

RJC Standards Committee – 2015

The RJC Standards Committee is comprised of 24 Members: 12 industry representatives (two from each stage of the diamond and gold jewellery supply chain, and Members of the RJC) and 12 external stakeholders. The Committee works towards consensus in its standards development processes, drawing on the collective input of a range of stakeholders. For more information on RJC's standards development approach, please see: <http://www.responsiblejewellery.com/standards-development/>

Committee Member	Biography
Didier Backaert <i>Consultant</i> Bonas & Co	<p>Didier Backaert has been working as a consultant for Bonas & Co since 2003. His main responsibilities (CSR related) within Bonas & Co are:</p> <p>De Beers Best Practice Principles:</p> <ul style="list-style-type: none"> • Day-to-day involvement and guidance of Sightholders on De Beers' Best Practice Principles • Standards implementation with a particular focus on India, China, USA and Europe • Liaise officer between De Beers and Sightholders • Awareness raising on country specific issues related to Standards implementation <p>Assisting Sightholders with BPP audits De Beers Forevermark programme:</p> <ul style="list-style-type: none"> • Guidance on the Forevermark programme (full track and trace mechanism & segregation principle) • Full implementation within the Bonas Sightholder portfolio • Assisting Sightholders with Forevermark audits
Marylyn Carrigan <i>Professor of Marketing at</i> Coventry University Co-Director of The Centre for Trust and Ethical Behaviour (CETEB)	<p>Professor Carrigan is Professor of Marketing in the Centre for Business in Society, Coventry University.</p> <p>She studied for her first degree in Marketing at the University of Strathclyde and gained her PhD at the University of Birmingham in 2001. Her academic career extends over 25 years with posts at a number of UK universities, during which time she has earned a reputation as an expert in the field of corporate social responsibility, marketing ethics and ethical consumption behaviour. Research partners outside of academia include industry practitioners and trade</p>

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	<p>organisations such as Responsible Trade Worldwide, the Ethical Trade Initiative, and the British Jewellers Association.</p> <p>Her past research pioneered work on the implications of attitude-behaviour gaps for ethical consumption. Her most recent work has focused on corporate social responsibility among small businesses in the jewellery industry, and the consumption behaviour of jewellery consumers. Professor Carrigan's current research into CSR and small firms is breaking new ground, particularly on the implications for responsible business practices in the supply chain for small businesses/entrepreneurs. This challenges some of the assumptions that CSR is mainly about multinational enterprises and upstream activity. She has investigated this in the context of the luxury fashion industry, and more recently focusing on the UK jewellery industry.</p> <p>Prof. Carrigan has published more than 100 academic papers in peer reviewed publications with co-authors from across the world, and she serves on the Editorial Advisory Boards for The International Marketing Review, Journal of Social Marketing, as well as the Journal of Marketing Communications. Her research has been funded by the British Academy, the Economic and Social Research Council and the Regional Studies Association.</p> <p>Before joining Coventry University, she was Deputy Director of The Institute for Social Marketing (ISM) at The Open University. She has also been responsible for developing the field of marketing ethics in the university business curriculum.</p>
<p>Fatima Castelan <i>CEO and Founder</i> Fatima Castelan</p>	<p>Fatima Castelan is the CEO and Founder of a Mexican company that bears her name. She is the third generation of a Mexican jeweler's family, so she has the knowledge of this industry since birth. She has a bachelor of International Businesses, a Diploma on Public Relations, Certificate of 5 courses from Van Cleef and Arpels School and also has a Manager Training certificate by the German Government. Her main expertise: jewellery manufacture processes, sales and public relations. Nowadays she is working with the Mexican government to restore the confidence in the Mexican jewellery industry by promoting responsible practices.</p>
<p>Ainsley Butler, <i>Program director,</i> Diamond Development Initiative (DDI)</p>	<p>Ainsley Butler is a director at the Diamond Development Initiative (DDI). She joined the RJC Standards Committee in April 2015. She is looking forward to contributing to standards development and impact measurement, continuing DDI's active involvement with the RJC.</p> <p>DDI effects systemic change within artisanal and small-scale mining communities to help transform the sector through innovative programmes and partnerships that bring together governments, civil</p>

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	<p>society, industry, academia and miners themselves.</p> <p>Ainsley's role at DDI is to lead the implementation of the Development Diamonds Standards™, an ethical diamond certification initiative that encourages artisanal miners to participate in responsible production and supply chain practices while improving their working conditions and communities.</p> <p>Ainsley has been an international development practitioner since 2005. She has specialized in economic development, including local content initiatives for small and medium sized enterprises, women's economic participation and trade. Her work assignments have taken place in communities in Africa, Asia, South America and the Caribbean.</p> <p>She advises development organizations and is a member of the Board of Directors of the Organization for Women in International Trade (Ottawa Chapter). Ainsley is a graduate of the Institut d'Etudes Politiques de Paris, Carleton University and was a visiting graduate fellow at New York University.</p>
<p>Assheton Stewart Carter <i>Senior Vice President, Global Engagement</i> Equitable Origin</p>	<p>Dr. Carter has launched, led and participated in standards and “best practices” initiatives with the energy and mining industries since 1996, including the Energy and Biodiversity Initiative; the Better Coal Initiative; the Business and Biodiversity Offset Program; the Global Reporting Initiative; the Climate, Community and Biodiversity Alliance; the Association for Responsible Mining; and, the Voluntary Principles of Security and Human Rights. He is currently SVP for Global Engagement at Equitable Origin, an international standard setting, certification and certificate trading organization; Senior Advisor to Goldlake Group, an innovative Italian gold mining company; and, Managing Director at Spartacus Capital Mining Fund, an ESG-focused private equity firm investing in junior mining companies.</p> <p>Dr. Carter conceived the first fully traceable line of gold and diamond jewelry, Love, Earth, that links the worlds’ largest retailer, Wal-Mart, with mining companies, refiners and manufacturers. From 2009 to 2011 in partnership with the tin and tungsten industry he built a program to assure the physical traceability of ‘conflict- free’ metals from the Great Lakes Region for use by electronics manufacturers in the U.S.A. In 2011 Dr. Carter launched a new standard for responsibly sourced recycled silver and gold in the U.S. market.</p> <p>Education: Ph.D., Business Strategy and Sustainability, International Mining, University of Bath, School of Management, United Kingdom</p>

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<p>Hiren Vepari <i>Business Development</i> Venus Jewel</p>	<p>Mr. Hiren Vepari is a Chartered Accountant by profession and has been associated with Venus Jewel for over a decade. His profile includes a wide range of involvements adding value. With his association with the diamond cutting and polishing industry over a long period, he has a good level of understanding and insight into the Indian diamond industry and its operational nitty-gritty.</p>
<p>Eleonora Rizzuto <i>Head CSR</i> Bulgari</p>	<p>Eleonora is fully responsible for the development and implementation of the social, environmental and sustainability programs and topics for CSR in Bulgari. She identifies the ethical, social and environmental risks and impacts of production, supply chain, commercial activities and the logistics infrastructure, in order to implement actions to effectively pursue this program, acknowledging and respecting the environment and communities where the company operates. Eleonora has spent over 10 years working on Corporate Social Responsibility standards and has been responsible for Welfare programs and Diversity within CSR. She's graduated in Economics, Ph.D in Labour Law, lead auditor ISO14001 SA8000.</p>
<p>Stéphane Fischler <i>Treasurer</i> International Diamond Manufacturers Association</p>	<p>Stéphane Fischler was born in Antwerp in 1958. Stéphane is a third-generation diamantaire who started working at Fischler Diamonds in 1979. Stéphane is currently a partner in the company. Stéphane has a long history of service to the diamond industry. Currently, he is vice-president of the Belgian manufacturers association-SBD. He was elected International Diamond Council-IDC Chairman in 2008 A founding member of the World Diamond Council (WDC). He was a member of its steering committee until 2008, and in 2006 was elected vice-president. Stéphane is President of the European Council of Diamond Manufacturers and was secretary-general of the International Diamond Manufacturers Association-IDMA until 2010, and serves currently as its treasurer. He has been member of the board of the Diamond Development Initiative-DDI since 2006 and was elected vice-president in 2012. In 2012 he was invited to re-join the WDC, and was elected vice-president. Stéphane Fischler has been elected chairman of the Antwerp World Diamond Center-AWDC in June 2012 and re-elected in 2014.</p>
<p>Eva Carlson <i>Director, Global Ethics and Corporate Compliance</i> Gemological Institute of America (GIA)</p>	<p>As the Gemological Institute of America's first Director, Global Ethics and Compliance, Eva Carlson has been responsible for helping to ensure legal and regulatory compliance, Laboratory process integrity, and an organizational culture of ethics and compliance. Again in 2015, the Ethisphere Institute - an independent center that promotes best practices in corporate ethics and governance - has named GIA, one of approximately 150 companies globally, a "World's Most Ethical Company" for the third consecutive year.</p>

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	<p>Eva's focus in the last year has been to conform priorities to organizational objectives, manage GIA's anti-corruption program and oversee the annual global review of GIA's Laboratory processes by an independent firm, including the firm's regular, on-site walk-throughs of all GIA Laboratories. Eva also ensures the implementation of global corporate compliance initiatives and related training for all staff. She lead GIA's team initiative to achieve RJC certification in 2011.</p> <p>On a personal level, as an advocate of human rights, Eva and her husband help to finance the work of the International Justice Mission, a human rights agency that brings rescue to the poor who are victimized by slavery and other forms of violent oppression.</p> <p>Having a Master's Degree in Social Work, Eva is a published author in <i>Child Welfare</i>, a professional peer-reviewed journal.</p> <p>Eva has worked for GIA since 2001.</p>
<p>Claus Teilmann Petersen <i>Vice President, Group CSR, PANDORA Jewellery</i></p>	<p>Claus Teilmann Petersen is responsible for scoping, developing and implementing PANDORA's responsibility programme PANDORA Ethics. Claus has hands-on experience in systematising responsible business practices throughout the PANDORA group - from the choice and sourcing of materials, through the jewellery crafting and distribution to the marketing and sale of PANDORA's jewellery.</p> <p>Originally a labour market expert, Claus now musters 15 years of global experience in working with sustainability and business ethics, human rights, working conditions and the environment. His experience has been earned while working for manufacturing companies, national and local government and nongovernment organisations in Denmark, Hungary and Vietnam.</p>
<p>Cecilia Gardner <i>President, CEO and General Counsel Jewelers Vigilance Committee</i></p>	<p>Cecilia L. Gardner is currently President, CEO and General Counsel of the Jewelers Vigilance Committee (JVC), a not-for-profit trade association dedicated to compliance with laws pertaining to the jewelry industry. She also holds the position of General Counsel to the World Diamond Council, an international association whose purpose is to end the trade in conflict diamonds. She also serves as General Counsel and Director of the United States Kimberley Process Authority Institute and on the President's Council and Executive Committee of CIBJO, an international confederation of jewelry trade associations.</p> <p>A graduate of Smith College and Hofstra University School of Law, Ms. Gardner's professional career included positions as a federal prosecutor at the Office of the United States Attorney for the Eastern</p>

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	<p>District of New York. As an Assistant United States Attorney, she specialized in narcotics, money laundering, organized crime and white-collar cases. Her positions included appointments as the Deputy Chief of the Narcotics Unit and as Attorney-in-Charge in the Long Island Office. Her work included numerous international investigations and prosecutions. Ms. Gardner was an Adjunct Professor at Hofstra University School of Law, where she taught International Criminal Law and Advanced Criminal Procedure.</p> <p>Ms. Gardner currently serves as a director on the Boards of the Manufacturers, Jewelers and Suppliers of America and Jewelers for Veterans. Previously she served on the Boards of Jewelers for Children and the Woman's Jewelry Association. She is a member of the 24 Karat Club of New York City.</p>
<p>Jonathan (Jon) Hobbs <i>International Director</i> <i>(Extractives Sector)</i> WWF International</p>	<p>Jon leads WWF's engagement on oil, gas and mining policy work globally. He is based in Kenya. He moved to this new role in 2012 after three years as Senior Advisor on Natural Resources Governance working out of Tanzania.</p> <p>Prior to joining WWF he was at the UK's Department for International Development (DFID) where he was Head of Strategic Process for Sustainability and then Policy Lead on oil, gas and mining sector. He coordinated the UK government's input into several international initiatives such as the World Bank's Extractives Industries Review and the IFC's Performance Standards Review.</p> <p>He has served on international committees including; Co- Chair of the OECD's Environment Network Committee and their Strategic Environmental Assessment Task Team. He Has also chaired the Inter-Governmental Forum on Mining, Minerals, Metals and Sustainable Development and the Communities and Small scale Mining (CASM) network. He served on the EU delegation to the Kimberley Process, the Boards of the Diamond Development Initiative and the Gorilla Organization and the International Chamber of Commerce's Environment Committee and the Multilateral Financial Institutions Environment Experts Group. He was a member of ISO's Technical Committee 207 that drafted the ISO 14000 EMS standards and was involved in establishing the Extractive Industries Transparency Initiative and Natural Resources Charter.</p> <p>Earlier posts include Director of UNEP's Cleaner Production Programme (Paris), Director of the World Business Council for Sustainable Development's regional partners in Europe and southern Africa and Environment Strategy Advisor at Eskom, South Africa before which he worked on land use planning policy in Botswana and</p>

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	<p>Malawi.</p> <p>He is a past member of the Professional Standards Committee of the IEMA and remains a member of the South African Council of Natural Scientists, the Southern African Institute of Ecologists and Environmental Scientists and the International Association for Impact Assessment. He is an advisor to Dundee University's Centre for Energy, Petroleum and Mineral Law.</p>
<p>Wilfried Hörner <i>Associate & Director</i> Argor-Heraeus</p>	<p>Dr. Wilfried H. Hörner is currently Associate & Director of Argor-Heraeus SA. He has had an extensive career at Argor-Heraeus for over 30 years. His roles have included Head of Research & Development, Technical Director of Heraeus Ltd., Hong Kong, Vice President Marketing Chemicals, Hong Kong, Senior Vice President Operations & Deputy General Manager, Hong Kong, Sales Manager World (Chemicals and Refining) and Technical Director. Wilfried studied Chemistry at University of Würzburg and also holds a PhD. In addition he is fluent in German, English and Italian.</p>
<p>Jennifer Horning <i>Gold Program Coordinator</i> Solidaridad</p>	<p>Jennifer Horning is the international coordinator of the Gold Programme at Solidaridad, where she guides the development of the organisation's strategy for assisting the most vulnerable people in the gold supply chain to build better livelihoods. In this capacity, Jennifer manages projects that improve the environmental and social practices in artisanal and small-scale mining communities, as well as at industrial mines. She provides support to Solidaridad's regional offices in Latin America and Africa on local project implementation. Jennifer also works to increase market access for responsible gold mining communities by setting up buying relationships with European jewellers. Because Solidaridad uses the Responsible Jewellery Council and the Fairtrade and Fairmined standards in its work, Jennifer has a good working knowledge of these standards. She has been a member of the RJC Consultative Panel since 2010.</p> <p>Prior to joining Solidaridad, Jennifer co-founded and was project director for Ethical Metalsmiths, a U.S.-based initiative that leads metalsmiths and jewellers in advocating for better mining practices. As a practicing attorney in Washington, D.C. and San Francisco from 2002 through 2009, Jennifer worked on behalf of public and private sector clients on issues related to the extractive industries. This included work on the largest toxic cleanup site in the U.S., the historic gold and copper mines of Butte, Montana. Jennifer also completed a clerkship in the Office of the U.S. Trade Representative's Environment Division and a fellowship in environmental policy in Madagascar. Before attending law school, Jennifer was the new business coordinator for the Middle East division of Chemonics International, a</p>

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	<p>Washington-based international development consulting firm. Jennifer has an undergraduate degree in Business Management from Skidmore College and a Juris Doctor from Vermont Law School, with a specialisation in environmental law and policy. In her free time, Jennifer is a recreational metalsmith. She is based in Utrecht, the Netherlands.</p>
<p>Felix Hruschka <i>Standards Coordinator</i> Alliance for Responsible Mining (ARM)</p>	<p>Felix is a mining/metallurgical engineer with a PhD in mineral economics. Between 1993 and 2007 he acted as resident project manager in various bilateral artisanal and small-scale mining development projects in Latin America. During that time, in 2005, the Alliance for Responsible Mining (ARM) invited Felix to join its Technical Committee for the development of a standard for responsible artisanal gold mining. Back in Austria since 2007 and having extended the scope of his work to Asia and Africa, his services for bi- and multilateral development agencies as well as for the private, public and academic sector continue to emphasize on empowerment of artisanal miners. In early 2009 Felix was appointed Standards Coordinator of ARM.</p>
<p>Philip Hunter <i>Programme Specialist Forced Labour & Human Trafficking</i> Verité</p>	<p>Philip Hunter provides guidance on all projects related to issues of forced labor and human trafficking, serving as a bridge between research, training, consulting, and supplier programs on the issues. Philip was lead author of Verité's Fair Hiring Framework for Responsible Business and conceived and wrote many of the tools developed for Verité's open-source Fair Hiring Toolkit.</p> <p>Before joining Verité, Philip worked with the International Labor Organisation and as consultant to the United Nations Global Initiative to Fight Human Trafficking (UN.GIFT). At the ILO, Philip worked as Research and Projects Officer in the Special Action Program to Combat Forced Labour, and spent several years working with the Multinational Enterprises Program. Philip is the author of ILO and UN.GIFT handbooks for business on forced labor and human trafficking, and the eLearning course for business published jointly by UN.GIFT and the End Human Trafficking Now! Campaign. Philip holds a master's degree in Political Science from Toronto's York University. He has lived, worked and traveled across Europe and the Caucasus, parts of the Middle East and Asia, and currently lives in Toronto, Canada. Philip speaks English and German.</p>
<p>John Lee <i>Metal Control Manager, Americas</i> Metalor Technologies USA Corporation</p>	<p>John has worked in the precious metal industry for thirty-five plus years and most, if not all has been with Metalor. His first twenty years was in operations. Here he was tasked with managing several chemical and refining pilot plants, managing PM refining plant start-ups and finally ending that life as the Plant Manager for the North Attleboro</p>

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	<p>Refining operations. In the mid to late 90s John moved into corporate where he was tasked with forming a comprehensive metal control group to support functionalities for the Metalor's Attleboro businesses. With business expansion and acquisitions this responsibility now includes all Metalor's operations within the Americas. Currently John hold two senior level positions within the Metalor Group Metal Control Manager for the Americas and Global Manager for all of Metalor's external refining. In addition to aforementioned, he holds a seat on Metalor's AML oversight committee and policy development. His office is responsible for all, PM inventory transactions, risk mitigation, logistical and import/export functions, management of all COP COC, COO related functions.</p>
<p>Dr Katrien De Corte <i>Chief Officer Education & Graduates Club</i> HRD Antwerp</p>	<p>In 1994, Dr. Katrien De Corte (born on the April 8th 1972; Asse; Belgium) earned her master's degree in Geology at the University of Ghent. She presented a graduate research and master thesis on the identification and physical characteristics of beads from a roman archaeological site in the United Arab Emirates. Based on this expertise she was recruited as scientific collaborator of the geology department of the Royal Museum for Central Africa to set up an important exhibition in the Royal Museum of Art and History in Brussels on gemstones and their use in art objects. In 1996 Katrien started her Ph. D. on the characterization and genesis of microdiamonds from ultrahigh pressure metamorphic rocks from the Kokchetav Massif in Kazakhstan. During this Ph. D. she obtained a supplementary research grant from the Belgian National Science Foundation. Publications in renowned scientific journals, numerous presentations in research conferences and science projects in Russia, Australia and France preceded and followed her summa cum laude graduation in 2000. Later that year she started as scientist at HRD Antwerp. She specialized in research and development of decision rules and techniques to discriminate natural from synthetic and treated gem diamonds. Since 2003, Katrien is affiliated as guest professor at the geology division of the University of Ghent (Belgium) where she teaches Gemmology. In 2008 she became Head of Education at HRD Antwerp. She started up important HRD Antwerp schools around the world, and developed new courses and services.</p>
<p>Estelle Levin <i>Director</i> Estelle Levin Ltd (Development Consultancy)</p>	<p>Estelle Levin is director of Estelle Levin Limited, a boutique development consultancy providing research, analysis, and advisory services on natural resources governance and sustainable supply chains. ELL works to assist its multilateral, government, corporate, & NGO clients unleash the development potential of mineral assets to build a resilient future for them and their stakeholders. Estelle has over 10 years working on the political economy, management and</p>

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	<p>sustainability of oil & minerals supply chains, with a specialism in artisanal and small scale mining. Estelle has experience developing, evaluating, and integrating into corporate management systems and mining communities over seventeen standards and certification initiatives for responsible mineral trading chains (e.g. the range of conflict-free minerals systems, Fairtrade, etc.).</p> <p>Estelle was involved in the RJC Committee to develop its Mining Supplement in 2007, and in the Chain of Custody Standard Committee in 2011. She is Technical Director of ASM-PACE, a multi-year programme partnership between Estelle Levin Limited and WWF (the World Wildlife Fund / the World Wide Fund for Nature) designed to address the environmental impacts of Artisanal and Small Scale Mining (ASM) whilst building on its economic, social, and empowerment potential in some of the world's most important ecosystems. (See www.asm-pace.org)</p> <p>Estelle has a Master's degree with Honours in Geography from the University of Edinburgh in Scotland, and a Geography Masters from the University of British Columbia in Canada, where she specialized in the theory and praxis of Sustainability in natural resources management and regional development.</p>
<p>Alan Martin <i>Research Director – Directeur de Recherche</i> Partnership Africa Canada - Partenariat Afrique Canada (PAC)</p>	<p>Alan Martin is the research director for Partnership Africa Canada, one of the first organizations to make the link between the trade of rough diamonds and civil war. Prior to joining PAC, he worked as an investigative researcher in the office of a political leader in Canada's Parliament. A journalist by training he spent over a decade working in journalism in Canada, the UK and various countries in sub-Saharan Africa. He has also taught international journalism as an Adjunct Professor within Carleton University's School of Journalism and Communication. Born and raised in Southern Africa, he holds a Master's degree in conflict and development from the School of Oriental and African Studies at the University of London.</p>
<p>Steven Oates <i>SAI Senior Advisor, Labor Standards</i> Social Accountability International (SAI)</p>	<p>Steven Oates is an English solicitor by profession, and since September 2010 has been a freelance consultant on international labor standards; corporate social responsibility; human rights; social and labor rights at work and in development; gender equality; economic and social rights and globalization. Previously, he was Senior Adviser on Rights at Work in the office of the ILO Executive Director for Standards and Rights, and had also served as regional adviser on labor standards in Africa. He has long experience in supervision of the application of standards in the ILO, with a special interest in employment policy instruments. His work has been aimed at obtaining better implementation of standards through cooperation in the field,</p>

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	<p>work with IFIs and CSR. He has studied also at Moscow, Tokyo and Harvard universities. Steven represents Social Accountability International in Geneva; and starting 2012 he is also the Geneva representative of Lawyers Without Borders.</p>
<p>Marianna Smirnova <i>Product Manager, RJC and Conflict Minerals Responsible Sourcing, Raw Material Traceability Services</i> UL Responsible Sourcing Inc.</p>	<p>Marianna Smirnova is the global Responsible Jewellery Council (RJC) program manager for UL's Responsible Sourcing Group (UL) liaising with client senior management, coordinating audits, providing guidance and training to field staff.</p> <p>At UL Marianna has managed and executed assessments in the areas of extractives, conflict minerals, labor practices and human rights in the mining, smelter and jewelry sectors. In addition to RJC program management, she has collaborated on projects for Fortune 500 companies, standards development in the US and globally, working with businesses, policy makers, labor unions, victim advocates, and human rights groups. Marianna has coordinated statewide anti-trafficking programs, bilateral US/China and US/Mexico projects, and UN interagency project in Russia. She has conducted research and external training on human rights, human trafficking, and violence against women, as well as internal training on Responsible Jewellery Council standards and audit tools.</p> <p>Marianna holds a Master of International Public Affairs degree in the international development field from the University of Wisconsin – Madison. Marianna speaks English, Russian and Chinese.</p>
<p>Charles Chaussepied <i>Directeur</i> Piaget</p>	<p>18 years in the Jewellery and watch Industry at leading positions (executive chairman of Orest 8 years and 8 years deputy CEO at Piaget) Involved in the CSR action plan of the 22 Brands of the Richemont group. 3 years chair of the RJC Standards Committee, 1 year chair of the Accreditation and Certification Committee. Vice-Chair of the RJC since May 2014. Education: MBA and Chartered administrator.</p>
<p>Feriel Zerouki <i>Head of Government and Industry Relations</i> De Beers Group of Companies</p>	<p>After graduating in Mathematics and Business Management, Feriel worked as a Financial Analyst before joining De Beers in 2005 as a Supply Chain Analyst at the Diamond Trading Company. Feriel gained experience and knowledge in forecasting mine production, pricing rough diamonds and creating selling mixtures for Sightholders. In 2009 she was appointed Best Practice Principles Manager for De Beers, with responsibility for building and maintaining a streamlined social compliance programme, identifying and managing social risks to the business and the industry. She is currently Head of Government and Industry Relations.</p> <p>As a certified SA8000 lead auditor, Feriel has used in depth knowledge</p>

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	<p>and feedback from External Stakeholders, De Beers' internal business units and Sightholders to further develop the Best Practice Principles (BPP) ensuring the BPP standard's leadership position in the gem diamond industry. Ferial has actively participated in the Responsible Jewellery Council (RJC) development, serving first as a member of the Standards Committee and managing the first pilot project for RJC Certification in India and Dubai in collaboration with Rosy Blue NV. More recently, she has represented De Beers as a member of the RJC Diamond Chain of Custody Subcommittee tasked with developing a feasible solution for the diamond industry. Ferial speaks English, French and Arabic.</p>
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