

RJC Standards Committee 2016

The RJC Standards Committee is comprised of 28 Members: 14 industry representatives (two from each forum of the diamond, gold and platinum jewellery supply chain, and Members of the RJC) and 14 members representing various external stakeholders groups, of which 2 are permanent representatives from capacity building groups supporting artisanal and small scale mining and who the RJC has signed a Memorandum of Understanding (MoU) with, the Diamond Development Initiative (DDI) and the Alliance of Responsible Mining (ARM). Current there is 3 vacant seats for the external stakeholder groups and one vacant seat for the industry representatives.

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
Ainsley Butler, <i>Program director,</i> Diamond Development Initiative (DDI) <u>Co-Chair of Standards Committee</u>	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. 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 society, industry, academia and miners themselves. 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. 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.

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	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'Études Politiques de Paris, Carleton University and was a visiting graduate fellow at New York University.
Alan Martin <i>Research Director – Directeur de Recherche</i> Partnership Africa Canada - Partenariat Afrique Canada (PAC)	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.
Assheton Stewart Carter <i>Senior Vice President, Global Engagement</i> Equitable Origin	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. 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. Education: Ph.D., Business Strategy and Sustainability, International Mining, University of Bath, School of Management, United Kingdom
Cecilia Gardner <i>President, CEO and</i>	Cecilia L. Gardner is currently President, CEO and General Counsel of the Jewelers Vigilance Committee (JVC), a not-for-profit trade

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<i>General Counsel</i> Jewelers Vigilance Committee	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. 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 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. 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.
Charles Chaussepied <i>Directeur</i> Piaget	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.
Claire Piroddi <i>Sustainability Manager W&J Kering Boucheron</i>	Claire previously held the position of Sustainability Manager for Christian Dior, between 2008 and 2012, where she led the first successful RJC certification of Dior Joaillerie. This experience helped her assess the important potential of sustainability projects in the jewellery industry. In 2012, Claire joined the Kering group, where she is responsible for all sustainability projects for the Watches and Jewellery Brands (Boucheron, Pomellato, Qeelin, Ulysse Nardin, Girard-Perregaux, JeanRichard). She has led Boucheron's certification renewal last year and is currently working on that of GP and JR. Some of the brands are not yet RJC Members, which is a motivating challenge for her. Claire is also part of several cross-brands/competitors working groups dedicated to responsible sourcing of precious metals and stones. She recently visited several ASM gold

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	mines in Peru, and started to study colored stones via trainings with a gemmologist.
Claus Teilmann Petersen <i>Vice President, Group CSR</i> PANDORA Jewellery <u>Co-Chair of Standards Committee</u>	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. 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.
Didier Backaert <i>Consultant</i> Bonas & Co	Didier Backaert has been working as a consultant for Bonas & Co since 2003. His main responsibilities (CSR related) within Bonas & Co are: De Beers Best Practice Principles: • 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 Assisting Sightholders with BPP audits De Beers Forevermark programme: • Guidance on the Forevermark programme (full track and trace mechanism & segregation principle) • Full implementation within the Bonas Sightholder portfolio • Assisting Sightholders with Forevermark audits
Eleonora Rizzuto <i>Head CSR</i> Bulgari	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.
Estelle Levin	Estelle Levin is director of Estelle Levin Limited, a boutique www.responsiblejewellery.com

<i>Director</i> Estelle Levin Ltd (Development Consultancy)	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 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.). 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) 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.
<i>Felix Hruschka</i> <i>Standards Coordinator</i> Alliance for Responsible Mining (ARM)	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.
<i>Hiren Vepari</i> <i>Business Development</i> Venus Jewel	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

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	long period, he has a good level of understanding and insight into the Indian diamond industry and its operational nitty-gritty.
Inga Van Nuffel <i>Director Operations & Security</i> Dominion Diamond Corporation	Inga Van Nuffel has been active in the diamond industry for over more than 10 years. During this period she has been involved in various fields of expertise being Finance, HSEC, Security, and Facility Management. Currently she holds the position of Director Operations & Security of the Antwerp based Marketing office for DDC. She has been part of multiple challenging projects such as ERP implementations, the acquisition of BHPB and re-structuring exercises. This with always 1 common goal in mind, high value standards for both people and assets. As of this year she is the lead for the renewal of the RJC certificate worldwide, with locations in Toronto, Yellowknife, Antwerp and Mumbai.
Jennifer Hillard <i>President</i> Canadian Diamond Code of Conduct and <i>Consumer Representative</i> Consumer Interest Alliance	Member of Consumers Association of Canada from 1972 – 2005 serving various terms including National Vice President. Member of Consumer Interest Alliance Inc. from 2006 to present Consumer Representative on Standards from 1988 to present: - Current standards involvement: Organic Agriculture, Organic Aquaculture, Voluntary Labelling and Advertising of Foods that are and are not Products of Genetic Engineering, Sustainable Forest Management, Sustainable Forest Management Standard for Woodlots, Sustainability of Household Appliances. - Canadian Mirror Committee to: ISO 22000 – Food Safety Management, ISO PC287 – CoC for Wood based Products, ISO 59/SC17 – Sustainability in the Built Environment, TC207 – Environmental Management TC207. - Sub Committees: Environmental Labelling (Canadian Chair), Environmental Management Systems, Green House Gas, Measurement Environmental Performance Verification ISO International Working Group Convener for development of standard on Footprint Communications. Canadian Diamond Code of Conduct Board Member 2006 to Present. President since February 2016. Also service on multiple committees – government, standards and the private sector – primarily on issue relating to the environment and the natural resource sectors.
Jennifer Horning <i>Gold Program Coordinator</i> Solidaridad	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

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	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. 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 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.
Jonathan (Jon) Hobbs <i>International Director</i> <i>(Extractives Sector)</i> WWF International	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. 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. 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

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	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. 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 Malawi. 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.
Dr Katrien De Corte <i>Chief Officer Education & Graduates Club</i> HRD Antwerp	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

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	Education at HRD Antwerp. She started up important HRD Antwerp schools around the world, and developed new courses and services.
Marco Quadri <i>Director Industrial Products</i> Argor-Heraeus SA	He is Sworn Federal Assayer of Switzerland. He has worked with Argor for over 30 years. Since years, he is heading the division which produces the semi – finished products for the watch and jewellery industry. He as person is well known in the Swiss watch industry and has lots of experience in precious metals.
Michaël Geelhand de Merxem <i>Public Affairs Officer</i> Antwerp World Diamond Centre	In 2008, Michaël graduated as Master in International Politics from the University of Antwerp. After having worked for the Government of Flanders for five years, he joined the Public Affairs (PA) department of the AWDC in January 2014. Michaël became the dedicated person for sustainability in the broadest sense. He developed AWDC's first sustainability report and held several stakeholder dialogues about this issue, reaching out to the Antwerp diamond industry, sustainability experts and local civil society. To increase the positive impact of AWDC on the issue of "integrity and responsibility in the supply chain", Michaël took an active interest and participation in initiatives such as the Kimberley Process, different due diligence schemes, and the RJC (participation at 2014 and 2015 AGM, and Human Rights webinars). AWDC represents all companies active in the Antwerp diamond industry, such as the 1.700 diamond traders, but also the polishers, laboratories etc. AWDC is a private foundation and has no commercial activities. The Antwerp diamond industry upholds the highest standards in terms of transparency and compliance, and it's AWDC's mission to raise the bar globally, in order to achieve a level playing field.
Michèle Brulhart Banyiyezako <i>Head of Auditing</i> Resource Consulting Services Limited	<i>Awaiting biography</i>
Purvi Shah <i>Product Integrity Manager External and Corporate Affairs</i> De Beers Group of Companies	Purvi joined De Beers in 2008 and has held a number of roles in the Corporate Affairs team, focused on driving consumer confidence and reputation management. During this time, she has overseen the implementation of social management standards and systems at De Beers' operations; evaluated and implemented changes to De Beers' sustainability governance and approach; and driven De Beers' social investment strategy. In her new role, she will be responsible for the implementation and evolution of De Beers' flagship Best Practice Principles Programme; ensuring that key risks to consumer confidence are identified and addressed through the Programme. Prior to De Beers, Purvi worked at Microsoft in Egypt for three years, where she administered Microsoft's grant-giving programme and worked with partner non-profit organisations to implement development projects

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	in under-served communities across Egypt. Purvi speaks Gujarati and Arabic.
Stéphane Fischler <i>Treasurer</i> International Diamond Manufacturers Association	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.
Tehmasp Printer <i>Managing Director</i> International Gemological Institute (IGI) India Pvt Ltd.	Tehmasp printer has over 35 years of experience in corporate governance, his expertise has been in the field of strategic management and concept marketing. In his long stint he has held key management positions with companies like Shriram, Blow Plast, Zodiac, TATA, Steelage, W.J. Towell. In 1999, Tehmasp Printer signed up with IGI Antwerp to head the Indian operations with a staff of 4 personnel. IGI India has grown to be the leading diamond certification service in India and abroad. Today IGI India has a team of over 400 professionals spread over 12 offices strategically established all over India providing services of education and certification in gemology. The concept of certification in the year 1999 was not heard of in India, Tehmasp has been instrumental in bringing about the understanding and creating the importance of certification of diamonds in India. IGI India is the only laboratory to have the ISO 9000:2008 standard accreditation and the laboratory accreditation of ISO 17025:2005 since the last 8 years.
Tim Carter <i>Production & Inventory Manager</i> Metalor Technologies SA	Tim Carter has 6 years' experience working in high grade precious refining operations with Metalor Technologies' US based refining operations, primarily in Material Control and Inventory Management. He recently assumed the added role as Production Manager for the US based refining operations. He was the project leader in developing operational CoC controls for the US operations as well leading all COP and COC audits for the Metalor U.S. operations since 2012.

	Following a 20 year career in the military, he has worked as an Operations Manager for several large international corporations prior to his employment with Metalor Technologies. He has a BS in Business & Administration and is certified in Lean 6 Sigma as well as ISO 9001/TS 16949 Auditing.
Tuesday Reitano <i>Head of the Secretariat</i> Global Initiative against Transnational Organized Crime	Tuesday Reitano is Head of the Secretariat at the Global Initiative against Transnational Organized Crime (www.globalinitiative.net) and a senior research advisor at the Institute for Security Studies in Pretoria, where she leads five organized crime observatories in Africa. Tuesday was formerly the director of CT MORSE, an independent policy and monitoring unit for the EU's programmes in counter-terrorism, and for 12 years was a policy specialist in the UN System, including with the UN Development Programme (UNDP), the UN Development Group (UNDG) and the UN Office on Drugs and Crime (UNODC). Tuesday has authored a number of policy orientated and academic reports with leading institutions such as the UN, World Bank and OECD on topics ranging from organized crime's evolution and impact in Africa, on human smuggling, illicit financial flows, and the nexus between crime, terrorism, security and development. Tuesday is the lead author of a forthcoming OECD flagship publication: Illicit Financial Flows: Criminal Economies in West Africa, as well as the co-author of Migrant, Refugee; Smuggler, Saviour, a book to be published by Hurst on the role of smugglers in Europe's migration crisis. She holds three Masters Degrees in Business Administration (MBA), Public Administration (MPA) and an MSc in Security, Conflict and International Development (MSc).