



RESPONSIBLE
JEWELLERY
COUNCIL

LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

Hublot

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 5338
DURATION: 3 Year
PERIOD: 23 April 2024 - 23 April 2027
STANDARD: Code of Practices 2019

DAVID MELESKI
CHAIRMAN

MELANIE GRANT
EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

MEMBERSHIP FORUM	Jewellery and Watch Manufacturer and/or Wholesaler
AUDIT DATE	16 October 2023
AUDIT TYPE	Re-certification
APPLICABLE STANDARD	Code of Practices 2019
ACCREDITED AUDIT FIRM	Ernst & Young et Associates (France)
APPLICABLE PROVISIONS	<ol style="list-style-type: none">1. General requirements: 1-4, except 3.22. Responsible supply chains, human rights and due diligence: 5-14, except 7.3, 8, 9, 11.3, 13.3-4, 14.2-33. Labour rights and working conditions: 15-22, except 19.3, 21.34. Health, Safety and Environment: 23-27, except 23.10, 27.45. Gold, Silver, PGM, diamond and coloured gemstone products: 28-30, except 28.2c-g, 29.2, 306. Responsible mining: Not applicable

PROVENANCE
CLAIMS

Not applicable

AUDITOR STATEMENT OF
CONFORMANCE

Based on the scope and findings of the certification audit, the member has demonstrated a conformance level consistent with a:

3 Year Certification

NEXT AUDIT TYPE

MID-TERM REVIEW (within 12-24 months):

- A. Mid-term review NOT required due to:**
- No anticipated changes to the certification scope during the certification period
 - 3 or less minor non-conformances with critical provisions or in general identified by the audit (not covered by parallel audits for schemes identified as equivalent to RJC's) for an individual member in the mining sector or a non-mining sector member
 - <25 full time equivalent personnel
 - Low risk of non-conformances due to management controls
 - Existence of parallel audits for schemes recognised by RJC
 - Strong internal controls ensuring effective review and closure of corrective actions for non-conformances

- B. Mid-term review (desktop only) required due to:**
- No impact on conformance levels from any changes to the certification scope
 - 5 or less minor non-conformances with critical provisions or in general identified by the audit (not covered by parallel audits for schemes identified as equivalent to RJC's) for an individual member in the mining sector or a non-mining sector member
 - Possibility of remote verification of actions
 - No risk to critical provisions

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- C. Mid-term review (with a site visit) required due to:**
 - Known and anticipated changes to the certification scope during the certification period
 - Member no longer supporting external standards and initiatives recognised by RJC
 - 6 or more minor non-conformances with critical provisions or in general identified by the audit (not covered by parallel audits for schemes identified as equivalent to RJC's) for an individual member in the mining sector or a non-mining sector member
 - New systems and controls for critical provisions that could not be tested at the certification audit
 - Need to test new systems and controls ensuring respect for critical provisions
 - Facilities with risk of non-conformances with critical provisions
 - Other reasons presented by the lead auditor necessitating an onsite verification

CERTIFICATION SCOPE

<u>Business name of entity/facility</u>	<u>Location (City and Country)</u>	<u>Business Activity</u>
Hublot Headquarters and Manufacture	Nyon, Switzerland	Marketing & communication, finance, legal, ethics & compliance, HR, supply chain, product development and manufacturing.
Hublot Office (Global)	Global	Relay of central office, main activity is commercial (animation of the network of boutiques, no purchasing
Hublot Office Fort Lauderdale	Fort Lauderdale, USA	Commercial (animation of the network of boutiques, no purchasing approach)
Hublot Boutique	Global	Shop

ABOUT THIS CERTIFICATION

This certification is issued by the Responsible Jewellery Council in accordance with its standards and supporting documentation, available on the [RJC website](#).

This certificate can be authenticated on the [RJC website](#). Please contact certification@responsiblejewellery.com with any questions.

The RJC aims to ensure the fair, timely and objective resolution of complaints relating to RJC certification. The complaints mechanism and contact details can be accessed on the [RJC website](#).

DISCLAIMER

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