



BY THE AUTHORITY OF THE COUNCIL

Sial

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 I900

APPLICABLE STANDARD: CODE OF PRACTICES 2013

CERTIFICATION PERIOD: 20 FEBRUARY 2020 – 20 FEBRUARY 2023

A handwritten signature in black ink, appearing to read "David Bouffard".

DAVID BOUFFARD

Chairman

Responsible Jewellery Council

A handwritten signature in black ink, appearing to read "Iris van der Veken".

IRIS VAN DER VEKEN

Executive Director

Responsible Jewellery Council

Certification Scope

SIAL, Matoury, French Guiana - head office; SIAL, St Laurent du Maroni, French Guiana - gold mine and onsite housing.

RJC CERTIFICATION INFORMATION CODE OF PRACTICES

Summary



Responsible
Jewellery
Council

<i>Certified member</i>	Sial
<i>Membership forum</i>	Diamond and/or Gold and/or Platinum Producer
<i>Certification number</i>	0000 1900
<i>Certification period</i>	20 February 2020 – 20 February 2023
<i>Audit date</i>	29-31 October 2019
<i>Audit type</i>	First Certification
<i>Previous certifications</i>	0
<i>Applicable standard</i>	Code of Practices 2013
<i>Accredited auditor</i>	SGS United Kingdom Limited Lead Auditor: Steve Nanette
<i>Certification scope</i>	SIAL, Matoury, French Guiana - head office; SIAL, St Laurent du Maroni, French Guiana - gold mine and onsite housing.

Applicable provisions

- 1. General requirements:** 1-4
- 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 metals products:** 26-28, except 27, 28
- 6. Responsible mining sector:** Not applicable

Provenance claims

SIAL produces conflict-free gold directly from its French Guyanese mine.

Auditor statement of conformance

Based on the scope and findings of the audit, the sites visited and the available information provided by the member:

- The member has demonstrated a conformance level consistent with a 3 year certification period
- The member has demonstrated a conformance level consistent with the transitional 1 year certification period, as one or more major non-conformances have been found

Mid-term review

Based on the scope and findings of the certification audit, the sites visited and the available information provided by the member:

- A. The member will not require a mid-term review during the three-year certification because:**
- No anticipated changes to the certification scope during the certification period
- Member has less than 25 full-time equivalent personnel
- Low risks of changes to current conformance levels and strong management controls
- During the certification period there are:
 - There are parallel audit programmes for equivalent schemes (e.g. SA8000, OHSAS 18001, ISO14001, ISO 45001) recognised by RJC
 - Rigorous internal audit programs
 - Strong internal controls for the management, closure and effective review of corrective actions for non-conformances

B. The member will require a desktop mid-term review during the three-year certification because:

Any changes to the certification scope does not affect risk of changes to current conformance levels.

The certification audit identified two or less minor non-conformances for critical provisions; or four or less minor non-conformances in total (that are not covered by a parallel audit programme recognised by the RJC) for any non-mining sector member, or an individual member is in the mining sector.

The actions can be verified remotely.

No risk to critical provisions.

C. The member will require a site visit mid-term review during the three-year certification because:

Known and anticipated changes to certification scope during the certification period

Member no longer supports the recognised external standards and initiatives in Table 2

Certification audit identified three or more minor non-conformances for critical provisions, or five or more minor non-conformances (that are not covered by a parallel audit programme recognised by the RJC 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 against critical provisions

Other compelling reason presented by the lead auditor

Confirmation

The auditors confirm that:

The information provided by the member is true and accurate to the best knowledge of the auditor(s) preparing this report.

The findings are based on verified objective evidence relevant to the time period for the assessment, traceable and unambiguous.

The scope of the assessment and the method used are sufficient to establish confidence that the findings are indicative of the performance of the member's defined certification scope.

The auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

Auditor signature

On file

Code of Practices certification

This certification is issued in accordance with RJC's Assessment Manual. The standard, supporting documentation, and assessment manual, can be downloaded at: www.responsiblejewellery.com/rjc-certification/code-of-practices-certification13-2/

This certificate can be authenticated by visiting: www.responsiblejewellery.com/members/certified-members/

If you have any questions about RJC certifications, please contact: certification@responsiblejewellery.com

The RJC aims to ensure the fair, timely and objective resolution of complaints relating to potential non-conformance with RJC certification or policies and procedures. The complaints mechanism and contact details can be accessed downloaded from: www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism/

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