



RESPONSIBLE
JEWELLERY
COUNCIL

LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

HUBLLOT

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 1334
DURATION: 3 Year
PERIOD: 21 May 2018 - 21 May 2021
STANDARD: Code of Practices 2013

DAVID BOUFFARD
CHAIRMAN

IRIS VAN DER VEKEN
EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

MEMBERSHIP
FORUM

Jewellery Manufacturer and/or Wholesaler

AUDIT
DATE

23-24 April, 14-16 May 2018

AUDIT
TYPE

Re-Certification

APPLICABLE
STANDARD

Code of Practices 2013

ACCREDITED
AUDIT FIRM

Ernst & Young et Associes (France)

CERTIFICATION
SCOPE

Hublot S.A., Nyon, Switzerland - Headquarters and manufacturing facility; Hublot S.A, Worldwide & Hublot of America retail outlets, Lucern, Switzerland, Zurich, Switzerland, Zermatt, Switzerland, Geneva, Switzerland, New York, USA, New York, USA, Florida, USA, Florida, USA, Florida, USA, Dallas, USA, Houston, USA, Las Vegas, USA, Las Vegas, USA, Paris, France, Cannes, France, Saint Tropez, France, Saint-Bpn-Tarentaise -Retail stores; Hublot of America Inc, Fort Lauderdale, Florida, USA - Wholesale facility (HQ and workshop); Hublot of America Inc, Miami, Florida, USA - Wholesale facility (HQ and workshop).

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 and 12
3. **Labour rights and working conditions:** 13-20
4. **Health, safety and environment:** 21-25, except 21.10
5. **Diamonds, gold and platinum group metal products:** 26-28, except 27.2 and 28
6. **Responsible mining sector:** 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
 - 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

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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