



RESPONSIBLE
JEWELLERY
COUNCIL

LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

Zenith

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 2194
DURATION: 3 Year
PERIOD: 24 December 2020 - 24 December 2023
STANDARD: Code of Practices 2019

DAVID BOUFFARD
CHAIRMAN

MELANIE GRANT
EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

MEMBERSHIP FORUM	Jewellery and Watch Manufacturer and/or Wholesaler
AUDIT DATE	12 December 2022
AUDIT TYPE	Mid-term Review (desktop)
APPLICABLE STANDARD	Code of Practices 2019
ACCREDITED AUDIT FIRM	Ernst & Young et Associes (France)
APPLICABLE PROVISIONS	<ol style="list-style-type: none">1. General requirements: 1-4, except 3.22. Responsible supply chains, human rights and due diligence: 5-14, except 7.3, 8, 9, 11.3, 13.3-4, 14.2-33. Labour rights and working conditions: 15-22, except 19.3, 21.34. Health, Safety and Environment: 23-27, except 23.10, 27.45. Gold, Silver, PGM, diamond and coloured gemstone products: 28-30, except 28.2c-g, 29.2, 306. Responsible mining: Not applicable

PROVENANCE
CLAIMS

Not applicable

AUDITOR STATEMENT OF
CONFORMANCE

Based on the scope and findings of the certification audit, the member has demonstrated a conformance level consistent with a:

3 Year Certification

NEXT AUDIT TYPE

MID-TERM REVIEW (within 12-24 months):

- A. Mid-term review NOT required due to:**
 - No anticipated changes to the certification scope during the certification period
 - <25 full time equivalent personnel
 - Low risk of non-conformances due to management controls
 - Existence of parallel audits for schemes recognised by RJC
 - Existence of rigorous internal audit programs
 - Strong internal controls ensuring effective review and closure of corrective actions for non-conformances
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- B. Mid-term review (desktop only) required due to:**
 - No impact on conformance levels from any changes to the certification scope
 - 2 or less minor non-conformances with critical provisions or 4 or less minor non-conformances in general identified by the audit (not covered by parallel audits for schemes identified as equivalent to RJC's) for an individual member in the mining sector or a non-mining sector member
 - Possibility of remote verification of actions
 - No risk to critical provisions
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- C. Mid-term review (with a site visit) required due to:
- Known and anticipated changes to the certification scope during the certification period
- Member no longer supporting external standards and initiatives recognised by RJC
- 3 or more minor non-conformances with critical provisions or 5 or more minor non-conformances not covered by parallel audits for schemes identified as equivalent to RJC's 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 with critical provisions
- Other reasons presented by the lead auditor necessitating an onsite verification

CERTIFICATION SCOPE

<u>Business name of entity/facility</u>	<u>Location (City and Country)</u>	<u>Business Activity</u>
Zénith Headquarters and Manufacture	Le Locle, Switzerland	Zénith is the central office, including the following activities: Marketing & Communication, Finance, Legal, Ethics & Compliance, HR, Supply chain, product development and manufacturing.
Zénith regional headquarters	Paris, France	Zénith local Headquarters in France.
Zénith NJW Boutique	Shanghai, China	shop
Zénith Paris Boutique	Paris, France	Shop
Zénith LVMH W&J UK	UK	LVMH distribution subsidiary
German office	Germany	Small office to organize distribution in the country.
Spanish office	Spain	Small office to organize distribution in the country.
Italian office	Italy	Small office to organize distribution in the country.
Zénith LVMH W&J USA	USA	LVMH distribution subsidiary
Zénith Dubai Office	Dubai, UAE	Small office to organize distribution in the country.

ABOUT THIS CERTIFICATION

This certification is issued by the Responsible Jewellery Council in accordance with its standards and supporting documentation, available on the [RJC website](#).

This certificate can be authenticated on the [RJC website](#). Please contact certification@responsiblejewellery.com with any questions.

The RJC aims to ensure the fair, timely and objective resolution of complaints relating to RJC certification. The complaints mechanism and contact details can be accessed on the [RJC website](#).

DISCLAIMER

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Zénith Dubaï boutique	Dubaï, UAE	Shop
Zénith LVMH W&J Singapore	Singapore	LVMH distribution subsidiary
Zénith Singapore boutique	Singapore	Shop
Zénith LVMH W&J China	China	LVMH distribution subsidiary
Zénith Chinese boutique (3 sites)	China	Shops
Zénith LVMH W&J HK	Hong Kong	LVMH distribution subsidiary
Zénith LVMH W&J Japan	Japan	LVMH distribution subsidiary
Zénith Japanese boutique	Japan	Shop
Zénith LVMH W&J Taiwan	Taiwan	LVMH distribution subsidiary
Zénith LVMH W&J Australia	Australia	LVMH distribution subsidiary

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