



Responsible
Jewellery
Council

BY THE AUTHORITY OF THE COUNCIL

Richline Group Inc.

IS A CERTIFIED MEMBER OF THE

Responsible Jewellery Council

CERTIFIED MEMBER: 0000 I492

CERTIFICATION PERIOD: 01 SEPTEMBER 2018 – 01 SEPTEMBER 2021

(Member transitioned from 1 to 3 year certification on 26 March 2019)



DAVID BOUFFARD

Chairman

Responsible Jewellery Council



IRIS VAN DER VEKEN

Executive Director

Responsible Jewellery Council

Certification Scope

Richline Group, Inc. (FLDC), Tamarac, USA - Head Office; Richline Group, Inc. (AR), Tamarac, USA - Marketing; Richline Group, Inc. (NY), New York, USA - Sales, Merchandising and Executive Offices. Minimal Inventory Stocking (sales lines); Richline Group, Inc. (AR), Bentonville, USA - Sales & Analysis; Richline Group, Inc. (CA), Burbank, USA - Sales & Analysis; Richline Group, Inc. (MA), Attleboro, USA - Ecommerce business; Richline (Out of State), Remote - Travelling Sales Team; Richline Digital (Gemvara & Jewelry.com) - (MA), Boston, USA - Ecommerce business; Richline Digital (Gemvara & Jewelry.com), New York, USA - Ecommerce business; Richline Digital (Gemvara & Jewelry.com), Remote - Marketing and Ecommerce; Inverness Corp. (FLDC), Tamarac, USA - Small manufacturing shop; Inverness Corp. (MA), Attleboro, USA - Sales, IT, Marketing, & Administration; Inverness (Out of State), Remote - Travelling Training Team; LeachGarner Inc, Attleboro, USA - Manufacturing; John C. Nordt (VA), Roanoke, USA - Manufacturer; Rio Grande, INC. (NM), Albuquerque, USA - Manufacturer; Richline Group Canada Ltd., La Paz, Bolivia - Distribution; Leach & Garner Ltd., Guangzhou, China - Manufacturer; DRL Manufacturing S.A., San Pedro de Macoris, Dominican Republic - Part of the LeachGarner, Inc. business units; Samuel Aaron Trading (India) Pvt Ltd., Mumbai, India - SAI India sources, cuts; Richline Italy SRL, Arezzo, Italy - Procurement, Expediting, and Merchandising; South Africa (Pty) Ltd, Germiston West, South Africa - bonded (gold over silver) metal; Richline Group (Thailand) CO., Ltd., Bangkok, Thailand - Jewelry Manufacturers; Richline Hong Kong Limited, Kowloon, Hong Kong - Local Distribution; Leach & Garner (HK) Ltd, Kowloon, Hong Kong - Local Distribution; SAI Holding WFOE (HK) Ltd, Kowloon, Hong Kong - Local Distribution. Exportadores Bolivianos S.R.L., Albuquerque, USA - Assembly and finishing (removed from scope March 2019)

RJC CERTIFICATION INFORMATION

CODE OF PRACTICES

Summary



Responsible
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<i>Certified member</i>	Richline Group Inc.
<i>Membership forum</i>	Jewellery Manufacturer and/or Wholesaler
<i>Certification number</i>	0000 1492
<i>Certification period</i>	01 September 2018 – 01 September 2021 (Member transitioned from 1 to 3 year certification on 26 March 2019)
<i>Audit date</i>	18-20 April, 5-18 May, 28 to 31 May, 11 to 13 June 2018
<i>Audit type</i>	Re-Certification
<i>Previous certifications</i>	3
<i>Applicable standard</i>	Code of Practices 2013
<i>Accredited auditor</i>	UL Responsible Sourcing Lead Auditor: Edward Baltazar Sara Lomeli, Kelsey Liu, Sheer Garcia.

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Richline Group, Inc. (FLDC), Tamarac, USA - Head Office; Richline Group, Inc (AR), Tamarac, USA - Marketing; Richline Group, Inc. (NY), New York, USA - Sales, Merchandising and Executive Offices. Minimal Inventory Stocking (sales lines); Richline Group, Inc (AR), Bentonville, USA - Sales & Analysis; Richline Group, Inc. (CA), Burbank, USA - Sales & Analysis; Richline Group, Inc. (MA), Attleboro, USA - Ecommerce business; Richline (Out of State), Remote - Travelling Sales Team; Richline Digital (Gemvara & Jewelry.com) - (MA), Boston, USA - Ecommerce business; Richline Digital (Gemvara & Jewelry.com), New York, USA - Ecommerce business; Richline Digital (Gemvara & Jewelry.com), Remote - Marketing and Ecommerce; Inverness Corp. (FLDC), Tamarac, USA - Small manufacturing shop; Inverness Corp. (MA), Attleboro, USA - Sales, IT, Marketing, & Administration; Inverness (Out of State), Remote - Travelling Training Team; LeachGarner Inc, Attleboro, USA - Manufacturing; John C. Nordt (VA), Roanoke, USA - Manufacturer; Rio Grande, INC. (NM), Albuquerque, USA - Manufacturer; Richline Group Canada Ltd., La Paz, Bolivia - Distribution; Leach & Garner Ltd., Guangzhou, China - Manufacturer; DRL Manufacturing S.A., San Pedro de Macoris, Dominican Republic - Part of the LeachGarner, Inc. business units; Samuel Aaron Trading (India) Pvt Ltd., Mumbai, India - SAI India sources, cuts; Richline Italy SRL, Arezzo, Italy - Procurement, Expediting, and Merchandising; South Africa (Pty) Ltd, Germiston West, South Africa - bonded (gold over silver) metal; Richline Group (Thailand) CO., Ltd., Bangkok, Thailand - Jewelry Manufacturers; Richline Hong Kong Limited, Kowloon, Hong Kong - Local Distribution; Leach & Garner (HK) Ltd, Kowloon, Hong Kong - Local Distribution; SAI Holding WFOE (HK) Ltd, Kowloon, Hong Kong - Local Distribution. Exportadores Bolivianos S.R.L., Albuquerque, USA - Assembly and finishing (removed from scope March 2019)

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
- 3. Labour rights and working conditions:** 13-20
- 4. Health, safety and environment:** 21-25, except 21.10
- 5. Diamonds, gold and platinum group metals products:** 26-28, except 28
- 6. Responsible mining sector:** Not applicable

Provenance claims

The seller warrants that any products containing gold have been supplied in compliance with the Signet Responsible Sourcing Protocols ('SRSPs').

The seller warrants that any products containing diamonds have been supplied in compliance with the Signet Responsible Sourcing Protocols for Diamonds ('D-SRSPs').

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.