

RJC Standards Committee – 2014

The RJC Standards Committee is comprised of 14 representatives, 2 from each stage of the diamond and gold jewellery supply chain 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, see <http://www.responsiblejewellery.com/standards-development/>

Committee Member	Bio
<p>Didier Backaert Consultant Bonas & Co</p>	<p>Didier Backaert has been working as a consultant for Bonas & Co since 2003. His main responsibilities (CSR and/or CoC related) within Bonas & Co are:</p> <p>DTC Best Practice Principles: day-to-day involvement and guidance of Sightholders on DTC’s 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.</p> <p>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.</p> <p>Responsible Jewellery Council: member of Standards Committee for both the RJC Standards development & CoC; representing Bonas & Co as Board Director for the Diamond Cutting & Polishing Forum within RJC.</p>
<p>David Bouffard Vice President, Signet Corporate Affairs Signet Jewelers Ltd.</p>	<p>Bouffard began his 32-year career with Signet in its US division in 1981 in Philadelphia-area field operations. From 1986 – 1991 he served as director of sales, merchandising, and advertising in New York City, and was then named estate jewelry general marketing manager. Moving to the home office in Akron, Ohio in 1994, he served as marketing director of corporate store promotions through 2003, marketing director of public relations and promotions through 2006, and in 2007 was promoted to vice president of public relations. In 2012, he was named to his current position in Signet Corporate Affairs, focusing on corporate social sustainability (CSR) / social ethical & environmental (SEE) issues, strategic communications, industry and government relations, and corporate giving. Bouffard is actively involved in industry organizations such as Jewelers of America (JA), the Jewelry Information Center (JIC, the consumer education arm</p>

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	<p>of JA), and RJC. He is a member of the Public Relations Society of America, the Women’s Jewelry Association, Signet’s SEE Committee, and has served in its “Connections” and “GEMS” Mentoring Programs. Bouffard received his undergraduate degree from Widener University in Philadelphia, his MBA from Case Western Reserve University, and his Graduate Gemologist accreditation from the Gemological Institute of America (GIA).</p>
<p>Eva Carlson Director, Global Ethics and Corporate Compliance Gemological Institute of America (GIA)</p>	<p>As GIA’s first Director, Global Ethics and Corporate Compliance, Eva Carlson is responsible for the Institute’s Ethics and Corporate Compliance Program; including helping to ensure legal and regulatory compliance, Laboratory process integrity, Education accreditation and licensing, and furthering an organizational culture of ethics and compliance.</p> <p>Reporting to GIA’s President & CEO and the Chair of GIA’s Audit Committee of the Board of Governors, Eva’s focus in the last year has been to build her team, 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 ethics and compliance training for all staff. In 2011, she lead GIA’s team effort toward achieving RJC certification.</p> <p>As an advocate of human rights, on a personal basis, Eva and her family provide strong support for 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. Eva has a Master’s Degree in Social Work, with a focus in health and child welfare. She is published in <i>Child Welfare</i>, a professional peer-reviewed journal. Eva states that it has been an honor to work for GIA since 2001.</p>
<p>Marylyn Carrigan Professor of Marketing at Coventry University Co-Director of The Centre for Trust and Ethical Behaviour (CETEB)</p>	<p>Professor Carrigan is Professor of Marketing at Coventry University, and Co-Director of the Centre for Trust and Ethical Behaviour.</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 20 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 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>

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	<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>She is a member of the Regional Studies Association, Institute for Small Business & Entrepreneurship and a fellow of the Higher Education Academy. 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 CEO and founder of Fatima Castelan</p>	<p>Fatima is the CEO and founder of the firm Fatima Castelan dedicated to high quality manufacture of jewellery and goldsmith in Mexico. She is the 3rd generation of Mexican family specialists on handle precious metals and promotes the establishment of standards on the Mexican jewellery industry together with the government of her country.</p>
<p>Assheton Stewart Carter Senior Vice President, Global Engagement, 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=focussed 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>
<p>Stéphane Fischler Treasurer International Diamond Manufacturers Association</p>	<p>Fischler was born in Antwerp in 1958. He is a third-generation diamantaire who started working at Fischler Diamonds in 1979. Stephane is currently a partner in the company. Over the years he has held many executive positions in various industry bodies. He has served as Vice President of SBD (the Belgian Diamond Manufacturers Association) since 1994. He also served as Vice President of IDMA from 1996 to 1997 and Secretary-General/Treasurer of IDMA from 1998 to 2008.He is currently the IDMA's treasurer.</p>

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	<p>Stephane is 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 chairman. He has also been HRD's Treasurer from 2005 till 2008 as well as Vice President of what is now called the Antwerp World Diamond Center- AWDC in 2006. He has been re-elected as Vice President in 2010 and serves as chairman of the AWDC Task Force.</p> <p>He is currently serving as chairman of the International Diamond Council and as a board member of the Diamond Development Initiative-DDI. Stephane has been active and engaged with the CRJP, now RJC since the very early stages. Sharing his experience of diamond manufacturing and trade with others stakeholders involved in defining standards for the RJC certification system. He has been nominated by the IDMA , representing 16 member organizations spread around the globe, to continue to participate in defining solid standards for the RJC. As such it is not the local but the global challenges and dynamics of the diamond industry that he brings to the table.</p>
<p>Cecilia Gardner President, CEO and General Counsel Jewelers Vigilance Committee</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 Kimberly 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 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 International Director (Extractives Sector) 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. 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 co-ordinated the UK</p>

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	<p>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 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 Associate & Director 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 Gold Program Coordinator 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. Prior to joining Solidaridad, Jennifer co-founded and was</p>

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	<p>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.</p>
<p>Felix Hruschka Standards Coordinator Alliance for Responsible Mining</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 Programme Specialist Forced Labour & Human Trafficking 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 Metal Control Manager Americas Metalor Technologies USA Corporation</p>	<p>I have worked in the precious metal industry for thirty-five plus years and you could say most, if not all has been with Metalor. My first twenty years was in operations. Here I 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 Refining operations. In the mid to late 90s I moved into corporate where I was tasked with forming a comprehensive</p>

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	<p>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 I 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, I hold a sit on Metalor’s AML oversight committee and policy development. My 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>Estelle Levin Director 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 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 Masters 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 specialised in the theory and praxis of Sustainability in natural resources management and regional development.</p>
<p>Alan Martin Research Director - Directeur de Recherche Partnership Africa Canada - Partenariat Afrique Canada</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>Ngomesia Mayer-Kechom Manager, International Programs</p>	<p>In Ngomesia’s current role as Manager, International Programs at the Diamond Development Initiative (DDI International), he coordinates DDI’s ongoing Development Diamond Standards™ (DDS) project. Before joining DDI in 2009, his</p>

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<p>Diamond Development Initiative</p>	<p>international development work focused on creating political space for a legislative strengthening project in the CEMAC Region, on behalf of a US-based law firm where he worked as International Affairs Advisor. Prior to that, Ngomesia worked at various non-governmental, inter-governmental and government agencies in Cameroon, Israel, England and Trinidad & Tobago. His experience covers policy development, social research, program management and building cross-sector partnerships locally and internationally. Ngomesia attended Duke University where he obtained a graduate degree in International Development Policy. He also holds a law degree.</p>
<p>Steven Oates SAI Senior Advisor, Labor Standards Social Accountability International</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, 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>Angelo Palmieri Vice President, COO GCAL, Inc.</p>	<p>Angelo Palmieri brings an exciting and well rounded level of experience, intellect, leadership, and integrity to the industry as President of GEMPRINT® Corporation, acquired in 2011 by the Palmieri Group of Companies. Angelo is currently Vice President and partner of GCAL (Gem Certification & Assurance Lab, Inc.), and Gemological Appraisal Association, Inc. As GCAL's ISO 17025 Accredited Forensic Laboratory Internal Auditor and Management Representative since 2007, he is responsible for maintaining, monitoring, and recording all processes and procedures, and quality assurance standards in the laboratory. Angelo spearheaded the RJC Audit that resulted in GCAL becoming a certified member of the Responsible Jewellery Council.</p> <p>A 2002 Graduate of Cornell University, he majored in business and played football (Sprint) as a four year starter, the last as captain of the team. He most recently received his Masters in Business Administration (MBA) at New York University, the Stern School of Business, while working full time and playing rugby for the NYU Rugby Club for 2 ½ years, the last as captain of the team. A current student of both the Gemological Institute of America (Graduate Gemologist Program) and the Gemmological Association of Great Britain (Gem-A), Angelo holds the title of Cert GA, and is currently finishing his FGA. Angelo has also completed the ASA Accelerated GJ205/206 Master Gemologist Appraiser course, the 15 Hour USPAP Course, and is anticipating completing requirements for ASA Certification.</p> <p>Angelo has contributed significant works in litigation support, research, and reports for government, financial institutions, and accounting firms. Angelo has lectured and assisted with on-air national TV interviews (NBC The Today Show,</p>

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	<p>ABC Good Morning America, CNN The Situation Room, and WABC-TV New York), concerning gold buying in the U.S. Since 2005, he has been trained by world class gemological and appraisal experts. Angelo has presented at the American Society of Appraisers Conference, the International Fine Art and Specie Insurance Conference in Lisbon and Barcelona, and is a member of the Standards Committee of the Responsible Jewellery Council.</p> <p>Angelo completed the 1997 Pittsburgh Marathon, while fundraising for Team in Training (Leukemia & Lymphoma), and completed the 2011 NYC Marathon, while fundraising for LIVESTRONG (The Lance Armstrong Foundation).</p>
<p>Andrew Parsons Environmental Policy Advisor Anglo-Gold Ashanti</p>	<p>Andrew Parsons is Environmental Policy Advisor at AngloGold Ashanti. He joined the company in 2007. He is responsible for helping to define the company's environmental policies, strategies and guidelines, and its responses to international environmental issues. He was previously Program Director: Environment, Safety and Health at the International Council on Mining and Metals (ICMM), an association of leading mining and metals companies, based in London. He worked at the Chamber of Mines of South Africa from 1994 – 1997 and 2000 – 2004 in the fields of environmental, safety and technology policy. He was seconded to the United Nations Environment Programme in Paris, from 1998 – 1999.</p>
<p>Claus Teilmann Petersen Vice President, Group CSR PANDORA Jewellery</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 non-government organisations in Denmark, Hungary and Vietnam.</p>
<p>Susan Thea Posnock Director Public Affairs Jewelers of America</p>	<p>Susan Thea Posnock is the Director of Public Affairs for Jewelers of America. The Public Affairs department addresses responsible business practices issues in the jewelry supply chain, from mine to retail, as well as legislative and legal issues that impact the jewelry industry. Posnock is responsible for all public affairs projects, guiding them from concept through implementation. This includes researching, writing, editing and finalizing Public Affairs documents, as well as overseeing projects on JA's website and via other communication tools in conjunction with JA's Marketing and Communications teams.</p> <p>Posnock has more than 18 years of experience in the journalism and public relations fields. Prior to joining JA, she worked as senior editor for National Jeweler magazine, where she covered the international diamond and jewelry industry.</p>
<p>Marcelle Shoop Principal Adviser Sustainable Development</p>	<p>Marcelle Shoop is Principal Adviser, Sustainable Development & Product Stewardship for Rio Tinto in the Americas. Ms. Shoop is focused on leading efforts to improve Rio Tinto's performance as a global leader in sustainable</p>

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<p>& Product Stewardship – Americas Rio Tinto</p>	<p>development and product stewardship. This includes Rio Tinto’s commitment to biodiversity, our approach to water, energy and climate change, and responsible supply chain practices.</p> <p>Prior to her current role, Ms. Shoop managed Rio Tinto’s federal climate change policy strategy for the US business units. She also served as Director of Sustainable Development for Kennecott Utah Copper Corporation, a copper mining, smelting and refining operation near Salt Lake City, Utah, US. In that role Ms. Shoop led efforts to integrate sustainable development and product stewardship practices into Kennecott’s business model. She also served as legal counsel for the company, with a primary focus on environmental and natural resource matters.</p>
<p>Marianna Smirnova Program Specialist, Labor Practices & Human Rights 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 and internal program implementation for various industry initiatives, such as EICC-CFS, LBMA, and Bettercoal. Marianna is also the UL subject matter expert on Human Trafficking and Violence Against Women.</p> <p>Marianna has extensive background in human rights issues and international affairs in corporate, governmental, academic, non-profit, and international body settings. Over the past decade she has engaged in policy advocacy and program 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>Ryan Taylor Chief Designer & Co-founder The Fair Trade Jewellery Co.</p>	<p>Ryan Taylor is the chief designer & co-founder of the Fair Trade Jewellery Company in Toronto, Canada, which on Valentine’s day 2011 became the only company in North America, and only one of a handful internationally, to produce jewellery using Fairtrade Fairmined Certified gold. The organisation extended its position among leading independent ethical luxury brands by also achieving RJC certification for retail and manufacturing operations in 2012.</p> <p>A Graduate Goldsmith, Ryan has studied under a diverse collection designers, jewellers, goldsmiths, and artists. As a result, his work emphasises premium standards in quality of design and production, business ethics, and responsibly sourced materials.</p>

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	When not in his studio he continues to promote the Good work of the industry with various Governments and Non Governmental agencies, and spending time with his incredibly supportive Wife and Daughter.
Hiren Vepari Business Development Venus Jewel	Mr. Hiren Vepari is a Chartered Accountant by profession and is associated with Venus Jewel since over a decade. His profile includes a wide range of involvements adding value to Venus Jewel. With his association with the diamond cutting and polishing industry over a period, he has good level of understanding and insight into the Indian diamond industry and its operational nitty-gritty's.
Feriel Zerouki Best Practice Principles Manager De Beers Group of Companies	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. As a certified SA8000 lead auditor, Feriel has used in depth knowledge 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. Feriel 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. Feriel speaks English, French and Arabic.