



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 1557

DURATION: 3 Year

PERIOD: 18 February 2019 - 18 February 2022

STANDARD: Code of Practices 2013

DAVID BOUFFARD
CHAIRMAN

IRIS VAN DER VEKEN
EXECUTIVE DIRECTOR



CERTIFICATION OVERVIEW

MEMBERSHIP FORUM

Jewellery Retailer

AUDIT DATE

29 October 2018, 7-8 November 2018, 13-14 November 2018

AUDIT TYPE

First Certification

APPLICABLE STANDARD

Code of Practices 2013

ACCREDITED AUDIT FIRM

SGS United Kingdom Limited

CERTIFICATION SCOPE

Michael Hill Jeweller Limited, Auckland, New Zealand - Jewellery retailer; Michael Hill Jeweller(Australia) Pty Ltd, Queensland, Australia - Jewellery retailer; Michael Hill Wholesale PtyLtd, Queensland, Australia - Jewellery Manufacturer/Wholesaler and Service; Michael Hill Manufacturing Pty Ltd, Queensland, Australia - Jewellery Manufacturer/Wholesaler; Michael Hill Jeweller (Canada) Limited Co, Mississauga, 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, Jewellery retailer; Michael Hill Online Holdings Limited, Auckland, New Zealand - Holding company; Michael Hill Online Pty Ltd, Queensland, Australia - Jewellery retailer; Emma & Roe Online Pty Ltd, Queensland, Australia -Jewellery retailer; Michael Hill LLC, Queensland, Australia - Jewellery retailer; Michael Hill Group Services Pty Ltd, Queensland, Australia - Group corporate services.

APPLICABLE PROVISIONS

1. **General requirements:** 1-4, except 3.2
2. **Responsible supply chains and human rights:** 5-12, except 6.2, 7.1, 9.3 & 11.2-4
3. **Labour rights and working conditions:** 13-20, except 17.3 & 19.3
4. **Health, safety and environment:** 21-25, except 21.10
5. **Diamonds, gold and platinum group metal products:** 26-28, except 27.2 & 28
6. **Responsible mining sector:** Not applicable

PROVENANCE
CLAIMS

All CanadaMark diamonds sold as part of Northern Radiance collection are sourced from Canada, as part of the CanadaMark program which tracks the diamonds from the mine of origin. Based on written assurances from Michael Hill International Limited's supplier, all Canadian Certified Gold used in Northern Radiance collection is sourced (mined) from Canada.

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
-
- 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

-
- 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

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.

The Responsible Jewellery Council is the trading name of the Council for Responsible Jewellery Practices Ltd. The Council for Responsible Jewellery Practices Ltd, Quality House, 5-9 Quality Court, London, WC2A 1HP, UK. The Council for Responsible Jewellery Practices Ltd is registered in England and Wales with company number 05449042.