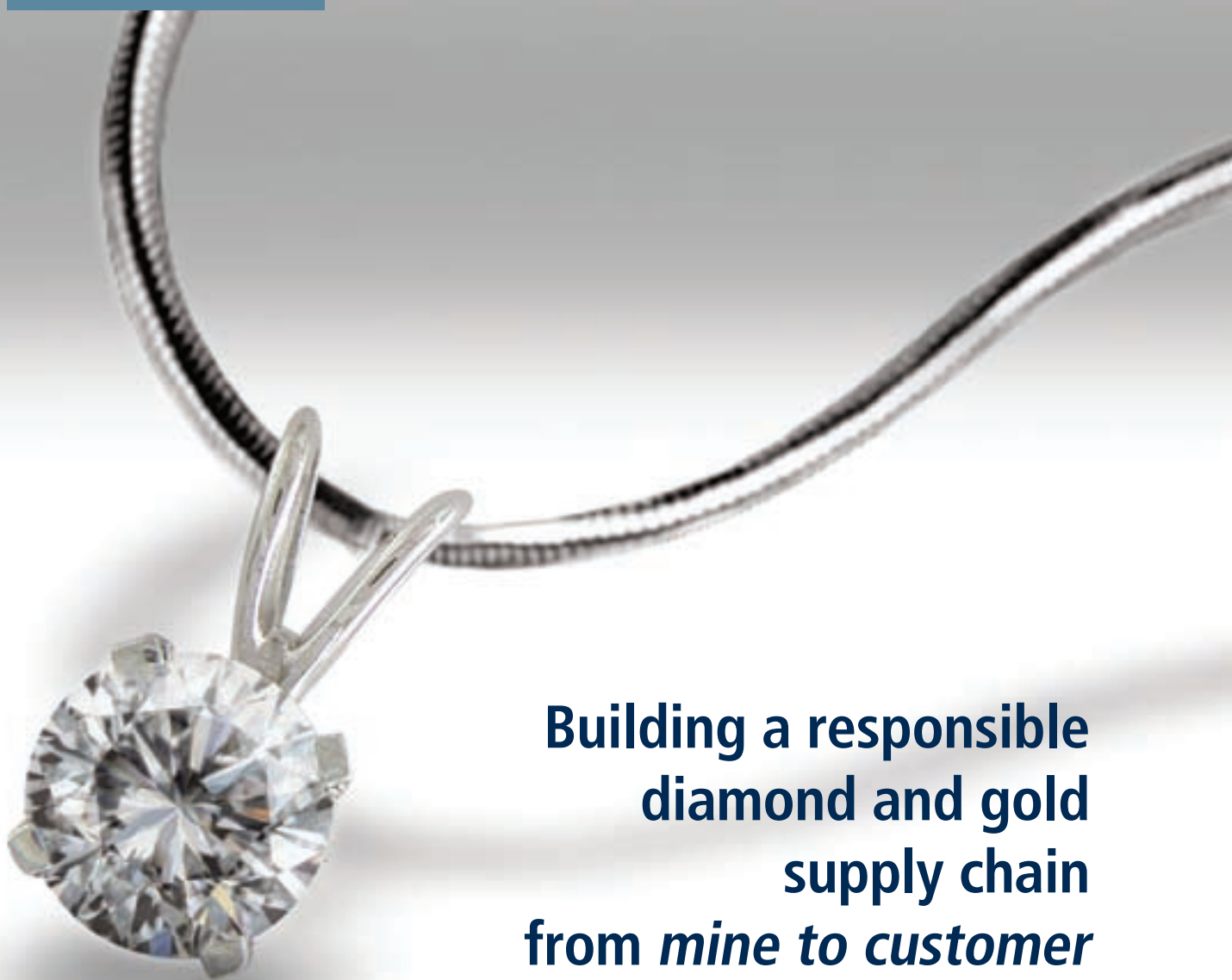




Responsible  
Jewellery  
Council

Performance | Accountability | Confidence



**Building a responsible  
diamond and gold  
supply chain  
from *mine to customer***

## The Responsible Jewellery Council

The Responsible Jewellery Council (RJC) is an international not-for-profit organisation established in 2005 by a group of organisations from across the diamond and gold jewellery business. The RJC is governed by a Board of Directors, supported by a number of Committees and administered by a Management Team located in Australia, Canada, Italy and the United Kingdom.

The RJC welcomes members from all parts of the jewellery supply chain, including trade associations.

### Mission

***To advance responsible ethical, social and environmental practices, which respect human rights, throughout the diamond and gold jewellery supply chain, from mine to retail.***

The core objective of the RJC is to strengthen and protect the reputation of the jewellery industry. The Council has developed a benchmark standard for the industry, the Code of Practices, based upon established international principles. The Code provides objective and verifiable requirements against which RJC Members may be certified.

Briefly summarised, the objectives of the Code of Practices are to:

- Provide a common standard for the entire industry, avoiding the costly duplication of multiple audit schemes.
- Be an internationally respected and recognised mark of excellence.
- Be independently audited to provide objective and credible evidence for the granting of RJC Certification.
- Provide differentiation and enhanced reputation for members.

The scope of the Code of Practices captures:

- **Business Ethics** – upholding ethical business practices.
- **Human Rights and Social Performance** – upholding fundamental human rights, treating workers fairly and with respect, encouraging a diverse workforce, and provision of a safe working environment.



- **Environmental Performance** – promoting efficient use of resources and energy, and reducing and preventing Pollution.
- **Management Systems** – compliance with Applicable Law, establishing policy, and managing business Risks including Contractors, Suppliers and Partners.

Since 2005, the Council's Membership has grown from 14 founding members to more than 130 organisations committed to advancing responsible jewellery practices. All Members will be working towards achieving RJC Certification. Certification under the RJC System will not only help Members to support their own reputations, but also the reputations of the suppliers and customers with which they do business. This commitment will help create and reinforce business partnerships, reduce commercial risk, and provide a foundation of confidence for sustainable growth. RJC Certification will be credible to multiple business partners through the supply chain, reducing duplication. Certification status will be publicly listed on the RJC website.

The RJC commits to continually improve the relevance, operation and outcomes of the RJC certification system in consultation with stakeholders.



## The RJC Principles

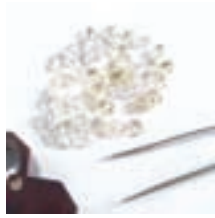
As Members of the Responsible Jewellery Council, we seek economic, social and environmental benefits from our business activities so that we contribute to Sustainable Development.

### Business Ethics

1. We are committed to conducting our businesses to a high ethical standard, and to ensuring integrity, transparency and conformance with Applicable Law.
2. We will not engage in bribery and/or corruption.
3. We will not tolerate money laundering and/or financing of terrorism.
4. We will adhere to the Kimberley Process Certification System and the World Diamond Council voluntary System of Warranties.
5. We will fully and accurately disclose the material characteristics of the products that we sell.
6. We will take reasonable measures to ensure the physical integrity and security of product shipments.
7. We will respect commercial confidentiality and data privacy.

## Human Rights and Social Performance

1. We believe in and will respect the fundamental human rights and the dignity of the individual, according to the United Nations Universal Declaration of Human Rights.
2. We will not tolerate the use of Child Labour.
3. We will not use any forced, bonded, indentured or prison labour, nor restrict the freedom of movement of employees and dependents.
4. We are committed to high standards of Health and Safety in our operations.
5. We will not prevent workers from associating freely. Where laws prohibit these freedoms, we will support parallel means of dialogue.
6. We will not discriminate based on race, ethnicity, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, pregnancy, marital status, physical appearance, age, or any other applicable prohibited basis in the workplace, such that all individuals who are "Fit for Work" are accorded equal opportunities and are not discriminated against on the basis of factors unrelated to their ability to perform their job.
7. We will not use corporal punishment under any circumstances and will prohibit the use of degrading treatment, harassment, abuse, coercion or intimidation in any form.
8. We will adhere to working hours and remuneration legislation, or, where no such legal requirements have been established by law, the prevailing industry standards.
9. We will support the development of communities where we operate, contributing to their social and economic welfare.
10. We will recognise and respect the rights of indigenous peoples and the value of their traditional, cultural and social heritage.



## Environmental Performance

1. We will conduct our business in an environmentally responsible manner.
2. We will manage our environmental footprint by eliminating or minimising negative environmental impacts.
3. We will ensure the efficiency of our business operation.

## The RJC System

The RJC System is unique and is based on independent verification. Members must be audited by accredited, third party auditors to verify their conformance with the Code of Practices.

The certification system is based on four key elements:

**A Standard** which provides the Code of Practices updated with additional supplements;

**Auditor Accreditation** which ensures the accreditation of qualified and competent independent auditors who have been trained in the RJC System;

**Verification** which consists of accredited auditors carrying out a verification audit of a Member's Self Assessment against the Code of Practices to verify that the Member is conformant;

**Certification decision** which involves the Auditor making a formal recommendation for or against certification based on verification findings. The Council's Management Team grants certification based on the auditor's recommendation.

## Core Implementation Documents

The Council's certification system is set out in five core implementation documents which guide Members and accredited auditors through the certification process:

**RJC Principles and Code of Practices** which defines the standards;

**RJC Standards Guidance** which provides general information about the standards;

**RJC Certification Handbook** which provides an overview of the RJC System;

**RJC Assessment Manual** which instructs Members on how to complete a Self Assessment and Auditors to conduct a Verification Assessment;

**RJC Assessment Workbook** which provides the forms to conduct assessments and perform audits.

## Auditor Accreditation

A list of RJC Accredited Auditors will be made available to Members from the fourth Quarter of 2009 in order to enable them to select those appropriate to the nature of their business and geographical location.

## United Nations Global Compact

The Responsible Jewellery Council has been officially registered as Participant to the United Nations Global Compact on January 15<sup>th</sup>, 2009. RJC makes a commitment to set in motion changes to business operations so that the Global Compact and its ten principles become part of strategy, culture and day-to-day operations; to publicly advocate the Global Compact and its principles via available communications channels; and to communicate annually and publicly on progress made in implementing the Global Compact principles.

This information is up to date as of August 2009. Please check our website [www.responsiblejewellery.com](http://www.responsiblejewellery.com)



## For More Information

Responsible Jewellery Council

First Floor, Dudley House  
34-38 Southampton Street  
London, WC2E 7HF  
United Kingdom

**Tel:** +44 (0)20 7836 6376

**Fax:** +44 (0)20 7240 5150

**Email:** [info@responsiblejewellery.com](mailto:info@responsiblejewellery.com)

**Website:** [www.responsiblejewellery.com](http://www.responsiblejewellery.com)

© Responsible Jewellery Council August 2009. All rights reserved.

The Responsible Jewellery Council is the trading name of the Council for Responsible Jewellery Practices Ltd. The Council for Responsible Jewellery Practices Ltd, First Floor, Dudley House, 34-38 Southampton Street, London, UK, WC2E 7HF. The Council for Responsible Jewellery Practices Ltd is registered in England and Wales with company number 05449042.