

# RJC Code of Practices Review

## Overview of Proposed Revisions – May 2013

### Why is RJC reviewing the Code of Practices?

The RJC Code of Practices (COP) was launched in 2009, applicable to Members from mine to retail. This is a planned review after 3 years of implementation, which seeks to draw from feedback from all stakeholders on how the standard and certification process can be improved.

### What's the process?

The COP Review process is being overseen by RJC's multi-stakeholder Standards Committee. RJC is following ISEAL good practice with 3 successive comment periods for stakeholders to provide feedback on proposed revisions to the COP. Comment reports are published on the RJC website. The entire COP review started in April 2012 and will take at least 18 months to allow sufficient time for stakeholder engagement and consensus-building.

### How will RJC Members be affected?

The revised COP should be finalised towards the end of 2013. A one-year transition period will allow existing Members to be certified against either the original (2009) or revised (2013) COP, to take account of internal planning and certification deadlines. New Members joining RJC after the launch of the revised COP, and all Members after the one-year transition period, will be required to achieve certification against the revised COP. All of RJC's training for Members and Auditors will be updated.

### What will be some of the major changes to the Code of Practices?

Major changes to the COP include new provisions relating to:

- The UN Guiding Principles on Business and Human Rights
- Grading and Appraisal
- Provenance Claims in the diamond, gold and platinum group metals jewellery supply chain
- Sourcing from Conflict-Affected Areas, and from Artisanal and Small-Scale Mining
- Free Prior and Informed Consent for Indigenous Peoples
- Mercury.

A wide range of editorial improvements have also been made to clarify intent in the COP, including in the areas of working hours and remuneration. The Standards Guidance chapters have also been significantly revised, aiming to provide more detailed implementation guidance for businesses, including small business and key regions such as India. An Excel-based Risk Assessment toolkit, including a human rights due diligence template, is being developed to support the Self Assessment Workbook.



Image: BJOP

*'RJC has been delighted to receive constructive and valuable input from a range of stakeholders over successive comment periods. This helps to strengthen the standards and improve the training and support we can provide to Members to reach conformance.'*

– Dr Fiona Solomon, RJC  
Director – Standards  
Development

## Restructuring the Code of Practices

In addition to the proposed changes in key requirements, the RJC Code of Practices is set to adopt a new structure. In the final consultation draft, the COP has been re-arranged into a new structure that aims to better highlight the major issues being addressed for the jewellery supply chain. Under the proposed re-structure, there are 6 main sections with a total of 40 individual provisions, as per below:

2013 Code of Practices – Proposed New Structure	Reference in 2009 Code of Practices
<b>1. General Requirements</b>	
1. Legal Compliance	4.1 Legal Compliance
2. Policy and Implementation	4.2 Policy, and added <b>New Provision</b> on implementation
3. Reporting	4.6 Sustainability Reporting, and added <b>New Provision</b>
4. Financial Accounts	Formerly part of 1.2 Money Laundering and Finance of Terrorism
<b>2. Responsible Supply Chains and Human Rights</b>	
5. Business Partners	4.3 Business Partners
6. Human Rights	2.1 Human Rights + <b>New Provision</b> on Conflict-Affected Areas
7. Sourcing from Artisanal and Small-Scale Mining	<b>New Provision</b>
8. Community Development	2.11 Community Engagement and Development
9. Bribery and Facilitation Payments	1.1 Bribery and Facilitation Payments
10. Money Laundering and Finance of Terrorism	1.2 Money Laundering and Finance of Terrorism
11. Security	2.12 Use of Security Personnel, new Provision
12. Provenance Claims	<b>New Provision</b>
<b>3. Labour Rights and Working Conditions</b>	
13. General Employment Terms	2.10 General Employment Terms
14. Working Hours	2.8 Working Hours
15. Remuneration	2.9 Remuneration
16. Discipline and Grievance Procedures	2.7 Discipline and Grievance Procedures
17. Child Labour	2.2 Child Labour and Young Persons
18. Forced Labour	2.3 Forced Labour
19. Freedom of Association and Collective Bargaining	2.4 Freedom of Association and Collective Bargaining
20. Non-Discrimination	2.5 Discrimination
<b>4. Health, Safety and Environment</b>	
21. Health & Safety	2.6 Health & Safety
22. Environmental Management	3.1 Environmental Protection
23. Hazardous Substances	3.2 Hazardous Substances
24. Wastes and Emissions	3.3 Waste and Emissions
25. Use of Natural Resources	3.4 Use of Energy and Natural Resources
<b>5. Diamonds, Gold and Platinum Group Metals Products</b>	
26. Product Disclosure	1.5 Product Integrity
27. Kimberly Process Certification Scheme and World Diamond Council System of Warranties	1.3 Kimberley Process
28. Grading and Appraisal	<b>New Provision</b>
<b>6. Responsible Mining Sector</b>	
29. Extractive Industries Transparency Initiative	1.6 Extractive Industries Transparency Initiative
30. Community Engagement	2.11 Community Engagement and Development
31. Indigenous Peoples and Free Prior Informed Consent	2.13 Indigenous Peoples. <b>New Provision</b> on FPIC added, applicable to new / major changes to mining projects.
32. Impact Assessment	4.4 Impact Assessment
33. Artisanal and Small-Scale Mining	2.14 Artisanal and Small-scale Mining
34. Resettlement	Formerly part of 2.11 Community Engagement and Development
35. Emergency Response	<b>New Provision</b>
36. Biodiversity	3.5 Biodiversity
37. Tailings and Waste Rock	3.3.4 Tailings and waste rock management
38. Cyanide	Formerly in 3.2.3 Hazardous Substances
39. Mercury	<b>New Provision</b>
40. Mine Rehabilitation and Closure	4.5 Mine Closure Planning

## Key points

- The RJC COP review is improving the standards and certification process applicable to all RJC Members
- A final comment period is now open from 4 June 2013 and feedback on the proposed revisions are welcome.



Image: Dimexon Diamonds Limited

## To find out more, please visit:

- [www.responsiblejewellery.com/standards-development/code-of-practices-review/](http://www.responsiblejewellery.com/standards-development/code-of-practices-review/)
- [www.responsiblejewellery.com/rjc-standards-committee/](http://www.responsiblejewellery.com/rjc-standards-committee/)
- For any questions or comments, please email [consultation@responsiblejewellery.com](mailto:consultation@responsiblejewellery.com)



Image: AngloGold Ashanti

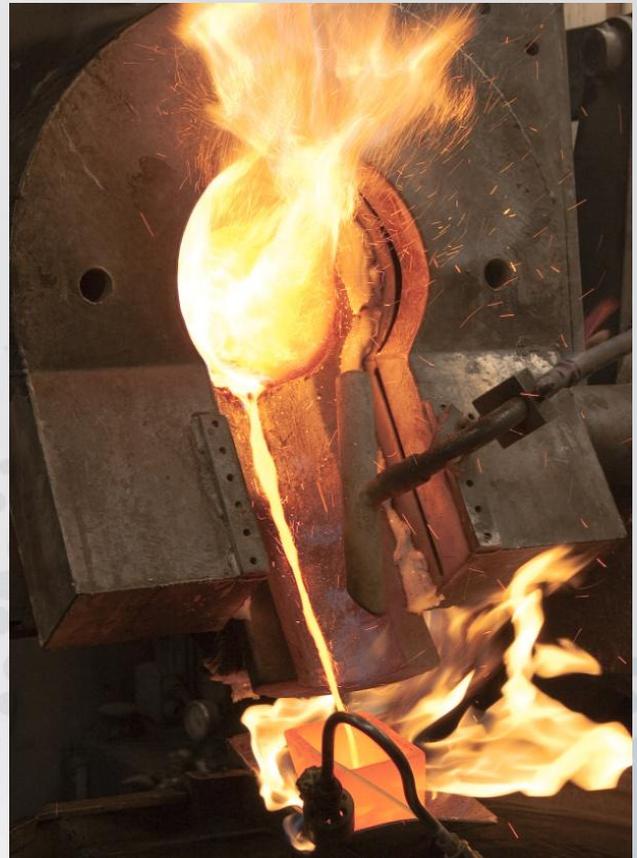


Image: Cookson Precious Metals