambition to help our members understand the ESG topics most material to their own business functions, and to increase the recognition of the RJC certification as a credible ESG risk management mechanism.

We believe that we stand at a critical crossroads for our civilization and our planet. What we do now and how we act will impact generations to come. We have a unique opportunity, albeit a limited window of time, to respond to today's challenges, to promote inclusive and sustainable development, and to contribute to lasting prosperity for all, leaving no one behind.

In this decade of action, we renew our pledge to work in concert with our members and through the transformational power of partnership, shape the future together.



David Bouffard

David Bouffard
Chair



CHAPTER 1

Governance

1.1 CORPORATE GOVERNANCE

The RJC is a not-for-profit company incorporated under the UK Companies Act.

As such, we are governed according to the requirements of UK law. The governance structure comprises of the Board of Directors, the Executive Committee, the RJC Committees, the Executive Director and the RJC Management Team.

1.2 RJC BOARD OF DIRECTORS

The Board of Directors is responsible for the overall management of the RJC; general management is delegated to the Executive Committee and the Executive Director.

The Board appoints the Executive Director and determines the Executive Director's powers, duties, and responsibilities.

The Directors comprise of the Executive Committee and Member Fora representatives. All are elected by the membership through a direct election process decided by a secret ballot, managed by an independent agency. All members may nominate for election as Officers and as Forum representatives, through the annual AGM procedure.

The tenure of Directors is governed by the Articles of Association. Members of the Executive Committee are elected for a three-year term. Members representing Member Fora are elected for a three-year term, with the requirement that one member of each Member Forum must retire at every AGM.

Directors are elected in their personal capacity, to represent the interests of the industry. They do not represent their company.

All directors must execute the RJC's Conflict of Interest policy.



Photo credit: House of Gems



1.3 RJC EXECUTIVE COMMITTEE

The responsibilities and duties of the Executive Committee are:

- Administer the general management and operational supervision of the RJC.
- On the authority of the Board develop and implement the strategic direction of the RJC.
- Monitor the functioning of committees and make recommendations to the Board on the terms of reference of committees.
- Appoint members and the Chair of each of the committees having considered the recommendations of the Executive Director.
- Receive and consider recommendations from committees on matters requiring approval by the Board and make recommendations to the Board on those matters.
- Provide guidance and where appropriate assist in the implementation of policies – and the protection of confidential information – processes and procedures relating to the investigation of complaints.
- Administer member disciplinary matters in accordance with the Articles.
- Provide strategic, operational guidance and support to the Executive Director in relation to the day-to-day management of the RJC.
- The Executive Director reports to the Board through the Executive Committee.

1.4 RJC COMMITTEES

The Board may establish committees of the Board to assist in conducting the business of the RJC and may delegate such powers to committees as it may decide. Accordingly, the Board approves the terms of reference for all committees of the RJC.

There are currently two sub-committees of the RJC that report to the Executive Committee and the RJC Board. These are: Standards and Assurance.



1.5 RJC MANAGEMENT TEAM

The RJC management comprises of several departments staffed by specialist personnel:

- Standards: Maintaining and updating the COP & CoC and associated documents
- Certification: Reviewing audit reports & issuing certifications
- Assurance: Issuing requirements for auditors and Certification Assessment Bodies (audit companies) & managing complaints and investigations
- Membership Services: Assessment of membership applications & supporting the membership
- Impacts: Measuring the impacts of RJC standards and developing ESG reporting tools
- Executive Office: Managing the RJC office, HR, supporting the ED, & servicing the Board
- Communications: Managing all RJC communications, all media and communications-related activities.
- IT: Managing all digital and IT infrastructure and operation; developing and implementing digital solutions across the organisation to better serve members

1.6 RJC MEMBERSHIP GOVERNANCE

1.6.1 Membership and other affiliations

The RJC seeks to ensure transparent, representative, and appropriate governance for its entire membership. Membership is divided into commercial members and association members.

- Commercial membership is open to organizations with a commercial interest in the industry. Commercial members are divided into member forums each representing a particular stage or activity within the jewelry and watch supply chain. (See 6.2)
- Association membership is open to any trade association representing persons actively involved for commercial reasons in the industry.

Other affiliations:

- Supporter status is approved at the discretion of the Board. A supporter is an organization that is not part of the jewelry supply chain from mine to retail, but which seeks to support the RJC's work through financial and/or in-kind support.
- Stakeholder status is open, at the discretion of the Board, to governmental and non-governmental organizations and other interested persons that wish to engage with the RJC and to assist the RJC in attaining its objectives.

1.6.2 Member Fora

There are seven Member Fora, comprising of three representatives for each Forum. One member of each Forum must vacate office each year to allow for an election for that Forum.

- **Diamonds/gemstones/precious metals producer**
- **Diamond trader and/or cutter & polisher**
- **Gold, silver or PGM trader, refiner, hedgers**
- **Jewelry/watch manufacturer and/or wholesaler**
- **Jewelry retailer**
- **Service Industries**
- **Trade Association**

CHAPTER 2

The RJC at a Glance

2.1 WHO WE ARE

Founded in 2005, by 14 member organizations (ABN AMRO, BHP Billiton Diamonds, Cartier, World Jewelry Confederation, Diamond Trading Company (part of De Beers Group), Diarough, Jewelers of America, National Association of Goldsmiths (UK), Newmont Mining, Rio Tinto, Rosy Blue, Signet Group, Tiffany & Co., and Zale Corporation), we are the world's leading standard-setting organization for the watch and jewelry industry.

We stand up for integrity, through our supply chains, in our work and for our members.

Jewelry plays a special role in people's lives, carrying personal and emotional significance. We bring together over 1600 companies of all sizes, across the global watch and jewelry supply chain, from retail to mining. What unites us is our shared belief that responsible business, without causing harm to people or the planet, is good business and that this can only be achieved by working together, in partnership with others.

In doing so, we are enhancing trust in the global jewelry and watch industry and underpinning its future, so people continue to hold jewelry close to their hearts for centuries to come.

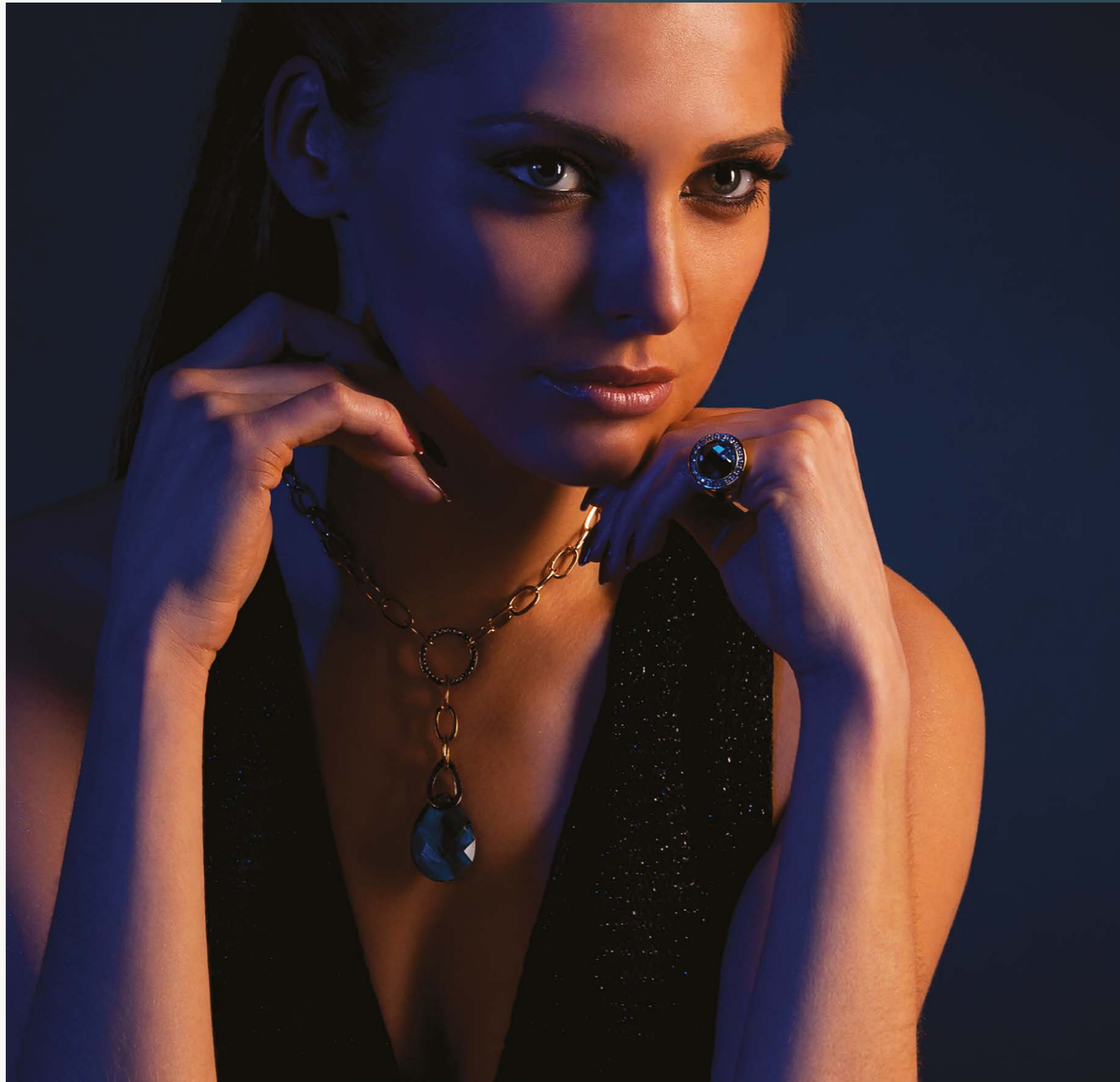


2.2 WHAT WE DO

Through the implementation of the Code of Practices (COP), we work to ensure that responsible standards are upheld right across the global jewelry and watch supply chain. Our team of experienced professionals manage and maintain the standards, ensure that RJC-approved auditors assure the standards effectively, and issue members with a certification once the required due diligence is completed.

We also support the industry on Environmental, Social and Governance (ESG) issues. We are developing an ESG reporting framework to assist our members to report on and measure their progress.





RESPONSIBLE
JEWELRY
COUNCIL

LEAD WITH PURPOSE . . . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

OUR MISSION, VISION, AND VALUES

Mission

We strive to be the recognized standards and certification organization for supply chain integrity and sustainability in the global jewelry and watch industry.

Vision

Our vision is a responsible world-wide supply chain that promotes trust in the global jewelry and watch industry

Values

These values guide our decisions and actions:

- We are respectful and fair
- We practice honesty, integrity, and accountability
- We engage in open collaboration

2.3 RJC STRATEGIC PILLARS



Pillar 1: Members first

We want members to encourage more companies to become members. At the same time, we want to attract more diverse member companies from across the industry, knowing that this diversity will only strengthen the implementation of the Code of Practices further. Our team works hard every day to enhance the quality of our membership service and to maintain standards that catalyze positive impact in the supply chain. We will focus on training and education program, additional tailored helpdesk support focused on OECD Due Diligence and Human Rights to manage internal risk assessments and creating community action platforms to support our members. We are committed to providing practical toolkits to our members on a variety of topics such as Gender and Due Diligence and improving our members experience through an enhanced digital transformation.



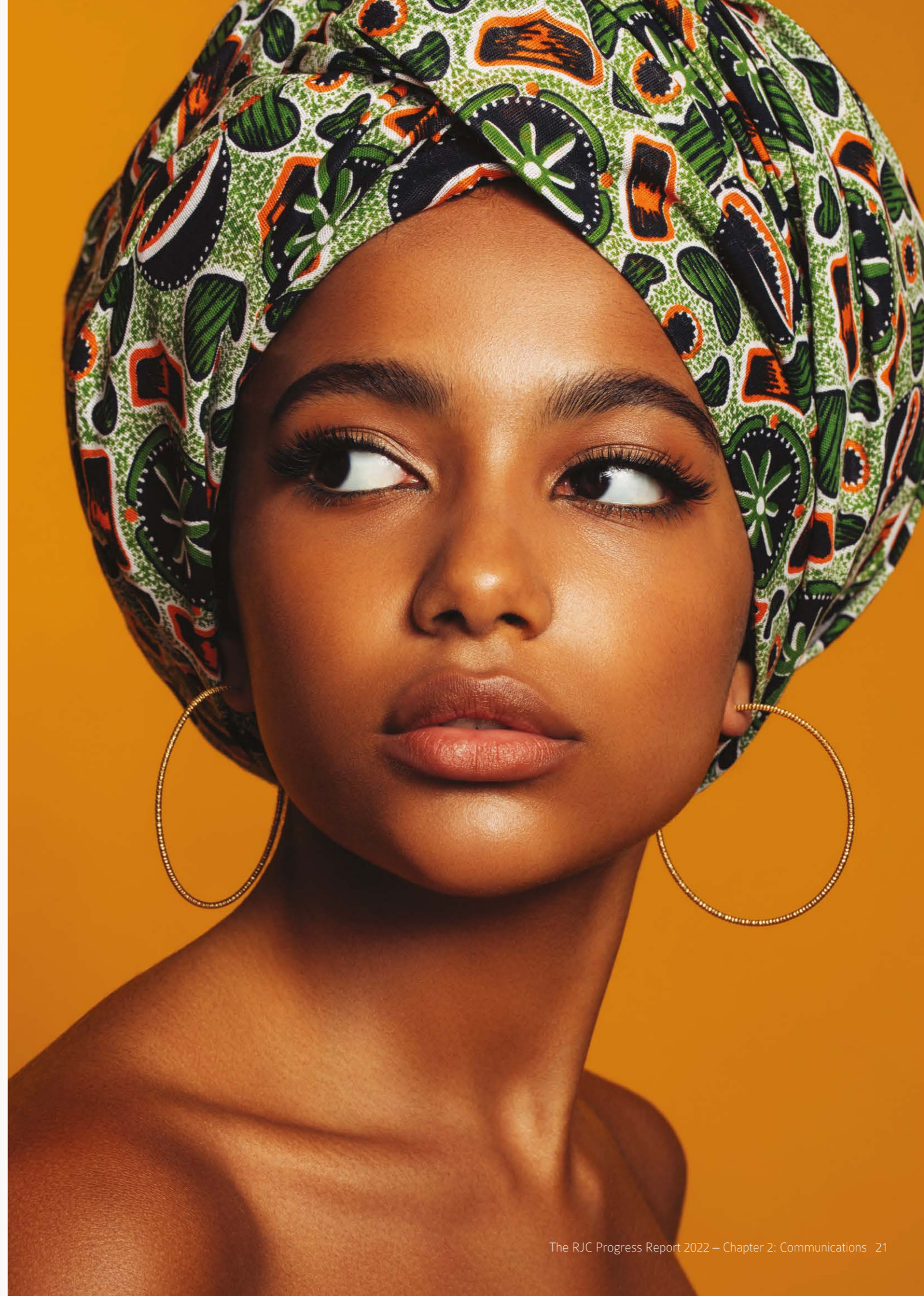
Pillar 2: Advocacy for positive change

We have an important role to play as the voice for the industry on the critical environmental, social and governance topics, helping to accelerate industry-wide progress towards more sustainable practices. We also work to keep our members and wider network informed of the latest evolution of standards and expectations. The alignment of the 2019 Code of Practices to the OECD Due Diligence framework and the UN Guiding Principles for Business and Human rights reflects this commitment.



Pillar 3: Partnership for progress

Supply chains are often complex, multi-tiered and interconnected. It is only by working in partnership with others that we can ensure our industry's standards are maintained. We believe the core of good partnerships lies in their ability to bring together diverse resources and partners. In doing so, we can achieve more together: more improvements to the livelihoods of people, increased transparency, and greater industry sustainability.



2.4 OUR KEY PARTNERSHIPS

UNGC: In 2009, RJC became a member of the United Nations Global Compact (UNGC). In 2019, we launched the first of its kind partnership with the UNGC. In 2021 RJC joined the UNGC SDG Ambition Platform to deepen our commitment and partnership. We have also created our Theory of Change and launched an SDG Taskforce.

OECD: RJC works closely with OECD to align the Code of Practices due diligence requirements to the OECD guidance and its five-step framework. RJC is a member of the OECDs multi-stakeholder group as well as supporting and participating in their annual OECD Forum on Responsible Mineral Supply Chain event.

CIBJO: RJC's and CIBJO's partnership focuses on education and providing resources to the wider industry. This partnership has been essential in the creation and launch of RJC's Gender Equality Campaign, comprising of global roundtables, surveys, workshops, and trainings. This campaign created a report launched in September 2021 and more recently a Gender Equality Toolkit. CIBJO and RJC are committed to working together to provide practical and helpful tools for companies to use to integrate responsible and sustainable business practices into their core strategy.

The Plumb Club – In 2019, The Plumb Club was the first industry association to require all its members to become RJC certified. Since then, the RJC and Plumb Club have participated in mutual events and the Plumb Club host key articles and publications from the RJC in a dedicated section of their website. The Plumb Club offers key insights and expert knowledge of the American market and through this partnership.

WDC: The World Diamond Council (WDC) and RJC have a cross-membership partnership and mutual codes of conduct. The two leading diamond and jewelry industry organizations are dedicated to the adoption of responsible business practices, across the supply chain. This partnership assists knowledge-sharing, increasing positive impact on the lives and livelihoods of individuals and communities associated with jewelry, watches, and the precious materials, from which they are made.

NDC: The Natural Diamond Council (NDC) is a strategic communications partner. The NDC is passionate about telling the tale of natural diamonds and showcasing all that is good within the diamond industry. This collaboration promotes the benefits and beauty of the global jewelry and watch industry through communications. It increases the consumer's awareness about the RJC and why sustainability must be at the heart of every business.

Other key partners:



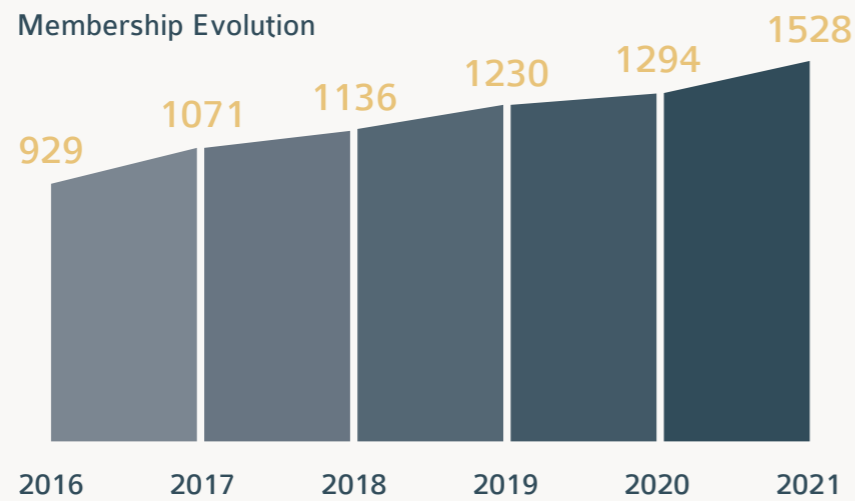
CHAPTER 3

Membership

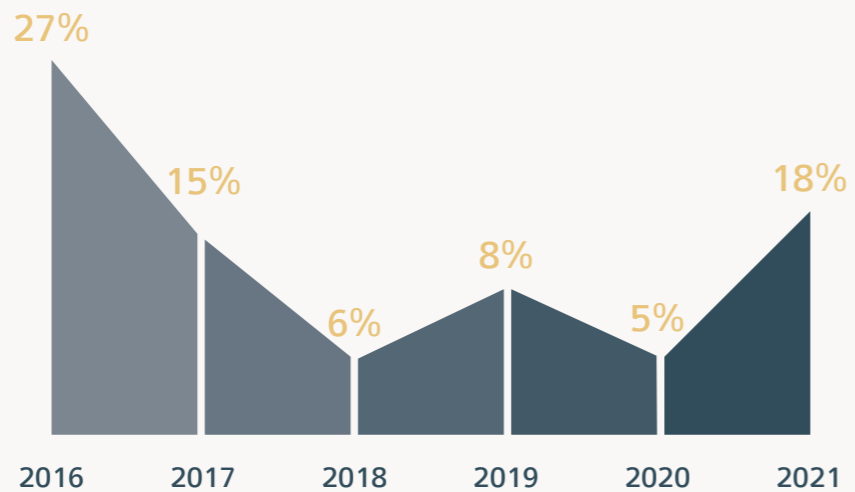
3.1 MEMBERSHIP GROWTH SINCE 2016

We have grown from 14 founding members to 1528 global members made up of 1510 Commercial Members and 18 Trade Associations.

Membership Evolution



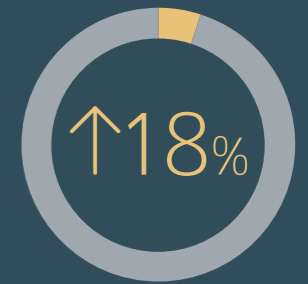
Membership Growth Rate (%)



MEMBERSHIP SNAPSHOT 2021

Total number of members at Year End (YE) 2021:

1528



Membership growth rate for 2020

1510

Commercial members

18

Trade association members

+286

Members joining in 2021

-52

Member resignations

The RJC commercial members per forum YE 2021:

14

Producers

114

Precious metals refiners, hedgers, traders

448

Precious stone cutters, polishers, traders

822

Jewelry & watch manufacturer, wholesalers

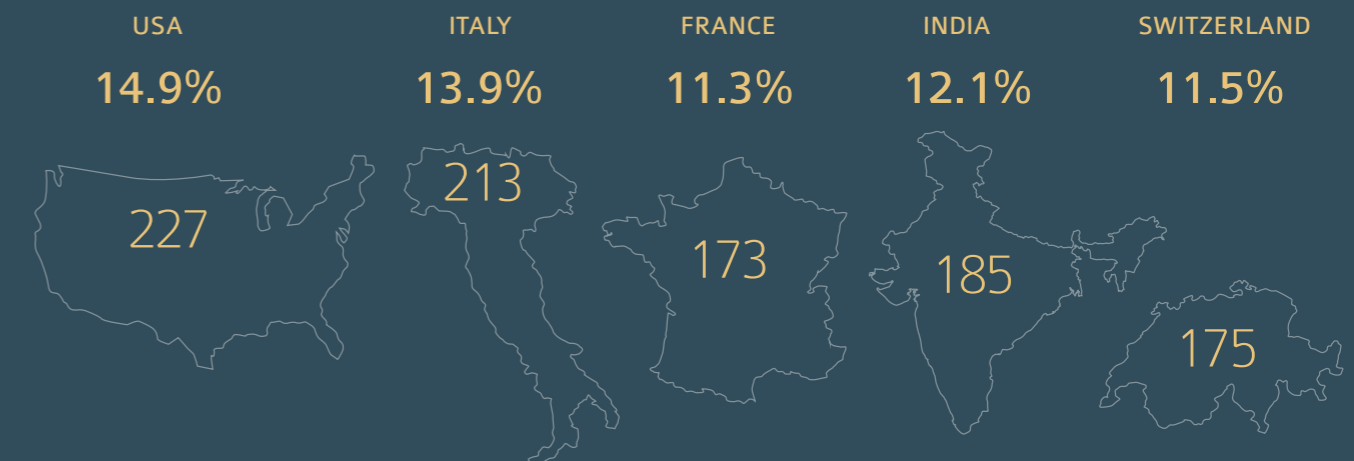
90

Jewelry & watch retailers

22

Service industries

Top 5 countries for Member HQs, representing 63.7% of all members:



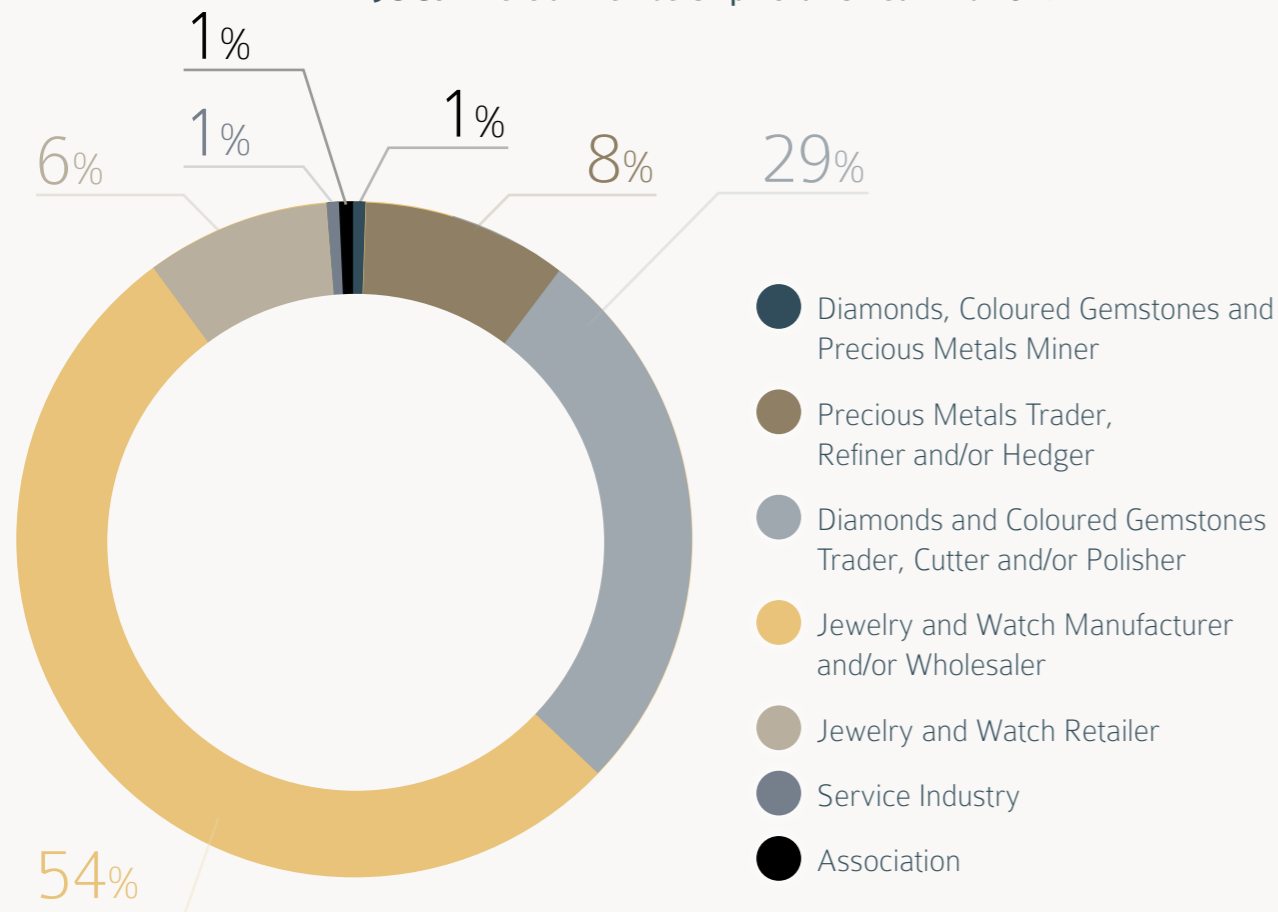
Milestones within the Indian Market

RJC membership has grown significantly in India & the Middle East following recovery from the global pandemic. There have been major milestones achieved within the Gold Industry in India. We have onboarded Multi Commodity Exchange (MCX) and Bombay Stock Exchange (BSE) to join us as a supporter member. The National Stock Exchanges (NSE) has recognised RJC for the India Good Delivery program. Under this partnership, RJC has 8 Indian Gold refiner members and a further 10 Gold Refinery members are in consultation.

Kinjal Shah represents RJC in the national level committees of Confederation of Indian Industry (CII), Retail Gold Investment Principles (RGIPs) of the World Gold Council & India level BSE Product committee for Bullion, where all the major Indian retailers, jewellers and industry stakeholders are members. As a result, we have stronger engagement with Indian Industry players & Government officials.

If you are based in India or the Middle East and are looking to start your journey with the RJC, contact Kinjal at Kinjal.Shah@responsiblejewellery.com

RJC Commercial Membership Forums Year End 2021



Star Rays have been working towards the achievement of the sustainable development goals for many years. We believe that the SDGs present an opportunity of a lifetime by leveraging new partnerships and technologies, and funding innovations that can create a cleaner, brighter, and more equitable economic future. We have used the SDG roadmap for the advancement towards transformation by integrating these goals into our business.

Reducing the impact of our office space

We have implemented practical, easy-to-do steps, which create quick wins on reducing carbon emissions and increasing use of clean energy in all our offices. These include:

- Replacing standard lightbulbs with lower power consuming LEDs.
- The purchase of energy-efficient electronic equipment. Older equipment is donated to charity to extend product life-span.
- Exploring renewable energy - we are developing a plan to migrate towards renewable electricity suppliers.
- Setting computer monitors to lower brightness levels and ensuring they are on sleep mode after 5-10 minutes of inactivity.
- Encouraging the use of video conferencing to reduce the need for business travel.
- The use of carpooling wherever possible. Star Rays partners and employees are already doing this, and a company bus service is offered for non-car users.
- Refilling printer cartridges and toners instead of replacing them.
- Using recycled paper and card for stationery and using shredded paper as packaging material wherever possible.

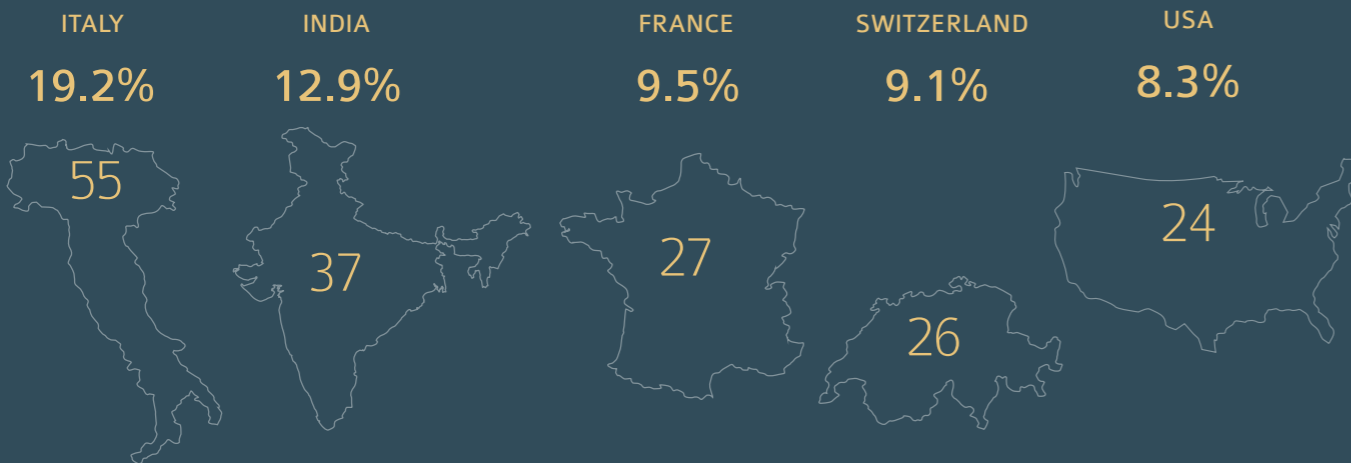


**Number of companies who joined RJC in 2021
(total count plus breakdown by forum)**

The purpose of this graphic is to show proportions of forums.
286 companies joined the RJC in 2021, the breakdown is as follows:

MEMBERSHIP FORUMS	NO OF MEMBERS	%
Diamonds, Coloured Gemstones and Precious Metals Miner	2	1%
Precious Metals Trader, Refiner and/or Hedger	30	10%
Diamonds and Coloured Gemstones Trader, Cutter and/or Polisher	78	27%
Jewelry and Watch Manufacturer and/or Wholesaler	142	50%
Jewelry and Watch Retailer	28	10%
Service Industry	4	1%
Association	2	1%
Grand Total	286	100%

New members who joined RJC in 2021 by Top 5 Countries:



Surana Brothers has been an established Diamond Jewelry Manufacturer for over 16 years. Our headquarters and distribution facility is located in Hong Kong, and state-of-the-art manufacturing facility in Shenzhen, China. We place the highest value on our relationships with our clients and strive to accommodate the needs of each client individually. At the same time, we are strongly committed to social responsibility programs.

With inadequate infrastructure, a lack of trained teachers, and poor access to technology, learning is often disrupted for women located in the heart of our industry: India. Attendance in secondary school for women is a mere 29.2% in rural areas and 11.8% of all are subject to child labour. While organizations are determined to integrate responsible practices into their core strategy, the question remains – how do we make the greatest impact? Organizations want to ensure that their funds are utilized effectively yet most charities are unable to offer transparency on projects and spend an average of 35% of their funds toward administrative expenses[1].

In 2018, Surana Brothers founded Touch A Life Foundation (TAL) with the goal to educate, equip, empower and maintain trust. Our Chair couple, Mr & Mrs. Naresh Surana, work tirelessly for the initiative. TAL has harnessed the power of our digital platform to cultivate an ‘ART+ Ecosystem’: ensuring Accountability, Responsibility, and Traceability to create a 100% Transparent charity supply chain, and a zero-loss aid delivery process.

Our consolidated portal connects all key touchpoints of each project, creating strong partnerships across beneficiaries, sponsors, and vendors. All funds received are spent directly on project deliverables, and every step of the process (from initiation to delivery) is tracked and traced through unique identification codes. All data is securely stored and accessible through the portal, allowing TAL to better manage information and resources, collaborate with partners, increase accountability, and streamline reporting.

The ecosystem currently connects to 4,317 students across 35 schools and has facilitated multiple projects. Projects are driven by beneficiaries’ needs and approved based on urgency to achieve the greatest value and impact. Projects are delivered seamlessly and schools upload delivery proof on the portal, accessible to sponsors at their fingertips.

Together with TAL, we have been instrumental in sponsoring female & male student healthcare camps, computer hardware provision, teacher training and workshops. TAL shares our vision and values. We hope to continue to create projects and opportunities for the students of rural India to step closer to the dream of a world in which every child is educated, healthy, and protected.

Founder Mr. Naresh Surana has been accompanied by Industry leaders within the TAL ecosystem, including Chow Tai Fook Jewelry Group who have sponsored ‘Books for Change’.

TAL aims to provide our industry with a platform to make sustainable and measurable impact, and support to those who need help turning their dreams to reality. Only this can provide a promise for a better future for our communities.

[1] Financial Score Conversions and Tables :
Charity Navigator



CHAPTER 4

Digital Transformation

At the RJC, our Members First Strategy is at the center of our Digital Transformation program.

The pandemic accelerated the urgency to implement new, improved digital touchpoints to continue to meet changing needs. Improving member experience, provide a secure bridge for sharing information and resources, create added value and scale our membership support infrastructure, is a business imperative. One legacy of the pandemic has been a permanent shift in member expectations for relevant content anytime, anywhere, in the format and on the device of their choosing.

Phased development of our Members Portal commenced in 2021, with Phase 1 successfully launched in October 2021. This gives members access to:

- View company profile and raise requests for changes in Certification Scope
- Contact management
- Online membership fee payment
- View and download certificates and branding resources
- Access to documents and resource libraries
- Access resources for certified members
- Notification center



Work is ongoing to on-board over 1600 existing members along with newly approved members and we will continue to develop new automation functionality and resources to enhance the membership experience.

Phase 2 of our transformation program will focus on digitization of our Application and Due Diligence processes for new applicants, along with a revised Enhanced Due Diligence process for existing members.

Reporting

To meet the requirement for increased transparency in reporting to stakeholders and to improve our capacity to share new insights, new back-office systems were implemented in line with the ISEAL Data Governance Framework. This is to ensure data quality, integrity and cyber security.

Ongoing compliance with data privacy regulations and increased focus on cyber security is also integral at all stages of development and implementation of all systems.

Our Standards

5.1 CODE OF PRACTICES

The RJC Code of Practices defines the requirements for responsible business practices throughout the jewelry and watch supply chain, from mine to retail. It provides a common standard for ethical, social, human rights and environmental practices. COP certification is mandatory for all our commercial members.

COP certification provides a strong system for certified members to assure stakeholders, customers, suppliers, and business partners that they conduct their business responsibly.

More importantly, COP certification can reduce risks and vulnerabilities in a company's supply chain, and improve management systems and operating procedures to strengthen the business, making it more resilient and sustainable. It simultaneously leads to better social and environmental conditions within the broader industry, bringing positive impacts for workers, communities, and the environment.

The COP includes human rights, labor rights, health and safety, product integrity and the environment. Third party auditors review the management practices and certification is granted if the organization is compliant with the COP.

The COP is a comprehensive manual for a sustainable and responsible jewelry supply chain, covering all aspects including mining, refining, cutting and polishing, manufacturing and retail. The COP details management practices to ensure responsible business including labor and human rights due diligence, health and safety, gender equality, non-discrimination and product integrity and disclosure. The 2019 COP is also aligned with the OECD Due Diligence Guidance for Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas and the UN Guiding Principles on Business and Human rights.





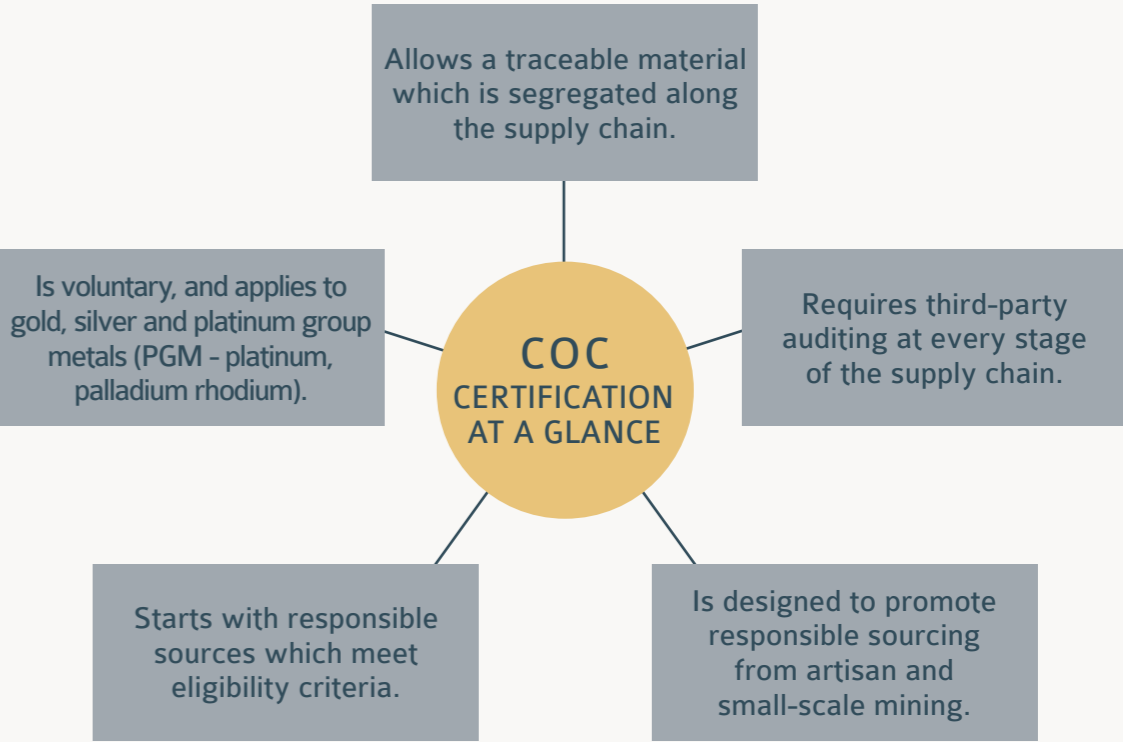
5.1.2 Chain of Custody

The RJC Chain-of-Custody Standard defines an approach for companies to handle and trade gold, silver and platinum group metals in a way that is traceable and responsibly sourced. CoC certification is voluntary and complements certification against our COP, which is mandatory for all members.

A CoC is a documented sequence of custody of material as it moves along the supply chain. Our CoC Standard, first developed in 2012, defines the requirements for creating a CoC of precious metals that are responsibly produced, processed, and traded through jewelry and watch supply chains, and that are third-party assured at every stage.

CoC certification is a strong system for companies in the precious metal supply chain via third-party verification of their segregation and material's control seeking a point of differentiation and reassurance for their customers, consumers, and other stakeholders. This can add value to jewelry and watch products and help protect and enhance jewelry brands.

The UN Guiding Principles has been designed as an operational guide to implement the UN's three-pillared 'Protect, Respect and Remedy Framework' to prevent and address human rights abuses in business practices. In alignment with relevant new national legislation including the UK's & Australia's Modern.



5.2 HOW DO WE ENSURE OUR STANDARDS REMAIN FIT FOR PURPOSE?

5.2.1 Our approach

Our inclusive and collaborative approach to standard setting and development keeps RJC standards relevant and meaningful to businesses throughout the entire jewelry and watch supply chain. To maintain the credibility of our standards development system we comply with the ISEAL Codes of Good Practice and conduct public consultation relating to our standards.

We aim to ensure open and transparent consultations on the development and ongoing maintenance of our standards. At RJC we hold a combination of webinars, teleconferences, and direct consultations to engage with stakeholders. All consultations seek to obtain a balance of interests and geographic scope.

5.2.2 Standards review cycles

Effective standards drive the adoption of sustainable business practices. Regular reviews of our standards ensure they remain fit for purpose. Our standards review process is a minimum of every 5 years, as per ISEAL standard setting code requirements.

Our Code of Practices was last revised in 2019, previously in 2013, and first released in 2009, its next revision is due in 2024. The RJC Chain-of-Custody standard was revised in 2017, the next revision is due in 2022.

We follow the ISEAL standard setting code which includes at least two rounds of 60-day commenting period, with each round creating a summary of comments published to our website. The commenting period is a public consultation and welcomes comments from any stakeholder. This process will undergo a second round of 60 days, and a third round only if needed, and the standard as well as the standard-setting process will be made publicly available on our website.

In 2021 we started the development of a standard for laboratory grown diamonds and colored gemstones. We also started to update COP 2019 standard to ensure it remains the industry's leading jewelry and watch standard for members from mine to retail. This update will conclude in 2022 and then be followed up by a full review in 2024.

The 2022 COP update is looking to expand the material scope to include all colored gemstones, pearls, and corals as well as review specific provisions, such as human rights, product disclosure and gemological laboratories.

5.2.3 Expansion of COP scope

As part of the 2022 update to the RJC COP, we are exploring expansion to all colored gemstones, pearls, and corals, as supported by a Colored Gemstone Task Force, created by the RJC to support the scope expansion. Round 1 of public consultation has provided feedback to this expansion, especially on applicability of existing provisions and sourcing of pearls and corals. We are also seeking input on specific environmental considerations around emissions and greenhouse gases.

The development of a Laboratory Grown Standard will be applicable to all members producing, cutting & polishing, handling, or trading laboratory grown diamonds and colored gemstones.



Photo credit: Lucara Diamond

5.3 ENSURING THE CREDIBILITY AND ROBUSTNESS OF OUR STANDARDS

5.3.1 The role of the RJC Standards Committee

The role of the Standards Committee is to review and support the RJC management team with the development and creations of RJC standards. The committee assists in the design and content of the standards and assesses the monitoring and evaluation program (Impacts). They can also discuss broader strategic issues as the need arises, particularly issues that have an impact on the standards. The Standards Committee comprises up to 14 industry members and up to 14 non-industry members.

5.3.2 The role of the ISEAL Alliance

Confidence in our standards is critical to promote trust in our industry. Our full membership with ISEAL, the global hub for sustainability standards, provides this confidence as RJC is the only ISEAL full member for sustainable standards and practices in the jewelry industry. This reaffirms RJC's position as the leading standards authority in the global watch and jewelry supply chain. As a full member we commit to ISEAL's Mission and Code of Ethics and comply with ISEAL's Codes of Good Practice. Membership of ISEAL helps us continue to improve our standards development and implementation, share knowledge and experience with other industries, and guarantee rigor in RJC certification programs.

ISEAL is the global membership association for credible sustainability standards, and through their work they explore ways to increase the effectiveness and efficiency of sustainability standards and identify opportunities for innovation that increases the uptake of credible standards. ISEAL support their members to work towards collective priorities that address the most pressing social and environmental issues we face in the world today.



ABOUT FINE: Fine is driven by the vision to be at the forefront of technology and innovation in jewelry and deliver superior customer service. The success of our organization is built on a foundation of sustainability, service, innovation, creativity, quality, and relationships.

THE SUSTAINABLE PATH: Fine has decided to walk on the path of sustainable business practices because it is what matters to us, is the need of the hour and to provide solutions to its clients.

Our journey on sustainable business practices started in 2019 based on our own value system and inspiration from one of our customers. In order to know where

to focus our attention, we began with a very simple materiality assessment.

We all know that metals are important natural resources and, they are depleting day by day. To stop this or at least reduce this to a significant extent we can recycle instead of digging further. The journey towards this started with us procuring a small batch of recycled gold.

The dilemma and challenges before us were supply chain related risks (finding suitable suppliers, stability of supply, for all metals and accessories requirement etc) and increase in cost of procurement and operations.



We resolved to undertake the following actions:

- i. Educate ourselves & our customers about recycled metals and the benefits of recycling for us & our planet.
- ii. Setting up strong & stable supply chain for recycled metals through due diligence, risk assessment, third party audits and certification
- iii. Improved our internal systems, processes, had our claims regarding recycled gold jewelry audited and certified by RJC approved auditor as well as achieved RJC Chain of Custody (CoC) Certification for recycled metals
- iv. Focussed on optimizing cost of procurement and operations and expanding business to absorb additional costs instead of pushing additional cost to customers

THE RESULTS OF OUR SUSTAINABILITY JOURNEY:

- i. Certified by RJC for Chain of Custody (CoC) Standard. Fine Jewelry were the 3rd jewelry manufacturer in Asia and 2nd in India to achieve this certification.
- ii. All Metals are 100% recycled and from RJC CoC Certified suppliers.
- iii. Functioning on 100% renewable energy.
- iv. Provenance claim for recycled gold jewelry.
- v. Move towards Eco-friendly packaging.
- vi. Enhanced Brand Value for all Stakeholders.
- vii. Improved Focus on Sustainable Business Practices.
- viii. Contribution towards reduced energy consumption & carbon emissions.
- ix. 1,200 trees planted in the year 2021 in the state of Maharashtra, India.

So, what started as a trial with a small batch of recycled gold jewelry has today become a way of life for us and led us to the motto of Making Jewelry with Love for our Planet.

FINE

360° COMMITMENT

5.4 MEMBER SUPPORT AND RESOURCES

5.4.1 Member Toolkits

As well as starting to review the COP standard, we also created and reviewed a number of member supporting toolkits, such as CSR for SMEs, Due Diligence for Precious Metals, and started the review of our Human Rights Due Diligence toolkit and the creation of a Gender toolkit & and an Environmental toolkit.

Ahead of a full review of the CoC in 2022, in 2021 we also started the process for conducting a pilot project for the expansion of the material scope applicable to the CoC standard as well as work on the digital transformation of the self-assessment workbook.

5.4.2 Member Training

Our member training provides support on queries relating to and implementing our standards via our dedicated member helpdesk.

In addition, we have hosted a number of educational webinars throughout 2021, covering topics such as COP 6 Human Rights & COP 7 Supply Chain Due Diligence, circularity within jewelry design as well as well as collaborations with Alliance for Responsible Mining (ARM) discussing engagement with Artisanal Small-Scale Mining.

In 2022 we will be increasing on the topics covered within our webinars, and providing new toolkits, templates, and guidance materials for the planned Code of Practices scope expansion and the new Laboratory Grown Standard.

5.5 WHATS NEXT FOR OUR STANDARDS DEVELOPMENT?

5.5.1 A push towards transparency

Transparency is a growing concern for standards, not only for awareness of member performance but also on material supply chains. There is an increased expectation from civil society and other stakeholders for greater transparency within business activities and supply chains. The counterpoint to the demand for greater transparency, is the historical and deeply entrenched business confidentiality that is at the center of the jewelry and watch industry. Jewelry and watch companies are concerned by the possible business impacts that greater transparency may have, hence a balance between the two must be sought. The march towards greater transparency is not going away and is highly likely to become enshrined in legislation. However greater transparency should not be seen as a negative. Engaging with suppliers and customers to better understand your own supply chains can lead to strengthened business relationship with key suppliers and customers, diffusion of more responsible practices, as well as addressing significant risks for all of your businesses.

Molepolole, Botswana, one of the largest traditional villages in the country, is situated some 60 miles from the capital, Gaborone. It is often referred to as the 'Gateway to the Kalahari' and while situated in a very beautiful part of the world, faces many challenges. The AIDS crisis hit Molepolole very hard from the early 1990s, and since then many women in this community have the sole responsibility of raising their children.

Leo Schachter Diamonds first began working here in the mid-1990's, building a diamond cutting and polishing facility. It was very clear from the beginning of our involvement here that this facility would be an opportunity for growth and development of the women of Molepolole, whom we soon realized would be the mainstay of the workforce.

From the outset, we wanted to give them viable career paths and empower them

to be financially independent. So, we trained them in the niche art of cutting and handcrafting diamonds. Many are now expert diamantaires, trained to be some of the best in the world and today, over 85% of our team in the Molepolole facility are local women.

We also recognized that to fully succeed and be a true part of the community, the management of the facility has to be local. So, we identified, trained and supported key

individuals to take on senior roles. Today, this is the only diamond facility in the country that is managed and led by an entirely local team, trained and developed by us. We are very proud of this team, who have provided careers, professional development, medical care, and economic stability to the community.



CHAPTER 5

An Interview with ISEAL

ISEAL supports ambitious sustainability systems and their partners to tackle the world's most pressing challenges. RJC is a Code Compliant member of ISEAL.

Q: What is the importance of the ISEAL programme and its relevance to the RJC?

A: ISEAL supports its members in testing new ideas and collaborating to pioneer better sustainability solutions. RJC staff are active in ISEAL's Communities of Practice, contributing to peer exchange and learning.

Q: How does the adoption of the ISEAL Codes of Good Practice ensure effective and credible sustainability standards?

A: The ISEAL Codes of Good Practice set out a globally-recognized framework for effective, credible sustainability systems. Adopting the Codes helps sustainability systems to operate transparently, to measure and communicate their impacts, to manage the integrity of their systems, and to effectively involve stakeholders in decision-making processes. In turn this helps them become trusted partners for businesses, governments and NGOs, delivering progress against commitments like the SDGs.

ISEAL Code Compliant organizations, such as RJC, demonstrate a rigorous approach to improving their systems through independent evaluation against the Codes of Good Practice. An example of the kind of improvement supported by Code compliance are the updates RJC made to its standard-setting procedures to proactively seek the contributions of underrepresented groups.



Q: How does an organization become ISEAL Code Compliant? Briefly describe the process of evaluation.

A: To be recognized as ISEAL Code Compliant an organization must demonstrate adherence to the baseline and improvement criteria of ISEAL's Standard-Setting, Impacts and Assurance Codes. To assess compliance an independent evaluation is carried out for each Code. These evaluations take place every four or five years. The key improvements made as a result of each evaluation are shared on ISEAL's website.

Q: What is top of ISEAL's sustainability priorities?

A: As part of our 2021-2024 strategy, ISEAL aims to inspire and challenge sustainability systems to deliver profound improvements to the world's most pressing sustainability problems. This includes driving learning and action on specific sustainability challenges such as the climate emergency and human rights protection.

CHAPTER 6

Gender Equality

6.1 RJC ON GENDER EQUALITY

SDG 5 – Gender Equality - aims to achieve political, economic, and social equality of opportunity for all women and is a precondition to achieving all 17 SDGs.

6.1.1 SDG 5 as a catalyst for achieving all 17 goals

Women drive 90% of jewelry demand globally and are also present across the entire jewelry value chain. All stakeholders have a shared responsibility to create more empowerment opportunities for women to promote legal and cultural equality of rights between men and women. We are actively involved in promoting gender equality as part of our commitment to the 17 Sustainable Development Goals (SDGs) as SDG 5 is considered a multiplier.

The RJC Code of Practices (COP) has integrated a gender lens to various provisions, with some provisions making explicit reference to SDG 5, and others acknowledging women as belonging to a vulnerable group. The COP Provisions where specific gender dimensions are included are those on Policy and implementation (COP 2), Community Development (COP 10), Working Hours (COP 16), Harassment and grievance procedures (COP 18), and Non-discrimination (COP 22).

6.1.2 Generation Equality – Becoming an Action Coalition Commitment Maker

In 2021 we aligned our commitments with Generation Equality, after becoming a Commitment Maker under the Economic Justice and Rights Action Coalition.¹ The Generation Equality Action Coalitions represent a unique opportunity to make concrete change for millions of women and girls and accelerate results on the SDGs.

The Generation Equality Forum is a landmark global initiative, driving commitments that embed gender equality as a central component of Building Back Equal from COVID-19, fueling significant and lasting change for generations to come.

We have dedicated resources to this campaign by initiating a series of roundtables, workshops, and training sessions to engage in dialogue within the global watch and jewelry industry, and work towards catalyzing collective awareness and action aimed at accelerating the SDG 5 agenda. In partnership with Business for Social Responsibility (BSR), we have sought to better understand the challenges and opportunities present in the global watch and jewelry industry to learn where we can support members and wider stakeholders, and how we can accelerate action collectively to better the lives of women and girls.

BACKGROUND



6.1.3 RJC Gender Equality Report 2021

Based on key findings from the roundtables, workshops and trainings hosted in 2021, we have developed in partnership with BSR the Gender Equality Report, that sheds light on barriers women face in the global jewelry and watch industry, the role they play in the supply chain, and provides practical guidance on what we can do as an industry to accelerate action.

Underlining the importance of the commitment from leadership coupled with business policies, the report calls for creating a structure for employees to better understand how to promote gender equality. The report further underpins the need for specific practices to attract and retain female talent and remove any barriers that exist, and highlights best practices, presents key findings, and provides useful guidance and resources to support the global industry on its commitment to SDG 5.



6.1.4 RJC Gender Equality Toolkit for SMEs

When asked how RJC can support its members in a survey, 39% sought practical guidance and recommendations on gender, diversity, and inclusion. Therefore, in 2022 we are prioritizing the creation of practical resources, such as a Gender Equality Toolkit for SMEs. This toolkit is not about reinventing the wheel, but creating an informative, accessible, and easy-to-use tool for anyone.

While there's no one size-fits-all approach, SMEs have the opportunity to create their own journey and inspire their employees and peers to drive impact. Every company that acts on gender equality contributes to broader positive change. Putting in place gender equality strategies in the workplace is good for society and for business, and all companies, no matter their size have a role to play in driving this collective effort.

At De Beers, we recognize the importance of gender diversity in our business; women make up 50 per cent of the global talent pool and 90 per cent of the end consumers for diamonds. Yet women were historically, and remain, underrepresented across the diamond pipeline and in De Beers Group, particularly at leadership levels within our business. This means we are missing out on the brilliant contributions and diversity of thought that greater representation of women in our business would bring. Research consistently shows that such diversity drives stronger, more innovative and adaptable businesses.

Recognizing the need to take action, in September 2017, we partnered with UN Women and became a HeForShe Thematic Champion, pledging to make a tangible difference to the representation of women in our business, particularly in leadership positions. Specifically, we committed to achieving parity in our leadership appointment rate by 2020, as well as to support women and girls in our partner communities and be a positive force for gender equality through our marketing.

Achieving parity (defined by the UN Women as between 40-60%) in our appointment rate required a deliberate and strategic agenda. A key challenge was bringing everyone across our global organization together on this journey. We also recognized the importance of ensuring men were part of the conversations and solutions from the start, as all research shows this is fundamental to achieving meaningful and sustainable results.

Our first step was establishing senior leaders as gender champions across the business to help develop a new Inclusion and Diversity strategy. This strategy included a new talent management process, inclusive recruitment guidelines, a flexible working policy, unconscious bias training, employee engagement workshops- including an 'engaging men' series, reciprocal mentoring and improved facilities such as making rooms available at mining operations for nursing mothers.

De Beers Group colleagues around the world enthusiastically united behind these commitments and initiatives. Driven by their energy, we achieved our 2020 goal, doubling the female appointment rate at senior leadership level from 22% in 2017 to 40% (parity) in 2020. In turn, we've seen representation of women at senior leadership level increase from 17% in 2017 to 32% by the end of 2021, whilst female representation on our executive committee has increased from 0 to 31%.

We are incredibly proud of this progress, as well as the support and impact across the business. However, we recognize there is still a long way to go. So, in March 2021, we announced an extension to our partnership with UN Women for a further five-years, joining the HeForShe Alliance and expanding our commitments as part of our journey towards our Building Forever goal to achieve gender parity across our global workforce by 2030.

Looking forward, we will continue to learn and evolve our approach, intersecting with society, our colleagues and communities to understand lived experiences and promote a culture of inclusion, which embraces and values difference and recognizes the moments that matter for everyone. We will continue increasing the representation of women in technical roles and leadership, and ensuring, through our commitment to Building Forever, that every diamond we discover accelerates equal opportunity for a better and more equal future for all.

DE BEERS GROUP



CHAPTER 7

Assurance

7.1 HOW DOES THE RJC HANDLE CRITICAL BREACHES?

7.1.1 Critical Breaches and corrective actions

A **COP critical breach** is any major non-conformance identified against COP critical provisions (6.1, 7.1, 16.1, 16.2, 17.1, 17.4, 18.1, 19.1, 19.2, 20.1, 22.1, 25.2, 26.2c, 28.1, 29.1, 33.1, 38.1, 38.2, 38.4, 39.2a, as per the RJC Assessment Manual p. 34, Table 6).

A **CoC critical breach** is a critical non-conformance raised against any of the CoC provisions, supported by objective evidence that is triggered by:

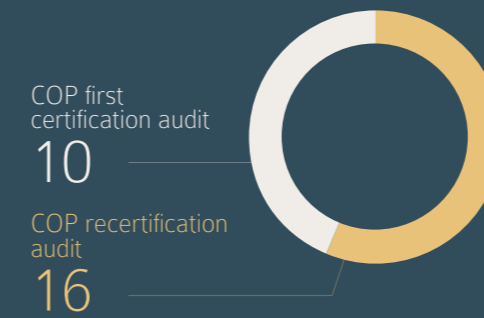
- deliberate falsification of information required to support a conformance rating; or
- a systemic failure of the management system to implement the CoC; or
- total lack of controls needed to manage business risks to the CoC

If a critical breach is identified during an RJC audit, the auditor must notify both the member and the RJC within three working days of identifying the critical breach and provide full details. The audit must be completed upon finding a critical breach.

- Upon notification from the auditor, we will consider suspending the member from the RJC website while the critical breach is under review.
- The auditor will ask the member to submit a corrective action plan with evidence of implementation in relation to the critical breach, within a maximum of four weeks from the day the critical breach was formally notified to the member.
- The auditor will review the member's response within two weeks of receipt. At this stage, the RJC or the auditor may ask the member to provide further information.
- If the critical breach has been either downgraded to a minor non-conformance or closed, following the auditor's review and recommendation, the critical breach case is closed, the audit report is finalized and submitted to the RJC.

In 2021 there were 26 cases of COP critical breach identified with 25 members being suspended from the website. 15 cases were identified among small fee members, while 8 cases were recorded among medium fee members.

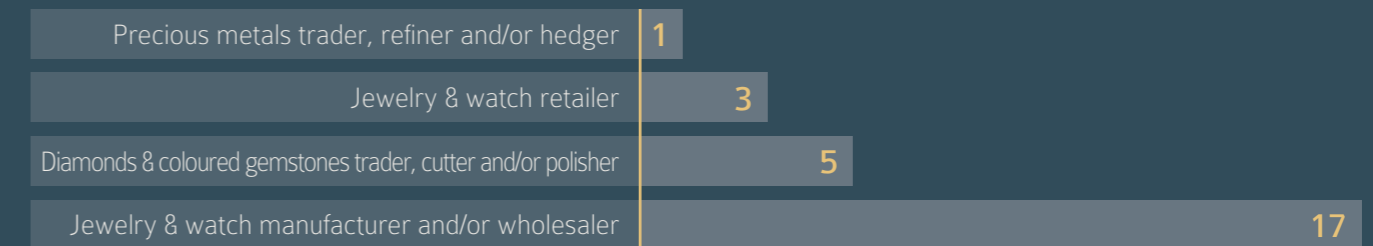
2021 Critical Breach cases per audit type



2021 Critical Breach cases per country



2021 Critical Breach cases per forum

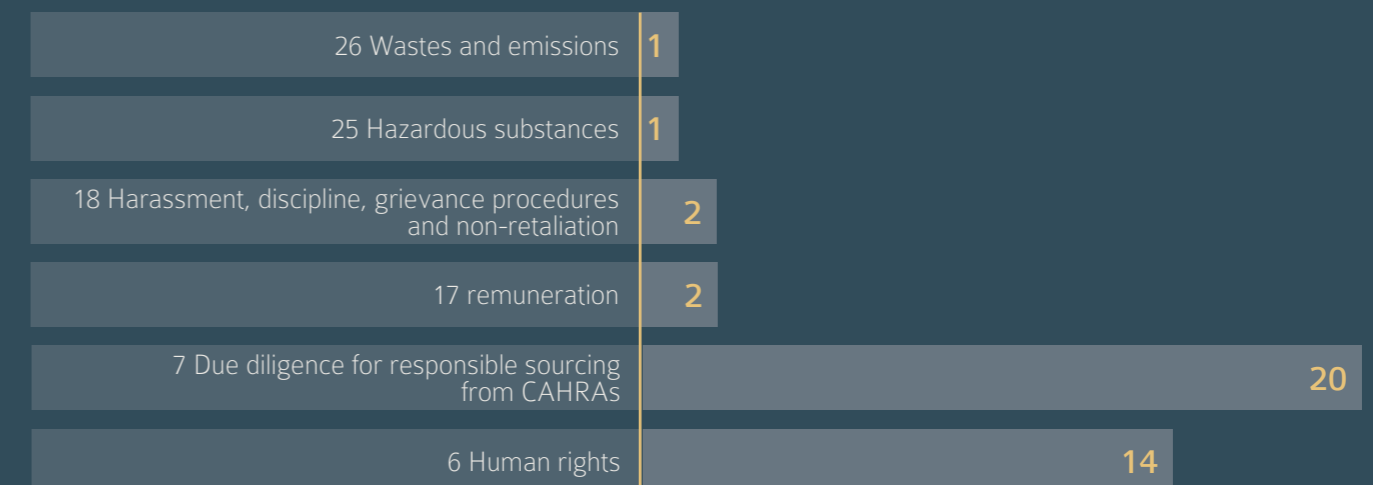


2021 Critical Breach cases per materials in scope*



* A member can have one, several or all these materials in scope.

2021 Critical Breach cases per COP provision





Following a high volume of critical breach cases identified against COP 6 Human Rights and COP 7 Due diligence for responsible sourcing from conflict-affected and high-risk areas (CAHRAs), despite the available dedicated training resources on the RJC website, a targeted member support process was defined and implemented. It consists of reaching out to the member immediately after critical breach identification to explain the process, indicate the resources available on our website and offer bespoke support from our Member Training team while the member is working to address the issues. Communication and follow-up on member progress is maintained at all times, until the critical breach case is closed.

Additional resources have been implemented in 2021: a Quick Guide to the Assessment Manual providing a summarized overview of the audit process and steps, and reporting templates for COP 6 and 7.

Member dedicated Ask Me Anything sessions on COP 6 & 7 took place during 2021 and were particularly recommended to members having open critical breach cases.

7.1.1 Disciplinary Proceedings

Disciplinary proceedings can be triggered by a complaint or other indicators of poor performance or failure to comply with the RJC requirements, such as a critical breach. They can also be triggered by judgements of a court of law, or any other legal or administrative regulatory body, or by any other evidence of companies bringing the RJC into serious disrepute.

As such, we will initiate disciplinary proceedings against members or audit firms in line with section 5.2 page 18-19 of the RJC Assessment Manual:

- Grounds for disciplinary action are presented to the RJC.
- The RJC Management Team (or its agents) carries out a full investigation.
- The RJC Executive Director reports the findings to the RJC Executive Committee and recommends taking disciplinary action.
- The RJC Executive Committee meets to consider and vote on whether there is sufficient evidence to justify taking disciplinary action against the accused member/audit firm and, if the vote passes, instructs the RJC Executive Director to give to the accused member/audit firm a written statement of objections to its conduct.
- The accused member/audit firm may, within 30 days, submit a written response to the objections.
- The RJC Board of Directors meets to consider and vote on the proposed disciplinary action, such as temporary or permanent loss of RJC membership or audit firm approval or a rejection of the audit report and a request for the member's sites to be re-audited.
- All members/audit firms have the right, within three months of being informed of the final disciplinary decision, to refer any dispute arising from the proceedings for final appeal and resolution by independent arbitration. Such arbitration will be done by a sole arbitrator, to be appointed by the president of the London based Chartered Institute of Arbitrators.

In 2021, there was one critical breach case escalated to disciplinary proceedings due to member's lack of action within the given timeframe. We sent a formal statement of objections to its conduct to the member. The member submitted a written response to the objections within 30 days and was able to demonstrate progress in addressing the critical breach case. The corrective action was to request for the member's site to be re-audited to verify implementation of the actions on the ground before any certificate could be issued to the member.

7.2 HOW DOES THE RJC HANDLE COMPLAINTS?

7.2.1 Summary of the RJC Complaints Mechanism

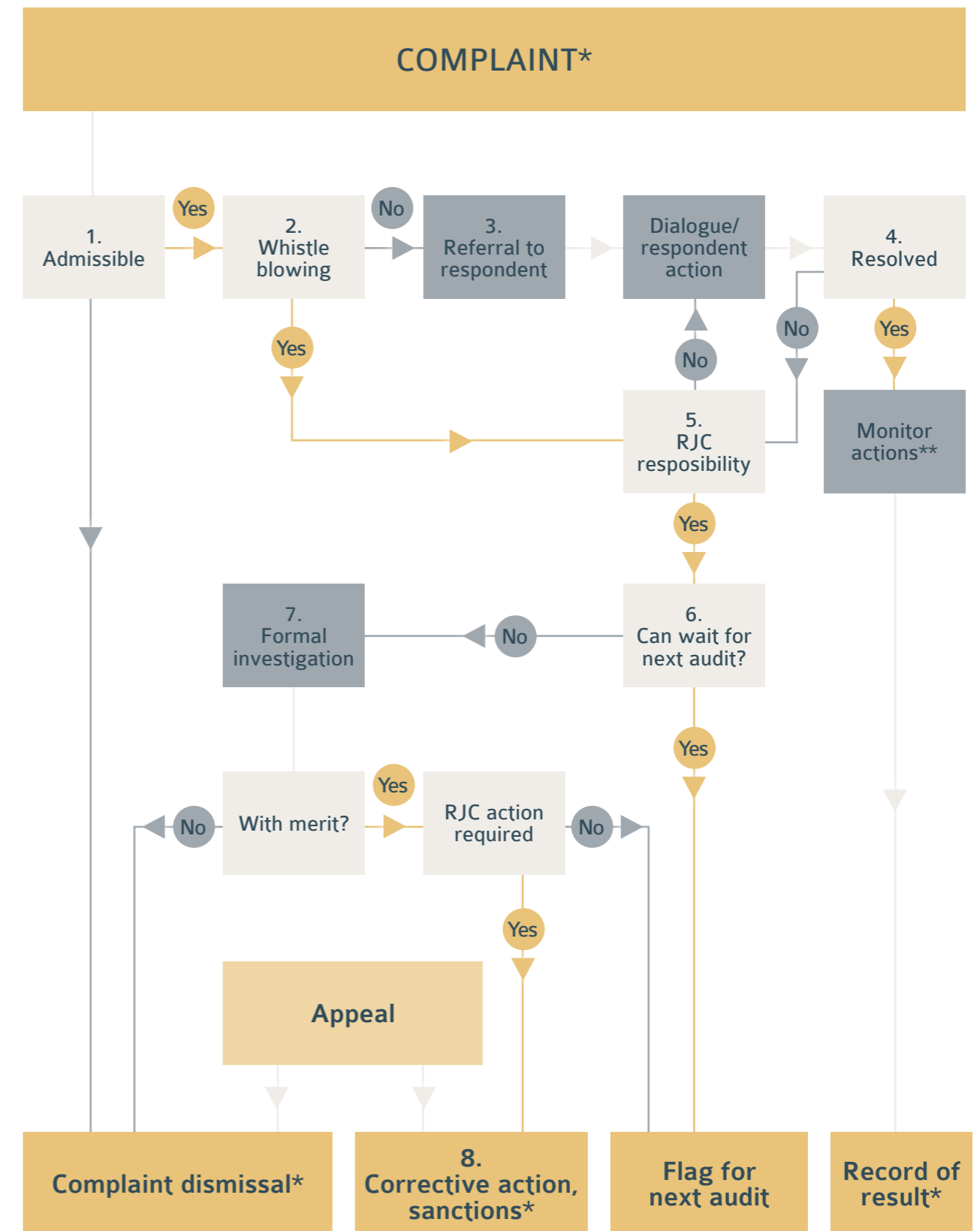
Who can complain? RJC members and/or their employees, CABs or auditors, third parties with a material interest in the member certification.

When can they complain? Within one year of the incident.

How to make a complaint? By completing the RJC complaint form and submitting it to the RJC together with supporting evidence. This includes credible information, records, observations, personal knowledge and/or statements of fact.

- 1 For a complaint to be admissible it must fall within the scope of the RJC Complaints Mechanism, which relates to (potential) non-conformances with the RJC's certification or assurance systems, or with its conduct in relation to governance and policies.
- 2 Whistleblowing complaints can be submitted anonymously to the RJC by telephone, email or letter.
- 3 Whistleblowing situations exempt, the RJC will facilitate and encourage a dialogue between the complainant and the respondent.
- 4 Complaints may be resolved through the dialogue process itself, as a form of early-stage resolution. Should that not be the case, the complaint will be referred back to the RJC for further formal processes to progress resolution of the complaint.
- 5 The RJC may take further action on unresolved complaints that relate to areas of RJC responsibility (Auditor or CAB, RJC Membership, RJC Certification).
- 6 The RJC will define the next steps (flag issue for next audit, define corrective actions, trigger disciplinary proceedings or an ad-hoc investigation etc.).
- 7 Where triggered, a formal investigation means that a complaints panel is appointed, consisting of RJC staff and an independent third party, to conduct the investigation and report on the outcome and proposed actions to the RJC's Executive Director.
- 8 Depending on the outcome of the investigation report, the complaint is dismissed or upheld. In the latter case, the report will recommend corrective actions, suspension or withdrawal of certification, temporary or permanent loss of RJC Membership, suspension or withdrawal of approval for auditors and/or CABs, or it will require a further audit to investigate and/or follow-up on corrective actions.
- 9 Members, CABs and auditors have the right to appeal loss of RJC membership or auditor/CAB approval within three months of notification of the relevant decision. Appeals will be heard via reconsideration of the complaint in formal investigation process under a different panel.

RJC COMPLAINTS MECHANISM



* All complaints and outcomes to be logged.

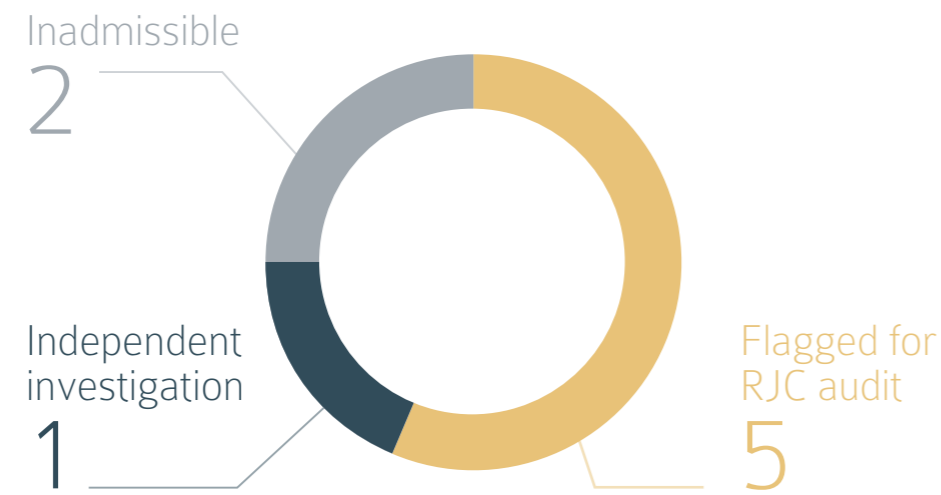
** If appropriate

7.2.2 Number of complaints

There were 7 complaints received in 2021, with 6 being against an RJC member and 1 against a non-RJC member. No complaints were received against any RJC audit firm.

The complaints covered members across most of the fora, except for the Service industry and Diamonds and Colored Gemstones Trader, Cutter and/or Polisher fora.

2021 Complaints per action taken*

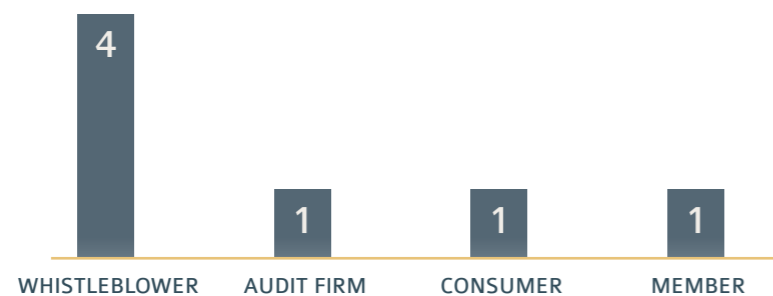


* One complaint can result in more than one action

2021 Complaints per issue raised



2021 Complaints per complainant type



7.3 MEMBER SUSPENSIONS

Member suspension refers to the removal of the member's profile page from our website under certain conditions:

- The member is subject to disciplinary proceedings as per the RJC Assessment Manual (such as, but not limited to, the member having a Critical Breach raised against them at their latest audit).
- The member has reached their COP audit deadline but failed to complete the audit or to provide a booked audit date as a minimum. If the audit deadline refers only to the CoC, the member page with the COP certificates will remain visible and only the relevant CoC section is hidden.
- The member has reached their audit deadline, and the audit has not been conducted during the subsequent 12 months, or they have not requested and been granted an extension to audit. Should the audit be booked to take place after 12 months from audit deadline, the member's profile page will be reinstated only when their new certificate is issued.
- The member fails to make any payment of membership fees within a maximum of 3 months from the invoice due date. Membership can also be resigned for non-payment of the membership fee in such cases.

7.4 RJC AUDIT FIRMS (CABS) AND AUDITORS

7.4.1 Audit firms (CAB) incidents

An audit firm (CAB) incident refers to a failure in the CAB's systems or performance which may have been identified through internal RJC monitoring/oversight or as a result of a member grievance, not amounting to a complaint. They are investigated by the Assurance Department. If confirmed, root cause is identified, and corrective actions are implemented by the CAB. Incident trends are analyzed, discussed at quarterly Auditor Roundtables, and inform continuous improvements.

There were **27 Audit firm (CAB) incidents** recorded in 2021, with 19 being identified internally by the RJC team and 8 stemming from members' grievances. Most internally identified incidents referred to auditors approved scope, non-conformance ratings, Assessment Manual implementation and auditor response times / audit report submission delays, with the latter also being highlighted by member grievances.

The nonprofit Pure Earth is the only organization training artisanal miners in both mercury-free gold mining techniques and reforestation in the Peruvian Amazon. Miners say Pure Earth’s work is helping them “fulfill their obligation to the rainforest.” Supported by RJC members, Pure Earth’s work helps miners protect their children and communities, and the environment, which in turn benefits everyone and contributes to the U.N.’s Sustainable Development Goals.

The unfortunate reality is that gold is not always produced in a responsible way. In the Amazon, once-pristine land has been deforested and contaminated with mercury through the practice of artisanal and small-scale gold mining (ASGM). Each year, 180 tons of mercury, a dangerous neurotoxin that especially affects pregnant women and children, is released into the Peruvian Amazon due to ASGM1. In addition, over 100,000 hectares of rainforest have been deforested in Madre de Dios, Peru2, considered one of the most biodiverse regions in the world.

Pure Earth works closely with several mining associations in Madre de Dios and elsewhere in Peru. To date, they have conducted trainings with over 300 miners on topics such as the effects of mercury, mercury-free mining techniques, and smelting techniques for mercury-free gold.

Working with a local partner, the Center for Amazonian Scientific Innovation, Pure Earth has implemented the first application of a reforestation mining restoration plan. Through funding from the Department of the State and generous donors including Tiffany and Brilliant Earth, Pure Earth has reforested 9 hectares of degraded mining land and trained over 120 miners, local students, and government officials in reforestation and soil remediation methodology.

Recently, in an effort supported by Brilliant Earth, Pure Earth, together with the Alliance for Responsible Mining, began working with the AMATAF mining association towards their goal of becoming Fairmined eco-certified, a label that ensures buyers of their gold’s traceability, sustainability, and production without the use of mercury.

Pure Earth has also collaborated with the RJC on other occasions, including a 2021 webinar on the use of mercury in the ASGM sector.

Mercury contamination may seem like a daunting challenge, but responsible jewelers are leading the way, helping to solve the problem.

By Caroline Baylor and Magdalene Sim



2021 Audit firm (CAB) incidents per type

Auditor approval	6
CAB/auditor response times/inefficient	6
Audit report submission delay	3
Non-conformance rating	3
Assessment manual implementation	3
Audit report data quality	2
Scope determination	2
Remote audit derogation implementation	1
CAB/auditor impartiality	1

2021 Audit firm (CAB) incidents per action taken

Auditor refresher training	10
CAB operational improvement	8
Auditor competence report	5
N/A not confirmed	3
Flagged for oversight assessment and/or internal monitoring	2

7.4.2 Auditor geographical scope and fora

We have 160 auditors across the RJC audit firms that can be found on the RJC dedicated webpage. The auditors cover 134 countries worldwide. 85 of them can conduct audits against both the Code of Practices and the Chain of Custody standards, while 74 auditors can cover the former and 1 other can cover the latter only.

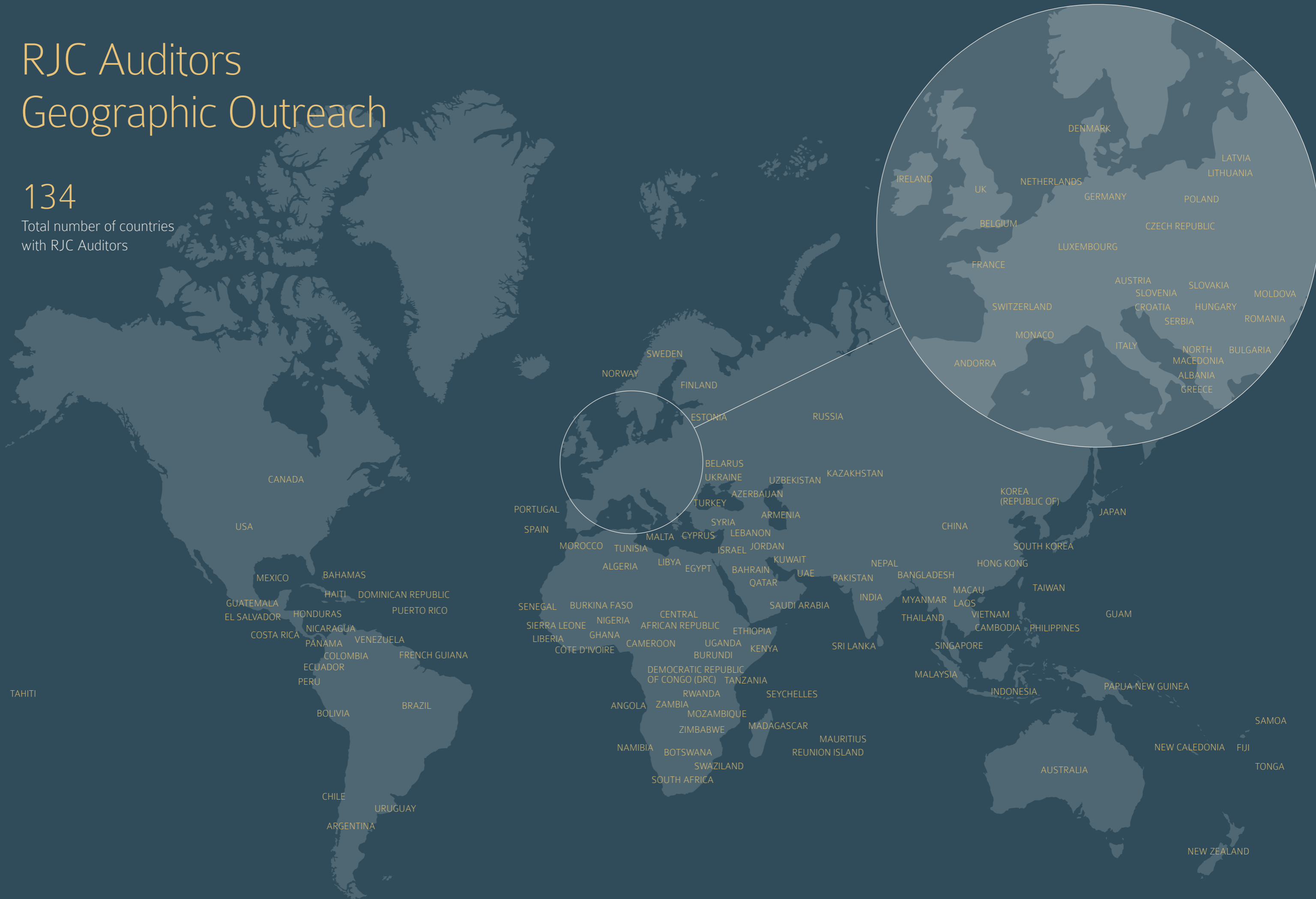
One auditor can audit members in multiple countries, depending on their experience, but will have only one country as location.

All the auditors are required to complete RJC training modules and can only conduct audits after they have successfully passed the associated assessments.

RJC Auditors Geographic Outreach

134

Total number of countries
with RJC Auditors



7.5 REMOTE AUDITS

In July 2020, we adopted a Remote Audit Derogation (RAD) in response to the COVID 19 pandemic and the difficulties of conducting on-site audits. The RJC (like many ISEAL schemes) already allowed for remote audits but limited to mid-term reviews only, the remaining audits being conducted onsite. The main driver of the RAD was to provide audit firms (CABs) and RJC members continuity with the RJC audit program as scheduled, and the possibility to maintain certification.

Therefore, fully remote audits (desktop, virtual/mobile) and partially remote audits (also known as hybrid, facilitated or semi-remote audits) were deployed as alternative or complementary verification mechanisms, alongside conventional in-person onsite audit.

The Remote Audit Derogation is currently valid until 30th of June 2022 and will be prolonged until the end of the year.

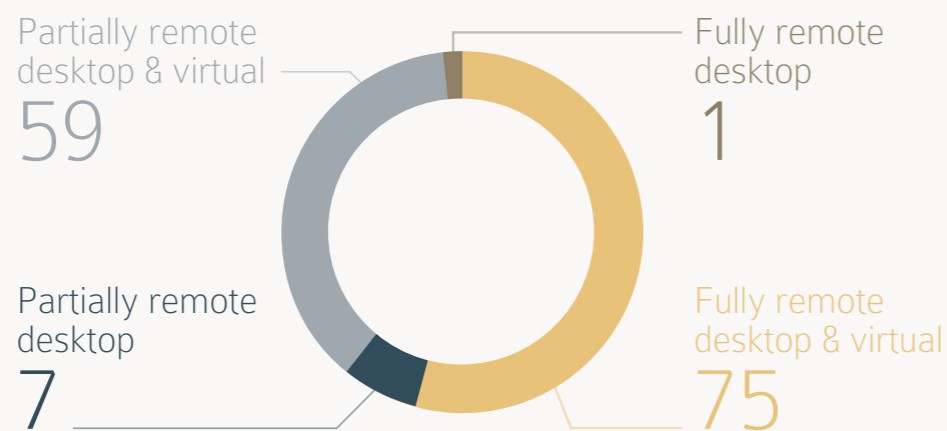
7.5.1 Remote audits in 2021

142 remote audit requests were approved in 2021. 75 remote audits were approved for single site members, while 67 remote audits related to multi-site members.

While most of the fully remote audits were conducted at sites with up to 15 employees, there were 24 fully remote audits completed for sites with 100+ employees, on an exception basis. 15 of these sites were for combined De Beers Best Practice Principles (BPP)/RJC COP audits. This type of audit can only take place during a limited time window every year as per the De Beers Program. In 2021, this time window overlapped with a severe Covid wave in India as well as other countries, making it impossible to complete the scheduled audits onsite.

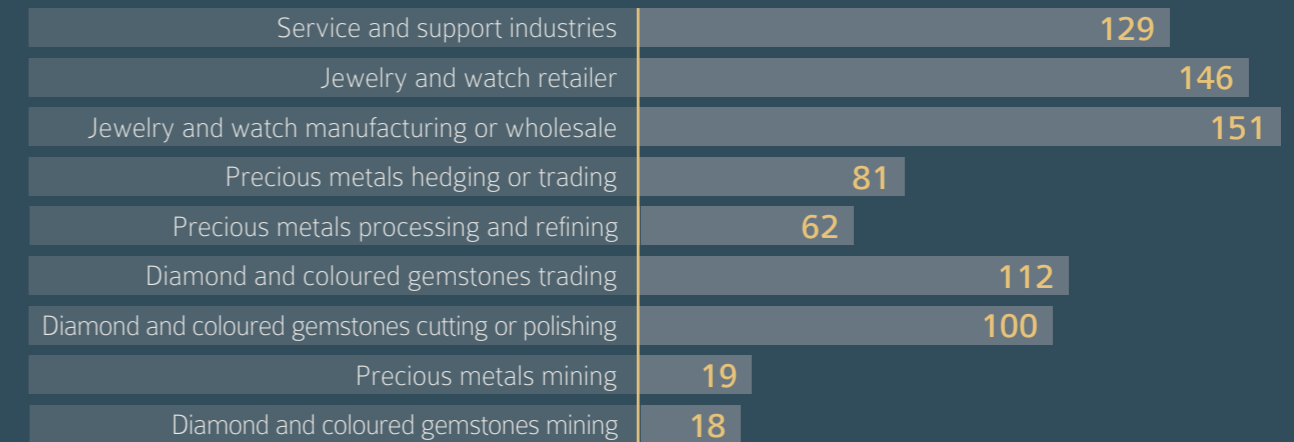
3 requests for fully remote audits were rejected in 2021 for not fulfilling the eligibility criteria. The requests were for 1 Diamonds and Colored Gemstones Trader, Cutter and/or Polisher member and 2 Jewelry and Watch Manufacturer and/or Wholesaler members. Also, the rejected requests were for 2 COP first Certification audits and one COP transition audit, in Italy, Thailand and US. The members were advised to opt for partially remote audits or to wait until an onsite audit was possible, given their individual circumstances.

2021 remote audits approved per remote audit type

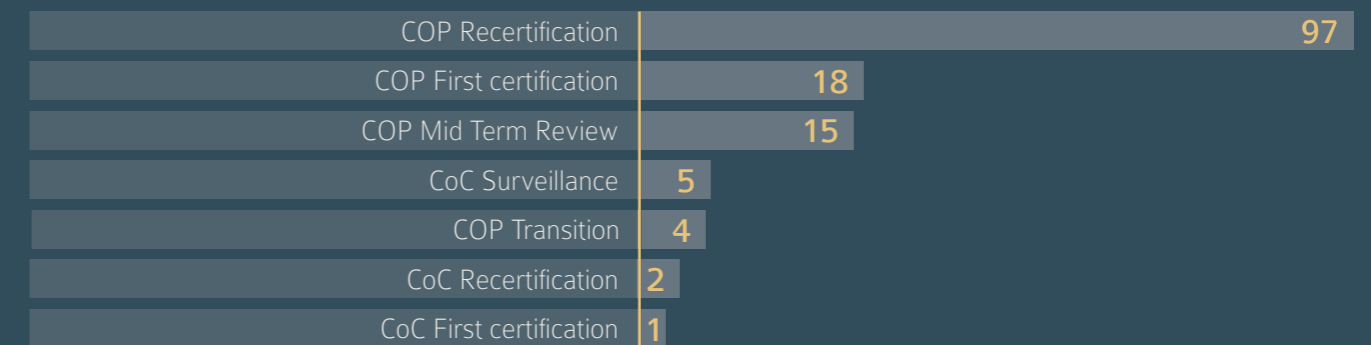


RJC Auditors per fora*

* One auditor can usually cover multiple fora.



2021 Remote audits approved per RJC audit type



2021 Remote audits approved per member forum type



2021 Remote audits approved per country of audited site



CHAPTER 8

Governance Taskforce

The RJC was formed in 2005 and has achieved remarkable success and growth over the past 17 years.

Our governance processes and constitutional documents have served us well and remain effective. However, the Russia/Ukraine conflict created unprecedented and unforeseen challenges. The imposition of financial sanctions by several governments placed the RJC in an unparalleled position. The situation raised the need for additional clarity relating to the disciplinary processes available in the event that a member becomes the subject of legal or regulatory restrictions, limitations or constraints including but not limited to Government imposed sanctions, and also and more broadly, the concept of actions that might bring the RJC into disrepute. With the advice of independent legal counsel, a Governance Task Force will review the RJC's constitutional and governance documents, in order for it to be able to act with confidence and authority in similar circumstances should the need arise in the future. The Task Force's recommendations will be reviewed by the Board and submitted to the RJC membership for their consideration.

In 2020, House of Gems Ltd. recognized the importance of community development. We were committed to fostering a culture of equity, social justice, participation, and empowerment. As a result of this pledge, the company evaluated organizational changes that needed to take place to turn this commitment into action. At just 16%, the company recognized that females were not well represented within our organization.

With the company's new commitment and directive, we set out to hire qualified females for our vacant job opportunities. This mandate presented a sizable challenge as the industry is overwhelmingly dominated by males. Throughout the hiring process, there were a multitude of qualified male candidates vying for the roles. In fact, the hiring process took an additional 7 months to complete than originally planned. With these delays, the organization sacrificed timely onboarding, productivity, and sales opportunities. However, by staying true to our commitment, we were able to enact transformational change. As of 2022, females represent 38% of our workforce, with 22% of Managerial roles being held by females.

McKinsey's 2020 Report on diversity highlighted the successes of corporations that embraced diverse hiring "we found that the greater the representation, the higher the likelihood of outperformance...companies with more than 30% women executives were more likely to outperform."

The females in our organization have been empowered to succeed and continue to make sizable impacts incorporate culture and performance. Our pledge has reinforced our commitment in DE&I and has shown all members of the team that the company is transparent, transformative and dedicated to our community. Entry level female employees have been matched with experienced female role models and mentors within our organization—a pairing that will continue to foster positivity and performance results. Overall, internal organizational sentiment and feedback has been constructive and productive.

HOUSE OF GEMS
CREATING MOMENTS SINCE 1988



CHAPTER 8

An Interview with SGS Audit Services

Q: How does the RJC COP bring about positive improvements throughout the jewelry and watch value chain? Do you believe that certification makes a tangible difference to people and planet?

A: There are clear signs to confirm that RJC's COP brings about positive improvements in multiple ways to all stakeholders including management, employees, suppliers, and end consumers.

I have noticed that many sites demonstrated little awareness of the ethical, social, environmental, and business challenges prior to completing their RJC certification (although an understanding of anti-bribery and corruption was more commonplace). It is important for businesses to understand the benefits of having good ethical and social standards which will eventually increase the living standard of the people involved within their supply chain.

The RJC COP provides a comprehensive guide for businesses faced with complex supply chain issues. Advances in recent technology has presented an opportunity for businesses to improve their management practices and standards with adequate document control systems.

Q: With the increased number of toolkits, working groups and online resources available to RJC members, do you see this impacting member performance?

A: Yes, I fully agree that these tools help members to understand their requirements and achieve certification. I have noticed that companies who have completed the various toolkits and the self-assessment demonstrate a better understanding of the COP provisions, records required, and are altogether better prepared.

I strongly encourage members to complete the self-assessment and make use of the toolkits and resources prior to their audit. In fact, for new companies it could be beneficial to participate in the RJC training, and make full use of the support on offer.



Roshini
Wickramasinghe,
Auditor at SGS

Q: What are the common challenges that members face when going through an audit? Are there specific parts of the COP that are more challenging than others?

A: The RJC audit process is detailed and comprehensive, so early preparation is key. I have found that COP 7 on Due Diligence is the provision that members find most challenging to understand and implement. It is particularly challenging for them to obtain the necessary due diligence information from their suppliers. The RJC's due diligence toolkits are a highly useful guide to help members implement COP 7 requirements.

Q: What is your top tip to help RJC members prepare for their audit?

A: I would suggest:

- Make full use of the RJC's training, toolkits, and resources. I particularly encourage members to complete the self-assessment prior to their audit as this will help them to identify key areas.
- Ensure you prepare well in advance for your audit date and allow yourself adequate time to address any gaps in your business operations.
- Re-visit the relevant training and guidance when updates are made to the COP and its requirements.

Certification

9.1 RJC CERTIFICATION

The role of the RJC certification department is to operationalize RJC standards, developed by a Standards Committee composed of RJC members.

9.1.1 The role of the Certification Department

The certification process is designed to improve the management systems and business practices of RJC members and, in so doing, strengthen the social, human rights and environmental performance of companies. We believe that by supporting our members to achieve certification, it can contribute to the broader underlying social, human rights, ethical and environmental conditions as well as handling and trading practices found within the jewelry and watch supply chain. We also find it will deliver positive impacts as well as best practices for workers, communities, business partners, countries where members operate and the environment.

The COP includes Human Rights, Labor Rights, Health and Safety, Product Integrity and the Environment. Third party auditors review the management practices and certification is granted if the organization is compliant with the COP.

The COP is a comprehensive manual for a sustainable and responsible jewelry supply chain, covering all aspects including mining, refining, cutting and polishing, manufacturing and retail. The COP details management practices to ensure responsible business including labor and human rights due diligence, health and safety, gender equality, non-discrimination and product integrity and disclosure. The 2019 COP is also aligned with the OECD Due Diligence Guidance for Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas and the UN Guiding Principles on Business and Human rights.

Snapshot of Steps to Certification



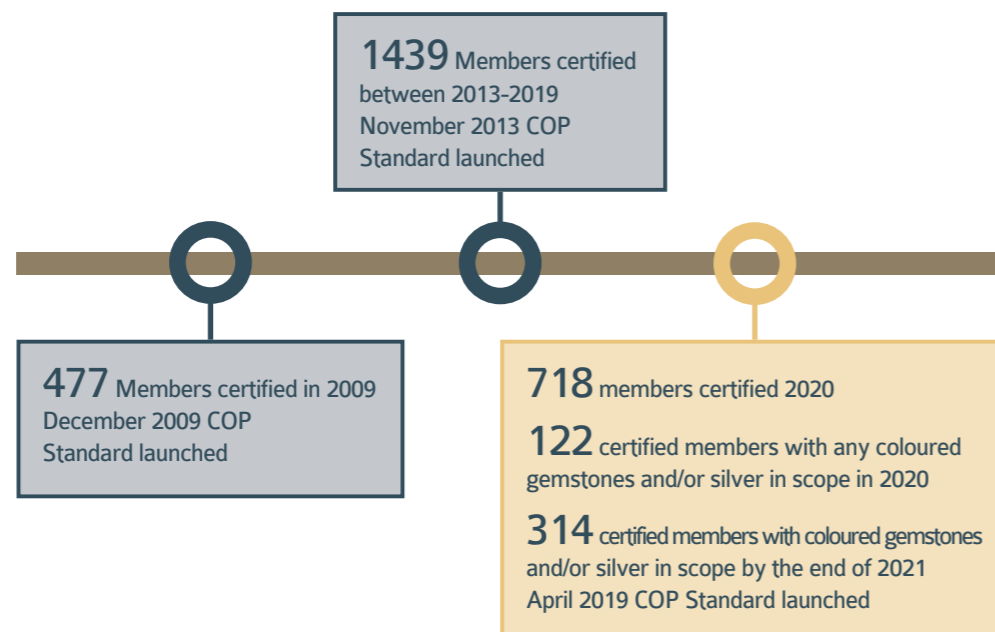
9.2 EVOLUTION OF MEMBER CERTIFICATION ²

Auditor findings allow us to understand the risks and opportunities in members systems, processes, and practices across 11 CoC provisions³ and 42 COP provisions by analyzing the areas of concern.

For instance, in 2021, 55% of the queries were raised by the Certification Department for first CoC certification recommendations made by third-party auditors and only 21% of them related to recertification recommendations. The latter demonstrates that the more mature is the member the better is the progress in terms of understanding of the CoC Standard requirements and certification process. Although majority of the RJC CoC certified entities are in Europe (predominantly Italy, France, and Switzerland) these countries are not immune from violations, as revealed by the evidence from audit reports.

However, for the COP there is an equal split in the number of queries that are raised at both first and recertifications. Although fewer queries at recertifications are expected, it is understandable that a large volume of queries are raised. This is due to the fact the COP has significantly more provisions than the CoC and the nature of the standard is to assess the members compliance with laws, systems, and processes and in practice across many not very familiar to businesses areas, such as human rights, compared to only systems and traceability processes in the CoC. However, despite more stringent requirement of COP 2019, we have seen an increase in member applications, particularly with those with coloured gemstones and/or silver in scope. Moreover, 209 members have undergone recertification against COP 2019 in 2021 with some of them terminating their COP 2013 certificates early in favor of COP 2019, demonstrating continuous interest in the updated standards and the desire among members to comply with enhanced due diligence.

Evolution of member certification



² This data is based on certificates with a 2021 issue date as opposed to all certificates issued in 2021

³ CoC 2017 Standard provisions:

9.3 DEEP DIVE INTO COP STANDARD APPLICATION

The COP provides a common standard for ethical, social, human rights and environmental practices throughout the jewelry and watch supply chain, from mine to retail. Certification against it is mandatory for all RJC commercial members with gold, silver, PGMs, diamond and colored gemstones in scope.

As part of the auditing process for COP certification, the members are required to demonstrate to auditors how they conduct due diligence through their business operations and extended supply chain across 42 COP provisions.⁴

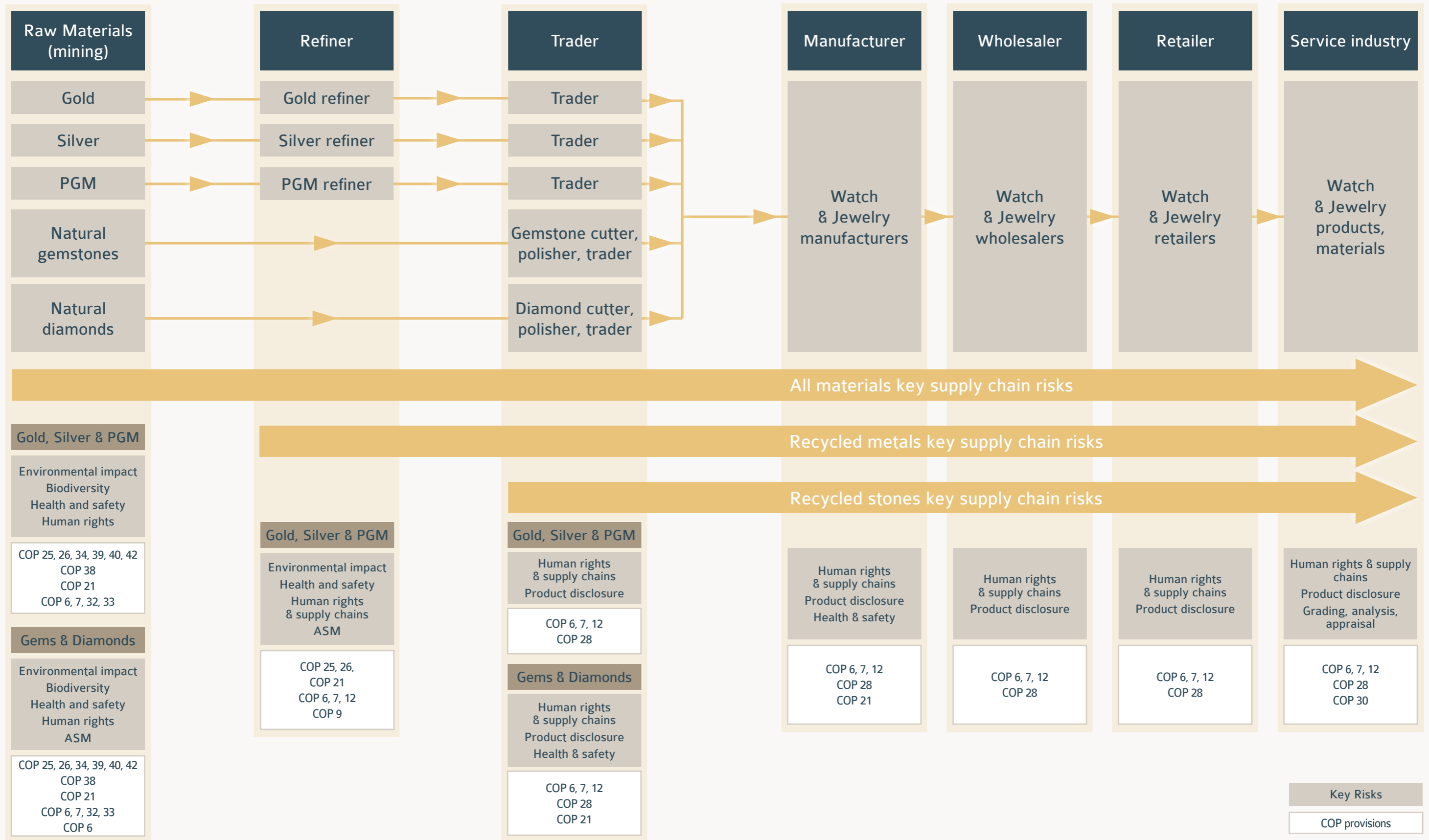


⁴ COP 2019 Standard provisions

⁵ Please refer to RJC Walkthrough Series for CoP 2019

The conditions under which products in the jewelry and watch supply chain are produced and sourced are a particularly challenging aspect of the sector and represents one of the areas of the COP, which is of most interest to consumers. Companies are increasingly doing more to understand their own supply chain and ensure the materials they sell do not contribute to conflict, child labor and other human rights violations. However, complex business structures and supplier relationships makes it difficult for businesses to understand and trace problems. However, the RJC certification process can help members with practical guidance on how to navigate through challenging scenarios.⁵

Supply Chain Risks



9.3.1 Provenance Claims⁶

In 2021, RJC issued certificates with Provenance claims to (22%) of its members. Most of those provenance claims relate to diamonds (61.3%). This is in line with the fact that diamonds are the second most widely used material for our certified members. These provenance claims are heavily related to the materials 'origin (37%) and verification of source (18.5%) rather than the assurance of responsible sourcing practices (5.9%). Provenance claims with regards to origin, source, and practice claims for other materials are much less common and are more evenly spread out. Most members with a provenance claim issued on their certificates belong to jewelry and watch manufacturer and/or wholesaler (34) and diamonds and colored gemstones trader, cutter and/or polisher (32) for a.

Although making a provenance claim is voluntary for RJC certification purposes, if the claims are made, they must meet the requirements and be audited in accordance with COP Standard and Guidance document. During the assessment of provenance claims, as part of auditing process, in some cases, non-conformances were identified either in management processes and documented procedures or in practices. For instance, in 2021, 3% of members were identified with open minor non-conformances related to their provenance claims and 0.8% with related closed minor non-conformances.

9.3.2 Certification Recommendations: Minor Non-Conformances

In 2021, 29% of our members were issued certificates with one or more open minor non-conformances. The auditors identified 246 minor non-conformances at first COP certification and 524 at re-certification. Diamonds, colored gemstones, gold, and silver are the most prevalent materials where non-conformances were found. Jewelry and watch manufacturer and/or wholesaler, diamonds and colored gemstones trader, cutter and/or polisher and jewelry and watch retailer are amongst the main fora where non-conformances have been found.

Among 348 members who were issued a 3-year certificate in 2021, 63.5% were recommended for recertification, which means they showed either lack or up to 3 minor non-conformances only. Of the certificates issued in 2021, 36.5% of members were recommended a mid-term review. Of these, the majority of cases (68.5%) relate to members dealing in diamonds while 53% of cases relate to members dealing in colored gemstones. More members were recommended for mid-term review site visits (68) compared to desktop audits (59) during the reporting year. Diamonds and colored gemstones trader, cutter and/or polisher represent 25.3% of the certified members but only 18% are recommended a mid-term review. Retailers form 4.7% of the certified members but a much higher number (8.7%) is recommended a mid-term review. This demonstrates that as RJC has been expanding its COP standard to incorporate more risks and materials, it needs to train members on additional requirements so that members demonstrate fewer minor non-conformances in the future.

⁶ A provenance claim is a documented claim, made using descriptions or symbols, that relates to gold, silver, PGM, diamonds or coloured gemstones that are offered for sale (whether as stand-alone materials or set in jewellery). Provenance claims are typically made about a product's origin, verification of source, traceability of material, certification of material or suppliers, or another mechanism to ensure responsible sourcing practices that are not covered elsewhere in the COP.



9.3.3 Certification Recommendations: Major Non-Conformances

Although no country is immune from violations, the evidence shows that non-conformances usually happen in businesses with complex chains and production lines coupled with specifics of the materials. In 2021, the RJC issued 15 members with 1-year certificates since major non-conformances were identified during audits around policies, systems, procedures and/or processes in those members' businesses. USA (5) and China (3) are leading in this category. Also, jewelry and watch manufacturer and/or wholesaler members represent the majority (11) in the category with major non-conformances with diamonds (12), gold (11), silver (10) and colored gemstones (9) in scope. Of this group of members, 2 have only diamond in scope and the other 13 have more than one material in scope.

9.4 DEEP DIVE INTO COC STANDARD APPLICATION

The Chain of Custody (CoC) Standard complements the RJC's COP and is voluntary for our members. It allows us to assess the traceable material, which is segregated along the jewelry and watch sector supply chain. It applies to gold, silver and PGMs only. Members who decide to undergo a CoC certification usually differentiate themselves for their customers, consumers and other stakeholders as they can demonstrate enhanced due diligence in production, processing and trading of products and materials.

In 2021, we issued 102 CoC certificates with the majority of entities in Italy (46), followed by Switzerland (24) and France (18). More than half were in the jewelry and watch manufacturer and/or wholesaler fora (77). 63 RJC members were successful in getting their first CoC certifications. Among them were 33 members who reported working with outsourced contractors, which means that CoC certification helps to raise the level of performance of members' suppliers by cascading the knowledge and best practices around due diligence and responsible business practices further down the chain.

9.4.1 Certification Recommendations: Minor Non-Conformances

As with the COP Standard, during CoC Standard certification process auditors may raise minor non-conformances in the members entities. Despite being certified by the COP Standard, entities with major non-conformances are not recommended for RJC certification until the issues are addressed. There is also a mandatory surveillance audit in the second year of a 3-year certificate.

In 2021, the auditors identified 17 minor non-conformances at first CoC certification, and 4 at recertification. This shows that the RJC members that opt for CoC certification are much better placed to get certified without any major non-conformances. Jewelry and watch manufacturer and/or wholesaler and precious metals trader, refiner and/or hedger are the top two fora where our CoC certified members are: 76% and 20% respectively. This is where all the non-conformances have been found. Gold is the main material where non-conformances have been found, which is also the main material that is CoC certified (50%).

9.5 STAKEHOLDER OUTREACH

Regulators, civil society, shareholders, communities, customers and in particular employees increasingly want to understand how companies impact human rights, society, and the environment in the country of business operation and entire supply chain. To respond to these expectations, a mandatory interview of both directly and indirectly employed workers including those hired by third parties, such as labor agents, providers or contractors and subcontractors is conducted during RJC's third-party auditing process for certifications.

During audits conducted in 2021, there were 2795 interviews with workers and 1060 with senior workers/managers, which demonstrates the outreach of RJC COP certification process and its focus on a people centric approach. Our certification process enables employees to form a general understanding of human rights, labor rights, governance, and environmental risks in direct operations, as well as in the supply chain of companies they work for and the ways of addressing them. This in turn, helps to increase a bottom-up leverage approach that RJC certification process indirectly aims at impacting more.



CHAPTER 10

Impacts

10.1 ENVIRONMENTAL SOCIAL GOVERNANCE (ESG)

We endeavor to increase the recognition of the RJC certification as a credible ESG risk management mechanism.

10.1.1 Our ambitions for ESG

Our ambition is to develop a comprehensive reporting framework which will allow companies to structure their ESG data and reporting more efficiently. The objective is to make the framework available to RJC member companies to utilize, on a voluntary basis.

Our key goals are:

- To identify ESG performance metrics that are relevant to the global jewelry and watch industry
- To align global ESG frameworks to the RJC Code of Practice (COP)
- To build equity, resilience, and business value for RJC members
- To create a standardized approach to ESG reporting to identify industry trends and allow for informed analysis
- To have a technology solution that assists RJC members to disclose information accurately and efficiently
- To facilitate ESG literacy and support interested members through training and education.

10.1.2 An industry specific ESG framework

In 2021, we collaborated with the global asset management firm Arabesque to develop an industry specific ESG framework relevant to the entire jewelry and watch value chain.

The framework was borne out of the recognition of a gap in the market. Investors and stakeholders require company level data on key ESG metrics to inform their decisions, but a universally applicable jewelry-specific framework does not currently exist. The RJC ESG framework is aligned to the RJC Code of Practices (COP), and mapped against globally recognized frameworks (including GRI, SASB and TCFD), and the SDGs.

A single, harmonized ESG framework will enable members to respond to reporting requests, complying with multiple disclosures simultaneously. These disclosures have been anchored in globally recognized standards to ensure performance becomes measurable and is aligned with expectations of the financial markets.

10.1.3 Key features of the RJC ESG framework

An effective ESG reporting framework must cater to a diverse membership range, and offer practical solutions recognizing that some 94% of RJC members are SMEs. The key features of the RJC ESG framework are:

- 74 key indicators ranging across E, S, G topic areas
- Considers regulatory reporting requirements that are relevant for multiple members
- Coverage of all key material topics identified as relevant for RJC members
- All indicators are aligned to the RJC COP Provisions and Sub-Provisions
- All indicators are anchored within global reporting frameworks (e.g. GRI, SASB, TCFD)
- Prioritize the use of the SDGs as an overarching framework whilst recommending and encouraging the uptake of global frameworks
- Includes a selection of binary indicators to ensure comparability and ease of reporting across the member base regardless of previous reporting experience and in-house ESG resources (E.g. 'Do you report on scope 1 emissions?' Yes or No).

The ESG framework will evolve over time. Our year 1 deliverables include a selection of basic indicators that can be applied across our membership and provide a first step towards comparable datasets. For year 2 and beyond, we will migrate towards a comprehensive framework which uses a data driven approach and guides members in their ESG reporting journey.

Excerpt of the RJC ESG reporting framework

Pillar	COP Theme	COP Provision	COP Sub-provision(s)	GRI	SASB	Arabesque	SDGs
Social	Labour rights and working conditions	19. Child labour	19.1 Members shall not engage in or support child labour as defined in ILO Convention 138 and Recommendation 146, which set the following minimum ages for work...	GRI 408 Child Labor Disclosure 408-1: Operations and suppliers at significant risk for incidents of child labor The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either...	SASB CG-AA430b.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to labor code of conduct, (3) percentage of total audits conducted by a third-party auditor GG-AA-430b.2 Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Pillar S S-Ray Key 34800 Child Labour Statement or Policy Labour Rights Does the firm have a statement or policy to avoid using child labour?	SDG 8: Decent Work and Economic Growth
			119.2 Members shall not engage or support the worst forms of child labour as defined in ILO Convention 182 and Recommendation 190, which includes...				

10.1.4 Arabesque’s ESG Book: A solution through technology

2021 saw the highly anticipated launch of ESG Book, a digital platform developed by Arabesque which gave us a reporting solution through technology. Hailed as the ‘Spotify for ESG’, this platform is a central source for corporate sustainability information, making ESG data accessible, comparable, and transparent whilst connecting investors with companies.

RJC is a founding partner of ESG Book which has been developed in partnership with leading financial institutions, investors, and businesses, and supported by a global alliance of leading organizations.

All certified RJC members will be granted direct access to this tool via the member portal and will be able to explore Arabesque’s range of ESG analytics and data solutions to gain a cutting-edge in sustainability performance. Certified members will be invited to sign onto the platform to test the ESG metrics selected by us. Users will be custodians of their own data and will have the option of uploading their information in a ‘closed wall’ environment.



10.2 A ROADMAP TO 2030 AND BEYOND

In 2020, the United Nations put out a call to action on all sectors of society, to mobilize on the SDGs and deliver the 2030 Agenda. In the same year, the RJC launched a framework to support the implementation of the SDGs and to assess progress towards achieving long-term. By implementing the COP, members are already actively contributing towards positive impacts.

In 2021, we held a pilot project with 30 members from across the value chain to test the feasibility and applicability of the sustainability metrics contained within the 2030 Roadmap.

The analysis of the results indicates that the majority of members (across geographic location, forum and company size,) self-reported that the metrics were clearly defined, explained and understandable; 93% of all responding companies confirmed they faced minor difficulties in collecting and reporting on the selected metrics; 90% of the proposed metrics received a full or partial answer, with the resulting data providing clear grounds for comparable analysis. Furthermore, the selected metrics have a good overlap with the KPIs used and preferred by GRI, SASB and other best-practice ESG reporting frameworks.

The results of this analysis are going to inform future strategies and will serve as a comprehensive case study on how our membership is able to operationalize and report on the 2030 agenda. The uptake of metrics will provide a holistic view of members’ commitment to and management of key ESG risks, and the resulting performance improvements.

**Want to learn more about RJC’s ESG ambitions or get started on reporting?
Contact Jasmeet at Jasmeet.kaur@responsiblejewellery.com**

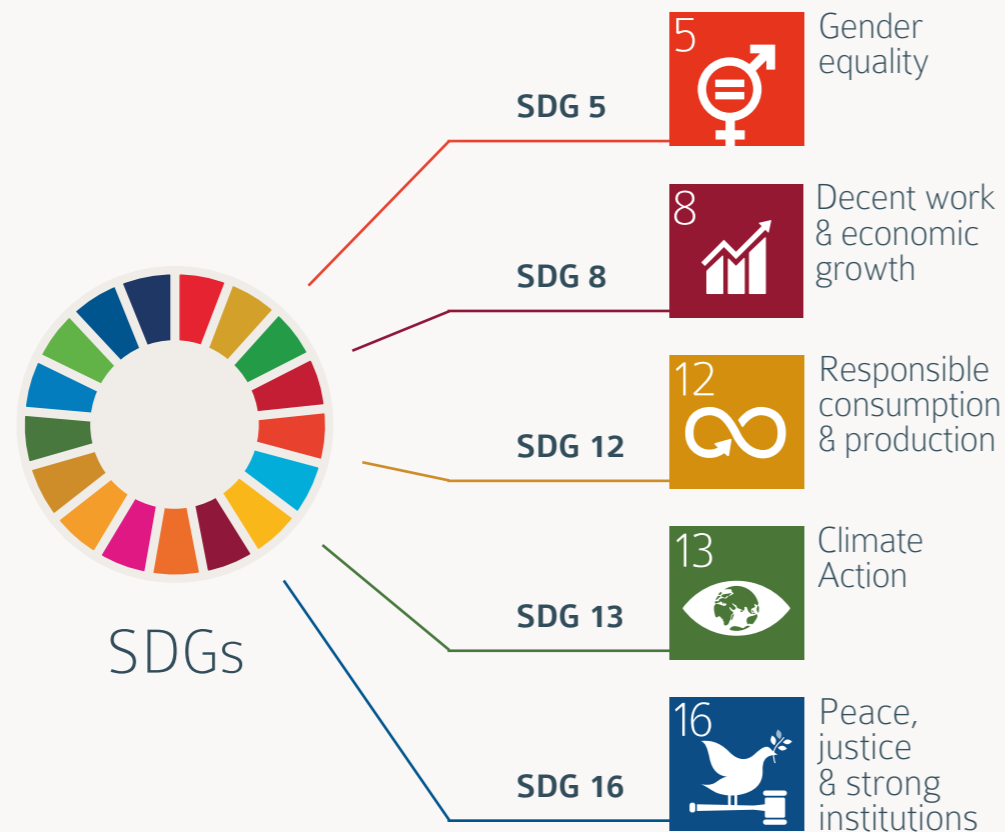
10.3 SDG TASKFORCE

The SDG Taskforce is an action platform for the jewelry and watch industry to contribute to the achievement of the Sustainable Development Goals by 2030. It consists of 26 members, plus the Executive Director of RJC, and is chaired by Ferial Zerouki, Senior Vice President, Corporate Affairs, De Beers Group, with strategic guidance provided by Georg Kell, founder of Arabesque and former Executive Director of the United Nations Global Compact.

The RJC held its inaugural SDG Taskforce session in April 2021. Taskforce deliverables for 2021 were to provide strategic input into the RJC 2030 Roadmap (and to pilot test the associated metrics), monitor the development of the ESG framework, to share progress made and barriers faced within their individual forums on sustainability performance.

The aim for 2022 will be to align each Taskforce meeting to 5 SDG focus groups based on the priority goals. These will serve as knowledge hubs to collate industry case studies and will allow a deep dive into each goal.

The 5 priority goals are:



An important initiative of Hari Krishna Export's ESG agenda is inspired by United Nation's aim to address water- issues. This led to the initiation of a special project called "Mission 100 Sarovar".

The aim of the project is to create 100 lakes to conserve natural resources to nurture 20+ nearby villages and supply water to 0.25 million farmers community.

Work started in 2017 to create this unimaginable man-made creation and involved a workforce of 460 people. The visionary team has formed 75 lakes as of 2021. Today it covers 800 acres of land and conserves around 13 billion litres of water.

The villagers benefited by this precious gift are enjoying benefits such as:

- Increased groundwater level & cultivated lands
- 5x increase in The Farming Output
- Capacity building of 0.20 million farmers to make them self-reliant
- Birds migrated back to the coasts
- Production of crop like cotton increased by 3x
- Employment to farmers and neighbourhood communities
- This place is now known as a tourist spot in Amreli District of Gujarat with 500 daily and 5000+ visitors on the weekend
- Water level in this area is expected to improve which will in turn help irrigation throughout the year and yielding around Rs. 100 crores to farmers of the area

Another special project undertaken was to increase green cover in Gujarat, India. It was initiated in year 2011, keeping in mind the vision set by countries of our world at COP 26 (Paris Agreement) and the UN SDGs.

The purpose is to create greener lands in Gujarat and contribute to the restoration of the Earth's lungs and leverage overall ESG Framework for Global Corporations.

Between 2011-2021, there have been 24,64,923 trees planted in 25 locations of Gujarat. The types of trees to be planted were specifically selected based on the life span, vulnerability and medicinal properties. To turn this dream into reality, various entities have taken part & took pledge to plant more trees & spread its awareness.

This initiative led to:

- Greener lands, maintain temperature and support the earth's life cycle.
- Generation of more fresh air and oxygen for future generations.
- Many unseen birds from the world like Kingfisher migrated to the state.
- Reduction was seen in the amount of storm water runoff and urban heating.
- Increased fertility of the land supported locals' economic stability

The concepts and ideas behind these noble causes were the brainchild of the Founder of Hari Krishna Exports Pvt. Ltd., Mr. Savji Dholakia, who hails from a small village Dudhala. In 2022, he was then honoured by the Government of India as Padma Shri Award (The Fourth Highest Civilian Award of the Republic of India).



CHAPTER 10

An Interview with Georg Kell

Q: What drives ESG?

A: Three irreversible forces are changing the framework conditions of markets over and above geopolitical changes: First, accelerating digitalization and transparency; second, the growing imperative to be a better steward of natural assets, and third, shifting social norms, as younger people are increasingly linking values with market transactions. The confluence of these forces puts a premium on pro-active management of ESG issues, such as climate change, social inclusion, workplace conditions and social issues. For the jewelry industry, the implications of these mega trends are especially important to build and protect brands.

Q: What is the ESG Book?

A: Arabesque leverages technology to power sustainable investing. The ESG Book is an easy-to-use data platform that is fast becoming the world's leading ESG data depository. Supported by the UN Global Compact and the IFC and twenty founding members, such as Bridgewater, Swiss Re, Allianz and others, the ESG Book has several innovative features, including the following: First, it makes ESG data more easily comparable and publicly available. Second, it is standard-neutral and can easily be tailored towards specific industry standards or new regulatory requirements. Third, it gives businesses using the ESG Book ownership of their ESG data. They decide which data is shared with different stakeholders.



Georg Kell
Chairman Arabesque,
Founding Director
UN Global Compact

Q: How do financial institutions look at ESG credentials?

A: ESG data is increasingly used as an additional input for investment analysis and decision making. Already over one third of professionally managed assets globally are using ESG data as an additional input and predictions are that this share will grow rapidly. There is still much debate about the precise relationship between ESG performance valuations. But there is broad consensus that ESG performance and long-term success go hand in hand. As data quality is improving - thanks to technology - and as pressing social and environmental issues continue to pose challenges and opportunities, one can predict with confidence that ESG performance will increasingly become integrated into financial decisions (ref to my Barrons op-ed "ESG 2.0 Is in the Making"?)

Q: What are your recommendations to RJC?

A: It is important to start the journey as quickly as possible. Integrating ESG into corporate strategy and operations will not only improve risk management and, if done well, improve relationships with customers, investors, and local communities. It is also enormously motivating for employees and usually helps to improve productivity. This applies to large and small businesses alike. For RJC as a community of like-minded businesses, it allows for sharing best practices and communicating progress for the entire industry.

CHAPTER 11

The Making of this Report

11.1 DETERMINING MATERIAL TOPICS TO REPORT

Our members in the industry impact people and the environment in many different ways, depending on their specific core business and location.

RJC's impacts on society (social, environmental, economic and on human rights) can be classified in 4 categories, from direct to indirect:

- **Direct impacts:** actual environmental and social impacts related to the internal functioning of a decentralized team of 20 people. These impacts stem from activities such as resource consumption for a small office, travel, respectful human resources, and adequate compensation. We tend to consider that our direct impacts, compared to those we have indirectly with our 1528 members and activities, are quite negligible.
- **Indirect impact on the industry:** As a membership-based organization, and standard-setting body, RJC has a potential positive impact on its members, their staff, and their surrounding stakeholders through its services: standard development and implementation, training, information, assurance, and certification.
- **Indirect impact on the wider society:** through our advocacy for the causes we defend, the partnerships we seal and depending on the success we have in establishing responsible business practices in the industry, RJC can generate positive impacts on the field, especially for the most vulnerable people in society.

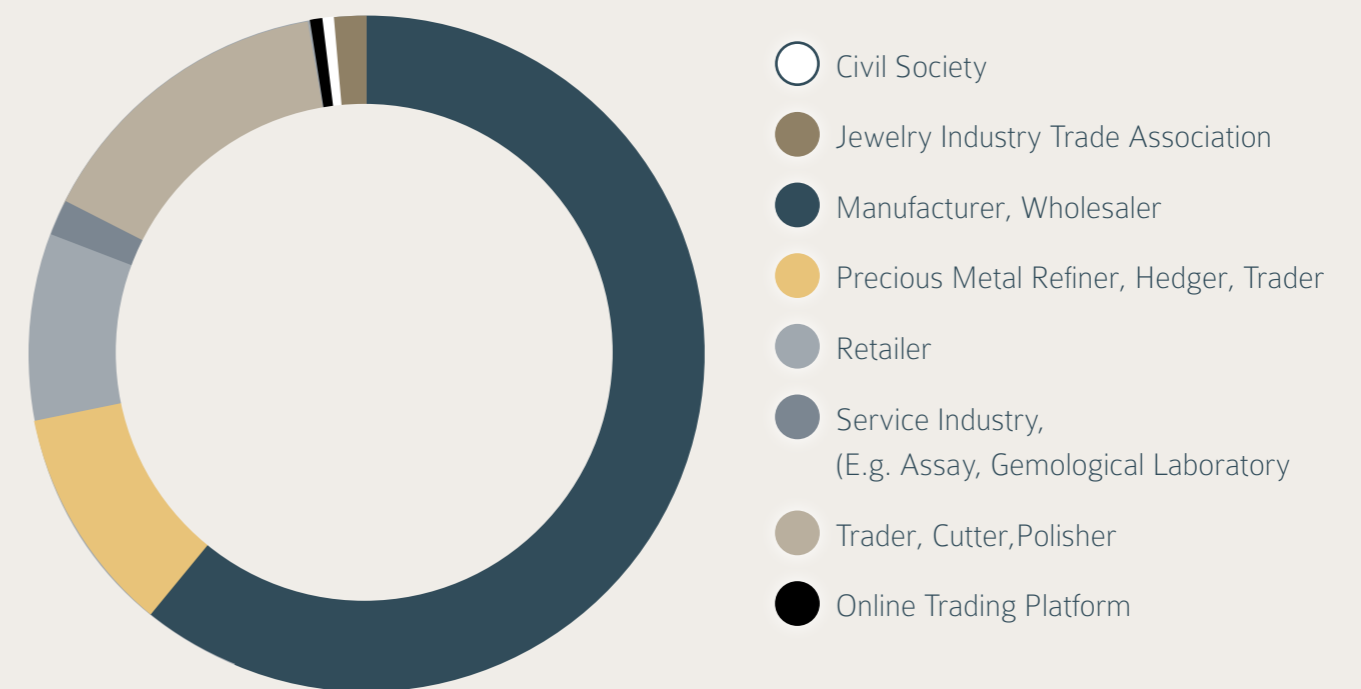
The identification of these impacts helped to inform our material topics for this year's report. We worked with an external consultant to help identify a list of 9 material topics to survey our stakeholders on. The list of material topics was then reviewed and approved by the RJC governance to finalize the topics. Once the initial list was finalized, we conducted a stakeholder consultation via an online survey.

11.2 STAKEHOLDER CONSULTATION

Effective stakeholder engagement is critical for the development and relevance of our organization, and for the achievement of our desired long-term impacts. It is essential that we understand the full range of perspectives of those who affect and/or are affected by the activities of the RJC and our members.




























For this year's progress report, we performed a wide stakeholder consultation on the topics which are most material to RJC and our members. The survey was distributed online in Q1 2022 to a large selection of stakeholders from a variety of categories including: all our commercial members, trade associations, consultants, and employees. The survey resulted in responses from over 100 stakeholders.

Stakeholder Participation by Category



11.3 MATERIAL TOPICS

Materiality is under constant review, as it is an essential component of determining what matters most to our stakeholders. During the stakeholder consultation process, our stakeholders were asked to rank our list of material topics. These topics and their associated impacts are listed in order of priority, according to our stakeholders, below. Alongside the material topics are the associated COP and CoC provisions which seek to limit the negative impacts of our members in these material topic areas.

MATERIAL TOPIC	DEFINITIONS	COP/CoC PROVISIONS	SDGS
 HUMAN RIGHTS DUE DILIGENCE	<p>Protection of human rights is critical for all industries. Applying due diligence is the foundation of responsible supply chains and protects the reputation of any organization. Like the RJC, NGOs such as Human Rights Watch continuously assess industry actions to identify, prevent and mitigate risks, and offer remediation. The RJC certification scheme aims to increase the use of due diligence in supply chains and manage sourcing risks, through the COP.</p>	<p>COP 6 Human Rights COP 7 Due Diligence for responsible sourcing from conflict-affected and high-risk areas. COP 12 Know Your Counterparty</p>	   
 PRODUCT INTEGRITY AND DISCLOSURE	<p>Watch and Jewelry products are relatively high value. Today's consumers expect that industry claims can be verified. This requires all actors to adopt responsible production practices and transparent behaviors, fight fraud, corruption and money-laundering, respect human rights and protect the environment. This is especially important in complex, multi-tiered, trans-national supply chains. Guaranteeing a traceable chain of custody and disclosing non-financial information, in combination with the RJC COP, is the best approach to achieve product integrity.</p> <p>The RJC CoC enhances product integrity and traceability by defining an approach for members to handle and trade gold, silver and platinum group metals to support responsible sourcing.</p>	<p>COP 28 Product Disclosure CoC Standard</p>	
 LABOR PRACTICES	<p>Ensuring good labor practices is critical for a healthy industry, from mine to retail. The jewelry mining and manufacturing business is labor-intensive, and sometimes dependent on low-skilled labor in developing countries. The RJC certification scheme includes all 8 fundamental ILO conventions on decent work. In addition to responsible labor practices, watch and jewelry organizations have an interest in developing specialized talent by investing in continuous education and training (for example - gem polishers or responsible gold refinery practices). Values, employability, and talent retention are key in competitive markets.</p>	<p>COP 15 General Employment Terms COP 16 Working Hours COP 17 Remuneration COP 18 Harassment, discipline, grievance procedures and non-retaliation COP 19 Child Labor COP 20 Forced Labor COP 21 Freedom of Association and Collective Bargaining COP 22 Non-discrimination COP 23 Health and Safety</p>	
 STANDARDS EFFICIENCY	<p>RJC was founded to ensure that all jewelry is responsibly sourced. Both the Code of Practices (COP) and the Chain of Custody (CoC) standards aim to foster continuous improvement within the industry and enhance the reputation of committed members. Demonstrating the positive impact of the RJC resources (codes, training, audits) and the actions of the sector and its stakeholders is a key measure of the RJC's success. Measuring the evolution of the impacts at each stage of the jewelry and watch value chain is the best evidence of RJC's relevance. We aim to increase our impact data capacity over the course of 2022, with the aim of being able to report meaningful data on the impact of RJC certification for our members and the wider community.</p>	<p>CoC standard and COP standard</p>	                

MATERIAL TOPIC	DEFINITIONS	COP/CoC PROVISIONS	SDGS
 RESPONSIBLE ADVOCACY	<p>RJC's mission is to be a voice for good, by influencing and encouraging both the watch and jewelry industry and external stakeholders to team up for tangible results in the field of sustainability and responsibility. This ensures a transparent and robust perspective supported by a multi-stakeholder approach.</p>		 
 ENVIRONMENTAL DUE DILIGENCE AND CLIMATE	<p>The Watch and Jewelry industry faces many environmental issues along its value chain. Examples include mining activities exploiting natural resources, disrupting natural habitats, energy-intensive manufacturing, commercial practices in the luxury sector, energy consumption, GHG emissions, waste management, resource scarcity, or soil and water contamination.</p> <p>The RJC itself has little direct impact on the environment, however, it is our role to positively influence the industry and our members towards more responsible practices. The RJC certification scheme encourages the industry to alleviate its environmental impacts through our COP.</p>	<p>COP 24 Environmental Management COP 26 Waste and Emissions COP 27 Use of Natural Resources COP 34 Impact Assessment</p>	  
 GENDER EQUALITY	<p>Many disparities and inequalities exist within the Jewelry supply chain which are detrimental to women, who are rarely in leadership positions. This gender discrimination and lack of fundamental respect for vulnerable groups of society threaten both the image and the respectability of the industry. The RJC has taken a formal and forceful voice on the topic, aiming at re-balancing, and revaluing the position of women throughout the value chain.</p>	<p>COP 18 - Harassment, discipline, grievance procedures and non-retaliation COP 22 - Non-discrimination</p>	
 CIRCULARITY & RESOURCE SCARCITY	<p>Sustainability is partly related to circular business models with a lighter footprint on natural resources. Recycling and reuse of precious metals and precious stones has occurred for millennia because these materials are inherently valuable. Understanding that material demand cannot be satisfied by recycling alone, and that millions of people around the world earn their living from the extractive industries is important. However, recycling of all materials is of course an inherently important objective. Recycling is less energy intensive and has a lower environmental footprint compared to newly mined material. The RJC encourages further innovation in the use of recycled materials, as well as the application of our COP in the extractive sector.</p>	<p>COP 9 Sourcing post-consumer industrial precious metals directly from informal recyclers CoC 7 Eligible recycled material</p>	 
 COMMUNITY ENGAGEMENT	<p>Community engagement holds great significance to the work of RJC members and our stakeholders. Moving beyond legal compliance to assess impacts, both positive and negative, on external communities is one of the best ways to achieve the SDGs through multi-disciplinary initiatives. Projects encouraging education, health, diversity, and environmental protection improve in credibility and relevance when developed in partnerships with impacted communities. RJC also builds multi-stakeholder partnerships with NGOs, Governments, and academic institutions, seeking solutions to key challenges related to specific regions across the world. RJC highlights the positive impact that a supply chain contributes to by sharing reliable data on progress and improving transparency to all stakeholders on all the key issues identified. We frequently engage with our stakeholders via working groups, as well as public consultations to update our standards.</p>	<p>COP 10 Community Development COP 32 Stakeholder Engagement</p>	

CHAPTER 12

GRI Content Index Table

Statement of use: The Responsible Jewelry Council has reported the information cited in this GRI content index for the period 1st January 2021 to 31st December 2021 with reference to the GRI Standards.

DISCLOSURE	LOCATION																																																																																																																					
2-1 ORGANIZATIONAL DETAILS	Pages 8, 58-59, 92.																																																																																																																					
2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING	The RJC is one entity, formally the Council for Responsible Jewelry Practices Limited. Trading as the RJC. It is a company incorporated in England and Wales under the UK Companies Act. The Annual Report & Financial Statement is filed with Companies House, the UK corporate register. It is produced by the RJC's independent auditors, approved by all Members directly through the AGM, and signed by the RJC Chair & Treasurer.																																																																																																																					
2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	The reporting period for this annual progress report covers the period 1st January 2021 to 31st December 2021. This report was published on 10th June 2022. The reporting period for our financial reporting is also the calendar year. For any questions about the report or reported information please contact: Jasmeet Kaur Baggha - Senior ESG and Impacts Manager Email: impacts@responsiblejewellery.com																																																																																																																					
2-4 RESTATEMENTS OF INFORMATION	The RJC has not made any restatements of information in the current reporting period.																																																																																																																					
2-5 EXTERNAL ASSURANCE	As it is the RJC's first year reporting in reference to the GRI standards, the RJC has taken the decision not to externally assure this years progress report.																																																																																																																					
2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS	Page 70-71																																																																																																																					
2-7 EMPLOYEES	<p>Reporting Period: 1st January 2021 - 31st December 2021</p> <table border="1"> <thead> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not Disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="5">Number of employees (head count)</td> </tr> <tr> <td>16</td> <td>1</td> <td></td> <td></td> <td>17</td> </tr> <tr> <td colspan="5">Number of permanent employees (head count)</td> </tr> <tr> <td>16</td> <td>1</td> <td></td> <td></td> <td>17</td> </tr> <tr> <td colspan="5">Number of temporary employees (head count)</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="5">Number of non-guaranteed hours employees (head count)</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="5">Number of full-time employees (head count)</td> </tr> <tr> <td>15</td> <td>1</td> <td></td> <td></td> <td>16</td> </tr> <tr> <td colspan="5">Number of part-time employees (head count)</td> </tr> <tr> <td>1</td> <td></td> <td></td> <td></td> <td>1</td> </tr> </tbody> </table> <p>Reporting Period: 1st January 2021 - 31st December 2021</p> <table border="1"> <thead> <tr> <th>Europe</th> <th>USA</th> <th>Asia and Middle East</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="4">Number of employees (head count)</td> </tr> <tr> <td>17</td> <td></td> <td></td> <td>17</td> </tr> <tr> <td colspan="4">Number of permanent employees (head count)</td> </tr> <tr> <td>17</td> <td></td> <td></td> <td>17</td> </tr> <tr> <td colspan="4">Number of temporary employees (head count)</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="4">Number of non-guaranteed hours employees (head count)</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="4">Number of full-time employees (head count)</td> </tr> <tr> <td>16</td> <td></td> <td></td> <td>16</td> </tr> <tr> <td colspan="4">Number of part-time employees (head count)</td> </tr> <tr> <td>1</td> <td></td> <td></td> <td>1</td> </tr> </tbody> </table>	Female	Male	Other	Not Disclosed	Total	Number of employees (head count)					16	1			17	Number of permanent employees (head count)					16	1			17	Number of temporary employees (head count)										Number of non-guaranteed hours employees (head count)										Number of full-time employees (head count)					15	1			16	Number of part-time employees (head count)					1				1	Europe	USA	Asia and Middle East	Total	Number of employees (head count)				17			17	Number of permanent employees (head count)				17			17	Number of temporary employees (head count)								Number of non-guaranteed hours employees (head count)								Number of full-time employees (head count)				16			16	Number of part-time employees (head count)				1			1
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DISCLOSURE	LOCATION
2-8 WORKERS WHO ARE NOT EMPLOYEES	The RJC employees 7 contractual consultants who work as advisors to the RJC. This number was calculated using head count methodology for the period 1st January 2021 – 31st December 2021.
2-9 GOVERNANCE STRUCTURE AND COMPOSITION	RJC-Governance-Handbook-September-2020 Pages 8-9
2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY	RJC-Governance-Handbook-September-2020 Pages 8-9
2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY	RJC-Governance-Handbook-September-2020
2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS	RJC-Governance-Handbook-September-2020 Page32-37
2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS	Pages 76-80
2-14 ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING	Page 85
2-15 CONFLICTS OF INTEREST	RJC-Conflicts of Interest Policy
2-16 COMMUNICATION OF CRITICAL CONCERNS	<ul style="list-style-type: none"> - All complaints and critical breaches are communicated to the Executive Director. - All complaints are also discussed with legal counsel. - Annual statistics on complaints and critical breaches and CAB incidents are provided to the Assurance Committee. These can also be found in (Insert location (assurance section)) - High and extremely high risks are communication to the Executive Director with the option to be communicated to ExCo and the Board. Any extremely high risk would be immediately notified. High risks are reported on a quarterly basis. An annual risk report is submitted to the ED with the option to be communicated to ExCo and the Board
2-18 EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY	The RJC COP is a comprehensive sustainability standard covering the entire jewelry supply chain, from mine to retail. The COP is reviewed on a five-year basis, in accordance with the ISEAL Code of Good Practice. Following external stakeholder consultation, the RJC Standards Committee recommends any amendments of the COP to the RJC Board of Directors. The Board is directly elected by the RJC membership as part of the AGM process.
2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	Pages 4-6
2-23 POLICY COMMITMENTS	Pages 15, 20, 22, 32-38
2-24 EMBEDDING POLICY COMMITMENTS	Pages 8-9, 32-38, 40-41, 76-80
2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS	Pages 48-57
2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS	<p>Mechanisms for individuals to seek advice on implementing the organization's policies and practices for responsible business conduct;</p> <ul style="list-style-type: none"> - The RJC have a training email for members to contact us if they need guidance on implementing the COP or CoC - We also have a designated membership team for anything related to member application and initial member information on their declared practices for the application. <p>Mechanisms for individuals to raise concerns about the organization's business conduct;</p> <ul style="list-style-type: none"> - We have the complaints mechanism highlighted (Location TBC). This mechanisms also applies to third parties, not just for members or auditors
2-28 MEMBERSHIP ASSOCIATIONS	Pages 22-23, 38
2-29 APPROACH TO STAKEHOLDER ENGAGEMENT	Pages 84-85
3-1 PROCESS TO DETERMINE MATERIAL TOPICS	Pages 84-89
3-2 LIST OF MATERIAL TOPICS	Pages 86-89
3-3 MANAGEMENT OF MATERIAL TOPICS	Pages 86-89



RESPONSIBLE
JEWELRY
COUNCIL

THE COUNCIL FOR RESPONSIBLE JEWELRY
PRACTICES LTD.

Second Floor, Quality House, 5-9 Quality
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The Responsible Jewelry Council is the
trading name of the Council for Responsible
Jewelry Practices Ltd.

Registered in England and Wales with
company number 05449042.