

## RJC KEY MILESTONES

■ Current Members: 426

■ Certified Members: 234 as of 16 November 2012

Please view the most updated list of Certified Members at: <http://www.responsiblejewellery.com/members/certified-members/>

### RJC Code of Practices

Jewellex New York Ltd  
Gemological Science International (GSI)  
Van Loggem Diamantenhandel AG  
Mohit Diamonds USA  
Kapu Gems  
Louis Vuitton Malletier  
Malay Gems  
N. Shah & Co BVBA  
Barsamian Diamonds NV  
Dediam BVBA

Shah Imexport BVBA  
Szwarcfurt Diamond Trading Co BVBA  
Weinberg Bernard BVBA  
Salanitra SA, Serti-Concept SA, Sertis Creations SA  
HRD Antwerp NV  
Liza Dimon BVBA  
Trollbeads A/S  
AngloGold Ashanti Corrego do Sitio Mineracao  
Ketan Brothers Diamondz Exports  
De Beers Group of Companies  
Simoni Gems BVBA  
Diampex NV  
Paprocki-Nuys Diamant BVBA  
Jayam NV  
Carelle Ltd  
Orest Group  
JSN Jewellery UK Ltd

### Latest achievements since September

- RJC Board announced James Courage to succeed Matt Runci as RJC Chairman
- RJC announced it reached the 400 Member mark
- RJC announced that translations of its certification documents in Chinese, French, Gujarati, Italian, Portuguese and Spanish are now available
- Artisanal Mining Standard Recognised as a Responsible Mining Standard under RJC Chain-of-Custody Certification
- The Conflict Free Smelter Program (CFS), London Bullion Market Association (LBMA) and Responsible Jewellery Council (RJC) announced their mutual cross-recognition of gold refiner audits.

## Matt Runci retires as RJC Chairman - James Courage announced as New Chairman



Matt Runci

Dr. Matt Runci will retire from the role of founding RJC Chairman in December 2012. Dr. Runci's leadership has been critical to the RJC's development from the Council's beginnings in 2005 with 14 Commercial and Trade Association

Members to today, when the RJC has 426 Members with more than half of those Members having achieved certification against the RJC Code of Practices.

"The RJC owes much to Matt's foresight and wisdom. All Members have benefitted from his dedication to the task of demonstrating the jewellery industry's

commitment to sound ethics and responsible social and environmental performance. All RJC Members and the RJC Management Team wish Matt and Laraine, Matt's wife, a long, happy and healthy retirement," said Michael Rae, RJC CEO.

RJC has invited its Members to donate funds to the Diamond Development Initiative International (DDI International) in recognition of Dr Runci's outstanding leadership in the formation, development and current success of the RJC, as well as his overall service to the jewellery industry. Dr. Runci serves as Secretary and as a Member of the Board of Directors of DDI.

More details can be found here: <http://www.responsiblejewellery.com/files/Donation-form.pdf>



James Courage

James Courage, the Chief Executive Officer of Platinum Guild International (PGI) will assume the position of RJC Chairman-elect upon Matt Runci's retirement at year's end.

"The RJC Board and I are delighted to announce that

James Courage will succeed me as RJC Chairman. I am sure that all RJC Members will welcome James to the role of RJC Chairman as he applies his renowned knowledge, passion and extensive international experience to this important leadership role in the jewellery industry," said Dr. Matt Runci.

James Courage has over 30 years of extensive experience in the jewellery industry, with De Beers in the 1980s and from 1996 with the Platinum Guild. James has worked and lived in Europe, Africa and Asia and he is well respected by all his extensive contacts in the jewellery industry and related national and international organisations and regulatory agencies.

"I am honoured that the RJC Board has appointed me to this important position.

Matt Runci has achieved an enormous amount for the jewellery industry in his almost eight years of service as the founding RJC Chairman. I am fortunate to be assuming the chairman's role of an organisation exhibiting exceptional institutional health," said James Courage.

## RJC Standards News

### RJC Code of Practices Review

The second public comment period for the RJC Code of Practices Review will commence during December and will be open until February 2013. RJC invites all Members and Stakeholders to consider a first draft revision of the Code of Practices and provide their feedback on the proposed changes. Consultation workshops will also be organised in London, Vicenza,

Geneva, Antwerp and New York in January and in India in February/March 2013.

The Review process aims to improve the Code of Practices in light of implementation feedback and evolving stakeholder expectations. Opportunities to increase alignment with standards and programs such as SA8000, the Global Social Compliance Program, and the ISEAL Impacts Code are also being addressed.

In developing the proposed changes, RJC has worked with the Standards Committee on a number of key

topics and has carefully reviewed all submissions made during the first comment period. RJC sincerely thanks all who have contributed time and perspectives to the process so far.

To see the draft revisions, comments to date, and other background, please visit: <http://www.responsiblejewellery.com/standards-development/code-of-practices-review/>

Email your interest, comments and questions to: [consultation@responsiblejewellery.com](mailto:consultation@responsiblejewellery.com)

## RJC Training Sessions

### Translations

The RJC has published translations of the RJC Code of Practices and supporting documents. French, Italian, Spanish, Gujarati, Chinese (simplified) and Portuguese translations have been released so far and these are available on the RJC website: <http://www.responsiblejewellery.com/certification/translations-of-core-system-documents/>



### Responsible Jewellery Council Online Training

The RJC Certification Training sessions run each week and cover several time zones. Sessions include:

- How to Achieve RJC Member Certification (compulsory certification for RJC Members).
- Sector Guidance Training e.g. Jewellery Retail, Diamond Trading and Mining.
- Introduction to Chain of Custody Certification (voluntary certification for responsible sourcing of precious metals).

More details on training can be found on our website:

<http://www.responsiblejewellery.com/certification/training/>

### SAI Workshop in Mumbai / August 2012

On August 22, SAI and RJC convened a joint training seminar in Mumbai on compliance to the RJC Code of Conduct. The seminar focused on how to implement management systems to better meet the RJC Code of Practices and other leading industry codes. The seminar was attended by major jewellery and diamond exporters based in India and was positively

received by participants. The concept of 'risk and leverage' was a key focus in both the case studies and group work, led by SAI Lead Trainer Badri Guler. Mr. Guler noted that the key concerns for the diamond and jewellery sector continue to be overtime, contract work, and transparency – including means to eradicate bribery, corruption, and money laundering. The seminar was the second instalment of SAI & RJC training in Mumbai, with the first session held in April 2012. RJC and SAI plan to collaborate on more joint training events in India in 2013.



### Re-Certification – are you due?

In late 2012 and into 2013, the first round of RJC Members will be due for Re-Certification to retain their RJC Certified Member status. The process repeats the Self Assessment, Verification Assessment and granting of Certification. Members should commence preparations for Re-Certification so that audits can take place before the end of their Certification Period. If you are not sure when you are due for Re-Certification please contact the RJC.

### RJC Trainer's Frequently Asked Question – World Diamond Council System of Warranties

The World Diamond Council (WDC) System of Warranties (SoW) requires that all consignments of diamonds, whether rough, polished or set in jewellery (including watches), be accompanied by a written warranty on all invoices through the supply chain. This applies each time the diamonds change hands and extends down to retail jewellers. For manufacturers,

all invoices for diamond purchases and for sales to businesses down-stream have to contain the WDC statement (or Kimberley Process Certificates, if applicable to imports of rough diamonds). For retailers this statement must be on all business to business transactions. Note that the WDC SoW statement is not included on invoices to the final consumer. For more information please refer to <http://www.responsiblejewellery.com/files/FAQs-for-RJC-Member-Certification-Code-of-Practices-2012.pdf>

### RJC Trainers Top Tip

When you are working towards achieving RJC Certification, remember to refer to the Standards Guidance Manual, which is like a library. Here you will find lots of useful background information on each of the provisions in the Code of Practices and a Suggested Management Approach, which provides suggestions on how to implement each of the provisions in the Code. You might also like to use these Suggested Management Approaches to review the current systems you have in place.

### RJC Accredited Auditors Survey

We are currently working on improving and updating our Training Sessions. To inform that process, RJC has requested feedback from its RJC Accredited Auditors. The RJC will use this feedback for further developing our training program both for Members and Accredited Auditors.

### Did you know the RJC has a Complaints Mechanism?

The Complaints Mechanism defines how the RJC will respond to complaints regarding potential non-conformance with the RJC Certification System. More details can be found at: <http://www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism/>

For any questions on the above please contact [training@responsiblejewellery.com](mailto:training@responsiblejewellery.com)

## WHY WE JOINED THE RESPONSIBLE JEWELLERY COUNCIL - FROM MR PIERRE SALANITRO, SALANITRO SA, SERTI-CONCEPT SA AND SERTIS CREATIONS SA



Pierre Salanitro

“Our membership application, which was totally spontaneous, is a guarantee of security for our customers and we wanted

to be the first to have begun this process in our area of activity.

We joined RJC to further communicate our commitment to responsible business practices.

We know we provide state-of-the-art craftsmanship, creativity and service to our clients. However, aligning with RJC’s code of practices will allow us to separate and outdistance ourselves from our keen competitors.

We looked at RJC membership as a gateway to evidence our superb business practices, but we are

also prepared to learn from this journey to achieve RJC certification. Learn what? We wanted to find out if our compliance practices are in good order and if we track every aspect of our businesses responsibly. This two year certification process is a valuable checklist for us and we have now achieved RJC Certification. We have heard from fellow industry members that RJC is a worthwhile and productive exercise. Above all else, the competitive edge we feel Salanitro will gain, in addition to the respect and attention of our industry in joining this high ethical standard, only puts us in good stead for future business growth.

We also like the RJC’s member benefits. Through this membership we can: enhance and preserve our strong brand reputation; join a community of confidence with a mine to retail initiative unique to the jewellery and watch industry worldwide; participate in the work of an industry standard that covers the jewellery supply chain and actively contributes to sustainable development; involve ourselves in RJC Committee work; and, enjoy free

RJC training.

Salanitro SA, Serti-Concept SA and Sertis Creations SA demonstrate through this membership commitment, the desire for continuous improvement and development of a company working for the future. Our certification is a guarantee of security for our customers as our companies share the values and principles of the RJC. During our time in business, we have established a charter, internal rules and training for our staff based on our values. We ask our trading partners to share these values. It is our wish to be socially, ethically and financially responsible. Formal certification highlights that on an international level. We warmly recommend to all our peers to share these values and to join the RJC,” says Pierre Salanitro, CEO of Salanitro SA, Serti-Concept SA and Sertis Creations SA.



## INSIGHT SESSION

‘Insights’ is an ongoing section in The Monitor that encourages RJC Members to share their certification approach and learning. In this section, Mr. Kalpesh Vaghani, Kapu Gems has offered his advice on certification to readers.



Kalpesh Vaghani

### 1. What was your plan for carrying out the RJC Self Assessment?

The RJC self-assessment process for Kapu Gems Mumbai office, Surat factory and Hong Kong office was assigned on a

systematic approach. The Kapu Gems approach was to complete an RJC self-assessment workbook for

each site in the most effective manner. Prior to site involvement we completed a mapping exercise to identify the existing Kapu Gems policies, standards and processes that fulfilled the requirements of the RJC self-assessment workbook. This process was able to identify what evidence was required from the sites to complete the self-assessment and consequently reduced the work required at site. One person at each site was then assigned responsibility for collecting the remaining evidence and working with the project manager to complete the workbook.

### 2. Who in your organization was involved in the process?

With a big state-of-the-art factory and 2 sales offices (1 each in Mumbai and HK), the process to seek and achieve certification was through perfect planning and implementing effective measures. We brought together people from our accounting, sales, grading, and operations areas and looked at making each



department well equipped with the requisites.

### 3. What were some of the key challenges?

Managing the process was a key challenge, as it was critical to ensure that everyone involved in the process fully understood what the RJC was about and why are we submitting to the process. The importance of engagement and education of senior management, as well as all the employees and artisans who will need to interact with the auditors, for responding to the Self Assessment and preparation for the audit was critical – especially for the first audit.

### 4. Has implementing the RJC Certification System highlighted areas for improvement in your business?

The process served as a positive re-enforcement of the practices, policies and procedures that we used earlier. For example, our code of business conduct is aligned to several key aspects of the RJC Code of Practices, e.g. streamlined procedures, prohibition of bribery, corruption and child labour. Also, RJC helped us to further re-define certain internal processes resulting in smoother operations.

#### 5. What are the main benefits for your business in implementing the RJC Certification System?

Achieving recognition for the high standards that we employ, and providing our customers and suppliers with the assurance that we are dedicated to those

high standards. It also boosted our confidence in having implemented secure and complete business processes.

#### 6. What advice do you have for other Members at this stage?

A thorough plan, clear vision, accountability and continuous communication are key factors in a successful certification program. This will go a long way to ensuring that everyone involved has a clear understanding of the process.

#### 7. Would you encourage others to complete the RJC Certification?

Yes, being associated with other companies that

endorse the high standards of ethical, social, environmental and human rights practices put forward by the RJC is the benefit we derive from our certification.

For more information on Kapu Gems please visit <http://www.responsiblejewellery.com/member/kapu-gems/>

If you would like to share your organisation's approach to RJC Certification in a future newsletter, please contact:

[communications@responsiblejewellery.com](mailto:communications@responsiblejewellery.com)

## WORLD RENOWNED FONDATION DE LA HAUTE HORLOGERIE BECOMES A SUPPORTER OF THE RESPONSIBLE JEWELLERY COUNCIL

"We are delighted to announce FHH as a new Supporter of the Responsible Jewellery Council and we look forward to working closely with FHH to achieve the crucial goal of consumer confidence. FHH

joins institutions such as: ABN AMRO, BASELWORLD, Compagnie Financière Richemont SA, IDEX Online, Collection Pan-Arab Luxury Magazine, Jewellery Focus Magazine, JCK Events, IJL, Brink's Global Services,

Polished Prices and L'Orafo Italiano as valued RJC Supporters and more than 400 companies and Trade Associations in the Council's growing membership," says Michael Rae, RJC's Chief Executive Officer.

## RJC AT JCK TORONTO, IIJS & INTERNATIONAL JEWELLERY LONDON (IJL)

The RJC held a session at JCK Toronto on "*The Future of the Jewellery industry: Responsible Business Practices and the RJC Member Certification*".

The RJC was invited by JCK Toronto to present a session focusing on the RJC's certification system and the chain of custody standard for precious metals during its 2012 information session program. RJC's session was well-attended, with the RJC represented by two of its Directors, Jeffrey Brenner and Ryan Taylor.

RJC also invited Dorothee Gizenga from the Diamond Development Initiative to speak to the session attendees on the synergies between RJC and DDI.

On the 23 August, Michael Rae, RJC CEO, participated in the Seminar Spectrum at the India International Jewellery Show (IIJS) in Mumbai. Michael presented on the RJC's Chain-of-Custody Standard for Precious Metals, with particular emphasis on issues

surrounding non-conflict gold. This was part of a Seminar on the US Jewellery Market and the expectation of the US Consumers from Indian Suppliers.

The RJC held an industry briefing with the London Bullion Market Association (LBMA), as well as a RJC Leadership Forum at International Jewellery London (IJL) 2012.

The RJC and LBMA session focused on the theme "*Do you know where your gold comes from? RJC Chain of Custody and LBMA Responsible Gold: providing support for supply chain due diligence*". The aim of the session was to brief attendees on why conflict-sensitive sourcing has become increasingly important in the watch and jewellery supply chain, the key role of gold refiners in the jewellery supply chain, and the mutually supportive efforts of each organisation on these issues. Philip Olden, Consultant to Signet Jewelers Ltd, also presented an update on Signet's Gold Supply Project as a case study of supply

chain due diligence. The RJC Leadership Forum focused on "*Responsibility and Assurance in the Jewellery and Watch Industry – Responsible Business Practices & RJC Member Certification*." Leaders from the British jewellery industry discussed the importance of responsible business practices and the role of the RJC Certification System.

The presentations can be found on the RJC website:

<http://www.responsiblejewellery.com/about-us/events/>



Left to right: Philip Olden, Ruth Crowell, Catherine Sproule.

## WELCOME TO 37 NEW MEMBERS SINCE THE SEPTEMBER EDITION

Andre Messika Ltd	September 2012	www.andremessika.com
Basal Diamonds	September 2012	www.basaldiamond.com
Bhavani Hong Kong Ltd	September 2012	www.bhavanigems.com
Blaze Metals	September 2012	-
Creole Jewellery Design Ltd	September 2012	www.creole.ca
Dhir Diamonds	September 2012	-
Diamond Duchess	September 2012	www.diamondduchess.ca
Italpreziosi Spa	September 2012	www.italpreziosi.it
IWC Schaffhausen	September 2012	www.iwc.com
J.N. Diamonds BVBA	September 2012	-
J.M.C. Van der Veken bvba	September 2012	www.vandervekenjuweliers.be
M/S H. K. Jewels Pvt. Ltd.	September 2012	www.kisna.in
Manufacture Horlogere ValFleurier	September 2012	-
Novart Srl	September 2012	www.novartsrl.it
TDT Diamond Trade Ltd	September 2012	-
William and Son Ltd	September 2012	-
8853 SPA	October 2012	www.8853.it
Belfont SA	October 2012	www.belfont.com
Blacklock Jewellery	October 2012	www.blacklockjewellery.com
Dhruv Star DMCC	October 2012	www.dhruvstar.com
Gem Lab Services	October 2012	-
Gem Diamonds Limited	October 2012	www.gemdiamonds.com
Heerachand Gems Pvt Ltd	October 2012	-
J.K. Diamonds Suppliers	October 2012	www.diamantesdecompromiso.com
Kohinoor Diamonds Ltd	October 2012	www.kohinoordiamonds.com
Pinkusewitz Diamond Traders NV	October 2012	www.pinkusewitz.com
Proserto S. A.	October 2012	-
Ravene S. A.	October 2012	-
SOPAFONTE	October 2012	-
Hiralal Gems S.A	November 2012	-
AA Rachminov Diamonds (2000) LTD	November 2012	www.aarachminov.com
Surat Rough Diamond Sourcing (India)	November 2012	www.srdsil.com
Valheure S.A.	November 2012	www.valheure.ch
The Net-A-Porter Group	November 2012	www.net-a-porter.com
Donze-Baume, branch of Richemont	November 2012	-
Betts Metal Sales	November 2012	www.bettsmetalsales.com
Worldwide Diamond Sorting Pvt.Ltd	November 2012	-

## NEW STAFF MEMBER: MADALINA GRIGORIE

Madalina joined the RJC as Communications & Membership Coordinator in September, 2012. Madalina is based in the London office and her role is to provide maternity leave cover for the Communications & Membership roles. Madalina has a background in international relations and communications, having a Masters Degree in Project Management and a Bachelor Degree in

International Relations. Prior to joining the RJC, Madalina worked on the campaign for the re-election of Boris Johnson as Mayor of London and as an Event Organiser for PolicyTracker. She also has four years of public sector experience with the Romanian Government, where she was involved with various international EU Funded Projects. Madalina is an experienced administrator,

event organiser and communications coordinator.

Additionally, Madalina is fluent in Romanian.

She also has an intermediate level of German, Spanish and Italian.

Madalina can be reached at [madalina.grigorie@responsiblejewellery.com](mailto:madalina.grigorie@responsiblejewellery.com)



## WEBSITE UPDATES

### Upcoming Events

<http://www.responsiblejewellery.com/about-us/events/>

**In the first quarter of 2013, the Responsible Jewellery Council will be conducting sessions focusing on the Code of Practices review and the Chain of Custody standard at the following events:**

VICENZAORO Winter 19-24 January 2013

The Salon International de la Haute Horlogerie (SIHH) 21-25 January 2013.

Prospectors and Developers Association of Canada (PDAC) 3 – 6 March 2013 (largest mining convention in the world)

### RJC Monitoring and Evaluation Plan

To view the latest Monthly Indicators Report please click visit: <http://www.responsiblejewellery.com/standards-development/monitoring-and-evaluation/>

### Case studies

<http://www.responsiblejewellery.com/members/case-studies/>

### Recorded webinars

<http://www.responsiblejewellery.com/chain-of-custody-certification/>

### Translations of Certification System Documents

<http://www.responsiblejewellery.com/certification/translations-of-core-system-documents/>

<http://www.responsiblejewellery.com/rjc-standards-committee/>

### Standards Committee minutes

<http://www.responsiblejewellery.com/rjc-standards-committee/>

### Other Related Standards Initiatives

The Network for Business Sustainability recently launched an online version of the Guide to Industry-Level Sustainability programs. <http://nbs.net/wp-content/uploads/IAC-Initiatives-Guide.pdf>

## UN Global Compact

Under the Global Compact, RJC has committed to communicate annually and publicly on progress made in implementing the Global Compact principles.

Please visit: <http://www.unglobalcompact.org>



The Responsible Jewellery Council and its Management Team hope our Commercial Members' 4th Quarter sales exceed their expectations and we wish all our Members and stakeholders the very best for the Holiday Season and 2013.

### The RJC Monitor

The Responsible Jewellery Council is the trading name of the Council for Responsible Jewellery Practices Ltd.

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First Floor, Dudley House, 34-38 Southampton Street, London, UK, WC2E 7HF. The Council for Responsible Jewellery Practices Ltd is registered in England and Wales with company number 05449042.

Email: [info@responsiblejewellery.com](mailto:info@responsiblejewellery.com)

[www.responsiblejewellery.com](http://www.responsiblejewellery.com)

