



Reinforcing confidence in the diamond and gold supply chain

The CRJP Monitor

The Quarterly News from the Council for Responsible Jewellery Practices

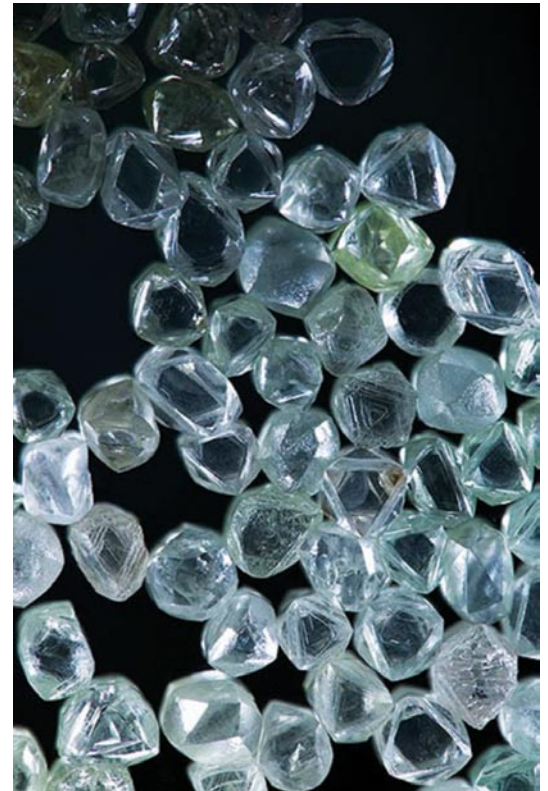
Council for Responsible Jewellery Practices Releases Final Code of Practices

The Council for Responsible Jewellery Practices released its finalised Code of Practices at the Hong Kong Jewellery & Watch Fair, which was held 18-23 September.

The 16-page Code of Practices articulates the ethical, social and environmental practices that the Council will expect of its members once its Responsible Practices Framework is fully operational in early 2008. The Code of Practices went through several reviews by jewellery industry stakeholders, as well as governments, non-governmental organisations, and host communities. The CRJP Board formally adopted the Code of Practices on 14 September 2006.

“THE RELEASE OF CRJP’S CODE OF PRACTICES IS A DIRECT STEP FORWARD AS WE WORK TO COMPLETE OUR RESPONSIBLE PRACTICES FRAMEWORK AND MONITORING SYSTEM.”

“The release of CRJP’s Code of Practices is a direct step forward as we work to complete our Responsible Practices Framework and monitoring system,” says CRJP CEO Michael Rae, who introduced the finalised Code of Practices on Thursday, 21 September, at a CRJP event during the Hong Kong Jewellery and Watch Fair. “Now, it’s on to creating a practical



implementation system that will use independent third-party monitors to credibly demonstrate that the practices of CRJP’s members are responsible.”



New Director
of North American
Operations

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Brian Leber

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Council Members

(as at October 06)

Trade Associations

- The American Gem Society
- British Jewellers Association
- Jewelers of America
- Manufacturing Jewelers and Suppliers of America
- National Mining Association
- The National Association of Goldsmiths
- World Gold Council

Service Industries (inc. financial institutions)

- Int. Diamond and Jewellery Group ABN-AMRO

Mining

- AngloGold Ashanti
- BHP Billiton
- Diamond Trading Company
- Newmont Mining Corporation
- Placer Dome
- Rio Tinto

Diamond trading, cutting and polishing

- AMC Diamonds
- Bonas & Co. Ltd
- Dalumi Diamonds
- Diarough N.V.
- Dimexon Diamonds
- I.Hennig & Co. Ltd
- Lazare Kaplan International Inc.
- Overseas Diamonds NV/Isee2
- Rosy Blue N.V.
- Rothschild Diamonds Ltd
- Sima Diamond NV
- Steinmetz
- Suashish Diamonds

Gold refining hedging or trading

- Argor-Heraeus SA
- Metalor Technologies SA
- PAMP SA
- PX Precinox SA

Code of Practices In Brief

The Code of Practices covers the following sections of standards. For the complete Practices visit www.responsiblejewellery.com or email info@responsiblejewellery.com and request a hardcopy. The Code of Practices is intended as a base code applicable to all Members throughout the entire supply chain, from mine to retail. Additional modules for specific sectors of the supply chain, such as mining, will be developed in the coming months.

1. Business Ethics:

- 1.1 Legal Compliance
- 1.2 Policy
- 1.3 Bribery, Facilitation Payments and Gifts
- 1.4 Money Laundering/Finance of Terrorism
- 1.5 Kimberley Process
- 1.6 Product and Materials Security
- 1.7 Health Hazards
- 1.8 Product Integrity
 - 1. General
 - 2. Proper Disclosure
 - 3. Misrepresentation
 - 4. Gold
 - 5. Treated Diamonds
 - 6. Synthetic Diamonds
 - 7. Diamond Stimulants
 - 8. Diamond Quality
 - Cut and Polished Diamonds

2. Social Performance:

- 2.1 Legal Compliance
- 2.2 General Employment Practices: Member Organisations
 - 1. Human Rights
 - 2. Employee Contractual Relationships and Documentation
 - 3. Housing
- 2.3 Child Labour and Young Persons

2.4 Forced Labour

2.5 Health and Safety

- 1. Safe Working Environment
- 2. Health and Safety Management Systems
- 3. Hazardous Substances
- 4. Fire Safety
- 5. First Aid
- 6. Sanitation and Hygiene

2.6 Freedom of Association and Collective Bargaining

2.7 Discrimination

- 1. General
- 2. Maternity and Paternity Rights

2.8 Discipline and Grievance Procedures

2.9 Working Hours

- 1. Hours of Work
- 2. Overtime
- 3. Special Leave, Annual Leave and Rest Days

2.10 Remuneration

2.11 Community Impact

- 1. Community Contribution and Impact
- 2. Use of Security Guards/Military Protection

3. Environmental Performance:

3.1 Legal Compliance

3.2 Waste

- 1. Control of Hazardous Waste Substances
- 2. Air and Water Emissions
- 3. General Waste Management

3.3 Energy Use and Natural Resources

3.4 Transportation

3.5 Product and Packaging Design

Catherine Sproule Joins as Director, North America Operations

Catherine Sproule has joined the organisation as Director of North American Operations, effective 1 November, 2006. Sproule will be the primary representative of the CRJP Secretariat in North America, with the key tasks of establishing and maintaining the organisation's relationships with members and stakeholders in Canada and the United States. In addition, she will be responsible for the management of CRJP's global finances and administration.

"I am delighted that Catherine has accepted this challenging and important position with CRJP. Her skills and abilities will be great assets to the CRJP," says CEO Michael Rae. "With our programme director, Santiago Porto, based in Europe, Catherine in North America and me in Australasia, the CRJP Secretariat is well placed to serve our members and stakeholders across the world."

Sproule has a wide range of jewellery industry experience. In her most recent role as executive director of Canada's jewellery trade association, Sproule played a lead role in representing the association's efforts in the mining and government sectors in Canada. She also built a profile for the Canadian jewellery market in the international arena. Additionally, Sproule was the Canadian



PR Director for the Diamond Trading Company's Diamond Information Centre. She has also held the role of Senior Director, Communications, with Canada's national television broadcaster, CBC.

CRJP Hires Programme Support Manager

Sylvia Pong will join CRJP as Programme Support Manager, effective 11 January 2007. Pong will be based in the London office and will provide organisational and administrative support to the Secretariat.

Pong will service general enquiries and maintain the CRJP database, including maintaining the distribution lists for CRJP information, preparing and processing invoices for new members, and recording data in CRJP's accounting system. In addition, Pong will provide secretarial support for CRJP's various committees.

"As the administrative tasks of CRJP have increased in number with the rapid increase in our membership over 2006, I am very pleased that Sylvia will be joining Santiago Porto in our London office," says CEO, Michael Rae. "Sylvia's previous seven years' experience with firms working in global supply chain management and corporate social responsibility in Hong Kong will be very helpful in her new role at CRJP."

"The fact that Sylvia is a SA 8000 trained auditor and she is proficient in English, Chinese and Japanese will assist our programme work," says Director, Santiago Porto.

**"SYLVIA'S PREVIOUS SEVEN YEARS' EXPERIENCE ... IN HONG KONG WILL BE VERY HELPFUL IN HER NEW ROLE AT CRJP."
CEO, MICHAEL RAE**

Council Members

(as at October 06)

Jewellery manufacturing or wholesale

- AR & AR Jewellery Inc.
- Aurafin LLC
- Cendres et Metaux SA
- C&J Jewelry
- Colormasters Gem Corp
- DN Gems Corp
- Gabriel & Co
- J.B. Jewelry
- Leo Schachter Diamonds LLC
- Kristall Inc.
- Roberto Coin

Retail

- Ben Bridge Jeweler
- Borsheims
- BOUCHERON
- Brown Goldsmiths & Company Inc.
- BULGARI S.p.A
- Cartier
- Goodman's Jewelers Inc.
- Hamilton Jewellers
- Harriet Kelsall Jewellery Design Ltd
- H. Cunningham Fine Jewelry Inc.
- Helzberg Diamonds
- Larter and Sons
- Leber Jeweler Inc.
- Lux Bond & Green
- Posto Del Sole
- Môtet Hennessy – Louis Vuitton
- Piaget
- Precious Metals
- Reis-Nichols Inc.
- Signet Group plc.
- Tiffany & Co.
- Van Cleef & Arpels
- WhiteFlash.com
- www.icecool.co.uk
- Zale Corporation

Total number of Members: 67

Member Interview Brian Leber



Brian Leber is president of Leber Jeweler in Western Springs, IL. He has long been an advocate for human rights and environmental issues and supports constructive and sustainable development of gem resources. Under his direction, Leber Jeweler introduced the Earthwise Jewelry Collection, which uses reclaimed precious metals, conflict-free diamonds, and fair-trade coloured gemstones. Leber is founder of the Jewelers' Burma Relief Project; Leber Jeweler joined CRJP in 2006.

1. What attracted Leber Jeweler Inc. to CRJP membership?

We have been involved in addressing a range of issues that relate to the gem and jewellery trade for many years now. With the formation of CRJP, the industry has a wonderful opportunity to collectively address a number of related topics and to be pro-active. I was very pleased with the selections of Michael Rae as CRJP Chief Executive Officer and Santiago Porto as CRJP Programme Director. Both come with backgrounds that make them extremely well suited for their roles. Their collective experience outside of the industry offers unique insight into establishing standards for the gem and jewellery trade and lends legitimacy to the organisation's mission to promote responsible ethical, social, and environmental practices.

2. Why join now?

It is important for all industry members to acknowledge our shared responsibility in addressing a wide range of social concerns that affect our trade. All segments of the supply chain owe a debt of obligation to both the people and countries that supply our raw materials as well as to the consumers who inevitably purchase the end products. With an effort like CRJP, all concerned parties have a wonderful opportunity to be a

“ALL SEGMENTS OF THE SUPPLY CHAIN OWE A DEBT OF OBLIGATION TO BOTH THE PEOPLE AND COUNTRIES THAT SUPPLY OUR RAW MATERIALS AS WELL AS TO THE CONSUMERS WHO INEVITABLY PURCHASE THE END PRODUCTS.”

part of what can be a very relevant organisation. All industry companies, regardless of sector, should become a part of this collective effort. The greater the number of dedicated individuals and companies that become involved, the stronger and more effective the organisation as a whole will be.

3. How do you feel about the third-party monitoring process that the Council plans for its Responsible Practices Framework?

Third-party monitoring is an integral tool in upholding the high standards and ideals exemplified by the CRJP's Code of Practices. To date, most industry-led efforts have been self-regulated and as such, subject to filtering. Hopefully, this will set a new precedent for future jewellery industry programmes that work with similar topics.

CRJP Launches Redesigned Website

In December, CRJP's website – www.responsiblejewellery.com – will launch with a new, more user-friendly design. The redesign, provided by Australian graphic design firm Motormind, will better highlight CRJP's message and material to prospective members, the media, and current stakeholders.

An updated “Members Only” section, to be developed in the new year, will allow members to comment on work-in-progress documents, like the recently completed Code of Practices or future White Papers.

As the Council continues to make strides toward completion of its Responsible Practices Framework, due in 2008, the website will become a more prominent tool in its communication with members and external interested parties.



Around the World with CRJP

In their efforts to raise awareness about the Council's mission, CRJP's CEO Michael Rae and Programme Director Santiago Porto have been travelling the globe to meet with other key organisations and industry leaders who are working to set standards of ethical, environmental, and responsible business practices.

MAY



London, UK – On 2 May, CRJP held its Board of Directors meeting and Annual General Meeting at Arundel House. During the AGM, CRJP adopted its Statement of Principles, introduced its Draft Code of Practices, and elected new board members. Above (l-r), CRJP Chairman Matthew A. Runci, Jewelers of America, stands with CRJP Programme Director Santiago Porto and CEO Michael Rae at the meeting. CRJP also held a CEO Forum at which member company CEOs attending could discuss CRJP issues.

JUNE

Las Vegas, USA – On 4 June, CRJP CEO Michael Rae presented an educational seminar at the JCK Show, concerning CRJP and its goals and objectives.

Geneva, Switzerland – On 21 June, CRJP held a meeting to set the foundations of the Gold Committee with members representing gold miners, refiners, retailers, and associations. A gold flow chart was developed and members discussed ways to improve the performance of the gold supply chain.

JULY

Mumbai, India – On 4 July, as part of CRJP's ongoing dialogue with the Indian industry,

CRJP held a meeting, organised jointly with the Gem & Jewellery Export Promotion Council (GJEPC), to present CRJP's work to Indian jewellery manufacturers and cutter/polishers. The 80 attendees – including representatives from Cartier and Signet – discussed the challenges and benefits of standards implementation.

London, UK – On 7 July, CRJP Programme Director Santiago Porto gave a presentation at the Association for Contemporary Jewellery's biennial event, "Carry the Can." The conference focused on issues of responsibility within an ecological, ethical and sustainability framework and its relationship to global contemporary jewellery design and arts.

Paris, France – On 19 July, the BJOP (Union Francaise de la Bijouterie, Joaillerie, Orfevrie, des Pierres et des Perles) invited Porto and Cartier's Pamela Caillens to address the five French jewellery trade organisations.



Vancouver, Canada – At the CIBJO World Jewellery Confederation Congress, 24-27 July, Rae hosted a panel discussion on "Managing Ethical, Social and Environmental Risk: Protecting the Integrity of the Jewellery Industry Supply Chain." Above (l-r), CRJP Chairman Matthew A. Runci and CRJP Board Vice President Martin H. Leake, Business Improvement & Development manager, BHP Billiton, were among the experts who contributed to the panel.

AUGUST

San Diego, USA – At the Gemological Institute of America's Symposium 2006, 27-29 August, Rae participated in a panel on consumer confidence, along with other industry leaders.

SEPTEMBER

Hong Kong, China – Rae and James Evans-Lombe, of the Diamond Trading Company, represented CRJP at the Hong Kong Jewellery & Watch Fair, 17-23 September, where they introduced the finalised CRJP Code of Practices to an audience of trade show attendees and journalists (see article on page 1).

OCTOBER

Paris, France – CRJP participated in the European Ethical Sourcing Forum, 12-13 October, organised by Intertek and Ethical Corporation, which is an annual leadership forum that explores new methods for driving social and environmental impact in global supply chain.

NOVEMBER

Toronto, Canada – From 6-8 November, CRJP held a Standards Committee Meeting, attended also by representatives from across the CRJP membership. The Committee is working on the Implementation Model for the CRJP rollout in 2008.

Gaborone, Botswana – From 6-9 November, Porto attended the Kimberley Process Certification Scheme's Annual Plenary Meeting.

Montreal, Canada – From 14-16 November, Rae represented CRJP as a guest of the Canadian Government at a national roundtable on corporate social responsibility and the extractive sector operating in developing countries.

Antsirabe, Madagascar – At the sixth annual CASM (Communities and Small Scale Mining) Conference, 11-15 November, Porto gave a presentation on CRJP.

Upcoming Events

JANUARY

CRJP Standards Committee Meeting

18-19 January, 2007
London, UK

JA New York Winter Show 2007

21-23 January
New York, USA

2007 AGTA GemFair™ Tucson

31 January-5 February
Tucson, USA

FEBRUARY

CRJP Board Meeting

5 February
Telephone conference

APEC Mines Ministers Meeting

15 February
Perth, Australia
Michael Rae will present a paper on CRJP

2007 VNU Fine Jewelry CEO Summit

20-22 February
Atlanta, USA

MARCH

CIBJO Congress

12-16 March
Cape Town, South Africa

CRJP Standards Committee Meeting

Mid-March
Cape Town, South Africa

President of CIBJO named Friend of CRJP

The Council for Responsible Jewellery Practices announces that Dr. Gaetano Cavalieri, President of CIBJO, the World Jewellery Confederation, has been named a Friend of the Council.

In his capacity as leader of CIBJO, Dr. Cavalieri plays a key role in liaising with the Council, offering suggestions and ideas from the world jewellery community, and acting as a conduit for information.

CRJP and CIBJO collaborate on many issues of ethical, social and environmental responsibility; CRJP was named an associate member of CIBJO in June, 2006. Pictured is CRJP Chairman of the Board Matthew A. Runci presenting Dr. Cavalieri with his Friend of the Council certificate, at the CIBJO Congress in Vancouver, Canada, where CRJP conducted a panel discussion on business responsibility issues.



CRJP Announces New Members

As of December 2006, the Council has welcomed 29 new members, including additional trade associations; diamond trading, cutting and polishing companies; jewellery manufacturing or wholesale distributors; and retail businesses. The new members are: Aurafin LLC; Borsheims; Boucheron; Brown Goldsmiths & Company Inc.; Bulgari S.p.A; C&J Jewelry; Cendres et Metaux SA; Colormasters Gem Corp.; Cunningham Fine Jewelry Inc.; DN Gems Corp.; Gabriel & Co.; Goodman's Jewelers Inc.; Hamilton Jewelers; Harriet Kelsall Jewellery Design Ltd.; Helzberg Diamonds; J.B. Jewelry; Larter & Sons; Lazare Kaplan International Inc; Leber Jeweler Inc.; Lux Bond & Green;

Manufacturing Jewelers and Suppliers of America; Posto Del Sole; Narrangasett Jewelry; Precious Metals; Reis-Nichols Inc.; Sima Diamond NV; Steinmetz; WhiteFlash.com; and www.icecool.co.uk.

"We are pleased to welcome these leading organisations to our membership," says CRJP Programme Director Santiago Porto. "We look forward to working with them to raise the standards of practice within the diamond and gold jewellery industry."

The new members join 37 existing members to bring the total number of companies and organisations in CRJP to 67.



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