



RJC Standards Committee 2019

The RJC Standards Committee is comprised of 28 Members: 14 industry representatives (two from each forum of the jewellery supply chain, and Members of the RJC) and 14 members representing various external stakeholders groups, of which 2 are permanent representatives from capacity building groups supporting artisanal and small scale mining and who the RJC has signed a Memorandum of Understanding (MoU) with, the Diamond Development Initiative (DDI) and the Alliance of Responsible Mining (ARM).

The Committee works towards consensus in its standards development processes, drawing on the collective input of a range of stakeholders. For more information on RJC's standards development approach, please see: <http://www.responsiblejewellery.com/standards-development/>

| Committee Member | Biography |
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| <p>Ainsley Butler, <i>Responsible Sourcing Program Manager,</i> UL</p> <p>Co-Chair of Standards Committee</p> | <p>As Responsible Sourcing Program Manager at UL, Ainsley Butler provides advisory services to clients from various industries in the areas of social accountability, supply chain risk, raw materials traceability, and capacity building. In particular, she participates in the development and improvement of supply chain responsibility programs through work on supplier codes of conduct, audit tools and protocols, risk identification tools, and industry research.</p> <p>Prior to joining UL, Ainsley led the implementation of several economic development and local content programs in fragile and conflict-affected states, including the creation of the first standard to improve the socio-economic conditions of artisanal diamond mining. She is a graduate of the Institute d'Etudes Politiques de Paris, was a visiting graduate fellow at New York University and holds an Honours Bachelor's degree from Carleton University.</p> |
| <p>Anouchka Didier-Mansour, <i>Corporate Responsibility Manager,</i> Cartier SA</p> | <p>Anouchka Didier is a passionate and dedicated sustainability professional who works for the Maison Cartier, the French Luxury house. In her position as Cartier's Corporate Responsibility Manager, Anouchka is in charge of defining and implementing the Maison's sustainability strategy worldwide for all Cartier creations and activities. Focusing on the jewellery and watchmaking supply chains, Anouchka has successfully led several Cartier RJC COP certifications.</p> |

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| | <p>Since Anouchka has joined Cartier in 2013, she has built her knowledge of the supply chain through several field visits. She has also driven a number of initiatives on gold and gemstones sourcing to strengthen the Maison’s ethical commitments. After 5 years working for Cartier, and looking over her past experiences, Anouchka is convinced a company’s long-term viability and success depends on the integration of sustainability in its core business strategy. She strongly believes the luxury industry has a key role to play towards sustainable growth, and values complex challenges as endless opportunities for continuous improvement. Anouchka holds a Master degree in International Law from the Graduate Institute of International Studies and Development – Geneva. As a successful graduate of the Ecole Normale Supérieure, she also holds a French Agrégation of Economics and Management.</p> |
| <p>Cecilia Gardner, <i>Independent Consultant,</i> CLG</p> | <p>Cecilia L. Gardner, Esq. is an experienced attorney and association executive. After service as an Assistant United States Attorney in the District of New Jersey and Eastern District of New York, where she held several supervisory positions and conducted high level complex white collar and international prosecutions, she became the President and CEO of the Jewelers Vigilance Committee. This not for profit trade association in the precious metal, gems and jewelry industry engages in legal compliance counseling and education, mediation, government relations and monitoring. She also served as the General Counsel of the World Diamond Council, and held Board positions with MJSA, AGTA, CIBJO and JFC. After retiring from JVC, she founded an independent legal services and consulting firm, providing legal assistance and strategic planning for individuals, businesses and associations. She also serves on the Standards Committee of the Responsible Jewellery Council and as Director of the Jewelry Industry Summit, an organization to promote action to maintain responsible sourcing in the jewelry industry. She is currently training to become a volunteer Court Appointed Special Advocate (CASA) for children in the foster care system in New York City.</p> |
| <p>Claire Piroddi, <i>Sustainability Manager, Pomellato</i> S.p.A</p> | <p>Claire previously held the position of Sustainability Manager for Christian Dior, between 2008 and 2012, where she led the first successful RJC certification of Dior Joaillerie. This experience helped her assess the important potential of sustainability projects in the jewellery industry. In 2012, Claire joined the Kering group, where she is responsible for all sustainability projects for the Watches and Jewellery Brands (Boucheron, Pomellato, Qeelin, Ulysse Nardin, Girard-Perregaux, JeanRichard). She has led Boucheron's certification renewal last year and is currently working on that of GP and JR. Some of the brands are not yet RJC Members, which is a motivating challenge for her. Claire is also part of several cross-brands/competitors working groups dedicated to responsible</p> |

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The Responsible Jewellery Council is the trading name of the Council for Responsible Jewellery Practices Ltd.
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The Council for Responsible Jewellery Practices Ltd is registered in England and Wales with company number 05449042.

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| | <p>sourcing of precious metals and stones. She recently visited several ASM gold mines in Peru, and started to study colored stones via trainings with a gemmologist.</p> |
| <p>Diana Culillas, <i>Secretary General,</i> Swiss Better Gold Association (SBGA)</p> | <p>As the Secretary General of the Swiss Better Gold Association (SBGA), Diana is responsible for SBGA's leadership, giving direction and clarity to the Association's strategic and policy development.</p> <p>Previously (2008-2018), Diana held the position of Corporate Social Responsibility Manager for Chopard Group. While in this role, she was in charge for defining and implementing the overall sustainability strategy of the brand (be it for environmental management, supply chain, philanthropy or work-life balance pillars). During this period Diana not only developed her core competences and values as a sustainability professional, but also confirmed her Project and Change Management capacities.</p> <p>Prior to the luxury watch and jewellery industry, for more than 14 years, Diana was involved in different humanitarian projects in Africa, Asia, Middle East and Balkans, whereas the starting point of her career has been the Northern Caucasus operations of the International Committee of the Red Cross (ICRC) established to provide support and relief to the victims of the first Chechen war (1994-1996).</p> <p>Diana holds a Master of Arts in Marketing from the Chartered Institute of Marketing and an ICA International Diploma in Governance, Risk and Compliance (GRC) from the International Compliance Association.</p> |
| <p>Damian Gagnon, <i>Human Resources Director & CSR officer,</i> Lazare Kaplan International Inc.</p> | <p>Biography pending</p> |
| <p>Didier Backaert, <i>Consultant,</i> Bonas & Co</p> | <p>Didier Backaert has been working as a consultant for Bonas & Co since 2003. His main responsibilities (CSR related) within Bonas & Co are:</p> <p>De Beers Best Practice Principles:</p> <ul style="list-style-type: none"> • Day-to-day involvement and guidance of Sightholders on De Beers' Best Practice Principles • Standards implementation with a particular focus on India, China, USA and Europe • Liaise officer between De Beers and Sightholders • Awareness raising on country specific issues related to Standards implementation |

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| | <p>Assisting Sightholders with BPP audits De Beers Forevermark programme:</p> <ul style="list-style-type: none"> • Guidance on the Forevermark programme (full track and trace mechanism & segregation principle) • Full implementation within the Bonas Sightholder portfolio • Assisting Sightholders with Forevermark audits |
| <p>Fabiana Di Lorenzo, <i>Responsible Sourcing Manager, Levin Sources</i></p> | <p>Biography pending</p> |
| <p>Ian Rowe, <i>Deputy Executive Director, Diamond Development Initiative (DDI)</i></p> | <p>Ian is currently the Deputy Executive Director for the Diamond Development Initiative (DDI). In this capacity, he acts as a spokesperson for the organization, and holds responsibility for the development and implementation of strategies promoting DDI's vision, mandate and "voice." He also oversees the organization's international programs inclusive of DDI's Maendeleo Diamonds Program in Sierra Leone, along with its expansion to other countries.</p> <p>Ian brings with him an extensive background specific to development; armed violence reduction; crisis recovery and stabilisation milieus, and rule of law and peace & security expertise inclusive of inter alia: Disarmament Demobilisation and Reintegration (DDR); Security Sector Reform (SSR); Good Governance; Community Engagement; and Conflict Management & Prevention.</p> <p>Prior to DDI, Ian worked with range of United Nations (UN) agencies, programmes and organs inclusive of UNESCO, UNDP, UNICEF, UNDPKO and the UN Secretariat, on assignments throughout conflict torn areas of Southern, Central, East and the Great Lakes Region of Africa. Ian also served as an expert panel member on the United Nations Panel of Experts on the Sudan, and worked with several peacekeeping missions inclusive of Burundi, the Sudan, Haiti and the Democratic Republic of the Congo. Ian began his career within the development sector, working with Canadian Non-governmental organisations in Latin America, and holds a Masters Degree in International Conflict Analysis from the University of Kent (UK) along with a Bachelors of Arts degree from Carleton University (Canada).</p> |
| <p>Irina Dolgoplova, <i>Chief International Relations Expert, Alrosa Group</i></p> | <p>Biography pending</p> |
| <p>Jean-Baptiste</p> | <p>A labor and Human Rights specialist with more than 10 years of</p> |

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| <p>Andrieu, <i>Associate Director – Human Rights, BSR</i></p> | <p>experience, Jean-Baptiste leads BSR’s Business and Human Rights activities in EMEA. In this capacity, he supports organizations from a wide range of sectors to conduct human rights impact assessments, develop policies and strategies, deploy training, and engage their stakeholders. Jean-Baptiste also led the setting up of Building Responsibly—BSR’s global initiative to help promote the rights and welfare of workers in the engineering and construction industry and led the development of the human rights and social performance sections of the Code of Bettercoal, the initiative working towards a global responsible coal supply chain.</p> <p>Previously, Jean-Baptiste was a staff consultant for Ergon Associates, a U.K.-based labor issues consultancy, where he focused on helping multistakeholder initiatives develop and implement their codes of practice and improve their assurance mechanisms. He also worked for the International Labor Organization in Dakar, investigating child labor issues in Senegal and Burkina Faso.</p> <p>Jean-Baptiste holds an M.A. in CSR Management from Paris XII University, an LL.M. in Employment Law from Pantheon-Sorbonne University, and an LL.M. in Labor Law and Industrial Relations from London School of Economics and Political Science.</p> |
| <p>Jean Claude Michelou, <i>Vice President, International Coloured Gemstone Association (ICA)</i></p> | <p>Biography pending</p> |
| <p>Jennifer Hillard, <i>President, Canadian Diamond Code of Conduct</i></p> <p>and</p> <p><i>Consumer Representative, Consumer Interest Alliance</i></p> | <p>Member of Consumers Association of Canada from 1972 – 2005 serving various terms including National Vice President.</p> <p>Member of Consumer Interest Alliance Inc. from 2006 to present</p> <p>Consumer Representative on Standards from 1988 to present:</p> <ul style="list-style-type: none"> - Current standards involvement: Organic Agriculture, Organic Aquaculture, Voluntary Labelling and Advertising of Foods that are and are not Products of Genetic Engineering, Sustainable Forest Management, Sustainable Forest Management Standard for Woodlots, Sustainability of Household Appliances. - Canadian Mirror Committee to: ISO 22000 – Food Safety Management, ISO PC287 – CoC for Wood based Products, ISO 59/SC17 – Sustainability in the Built Environment, TC207 – Environmental Management TC207. - Sub Committees: Environmental Labelling (Canadian Chair), Environmental Management Systems, Green House Gas, |

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| | <p>Measurement Environmental Performance Verification ISO International Working Group Convener for development of standard on Footprint Communications.</p> <p>Canadian Diamond Code of Conduct Board Member 2006 to Present. President since February 2016.</p> <p>Also service on multiple committees – government, standards and the private sector – primarily on issue relating to the environment and the natural resource sectors.</p> |
| <p>Joëlle Ponnelle, <i>Supply Chain CSR Senior Project Manager,</i> Richemont International SA, representing Donzé-Baume</p> | <p>As Supply Chain CSR senior Project Manager, Joëlle has been very active in the deployment of the RJC COP standard in the watch industry where she has been working for 10 years. She has been much involved in coaching and training suppliers to support them becoming COP certified. She has built and implemented sourcing monitoring tools in Richemont to follow the respect of the Group CSR strategy, in a collaborative way with all stakeholders. She is part of teams developing and strengthening due diligence protocols throughout the supply chain, including audit tools. She is also member of several cross competitors working groups dedicated to responsible sourcing. Prior to joining Richemont, Joëlle used to work in the electronic industry during more than 20 years, covering several management jobs in purchasing, logistics and quality. She used to lead ISO9001 and ISO14001 certification programs, including the management of internal audits programs. Joëlle holds a degree in Materials Engineering.</p> |
| <p>Karla Basselier, <i>Chief Public Relations Officer,</i> Antwerp World Diamond Centre</p> | <p>Biography pending</p> |
| <p>Kesha Frank, <i>Head of Production & Policy Officer,</i> Fair Trade Jewellery Company</p> | <p>Biography pending</p> |
| <p>Marianna Smirnova, <i>Senior Project Manager,</i> Responsible Minerals Initiative (RMI)</p> | <p>Biography pending</p> |
| <p>Marijke Achten, <i>Vice President of Legal, HR and Compliance,</i> HRD Antwerp NV</p> | <p>Biography pending</p> |
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| <p>Stamatopoulos, <i>Director of Refining and Banking,</i> Argor-Heraeus SA</p> | |
| <p>Purvi Shah, <i>Product Integrity Manager External and Corporate Affairs,</i> De Beers Group of Companies</p> <p><u>Interim Co-Chair of Standards Committee</u></p> | <p>Purvi joined De Beers in 2008 and has held a number of roles in the Corporate Affairs team, focused on driving consumer confidence and reputation management. During this time, she has overseen the implementation of social management standards and systems at De Beers’ operations; evaluated and implemented changes to De Beers’ sustainability governance and approach; and driven De Beers’ social investment strategy. In her new role, she will be responsible for the implementation and evolution of De Beers’ flagship Best Practice Principles Programme; ensuring that key risks to consumer confidence are identified and addressed through the Programme. Prior to De Beers, Purvi worked at Microsoft in Egypt for three years, where she administered Microsoft’s grant-giving programme and worked with partner non-profit organisations to implement development projects in under-served communities across Egypt. Purvi speaks Gujarati and Arabic.</p> |
| <p>Sara Wood, <i>Senior Counsel, Jewelers Vigilance Committee (JVC)</i></p> | <p>Biography pending</p> |
| <p>Stéphane Fischler, <i>Treasurer,</i> International Diamond Manufacturers Association</p> | <p>Stéphane Fischler was born in Antwerp in 1958. Stéphane is a third-generation diamantaire who started working at Fischler Diamonds in 1979. Stéphane is currently a partner in the company. Stéphane has a long history of service to the diamond industry. Currently, he is vice-president of the Belgian manufacturers association-SBD. He was elected International Diamond Council-IDC Chairman in 2008</p> <p>A founding member of the World Diamond Council (WDC). He was a member of its steering committee until 2008, and in 2006 was elected vice-president. Stéphane is President of the European Council of Diamond Manufacturers and was secretary-general of the International Diamond Manufacturers Association-IDMA until 2010, and serves currently as its treasurer.</p> <p>He has been member of the board of the Diamond Development Initiative-DDI since 2006 and was elected vice-president in 2012. In 2012 he was invited to re-join the WDC, and was elected vice-president.</p> <p>Stéphane Fischler has been elected chairman of the Antwerp World Diamond Center-AWDC in June 2012 and re-elected in 2014.</p> |
| <p>Tehmasp Printer, <i>Managing Director,</i> International Gemological Institute</p> | <p>Tehmasp printer has over 35 years of experience in corporate governance, his expertise has been in the field of strategic management and concept marketing. In his long stint he has held key management positions with companies like Shriram, Blow Plast,</p> |

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| <p>(IGI) India Pvt Ltd.</p> | <p>Zodiac, TATA, Steelage, W.J. Towell. In 1999, Tehmasp Printer signed up with IGI Antwerp to head the Indian operations with a staff of 4 personnel. IGI India has grown to be the leading diamond certification service in India and abroad. Today IGI India has a team of over 400 professionals spread over 12 offices strategically established all over India providing services of education and certification in gemology. The concept of certification in the year 1999 was not heard of in India, Tehmasp has been instrumental in bringing about the understanding and creating the importance of certification of diamonds in India. IGI India is the only laboratory to have the ISO 9000:2008 standard accreditation and the laboratory accreditation of ISO 17025:2005 since the last 8 years.</p> |
| <p>Yves Bertran, <i>Executive Director,</i> Alliance for Responsible Mining (ARM)</p> | <p>Yves is the Executive Director of the Alliance for Responsible Mining (ARM), and Colombia-based Organisation that envisions a legitimate, responsible and profitable artisanal and small-scale mining (ASM) sector which promotes an inclusive and sustainable development. As such he is in charge of guiding the development and implementation of the global strategy of the organisation. He recently took the additional role of Standards Director in order to represent ARM in strategic alliances and monitor the evolution of the Fairmined standard and the CRAFT, two core tools that are developed by ARM. He holds a PhD in Geosciences from the University of Paris Sud, and has worked over the past 20 years as a geologist and consultant specialized in the ASM sector, mostly focusing on training, technical assistance, occupational health & safety, legal and environmental issues. His experience comes from implementation of projects and studies in this sector in both Francophone and Anglophone Africa, and in Asia in some cases, mostly involved on the ground with ASM organisations in trying to build long-term changes in practices and the improvement of livelihoods, as well as advising producing countries on mining policies that foster the formalisation process in this sector. He has progressively focused its activity on responsible mining practices and improvement of access to markets, through sustainable certification processes and the application of OECD due diligence concepts. He has been an auditor for the Certified Trading Chains (CTC) standard developed in DRC by the German Geosciences Institute (BGR).</p> |

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