Brilliant Earth, LLC

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 1889
APPLICABLE STANDARD: CODE OF PRACTICES 2013
CERTIFICATION PERIOD: 10 FEBRUARY 2020 – 10 FEBRUARY 2023

DAVID BOUFFARD
Chairman
Responsible Jewellery Council

IRIS VAN DER VEKEN
Executive Director
Responsible Jewellery Council

Certification Scope
Brilliant Earth, San Francisco, USA - retail outlet and operations; Brilliant Earth, Denver, USA - retail outlet; Brilliant Earth, Chicago, USA - retail outlet; Brilliant Earth, Hollywood, USA - retail outlet; Brilliant Earth, Boston, USA - retail outlet; Brilliant Earth, La Jolla, USA - retail outlet; Brilliant Earth, Washington DC, USA - retail outlet.
## RJC CERTIFICATION INFORMATION

### CODE OF PRACTICES

**Summary**

<table>
<thead>
<tr>
<th><strong>Certified member</strong></th>
<th>Brilliant Earth, LLC</th>
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</thead>
<tbody>
<tr>
<td><strong>Membership forum</strong></td>
<td>Jewellery Retailer</td>
</tr>
<tr>
<td><strong>Certification number</strong></td>
<td>0000 1889</td>
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<tr>
<td><strong>Certification period</strong></td>
<td>10 February 2020 – 10 February 2023</td>
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<tr>
<td><strong>Audit date</strong></td>
<td>16-17, 29, 31 October 2019</td>
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<tr>
<td><strong>Audit type</strong></td>
<td>First Certification</td>
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<tr>
<td><strong>Previous certifications</strong></td>
<td>0</td>
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<tr>
<td><strong>Applicable standard</strong></td>
<td>Code of Practices 2013</td>
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<tr>
<td><strong>Accredited auditor</strong></td>
<td>SGS United Kingdom Limited</td>
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<td></td>
<td>Lead Auditor: Brian Knox</td>
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<tr>
<td><strong>Certification scope</strong></td>
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### Applicable provisions

1. **General requirements**: 1-4, except 3.2
2. **Responsible supply chains and human rights**: 5-12, except 6.2, 7.1, 9.3, 11.2-4 and 12
3. **Labour rights and working conditions**: 13-20, except 17.3, 19.3
4. **Health, safety and environment**: 21-25, except 21.10
5. **Diamonds, gold and platinum group metals products**: 26-28, except 27.2 and 28
6. **Responsible mining sector**: Not applicable

### Provenance claims

Not applicable

### Auditor statement of conformance

- The member has demonstrated a conformance level consistent with a 3 year certification period
- The member has demonstrated a conformance level consistent with the transitional 1 year certification period, as one or more major non-conformances have been found

### Mid-term review

Based on the scope and findings of the certification audit, the sites visited and the available information provided by the member:

- A. The member will not require a mid-term review during the three-year certification because:
  - No anticipated changes to the certification scope during the certification period
  - Member has less than 25 full-time equivalent personnel
  - Low risks of changes to current conformance levels and strong management controls
  - During the certification period there are:
    - There are parallel audit programmes for equivalent schemes (e.g. SA8000, OHSAS 18001, ISO14001, ISO 45001) recognised by RJC
    - Rigorous internal audit programs
    - Strong internal controls for the management, closure and effective review of corrective actions for non-conformances
B. The member will require a desktop mid-term review during the three-year certification because:

- Any changes to the certification scope does not affect risk of changes to current conformance levels.
- The certification audit identified two or less minor non-conformances for critical provisions; or four or less minor non-conformances in total (that are not covered by a parallel audit programme recognised by the RJC) for any non-mining sector member, or an individual member is in the mining sector.
- The actions can be verified remotely.
- No risk to critical provisions.

C. The member will require a site visit mid-term review during the three-year certification because:

- Known and anticipated changes to certification scope during the certification period
- Member no longer supports the recognised external standards and initiatives in Table 2
- Certification audit identified three or more minor non-conformances for critical provisions, or five or more minor non-conformances (that are not covered by a parallel audit programme recognised by the RJC for any non-mining sector member or individual mining facility if the member is in the mining sector)
- New systems and controls for critical provisions that could not be tested at the certification audit
- Facilities with risk of non-conformances against critical provisions
- Other compelling reason presented by the lead auditor

Confirmation

The auditors confirm that:

- The information provided by the member is true and accurate to the best knowledge of the auditor(s) preparing this report.
- The findings are based on verified objective evidence relevant to the time period for the assessment, traceable and unambiguous.
- The scope of the assessment and the method used are sufficient to establish confidence that the findings are indicative of the performance of the member’s defined certification scope.
- The auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

Auditor signature

On file
**Code of Practices certification**


This certificate can be authenticated by visiting: [www.responsiblejewellery.com/members/certified-members/](http://www.responsiblejewellery.com/members/certified-members/)

If you have any questions about RJC certifications, please contact: certification@responsiblejewellery.com

The RJC aims to ensure the fair, timely and objective resolution of complaints relating to potential non-conformance with RJC certification or policies and procedures. The complaints mechanism and contact details can be accessed downloaded from: [www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism/](http://www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism/)

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