



BY THE AUTHORITY OF THE COUNCIL

Michael Hill International Limited

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 I557

CERTIFICATION PERIOD: 18 FEBRUARY 2019 – 18 FEBRUARY 2022

DAVID BOUFFARD

Chairman

Responsible Jewellery Council

ANDREW BONE

Executive Director

Responsible Jewellery Council

Certification Scope

Michael Hill Jeweller Limited ABN 27 932 587 026, Auckland, New Zealand - Jewellery retailer; Michael Hill Jeweller (Australia) Pty Ltd ACN 003 181 333, Queensland, Australia - Jewellery retailer; Michael Hill Wholesale Pty Ltd ACN 003 274 600, Queensland, Australia - Jewellery Manufacturer/Wholesaler and Service; Michael Hill Manufacturing Pty Ltd ACN 010 975 952, Queensland, Australia - Jewellery Manufacturer/Wholesaler; Michael Hill Jeweller (Canada) Limited Co Number 402598-9, Mississauga, Canada - Jewellery retailer; Emma & Roe NZ Limited ABN 84 614 171 292, Auckland, New Zealand - Jewellery retailer; Michael Hill Charms Pty Ltd ACN 168 217 409, Queensland, Australia - Holding company; Emma & Roe Pty Ltd ACN 168 234 160, Queensland, Australia - Jewellery retailer; Jewellery retailer; Michael Hill Online Holdings Limited ABN 44 614 168 768, Auckland, New Zealand - Holding company; Michael Hill Online Pty Ltd ACN 168 217 392, Queensland, Australia - Jewellery retailer; Emma & Roe Online Pty Ltd ACN 168 235 514, Queensland, Australia - Jewellery retailer; Michael Hill LLC File Number 4587827, Queensland, Australia - Jewellery retailer; Michael Hill Group Services Pty Ltd ACN 134 562 440, Queensland, Australia - Group corporate services.

RJC CERTIFICATION INFORMATION CODE OF PRACTICES

Summary



Responsible
Jewellery
Council

Certified member Michael Hill International Limited

Membership forum Jewellery Retailer

Certification number 0000 1557

Certification period 18 February 2019 – 18 February 2022

Audit date 29 October 2018, 7-8 November 2018, 13-14 November 2018

Audit type First Certification

Previous certifications 0

Applicable standard Code of Practices 2013

Accredited auditor SGS United Kingdom Limited
Lead Auditor: Amjad Rehman
Brian Knox

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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
- 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 27.4 & 28
- 6. Responsible mining sector:** Not applicable

Provenance claims

All CanadaMark diamonds sold as part of Northern Radiance collection are sourced from Canada, as part of the CanadaMark program which tracks the diamonds from the mine of origin. Based on written assurances from Michael Hill International Limited's supplier, all Canadian Certified Gold used in Northern Radiance collection is sourced (mined) from Canada.

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

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