



RESPONSIBLE
JEWELLERY
COUNCIL

LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

Michael Hill International Limited

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 4435
DURATION: 3 Year
PERIOD: 19 February 2022 - 19 February 2025
STANDARD: Code of Practices 2019

DAVID BOUFFARD
CHAIRMAN

JOHN HALL
INTERIM EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

MEMBERSHIP FORUM	Jewellery and Watch Retailer
AUDIT DATE	31 January 2021
AUDIT TYPE	Re-certification
APPLICABLE STANDARD	Code of Practices 2019
ACCREDITED AUDIT FIRM	SGS United Kingdom Limited
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 8, 9, 11.3, 13.2-43. 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, 29.2, 306. Responsible mining: Not applicable

PROVENANCE CLAIMS

“Michael Hill is a retailer of the De Beers Code of Origin provenance programme and complies with the De Beers Code of Origin terms and conditions. Diamonds with the De Beers Code of Origin are discovered by De Beers Group in Botswana, Canada, South Africa and Namibia”

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

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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
 - 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>
Michael Hill Jeweller Limited	Auckland, New Zealand	Jewellery retailer
Michael Hill Jeweller (Australia) Pty Ltd	Queensland, Australia	Jewellery retailer
Michael Hill Wholesale Pty Ltd	Queensland, Australia	Jewellery Manufacturer/Wholesaler and Service
Michael Hill Manufacturing Pty Ltd	Queensland, Australia	Jewellery Manufacturer/Wholesaler
Michael Hill Jeweller (Canada) Limited	Ontario, Canada	Jewellery retailer
Emma & Roe NZ Limited	Auckland, New Zealand	Jewellery retailer
Michael Hill Charms Pty Ltd	Queensland, Australia	Holding company
Emma & Roe Pty Ltd	Queensland, Australia	Jewellery retailer
Michael Hill Online Holdings Limited	Auckland, New Zealand	Holding company
Michael Hill LLC	Queensland, Australia	Jewellery retailer
Michael Hill Group Services Pty Ltd	Queensland, Australia	Group Corporate Services - Support centre activities e.g. Finance, HR, Marketing, Merchandising, Property, Audit.
Durante Holdings Pty Ltd	Queensland, Australia	Holding Company
MHJ (US) Limited	Queensland, Australia	Holding Company
Michael Hill Franchise Holdings Limited	Queensland, Australia	Group IP Services
Michael Hill Franchise Pty Ltd	Queensland, Australia	Group IP Services
Medley Jewellery Pty Ltd (previously Emma & Roe Online)	Queensland, Australia	Jewellery Retailer
Michael Hill Finance (NZ) Limited	Queensland, Australia	Group Finance
Michael Hill Finance Limited (Partnership)	Queensland, Australia	Group Finance
Medley Jewellery Pty Ltd (previously Emma & Roe Online)	Queensland, Australia	Jewellery Retailer
Michael Hill Finance Limited (Partnership)	Queensland, Australia	Holding Company
Michael Hill International Ltd	Queensland, Australia	Parent Company
Michael Hill Franchise Services Pty Ltd	QLD, Australia	Group IP Services
Michael Online Pty Ltd	Auckland New Zealand	Jewellery Retailer
Michael Hill Jeweller (Canada) Limited	Canada	Retail Store
Michael Hill Jeweller (Canada) Limited	Canada	Retail Store

Michael Hill Jeweller (Australia) Pty Ltd	Melbourne, Australia	Retail Store
Michael Hill Jeweller (Australia) Pty Ltd	Melbourne, Australia	Retail Store
Michael Hill Jeweller (Australia) Pty Ltd	Melbourne, Australia	Retail Store
Michael Hill Jeweller (Australia) Pty Ltd	Melbourne, Australia	Retail Store
Michael Hill Jewellery Limited	New Zealand	Retail Store
Michael Hill Jewellery Limited	New Zealand	Retail Store

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](#).

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