



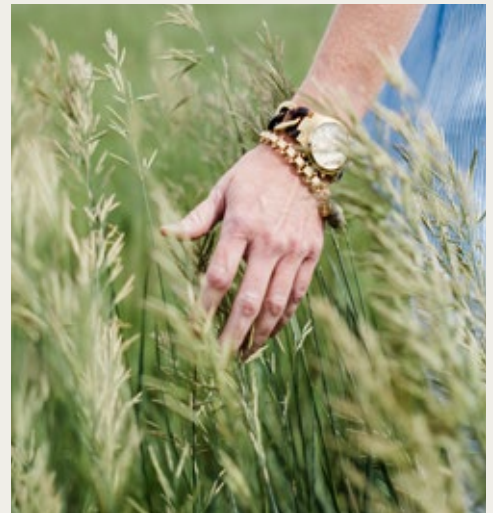
PROGRESS REPORT 2021

# A YEAR OF COLLECTIVE ACTION

People, purpose, partnerships and progress through the pandemic



RESPONSIBLE  
JEWELLERY  
COUNCIL





Responsible Jewellery Council (RJC) is a standard-setting and certification organisation for the global watch and jewellery industry.

### ABOUT THIS REPORT

Responsible Jewellery Council's (RJC) Progress Report describes the focus areas and initiatives we address that are important to the RJC members and our key stakeholders. This is the RJC's eighth progress report. The last report was published in May 2020.

### SCOPE

The report focuses on data related to the RJC calendar year 2020 (1 Jan 2020- 31 December 2020). Significant changes that cover the period beyond 1 January 2021 will be reflected in the sections and topics in the report, where relevant.

### BOUNDARIES

We report data related to the RJC calendar year 2020 (January 1, 2020 – December 31, 2020) unless otherwise noted. In some cases, data and information related to our priority areas may include programmes and activities underway or introduced in 2021 year, as noted. In some cases, historical data is described to give context to the reader.

Please direct questions on this report or topics related to our disclosures to [communications@responsiblejewellery.com](mailto:communications@responsiblejewellery.com)

#### WE SUPPORT



Since 2009 RJC is a participant of the UN Global Compact. The ten principles in the areas of human rights, labour, the environment and anti-corruption are integrated in the RJC Code of Practices.

The Responsible Jewellery Council is a trading name of the Council for Responsible Jewellery Practices Ltd, which is registered in England and Wales with company number 05449042. © RJC 2019. All rights reserved.

# Highlights

Despite the ongoing challenges of the past year, we have seen a year of growth and change at the RJC – here are some of our highlights

### 2020 KEY MILESTONES

Signs the United Nations Economic Commission for Europe (UNECE) Declaration on Gender Responsive Standards and Standard Development – strengthening ongoing commitment to gender equality

Launch of the Sustainable Development Goals Taskforce

Signs the UN Women's Empowerment Principles

RJC's 15th Anniversary

Launch of the Roadmap to 2030 and Beyond

Launch of the Generation Equality Campaign

### OVERALL MEMBERSHIP GROWTH



We have grown from **14** founding members to **1424** global members across **68** countries\*



**1023**

Code of Practices certified members\*



**170**

Chain of Custody certified entities\*

\*as of June 2021



RESPONSIBLE  
JEWELLERY  
COUNCIL

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



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## Mission

We strive to be the recognised standards and certification organisation for supply chain integrity and sustainability in the global jewellery and watch industry.

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## Vision

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

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## Values

These values guide our decisions and actions:

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



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# Message from the Chair and Executive Director

## Dear RJC members and key stakeholders,

The global COVID-19 pandemic is creating uncertainty for the world, but the importance of promoting and integrating responsible business practices and sustainability among the jewellery industry remains essential to ensure consumer confidence.

Businesses will always need to stay relevant to its customers. A recent Bain Company study showed that companies that commit to sustainability during the crisis will come out stronger with more solid customer and supplier relationships, enhanced corporate reputation, and improved loyalty and productivity from their employees.

We recognize that the current circumstances have presented significant financial and operational challenges for our members, and resilience is being tested at all levels of the supply chain, from mining to retail.

However, the crisis has also presented businesses with the need to reflect, make meaningful changes, and explore new opportunities to create a healthier, more equitable and prosperous future. Business as usual is no longer the answer.

The good news we see is that the consumer deeply cares about responsibility and how a company's operations have a positive impact on the livelihoods of communities. We see that employees want to work for companies with purpose, that contribute positively to society, take a stand, and that give back. Your employees want to be proud of the company they work for. And that brings us to the work of the RJC.

On behalf of the RJC, we want to extend our deepest thanks to our 1400 members worldwide. Thank you for your tireless commitment – to RJC and, above all, to your leadership journey to Sustainability.

## Allow us to give some high-level achievements of the past 12 months:

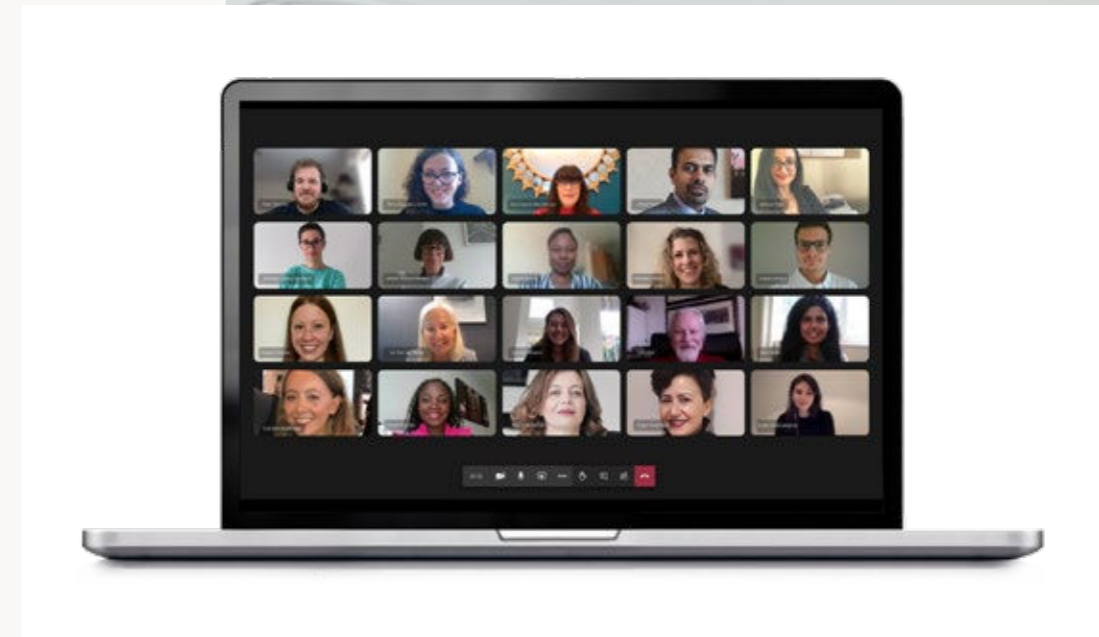
- We are proud to announce we have 1400 members now with substantial growth of membership during COVID 19.
- We launched our ambitious digital transformation plan to better serve our members.
- We became a member of the World Diamond Council. We believe together we have a stronger voice to continue to drive the sustainability agenda forward.
- We renewed our partnership with the United Nations Global Compact and are part of their global SDG ambition platform which will allow our members to showcase the good work they're doing through the implementation of the Code of Practices.
- We continued to work closely with ISEAL on critical topics including assurance, harmonization and impacts.
- We developed a Strategic Roadmap for the jewellery and watch industry how companies can contribute to the 17 Sustainable Development Goals through an in-depth multi stakeholder consultation.
- We launched the SDG Taskforce – a critical group of leaders in the industry that will develop tools and guidance to companies of all sizes to better understand the 17 Sustainable Development Goals and learn how organisations can have positive impact in the communities where they have operations. Reporting metrics are being built to advance our members in reporting on progress.
- We continued to focus on education and training in the areas of human rights due diligence, OECD due diligence and the 17 Sustainable Development Goals. Different toolkits were launched to help members in the implementation.
- We have worked hard on assurance with many round tables with our accredited auditors to continue to improve audit consistency and practical frameworks on remote auditing due to Covid 19.
- We launched Generation Equality – a campaign in coordination with CIBJO and BSR including round tables and multi stakeholder consultations on how we can integrate diversity and inclusion at the core of our members business strategy.
- We continued to engage closely with Human Rights Watch to share and exchange ideas on how to further operationalize human rights due diligence in the supply chain. We appreciate their constructive feedback.

Of course, none of this work is ours alone. We would like to extend a very special thank you to our Board Members and our Executive Committee, in particular our Treasurer, Ferial Zerouki (De Beers Group), Honorary Secretary, Matthew Kilgariff (Richemont), and Vice-Chair Peter Karakchiev (ALROSA). We would like to thank the RJC team for their dedication and hard work every day to support our members on their journey. In all our departments we have strong leaders who daily go beyond the call of duty to take the RJC forward. We cannot thank them enough.

The RJC was founded in 2005 on a pioneer vision of a responsible world-wide supply chain that promotes trust. It's about ensuring consumer confidence with continuous improvement in the integrity of the global jewellery and watch industry.

That vision has never been more relevant today. We stand at the beginning of a new decade – this is the decade of action – the 17 SDGs – it is about leaving no one behind. This is a roadmap of humanity.

We acknowledge there is still a lot to do. We look forward to shaping the Future together with more transformational partnerships and strong shared leadership with all of you.



A handwritten signature in black ink, appearing to read "David Bouffard".

David Bouffard  
Chair



A handwritten signature in black ink, appearing to read "Iris Van der Veken".

Iris Van der Veken  
Executive Director



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## CHAPTER 1

# The RJC at a glance

### 1.1 WHO WE ARE

The Responsible Jewellery Council (RJC) is the world's leading standard-setting organisation for the jewellery and watch industry. It was founded in 2005 by 14 member organisations, **ABN AMRO, BHP Billiton Diamonds, Cartier, World Jewellery 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 a member organisation, bringing together over 1400 companies of all shapes and sizes, from right across the global jewellery supply chain.

What unites us is our shared belief that responsible business is good business, without causing harm to people or the planet. This is a process of continuous improvement. And our belief that this can only be achieved by working together, and in partnership with others.

“Responsible business is not only our moral duty, it's also good business as it's the foundation for maintaining stakeholder and consumer trust. Sustainability sits at the heart of responsible business and for De Beers it underpins our operating philosophy, from exploration to retail. Our comprehensive Building Forever framework, aligned with the UN's Decade of Action to achieve the SDGs, ensures we create a positive, lasting impact for people and the planet that endures well beyond the discovery of our last diamond. By establishing a standard for responsibility across the entire jewellery and watch supply chain that aligns with leading international best practice, the RJC's vital leadership will continue to support all our efforts in maintaining our most fundamental priority – trust in the products we discover and sell.”



Bruce Cleaver,  
CEO, De Beers







## 1.2 WHAT WE DO

The RJC Code of Practices (COP) is the global standard for the responsible jewellery and watch industry, focusing on business ethics and responsible supply chains. Our COP covers all the primary minerals and metals used in the manufacture of jewellery: gold, silver, platinum group metals, diamonds and coloured gemstones (emeralds, rubies, sapphires). Our robust certification process is independently audited, upholding the highest standards. RJC is a full ISEAL member, committed to the ISEAL Credibility Principles and compliance with ISEAL's Codes of Good Practice in setting standards, assuring compliance and monitoring impacts.

Supply chains are often complex, multi-tiered and interconnected. We take an integrated approach to responsibility, recognising it as an ongoing journey of transformation. As an organisation, we too must evolve to succeed in the decade ahead.

We are transforming the way we work to be more efficient, strengthening our relationship with members and serving them better.

We are a platform for catalysing change through the supply chains of our members, and provide a forum for sharing perspectives, exchanging ideas and finding solutions to shared challenges. Through the implementation of the COP, we work to ensure that responsibility standards are upheld right across the global jewellery supply chain. Our objective is to work in partnership to ensure our industry's standards are maintained, and to help create a responsible and sustainable, world-wide jewellery supply chain.

We also have an important role to play as the voice for the industry on its most critical Environmental, Social and Government (ESG) issues, helping to accelerate collective progress towards the 17 Sustainable Development Goals.

**"I am privileged to have been able to take part in the early days of the industry's "great experiment" in sustainability - The Responsible Jewellery Council. It is incredibly rewarding to know that today RJC boasts more than 1400 member companies worldwide and serves as the standard-bearer for responsible business practices in jewelry and related industries. Well done indeed! Keep up the great work."**



Dr Mathew Runci,  
The RJC Founding  
Chairman (2005-2012)

### 1.3 HOW THE RJC SUPPORTS MEMBERS



#### Being an RJC member creates many opportunities:

##### **Demonstrates leadership**

to protect consumer confidence, showcase best practice and gain competitive advantage

**Increases confidence** of customers that the jewellery they are buying is responsibly produced

**Creates connections to** a like-minded community, including wholesalers and retailers through stronger commercial relationships facilitated by certification

**Provides access** to current information and resources on emerging issues, industry challenges, educational materials and regulatory frameworks

**Supports** provenance claims

**Manages risk** with risk mitigation

**Attracts** new employees and help retain talent who are motivated to work for you and are inspired by your company values / commitment to protect their human rights and treat them well

**Invites participation** in the RJC collaborations. For example, with the United Nations Global Compact

**Share knowledge** of latest developments in sustainability requirements

**Opportunity to be at the forefront** of driving change in the jewellery and watch industry.



## CHAPTER 2

# Leading the way through the era of Trust and Resilience

### 2.1 JEWELLERY RIDING THE COVID ROLLERCOASTER

2020 dawned on the jewellery industry with a lot of promise. There was brisk business in the early period, as the positive effect of the 2019 season sales was felt throughout the industry. The industry showed all the early tidings of a stellar year. Even the midstream had started to shake off a sluggish 2019 and was looking forward to a brighter outlook.

With the advent of Covid, the global economy faced, for the first time, the spectre of lockdowns, where economic activity across entire regions or even entire countries was restricted to various degrees. By the end of the first quarter, large parts of the world faced some sort of restrictions.

#### Lockdowns and stimulus.

Lockdown restrictions were not uniform but were varied across countries. In places like China and India, lockdowns were more stringent, with limited activities allowed, while other developed countries had milder lockdowns which allowed many industries to function. However, the outcome of both was loss of jobs and increasing unemployment.

From a jewellery industry perspective, this was a huge blow on both the demand side as well as the mid-stream. However, the entire industry, whether it is retail, midstream or mining, is generally well integrated with their local communities and provided much needed support to the larger community during these tough times. This helped burnish the connect of the industry with the community.

With lockdowns in effect, retail store operations were constrained and more importantly as unemployment took root, the consumers started going into a conservation mode. This meant that in the second quarter of the year, retail sales dropped by 40-70% when compared to the previous years, across most markets. In turn the purchases from retail to the midstream dropped to a trickle.

In the midstream, a majority of the factories remained closed for 6-8 weeks, which thankfully meant that the production capacity also reduced during this period, when there was essentially no demand.

In the diamond midstream, Indian polishers, decided to opt for a voluntary moratorium on import of new rough, as they already had sufficient rough stocks purchased in the first quarter. This action meant that they were able to pay down their debts and were able to reduce their bank borrowings. This helped the industry in reducing stock levels as well as maintain the liquidity in their businesses. Most big mining companies supported the midstream during this process, either by reducing their production or deciding to stock-pile rough diamonds and not push their sales.

As governments across the world recognized the scale and expanse of the problem, the stimulus taps were opened wide. Globally an unprecedented 5-10% (depending on what and how you count it) of GDP was given by governments to their citizens to help dampen the effects of the pandemic and the resultant actions. Despite the record stimulus, global GDP dropped by an estimated 3.3% as per the latest IMF World Economic Outlook.

**“RJC has been committed to providing the roadmap for achieving sustainable practices throughout the industry for years. Their dedication and success has enabled Diamonds Do Good® to keep telling the real and personal stories of people and communities positively impacted by these practices along the journey of natural diamonds from mine to finger”**



Rebecca Foerster,  
President & Board  
Member, Diamonds  
Do Good & President  
ALROSA North America



Nancy Orem Lyman,  
V.P. Executive Director,  
Diamonds Do Good



“RJC, which has pioneered for the jewellery industry verifiable and certifiable standards of responsible practices in the supply chain, has also embraced the concept that the jewellery industry should be a positive societal force, through its promotion of the Sustainable Development Goals among its members. CIBJO, which has long insisted that our ability to facilitate sustainable development among all our stakeholder should be part of our products’ value proposition, is proud to be associated with RJC and its mission.”



Dr Gaetano Cavaliere,  
CIBJO President

### Lack of Experiential Luxury alternatives

The concoction of the lockdowns and the stimulus packages to counter their effects had a surprising outcome on the spending patterns for jewellery and other luxury goods. As mentioned, when the initial lockdowns were imposed there was a precipitous drop in retail sales as stores had limited operations and consumers had a limited desire to spend.

However, as the economy opened, we started seeing differing outcomes. Certain service industries, which required close contact with customers, like travel, hospitality, restaurant industry etc. continued to face more stringent lock downs, while others like retail started to open up more rapidly.

While employees in these industries continued to face more difficult circumstances, they were buoyed by the stimulus packages. Other persons employed in digital and technology areas, faced little disruption and were able to move to a work from home model, with little impact on their incomes. The overall impact of this was that there was a small drop in incomes, though that distribution was skewed, with lower wage earners showing greater losses.

The other side of the lockdowns was also that many avenues where traditionally money is spent were simply not available, and hence was a saving for the consumers. These areas include both necessities like daily transportation, travel, quick service restaurants etc. as well experiential luxuries like holidays, spas, fine dining etc. Paradoxically, this meant that the overall disposable income available to the consumers actually increased, at least in the major consuming economies!! Consumers in these economies are also the primary consumers for jewellery. The excess disposable income eventually flowed into savings (and financial markets) or eventually into luxury purchases including jewellery.

“The most important conversation in our industry today is the discussion about ‘sustainability’ – what it means to the various sectors of our industry and how important it is to today’s consumers, upon whom we all depend. Their trust and confidence must be safeguarded for the vitality and future of the gem and jewelry industry. Ensuring consumer trust is central to GIA’s consumer protection mission and we fully support the vital role that RJC, through its independent development and certification of standards for our industry, plays in helping the global gem and jewelry industry work toward a definition and set of best practices to address this very important issue effectively and with the urgency required.”



Susan Jacques,  
President and CEO,  
GIA

Jewellery also benefitted from the other more intangible trends, wherein partners and families who had spent the period of the lockdown together felt an increasing need to demonstrate their commitment towards their significant other, especially when the situation around them was emotionally difficult. Jewellery has always been an expression of the emotional connect between people and the industry benefitted from this heightened emotional desire.

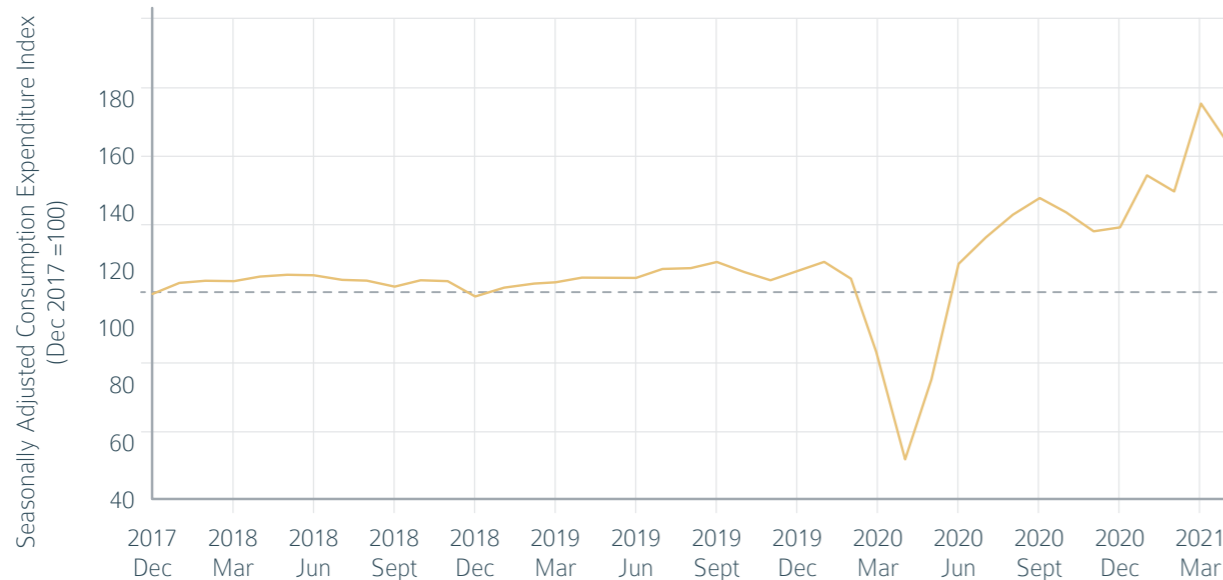
The emotional Covid situation also swayed consumer preferences towards sustainable and responsible product, as they became more aware of the risks posed by unseen threats. During the recovery, as consumer spending rebounded, brands who were seen as being more responsible showed a greater rebound.

The result of this was that from Q3 onwards jewellery sales in the US started to climb higher than they had done in over 2 years, and it continues to trend significantly higher. For an industry which traditionally considered a 3-5% increase to be a good year, is currently experiencing double digit growth rates on an absolute basis (a year on year numbers can be misleading).

A similar experience has been felt in other consuming markets, like China and India, wherein after lifting of the lockdown, there was renewed interest in the jewellery market, though in these markets gold jewellery was more prevalent.



The midstream echoed similar trends. After very low sales for about 4-5 months, the replenishment orders picked up towards Q4 as retailers started to order again in significant quantities. This trend continues well into 2021.



Source: Bureau of Economic Analysis, US Department of Commerce

### 2021 Vaccinations and beyond

2021 brought with them the promise of vaccinations and opening up of the economies. Most developed nations started their vaccination campaigns in earnest and are currently many nations at point where most businesses will be allowed to open up. However, India, which was lightly affected by the first wave, was strongly hit by the second one in 2021. The lockdowns, this time around, were not that severe as in 2020. This meant that production continued, though at a lower capacity and should have a limited impact on the ability of the midstream to deliver the product.

Going forward, the key question for the jewellery industry really is whether it will be able to sustain its current momentum, especially as people resume travelling for business and leisure, as well as the experiential luxury segment starts wooing consumers. Irrespective of the same, with consumer showing increased sensitivity to sustainability, retailers and brands who can demonstrate their sustainability credentials will see continued consumer confidence.

## 2.2 THE JEWELLERY INDUSTRY'S RESPONSE TO THE COVID-19 PANDEMIC

The Covid-19 pandemic has caused very significant disruption to every single part of the jewellery supply chain; from the miners, both large-scale and artisanal, as well as the pearl farmers; the cutters & polishers, smelters, refiners & jewellery manufacturers; the trade shows & associations; and the retailers. And in most cases, that disruption is still ongoing, pretty much around the globe.

When the large miners had to put many of their operations on care and maintenance last year, they didn't go into hibernation: ALROSA was already funding health-care and hospitals around its mines on an ongoing basis, but they ramped this up by donating the equivalent of an additional \$8M on additional ventilators, sanitisers, medication and PPE for these health-care surgeries and hospitals, as well as funding laboratories to run CV-19 express tests and providing thermal cameras to local airports.

De Beers, which over the years has not only built and staffed hospitals around its mines, funded more than \$10M of purchases of PPE (not just facemasks but also medication & surgical protection) and donations of expensive PCR testing equipment for general use in Botswana and Namibia. De Beers even asked its scientists and engineers to work to see if they could respond to the UK PM's challenge to simplify the equipment.

But it wasn't just the miners who have ramped up funding of local healthcare. The Surat Diamond Association had funded the building of (in 2014) one of the most modern hospitals in India (SDA-Diamond Hospital & Medical Research Centre). Surat is a city in Gujarat, with a population of 7.5 million and in 2019 was the 4th fastest growing city in India. Gujarat is one of the regions particularly badly hit by the pandemic, and the industry has rallied around to provide as much medical equipment as possible. This is just one example of many.

And at the retail end, luxury giant LVMH was making donations to the Chinese Red Cross and as supplying medical materials for Wuhan Anti-Epidemic Center, as early as April last year. Bvlgari China gave over 10,000 masks to the government of the Jing'an district in Shanghai and LVMH gave thank you gifts to all medical staff that travelled from Shanghai to Wuhan to help fight the pandemic. In its home country, LVMH converted all its perfume factories to make hydroalcoholic hand sanitizer and gave them away for free to French medical workers.

"The UFBJOP has always supported the Responsible Jewellery Council, from the beginning and through its evolutions. We aim to promote and help French workshops implementing the Code of Practices 2019, as well as the Chain of Custody standard, with personalized mentoring and educational devices. Together, thanks to the work of the RJC, we will ensure sustainable practices and responsible business conduct in the jewellery sector."



Bernadette Pinet-Cuoq,  
Executive President,  
UFBJOP



All the companies above are large organisations with significant resources. But the jewellery industry is characterised principally by lots of small companies. Small-scale & artisanal miners outnumber the personnel employed on large mines by multiple times. Most gemstone cutters & polishers work for companies of less than 20 people. At retail, this is particularly evident, with the vast majority of jewellers around the world being characterised as “SME’s” or “Mom & Pop stores”; owner-managed with no more than 3 retail outlets or 20 employees.

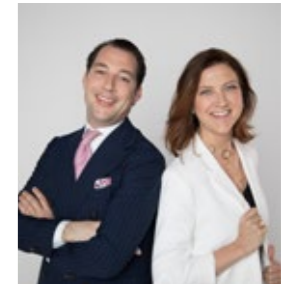
The pandemic caused a complete dislocation of jewellery supply chains around the world. Not only do the raw materials for jewellery come from a large number of countries, but they travel extensively during the manufacturing stages. And not only did the products travel, but the buyers did too. The jewellery industry in early 2020 still predominately operated on a first-hand inspection of the “goods”, a good reputation and a handshake.

The various lockdowns meant that individual travel was not an option. Goods might move, but inspection of the goods was now at long-distance and subject to the vagaries of internet speed and webcam resolution. Skype/Teams/Whatsapp/Zoom etc. have become familiar tools. The trust that accumulates between business partners when they meet face-to-face, isn’t easily replicated online. With no trade shows possible, to meet new people, the jewellery industry reverted back to its core strength – it is a community.

“Royal Asscher has been a family-owned and -operated business for six generations. As such, social responsibility is in our DNA and should remain so for every generation to come. We are proud members of the RJC.

We believe that serving all stakeholders is as important as enriching shareholders. Hence, we pledge responsibility to a broader constituency that includes our customers, employees, NGOs, governments, and the people in the communities we operate.

Positive impact-making corporate citizenry means doing the right thing socially, economically, and environmentally. We’re very proud to be a business in the diamond industry that navigates to reach these triple bottom line goals.”



Lita & Mike Asscher, Presidents, Royal Asscher Diamond Co.

Global – yes; Diverse – yes; People-centric – yes; Multi-skilled – yes. But all the various parts of the jewellery industry is a community that looks out for its own, and the pandemic has reinforced that profoundly.

So the last 15 months have seen more peer-to-peer advice and help being offered freely, with no strings attached, other than a hope for the future, than ever before. Retailers have been advising how to venture into online sales; wholesalers have been pointing out other suppliers of new materials; large miners helping out artisanal miners and their families.

“As GIT is used PUSH forward as our corporate core values, we will also use this word to enhance our industry for growth and sustainability. The “PUSH forward” will be our milestone to Gem and Jewelry Industry as below definitions;

**P – Professional Gem and Jewelry National Body,**

**U – Unity of the industry and associations,**

**S – Standard to all process and aims to the standard results,**

**H – Happiness of all stakeholders in the industry**

**Forward- To driving the gem and jewelry industry toward a responsible and sustainable manner.”**



Sumed Prasongpongchai, Director, Gem and Jewelry Institute of Thailand (GIT)

At the time of writing our friends and colleagues in Israel, the UK and the USA are emerging from the worst of the pandemic, but others across the world; in Brazil, Guyana, India, Kenya, Tanzania, Thailand; as well as many other countries, are struggling to stem the transmission of the virus.

The big “jewellery” corporations have undoubtedly helped the global response to Covid-19, from both medical and material perspectives. Our belief in the jewellery industry has been energized by the re-awakening of the community spirit.

We all know that Covid-19 is not going to disappear. We will be probably be challenged by variants for years to come. But, so far, our industry’s response has been to help each other.

“Consumers and investors around the world are increasingly recognising the importance of responsible business practices. ESG considerations are front-of-mind and it is critical that the metals and mining industry commit to responsible production and making a positive contribution to society. The entire jewellery sector needs to work collaboratively to demonstrate the positive impact it is making in advancing the UN Sustainable Development Goals, supporting the lives and livelihoods of households and communities globally. Our membership of the RJC is important to us and we are proud to work alongside participants across the jewellery supply chain in collectively demonstrating our support for responsible production and commitment to sustainable development.”



Terry Heyman,  
CFO, World Gold  
Council

## PANDORA

### Pandora – Jewellery manufacturer and retailer, Certified Member Since July 2012

At Pandora, the health, safety and livelihoods of those touched by its business were and continue to be a priority when navigating the challenges posed by the COVID-19 pandemic.

- Customers - In stores, Pandora implemented rigorous cleaning routines and adopted precautionary guidelines for trying on jewellery and maintaining social distancing. Pandora also introduced customer-centric digital solutions designed with safety as a top priority.
- Employees - The pandemic forced Pandora to temporarily close most of its stores. In order to protect the livelihoods of 11,600 store employees, Pandora continued normal scheduled base pay during lockdowns.
- Suppliers - Pandora has worked closely with its suppliers to adapt payments and defer planned projects in light of COVID-19. They did so in close collaboration with their suppliers, balancing business needs while preserving the viability of suppliers’ operations.
- Society - Pandora supported the community by donating to various non-governmental organizations working in the field to combat the pandemic. E.g. USD 1 million was donated to UNICEF’s COVID-19 response and RMB 1 million to the Novel Coronavirus Prevention and Control Fund of Wuhan Charity Federation.



## 2.3 HOW THE RJC ENGAGES WITH STAKEHOLDERS TO ADD VALUE

### Building enduring strategic partnerships with stakeholders

Stakeholder relations are critical for the growth of our organisation, and we strive to maintain an open, continuous, and transparent dialogue with our members and our wider network of stakeholders.

The RJC is an active participant in various industry associations through which we engage with policy makers to contribute to a better understanding of industry-related challenges. These associations are also important platforms for the RJC to contribute to broader, industry-wide action on sustainable development.

In addition, the Executive Director and members of the Board participate in public forums to discuss our members' strategies and approach to sustainable development. These events provide opportunities for the RJC to represent the industry with a wider group; including business leaders, academics and civil society organisations. In 2020 95% of all meetings were virtual.

Due to COVID restrictions The RJC Membership Engagement Team did not visit members but focused on strong engagement calls via Zoom and Teams.

“As the representative organization of the world’s largest and foremost diamond hub, AWDC has always been on the forefront of building a responsible and sustainable diamond industry. Fostering equal opportunities, embracing transparency and implementing best practices are an integral part of the Antwerp way of doing business. These are the values and visions that form the foundation of our partnership with the Responsible Jewellery Council and we are proud to be part of the RJC’s ecosystem.”

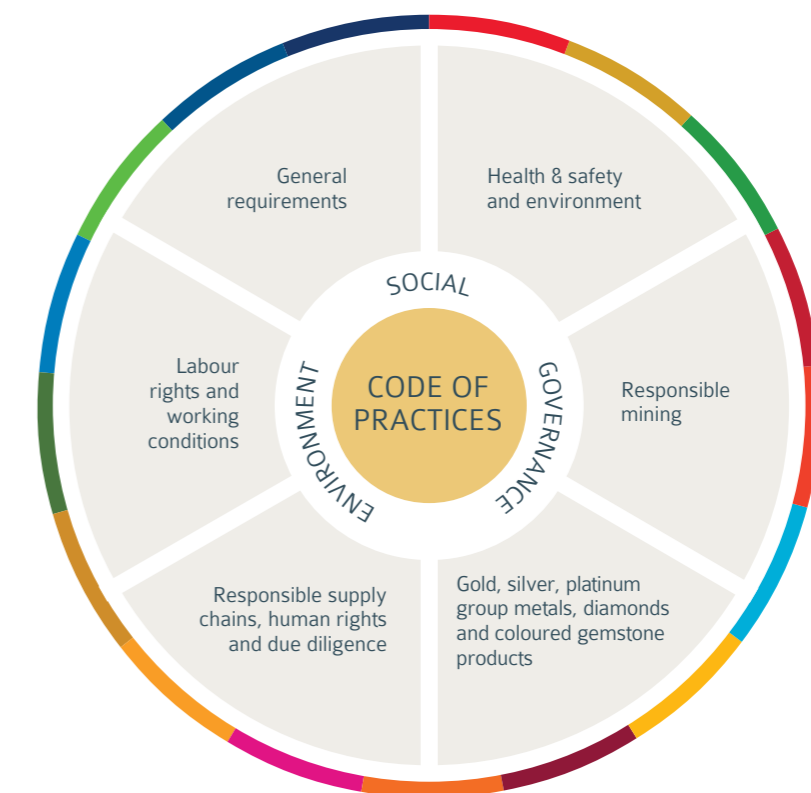


Ari Epstein,  
CEO, Antwerp World  
Diamond Centre  
(AWDC)

## ENHANCING RESILIENCE AND STAKEHOLDER CONFIDENCE THROUGH THE RJC CODE OF PRACTICES

### STAKEHOLDERS

- Employees
- Members
- Trade Associations
- Governments
- Financial Institutions
- Academic Institutions
- NGOs
- Society



### Why join RJC’s Community of Confidence?

#### SUSTAINABLE GROWTH

- Leadership agility
- New markets & geographies
- New customer & market share
- Product & services innovation
- Community development
- Long term strategy

#### CONSUMER CONFIDENCE

- Trust
- Transparency
- Product integrity

#### PRODUCTIVITY

- Employer retention & talent management
- Operational excellence & efficiency
- Innovation

#### RISK MANAGEMENT

- Compliance
- Operational & regulatory risk
- Supply chain risk
- Leadership adaptability
- The RJC Membership Engagement Team visits members on a regular basis and joins international trade shows.

# Stakeholders

## 1. USA

- American Gem Society (AGS)
- American Gem Trade Association (AGTA)
- Diamond Council of America
- Diamond Dealers Club (DDC)
- Diamonds Do Good
- Diamond Manufacturers & Importers of America (DMIA)
- Ethical Metalsmiths
- Forevermark USA
- Gemological Institute of America (GIA)
- Gemological Science International (GSI)
- Human Rights Watch
- Indian Diamond & Colored Stone Association (IDCA)
- International Colored Gemstone Association (ICA)
- JCK & Luxury at Reed Exhibitions
- Jewelers Board of Trade (JBT)
- Jewelers for Children (JFC)
- Jewelers of America Inc.
- Jewelers Security Alliance (JSA)
- Jewelers Vigilance Committee (JVC)
- Manufacturing Jewelers & Suppliers of America (MJSA)
- Natural Colored Diamond Association (NCDIA)
- Natural Diamond Council (NDC)
- PACT
- Resolve
- The Plumb Club Association Inc.
- United Nations Global Compact (UNGC)
- United States Department of State
- United States Jewelry Council (USJC)
- University of Delaware Minerals, Materials and Society Program
- Womens Jewelry Association (WJA)
- World Diamond Council

## 2. Canada

- Canadian Jewellers Association
- Diamond Development Initiative
- IMPACT

## 3. UK

- ISEAL Alliance
- London Bullion Market Association (LBMA)
- London Diamond Bourse
- National Association of Jewellers (NAJ)
- Positive Luxury
- The Gemstones and Jewellery Community Platform
- World Gold Council

## 4. Belgium

- Antwerp World Diamond Centre (AWDC)
- International Diamond Manufacturers Association (IDMA)
- World Federation of Diamond Bourses

## 5. Germany

- BV Schmuck & Uhren (German Association of Jewellery, Watches, Clocks & Supplying Industry)

## 6. France

- European Federation of Jewellery
- Laboratoire Francais de Gemmologie
- Organisation for Economic Co-operation and Development (OECD)
- Union de la Bijouterie et Horlogerie
- Union Francaise de la BJOP

## 7. Switzerland

- Fondation de la Haute Horlogerie (FHH)

## 8. Italy

- Confindustria Federorafi (National Federation of Gold Jewellery-Silverware-Jewellery Manufacturers)
- CIBJO – The World Jewellery Confederation

## 9. Israel

- Israeli Diamond Exchange
- Israeli Diamond Institute

## 10. UAE

- Dubai Multi Commodities Centre (DMCC)

## 11. India

- Bharat Diamond Bourse
- Gems & Jewellery Export Promotion Council (GJEPC)
- International Gemological Institute (IGI)
- Jaipur Jewellery Show (JJS)
- Surat Jewellers Manufacturing Association (SJMA)

## 12. Thailand

- Gem and Jewelry Institute of Thailand (GIT)

## 13. Hong Kong SAR

- Hong Kong Jewellery & Jade Manufacturers Association
- Platinum Guild International

## 14. China

- China Chamber of Commerce of Metals Minerals & Chemicals Importers & Exporters (CCCMC)

Only by building partnerships and working closely with governments, civil society and organisations in and outside the industry, we can make a positive difference.

“Sustainability has been historically at the heart of ALROSA’s business strategy. RJC plays a pivotal role in helping us improve our operations and establish responsible supply chains for our diamonds from mine to retail. We strive to lead the sustainable transformation of the diamond industry by example, building meaningful partnerships and achieving new milestones. New focus of ALROSA on ESG development metrics allowed us to achieve significant renewal of our management system. We have established the Strategy and Sustainability Committee on the Board level, began the development of a comprehensive sustainability strategy with specific KPI’s, confirmed our commitment to the UN SDG’s by joining the UN Global Compact. I am proud that this year, within the accelerating sustainability agenda, we acted decisively with proactive support of our shareholders, industry partners and customers. The year ahead is certainly going to be very dynamic and challenging, but we are unrelenting in our goal to embed sustainability principles in our operations, develop our people, protect the environment and ensure prosperity of our communities. We believe that industry-wide collaboration and our commitment to the RJC will help us on the path of achieving sustainability excellence”



Sergey Ivanov,  
CEO, ALROSA

ISEAL is the global membership organisation for credible sustainability standards. RJC is the only ISEAL Full Member for sustainable standards and practices in the jewellery and watch industry.

## ISEAL

The RJC has been a full member of the ISEAL Alliance since 2012. We have invested significantly to ensure that we meet the ISEAL Codes of Good Practice and act as an advocate for promoting the credibility ISEAL membership brings within the jewellery industry.

ISEAL is the global membership association for credible sustainability standards. Members of ISEAL are committed to Credibility Principles and follow the Codes of Good Practice in setting standards, assuring compliance and monitoring impacts. Members include Forest Stewardship Council (FSC), Fair Trade International, Better Cotton Initiative, Aluminium Stewardship Initiative.

In the past months, the RJC has strengthened its relationship with ISEAL. RJC now participates on the Board of ISEAL, we have regular meetings on topics such as assurance and impacts, engagement with the members in China group, gender working group, we have provided input on due diligence requirements, stakeholder engagement on integrating systemic strategies. For ISEAL members week 2020 RJC co-hosted events on the Innovation grant funded M3 project. RJC has also contributed to a grant funded pilot project on remote auditing good practices, which were especially important during 2020/21 due to the impact the global pandemic has had on international travel and restrictions of auditors, conducting verification on-site. This led to a very close collaboration on the topic within the ISEAL community, via webinars, project activities and peer engagement. The RJC's contribution focused on data analysis of RJC remote audits, oversight of CABs relevant practices and engagement with CABs and auditors for feedback on remote auditing challenges. Finally, the RJC was successfully assessed for compliance against the ISEAL Assurance Code of Good Practice.

In order to ensure that we remain at the forefront of responsibility for our industry and create an effective forum for sharing perspectives, exchanging ideas and finding solutions to shared challenges, we draw on the perspectives of a wide range of stakeholders including: RJC members, RJC Conformity Assessment Bodies and RJC accredited auditors, the ISEAL community.

## 1. Materiality: Determining what matters most to stakeholders

Materiality is under constant review and is the focus of the **RJCs Roadmap to 2030**. In December 2020 the RJC launched the Roadmap project with a focus on six key Sustainable Development Goals most material to the watch and jewellery industry. The primary objective is to provide members with a framework to report and measure progress.

The Roadmap includes a comprehensive set of performance metrics. We are conducting a pilot project with a sample of representative RJC members before formally launching the complete Roadmap in January 2022. The objective of the pilot project is to ensure that the proposed metrics are feasible for the diverse RJC membership to collect and report on an annual basis.

The pilot will take place from June - September 2021 and we have called on members of all sizes, from across the supply chain to take part in this opportunity to shape the future of our industry. Participants will be requested to submit data for 15 performance metrics (based on 2020 data) and have the relevant evidence available for this. A small sample of participants will be selected by the RJC to have their data to be verified by an independent auditor.

## 2. Members First

Understanding our members' needs allows us to deliver relevant services, retain members, and attract new ones. It also helps us identify opportunities for growth.

Our Members First Strategy – launched in April 2019 – is built on a strong engagement plan. It is focused on service, a promise of operational efficiency, and reduced audit burden while maintaining credibility of the implementation of our standards. Our Certification Department keeps track of membership certification reports and works toward improving our relationships with members, for example, by reducing response times, improving quality of service and expert tailored technical support from the helpdesk. Progress is outlined in a weekly report to the Executive Director. In 2020 the focus was digital transformation and we have aligned our processes in preparation of the new members portal that will be launched mid 2021.

We continued to engage with members and answer their requests for information about implementing the COP and CoC. We also support their risk management approach and help them integrate sustainability as core to their strategy. Our ability to provide expert information via our personal support helpdesk, news bulletin, and webinars underscores our role as a leader in standard-setting and a trusted partner to our members along their certification journey. We acknowledge there is more work to do and digital transformation is a priority to support our members in their RJC journey ahead.

## 3. Multi-stakeholder Approach

We maintain high quality dialogue with our stakeholders to clarify the RJC's position and policies, build the foundation for collaboration, and to understand different viewpoints.

### Organisation for Economic Co-operation and Development (OECD)

The OECD is an international organisation that works to build better policies for better lives. Their goal is to shape policies that foster prosperity, equality, opportunity and well-being for all.\*

In 2013, the OECD Investment and Development Assistance Committees approved a long-term governance arrangement to enable a dynamic, demand driven implementation programme for the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the OECD Guidance). The OECD Due Diligence Guidance provides detailed recommendations to help companies respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices. **You can find more information here.**

A plenary multi-stakeholder body – the Multi-stakeholder Forum – has been charged with supporting the OECD’s minerals due diligence implementation programme. The Forum’s “leadership” body is a Multi-stakeholder Steering Group (MSG) which serves as the stakeholder management committee of the Forum in collaboration with the OECD secretariat.

The Multi-stakeholder Steering Group (MSG) for the OECD Responsible Minerals Implementation Programme is made up of about 50 representatives from government, civil society, and private sector. The MSG works closely with the OECD Secretariat, providing guidance and support with respect to operational aspects of the work plan. The MSG holds a conference call with the OECD Secretariat every 6-8 weeks where project updates are discussed, as well as potential avenues for cooperation on new issues in this field. RJC has been an active member of the MSG since its formation in 2013. Before that, RJC was involved in the drafting committee of the Gold Supplement of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals, since the first drafting committee meeting in 2009.

For 2021, the annual Forum on responsible mineral supply chains was held virtually with RJC hosting sessions on the operationalising of the OECD Due Diligence in the watch and jewellery supply chain **[watch the replay]** and advancing the agenda toward generation equality in the watch and jewellery industry **[watch the replay]**.

\* <http://www.oecd.org/about/>

“Now more than ever, consumers and team members are looking to companies that they trust. As founding members of the RJC we are active participants in ongoing industry stewardship, ensuring that fine jewelry is sourced and produced with ethics and integrity. At Signet, our Purpose is Inspiring Love, which is why we have also announced Corporate Sustainability Goals that align with the United Nations Agenda 2030 Decade of Action to achieve the 17 Sustainable Development Goals, and focusing on our love for all people, our team members and our planet and products.”



Virginia Drosos,  
CEO, Signet



## People

The RJC continues to nurture and develop our world-class team of staff and consultants. The structure is flat, agile and fit-for-purpose. Through internal promotion and recruitment, all RJC departments are now led by highly experienced and qualified professionals. Our recruitment philosophy emphasises equality of opportunity, relevant experience, academic qualifications, diversity and inclusion. An RJC intern programme for final year university students and recent graduates also draws new talent into the organisation.

The RJC team is truly diverse, representing many cultures including American, Australian, Azerbaijani, Belgian, English, Indian, Netherlands, Romanian, Turkish, Swiss, Indian and Welsh. RJC team languages include Arabic, Azerbaijani, English, Flemish, French, German, Gujarati, Hindi, Italian, Punjabi, Portuguese, Romanian, Russian, Spanish, Turkish and Urdu.

As a result, if the pandemic all staff have worked almost entirely remotely since March 2020. Electronic resources and remote communications technology has been deployed successfully and enabled all staff and all accountabilities to continue full service levels at all times.

The RJC maintains its London HQ and we envisage that staff will be able to work from the office on a limited basis as England emerges from pandemic-related restrictions. The office has been independently certified Covid-compliant and all appropriate safety measures are in place.

The RJC also has a wellbeing programme to further support our team in these challenging times.

**“JBT and the RJC share a common fundamental commitment to transparency and accountability for growth. It is an honor to be a part of their community.”**



Erich Jacobs,  
JBT President

## Financial Institutions and Investors

In 2019, the RJC commenced discussions with the Financial Sector. We shared how the implementation of the Code of Practices started the Environmental, Social and Governance (ESG) performance and its impact on the business. These conversations responded to interest in the RJC’s role in upholding ESG standards, and will form the basis for future revisions of the Theory of Change and the Action Platform of the SDG Taskforce.

The RJC would like to support its members in their journey to integrate ESG into their core strategy through the implementation of the Code of Practices. In this context, the RJC is establishing a Finance Taskforce to create a bridge between the jewellery and finance sectors to connect on key issues and to understand each other’s challenges in order to provide guidelines and solutions towards a sustainable financial model.

This will in turn increase assurance for our stakeholders, customers and business partners that RJC members conduct business to the highest ethical and sustainable standards and responsibly as well.

In 2020, the RJC conducted 17 interviews with a diverse participant background including banks, branch organisations, auditors, technology regulatory and investors with the aim of understanding where the RJC could better connect its members with the financial industry. Membership of the RJC and compliance with the RJC rigorous standards is evidence of the quality of management and management systems applied by RJC member companies. That information should provide financial institutions with a valuable risk profile when considering the provision of finance to RJC companies.

**“Sustainability initiatives - I can firmly state with the strongest of words, contributes to a company’s overall success - including but certainly not limited to profitability. We have read that companies with high environmental, social and governance (ESG) ratings consistently outperform the market, which ultimately leads to long term benefits, there is no arguing this fact. The RJC supports sustainability, and we strongly support RJC!”**



Ronnie Vanderlinden,  
Owner, DIAMEX INC.

## Governments

Policies and regulatory changes present opportunities and risks to our members' operations. Working closely with regulators ensures that our standards and services evolve to support our members. The RJC strengthened its global government relations capabilities in 2019 to engage consistently with policymakers around the world. The RJC represents the jewellery industry in the OECD multi-stakeholder steering committee for the development of the Due Diligence Guidance. The RJC is also in regular dialogue with key government representatives including the UK (Foreign and Commonwealth Office), the United States Department of State, the European Union and Botswana.

## NGOs

We consulted various NGOs in the development of the updated 2019 Code of Practices. On July 11, 2019 the RJC received a letter from a coalition of NGOs collating their feedback on the final version of the Code, published on April 24, 2019. We appreciated their input on the planned implementation of the COP, and their recommendations regarding company certification under the new Code. The RJC responded to their input, and **you can find more information here.**

We welcome the exchange of views and value the feedback and input we received. Working with NGOs informs our transformation, and helps us to continuously improve our work on the standards, and their implementation by our members.

Of particular note in 2019, is our regular engagement with Human Rights Watch. We are taking our commitment to Human Rights to the next level in 2020, hosting a round table to revise the Theory of Change as well as to inform the development of an Impacts model of the RJC. In 2020 the RJC invited Human Rights Watch to participate in a panel at its **15th Anniversary event**. Furthermore, in 2021 the RJC and Human Rights Watch has had further interaction with the RJC inviting Human Rights Watch to speak on a variety of panels including in a panel held for the OECD 2021 **Forum on Responsible Mineral Supply Chains** and the RJC's **Summer Forum**.

Raising standards is an ongoing process and we look forward to working with civil society partners to find further ways to advance responsible business practices and drive change across our industry.

The RJC stands with Civil Society in calling for urgent support for vulnerable artisanal and small scale mining communities. **Click here to find out more.**

"It's crucial that we, as an industry, help further the Responsible Jewelry Council vision – a responsible worldwide supply chain that promotes trust in the global jewelry and watch industry. It's a goal that I am personally committed to. As president of The Plumb Club, an organization consisting of the most important and influential suppliers to the jewelry industry, this as an opportunity for us to deepen the bond between two important organizations, pull together, support and shape the future by helping educate the industry on the importance of that vision."



Michael Lerche,  
President,  
Plumb Club

### Associations

Trade associations have always been key to the RJC's work. Representatives and experts from trade associations have provided us in-depth information and insight that improves our understanding of industry challenges on the ground and in supply chain configuration. They often suggest initiatives that align the RJC with members' needs in local markets and they serve as a voice for many small businesses.

Going forward, we see trade associations playing an even more critical role: they can promote best practices, share knowledge platforms, and act through their membership to progress action on the SDGs and 2030 agenda. They also offer a platform for the RJC to raise awareness among their members: the AWDC in 2019 and the UFBJOP in 2020 both hosted workshops on the revised COP.

### Academic Institutions

The RJC is strengthening its relationships with academic and educational institutions. We are now prioritising the development of a Sustainability Academic Programme in the run up to 2030. We will develop the programme through partnerships with academic institutions to help develop solutions to shared global challenges in the jewellery industry. RJC's Executive Director participated in a mentor-ship programme in collaboration with the local network of the United Nations Global Compact UK on SDG Innovation, mentoring three individuals. Antwerp Management School is a part of the SDG TaskForce.

**"We are committed to taking continuous steps to improve on our sustainability as a business in every community we interact with, and also as a group of individuals. Part of this involves our membership to the RJC as the audits help to focus us, help push us forward, and help ensure that we are always looking around the next corner to see what we can do better."**



Harriet Kelsall,  
Harriet Kelsall  
Jewellery Design Ltd.

**"Equitable social justice, viable economies and environmental responsibility, the pillars of sustainable societies – mirror the missions of both WDC and RJC. Preserving consumer confidence in our products is our core mission through our collective efforts to end the trade in conflict diamonds. Together, we strive to protect the integrity of the supply chain and provide fair benefit and hope of a better future to all stakeholders."**

**WDC is proud to be a member of the RJC, contributing to the SDGs Task Force and its working group on Women Leadership. We looking forward to the next steps in this journey together."**



Edward Asscher,  
President,  
World Diamond  
Council



Elodie Daguzan,  
Executive Director,  
World Diamond  
Council

### Media

The RJC engages regularly with the media to provide information on our activities and membership. As a standard-setting organisation, we also build on strong exposure through our members' communications channels.

Our extensive media engagement also connects us with our wider stakeholder audience. Throughout the year we engage in a number of live communications events on a variety of platforms, including multi-stakeholder webinars, panels, roundtables, conferences, podcasts, and other forums. These events enable us to share expert knowledge, facilitate discussions on critical topics and work together with other organisations to further education and knowledge sharing.

Please see the next page for an overview of our event participation since January 2020.

## Key Events 2020

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**NY Jewellery Week – Plumb Club, JCV, Jewlers of America**  
8th – 12th January

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**Indian Jewellery Excellence Symposium – UES**  
8th – 9th January

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**Vincezaaro Fair – CIBJO**  
11th – 22nd January

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**Positive Luxury Report Launch – Positive Luxury**  
25th – 26th January

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**RJO Jewellery Show – Retail Jewellers Organisation**  
2nd – 4th February

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**IJS Signature – IJS**  
26th – 27th March

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**7th Indian International Bullion Summit – IBJA**  
26th – 27th March

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**Forevermark Forum – De Beers**  
30th March – 2nd April

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**International Gems & Jewellery Show – GJEPC**  
1st – 3rd April

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**Dubai Precious Metal Conference & BDB Week – DMCC**  
19th – 20th April

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**American Gem Society Conclave – AGS**  
26th – 29th April

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**BDB Indian Week**  
May

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**JCK Las Vegas & the Couture Show – JCK**  
1st – 8th June

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**Diamond Industry: Beginning of a New Era – The New Jeweller International Media Group**  
10th June

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**United Nations Leaders Summit – United Nations**  
15th – 16th June

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**The Gold Jewellery Industry in the Pandemic Now and Future Webinar – LMBA**  
23rd July

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**Responsible Sourcing of Gold and Diamonds in a Post-Covid 19 World – IAC**  
29th July

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**Organisations that Inspire – Jewelry Industry Summit**  
20th August

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**CSR & Sustainability in the Post-COVID Era – CIBJO Panel at Vincenza**  
12th September

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**Key Elements for an Integrated EU Approach to Due Diligence – CSR Europe**  
16th September

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**New Lens on Due Diligence in the Gold Supply Chain - Responsible Minerals 2020 – RMI Virtual Conference**  
27th – 28th October

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**Women’s Empowerment Principles – SDG 5 – UNGC x RJC**  
27th October

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**The Responsible Minerals 2020 - New Lens on Due Diligence in the Gold Supply Chain – The Responsible Minerals Initiative**  
28th October

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**Impactful Partnerships to Build Back Better – The European SDG Summit**  
26th – 30th October

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**The Importance of Sustainability in the gemstones industry in Thailand – GIT**  
4th November

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## Key Events 2021

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**The Road To Responsibility – CJA**  
25th February

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**We Need to Talk About Diamonds – KP CSA**  
25th March

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**Using Responsibly Sourced Gold – Strategies, Benefits and Case Studies 2021 – IAC**  
24th March

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**Clubhouse Conversation – IWC**  
9th April

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**L’Industrie Horlogere Face Au Devoir de Diligence en 2021 – Fondation de la Haute Horlogerie**  
5th November

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**Delivering on SDGs: Aligning action by the Global North with Southern priorities – CRB**  
10th December

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**15th Anniversary Event – RJC**  
15th December

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**Why Sustainable Development is important to the Jewellery Industry – JA**  
15th April


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**An Introduction to Upcoming EU Legislation and Human Rights Due Diligence – CSR**  
19th April

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**OECD Forum on Responsible Mineral Supply Chains 2021 – OECD**  
26th & 30th April

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[Click here to watch the video replay of our participation in past events](#) 



CHAPTER 3

# Looking to the Future

## 3.1 OUR APPROACH

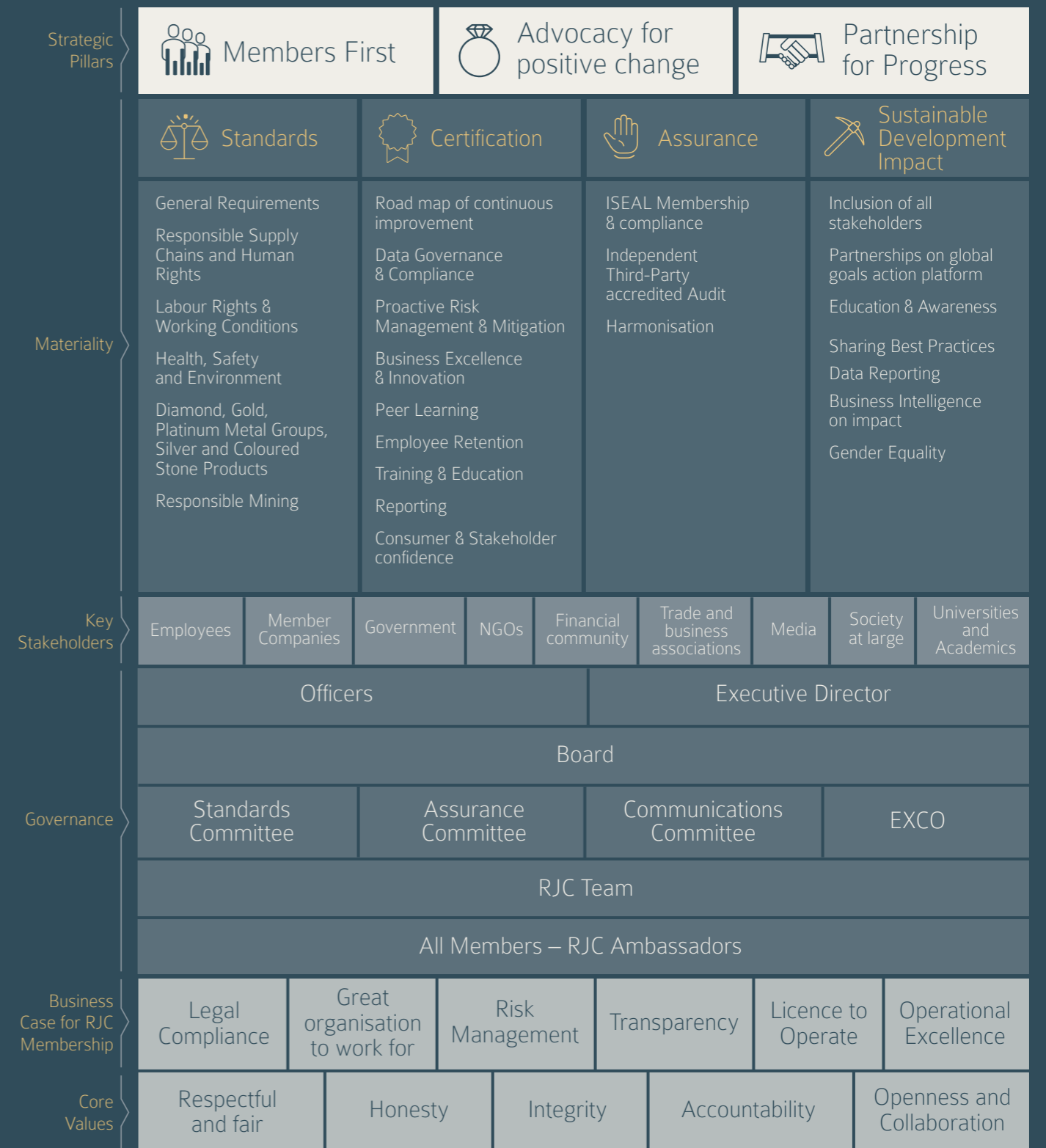
In 2021 we aim to continue to create value for our organisation, our members and society. Our priorities fall into the following three strategic pillars: members first; advocating for positive change; and building transformative partnerships.

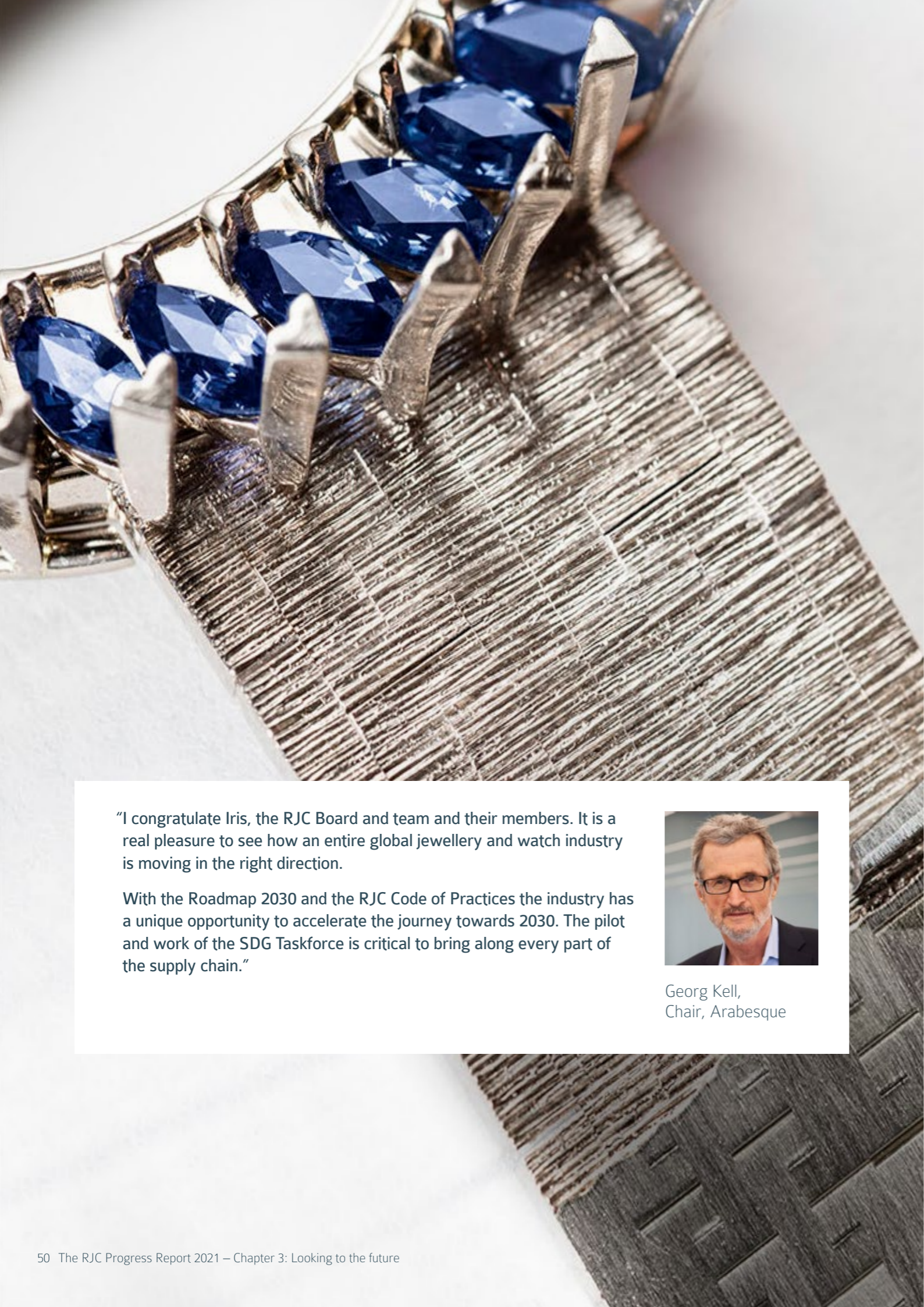
“Sustainability contains different aspects and has broad meanings. It is now urgent for everyone, and especially for the younger generation. Cartier is proud to be a founding member of the RJC, the leading standards fit for purpose. With its growing community of over 1400 members in 71 countries, the RJC serves our objective to unite the entire Jewellery eco-system to deliver sustainable social and environmental impacts. Because we are stronger together.”



Cyrille Vigneron,  
President & CEO,  
Cartier International

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





## Responsible Jewellery Council Strategic Pillars



### Members First

We are transforming the way we work to be more efficient, strengthening our relationship with members and serving them better.

Increasing value for members:

- Attract and retain
- Support members through practical training and simplified toolkits
- Reduce audit burden and audit cost while maintaining credibility of the implementation of standards
- Support members through Environmental, Social and Governance (ESG) value proposition
- Digital transformation.



### Advocacy for positive change

We are the world's leading standard-setting organisation for the jewellery and watch industry.

We are the voice for the industry on the critical environmental, social and governance topics.

We take an integrated approach to sustainability and responsibility and encourage our members towards continuous transformation for a better world.



### Partnership for Progress

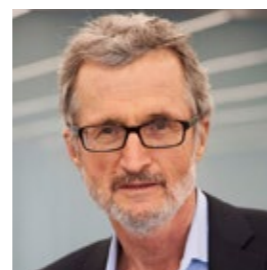
We are committed to lead industry-wide progress through our members towards the 2030 agenda – through data validation and data measurement according to SDG indicators.

We have made partnerships a central component of our engagement plan.

We believe our partnership strategy enables a multiplier effect to efficiency, impact analysis, business growth and improved membership experience in tough economic times.

“I congratulate Iris, the RJC Board and team and their members. It is a real pleasure to see how an entire global jewellery and watch industry is moving in the right direction.

With the Roadmap 2030 and the RJC Code of Practices the industry has a unique opportunity to accelerate the journey towards 2030. The pilot and work of the SDG Taskforce is critical to bring along every part of the supply chain.”



Georg Kell,  
Chair, Arabesque

## 1. Members First

We want 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 catalyse positive impact in the supply chain. Looking beyond 2020, we will continue to simplify, digitise, and harmonise processes to make the certification process smoother for members. We will focus on training and education programmes, 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.

## 2. Advocating 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 the Sustainable Development Goals. Through our membership, we are in a unique position to achieve positive social change. We are committed to proactively engaging with key stakeholders to shape the sustainability agenda for the industry and to speak out on industry topics that matter most to our collective future. We also work to keep our members and wider network informed of the latest evolution of standards and expectations. The alignment of the newly launched Code of Practices to the OECD Due Diligence framework and the UN Guiding Principles of Business and Human rights reflects this commitment.

**“DMCC commends the Responsible Jewellery Council (RJC) for its effective work in promoting the United Nation’s Sustainable Development Goals (SDGs), and improving standards right across the jewellery supply chain. With over 19,000 companies now registered with DMCC, we will continue to highlight the importance of responsible business practice and support the growing list of RJC-certified companies based in our Jumeirah Lakes Towers community here in Dubai.”**



Ahmed Bin Sulayem, Executive Chairman and Chief Executive Officer of DMCC, Chairman of Dubai Diamond Exchange (DDE), and Chairman of Dubai Gold & Commodities Exchange (DGEX).

**“Successful business objectives and sustainability objectives are interlinked. That’s why sustainability is critical to our long-term strategy and factors into our product development. Like the RJC, AGS Laboratories understands that ‘responsible business is good business,’ and we support the RJC’s efforts to create a globally sustainable future for our industry.”**



Katherine Bodoh, CEO American Gem Society and AGS Laboratories

## 3. Partnerships 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.

In 2019, we launched the first of its kind partnership with the United Nations Global Compact (UNGC). In 2021 RJC joined the UNGC SDG Ambition Platform to deepen our commitment and partnership. Together we are working to bring more companies in our sector along the journey and accelerate the integration of the Sustainable Development Goals (SDGs). We are committed to collaborating with the UNGC, to raise awareness and educate on how to report on progress towards the SDGs.

To support this partnership, we created our Theory of Change and launched an SDG Taskforce.

- Combining diverse experts across the industry, resources, thinking, approaches to Innovation, creating new, more effective approaches to reporting on progress of the implementation of the Code of Practices, technologies, services and/or products with the greater impact they will deliver.
- Using and combining the diversity of partners’ knowledge, ideas, experience and resources to develop new ways of tackling complex challenges in the multi-tier long supply chains.
- Building a platform to report on progress through the implementation of the Code of Practices.

“Rosy Blue has always been committed to embed responsible business practices. As a founding RJC member we have been taking leadership for over 15 years to pull many colleagues and competitors along in this adventure. All players in the industry needs to look beyond their own operations, beyond their own supply chain and beyond business-as-usual. That’s the only way our industry can advance in the SDG’s. We are delighted to join the RJC’s SDG Taskforce in this regard.”

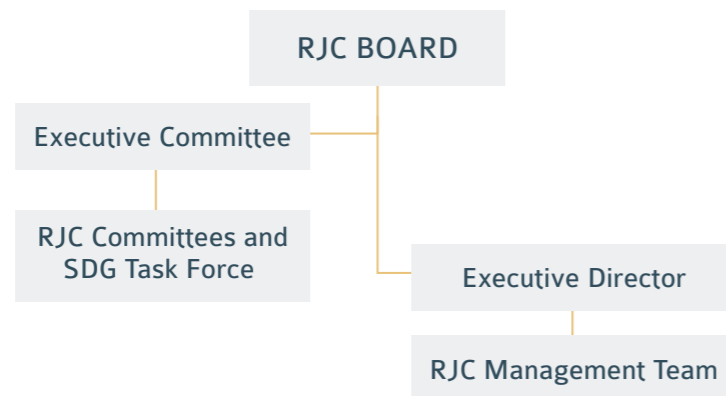


Raj Mehta, Director of Rosy Blue NV

### 3.2 CORPORATE GOVERNANCE

#### Governance

The RJC is a not-for-profit company incorporated in England under the UK Companies Act. As such the RJC is governed according to the requirements of UK law. The governance structure comprises of the Board of Directors, the Executive Committee, four RJC Committees, the Executive Director and the RJC staff.

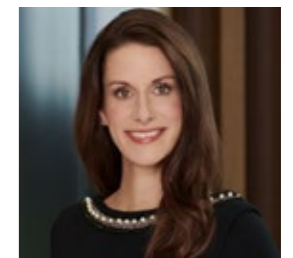


#### Membership

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 organisations that are actively involved for commercial reasons in the industry. Commercial members are divided into member forums each representing a particular stage or activity within the jewellery and watch supply chain.
- Association membership is open to any trade association representing persons actively involved for commercial reasons in the industry.
- Supporter status is open at the discretion of the Board. A supporter is an organisation that is not part of the jewellery 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 nongovernmental organisations and other interested persons that wish to enter into dialogue with the Council and to assist the Council in attaining its objectives.

“At IWC Schaffhausen we take care to manage our impacts – the effect our business has on our communities and our planet. Our beautiful watches have an inherent sustainability, built to last for generations, so it’s vital to honour this by demonstrating the most responsible business practices along the entire value chain. As the leading standard-setting organization for the jewellery and watch sector, RJC does a fantastic job raising awareness and providing the framework for accountability and transparency. The Code of Practices and Chain of Custody certifications give customers the needed information to make the right choice for a positive impact.”



Franziska Gsell Etterlin, Chief Marketing Officer and Sustainability Committee Chair, IWC Schaffhausen



## Rosy Blue – Member since 2011

### Climate

- Since 2014 Rosy Blue's footprint has decreased by more than 50%. This drop in emissions is due to:
  - Reduction in number of sites in scope, particularly energy intensive sites.
  - Improvements in energy efficiency resulting in reduced electricity Consumption.
- In November 2020 in collaboration with SGI Sustainable Green Initiative, Rosy Blue planted 25,000 fruit-bearing trees in the state of Uttar Pradesh, India. The objective was to fight hunger, poverty and climate change.
- Since 2014 3000 trees have been planted in the Rosy Blue forest in Antwerp to offset parts of their carbon footprint.

### Board of Directors

The overall management of the Council is entrusted to the Board of the Council, which is made up of the directors. In accordance with the Articles, the Board is entrusted with the ultimate responsibility for the overall management of the Council, however the general management and supervision of the Council has been delegated to the Executive Committee.

The Board appoints the Executive Director, and determines the Executive Director's powers, duties and responsibilities. Directors are appointed by the members of the Council, or elected by member forums, or appointed by the Board as additional directors. Directors need not be members of the Council.

### Officers & Executive Director

The officers of the Council consist of the chair, vice chair, honorary treasurer and honorary secretary. The officers are elected every three years by the Council at the annual general meeting by a simple majority decided by secret ballot. The Executive Director reports to the Board through the Executive Committee.

"The past year has been in many ways a moment of truth for the RJC. Adaptation of the global jewellery industry to the new post pandemic normality was not a straightforward road and required the extraordinary from our members. To keep relevance, resilience and ability of our product to appeal to consumers the industry continued to drive positive change despite the challenges faced. Leadership is sustained only if we act together. It is important not only to endure but also to see new horizons. In this sense, the SDG Decade of Action proclaimed by the UN is the opportunity to grasp. Sustainability is the ultimate form of responsibility that underpins the material aspects of the RJC Code of Practices execution and its transformational role to the way we conduct our business. I'm proud of the RJC taking bold steps to lead the industry's SDG agenda and invite all members to join the journey of sustainable transition.



Peter Karakchiev,  
RJC Vice-Chair and  
Head of International  
Relations, ALROSA

"I am privileged to be elected to the RJC Board of Directors representing the producer forum. The RJC leadership in standard setting and assurance through the supply chain has never been more important with ESG issues being paramount to a sustainable, and responsible industry. The RJC is the only organisation that spans the entire supply chain, with partnerships and alignment with key initiatives including the UN Global Compact and Sustainable Development Goals. I look forward to contributing to the development and strengthening of the RJC's role across the industry."



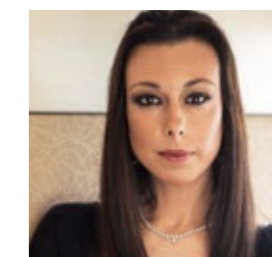
Ayesha Hira, Vice President, Corporate Development & Strategy, Lucara Diamond

## Committees

The Board may establish committees of the Board to assist in conducting the business of the Council and may delegate such powers to committees as it may decide. Accordingly, the Board approves the terms of reference for all committees of the Council. There are currently four committees of the Council: Executive, Assurance, Communications and Standards.

- The Standards Committee reviews and makes recommendations on the design, implementation and continuous improvement of RJC standards and monitoring and evaluation (M&E) system, the expansion of RJC standards to other jewellery products and forms of assurance and provides policy advice on the consultation and engagement of stakeholders during standards development activities.
- The Assurance Committee assists in the development of policies and procedures relating to the certification of members and accreditation of third-party audit firms. This includes: overseeing the framework for accrediting auditors and quality control procedures for auditors; providing guidance on policies, processes and procedures relating to certification of members; and overseeing the RJC's compliance to the ISEAL Assurance Code.
- The Communications Committee provides advice and guidance on communications strategies and engagement with stakeholders; monitors public affairs issues and media coverage of interest to the RJC; reviews and recommends to the Executive Committee external communications plans and communications materials and public reports of the RJC; provides guidance on the development and protection of the RJC's brand; and rules for use of the logo and associated intellectual property.

"A sustainable and responsible supply chain is imperative in the diamond and jewelry industry. The RJC has put standards and practices into place that have made a great impact globally. I'm proud to support the RJC to be a part of the change and move forward towards a more sustainable future."



Debbie Azar, President of Gemological Science International

CHAPTER 4

# Members First

We thank our members for their ongoing commitment towards building responsible business practices.

We believe in a partnership model – no one can do this alone, and no aspect of responsibility can be viewed in isolation.

This is a journey of continuous improvement and it requires collaboration across various segments of the supply chain.

This chapter shares background on the evolution of the RJC.

“As a dedicated RJC member since 2012, IWC Schaffhausen has been the first luxury watchmaker to achieve certification to both the RJC’s 2019 Code of Practices and the Chain of Custody standards. We look forward to further developing our sustainable practices in every area of our business. Among the many benefits that RJC provides, we particularly value their guidance in applying the UN’s SDGs roadmap to our sector.”

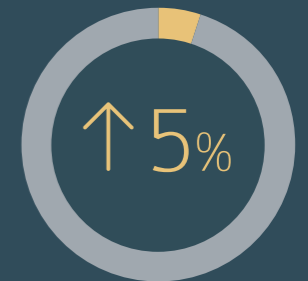


Christoph Grainger-Herr, CEO, IWC Schaffhausen

## MEMBERSHIP SNAPSHOT 2020

Total number of members at Year End (YE) 2020:

# 1294



Membership growth rate for 2019

## 1278

Commercial members

## 16

Trade association members

## +149

Members joining in 2020

## -86

Members resignation in 2020

The RJC commercial members per forum YE 2020:

## 13

Producers

## 84

Precious metals refiners, hedgers, traders

## 386

Precious stone cutters, polishers, traders

## 710

Jewellery & watch manufacturer, wholesalers

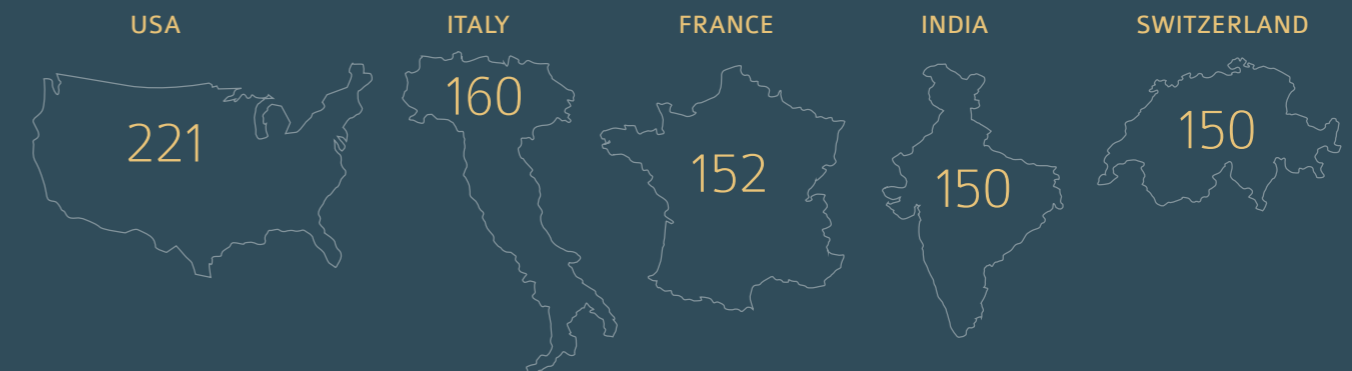
## 69

Jewellery & watch retailers

## 16

Service industries

Top 5 countries for Member HQs, representing 73% of all members HQs:



#### 4.1 OVERVIEW OF MEMBERSHIP: 2016–2020

The RJC membership has grown by 39% over the past 4 years, with the largest growth in the middle of the supply chain — the manufacturers and wholesalers (53%), and precious stone traders, cutters and polishers (32%). Manufacturers and wholesalers represent around 50% of new members joining annually.

Number of the RJC members at YE:



Geographically, member HQs span 38 countries in 2020, with 73% of all member HQs concentrated in five key countries: USA, Switzerland, Italy, India and France, reflecting key geographies in the global jewellery and watch supply chain. Increasingly, downstream companies such as retailers and luxury brands are requiring the RJC COP certification of their suppliers and their manufacturing contractors as part of their responsible sourcing strategies and management approach. Given the concentration of highly specialised and skilled jewellery and watch component workshops in Europe, and in particular Italy, we expect this trend to continue.

When renewing membership (independent member research undertaken in 2018), the main driver is to demonstrate responsible business practices (75%), followed by protecting business reputation (61%).

“Bulgari strongly feels the responsibility of inspiring the world with sustainable, ethical and innovative practices, and has forged a path among luxury brands for its ongoing commitment in these fields through every aspect of its business. A vision driven by the relentless will to achieve increasingly ambitious goals and turned into actions through an ability to anticipate the future by envisioning the entire life cycle of our products.



Jean-Christophe Babin,  
CEO, Bulgari

Bulgari’s commitment to crafting responsible products is strengthened by its partnership with the Responsible Jewellery Council, of which it has been a member since 2006. We are proud to have achieved in 2020 the renewal of the RJC Code of Practices certification in line with the new Standard, including for the first time coloured gemstones in its scope. This encourages us to follow a continuous improvement journey, accelerating the adoption of RJC Standards across our supply chain.

Bulgari will keep raising the bar of its commitment to Corporate Social Responsibility, by innovating the present for a sustainable future.”



# COP CERTIFICATION SNAPSHOT 2020

Number of COP certificates issued in 2020:

Number of 1-year certificates issued:

**19** (9%)



Number of 3-year certificates issued:

**203** (91%)

Number of COP certified members at YE

**914**

**9**

Producers

**11**

Service industries

**296**

Precious stone cutters, polishers, traders

**67**

Precious metals refiners, hedgers, traders

**485**

Jewellery & watch manufacturer, wholesalers

**46**

Jewellery & watch retailers



**8,092**

Number of facilities covered by certification at YE



**71**

Geographic span of COP certified facilities at YE



**278,337**

Number of employees impacted by COP certification at YE

The RJC has started to collect gender disaggregated data recently, and will be able to report on gender split in future reports.

Maturity of member COP certification at YE:



First certifications:

**45%**



Re-certification:

**55%**

The proportion of re-certifications continues to exceed that of first certifications for the second time in a row in RJC's history, demonstrating members commitment to ongoing continuous improvement and certification.

## 4.2 OVERVIEW OF COP CERTIFICATION: 2016–2020

The Code of Practices Standard (COP) was launched in 2009 and defines responsible business practices for the jewellery and watch industries from mine to retail. It is mandatory for all businesses that want to become RJC certified members.

The COP received a full consultation and revision, and version three was released in April 2019. Silver and Coloured Gemstones (Sapphires, Emeralds, Rubies) were added to scope in April 2019.

The number of COP certified members at year end has grown steadily over the past 4 years, with the fastest growth of 20% seen in 2017. The jewellery and watch manufacturer/wholesaler forum has dominated this growth, with a 37% increase in certified members between 2017-2020.

Number of active COP certified members as of YE 2020:



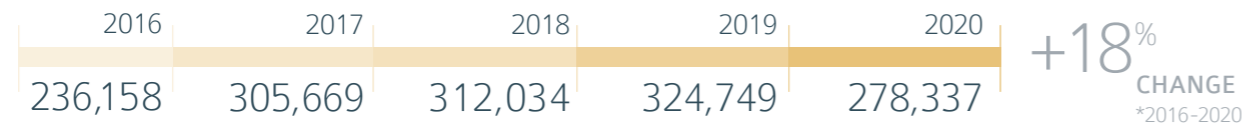
“As America’s foremost luxury jeweler, we at David Yurman take our responsibility to maintain consumer confidence when purchasing our jewelry very seriously. Ensuring the integrity of our diamond supply chain is at the core of how we do business. We are proud to be certified members of the RJC since 2018 and look forward to continuing our partnership as we continue executing our long-term sustainability objectives.”



Carol Pennelli,  
President,  
David Yurman

The number of workers, including temporary workers, impacted by COP certification has increased by 18% since 2016.

Number of workers covered by active COP certification as of YE 2020:



Whilst the numbers of COP certified members have increased, the scope of certification in terms of number of countries, sites and employees has decreased in comparison with YE 2019, as the certification of some larger members lapsed in 2020 and the Covid-19 pandemic posed serious difficulty in arranging re-certification audits.

I have been following the RJC journey since 2007 and have seen RJC grow consistently over the past 15 years into being the single most important organization in the industry that I have worked my entire career of 24 years. As a company at DNJ, we go above and beyond in terms of measuring and limiting the use of all our resources. We have over 6 years of data, of water consumed per unit of gold and carats of stones utilized and same can be said of Electricity units consumed. With this, our goal has been to control, limit the use of such resources in spite of them being a very limited cost to our product. We have reduced and maintained low levels of usage of such resources.

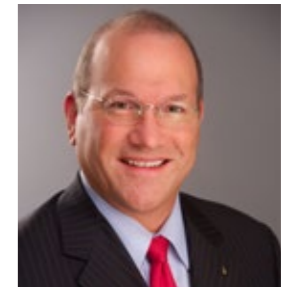
The fact that besides the environment, RJC supports the UN SDG's is a big draw for me personally to be supporting RJC, because that I believe is the only way that we all thrive; by meeting the needs of the least privileged within our society, by collectively working on these goals.

RJC is the ONLY organization in the industry that focuses on working across the supply chain to make jewellery sustainable in its true sense. Reaching from miners to retailers and e-tailers, RJC is uniquely positioned to make the difference to the way jewellery industry and all the companies in the value chain are perceived in today world, where natural resources, the environment and the human capital is constantly at risk of exploitation and abuse.



Punit Mehta,  
CEO, D. Navinchandra  
Jewels

“Corporate Social Responsibility is critical for any organization to achieve success. Sustainability in the marketplace for organizations in the jewelry industry rely on important information and guidance to help stay ahead of critical issues. As a founding member of the Responsible Jewellery Council, Jewelers of America continues to support the efforts of the RJC and applauds their commitment to help organizations in the jewelry industry protect their businesses.”



David J. Bonaparte,  
President & CEO,  
Jewelers of America

# COC CERTIFICATION SNAPSHOT 2020

Number of CoC certificates issued in 2020



Number of facilities covered by certification in 2020:

132

0

Producers

52

Precious metals refiners, hedgers, traders

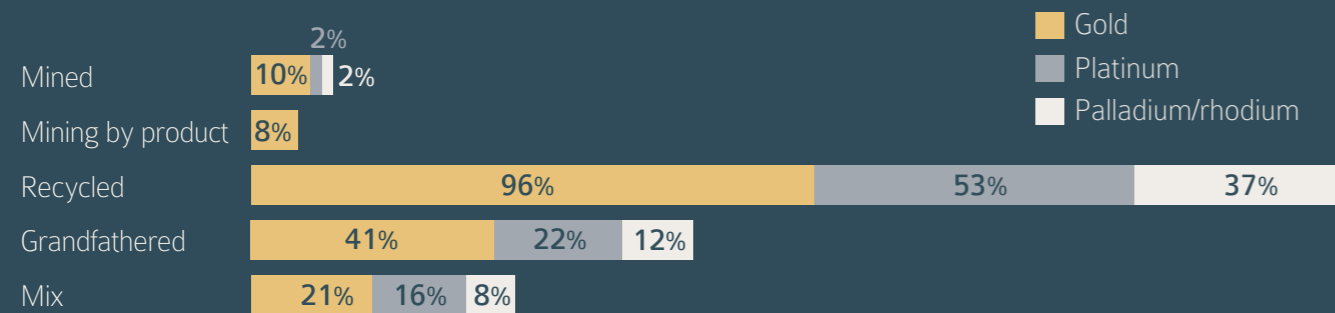
80

Jewellery & watch manufacturer, wholesalers

0

Jewellery & watch retailers

49 Number of CoC certified entities as of YE 2020 who are certified to issue eligible material declaration and start the chain of custody for materials:



409

Number of facilities covered by certification at YE



17

Geographic span of CoC certified facilities at YE

Maturing of member CoC certification as of YE 2020:



First certifications:

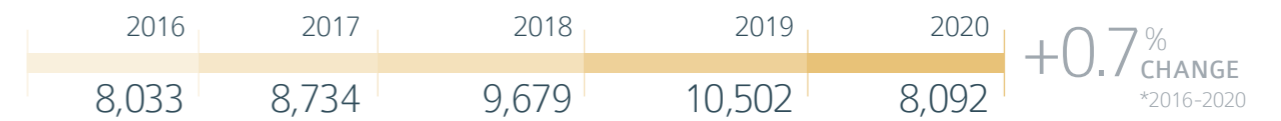
66%



Re-certification:

34%

Number of entities and facilities covered by active COP certification as of YE 2020:



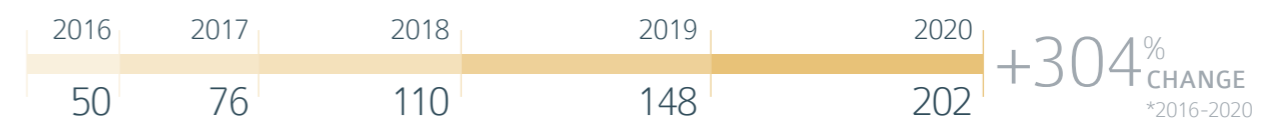
## 4.3 OVERVIEW OF COC CERTIFICATION: 2016–2020

The Chain-of-Custody Standard (CoC) was launched in March 2012 and defines traceability requirements for handling and trading gold and platinum group metals. CoC certification is voluntary and complements certification against the RJC's Code of Practices, which is mandatory.

The CoC received a full consultation and revision, and version two was released in December 2017. Silver was added to scope in January 2020.

The RJC has witnessed more than 300% increase in CoC certificates since the start of 2016.

Total number of active CoC certificates as of YE 2020:



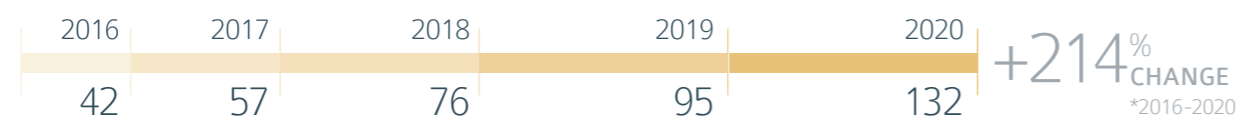
"The evolution of RJC over the years has been remarkable and highly instrumental in bringing about an impactful change specifically in the Jewellery industry ranging from mining to the supply chain segments. The standards set by the RJC council are imperative for the seamless functioning of the industry. We believe that sustainability is significantly a prerequisite to positively impacting society and the constant efforts of striving to bring about a transformation by the Council, lets us rest assured of a thriving and emerging industry. We are honoured to be a part of RJC and are determined to achieve the SDG's together!"



Rajesh Neelakanta, ED & CEO, BVC Logistics

Initially the adoption of the standard was highest among the refiners, with 74% of certified entities in 2016 belonging to the refiner/trader/hedger forum. However, between 2017-2020, certification has increasingly been taken up by jewellery and watch manufacturers. As of end of 2020, the proportion of CoC certified manufacturing entities (61%) was 20 percentage points greater than that of refiners/traders/hedgers (39%), and has become the largest certified forum type.

Number of active certified entities as of YE 2020:



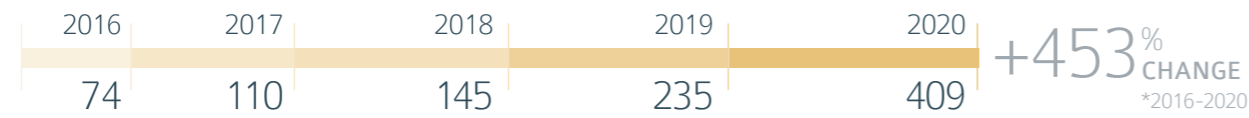
“Being re-elected as a member of the RJC Board of Directors is a great personal and professional achievement. I will support the commitments of the RJC, bringing with constancy the expertise and experience necessary to achieve the goals we have set. RJC represents a great opportunity for the market to make the difference and promote a sustainable jewelry industry, in full respect of human rights, the environment protection, promoting fair and responsible practices throughout the whole supply chain.”



Ivana Ciabatti,  
Co Founder,  
Italpreziosi SPA



Number of facilities covered by active CoC certification as of YE 2020:



The 453% increase in the number of certified facilities is attributed both to the increase in the number of CoC certified entities, but also an increase in the number of specialised outsourced contractors who work with or handle CoC material being included in the scope of certified entities.

The countries with the biggest growth over the past 4 years, and also the majority of certified facilities are Switzerland and France. In 2020, the RJC issued the first CoC certification to one Indian and one Portuguese company.

CoC gold continues to be the most common CoC material year on year, featuring on 100% of CoC certificate scopes. This is followed by platinum, palladium and rhodium, which feature in nearly 50% and 30% of all certificates issued.

“Every industry needs to consider its impact on all stakeholders, not simply their own financial shareholders. In the natural diamond industry these stakeholders including over 10 million employees and people from communities supported by the industry. Done right, sustainability is not only about how we strive to make zero negative impact, but also to create positive, lasting benefits in all areas of the world in which we operate. The RJC is the critical juncture at which the industry comes together to unify towards a better world.”



David Kellie,  
CEO, Natural  
Diamond Council

“Increasingly educated retail consumers are supporting products and brands that are manufactured in an environmentally, and socially responsible manner. Transparency and integrity are critical success factors in the selling process. The RJC not only provides the “stamp of approval” that the product is best practice compliant, but also provides the roadmap to achieving best practice and oversight in continuous improvement activities.”



Richard Goldman,  
President and  
Jonathan Goldman,  
CEO, Frederick  
Goldman Inc.



“Sustainability is the present and future for success. Its not just about good business and being a member of RJC, its about the eco-system of people, our planet, and our resources. As a business our mission is to take care of our customers, our staff and our community and today the most effective approach is about taking care of our the precious resources that we use to fulfill our mission and core values. RJC is leading its 1400 global members on how we should properly manage a sustainable jewelry and watch business within our eco-system from retailer to miner all working hand in hand.”



John A. Green,  
President & CEO,  
Lux Bond & Green



# Global reach of the RJC

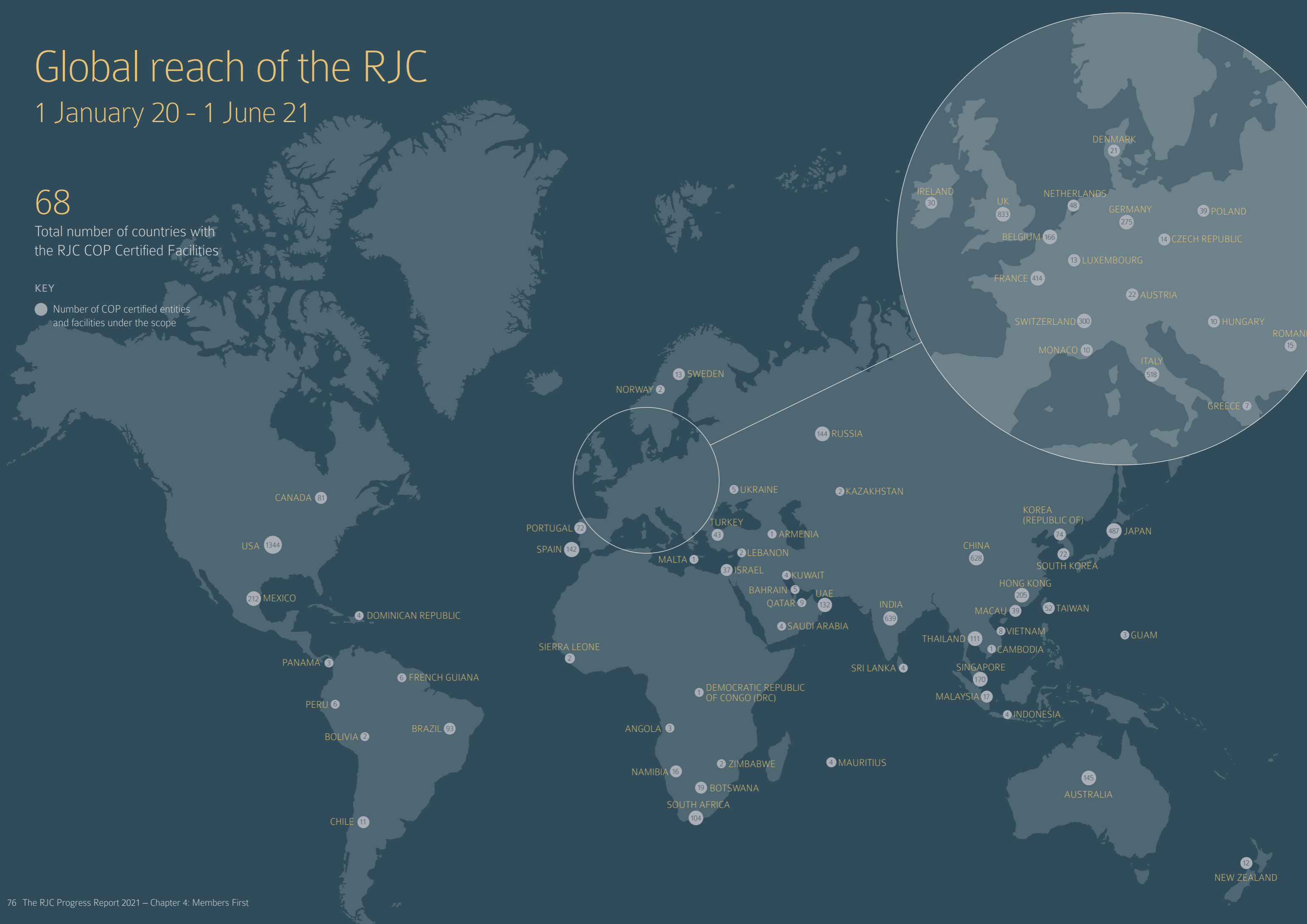
1 January 20 - 1 June 21

## 68

Total number of countries with the RJC COP Certified Facilities

### KEY

● Number of COP certified entities and facilities under the scope



## POST AUDIT MEMBER SURVEY: 2020

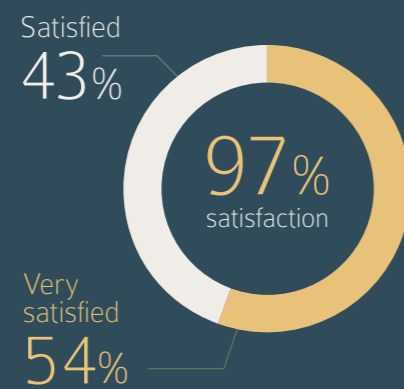
Following receipt of a member's audit report to the RJC, members were asked to provide feedback on the quality of the RJC's member service and the audit, as well as the benefits realised as a result of their RJC certification. With a response rate of 20% in 2020, members rated the RJC's members service highly:

Member service rating: 4.1 out of 5

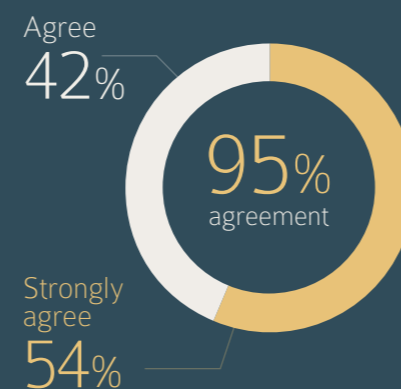


The RJC's audit are undertaken by independent audit firms who are accredited by the RJC and audit quality is assured through an ongoing audit oversight programme with Accreditation Services International (see Chapter 6 - Assurance). In the 2020 survey, members responded more positively to on the topic of audit quality compared to the previous year:

Member satisfaction with the RJC audit:



Auditor performed the RJC audit to a high standard:



Members also highlighted the following key business benefits to becoming certified in survey:

Percentage of respondents:



## UPDATE AS OF 1 JUNE 2021



1424  
Members



1023  
Code of Practices  
certified members  
\*As of 1 June 2021



170  
Chain of Custody  
certified entities  
\*As of 1 June 2021



68  
Countries

13

Producers

101

Precious metals  
traders, hedgers,  
refiners

424

Precious stones  
cutters, polishers,  
traders

769

Jewellery  
manufacturer,  
wholesaler

81

Jewellery  
retailer

18

Service  
Industries

18

Trade  
associations

238

Total number  
of 2019 COP  
certificates issued  
since its launch in  
April 2019

CoC certification continues to grow strongly in June 2021 with a 79% net growth in CoC certified entities since YE 2019.



CHAPTER 5

# RJC Standards

## 5.1 STANDARDS: ADVOCACY FOR POSITIVE CHANGE

Our members share responsibility for the integrity of the entire supply chain, and work together to set the standards across it.

RJC member companies demonstrate their ongoing commitment towards sustainability and responsible business practices by undergoing an independent third-party audit against the COP standard. The 2019 edition resulted from a two-year development process, involving three rounds of consultations. In 2020 we have started to embed the understandings and progress that our members have made as more companies implement the 2019 COP requirements. In 2020 our approach has been to support and train members and auditors on the new technical requirements of the COP. We have supported this training through the release of toolkits, guidance documents, webinars and specific support.

RJC has released due diligence toolkits for members and auditors on the implementation of supply chain due diligence for diamonds and coloured gemstones. The release of 2019 COP was the industry's first mandatory third-party standard to require OECD based due diligence for the diamond and coloured gemstones industries. As such RJC needed to support our members in this sector much more in their understanding and implementation of the new requirements. This support was based in a number of webinars, a dedicated training page on the RJC website and a bespoke member and auditor toolkit. Additionally, for diamond and coloured gemstones members we permitted

COP Timeline	1st issue 2009	2nd issue 2013	3rd issue 2019
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CoC Timeline	1st issue 2012	2nd issue 2017	updated to include silver 2020
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a phased approach for the auditing (not member compliance) of the OECD steps from 2019 onwards. As of April 2021, it is RJC's expectation that members shall demonstrate compliance with all necessary steps of due diligence.

As a whole, the COP also aims to align with the prevailing global framework for social inclusion, environmental sustainability and economic development through the Sustainable Development Goals (SDGs). These 17 goals, adopted by the United Nations represent priority issues for governments across the world and are a key driver in current policy development. Achieving them will require the cooperation and collaboration of all stakeholders within the jewellery and watch industry. We hope that the revised COP and the expansion of material scope will attract more member companies to join the RJC movement – resulting in more jewellery and watch companies to endorse responsible business practices. Attracting more member companies from across the industry will strengthen the COP's status as transforming the industry for good. The RJC's Chain of Custody (CoC) standard has seen a significant growth in application and industry interest as companies seek solutions to validate their supply chain controls. The CoC is a voluntary standard that covers gold, silver and platinum group metals. Members can apply to include specific entities and materials (metals only) within their COP scope. The CoC standard is a rigorous approach for validating material segregation and control that support member companies with their product claims on origin, for example recycled gold.



## 5.2 RJC DUE DILIGENCE REQUIREMENTS & THE ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (OECD)

Provision seven of the 2019 COP is based on the OECD's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, assessing, at a minimum, the risks highlighted in Annex II. This includes gross human rights violations, torture, forced or compulsory labour, war crimes, support to non-state armed groups or public or private security forces, bribery and fraudulent misrepresentation of the origin of minerals, money laundering and non-payment of taxes. Since its release in 2019 RJC has conducted numerous training and information webinars to support our members and industry on the processes and benefits of supply chain due diligence. In 2020 RJC were preparing to conduct a number of test pilots with members to assess our member and auditor alignment with the requirements of provisions seven. However due to the global impact and travel restrictions caused by COVID-19, these pilots did not go ahead but feedback was collected through engagement with certified members and auditors. For the RJC members this provision following the OECD due-diligence framework, is a significant step in formalising understanding of their supply chains. This provision is applicable for all the RJC scope materials; gold, silver, platinum group metals, diamonds and coloured gemstones (rubies, emeralds & sapphires). This requirement underlines the COPs status as a world-leading standard for the jewellery and watch industry.

**“The COVID pandemic and its aftermath have shown us that responsible businesses are more resilient in times of crisis. Collaborative initiatives like the RJC will play an important role going forward to help businesses meet the challenge for a responsible and sustainable future.”**



Tyler Gillard,  
Head Of Due  
Diligence, OECD  
Centre for Responsible  
Business Conduct

### 5.3 UNITED NATION'S GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

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 Slavery Act; California's Transparency in Supply Chains Act; Switzerland's Counter-proposal to the Responsible Business Initiative; the French Duty of Vigilance Law and most recently is the forthcoming EU legislation on all companies operating in the union markets to have conducted human rights and environmental due diligence, the RJC requires member compliance against the United Nations Guiding Principles and Human Rights and will keep them ahead of any legislative requirements. The requirements set by RJC for members are fit for purpose to meet due diligence requirements. The RJC's COP guidance document integrates the UN framework demonstrating the need for members to conduct human rights due-diligence in-alignment with the OECD Due Diligence Guidance. This highlights that knowing where your materials originate from is important, but knowing that human rights were respected in relation to that same material is equally a priority. RJC standards mean that member companies do not need to seek alternative standards initiatives to meet their legislative requirements.

### 5.4 HARMONISATION

The RJC works with a wide range of stakeholders to promote responsible business practices and to support harmonisation between related initiatives. The COP aims to recognise and align with other initiatives and standards for responsible business practices wherever possible. Some external standards and initiatives are recognised by the RJC as equivalent to one or more COP provisions; in these cases, members and auditors can use external certification to assume conformance without additional self-assessment or review. Voluntary Standards and Certification are important for businesses operating in complex supply chains. Governments and international organisations increasingly use standards as vehicles to achieve policy objectives, and there is growing demand for standards as tools to address emerging sustainability challenges. RJC is participating in the M3 mining project which is made

possible by an ISEAL innovation grant. Working alongside other mining initiatives, RJC is supporting our harmonisation efforts further by creating tools and guidance so mines can be assessed against a number of mining initiatives simultaneously, therefore utilising time and resources more effectively and reducing audit burden. Please see the Appendix section, **page 133** for some examples of COP provisions and recognised equivalents.

### 5.5 INCLUSION OF ADDITIONAL JEWELLERY MATERIALS

Following on from our scope expansion into silver and coloured gemstones, in 2020 the RJC board approved the exploration of expanding that scope even further for the coloured gemstones sector. At the beginning of 2021 RJC bought together a taskforce of industry experts to advise the Standards Committee on the technical implications of such an expansion. A sub-committee has been formed and will conclude their analysis in 2021. The direct outcome of this analysis will be recommendations to the standards committee to review and advise the RJC board further on what the material scope expansion could look like.

**“Through the continued engagement with CSR Europe, RJC has the opportunity to participate in a critical legislative-related dialogue with the European Commission that is very relevant for the jewellery and watch supply chain. Ongoing collaborations, such as RJC's webinar on EU Regulations and Human Rights Due Diligence, are invaluable. They provide an opportunity to explore how environmental and social conditions - including the respect for human rights - can be enhanced in a practical way through collaborative efforts.**

**A strong network like RJC offers a unique opportunity to bring positive change in the value chain. The practical action undertaken by RJC supports the direction laid out by CSR Europe in its Reflection paper, for a EU framework that focusses on inclusive Due Diligence. CSR Europe recognises the importance of action oriented partnerships when advocating for industry wide progress towards the 17 SDGs and Agenda 2030.”**



Stefan Crets,  
Executive Director,  
CSR Europe

CHAPTER 6

# Assurance

## The Assurance role within the RJC

The purpose of the Assurance Department is to ensure a credible and quality audit, conducted by objective and competent RJC accredited auditors. A robust audit process supports members to implement and maintain the RJC's Code of Practices and Chain-of-Custody, as a pathway for companies to address sustainability best practices, responsible sourcing and supply chain due diligence in line with the 17 United Nations Sustainable Development Goals.

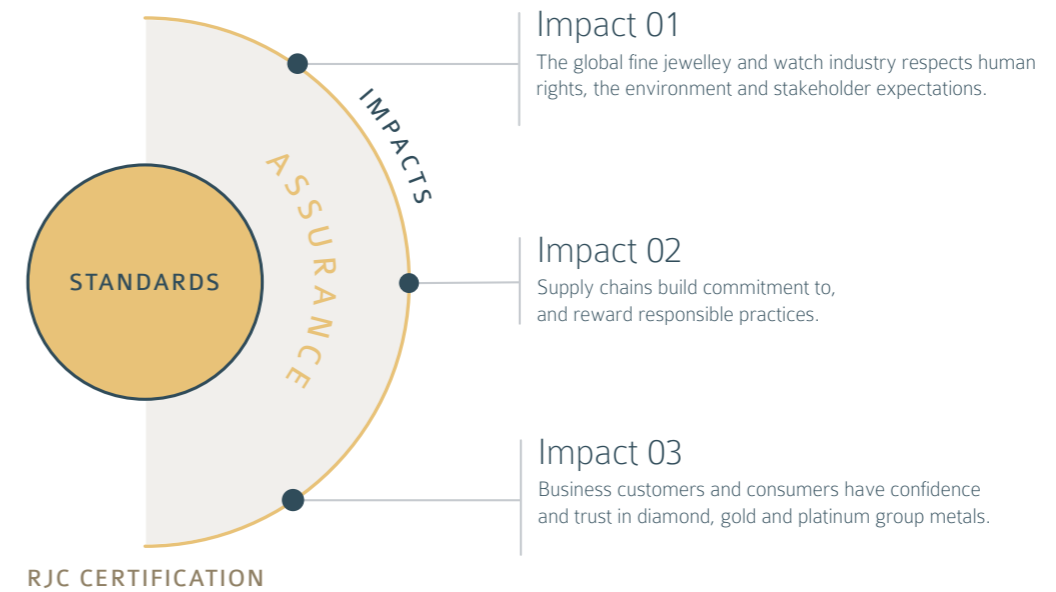
The RJC Assurance system is continuously reviewed, updated and improved, by taking into account stakeholders' feedback, audit / assessments trends and any exceptions / incidents management. The Assurance role also integrates analytics and data insights to understand how Conformity Assessment Bodies (CABs) and auditors are performing and where improvements are needed.

**“With less than ten years left to meet the UN Sustainable Development Goals (SDGs), there is growing commitment from businesses and governments to take action on these critical issues. Through a robust and transparent approach, ISEAL members, such as RJC, are contributing to multiple SDGs and delivering real business benefits.”**



Karin Kreider,  
Executive Director,  
ISEAL

## The RJC Assurance Model



### Framework for credible assurance

The credibility and robustness of the assurance system is maintained by a suite of policy, governance and independent review processes comprising:

- Compliance with the ISEAL Assurance Code which sets out criteria for implementation of the assurance management system.
  - The last assessment against the ISEAL Assurance Code was successfully completed between September 2020 and March 2021.
- RJC assurance policies including the Assessment Manual, Complaints System; CAB & Auditor Accreditation Protocol and Accreditation Application; Assurance Committee Terms of Reference, Assurance System Change Protocol; Remote Audit Derogation; Risk Management Policy Framework and Risk Register across the organisation.
  - These documents are subject to continuous improvement and regular reviews, based on stakeholder feedback and best practice.
  - The latest version of the Assessment Manual was launched in December 2020 with implementation from the 1st of April 2021 and associated auditor training.
  - A revised Risk Management Policy Framework was implemented in April 2021, including quarterly reviews of the RJC Risk Register.

Complaints: A comprehensive process relating to the examination of complaints concerning the behaviour of members and/or auditor firm has been instituted and details are available on the RJC website at:

[www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism](http://www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism).

- Regular oversight reviews of our assurance systems, conducted independently by Assurance Services International (ASI);
  - 8 CAB head office and/or witness assessments were conducted by ASI in 2020.
  - 8 CAB head office and/or witness assessments and/or desktop reviews are already planned to be conducted by ASI in the first half of 2021, with 4 having taken place by April 2021.

- A rigorous CAB and auditor assessment and training programme – compliance being a condition precedent to any assurance activity for RJC members.
- Regular Auditor roundtables where Programme Managers from each CAB are invited to attend and actively participate in the conversation and feedback exchange, sharing best practice and improvement opportunities.
  - 2 Auditor roundtables took place in 2020
  - 4 Auditor roundtables are scheduled for 2021. With a quarterly frequency, the February meeting being dedicated to remote auditing practices across all CABs. The output from this roundtable has contributed to the RJC / ISEAL funded pilot project on remote auditing practices.
  - This dialogue provided important insights into practical remote audit issues and potential solutions. It confirmed that remote audit practice is evolving fast due to ongoing global use and continuous stakeholder engagement and improvement of the RJC assurance system is instrumental.
- Auditor satisfaction survey and feedback – launched annually to capture RJC accredited auditors' perspective and engage with them at a granular level.
- Participation in peer projects within the ISEAL member community.
  - In February 2021, the RJC was granted a funded project (running until May 2021) on remote auditing practices along other ISEAL members. The project focused on remote audits data analysis, CAB and auditor perceptions and experiences and oversight of CAB remote audit practices.
- Quarterly reviews by the Assurance Committee.

### The Remote Audit Derogation

In 2020 as a response to the pandemic, the RJC adopted a suite of documents to support members and auditors:

- RJC Member Guidance during and after Covid-19 (Maintaining COP & CoC Conformity)
- RJC Auditing Guidance during and after Covid-19 (Monitoring for Labour and Human Rights Impacts)
- RJC Remote Audit Derogation

The Derogation assists RJC members and auditors to manage travel and safety restrictions imposed by governments due to the pandemic; to continue scheduled RJC audits; and maintain certification where possible. It was first introduced in July 2020 and subsequently extended until 31 December 2021.

The Derogation allows for fully remote and partially remote audits as an alternative to, or complementary with, conventional onsite audits. Fully remote audits are available only to eligible members according to strict criteria.



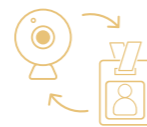
#### Fully Remote Audit

Desktop audits (static) and virtual audits (mobile).



#### Partially Remote Audit

Combination of onsite and offsite mechanisms. The audit process is therefore split into two or more parts, to be completed within 6 months of the opening meeting.



#### Partially Remote Audit Combination

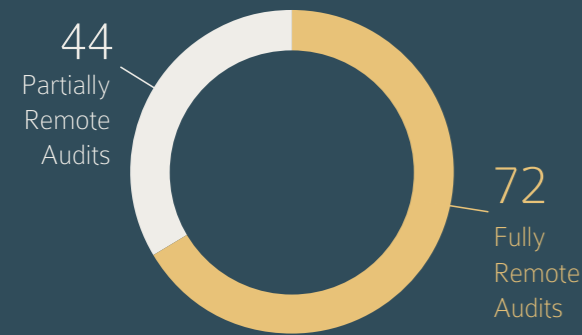
Multi-site member

- Sites with fully remote audit
- Sites with onsite audit
- Sites with partially remote audit



Consequently, between March 2020 and April 2021, the RJC approved 116 remote audits (fully and partially remote audits), of which 67 have been completed and reports finalised. These audits were analysed internally in terms of level of adoption per member type and industry sector and geographical coverage:

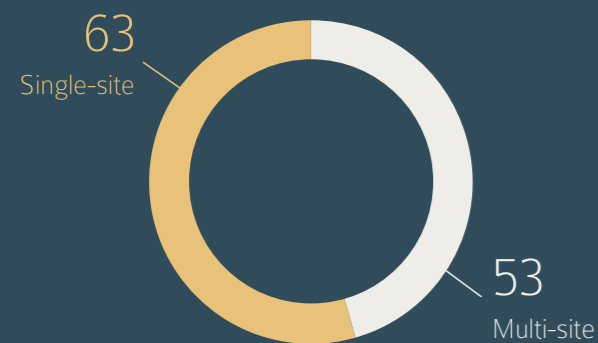
Out of a total of **116** approved remote audits, **72** were fully remote audits



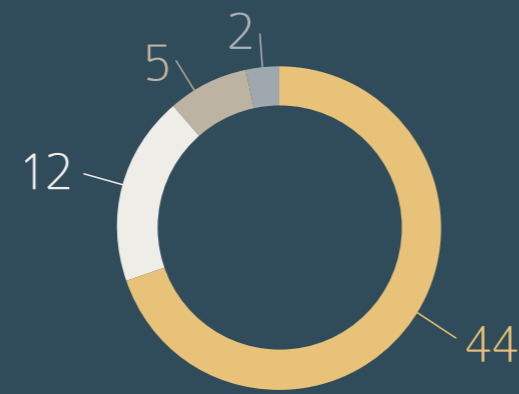
Out of **67** completed audits, with reports submitted to the RJC and cleared, **47** were fully remote audits



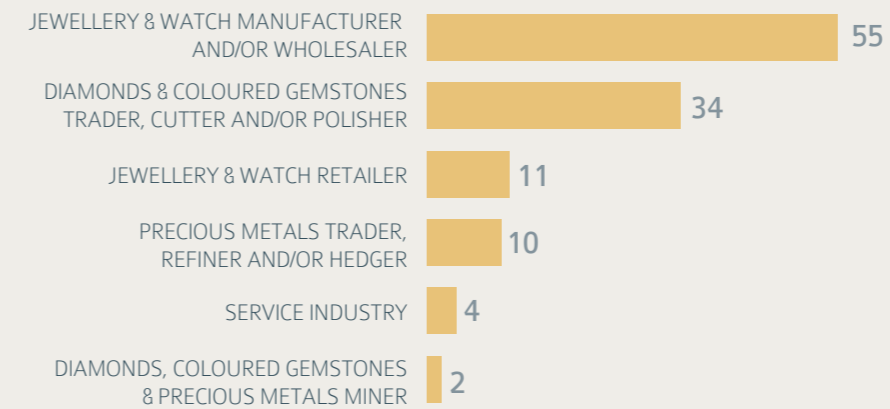
**Single-site members** applied for a remote audit in a higher number



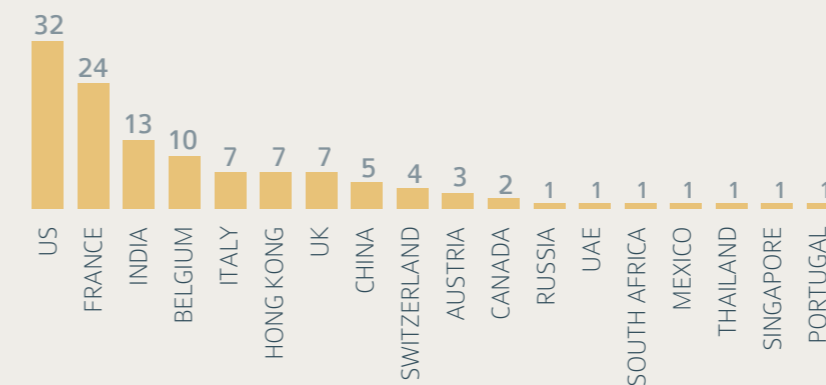
**44** Single-site members applying for a remote audit had up to **15** employees



● 1 - 15 employees      ● 16 - 50 employees  
● 51 - 100 employees      ● 100+ employees



The members applying for a remote audit were primarily from the Jewellery and watch manufacturing and/or wholesaling sector, with the Diamonds and coloured gemstones trading, cutting and/or polishing sector following closely:



The countries where most sites (across single & multi-site members) were audited fully remotely were the US, France and India, in correlation with the above industry sectors generating most remote audit requests.

In its current form, the Derogation does not allow fully remote initial COP certification audits, remote worker interviews (except office-based management positions) or any Chain of Custody audits.

However, whilst the use of remote audit accelerated due to Covid-19-related restrictions, there is significant potential to further integrate it into regular assurance practice. The RJC is actively reviewing the potential, and participated in an ISEAL remote audit research project during April and May 2021. The results of this research as well as on-going engagement with CABs will inform any future changes to RJC audit policy.

CHAPTER 7

# Generation Equality



SDG 5  
GENDER EQUALITY

The year 2020, marking the twenty-fifth anniversary of the Beijing Platform for Action, was intended to be ground-breaking for gender equality. Instead, with the spread of the COVID-19 pandemic even the limited gains made in the past decades are at risk of being rolled back. The pandemic deepening pre-existing inequalities, exposing vulnerabilities in social, political and economic systems which are in turn amplifying the impacts of the pandemic. Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 are exacerbated for women and girls simply by virtue of their sex. (Source: UN Policy Brief – The Impact of COVID-19 on Women)

RJC believes all stakeholders have a shared responsibility to create more empowerment opportunities for women as gender equality cannot be achieved when women do not have the resources needed to empower themselves.

We are actively involved in promoting women empowerment as part of our commitment to the 17 Sustainable Development goals (SDGs). SDG 5 is considered a multiplier. We should not forget in our industry that women drive 90% of the jewellery demand globally.

The RJC has an opportunity to lead in partnership with all stakeholders and enable a positive shift in the corporate sector towards delivering the UN's Sustainable Development goals (SDGs) – in particular SDG 5. Issues on gender equality are complex and deeply-rooted, and business can play a critical role in changing attitudes, building responsible practices throughout the supply

chain, and creating inclusive and safe work environments for everyone. Through RJC standards members throughout the supply chain can contribute towards improving gender equality in the jewellery and watch industry – and the 2030 agenda as a whole.

Issues on gender equality are complex and deeply-rooted. Business can play a critical role in changing attitudes, building responsible practices throughout the supply chain, and creating inclusive and safe work environments for everyone.

The certification process to the COP is a practical way for our members to start their sustainability journey and contribute to the SDG's. Through our RJC standards members throughout the supply chain can contribute towards improving gender equality in the jewellery and watch industry – and the 2030 agenda as a whole.

In the past year, RJC has aligned its commitments with the UN Women Generation Equality campaign, and has supported this campaign by initiating a series of roundtables, workshops and trainings to initiate dialogue within the global watch and jewellery industry, and work towards catalyzing collective awareness and action aimed at accelerating the SDG 5 agenda.

**“The COVID-19 pandemic has greatly increased our understanding of why sustainable and resilient businesses require a people-centered approach that promotes diversity, equity, and inclusion. I believe the Responsible Jewellery Council is well-placed to drive this industry-wide change, and BSR is excited to work with the RJC and its members to realize their commitment to diversity, equity, and inclusion across the Jewellery Value Chain.”**



Annelise Thim,  
Manager Womens  
Empowerment,  
Business for social  
responsibility (BSR)



## 7.1 JEWELLERY SUPPLY CHAIN: STAGES OF SOURCING AND PRODUCTION

Throughout the entire jewellery and watch supply chain women are present – from mining, to cutting and polishing, to manufacturing, designing and retail.

- For example, women represent 30-40% of artisanal miners
- In India, a large number of women are employed in diamond cutting and polishing and jewellery manufacturing. A leading example is Botswana, where women represent 70-80% of the diamond cutters.
- If we look at product manufacturing, women may represent from 40 to 90% of workers in jewellery factories, depending on the country context. Research reveals that in Italy, the jewellery manufacturing workforce is about 40-50% women while in some factories in Thailand women represent up to 90% of the workers.

### Stages of sourcing and production Jewellery Supply Chain



## 7.2 BARRIERS TO WOMEN'S EMPOWERMENT IN THE JEWELLERY SUPPLY CHAIN

BSR's white paper 'Women in the Jewelry Supply Chain' addresses a multitude of barriers to women's economic empowerment in the various stages of the supply chain, and outline the key challenges faced by women ranging from social, cultural and institutional barriers preventing them from entering, advancing and benefiting within the industry. Below are some key points.

- To start, women have limited representation in leadership and lack access to decision-making roles.
- Additionally, women are frequently more present in lower-skilled work and often in more vulnerable to poor working conditions and lower wages.
- Women are also often limited to participate and grow into more senior positions given their lower educational levels and skills.
- For example, in the cutting and polishing industry in India and Sri Lanka, many men have learned and gained skills by watching their fathers and uncles and may have served as apprentices – cases rarely seen for women and girls. Beyond the usual formal education challenges, women also are often less exposed to informal training that could provide more technical expertise and skills.

We also see that specific challenges emerge from lack of access to finance, limited knowledge of opportunities, or limited network.

- Another example is on care giving and mining. The nature of working and time scheduling for industrial mining, and sometimes the lack of family friendly policies limits the number of women participating in the mining workforce given the traditional role of women as primary caregivers and mothers.
- In cutting and polishing as well as manufacturing, the increase in the use of technology and shifting the required skills raises concerns given women often have lower technical skills and levels education.

The jewellery industry has a particularly strong case for supporting women's empowerment as women drive demand for more than 90% of the world's jewellery.

**"The RJC's mission is more critical than ever in this moment. As momentum builds in the ESG space around the globe, RJC is leading the way in a comprehensive and effective approach to responsibility for all types of jewelry entities. JVC greatly values our long term working partnership with RJC and shared core beliefs of ethics and integrity."**



Tiffany Stevens, CEO & General Counsel, JVC

## Women Empowerment in the Jewellery Industry

LEADERSHIP WITH PURPOSE			
Access to safe and equitable employment opportunities	Access to and control over economic resources and opportunities	Education and training	Social protection and childcare
Access to and control over reproductive health and family formation	Freedom from the risk of violence	Voice in society and policy influence	Freedom of movement

The above graphic presents the eight building blocks identified as the universal requirements for improving women's economic empowerment programmes. Particularly to the jewellery industry, there are 6 of these 8 building blocks, marked in grey which present both, challenges but also opportunities of action to advance women and, hence, promote gender equality. While there are many different actions and programmes that could be implemented, some of these could include:

- Promoting access to more equal employment as well as economic opportunities by having more representation across the different roles, developing a gender-balance pipeline, reviewing pay structures and wages;
- Developing training programmes to enhance skills across workers, especially women, that then help them advance into other roles;
- Setting policies to tackle gender-based violence and sexual harassment, having trainings on these policies and on also on what violence and harassment means as sometime not all know, and implementing relevant programmes;
- Providing childcare services or support to help distribute women's care responsibilities, which are often seen as a burden and limit opportunities. These are only a few examples.

**Gender equality is the one SDG that is key to achieving all the others.**

Source : [http://www.bsr.org/reports/BSR\\_Women\\_in\\_the\\_Jewelry\\_Supply\\_Chain.pdf](http://www.bsr.org/reports/BSR_Women_in_the_Jewelry_Supply_Chain.pdf)

## 7.3 ADDRESSING GENDER EQUALITY THROUGH THE CODE OF PRACTICES

The RJC Code of Practices has integrated a gender lens to various provisions – some which more intuitively or directly address gender equality (such as non-discrimination, or the suggestions we have put forward for community development) and others that may not be necessarily so obvious as to why women are in more vulnerable situations, such as working hours, where we call out the right to paid maternity leave and flexible working hours and arrangements.

The Code of Practices Provisions where we include specific gender dimensions are those on:

- Policy and implementation
- Community Development
- Working Hours
- Harassment and grievance procedures
- Non-discrimination

Please refer to the Appendix section, **page 136** for an outline on the gender dimensions present in the above-mentioned provisions.



It is worth noting that while the above provisions make explicit reference to SDG 5 and gender, various additional provisions in the COP continue to acknowledge women as belonging to vulnerable groups. For example:

- COP 20 on Forced Labour acknowledges that among the 24.9 million men, women and children in forced labour around the world today, 16 million are exploited in the private economy, with women and girls disproportionately affected.
- With regards to Health & Safety under COP 23, members are to provide and maintain workplaces, and on-site housing where relevant, with suitable conditions for pregnant or nursing women, or alternative working arrangements to avoid unsuitable workplaces.
- COP 32 on Stakeholder Engagement highlights that members must consider the full range of stakeholders in their approach. This includes engaging affected communities including women.
- COP 35 on Artisanal and small-scale mining and large-scale mining also acknowledges that there are many different ways for members to establish a collaborative, inclusive initiative that can help organise, formalise, professionalise and legalise ASM, one of which includes supporting gender awareness and empowerment programmes to improve women’s conditions in ASM communities.
- Finally, COP 41 on Mercury requires members to take steps to prevent vulnerable groups being exposed to mercury, particularly children, women of childbearing age and pregnant women.

Going forward, RJC recommends members to:

- Implement the Code of Practices with additional guidance on gender and implementing the Women Empowerment Principles
- Measure impacts and data
- Enhance participation through multi-stakeholder collaboration.
- Ensure commitment and support from top level leadership to action inclusivity throughout the company as a whole.

**“Creating jewelry that is responsibly designed and produced has always been a core value of Emily P. Wheeler since its inception. Becoming a member of the RJC has given me access to invaluable guidance and support in ensuring that the work I create promotes respect for people and the planet.”**



Emily Wheeler,  
Founder & Designer,  
Emily P. Wheeler

**“The Women’s Jewelry Association is proud to support the Responsible Jewellery Council in its efforts toward promoting more responsible business practices in the jewelry and watch industries. Through our partnership with RJC, WJA is able to help further the UN’s Sustainable Development Goals, with an emphasis on achieving gender equality and greater diversity, equity and inclusion up and down the jewelry supply chain.”**



Jennifer Markas,  
WJA Executive Director



#### 7.4 GENERATION EQUALITY – SDG 5 IN ACTION

While the Code of Practices is an crucial way to include gender dimensions at the core of members business practice, the RJC has sought to increase its commitments in the global watch and jewellery industry by initiating a series of dialogues aimed at catalyzing collective awareness and action.

‘Generation Equality: Realizing women’s rights for an equal future’ is a campaign launched by UN Women, and focuses heavily on equal pay, equal sharing of unpaid care and domestic work, an end to sexual harassment and all forms of violence against women and girls, health-care services that respond to their needs, and their equal participation in political life and decision-making in all areas of life.

The RJC is committed to this campaign and is currently working towards aligning its efforts with the Generation Equality Action Coalition themes of interest, poised to deliver concrete results on gender equality to advance the Sustainable Development Agenda in this UN Decade of Action. The Action Coalitions have at their core the goal of catalyzing collective action, sparking global and local conversations among generations, driving increased public & private investment, and delivering concrete and game-changing results for girls and women. As a commitment maker, we aim to make bold commitments to realize the transformative vision of the Action Coalitions.

### Core objectives

Since the start of our series 'Generation Equality – SDG 5 in Action' in October 2020, we have initiated various roundtables and workshops to gain momentum within the global watch and jewellery industry. Our 'Generation Equality - SDG 5 in Action' series has the goal of promoting Generation Equality and mobilizing the industry by initiating dialogue and promoting action. A clear priority is to better understand the challenges and opportunities on the ground, and to listen to the different important voices in the jewellery and watch industry. We want to create a platform that allows members and stakeholders to share how they are addressing gender equality within their organisation as well as throughout the impacted communities of their operations. We want to get a better view on what companies are doing, and to build strategic partnerships, both on education and training in order to help the industry integrate SDG 5 at the core of their business culture. The aim is to explore collaboration and partnerships for future progress, to come together and collaborate on the RJC action platform in order to discuss and share best practices, and to support companies with tools and resources to aid them in their journey.

### What have we done so far?

In October 2020, the RJC launched a working group dedicated to addressing how as an industry we can collaborate and forward the SDG 5 agenda and accelerate action on the ground. The first step in this series of events was a roundtable held on the 7th December 2020 where external experts from UN Women and BSR shared a global perspective and deep dive into the business case for integrating gender equality at the heart of a business strategy. The roundtable aimed to use knowledge and expertise around the topic to initiate dialogue amongst stakeholders and motivate companies to further engage in consultation.

In February 2021, RJC and BSR launched a diversity, equity and inclusion survey for RJC members in order to gain a baseline understanding of what the current state of play is, and to better understand how RJC members are approaching gender, diversity & inclusion across the different regions and industries. The survey sought to obtain information on companies key demographics, their visions, commitments and goals, and how they believe the RJC can support them in the future to advance efforts.



We hosted a workshop in March 2021, in partnership with BSR, centered around international women's day to build-on the first roundtable discussion and present key facts relevant to gender equality in the private sector. The workshop allowed participants to engage in discussion regarding the current challenges and opportunities they are faced with, allowing for a more practical and action-oriented approach. One of the key takeaways from having this discussion was centered around the idea that gender equality opportunities and challenges vary greatly from region to region, and that these issues present themselves in different ways within the watch and jewellery supply chain. This encouraged us to further develop our approach to the roundtables hosted and narrow the scope of these discussions to target these varying perspectives.

In April 2021, the RJC in continued partnership with BSR hosted four regional roundtables – focusing on North America, Europe, Africa and Asia – where the regional perspective on gender equality was discussed. Stakeholders convened from all regions and were provided with a space to share how they experience gender inequalities in their region, what their companies and organizations are doing to address gender equality, and how companies can start – or continue – their gender equality journey through cross-learning and by sharing best-practices. These conversations were moderated and guided by region specific questions to ensure that participants were actively contributing to the discussion and sharing key insights on the most relevant topics. These questions focused mainly on the following areas:



#### **Approach:**

- What Gender, Diversity and Inclusion issues receive the most coverage in your operating environment and why?
- What are some of the practical ways SMEs can approach Gender, Diversity and Inclusion?

#### **Progress:**

- How advanced do you consider your organisations practices and policies for Gender, Diversity and Inclusion?
- How did this start in your organization and what tips can you give to others who have not started this journey?

#### **Challenges:**

What challenges have you faced when implementing change within your organisation when it comes to Gender, Diversity and Inclusion? For example, resources, types of programmes selected, lack of appropriate tools, and/ or external challenges outside your organisation.

#### **The Future:**

- How can the RJC best support your organisation on Gender, Diversity and Inclusion?

#### **Looking forward**

The RJC in collaboration with BSR, will be releasing a report 'The time is now – SDG5 in Action' that provides a high-level overview of the RJC and its commitment to SDG 5, gender equality in the global watch and jewellery industry, and available tools and resources.

The report will address key datapoints from the diversity, equity, and inclusion survey and the key findings from the regional roundtable's discussion will be shared to provide a more concrete outlook on the status of the industry.

Looking ahead, we hope to host more roundtables expanding our regional scope and continuing to learn from all stakeholders in the industry. We will host training sessions in continued collaboration with BSR, focused on introducing main concepts, explaining how they align with the RJC code of practices, and provide high level recommendations for company actions.

**Watch the recordings of the workshop here** [!\[\]\(41aea2746216b27a6939d696d8e035da\_img.jpg\)](#)

## 7.5 RJC MEMBER APPROACHES

When it comes to our members, we have seen multiple approaches across companies, where we see programmes and initiatives aimed at advancing women in the workforce as well as women in the impacted communities. These approaches include setting gender-balanced leadership and workforce goals, assessing potential gender pay gaps, promoting safe working environments free of gender-based violence and sexual harassment, raising awareness; as well as promoting the employment of women workers in the local impacted and/or sourcing communities, supporting women-oriented programmes, providing necessary trainings and support. Our members are working on and addressing several of the building blocks presented above as well as the developing programmes across the action pillars we have also covered.



### Italpreziosi – Member since 2012

#### Gender

Italpreziosi have committed to the development of a due diligence process with a focus on gender equality. In 2020 Italpreziosi signed the “OECD Stakeholder Statement on Implementing Gender-Responsive Due Diligence and ensuring the human rights of women in Mineral Supply Chains”, through Women’s Rights and Mining (WRM). The goal is to create more awareness on the issue of gender equality through:

- The request for information relating to women (number and role) within the companies Italpreziosi works with;
- The participation of working groups and projects developed in the supply chain which also provide for the support of miners from small communities, in partnership with public and private sector actors;
- Raising awareness of the issue through training and information campaigns and initiatives in the supply chain.



## 7.6 TIME TO ACT

As we can see, there are already several different initiatives across our members that are addressing gender equality within their organisation as well as throughout the impacted communities of their operations.

Given the current context on gender imbalances and inequalities and the need for different stakeholders to advance on gender equality to achieve the SDGs, we as the RJC see this moment as a great opportunity for us to act as an industry, act as a company, act as a partner, to put forward the women's empowerment agenda and promote gender equality. Companies in the jewellery industry, both upstream and downstream in the supply chain, have different opportunities to engage and support gender equality and advance women's empowerment.

We do understand that each company is at different stages in addressing and advancing women's opportunities, and that actions need to be tailored, but here are a few thoughts we would like to leave with you as potential actions:

- Implement our Code of Practices and join our Gender Equality Workstream
- Commit to gender equality. Become a signatory of the Women's Empowerment Principles, which also offer guidance on how to empower women in the workplace, marketplace and community.
- Review your code of conduct and processes with a gender-dimension to identify potential gender-sensitive challenges and impacts.
- Raise internal awareness with leadership and management on why gender-equality is important and the value that this can add. Conduct gender-sensitive trainings with your workers also to ensure concepts are embedded throughout the organisational structure and culture.
- Engage and support further, and new, research at the different stages of the supply chain to uncover context-specific gendered challenges to design solutions that will enable and advance women in the jewelry supply chain. Every context is different and tailored solutions are very important!
- Share your experiences and learnings – others will be inspired by you and will find some solutions to their challenges.

Join and be an active member of collaborations, together we will be able to move the needle much more.

**“To Berker Bros Limited, sustainability is about our impact on the environment, society as it applies to our workforce and others that the business interacts with, as well as the economic benefits gained, from being recognised as a sustainable and responsible business.**

**We have been an RJC member since 2009, represented at Board Level and are currently part of the RJC SDG Taskforce, showing our commitment and support to the RJC now and into the future.”**



Saul Rubins, Policy, Compliance and Quality Assurance Manager, Berker Bros Ltd.

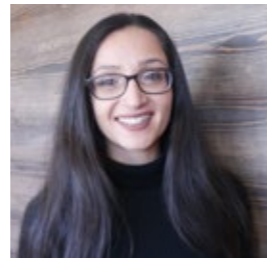
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## CHAPTER 8

# A call to action

With less than 10 years to achieve the SDGs, the time has come to raise the bar in addressing sustainability challenges facing our industry. The RJC strongly believes that it is only by working in partnership that we can find paths through the financial and operational challenges posed by the pandemic and climate change. This next chapter outlines how we are working together with our stakeholders in setting ambitious targets, accelerating action, and creating long-term business resilience.

**“ESG factors are forming a critical role in underpinning future investment decisions. Investor and consumer interest continues to grow, which in turn demands a more proactive response from the jewellery and watch value chain. The industry has a powerful story to tell in terms of its impacts and global reach. It is the RJC’s ambition to support each of our members to become more resilient, efficient and remain ahead of the competition by continuing to evolve to meet the needs and expectations of stakeholders.”**



Jasmeet Kaur,  
ESG and Impacts  
Manager, RJC

## 8.1 ABOUT THE SUSTAINABLE DEVELOPMENT GOALS

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of “Agenda 2030” are the 17 Sustainable Development Goals (SDGs) which clearly define the world we want – applying to all nations and leaving no one behind.

The global SDGs result from a process that has been more inclusive than ever, with Governments involving business, civil society and citizens from the outset. Fulfilling these ambitions will require an unprecedented effort by all sectors in society - and business has to play a very important role in the process.

For the first time, the global SDGs recognise the key role of business and the finance community in achieving these ambitious targets, which aim to alleviate poverty, advance equality and protect the environment.

No matter how large or small, and regardless of their industry, all companies can contribute to the SDGs. While the scale and scope of the global goals is unprecedented, the fundamental ways that business can contribute remain unchanged.

The SDGs can only be realized with strong global partnerships and cooperation amongst all sectors. Coordinating efforts on building positive impact and improving awareness on the 2030 agenda by sharing knowledge to businesses across the value chain from mining to retail in the jewellery industry is mission critical.

The COVID 19 crisis has taught us business cannot thrive in societies that fail. Over the next 10 years, with these new goals that universally apply to all, the Responsible Jewellery Council is committed to be the catalyst of that transformation through the implementation of the Code of Practices and reporting on progress on the SDGs.

The RJC Board has agreed that the organisation must contribute to the 2030 agenda. Over the next 10 years, the RJC is committed to be a catalyst for the SDGs through the implementation of the Code of Practices and reporting on progress on the SDGs.



## How the implementation of the Code of Practices is linked with the SDGs

CODE OF PRACTICES PROVISIONS	SDGs
 <b>GENERAL REQUIREMENTS</b>	 Responsible consumption & production  Peace, justice & strong institutions
 <b>RESPONSIBLE SUPPLY CHAINS, HUMAN RIGHTS &amp; DUE DILIGENCE</b>	 No poverty  Zero hunger  Gender equality  Industry, innovation & infrastructure  Reduced inequalities  Sustainable cities & communities  Partnerships for the goals
 <b>LABOUR RIGHTS &amp; WORKING CONDITIONS</b>	 No poverty  Zero hunger  Quality education  Gender equality  Decent work & economic growth  Reduced inequalities
 <b>HEALTH, SAFETY &amp; ENVIRONMENT</b>	 Good health & wellbeing  Clean water & sanitation  Affordable & clean energy  Climate Action
 <b>GOLD, SILVER, PGM, DIAMOND &amp; COLOURED GEMSTONE PRODUCTS</b>	 Peace, justice & strong institutions
 <b>RESPONSIBLE SUPPLY CHAINS, HUMAN RIGHTS &amp; DUE DILIGENCE</b>	 Clean water & sanitation  Affordable & clean energy  Industry, innovation & infrastructure  Sustainable cities & communities  Responsible consumption & production  Life on land  Partnerships for the goals  Life below water

Members of the RJC can review their sustainability strategy through the lens of the 17 SDGs, and assess which SDGs are most relevant/material to their operations. Implementation of the Code of Practices supports members in their journey to 2030.

## Priority SDGs for RJC and its Members

In 2020, RJC completed an SDG mapping and materiality assessment based on its COP. The goals and targets most relevant to the jewellery and watch value chain were identified, and where it would be possible to achieve the greatest impact. As a result, the priority SDGs for RJC and its members were identified as:



## 8.2 ESTABLISHMENT OF AN SDG TASKFORCE

The establishment of an SDG Taskforce was agreed at the RJC Board Meeting in December 2020, with a clear ambition to drive forward the UN 2030 Agenda for Sustainable Development whilst supporting members to measure and report on progress with the 17 goals. Board Members reaffirmed the importance of a clear role for integrating the SDG framework in its governance structure, and aligning the Taskforce's activities with the Board's Strategic Direction.

The RJC successfully held its first SDG Taskforce in April 2021. The Taskforce was co-chaired by Ferial Zerouki, Senior Vice President, Corporate Affairs, De Beers Group, and Matthew Kilgarriff, Director Corporate Social Responsibility, Richemont, with strategic guidance provided by Georg Kell, founder and former Executive Director of the United Nations Global Compact. The 24 members of the SDG Taskforce represent a multi-stakeholder platform and will reflect the jewellery and watch value chain. The members of the SDG Taskforce have made a commitment to voluntarily report on how they are progressing implementation of the SDGs.



“As an Advanced Level participant to the UN Global Compact Hermès promotes the Sustainable Development Goals both in-house and across value chains. Today we are happy to collaborate with fellow RJC members to support sustainable development within the jewelry sector.



Charlène Nemson,  
Corporate Social  
Responsibility Manager,  
Hermès

### Objectives of the SDG Taskforce

To serve as an action platform for (i) coordination of efforts by various stakeholders for achievement of targets of SDGs related to the implementation of the Code of Practices in the jewellery and watch industry; (ii) input into the RJC Theory of Change; and (iii) serve as a guide/framework for the wider watch and jewellery, gemstones and precious metals industries to implement and report on the SDGs.

### The SDG Taskforce will:

- Establish an action SDG Action Platform
- Launch a global library of best practices on the SDGs implementation
- Provide an action platform of international organisations that can join the programme as partners
- Build a reporting framework of ESG indicators to support the RJC members to measure progress and voluntarily report on their contributions to the SDGs while implementing the COP
- Function as a think-tank for a new collaborative project on SDG implementation
- Report regularly about the progress made through the RJC Progress Report.

“The SDG Taskforce is an important step towards the future of our industry. The SDG’s will provide the building blocks and framework necessary to push the industry towards a sustainable, reliable supply chain while helping to instill trust from consumers around the world. It’s a chance for us to take an inside-out look at the way we do business, identify gaps, and improve in ways that won’t just benefit us but the world as a whole. Getting the opportunity to be at the forefront of that type of change and see the immediate impact is something I’m extremely excited to be a part of.”



Jordan Peck,  
Vice President,  
Color Merchants Inc.

### 8.3 INTRODUCING THE RJC ROADMAP TO 2030 AND BEYOND

In December 2020, the RJC developed a document titled 'Building trust in the jewellery and watch industry: Roadmap to 2030 and beyond'. This defines the collective impact that the RJC aspires to achieve in the jewellery and watch industry by 2030 through our standards and supporting activities.

The 2030 Roadmap has been aligned to the SDGs to tackle the biggest global challenges in the 'Decade of Action'. By implementing the Code of Practices, members are already actively contributing towards positive impacts and associated SDGs. However, whilst progress is being made globally against the SDGs, there is collective acknowledgement that it is not yet advancing at the speed or scale required to achieve them by 2030. The 'Decade of Action' calls on all sectors of society to mobilise the SDGs to help deliver the 2030 Agenda.

The long-term impacts defined in the 2030 Roadmap are linked to specific provisions of the RJC's Code of Practices, as well as 6 SDGs that we consider to be a priority for the jewellery and watch value chain.

It proposes a framework for our industry with respect to the most impactful contributions we can make through our supply chains and provides attainable pathways to help us and our members realise our collective ambitions.

This is a journey of continuous improvement. The RJC CoP is the foundation which ensures that collectively as an industry, we 'do no harm', whilst the 2030 Roadmap encourages members to go beyond this where feasible and 'do good'. By doing so, we achieve lasting stakeholder and consumer trust.

The 2030 Roadmap is part of a journey to guide and inspire RJC members to work together with the wider industry to scale ambition on priority SDGs and contribution to the five pillars of sustainable development – people, planet, prosperity, peace and partnerships ("5 Ps").

We want our members to understand, commit, achieve results, and report on progress as part of this journey. This will enable us to collectively achieve our vision of a responsible world-wide supply chain that promotes trust in the industry, improves stakeholder confidence, and positively impacts the 5Ps of Sustainable Development.

The 2030 Roadmap defines our intended long-term impacts and outlines how the outputs of our strategic pillars (Members First, Advocacy for Positive Change, and Partnerships for Progress) will contribute to this achievement. Progress on one pillar must balance and support progress on another. An overview of the 2030 Roadmap is set out in the schematic diagram below along with a description of each of the three impact pathways.



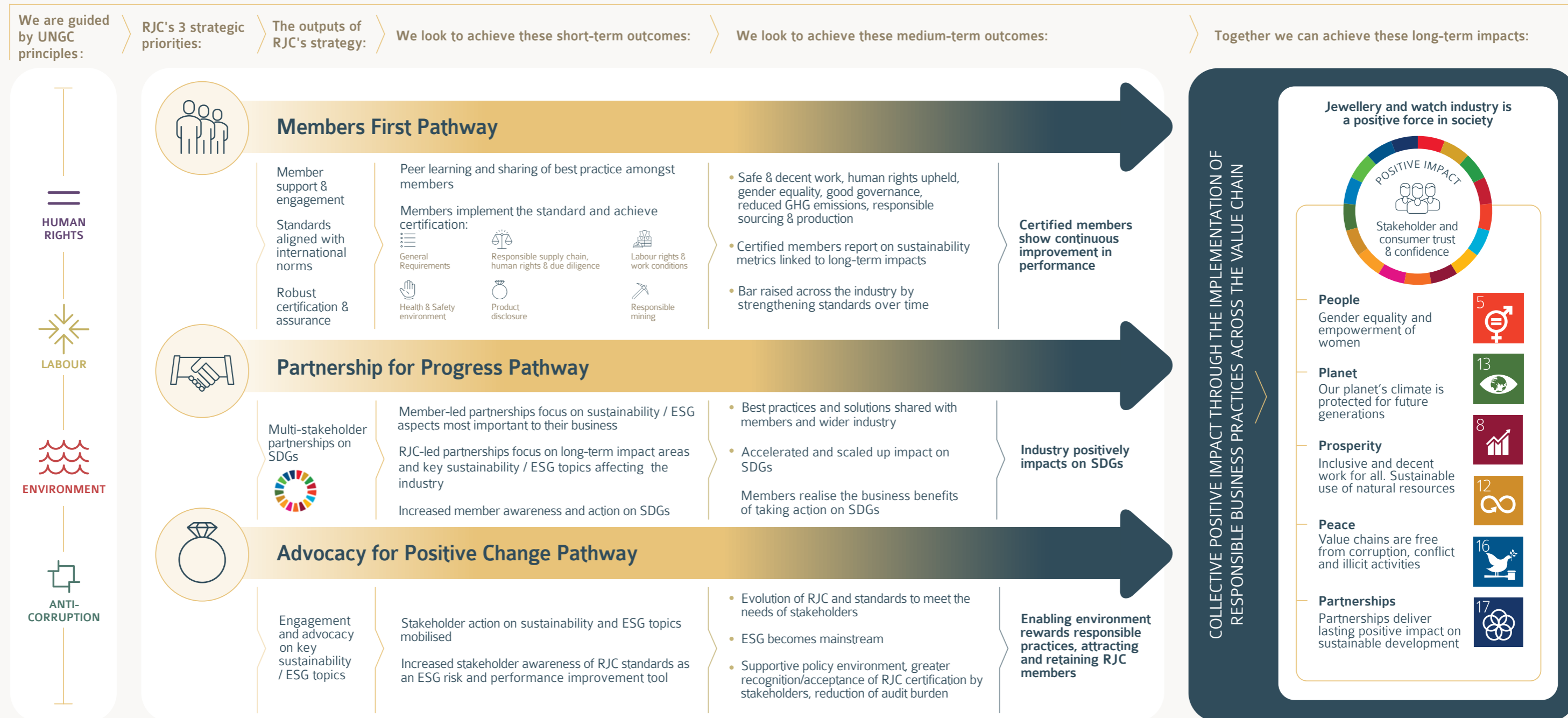
**"At FHH, we see the RJC as the umbrella organisation leading the watchmaking industry towards sustainability. The creation of the SDG Task Force is KEY to fostering collaboration and creating meaningful impact to reach the 2030 Agenda.**



Isabelle Hildebrand,  
Sustainability Manager,  
Fondation Haute  
Horlogerie

# Roadmap to 2030 and beyond

Our vision is a responsible world-wide supply chain that promotes trust in the global fine jewellery & watch industry



### Public Consultation on the 2030 Roadmap

Effective engagement with key stakeholders is central to the work of the RJC and it is critical to the success of the 2030 Roadmap.

The 2030 Roadmap documents were published in December 2020 for 3 months of public consultation. The RJC hosted a range of consultation activities to obtain the views of key stakeholders. This included having the documents publicly available on the RJC website, hosting four roundtable dialogue sessions, and direct consultation meetings.

During this time, the RJC had direct engagement with over 150 stakeholders, including members, government, NGOs and financial community. The stakeholder comments were analysed and incorporated into the revised Roadmap documents, and this was shared with the members of the SDG Taskforce in advance of the inaugural meeting held in April 2021.

### Member Metrics Pilot Project

The 2030 Roadmap contains a new set of performance metrics that have not previously been collated from RJC members. A member metrics pilot project will therefore commence between June - September 2021 with selected participants to test the feasibility of this process before formally launching the Roadmap in 2022.

Pilot participants are requested to submit data for 15 performance metrics in total (based on 2020 statistics) and have the relevant evidence available. The metrics have been aligned to each pillar of sustainable development and linked to the relevant priority SDG. A small sample of participants will undergo full data verification by an independent auditor as part of the pilot.

The RJC have called on members of all sizes, from across the supply chain to take part in this research opportunity which will inform the future of reporting frameworks.

Insights from the pilot will enable the RJC to assess any barriers and risks to the process. It will also inform strategy, innovation and continuous improvement through the development of new tools for member support.

**“The RJC represents the luxury goods industry as a spearhead of the United Nations’ sustainability development goals and in so far as a driver for a better world.”**



Philipp Reisert, CEO, C. Hafner GmbH & Co. KG

**“We are honored and grateful to RJC for making us a part of the SGD task force. RJC’s efforts in helping the gems and jewellery industry achieve a sustainable status is truly commendable.**

**At STAR RAYS we ensure that our diamonds are responsibly sourced and manufactured. We became the first Indian diamond company to start measuring its carbon emissions, intending to achieve carbon neutrality.**

**Through our relationship with the RJC, we will continue to work jointly towards achieving SGD ensuring transparent and responsible business practices throughout the supply chain.”**



Rahul Jauhari,  
Sr. Vice President  
Global Sales and  
Marketing, Star Rays

### Objectives of the Pilot Project

The objectives of the member metrics pilot project are to evaluate:

- The applicability of the metrics to a diverse membership
- Whether the metrics and toolkit can be applied to members of all sizes from across the supply chain
- Whether the metric protocols are clearly defined and members understand how to collect, calculate and report the data
- Whether the metrics yield comparable data across a diverse membership
- The clarity of instructions given to auditors on how to verify performance data
- Impacts of data verification process on the overall audit duration.

The results and feedback of the pilot will be used to take corrective action prior to finalising the metrics in preparation for the 2022 Member Metrics go-live.

This could incur changes to the i) structure of the metrics framework, ii) individual metrics chosen, iii) calculation methodology or clarification of the metrics protocols, iv) changes to the proposed data verification approach.

The RJC will report this data publicly, but always in an aggregated format to protect individual member data confidentiality.

## 8.4 ESG PERFORMANCE METRICS

Increasingly, investors and banks are incorporating Environmental, Social, Governance (ESG) factors into lending decisions as a tool to manage risks and generate sustainable long-term returns. Investors want to invest in companies who are mitigating their ESG risks. This trend also reflects consumers' growing sensitivity to how companies operate, and how this is factored into their purchasing decisions. This has the potential to impact the financial performance of Members positively or negatively.

The RJC endeavours to increase the recognition of the RJC certification amongst the financial community as an ESG risk management mechanism, leading to benefits for our Members. We will also help Members understand the ESG issues most likely to impact their performance.

To enable us to demonstrate meaningful and measurable progress to our stakeholders, RJC has also revised its performance monitoring framework to coincide with the launch of the 2030 Roadmap. A new set of Member ESG performance metrics has been developed that will be collected from members which are linked to priority SDGs and key provisions of the COP standard. By reporting publicly on ESG metrics linked to the SDGs, and integrating this into strategy and governance, companies are likely to address what is measured and create long-term sustainable value.

ESG is business critical, and the RJC will prioritise engagement with key stakeholder groups such as government, NGOs, financial community and standards over the next decade to mobilise action on how the RJC model can contribute to improving ESG performance of the industry.

**“The SDGs do not just represent an agenda that encompasses many of the world’s most pressing sustainability challenges. If anything, they are call to action – on a societal level, an organizational level, and a personal level. When taking action, we need to be aware of the interdependencies and the universal nature of the SDGs. That understanding can only lead to one conclusion: that we need the perseverance and resourcefulness of all stakeholders to have a fighting chance to realize the SDGs. In other words, collaboration is the sine qua non and the SDG Taskforce therefore has an important catalyzing role.”**



Dr. Lars Moratis,  
Chair in Management  
Education for Sustainability  
& Professor of Sustainable  
Business, Antwerp  
Management School



**Shairu Gems – Diamond Manufacturer – member since 2016**

### Climate

In 2021, Shairu Gems became India’s First Carbon Neutral Diamond Manufacturer.

### The company

- Achieved CarbonNeutral® certification, by working with leading experts on carbon neutrality and climate finance to calculate all emissions associated with the global operations of its business
- Its offsetting programme delivers finance to emission reduction projects, supporting the transition to a low carbon global economy.
- Projects are independently validated and verified to third party Standards to assure the emissions reductions have been delivered and ensuring a positive impact on climate.

**“Being an environmentally friendly business has always been a key pillar of our corporate philosophy... As with our own business decisions, we increasingly see luxury consumers assessing the social and environmental impact of their purchase decisions. Our pursuit for positive climate action will only benefit our retail partners in meeting their luxury consumers’ needs.”**

Mr. Siddharth Mehta, Shairu Gems Director.

CHAPTER 9

# Partnerships for the 2030 agenda are the only way forward

The Sustainable Development Goals (SDGs) demand a joined-up and collaborative approach from all parts of the jewellery and watch industry. The RJC is absolutely committed to working with our members, industry organisations, civil society and government to maximise energy towards a more sustainable future for all.

It is important to acknowledge that the watch and jewellery industry has already made significant progress down the sustainable development path. Through implementation of the RJC COP, as well as the multiplicity of company programmes with employees and communities, many members are incorporating responsible practices into their DNA.

However there remains much to be done; the pandemic has set back progress virtually everywhere and has underlined the critical need for creativity and holistic frameworks. Adversity is a powerful tutor and we have witnessed some extraordinary initiatives to help those affected and protect others. That is the spirit we must harness towards 2030.

And so the RJC is redoubling outreach, engage wider audiences, seek new partnerships, and energise innovation. To than end we will continue our focus on:

- SDG Taskforce (See Chapter 8)
- Developing metrics to help members measure their progress through the 2030 Roadmap
- Education and Awareness of the SDGs with a special focus on SMEs
- Enhanced support to our members to build the Code of Practices into their ways of working

# Our journey to 2030 and beyond



We care and will work together in collaboration with all industry stakeholders, throughout our journey.

# Looking forward

The RJC is for everyone in the global watch and jewellery industry.

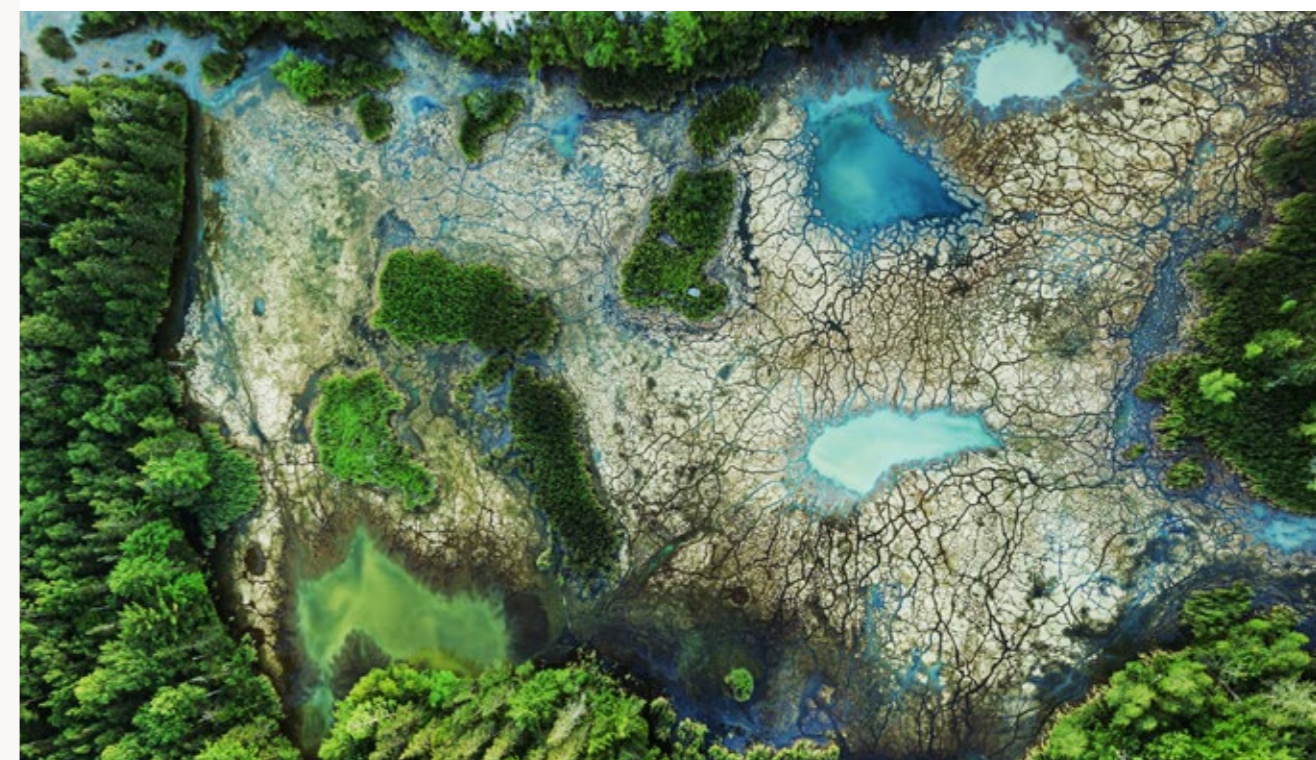
We believe that all jewellery must be responsibly sourced, and the Code of Practices is the blueprint. It's also the pathway for sustainability, and for the industry to contribute to the 17 Sustainability Development Goals.

We are committed to the global course of action to end poverty, promote and implement human rights due diligence, build prosperity and combat climate change.

At its core, this global agenda is about the roadmap of human dignity. It is about how our members embed responsible business practices throughout the value chain from mining to retail. Decent labour and human rights due diligence are fundamental key pillars to accelerate in implementation.

We acknowledge more work needs to be done. Education is critical in supporting the industry. With our 1450 members coming from 71 countries, we understand the role we play as a bridge between civil society, academic institutions and global policy-makers. It is important that civil society plays a major role in implementing the Sustainable Development Goals. We welcome our engagement with Human Rights Watch. We believe that more can be achieved in partnership. This is the decade of action for the SDGs.

Join us on this journey and share your feedback and comments at: [communications@responsiblejewellery.com](mailto:communications@responsiblejewellery.com)





# Glossary

## A

### TERM

### DEFINITION

AWDC – ANTWERP  
WORLD DIAMOND  
CENTRE

AWDC is a public-private partnership, officially representing and coordinating the Antwerp diamond industry.

## B

BSR – BUSINESS  
FOR SOCIAL  
RESPONSIBILITY

A global non-profit organisation that works to develop sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.

## C

CIBJO – WORLD  
JEWELLERY  
CONFEDERATION

Represents the interests of all individuals, organisations and companies earning their livelihoods from jewellery, gemstones and precious metals.

CHAIN OF CUSTODY

A record of the sequence of entities which have custody of minerals as they move through a supply chain.

CODE OF PRACTICES

The RJC's set of standards that defines responsible ethical, human rights, social and environmental practices, which are applicable to all RJC members.

## D

DDI

The Diamond Development Initiative works to effect systemic change within the artisanal and small-scale mining sector by convening all interested parties in processes and projects that help turn precious stones and minerals into a source of sustainable community development.

## E

ESG

Environmental, Social, and Governance refers to the three central factors in measuring the sustainability and societal impact of an investment in a company or business. These criteria help to better determine the future financial performance of companies.  
Source: Wikipedia

## H

HUMAN RIGHTS  
WATCH

Human Rights Watch investigates and reports on abuses happening in all corners of the world.

	TERM	DEFINITION
I	ICA – INTERNATIONAL COLOURED GEMSTONE ASSOCIATION	The International Coloured Gemstone Association (ICA), a non-profit organisation, is the only worldwide body specifically created to benefit the global coloured gemstone industry.
	ISEAL ALLIANCE	Global membership association for credible sustainability standards.
O	OECD DUE DILIGENCE GUIDANCE	A collaborative government-backed multi-stakeholder initiative on responsible supply chain management of minerals from conflict-affected areas.
M	MULTI STAKEHOLDER STEERING GROUP (MSG)	Implementation programme for the OECD Due Diligence Guidance.
N	NDC – NATURAL DIAMOND COUNCIL	An industry led organisation aimed to advance the integrity of the modern diamond jewelry industry and inspire, educate and protect the consumer.
P	PACT	A nonprofit international development organisation founded in 1971, Pact works on the ground in nearly 40 countries to improve the lives of those who are challenged by poverty and marginalization.
R	RJC CHAIN OF CUSTODY STANDARD	The RJC Chain-of-Custody (CoC) 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 the RJC's Code of Practices (COP), which is mandatory for all RJC members.
S	SAI – SOCIAL ACCOUNTING INTERNATIONAL	A global non-governmental organisation advancing human rights at work.
	SUSTAINABLE DEVELOPMENT GOALS	United Nations set 17 sustainable development goals (SDGs), which are an urgent call for action by all countries to recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

	TERM	DEFINITION
T	THEORY OF CHANGE	Theory of Change defines the desired long-term impacts, and how an organisation's activities can lead to the achievement of those impacts by mapping the causal pathways and the intermediary outcomes.
	THE PLUMB CLUB	A responsible supply chain organisation whose purpose is to connect its members and their customers.
U	UN GUIDING PRINCIPLE ON BUSINESS AND HUMAN RIGHTS	A set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.
	UN GLOBAL COMPACT	A voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals.
	UNECE - GENDER RESPONSIVE STANDARDS INITIATIVE	United Nations Economic Commission for Europe (UNECE) has designed a gender responsive initiative, providing a practical way forward for standards bodies wishing to take a step towards making the standards they develop and the standards development process they follow gender responsive.
	UFBJOP - UNION FRANÇAISE DE LA BIJOUTERIE, JOAILLERIE, ORFÈVREURIE, DES PIERRES & DES PERLES	A organisation which brings together all the parties involved in the French jewellery, goldsmith, precious stone and pearl industry.
W	WOMEN EMPOWERMENT PRINCIPLES	Designed by UN Global Compact and UN Women, and are adapted from the Calvert Women's Principles® to empower women in the workplace, marketplace and community. The Principles emphasise the business case for corporate action to promote gender equality and women's empowerment.
	WDC - WORLD DIAMOND COUNCIL	An industry organization representing all sectors of the diamond value chain, from rough diamond producers through to retail jewelers with the mission to support efforts that prevent the trade in "conflict diamonds" and to represent the industry in the Kimberly Process (KP).

# Appendix

Below is a high-level overview of initiatives that can be used demonstrate compliance with particular COP provisions. If a member holds a valid certification or other assurance criteria they will not need to be audited for the applicable COP provision. For more information and specifics on RJC's harmonisation and cross recognition criteria please refer to the RJC assessment Manual.

EXTERNAL STANDARD OR INITIATIVE	IMPLICATIONS FOR SELF-ASSESSMENT OR AUDIT IF EXTERNALLY CERTIFIED
<b>Social Accountability International SA8000® Standard</b>	<p>The business or facility does not have to be audited against the following COP provisions:</p> <ul style="list-style-type: none"> <li>• General employment terms: 15.1, 15.2</li> <li>• Working hours: 16.1, 16.2a-c, 16.3a-b, 16.5</li> <li>• Remuneration: 17.1, 17.2, 17.3, 17.4, 17.5, 17.6, 17.7, 17.8</li> <li>• Harassment, discipline, grievance procedures and non-retaliation: 18.1, 18.3, 18.4a-c, 18.5</li> <li>• Child labour: 19.1a, 19.2, 19.3</li> <li>• Forced labour: 20.1, 20.2a-e, 20.3</li> <li>• Freedom of association and collective bargaining: 21.1, 21.2, 21.3</li> <li>• Non-discrimination: 22.1</li> <li>• Health and safety: 23.1, 23.2, 23.3, 23.4, 23.5, 23.6, 23.7, 23.9</li> </ul>
International Organisation for Standardization (ISO) Environmental management systems standard <b>ISO 14001:2015</b>	<p>The business or facility does not have to be audited against the following COP provisions:</p> <ul style="list-style-type: none"> <li>• Environmental management: 24.1, 24.2</li> </ul>
<b>The British Standards Institution (BSI) Occupational Health and Safety Standard</b>	<p>The business or facility does not have to be audited against the following COP provisions:</p> <ul style="list-style-type: none"> <li>• Health and safety: 23.1, 23.3, 23.4, 23.5, 23.8, 23.9</li> </ul>
<b>ISO Occupational Health and Safety Management Systems Standard</b> <b>ISO 45001:2018</b>	<p>The business or facility does not have to be audited against the following COP provisions:</p> <ul style="list-style-type: none"> <li>• Health and safety: 23.1, 23.2g-h, 23.3, 23.4, 23.5, 23.6, 23.8, 23.9</li> <li>• Hazardous substances: 25.3</li> <li>• Mercury: 41.2b</li> </ul>

**London Bullion Market Association (LBMA):**

- Good Delivery list
- LBMA Responsible Gold Guidance

The business or facility does not have to be audited against the following COP provisions for gold:

- Due diligence for responsible sourcing from conflict-affected and high-risk areas: 7.1a, 7.2, 7.3a

**Responsible Minerals Assurance Process (RMAP):**

- Conformant smelters and refiners list
- Gold Refiner Standard

The business or facility does not have to be audited against the following COP provisions for gold:

- Due diligence for responsible sourcing from conflict-affected and high-risk areas: 7.1a, 7.2, 7.3a

**Dubai Multi Commodities Centre (DMCC):**

- Good Delivery list
- Rules for Risk Based Due Diligence in the Gold and Precious Metals Supply Chain

The business or facility does not have to be audited against the following COP provisions for gold:

- Due diligence for responsible sourcing from conflict-affected and high-risk areas: 7.1a, 7.2, 7.3a

**London Bullion Market Association (LBMA):**

- Good Delivery list
- LBMA Responsible Gold Guidance

Gold refiners do not have to be audited against the following CoC Standard provisions:

- Due diligence: 1.1, 1.2, 1.3

**Responsible Minerals Assurance Process (RMAP):**

- Conformant smelters and refiners list
- Gold Refiner Standard

Gold refiners do not have to be audited against the following CoC Standard provisions:

- Due diligence: 1.1, 1.2, 1.3

**Dubai Multi Commodities Centre (DMCC):**

- Good Delivery list
- Rules for Risk Based Due Diligence in the Gold and Precious Metals Supply Chain

Gold refiners do not have to be audited against the following CoC Standard provisions:

- Due diligence: 1.1, 1.2, 1.3

**Fairtrade Standard for Gold and Associated Precious Metals for Artisanal and Small-Scale Mining**

Material from the mines certified to these standards can be traded under the CoC Standard in combination with other CoC materials.

**Fairmined Standard for Gold from Artisanal and Small-scale Mining, including Associated Precious Metals**

**International Council on Mining and Metals (ICMM) sustainable development framework**

(mines that have been included in assurance site sampling within the past three years)

Material from mines verified or assured to these schemes is subject to a validation process before it can be traded in combination with other CoC materials (see eligible mined material CoC Standard provision 6.2).

**The Mining Association of Canada's Towards Sustainable Mining (TSM) programme** (mines with a verification Level A or higher across all indicators)

Provision	Gender Dimension
<b>COP 2</b> <b>POLICY AND IMPLEMENTATION</b>	<p>COP 2 on Policy and Implementation addresses the importance of documenting commitments of responsible business practices. Although the SDGs and COP are already aligned in a number of areas members should embed the SDGs into organizational goals and policies and suggest steps to be taken to start incorporating the SDGs into strategic goals and company policies. COP 2 also includes the need for policy implementation review to assess ongoing suitability and adequacy of business practices in achieving the goals and policies.</p>
<b>COP 10</b> <b>COMMUNITY DEVELOPMENT</b>	<p>COP 10 on Community Development defines community development as a process that creates conditions of economic and social progress for the whole community, and requires members to support social, economic and institutional development of the communities in which they operate and support community initiatives. Meaningful community development takes an inclusive approach, considering the priorities of all parts of a community and paying particular attention to the needs and participation of disadvantaged and vulnerable groups—for example, creating opportunities for women to participate more meaningfully in decision-making.</p>
<b>COP 15</b> <b>GENERAL EMPLOYMENT TERMS</b>	<p>COP 15 on General Employment terms addresses gender by highlighting the prevalence of gender pay gaps. Gender pay gaps in the United Kingdom is highlighted, and provides that across the world, and across various sectors, women are paid less than men. In 2017, the United Kingdom introduced mandatory gender pay gap reporting for the first time, and under the new legislation, UK-based organisations with 250 or more employees must publish and report specific figures about their gender pay gap.</p>
<b>COP 16</b> <b>WORKING HOURS</b>	<p>COP 16 on Working Hours requires members to comply with applicable laws on working hours. The ILO convention standards on working hours are stated, highlighting access to maternity leave for women following childbirth. Concerning overtime work, the COP addresses actions to be taken, including trying to make allowances for personal and domestic circumstances of individual workers when requesting overtime, and make provision for the needs of pregnant or nursing women. Special leave or working-time arrangements for employees with family responsibilities shall apply regardless of gender.</p>

Provision	Gender Dimension
<b>COP 17</b> <b>POLICY AND IMPLEMENTATION</b>	<p>COP 17 on Remuneration addresses actions to be taken in order to comply with wage standards, and further highlights that under the 1966 international covenant on economic, social and cultural rights women and men are to be paid equally for the same work and that both should be able to make a decent living for themselves and their families. Many workers not earning this ‘living wage’ are vulnerable to exploitation.</p>
<b>COP 18</b> <b>COMMUNITY DEVELOPMENT</b>	<p>COP 18 on Harassment and Grievance procedures addresses preventing harassment in the workplace, and that harassment comes in many different forms, acknowledging that gender is often the subject of such harassment. While men and boys can experience sexual violence and harassment, the vast majority of victims are women and girls. Creating harassment-free workplaces is critical to achieving decent work for all and gender equality. Members are to provide that doctors, nurses and key personnel among security staff, managers or others shall be regularly trained to recognise signs of gender-based violence and understand relevant laws and organisational policies. The selection of individuals to manage and assess the grievances shall be sensitive to the situation and strive to ensure gender balance.</p>
<b>COP 22</b> <b>GENERAL EMPLOYMENT TERMS</b>	<p>COP 22 on Non-discrimination highlights that discrimination is not tolerated across the entire employment cycle, such as hiring, continued employment, remuneration, professional development, termination, and also expands on the discrimination grounds to include marital, parental and pregnancy status. Globally, women suffer some of the most discrimination, in terms of the jobs available to them, their remuneration, benefits and working conditions, and access to decision-making positions.</p>



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