



BY THE AUTHORITY OF THE COUNCIL

Hublot

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 1334

CERTIFICATION PERIOD: 21 MAY 2018 – 21 MAY 2021

Handwritten signature of David Bouffard in black ink.

DAVID BOUFFARD

Chairman

Responsible Jewellery Council

Handwritten signature of Andrew Bone in black ink.

ANDREW BONE

Executive Director

Responsible Jewellery Council

Certification Scope

Hublot S.A., Nyon, Switzerland - Headquarters and manufacturing facility; Hublot S.A, Worldwide & Hublot of America retail outlets, Lucern, Switzerland, Zurich, Switzerland, Zermatt, Switzerland, Geneva, Switzerland, New York, USA, New York, USA, Florida, USA, Florida, USA, Florida, USA, Dallas, USA, Houston, USA, Las Vegas, USA, Las Vegas, USA, Paris, France, Cannes, France, Saint Tropez, France, Saint-Bnp-Tarentaise - Retail stores; Hublot of America Inc, Fort Lauderdale, Florida, USA - Wholesale facility (HQ and workshop); Hublot of America Inc, Miami, Florida, USA - Wholesale facility (HQ and workshop).

RJC CERTIFICATION INFORMATION CODE OF PRACTICES

Summary



Responsible
Jewellery
Council

<i>Certified member</i>	Hublot
<i>Membership forum</i>	Jewellery Manufacturer and/or Wholesaler
<i>Certification number</i>	0000 1334
<i>Certification period</i>	21 May 2018 – 21 May 2021
<i>Audit date</i>	23-24 April, 14-16 May 2018
<i>Audit type</i>	Re-Certification
<i>Previous certifications</i>	2
<i>Applicable standard</i>	Code of Practices 2013
<i>Accredited auditor</i>	Ernst & Young et Associes (France) Lead Auditor: Anne Robillard Marion Martorell; Jeanne Pernot

Certification scope

Hublot S.A., Nyon, Switzerland - Headquarters and manufacturing facility; Hublot S.A, Worldwide & Hublot of America retail outlets, Lucern, Switzerland, Zurich, Switzerland, Zermatt, Switzerland, Geneva, Switzerland, New York, USA, New York, USA, Florida, USA, Florida, USA, Florida, USA, Dallas, USA, Houston, USA, Las Vegas, USA, Las Vegas, USA, Paris, France, Cannes, France, Saint Tropez, France, Saint-Bpn-Tarentaise - Retail stores; Hublot of America Inc, Fort Lauderdale, Florida, USA - Wholesale facility (HQ and workshop); Hublot of America Inc, Miami, Florida, USA - Wholesale facility (HQ and workshop).

Applicable provisions

- 1. General requirements:** 1-4, except 3.2
- 2. Responsible supply chains and human rights:** 5-12, except 6.2, 7.1, 11.3-4 and 12
- 3. Labour rights and working conditions:** 13-20, except 21.10
- 4. Health, safety and environment:** 21-25
- 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

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

- 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 for 1 year.
- The member is not eligible for RJC certification due to having four consecutive 1 year certification outcomes.
- Critical breaches have been identified and the RJC management team should initiate disciplinary procedures.

Mid-term review

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

- A. The member will not require a mid-term review because:**
- No anticipated changes to the certification scope during the certification period.
- Member has < 25 full time equivalent personnel.
- Low risks of changes to current conformance levels and strong management controls.

- B. The member will require a desktop mid-term review during the 3 year certification period to review progress on corrective action against non-conformances within 12-24 months, but a site visit is not required because:**
 - The actions can be verified remotely; or
 - No risk to critical provisions; or
 - There are parallel audit programs for equivalent recognised schemes (e.g. De Beers BPP, SA8000, OHSAS18001, ISO14001)

- C. The member will require a mid-term review during the 3 year certification period that will include the need for site visits because:**
 - Known and anticipated changes to certification scope during the certification period
 - Certification audit identified >2 minor NCs for critical provisions; or > 4 minor NCs in total
 - 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 certification is issued in accordance with RJC's Assessment Manual. The standard, supporting documentation, and assessment manual, can be downloaded at: www.responsiblejewellery.com/rjc-certification/code-of-practices-certification13-2/

This certificate can be authenticated by visiting: 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/

Disclaimer

No guarantee, warranty or representation is made by the RJC as to the accuracy or completeness of the information in this COP certificate, and no advice or information, whether oral or written, obtained from the RJC or elsewhere, will create any warranty, guarantee or representation in respect of this COP certificate. Compliance with RJC's standards and procedures is neither intended to, nor does it create, establish, or recognise any legally enforceable obligations or rights of, or against, the RJC and/or its members or signatories. To the fullest extent permitted by law, the RJC does not accept or assume responsibility to anyone for the audit process, for the member, for the entity, for the auditor, for COP certification, or for the decision to grant COP certification.