



BY THE AUTHORITY OF THE COUNCIL

# *Crossworks Manufacturing Limited*

IS A CERTIFIED MEMBER OF THE  
*Responsible Jewellery Council*

CERTIFIED MEMBER: 0000 1748

CERTIFICATION PERIOD: 23 SEPTEMBER 2019 – 01 DECEMBER 2021

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*

*HRA Group Holdings Ltd, Vancouver, Canada - Corporate offices, diamond sourcing; Crossworks Manufacturing Ltd, Vancouver, Canada - Procurement, customer services, sales, admin & I.T.; Rydian Saigon Co., Ltd, Ho Chi Minh City, Vietnam - Jewellery manufacturing; Crossworks Manufacturing Ltd, Hong Kong Island, Hong Kong - Sales office; H.R.A U.S.A, Ltd, Seattle, USA - Allocation and distribution; Crossworks Manufacturing Ltd., Ontario, Canada - Diamond manufacturing*

# RJC CERTIFICATION INFORMATION

## CODE OF PRACTICES

### *Summary*



Responsible  
Jewellery  
Council

<i>Certified member</i>	Crossworks Manufacturing Limited
<i>Membership forum</i>	Diamond Trader and/or Cutter and Polisher
<i>Certification number</i>	0000 1748
<i>Certification period</i>	24 September 2019 – 01 December 2021
<i>Audit date</i>	16 November 2018 & 18 January 2019 & 3,4 April 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: Brian Knox Cherry Liu

### *Certification scope*

HRA Group Holdings Ltd, Vancouver, Canada -Corporate offices, diamond sourcing; Crosssworks Manufacturing Ltd, Vancouver, Canada - Procurement, customer services, sales, admin & I.T.; Rydiam Saigon Co., Ltd, Ho Chi Minh City, Vietnam - Jewellery manufacturing; Crossworks Manufacturing Ltd, Hong Kong Island, Hong Kong - Sales office; H.R.A U.S.A, Ltd, Seattle, USA - Allocation and distribution; Crossworks Manufacturing Ltd., Ontario, Canada - Diamond manufacturing.

### *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 and 11.3-4
- 3. Labour rights and working conditions:** 13-20, except 17.3
- 4. Health, safety and environment:** 21-25
- 5. Diamonds, gold and platinum group metals products:** 26-28, except 28
- 6. Responsible mining sector:** Not applicable

### *Provenance claims*

Our diamonds that we represent as Canadian are mined and cut in Canada. All Canadian diamonds are certified and traced individually and are inscribed with an inscription number that can be traced throughout the supply chain.

### *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 for 1 year.
- ☐ The member is not eligible for RJC certification due to having four consecutive 1 year certification outcomes.
- ☐ Critical breaches have been identified and the RJC management team should initiate disciplinary procedures.





## Mid-term review

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

- ☐ **A. The member will not require a mid-term review because:**
- ☐ No anticipated changes to the certification scope during the certification period.
  - ☐ Member has < 25 full time equivalent personnel.
  - ☐ Low risks of changes to current conformance levels and strong management controls.
- ☐ **B. The member will require a desktop mid-term review during the 3 year certification period to review progress on corrective action against non-conformances within 12-24 months, but a site visit is not required because:**
- ☐ The actions can be verified remotely; or
  - ☐ No risk to critical provisions; or
  - ☐ There are parallel audit programs for equivalent recognised schemes (e.g. De Beers BPP, SA8000, OHSAS18001, ISO14001)
- ☒ **C. The member will require a mid-term review during the 3 year certification period that will include the need for site visits because:**
- ☒ Known and anticipated changes to certification scope during the certification period
  - ☐ Certification audit identified >2 minor NCs for critical provisions; or > 4 minor NCs in total
  - ☐ 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/](http://www.responsiblejewellery.com/rjc-certification/code-of-practices-certification13-2/)

This certificate can be authenticated by visiting: [www.responsiblejewellery.com/members/certified-members/](http://www.responsiblejewellery.com/members/certified-members/)

If you have any questions about RJC certifications, please contact: [certification@responsiblejewellery.com](mailto: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/](http://www.responsiblejewellery.com/contact-us/rjc-complaints-mechanism/)

### Disclaimer

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