

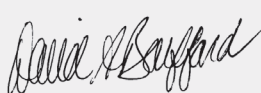
BY THE AUTHORITY OF THE COUNCIL

De Beers Group

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 1452

CERTIFICATION PERIOD: 13 OCTOBER 2018 – 13 OCTOBER 2021



DAVID BOUFFARD

Chairman

Responsible Jewellery Council



IRIS VAN DER VEKEN

Executive Director

Responsible Jewellery Council

Certification Scope

De Beers UK Limited, various locations, UK - CHQ, financial, administrative, marketing, e-commerce, research and technology facilities; De Beers Auction Sales, Antwerp, Belgium & Central, Hong Kong & Mumbai, India & Ramat Gan, Israel & Downtown Core, Singapore - Diamond Trading office; De Beers Global Sightholder Sales, Gaborone, Botswana & Dubai, UAE - Diamond Trading and Marketing offices; De Beers Sightholder Sales South Africa, Kimberley, South Africa - Diamond sorting, trading and marketing office; Namibia Diamond Trading Company (Pty) Ltd, Windhoek, Namibia - Diamond sorting, valuations, trading, administrative and HR facilities; DTC Botswana (Pty) Ltd, Gaborone, Botswana - Diamond sorting, valuations, finance, administrative and human resource offices; De Beers Canada Inc., Gahcho Kue Mine, Yellowknife, Canada & Victor Mine, James Bay Lowlands, Northern Ontario, Canada - Exploration, administrative, financial, CHQ and mining facilities; De Beers Consolidated Mines, Venetia Mine, Limpopo Province & Vaorspoed Mine, Kroonstad, South Africa - Exploration, administrative, finance, conservation, research, CHQ and mining facilities; Debswana Diamond Company (Pty) Ltd, Jwaneng Mine, South Central Botswana - 100m west of Gaborone & Orapa, Letlhakane Mine, & Damshaa Mines, Orapa, Botswana - Exploration, administrative, finance, CHQ and mining facilities; Namdeb, Northern Coastal Mines, 30km south of Luderitz & Southern Coastal Mines, 100km north of Oranjemund & Orange River Mines, 100km north of Oranjemund, Namibia - Exploration, finance, administrative, CHQ and mining (land-based) facility; Debmarmine Namibia, various locations, Namibia - Exploration, Mining (Marine based), CHQ, financial and administrative facilities; De Beers Group Services: Exploration, Luanda, Angola & Johannesburg, South Africa & Mumbai, India & Gaborone, Botswana & Toronto and Ontario, Canada - Exploration, administrative offices, laboratories; De Beers Group Services: General/Global Mining, Johannesburg, Port Nolloth, South Africa - CHQ, technical, supply chain and administrative facilities; De Beers Forevermark, Antwerp, Belgium & Shanghai, China & Central, Hong Kong & Mumbai, India & Milan, Italy & Tokyo, Japan & London, UK & Stamford, USA - HQ, diamond grading, research, financial, administrative, marketing and HR offices; International Institute of Diamond Grading & Research, Antwerp, Belgium & Surat, India & Maidenhead, UK - Diamond detection, grading and inscription; De Beers International Institute of Diamond Valuation, New York, USA - Diamond valuation, purchasing of diamond jewellery, CHQ, financial, administrative, trading office and Jewellery manufacturing; De Beers PLC, St Helier, Jersey - Holding company; De Beers Auction Sales Holdings, Hong Kong - Holding company; De Beers Consolidated Mines (Pty) Ltd, Johannesburg, South Africa - Holding company; De Beers Holdings Botswana, Gaborone, Botswana - Holding company; Namdeb Holdings, Windhoek, Namibia - Holding company; De Beers Namibia Holdings Pty Ltd, Namibia, Holding Company; De Beers Jewellers Ltd, London, UK - Head Office; De Beers Jewellers Ltd, Various locations, Worldwide - administrative office; De Beers Jewellers Ltd, various locations, Worldwide - Retail stores; GemFair (SL) Limited, Koidu Kono, Sierra Leone - diamond trading office (added to scope December 2019); GemFair Freetown, Freetown, Sierra Leone - finance office (added to scope December 2019); GemFair UK, London, UK - administration (added to scope December 2019).

RJC CERTIFICATION INFORMATION CODE OF PRACTICES

Summary



Responsible
Jewellery
Council

<i>Certified member</i>	De Beers Group
<i>Membership forum</i>	Diamond and/or Gold and/or Platinum Producer
<i>Certification number</i>	0000 1452
<i>Certification period</i>	13 October 2018 – 13 October 2021
<i>Audit date</i>	4, 17, 18, 31 July 2018. Scope expansion: 10-11 October 2019, 4 November 2019
<i>Audit type</i>	Re-Certification
<i>Previous certifications</i>	2
<i>Applicable standard</i>	Code of Practices 2013
<i>Accredited auditor</i>	SGS United Kingdom Limited Lead Auditor: Rebecca Bowens Ursula Antunez, Chris Rankine. Scope expansion: Kwasi Okai-Mensah, Roshini Wickramasinghe

Certification scope

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Applicable provisions

- 1. General requirements:** 1-4
- 2. Responsible supply chains and human rights:** 5-12, except 6.2, 7 & 11.4
- 3. Labour rights and working conditions:** 13-20, except 17.3
- 4. Health, safety and environment:** 21-25, except 21.10
- 5. Diamonds, gold and platinum group metals products:** 26-28
- 6. Responsible mining sector:** 29-40, except 38 & 39

Provenance claims

A Forevermark diamond is sourced only from a handful of carefully selected mines, ensuring that every diamond bearing the Forevermark inscription is responsibly sourced. The Forevermark responsible sourcing standards apply throughout the entire journey of a Forevermark diamond, and include a track and trace process through the bespoke Forevermark Pipeline Integrity Standard, to ensure that Forevermark diamonds are responsibly manufactured. De Beers Global Sightholder Sales, Namibia Diamond Trading Company and De Beers Sightholder Sales South Africa only sell rough diamonds that originate from De Beers' owned and joint venture operations in Botswana, Canada, Namibia and South Africa from mines that are certified against the Responsible Jewellery Council standards and compliant with the Best Practice Principles. Diamonds sold by De Beers Auction Sales are sourced from De Beers wholly-owned and joint venture operations and/or approved third party producers/suppliers in line with the De Beers Responsible Sourcing Policy and the DBAS ThirdParty Supply Operating Model.

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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