

Responsible Jewellery Council

CASE STUDY

Interjewel Pvt Ltd

Manufacturer and Diamond Trader



DIAMOND TRADING,
CUTTING & POLISHING

The Business

Interjewel has the honour of being supplied with rough diamonds from the leading mines of the world. Interjewel was established in 1970 as a small family business set up by friends joining hands in order to pool resources. By 1975, the company established in-house manufacturing of polished diamonds. For 40 years, Interjewel has been a major contributor to the Indian diamond industry.

The Story

Since its inception, Interjewel has been a vertically integrated diamond manufacturing company. The company adheres to the norms of the Kimberley process certification scheme (KPCS). All offices are managed by young professionals and dedicated family members.

For Interjewel, the RJC self-assessment was a great learning experience as the self-assessment questionnaire is extremely detailed. That helped them identify the gaps in their internal systems and assisted in improving understanding towards the requirements and compliances of the COP.

In particular, the process enabled Interjewel to implement improved EHS (Environmental Health and Safety) and other systems in an extremely effective way. Due to the RJC COP risk assessment requirements, Interjewel learnt about various EHS risks in its manufacturing unit, after conducting the self-assessment and gap analysis. As a result they focused on precautions and remedies for prevention and managing the identified risks by providing a safe environment for its workforce and equipping it with the right tools to fight unforeseen events arising in the production facility.

Another result of the RJC Certification was that all the contract workers and contractors have been transformed to permanent staff of the Interjewel Group. Hiring skilled staff and creating organisational awareness about the HSE challenges in the organisation, as well as having taken the best possible measures and relatively establishing the reputation of being a coveted company



'RJC certification is the need of the day and should be voluntarily adhered to by every responsible diamantaire.'

– Mr. Hemal Choksi, CEO of Interjewel Pvt Ltd

to work for, in comparison to competitors, have also been a positive impact of the RJC Certification.

Moreover, the RJC Certification helped Interjewel's customers grow awareness towards RJC certified suppliers. It also established a strong internal assessment and compliance system and enhanced Interjewel's ability to successfully conduct vendor and customer audits to meet customer requirements.

After achieving RJC Certification, Interjewel feels that the RJC COP helped them further strengthen the systems for their business. "The references provided in the RJC implementation guidance and informative inputs like the web links were remarkable features which provided valuable inputs in our drive to comply with various internal norms and compliances. Today we are proud to say that the entire Interjewel group comprising of the office in Mumbai-India as well as global offices in Antwerp, Bangkok, Hong Kong, Shanghai, New York and the Diamond manufacturing factory in Surat as well as the Jewellery manufacturing factory in Seepz- Andheri (Mumbai) are all RJC Certified.



Interjewel Pvt Ltd
Factory in Surat, India

Lessons learned

- RJC Certification offers clear CSR business benefits to any organisation
- RJC Certification drives customer awareness and demand for regulation in the supply chain
- RJC Implementation guidelines were the basis of restructuring internal regulations to streamline processes and effectiveness in the organisation

Benefits from obtaining RJC Member Certification

- Established a strong internal assessment and compliance system and enhanced ability to successfully conduct vendor and customer audits to meet customer requirements
- Reorganising the business model by incorporating skilled contractors as permanent employees, thus gaining a fair advantage to their competitors

Impacts

- EHS (Environment, Health and Safety) compliance level has improved to a great extent in the company
- Customers' growing awareness towards RJC certified suppliers and growing demand for the same has had a tremendous positive impact on Interjewel's business.

