



BY THE AUTHORITY OF THE COUNCIL

Hybrid Diamonds and Gold (Pty) Ltd

IS A CERTIFIED MEMBER OF THE
Responsible Jewellery Council

CERTIFIED MEMBER: 0000 1943

APPLICABLE STANDARD: CODE OF PRACTICES 2019

CERTIFICATION PERIOD: 17 APRIL 2020 – 17 APRIL 2023

Handwritten signature of David Bouffard in black ink.

DAVID BOUFFARD

Chairman

Responsible Jewellery Council

Handwritten signature of Iris van der Veken in black ink.

IRIS VAN DER VEKEN

Executive Director

Responsible Jewellery Council

Certification Scope

Hybrid Diamonds & Gold Pty Ltd, Germiston, South Africa - Refinery

RJC CERTIFICATION INFORMATION CODE OF PRACTICES

Summary



Responsible
Jewellery
Council

<i>Certified member</i>	Hybrid Diamonds and Gold (Pty) Ltd
<i>Membership forum</i>	Gold and/or Platinum Group Metals Trader and/or Refiner and/or Hedger
<i>Certification number</i>	0000 1943
<i>Certification period</i>	17 April 2020 – 17 April 2023
<i>Audit date</i>	05 March 2020
<i>Audit type</i>	Re-Certification
<i>Previous certifications</i>	2
<i>Applicable standard</i>	Code of Practices 2019
<i>Accredited auditor</i>	RCS Global Ltd Lead Auditor: Thembani M. Ncube
<i>Certification scope</i>	Hybrid Diamonds & Gold Pty Ltd, Germiston, South Africa - Refinery

Applicable provisions

- 1. General requirements:** 1-4, except 3.2
- 2. Responsible supply chains and human rights:** 5-14, except 8, 9, 11.3
- 3. Labour rights and working conditions:** 15-22
- 4. Health, safety and environment:** 23-27, except 23.10, 27.4
- 5. Gold, silver, PGM, diamond and coloured gemstone products:** 28-30, except 28.2b-j, 28.3, 29, 30
- 6. Responsible mining sector:** Not applicable

Provenance claims

Not Applicable.

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 (Applicable for 3 year certifications only)

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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