



RESPONSIBLE
JEWELLERY
COUNCIL

LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

Hublot

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 3540
DURATION: 3 Year
PERIOD: 22 May 2021 - 22 April 2024
STANDARD: Code of Practices 2019

DAVID BOUFFARD
CHAIRMAN

JOHN HALL
INTERIM EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

| | |
|--------------------------|--|
| MEMBERSHIP FORUM | Jewellery and Watch Manufacturer and/or Wholesaler |
| AUDIT DATE | 05 May 2021 |
| AUDIT TYPE | Re-certification |
| APPLICABLE STANDARD | Code of Practices 2019 |
| ACCREDITED AUDIT FIRM | Ernst & Young et Associates (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 and 14.2-33. Labour rights and working conditions: 15-22, except 19.3 and 21.34. Health, Safety and Environment: 23-27, except 23.10 and 27.45. Gold, Silver, PGM, diamond and coloured gemstone products: 28-30, except 28.2d-g, 29.2 and 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
 - 3 or less minor non-conformances with critical provisions or 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
 - <25 full time equivalent personnel
 - Low risk of non-conformances due to management controls
 - Existence of parallel audits for schemes recognised by RJC
 - Strong internal controls ensuring effective review and closure of corrective actions for non-conformances

- B. Mid-term review (desktop only) required due to:**
- No impact on conformance levels from any changes to the certification scope
 - 5 or less minor non-conformances with critical provisions or 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
 - 6 or more minor non-conformances with critical provisions or 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
 - New systems and controls for critical provisions that could not be tested at the certification audit
 - Need to test new systems and controls ensuring respect for critical provisions
 - 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> |
|---|---|--|
| Hublot Headquarters and Manufacture | Nyon, Switzerland | Marketing & Communication, Finance, Legal, Ethics & Compliance, HR, Supply chain, product development and manufacturing. |
| Hublot Distribution Subsidiary | Miami, USA | Local distribution subsidiary for the American and Canadian markets |
| Hublot After Sales | Fort Lauderdale, USA | After sales subsidiary for the American and Canadian markets |
| Hublot Boutiques | Multiple cities in France, Monaco, Switzerland, Canada and USA. | Shops |
| Hublot Boutique | Genève, Switzerland | Shop |

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

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.

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