

# 2026 ANNUAL PROGRESS REPORT



RESPONSIBLE  
JEWELLERY  
COUNCIL

ROOTED IN RESPONSIBILITY, DRIVEN  
BY PURPOSE. MEMBERSHIP IS YOUR  
PATHWAY TO SUSTAINABLE GROWTH.

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# MESSAGE FROM THE CHAIR AND EXECUTIVE DIRECTOR



**DAVE MELESKI**

Chair

President &  
CEO of Proline Group

Celebrating the Responsible Jewellery Council's 20th anniversary is both a milestone and a reminder of the collective responsibility we share as an industry. Over the past two decades, the RJC has evolved into a truly global organisation, built on collaboration, trust, and a shared commitment to responsible business practices across the jewellery and watch supply chain.

As expectations around sustainability, transparency, and accountability continue to grow, the role of the RJC has never been more important. I am incredibly proud of the progress we have made together, and grateful to our Board, members, committees, partners, and staff whose dedication continues to strengthen the credibility and impact of our work worldwide.

Looking ahead, our focus remains on ensuring that the RJC continues to provide practical leadership and meaningful support to members navigating an increasingly complex landscape. By continuing to evolve our standards, strengthen assurance, and encourage open dialogue across the industry, we can help build a more resilient, transparent, and responsible future for our sector.

Following the close of the year, the Board appointed a new Executive Director, and I would like to thank her and the leadership team for their commitment to guiding the organisation through this important next chapter."

**Dear valued RJC members and stakeholders,**

As the Responsible Jewellery Council marked its 20th anniversary in 2025, it was an important moment to reflect not only on how far the organisation has come, but on the responsibility that comes with our role today.

Since its founding by 14 members in 2005, the RJC has grown into a global community of more than 2,000 members in over 74 countries, supported by a robust assurance system and multi-stakeholder governance that reinforce the credibility and global relevance of our standards. For two decades, the RJC has helped build trust across the global jewellery and watch industry, thanks to the commitment of our members, Board, committees, staff, and partners. I would like to thank all of you for the role you continue to play in that shared effort.

The operating environment remains complex. Heightened regulatory scrutiny, geopolitical uncertainty, and growing expectations around transparency and sustainability continue to shape how our industry operates. In this context, the need for clear standards, credible assurance, and practical guidance has never been greater.

Over the past year, we have continued to prioritise engagement with our global membership through forums, learning opportunities, and direct dialogue. These conversations ensure that RJC's work remains grounded in the realities of diverse supply chains and business models, and that our standards and guidance continue to be both robust and relevant.

Entering 2026, our new Code of Practices (COP), Laboratory Grown Materials Standard (LGMS) and Chain of Custody (COC) standards are now fully in effect, and we are focusing our efforts on areas where members have consistently told us support is most needed. This includes advancing work on diamond traceability, working collaboratively to design tailored guidance for responsible sourcing in coloured gemstone supply chains, and collaborating with partners to develop practical tools to help companies, particularly small and medium-sized businesses, meet the new expectations.

As Executive Director, my priority is to ensure that the RJC continues to add meaningful value for its members while strengthening trust across the value chain. This requires listening carefully to member needs and wider stakeholder expectations, setting clear priorities, and reinforcing the organisational foundations that underpin credibility and confidence in our work.

Our ambition is clear: to ensure RJC certification remains credible, practical, and trusted, while helping the watch and jewellery industry navigate change with confidence and integrity.



**PURVI SHAH**

Executive Director



CHAPTER 1

# THE RJC AT A GLANCE

## 1.1 WHO WE ARE

We are the world’s leading standard-setting organisation for the jewellery and watch industry

Founded in 2005 by 14 pioneering organisations including ABN AMRO, BHP Billiton Diamonds, Cartier, CIBJO (World Jewellery Confederation), the Diamond Trading Company (part of De Beers Group), Diarough, Jewellers of America, the UK’s National Association of Goldsmiths, Newmont Mining, Rio Tinto, Rosy Blue, Signet Group, Tiffany & Co. and Zale Corporation.

Today, our membership spans over 2,000 companies worldwide, representing every stage of the global watch and jewellery supply chain, from mine to retail.

What unites us is a common purpose: to advance responsible business practices that protect people and the planet. We believe this can only be achieved by working together through partnership, transparency, and shared responsibility.

## 1.2 WHAT WE DO

We work to ensure that responsible standards are upheld right across the global jewellery and watch supply chain.

The RJC team oversees the development, maintenance, and implementation of our three industry standards. We work closely with approved auditors to ensure they consistently assess compliance with rigour and integrity. Once members complete the required due diligence, certificates are issued that affirm their commitment to responsible business practices.

We serve as a leading voice for the watch and jewellery industry on key Environmental, Social, and Governance (ESG) issues. The RJC system of standards and assurance is designed to drive greater sustainability throughout the industry, with provisions covering all aspects of the supply chain and all key areas of responsible practice.



At Chopard, we believe that true luxury is defined not only by beauty and craftsmanship, but also by responsibility. Joining the RJC was a natural step for us, as we felt it was essential to be part of a global movement that champions sustainable and responsible practices in our industry. On the one hand, RJC membership enables us to enhance our environmental and social practices across our ateliers and boutiques worldwide; on the other, it has united all Chopard Group employees around a shared vision. For us, RJC is also a key tool for engaging our value chain, allowing us to work closely with our supplier partners under a single, robust and internationally recognised standard.”

**Caroline Scheufele,**  
**Chopard Co-President and Artistic Director**



## MISSION

We strive to be the recognised standards and certification organisation for supply chain integrity and sustainability in the global Jewellery and watch industry.

## VISION

Our vision is a responsible world-wide supply chain that promotes trust in the global Jewellery and watch industry

## VALUES

These values guide our decisions and actions

- We are respectful and fair
- We practice honesty, integrity, and accountability
- We engage in open collaboration

# OUR JOURNEY TIMELINE

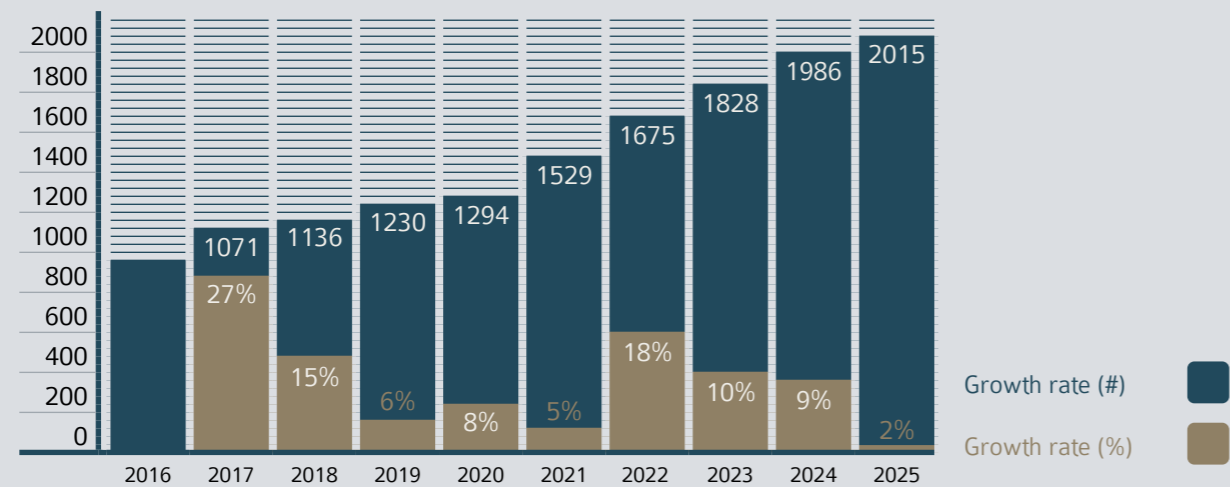


# MEMBERSHIP

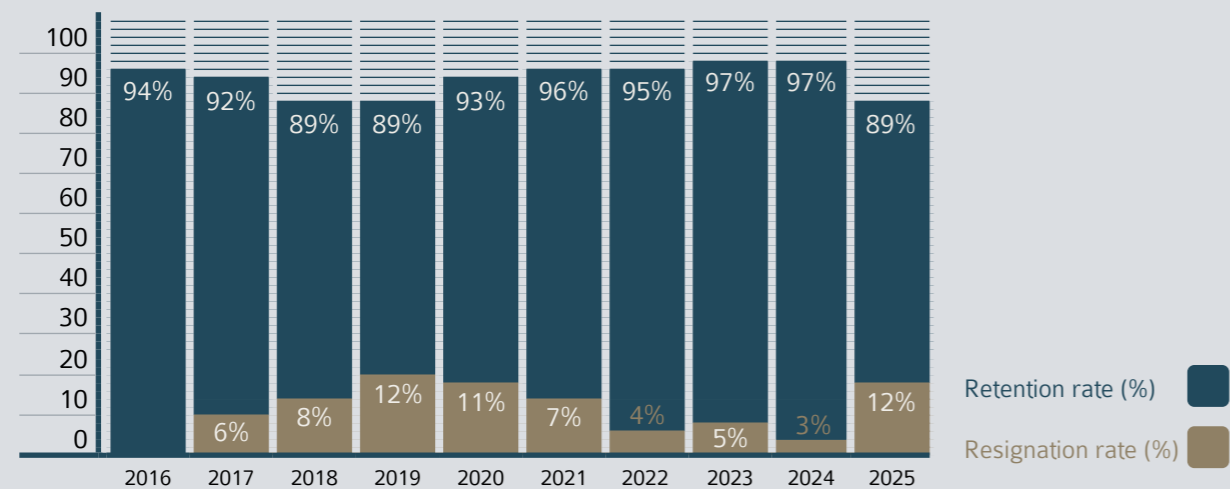
We have grown from 14 founding members to 2,015 global members (as of year end 2025).

## 2.1 OUR MEMBERSHIP EVOLUTION

Membership Growth Rates



Membership Retention & Resignation Rates



## 2.2 MEMBERSHIP SNAPSHOT 2025

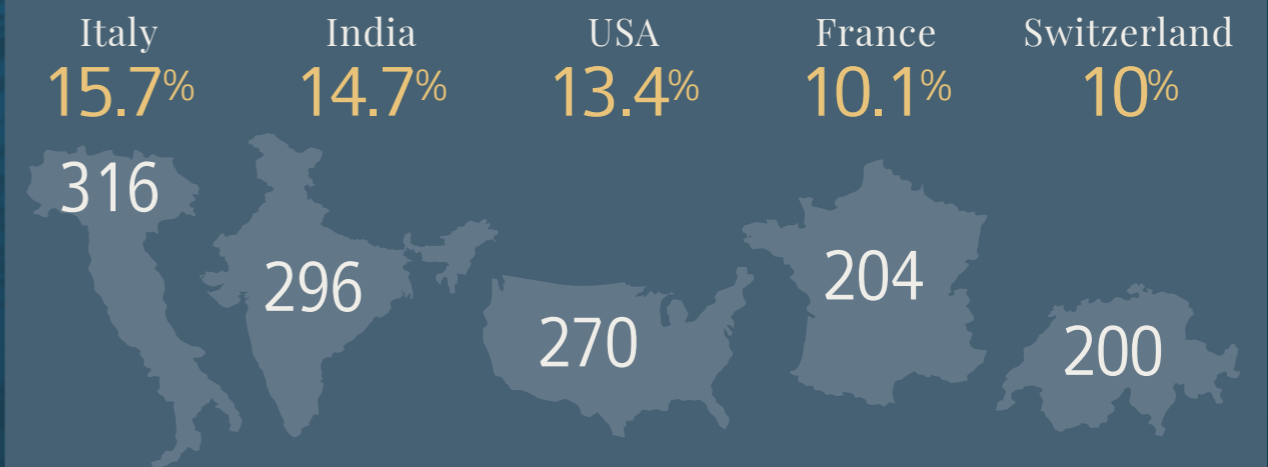
Total Number of Members at Year End 2025: **2,015** **259** New Members

**2,000** Commercial Members      **15** Trade Association Members

Commercial Membership Breakdown by Forum

<b>13</b>	<b>137</b>	<b>633</b>	<b>1,114</b>	<b>76</b>	<b>27</b>
Diamonds, Coloured Gemstones & Precious Metals Miner	Precious Metals Trader, Refiner, and/or Hedger	Diamonds & Coloured Gemstones Trader, Cutter, and/or Polisher	Jewellery and Watch Manufacturer and/or Wholesaler	Jewellery and Watch Retailer	Service Industry
0.7%	6.9%	31.7%	55.7%	3.8%	1.4%

Top Five Countries for Member HQs



### 2.3 MEMBERSHIP INSIGHTS

In 2025, membership growth continued to demonstrate strong global momentum, with the organisation welcoming a record 259 new members over the calendar year. This represents a significant milestone and equates to more than 10% net growth in the overall membership base, excluding resignations and terminations. Building on sustained growth in previous years, this reflects continued industry commitment to responsible business practices and the increasing value placed on certification and standards across the global jewellery and watch supply chain.

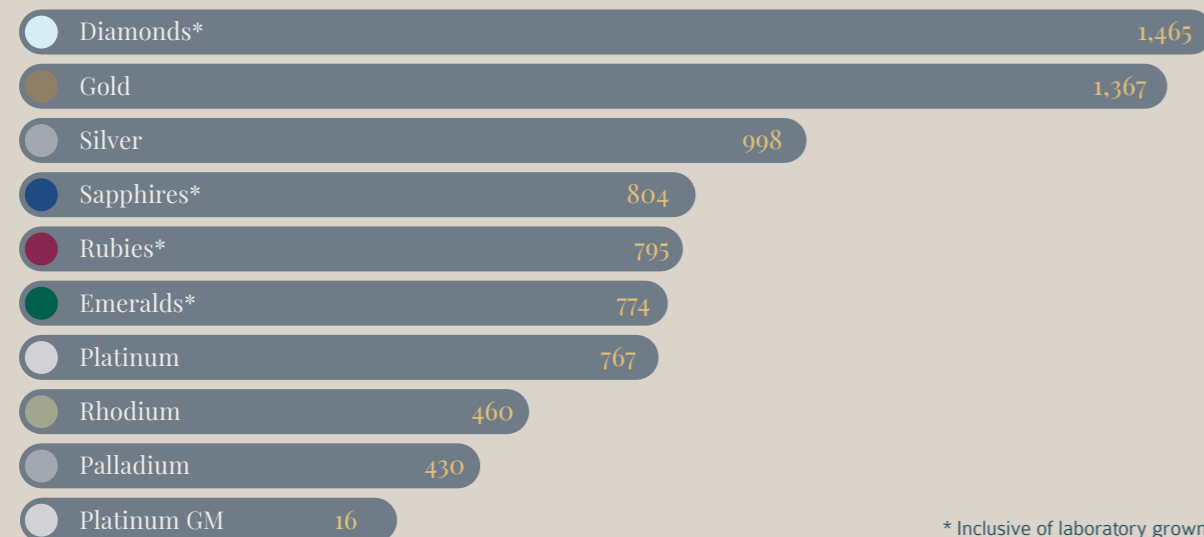
India led new member onboarding with 60 companies joining during the year, followed by Thailand with 34 and the United States with 33. European markets also recorded steady growth, with Italy contributing 24 new members, alongside Switzerland and Belgium with 13 and 12 respectively. The United Arab Emirates further strengthened its representation with 10 new members. India recorded the highest relative increase, followed by Thailand and the United Arab Emirates. Per year end, the following countries were represented by one member each: Argentina, Armenia, Bahrain, Bulgaria, Cambodia, Cayman

Islands, Egypt, Finland, Ghana, Greece, Luxembourg, Malaysia, Mexico, Norway and Taiwan.

At the same time, overall membership dynamics in 2025 were also shaped by attrition including business closures, mergers and acquisitions consolidating member accounts, termination due to non-compliance with membership requirements and resignations linked to resource constraints. This occurred across a broad range of countries and forum categories, broadly mirroring their share within the total membership. Together, these factors resulted in a 12% membership resignation rate in 2025.

From a sector perspective, growth was driven predominantly by core supply chain actors. The jewellery and watch manufacturer and wholesaler segment accounted for the largest share of new members joining in 2025, representing approximately half of all new additions. This was followed by the diamonds and coloured gemstones trader, cutter and polisher segment, which contributed approximately 35% of new members, showing the highest proportional increase relative to its existing base. In terms of material scope, diamonds and gold are the most widely represented, followed by silver. Sapphires, rubies and emeralds also demonstrate strong uptake following their inclusion in the Code of Practices, each in scope of approximately 38–40% of members.

#### Materials in Scope



\* Inclusive of laboratory grown



Traceability, sustainability and transparency are no longer merely trends; they have become essential components for any successful diamond company. At El-Ran Diamonds, we proactively embraced compliance, ethics, traceability and transparency from an early stage, recognising their increasing importance. Integrating these principles into our business felt both natural and necessary. We understood that a full commitment to these values would be vital to our long-term success and growth. While our industry has faced significant challenges, including financial crises, ineffective marketing efforts and instances of unethical conduct, there are still many dedicated and responsible professionals who share our values and commitment. At El-Ran, we are proud to have made these principles a core part of our identity and continued success.”

**Eyal Atzmon,**  
Founder and Strategic Advisor, El-Ran/ Windiam Group

# GLOBAL REACH OF THE RJC

## 2025

**2,015** Members Worldwide  
(Year End 2025)

### KEY

● Number of members by country



# STANDARDS

## 2025 had been a defining year for RJC Standards, as we continue to set the benchmark for responsible business practices in the jewellery and watch industry.

### 3.1 OUR NEW STANDARDS IN PRACTICE

The past year was marked by the rollout of the updated Code of Practices (COP) and Chain of Custody (COC) Standards, which were strengthened to incorporate the growing stakeholder interest around issues including human rights, environmental impact, accurate and transparent claims and supply chain due diligence. Alongside these updates, 2025 also saw the release of our new Laboratory Grown Material Standard (LGMS) in February. The release of this Standard broadens the scope of materials for which accountability for responsible sourcing can be implemented throughout the jewellery and watch supply chains.

To support members through the effective implementation and understanding of the new Standards, a one-year transition period from January 2025 to January 2026 was put in place. This gave members approaching recertification the option to be audited against either the 2019 COP and 2017 COC Standards, or to transition early to the 2024 COP and 2024 COC Standards. For members with laboratory grown materials in scope, the transition required a more coordinated approach. Given the close alignment between the 2024 COP Standard and the 2024 LGMS, existing members were given defined timelines to complete a combined audit, within this transition year,

with timelines determined by their last certification. Throughout this period, members were supported with practical guidance including the 'RJC Mandatory Standard & Audit Type Navigator' tool, designed to help identify the appropriate Standard and audit type and when their next certification should take place.

As part of our transition year, 2025 also marked an important step in making our Standards more accessible to members, with their release in our four core languages: French, Spanish, German and Italian. This was particularly key for small and medium-sized companies operating across international supply chains, enabling more consistent understanding and implementation of requirements. Reducing language barriers is essential to strengthening inclusive engagement, supporting compliance, and reinforces the scalability of our standards internationally.

#### 2024 Code of Practices (COP) Standard

The COP standard came into force on 1st January 2025, and it is mandatory for members to achieve certification within two years of becoming a member of the RJC. The COP defines the requirements for establishing responsible business practices throughout the jewellery supply chain, from mine to retail and is now made up of 45 provisions. Several important updates have been made to strengthen the COP, including some of the below:

- Consolidation of management systems and grievance mechanisms into one comprehensive provision.
- Increased clarity and alignment of Human Rights due diligence to the United Nations Guiding Principles on Business and Human Rights.
- Expansion of COP 14 Claims to ensure all claims a company is making are transparent and accurate, with a system to support them.
- Strengthened environmental requirements, including those related to waste and emissions, use of natural resources and biodiversity, ensuring provisions are applied based on significance of impact and activity of the member.
- A reinforcement of supply chain due diligence, including improved understanding of 'know your counterparty' (KYC), especially with regard to materials taken on consignment.
- Full revision of the requirements for grading, analysis and appraisal to ensure effective management systems and greater accuracy of equipment.
- Additional requirements in relation to diversity and inclusivity, as well as a revision to several mining provisions with the addition of community health & safety and cultural heritage.



#### 2025 Laboratory Grown Material Standard (LGMS)

The LGMS is our newest Standard and was approved by the Board on 14th February 2025. Developed as a mandatory Standard for all members with laboratory-grown materials in scope, members must be certified within two years of joining the RJC. Closely aligned with the COP standard, the LGMS sets out clear ethical, human rights, social and environmental requirements to address the specific risk profile applicable to the laboratory-grown materials sector. The LGMS was developed through a formal, transparent, ISEAL aligned public consultation process, overseen by RJC's multi-stakeholder Standards Committee, with input from the Laboratory-Grown Material Taskforce.

Members handling laboratory-grown diamonds, rubies, emeralds, or sapphires intended for the jewellery supply chain are within the scope of the LGMS. To support consistent application, two key distinctions are used to determine whether materials fall in scope:

- **Embellishments** – Included in scope, these are any elements of a watch or jewellery item that are included for aesthetic or decorative purposes. For example, on the watch crown, face, bracelet or any location in a jewellery item where the lab-grown stones are purely there as an embellishment and not for functional purposes
- **Functional Components** – Excluded from scope, these are components that are necessary for the operation of the watch or jewellery item and that are not primarily present or marketed as embellishment. In the context of the LGMS, these are components that are made of or include lab-grown materials that would not otherwise be as effective in terms of function, or quality, or cost, or availability if they were made of an alternative material. Examples include lab-grown rubies in watch movements, lab-grown sapphire glass on a watch case.



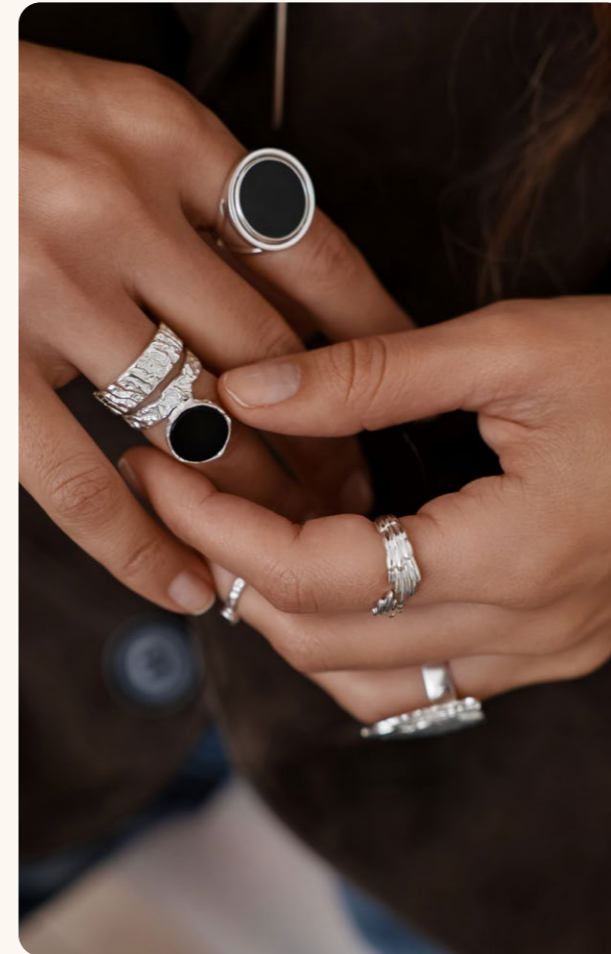
### 2024 Chain of Custody (COC) Standard

The 2024 COC Standard came into effect on 1st January 2025. This voluntary standard complements the COP Standard and defines an approach for members to handle and trade gold, silver and platinum group metals in a way that is traceable and responsibly sourced. Maintaining consistency with the materials in scope for the 2017 COC, key changes across the ten provisions are:

- Removal of provisions 1 and 2 which were duplicated requirements of COP provisions 7 due diligence and COP 12 Know Your Counterparty.
- Inclusion of a requirement for additional reporting requirements applicable to refiners, for greater transparency.
- Strengthened due diligence requirements for accepting material to be classed as eligible recycled, aligning the due diligence to that required for mined material.

- A change in the nomenclature of “eligible grandfathered” to “legacied” in response to stakeholder concerns in relation to the negative historical connotations of the term “grandfathered”
- Update to the definition of ‘recycled’ materials to ensure improved transparency to sources of recycled material.
- Strengthened and clarified due diligence and traceability requirements including for tailings, as well as requirements to allow COC material to re-enter the supply chain where it is clearly identifiable.
- Incorporated Supplemental Guidance requirements, including clearer guidance on controls of outsourcing and service providers.
- Strengthened requirements for product declarations and claims.

These updates improve clarity and strengthen the COC Standard, supporting robust criteria for accepting eligible materials and enabling members to trace COC materials to responsible sources throughout the jewellery and watch supply chains.



## 3.2 AIDING IMPLEMENTATION

### Roadshows

To support members in their successful implementation of the updated standards, a targeted outreach initiative was rolled out throughout 2025. A global ‘Standards Roadshow’ programme engaged members across key regions, taking place in Paris, New York, London, Bangkok (virtual), Geneva, Mumbai and Surat, with further events planned for 2026.

Roadshows were delivered in key markets, providing direct, in-person engagement with members on updates to the standards and audit and certification changes. These sessions enabled members to better understand the changes, ask questions, and receive practical guidance in a collaborative and engaging environment.

### Supporting Guidance

To support understanding and implementation of our new Standards, a comprehensive suite of guidance documents was released in 2025 for the COP, LGMS and COC. These provide practical step-by-step support to help members interpret and apply the requirements with confidence. This was complemented by a series of ongoing webinars led by the RJC’s Knowledge and Education department with all materials, including guidance toolkits and checklists available in English and our four core languages, (French, Spanish, German and Italian) to allow global accessibility.

### Claims Guide

In August 2025, a Claims Guide was released to support members in making accurate, clear, and credible claims about their business practices, certification and sustainability efforts. As demand for transparency across the jewellery and watch supply chains continues to grow, the guide provides practical direction on the use of RJC membership, claims, logos, and standards, as well as the monitoring and prevention of misleading claims.

Making credible claims about responsible practices and achievements enables members to differentiate themselves and demonstrate positive impact. Equally, the inappropriate use of claims or logos can undermine credibility and wider industry trust. This guide therefore strengthens consistency, accountability, and alignment with industry and regulatory best practice across the industry, in support of our standards.

## 3.3 GOING THE EXTRA MILE

2025 represented a major step forward in our Standards, while also laying a foundation for what comes next. Building on this progress, we are continuously exploring ways to further strengthen responsible sourcing across the jewellery and watch supply chains. We remain committed to engaging with stakeholders across the industry and beyond to support collaboration, innovation and the ongoing evolution of best practices.

### Supplementary Guidance – Diamond Traceability Claims

In December 2025, a supplementary guidance on Diamond Traceability Claims was released, effective from 1st January 2026. Aligned with the 2024 COP, specifically provision 14 on Claims, this guidance sets out enhanced requirements for diamond traceability claims, ensuring these claims are made accurately and transparently with the necessary systems to support them, strengthening confidence in claims made by RJC members in the industry. RJC are looking into resources that can be developed to support members and auditors in implementing this guidance across global supply chains.

This responds to a key priority identified by the RJC, to strengthen traceability in the diamond supply chain, alongside increasing customer and regulatory expectations for clear, auditable claims and verified origin information. This work builds on earlier such as the November 2024 provenance claims supplementary guidance supporting members trading in G7 countries under new import restrictions.

### External Engagement Presence

In 2025, external engagement remained central to strengthening the credibility, relevance and implementation of the RJC Standards. Throughout the year, RJC teams engaged with a wide range of stakeholders, including industry associations, civil society organisations, regulators and peer initiatives, through consultations, roundtables, and industry and trade events. This ongoing dialogue enables the RJC to reflect evolving expectations, emerging risks and global best practice within the Standards.

There was also a continued focus on building strategic partnerships and visibility, positioning the Standards within broader responsible sourcing and sustainability frameworks. Through collaboration with initiatives such as the CIBJO Nomenclature Committee and the World Gold Council Gold Principles Group, the RJC can support greater alignment and harmonisation across standards schemes, helping members navigate an increasingly complex landscape with clarity.

### RJC Standards Committee

The end of 2025 marked a significant change for the Standards Committee, with 11 members' terms coming to an end, including the two Co-Chairs. The Standards Committee plays a key role in shaping the design and content of the RJC standards, while also addressing broader strategic matters as they arise, particularly those that may impact the standards. For this reason, a rigorous recruitment process was followed throughout 2025 to ensure continuity in the expertise of members that matched the RJC's strategic objectives moving forward.

Building on existing expertise, with terms beginning on 1st January 2026, we were excited to welcome 6 new industry members, 3 non-industry members, and 3 guests to the Standards Committee. In addition, we welcomed Eduard Stefanescu as industry Co-Chair who represents C. HAFNER GmbH + CO.KG. in the gold and/or platinum group metals trader, refiner hedger forum, and Sara Yood representing non-industry. The new committee members bring a diverse level of knowledge and input from across the watch and jewellery supply chain, as well as expertise covering gender, consumer protection, policy and more. As our Standards continue to be implemented, this breadth of insight within the Standards Committee will play a vital role in their ongoing development and evolution. An up-to-date list of the Standards Committee members can be found on the [RJC webpage](#).

To ensure a smooth transition and warm welcome to our new members, we brought together both the existing Standards Committee members, and new representatives at a face-to-face meeting in December in London. This insightful three-day meeting featured discussions surrounding ways of working, engagement, Strategic Taskforce priorities, Education and Learning, and ESG and Impacts. These key themes and topics will continue to be embedded to the work throughout 2026 and beyond.

### 3.4

### ISEAL ALIGNMENT

The RJC remains the only ISEAL Code compliant standards body in the jewellery and watch industry. ISEAL is the global membership body for credible sustainability standards. Its Code of Good Practice for Sustainability Systems sets internationally recognised requirements throughout the standard setting space for how standards are developed, governed, and revised. To achieve and maintain status as an ISEAL member, the RJC undergoes periodic independent evaluations against the ISEAL code, ensuring our standards and standard setting procedures remain robust, credible, transparent and aligned with best practice.

2025 was a milestone year for implementation, with all three new, or updated standards operational across

our membership space. The revision of the COP and COC Standards were conducted in line with the ISEAL requirements, which included a five-year review cycle. Adhering to ISEAL's code ensures that our standards are developed inclusively and transparently, whilst making sure they remain robust, credible and responsive to the most pressing and evolving social and environmental challenges facing the jewellery and watch industry.

The development of the LGMS also followed the ISEAL process to ensure this process was credible and took into consideration the views of all relevant stakeholders. All three standards underwent rigorous, multi-stakeholder public consultations to ensure they were informed by external expertise, aligned with best practice and considered evolving industry and regulatory requirements.



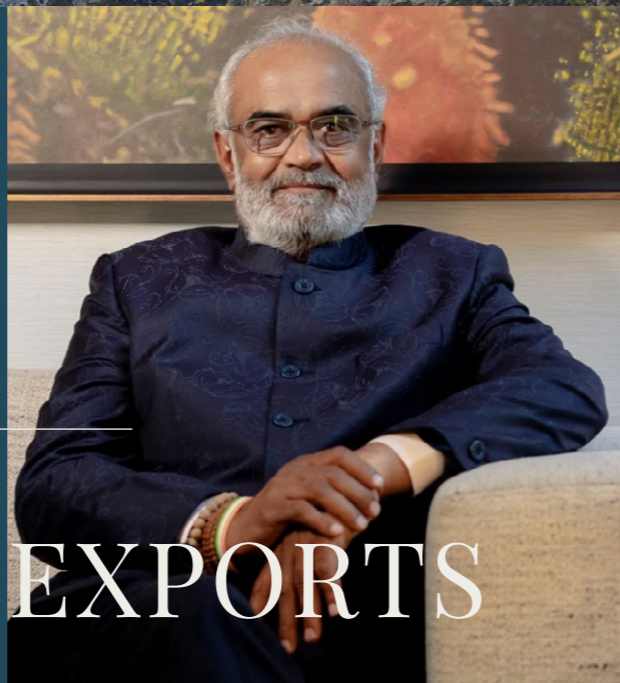
Primestar was founded on core values of integrity, transparency, and sustainability. From the onset, we applied RJC frameworks as a basis to further excel in ethical sourcing, transparency, and ESG standards throughout our supply chain. Our RJC certification reinforces our dedication to these principles and provides a platform of best practices within our supply chain and beyond.”

**Priiti Parikh,**  
Managing Director, Primestar



AN INTERVIEW WITH

# SAVJI DHOLAKIA HARI KRISHNA EXPORTS



**Q What key moments throughout the years have made you value your RJC membership?**

A One of the earliest moments that made Hari Krishna Exports value our RJC membership was going through the certification process. It helped us assess our systems not just for compliance, but to ensure they align with ethics, transparency, and accountability.

As a company that sources over 80 per cent of our rough diamonds directly from major mining companies, RJC’s standards validate our sourcing practices. We follow the same principle while purchasing gold. If a supplier is not RJC-certified, we do not proceed. Today, customers also ask whether our products meet RJC standards, showing how expectations across the supply chain have changed.

The value of our RJC membership became even clearer during the pandemic. While many businesses paused their operations, we continued to invest in solar power at HK Hub and our manufacturing unit and sustained our community and environmental programs through the philanthropic arm of Hari Krishna Exports, Dholakia Foundation. We also supported employees in need, provided free medical services, and distributed food kits to ensure their well-being during that difficult time.

RJC has helped us stay ahead as the industry has evolved toward ethics, traceability, and sustainability. From our Fair and Fixed Price Policy and global presence in over 100 countries to our alignment with all 17 UN Sustainable Development Goals, our approach has remained consistent. RJC also offers a valuable co-learning platform where members share best practices, which helps us improve continuously.

Responsible business is not a one-time achievement. Our RJC membership keeps us aligned with global standards and focused on long-term value.

**Q In what ways do you hope to create impact through your RJC membership, both within your operations and across the broader jewellery supply chain?**

A Through our RJC membership, we aim to strengthen responsible practices across our entire value chain.

Every stage from sourcing to sales is built on fairness, traceability, and respect for human rights.

Sustainability is a priority. Our HK Hub and manufacturing unit is fully powered by solar energy, and we are working toward making our operations carbon-neutral. As a member of 1t.org, we have pledged to plant 10 million trees by 2030 through our Mission102030 initiative. So far, we have planted 3.7 million trees and developed or rejuvenated around 166 water bodies, helping offset carbon emissions and improve ecosystems.

These efforts are tracked through clear metrics, including CO2 reduction, biodiversity improvement, soil health, and stakeholder engagement. Our work contributes to India’s national carbon sink goals and supports adaptation in climate-affected areas.

Social responsibility is embedded through the Dholakia Foundation. We support rural livelihoods, promote water security, and involve local communities directly in restoration work.

We also collaborate across the industry by sharing our practices in traceability, fair pricing, and ESG integration. RJC gives us a platform to engage with like-minded companies and help raise industry standards.

**Q How have you seen the global jewellery industry transform, especially in terms of ethics, transparency, and environmental responsibility, and where do you believe it’s headed next?**

A The gems and jewellery industry has evolved significantly after the implementation of RJC. The shift is visible through

a compliance lens, with companies aligning their practices to responsible sourcing, ethical conduct, and environmental accountability.

At Hari Krishna Exports, we have been early adapters of these values. Our HK Hub and manufacturing unit operates entirely on solar energy, reducing our carbon footprint.

We were among the first in the industry to implement traceability, launching My Diamond Story in 2011. Since then, we have participated in nearly every credible traceability program available to consumers. These include iTraceIT, Tracr, CanadaMark, Everledger, and more. Each platform enables end-users to verify the diamond’s journey from mine to market, thereby reinforcing transparency throughout the supply chain.

Our jewellery brand, Kisna, plays a key role in taking these values to end consumers. Kisna was born in 2005 out of a desire to make fine jewellery meaningful and accessible. It was launched with the belief that jewellery should be in every Indian household, led by our #HarGharKisna campaign. Every piece is designed with care, crafted with heritage, and meant to celebrate personal milestones. Today, Kisna connects with families through 100 Stores across India, combining affordability with emotional value.

Through Kisna, we also extend our impact. We feed one person in need and plant one tree for every piece of jewellery sold. We plant a tree for every customer who visits our booth at trade shows. Each time a new Kisna franchise opens, we organise free eye check-ups, blood donation camps, and community health programs.

Looking ahead, we believe the industry will continue to move toward complete transparency, stricter global standards, and deeper collaboration across supply chains. Brands that demonstrate measurable action and responsible leadership will define the next phase of growth.

**Q The dholakia foundation is clearly a key part of HK’s identity – can you share the mission behind it, and highlight specific initiatives or milestones that you’re particularly proud of since its inception?**

A The Dholakia Foundation reflects our belief that business must serve both people and the planet. The Foundation’s mission is to preserve the environment and empower communities through water conservation, large-scale afforestation, and sustainable development.

Since its inception in 1996, the Foundation has planted over 3.7 million trees and developed or rejuvenated around 166 water bodies across India. These projects have improved irrigation, supported biodiversity, and enhanced the lives of over 300,000 farmers and families. A proud milestone was the inauguration of Bharat Mata Sarovar by the Hon’ble Prime Minister of India, Shri Narendra Modi, in October 2024, recognising it as a national symbol of water conservation and ecosystem revival.

Key initiatives include Mission River, which focuses on reviving rivers and lakes in drought-prone regions, and

Mission 102030, which aims to plant 10 million trees by 2030 to restore green cover, sequester carbon, and combat deforestation.

Beyond environmental work, the Foundation supports a range of community welfare programs. These include scholarships for underprivileged students, women’s empowerment initiatives that promote skill development and safety and mass weddings for employees.

We are proud that our work contributes meaningfully to all 17 United Nations Sustainable Development Goals. The recognition of our founder, Shri Savji Dholakia, with the Padma Shri award in 2022, the fourth-highest civilian award in India, further affirms the impact of our long-term philanthropic mission.

**Q How do your efforts through the Dholakia Foundation complement your vision for responsible business practices, and how do you see this shaping the next chapter for both HK and the industry at large?**

A The Dholakia Foundation drives Hari Krishna Exports’ sustainability and community development work. To date, we have planted over 3.7 million trees and rejuvenated 166 lakes.

The foundation is committed to scaling its work on ecosystem restoration and the vision of Mission River is to create a water-secure future by restoring rivers to their natural flow, reviving ecosystems, and improving rural livelihoods. Its core goals include:

- Restoring dried and dead rivers and developing water bodies
- Conserving water through large-scale ecological interventions
- Supporting agriculture and reducing rural migration
- Revitalising biodiversity and retaining habitats for wildlife

Making the most of the global tree-growing movement, the Dholakia Foundation propels a promising initiative to grow 10 million trees by the year 2030 to offset the environmental challenges posed by deforestation and carbon emissions. Through innovative strategies and wide-ranging participation, Mission 102030 aims to expand the world’s canopies, rejuvenate ecosystems, sequester carbon and create a lasting impact on the global environment.

All our interventions and initiatives are aligned with the 17 UN Sustainable Development Goals, directly addressing key areas such as clean water, climate action, renewable energy, biodiversity conservation, economic and inclusive growth.

These targeted actions strengthen supply chain sustainability, improve climate resilience, and contribute to building a responsible, future-ready jewellery industry.

# GOVERNANCE

The RJC is a standard-setting organisation, which develops, reviews and assures standards for the jewellery and watch industry as a pathway for members to sustainability best practices, responsible sourcing and supply chain due diligence.

## 4.1 RJC SYSTEM OF GOVERNANCE

The constitution of the RJC comprises the Articles of Association and Memorandum of Association. The RJC is a company limited by guarantee, incorporated in England in 2005 pursuant to the UK Companies Act. RJC Directors therefore carry the responsibilities set out under the Companies Act. Directors are required to complete annual corporate governance training, conducted by an independent specialist corporate governance agency.

In addition, the RJC system of governance includes several features which effectively supplement the Companies Act, designed to ensure that directors represent the interests of their industry sector (forum), and that they are responsible for the four key decision-making bodies of the RJC – the Board of Directors, Executive Committee, Standards Committee and the Assurance Committee. Those additional director’s responsibilities also include oversight of the RJC’s compliance with the ISEAL Code of Good Practice for Sustainability Systems (the ISEAL Code), as the RJC is a Code compliant member of the ISEAL Alliance and is subject to the ISEAL Code – critical to the RJC as a standard-setting organisation.

With overall strategic direction from the Board, operational management of the RJC is the responsibility of the Executive Director and a team of professional staff. All staff are hired on the basis of their relevant expertise and experience, most especially in the areas of standards development, assurance, membership and due diligence.

The RJC governance system is further explained in the Governance Handbook.

## 4.2 THE ARTICLES OF ASSOCIATION

The RJC Articles of Association were carefully designed to ensure that the RJC is fairly representative of the entire jewellery and watch supply chain. Any company or association in the supply chain, handling materials in RJC scope, is eligible to join the RJC. The RJC has approximately 2,000 members, with membership growing continuously.

The key features of the Articles are:

- a) RJC directors and officers are directly elected by the membership. The former are elected by the members of the industry forum in which the elected directors are also members. RJC officers (Chair, Vice-Chair, Hon. Secretary and Hon. Treasurer) are members of the Board ex-officio and are directly elected by all members of the RJC.
- b) Each of the eight industry fora are designed to ensure that all sectors of the jewellery and watch industry, from mining/LGM production to retail, are equally represented on the RJC board. Each forum is allocated positions for three forum elected directors.
- c) At every RJC Annual General Meeting (AGM), one director from each forum (the longest serving director) must stand down. The intent of this provision is to facilitate a regular renewal of the board, allowing other members in each forum the opportunity to stand for election to the board. No director is eligible

- to remain a director for more than nine consecutive years unless specifically agreed by the Board.
- d) No company or industry sector should predominate, again to ensure that the interests of the entire industry are fairly represented and accounted for in all decisions of the board. To that end, no RJC director represents their company whilst acting as an RJC board member.
- e) The Articles authorise the appointment of directors. However, this power should be used sparingly and only for specified reasons and for specific periods. The principle that the board is comprised of elected representatives of the membership is a cornerstone of the RJC governance system.

## 4.3 COMMITTEES

The Executive Committee provides operational guidance and support to the Executive Director in relation to the day-to-day management of the Council. The members of the Executive Committee are the officers of the Council, the co-chairs of the Standards Committee and any others as appointed by the Board. The membership of any other committee is determined by the Executive Committee. Members of committees need not be directors and, if the Executive Committee decides, may include stakeholders and non-members.

The Standards Committee comprises of an equal number of industry and non-industry representatives, all appointed on the basis of their relevant expertise and experience. The Committee reviews and make recommendations on the design, implementation and continuous improvement of RJC standards, the expansion of RJC standards to include other jewellery and watch materials and provide policy advice on the consultation and engagement of stakeholders and stakeholder input during standards development activities. The Committee operates in association with RJC assurance staff.

The Assurance Committee assists in the development of policies and procedures relating to the assurance system, auditor training, approval of third-party audit firms, and other activities relevant to the operation of the RJC system. These activities include:

- overseeing the framework for approval and training of auditors and quality control procedures for auditors;
- providing guidance with respect to the development and revision of policies, processes and procedures relating to the evaluation activities and certification of members;

- providing guidance with respect to the development and revision of policies, processes and procedures relating to the evaluation activities and certification of members;
- providing an annual review of the operation of the RJC system; and
- overseeing the RJC’s compliance with the ISEAL Code of Good Practice.

## 4.4 INCOME SOURCES

The RJC is a membership organisation and as such our primary source of income consists of the annual membership fee from our commercial members, as per details below.

The income allows us to provide services to our members, maintaining strong governance, upholding the integrity of the standard and assurance system and covering our operation and administrative costs.

INCOME					
	2021	2022	2023	2024	2025
Commercial Membership	94.3%	92.1%	94.5%	94.3%	94.5%
Trade Association Membership	1.1%	1.2%	1.0%	0.8%	0.5%
Sponsorship, Donations, Supporters	1.9%	2.1%	0.3%	0.7%	0.5%
Quality Assurance Income	2.7%	4.5%	3.4%	2.7%	2.8%
Interest Received	0.0%	0.1%	0.8%	1.5%	1.7%
<b>Total Income</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## 4.5 CONCLUSION

The RJC’s governance rules and practices are designed to fairly and broadly represent all sectors of the industry, to ensure that all staff and committee members provide advice of the highest quality, and that the reciprocal accountabilities of the board, staff and committee members are carefully observed.

## CHAPTER 5

# BUSINESS DEVELOPMENT



**KINJAL SHAH**  
Head of Asian Development



**ALYSSA FONTAINE**  
Head of European Development



**ELYSSA JENKINS-PÉREZ**  
Head of North American Development

### 5.1 ASIAN MARKET

"2026 marks my 11th year with the RJC, during which my focus has been on building strategic partnerships to support the organisation's visibility and encourage influential stakeholders to become members and supporters. This has contributed to the continued expansion of the RJC's presence across Asia and the Middle East. Throughout 2025, I participated in 15 speaking engagements within these vital markets, helping to raise awareness of the RJC's work across all five streams: diamonds, gold, silver, platinum group metals, and coloured stones. Active engagement in industry events and conferences has supported RJC's role as a sustainability partner within the global gems and jewellery sector.

Despite a challenging global business environment, the RJC saw steady growth in Asia and the Middle East throughout 2025, with over 130 new members joining from these regions, representing 51% of new memberships and contributing 44.5% of the region's revenue. India and Thailand emerged as key markets, with over 60 new members from India and 34 from Thailand.

Additionally, the RJC successfully hosted roadshows in Mumbai and Surat, sponsored by regional trade and supporter members, bringing together over 180 participants who gained insights into the RJC's new and updated standards, audit, and certification process.

Discussions are ongoing with additional trade associations and media organisations to explore collaboration opportunities to further enhance the RJC's industry presence and influence."

**Kinjal Shah**

### 5.2 EUROPEAN MARKET

"Europe remains a cornerstone region for RJC, continuing to demonstrate strong membership engagement and industry collaboration. As of 31 December 2025, RJC counted 1,014 European members, representing 51.16% of total global membership. Europe therefore continues to account for over half of RJC's global membership, highlighting the region's important role in advancing best practices across the jewellery and watch industry.

Italy continues to lead European membership with 316 companies, followed by France with 204 and Switzerland with 200. These countries remain central to RJC's European presence. During 2025, 89 new members joined from across Europe, reflecting steady growth and sustained interest in responsible business practices. The year also marked the addition of a new RJC Supporter, Messe München GmbH, organiser of the INHORGENTA trade show in Germany, further strengthening engagement within the region.

I would like to express my sincere gratitude to our longstanding European trade associations for their continued support and collaboration. I am particularly grateful for the ongoing dedication of the National Association of Jewellers (NAJ), Bundesverband Schmuck, Uhren, Silberwaren und verwandte Industrien e.V., the Turkish trade association, and Confindustria Federorafi — the Italian National Federation of Gold Jewellery, Silverware and Jewellery Manufacturers. Their commitment plays a key role in strengthening engagement across Europe.

We also greatly value the continued support from leading European trade shows. I would like to thank the London Jewellery Show, Istanbul Jewellery Show, Munich Show, INHORGENTA and Vicenzaoro for their warm hospitality and for providing important platforms to engage with members and the wider industry.

During 2025, RJC also expanded its media engagement across Europe. We were pleased to welcome new media supporters including InSight Luxury (Germany), Gleedust Magazine (Spain), and Golden Book Magazine (Istanbul), while continuing our collaboration with Professional Jeweller (UK). These partnerships drive awareness and support responsible business practices across the European jewellery and watch sector."

**Alyssa Fontaine**

### 5.3 NORTH AMERICAN MARKET

"2025 marked a year of continued growth, visibility, and meaningful engagement for the RJC in North America. The region welcomed 35 new members across the United States, Canada, and Mexico, reflecting steady momentum and growing recognition of certification as a practical tool for building trust and accountability across the supply chain.

The United States remains a key global membership hub, ranking among the top three countries by membership and representing 13.4% of total RJC membership. North America also contributes 16.9% of total global membership dues, underscoring the region's importance within RJC's global network.

Throughout the year, efforts were focused on strengthening industry relationships, increasing RJC's visibility, and supporting both new member acquisition and retention. This included ongoing collaboration with the Plumb Club through a regular monthly cadence and participation in the Jewelers Leadership Forum, convening leaders from across key U.S. industry organisations.

RJC maintained a strong presence across key industry moments, including JCK Las Vegas, NYC Jewelry Week and more, with participation in industry panels at forums such as at American Gem Society x GIA Converge and

JCK Las Vegas, further elevating RJC's voice in the North American market.

A key focus in 2025 was supporting members with the updated RJC standards, including a dedicated North American session in New York and follow-up engagement with key industry groups such as Plumb Club, Indian Diamond & Colorstone Association, Diamond Dealers Club and DMIA, complemented by targeted 1:1 meetings with current and prospective members to support understanding and implementation.

Relationships with key partners also deepened, including the Canadian Jewellers Association (CJA), now an official RJC association member. Participation in their Toronto Industry Summit supported renewed member interest and re-engagement, including future speaking opportunities. The region also welcomed new members such as the Royal Canadian Mint in 2025, further strengthening RJC's presence in Canada. In addition, Jewelers Mutual joined as an official RJC Supporter, reinforcing engagement with one of North America's most influential industry partners.

This Spring we hosted the region's first dedicated RJC networking event, which doubled as an opportunity for members to meet our new Executive Director.

A key strategic focus is increasing retailer engagement through targeted outreach and alignment with initiatives such as the Love Responsible Jewelry campaign, alongside discussions with associations with strong retailer networks.

This momentum is further supported by a strong and diversified pipeline of prospective members across trade associations, commercial businesses, and Supporter categories. As expectations around responsible sourcing continue to evolve, North America remains a critical region for advancing RJC's mission."

**Elyssa Jenkins-Pérez**

CHAPTER 6

# MARKETING & COMMUNICATIONS

## 6.1 STRATEGIC CAMPAIGNS & INITIATIVES

For a standards-setting organisation, credibility is fundamental. The Marketing and Communications team plays a critical role in safeguarding and strengthening the RJC's reputation, enhancing brand value, and promoting the organisation's standards, services and member initiatives across the global jewellery and watch industry.

During the year, the team led a number of strategic campaigns and initiatives designed to increase awareness, engagement and adoption of responsible business practices.

### Promoting the RJC Standards

The launch of the revised RJC standards was supported through a comprehensive communications campaign that educated stakeholders on the RJC Code of Practices, Chain of Custody and Laboratory Grown Material Standards. Through targeted messaging, roadshows, digital communications, video content and member engagement, the campaign helped drive awareness, understanding and adoption of the standards across the industry.



### Website Redesign

The RJC's public-facing website was redesigned to create a more user-friendly, accessible and brand-aligned experience. The enhanced platform now serves as a central resource hub for responsible business practices, RJC standards and member support materials. The redesign has improved accessibility, stakeholder engagement and overall brand perception.



7000+ Newsletter subscribers  
29,000+ LinkedIn followers  
3500+ Instagram followers

### “Love Responsible Jewellery” Campaign

The “Love Responsible Jewellery” retail campaign was launched to support retail members in communicating their RJC membership and commitment to responsible sourcing directly to consumers. The campaign includes talking points for sales teams, customisable posters and social graphics and helped strengthened consumer-facing visibility of responsible practices and reinforced the value of RJC membership at the retail level.

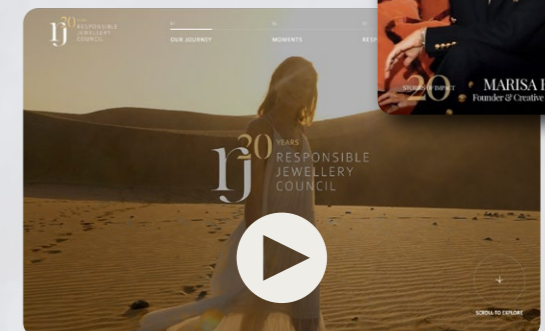
### “Proudly Certified” Campaign

The “Proudly Certified” campaign encouraged certified members to actively promote their certification status and demonstrate their commitment to responsible business practices. The campaign includes customisable assets and member spotlights. The initiative helped build trust and credibility while increasing awareness of the RJC brand and certification programme.



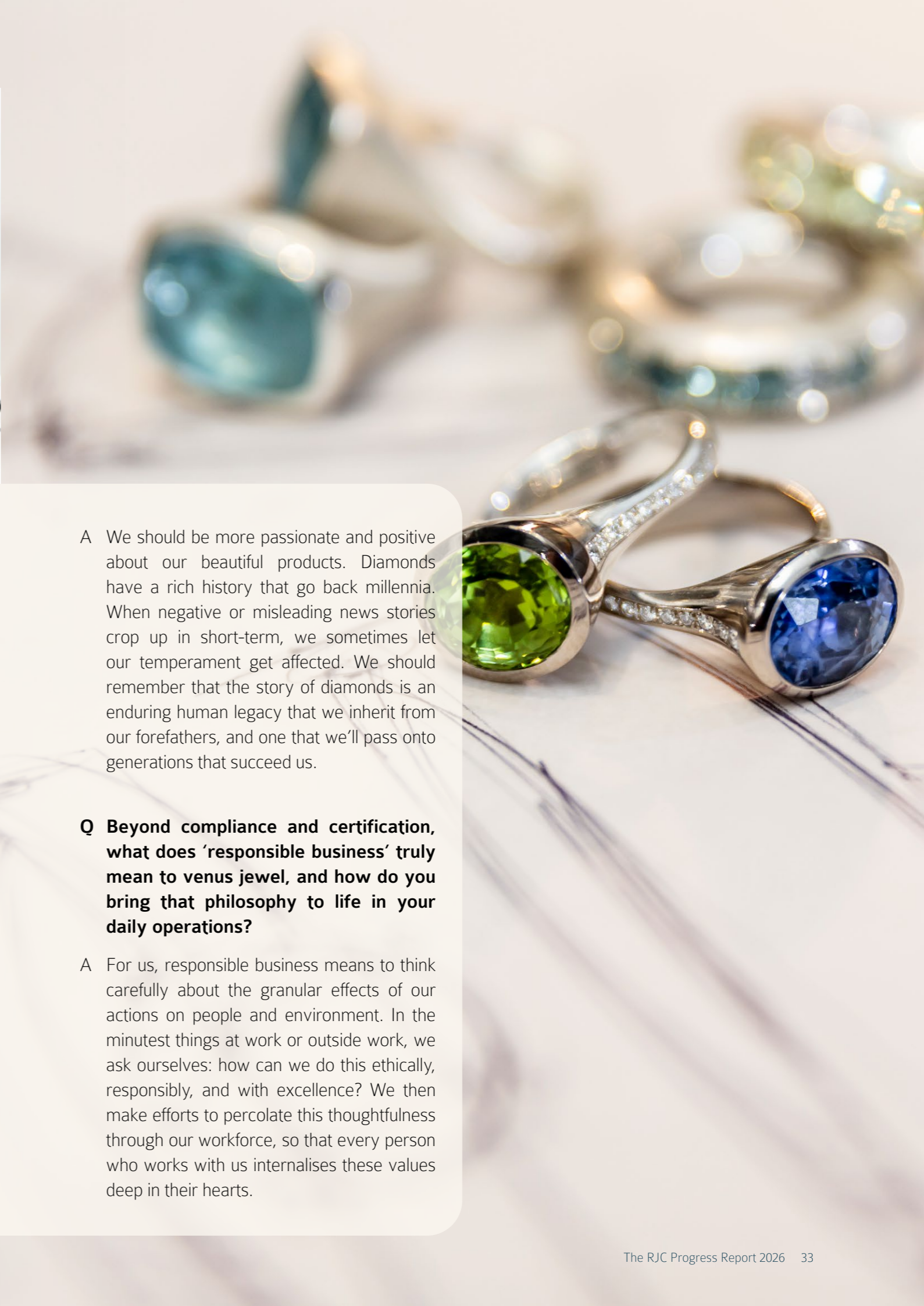
### Celebrating 20 Years of RJC

RJC's 20th anniversary provided an opportunity to celebrate two decades of progress in advancing responsible practices across the jewellery and watch industry. Through member and stakeholder engagement activities such as our 20 stories of impact, a dedicated 20th anniversary video and webpage, a time capsule at the Eden Project, and 20th anniversary branding the campaign highlighted the organisation's achievements, reinforced its leadership position and helped set the foundation for continued growth and impact in the years ahead.



“

AN INTERVIEW WITH  
**HITESH SHAH**  
**VENUS JEWEL**



**Q What motivated you to become an RJC member, and how has it influenced your approach to responsible business?**

A Since our early roots, we have focused on providing confidence to our customers. Traceable sourcing and ethical manufacturing practices are at the heart of nurturing this trust through the supply chain. Hence, it felt like a natural step for us when we became India's first RJC-certified member, because the core principles of RJC align perfectly with our philosophy and values.

**Q What are some unique sustainability initiatives that Venus Jewel has implemented that you're particularly proud of?**

A In 1998, during our factory's construction, we invested in sandwich panels and having an optimum blend of daylight and well-placed electric lighting to minimise energy use. We built upon this by installing solar panels in 2014. Today, we continue to embrace sustainability in small, everyday actions, such as encouraging car-pooling among employees, recycling of water for gardening,

growing our own vegetables and fruits for our canteen, and using reusable bottles and glasses wherever possible.

**Q What's something exciting happening at Venus Jewel right now that you think will shape the future of the sector?**

A We're striving towards innovative ways to improve consumer experience. We're building a better understanding of the product through a consumer-friendly Venus Grading and Matched Pair Reports. At the same time, we are educating consumers about the origin of their diamonds, through Diamond Journey and Rough 3D models. We're also trying to communicate our intricate craftsmanship better through various marketing channels. We believe that proactive transparency from participants will shape the future of the sector by creating well-informed consumers.

**Q If you could change one thing about the industry overnight to make it more responsible and forward-thinking, what would it be?**

A We should be more passionate and positive about our beautiful products. Diamonds have a rich history that go back millennia. When negative or misleading news stories crop up in short-term, we sometimes let our temperament get affected. We should remember that the story of diamonds is an enduring human legacy that we inherit from our forefathers, and one that we'll pass onto generations that succeed us.

**Q Beyond compliance and certification, what does 'responsible business' truly mean to Venus Jewel, and how do you bring that philosophy to life in your daily operations?**

A For us, responsible business means to think carefully about the granular effects of our actions on people and environment. In the minutest things at work or outside work, we ask ourselves: how can we do this ethically, responsibly, and with excellence? We then make efforts to percolate this thoughtfulness through our workforce, so that every person who works with us internalises these values deep in their hearts.

# KNOWLEDGE

## 2025 marked a year of significant change at the RJC, with the release of the updated COP and COC, the new LGMS and the updates to our audit and certification process.

We developed a varied range of resources, hosted a number of webinars and educational roadshows, to support our members in understanding and implementing these changes and their membership journey.

### 7.1 ROADSHOWS

We communicated about the updated COP and COC, the new LGMS and the updates to our assurance systems in a variety of ways, but it was important that we ensured we did so in-person in addition to our webinars.

In 2025, we launched our roadshow series, where we hosted a series of presentations for our members in a number of key markets to educate them on the changes, offer a chance to ask us questions directly, and have 1-2-1 meetings with the team to ask questions specific to their businesses.

Date	Location
06/05/2025	Paris, France
30/07/2025	New York, USA
02/09/2025	London, UK
12/09/2025	Thailand
07/10/2025	Biel, Switzerland
21/11/2025	Mumbai, India
22/11/2025	Surat, India

We would like to thank our key partners and members, Bharat Diamond Bourse (BDB), Gem and Jewelry Institute of Thailand (GIT), The Plumb Club, Surat Jewellery Manufacturers Association (SJMA) and Union

Française de la BJOP who kindly hosted us at these roadshows and other events throughout the year.

### 7.2 INTERACTIVE DIGITAL TOOLS

This year we diversified the types of tools we have available to our members, and developed two interactive digital resources, the RJC Standards and Audit Changes Information Pack and the RJC Mandatory Standard and Audit Type Navigator.

Available exclusively on the Member Portal, these resources are live and updated as needed, they enable members to access key information about the updated and new standards, audit and certification changes, wherever they are, whenever they need to.

#### RJC Standards & Audit Changes Information

This interactive information pack has been designed to support members in understanding the changes to the COP, COC the new LGMS as well as the Audit and Certification changes that take effect from 1st July 2025. The pack features a timeline and a summary of all of the key changes, and why they have taken place, this tool has been accessed over 3000

#### RJC Mandatory Standard & Audit Type Navigator

This tool has been designed to support members to determine which standard they need to have their next audit conducted against, the 2024 COP, the 2025 LGMS or a combined audit against both, and when it needs to take place by.

### 7.3 WEBINARS

In 2025, we hosted several member webinars on a variety of different topics, with a focus on the changes to the standards and the audit and certification process. Our webinars always feature a Q&A giving our members the opportunity to ask us any questions they might have directly. Access to these webinars is an exclusive benefit of RJC membership, and they are advertised in the RJC newsletter and on the member portal.

#### 20/02/2025

##### An Introduction to the 2024 Code of Practices & Chain of Custody

Introduction to the 2024 COP and COC, the scope and requirements of the standards; as well as the changes that impact the audit and certification process from 1st July 2025.

#### 06/03/2025 & 18/09/2025

##### Member Workshop

A guide through the member journey, how to conduct a self-assessment, what to expect at an RJC Audit, and how to use the RJC logo to market RJC membership.

#### 10/04/2025

##### COP & COC Clinic

An interactive Q&A session for members to ask any questions they have on the COP, COC and audit and certification changes.

#### 29/05/2025

##### 2025 Laboratory Grown Material Standard, Audit & Certification Changes

Introduction to the 2025 LGMS, the scope and requirements of the standard; as well as the changes that impact the audit and certification process from 1st July 2025.

#### 26/06/2025

##### RJC Audit & Certification Changes from 1st July

Guide members through the changes that impact the RJC audit and certification process from 1st July 2025, for audits against both the 2019 COP & 2017 COC as well as the 2024 COP & COC and 2025 LGMS.

#### 30/11/2025

##### 2024 COP Deep Dive: Greenhouse Gas Emissions

Deep Dive into provision COP 27 Wastes & Emissions, the requirements of the standard, what are GHG emissions and why they are important and the business impact.

### 7.4 AUDITOR EDUCATION

In addition to supporting our members in implementing these changes, in 2025, we significantly redesigned our auditor education programme. We launched RJC Academy, a learner management system where our auditors can sign in and access all of the courses and assessments that are assigned to them, depending on their scope, RJC auditors will undergo training against two or more of the below e-learning courses with assessments.

Course Name	Length	Assessment
2024 Code of Practices	18 hours	Y
2024 Responsible Mining*	5 hours	Y
2024 Chain of Custody	4.5 hours	Y
2024 Certification Process Requirements	9 hours	Y
2025 Laboratory Grown Materials Standard**	2 hours	Y

\* This is separate to the 2024 COP course as not all auditors have mines within their audit scope.

\*\* Auditors must complete the 2024 COP course before the 2024 LGMS course, the timeframe is in addition to the COP course.

These courses are designed specifically for RJC auditors and offer interactive rich content to equip them with the tools they need to confidently and effectively conduct RJC Audits. In addition to the above courses, auditors also have access to a library of further training courses and webinar recordings. In addition to our e-learning courses, we continue to host two Auditor Workshops per year on key topics in Q1 and Q3.

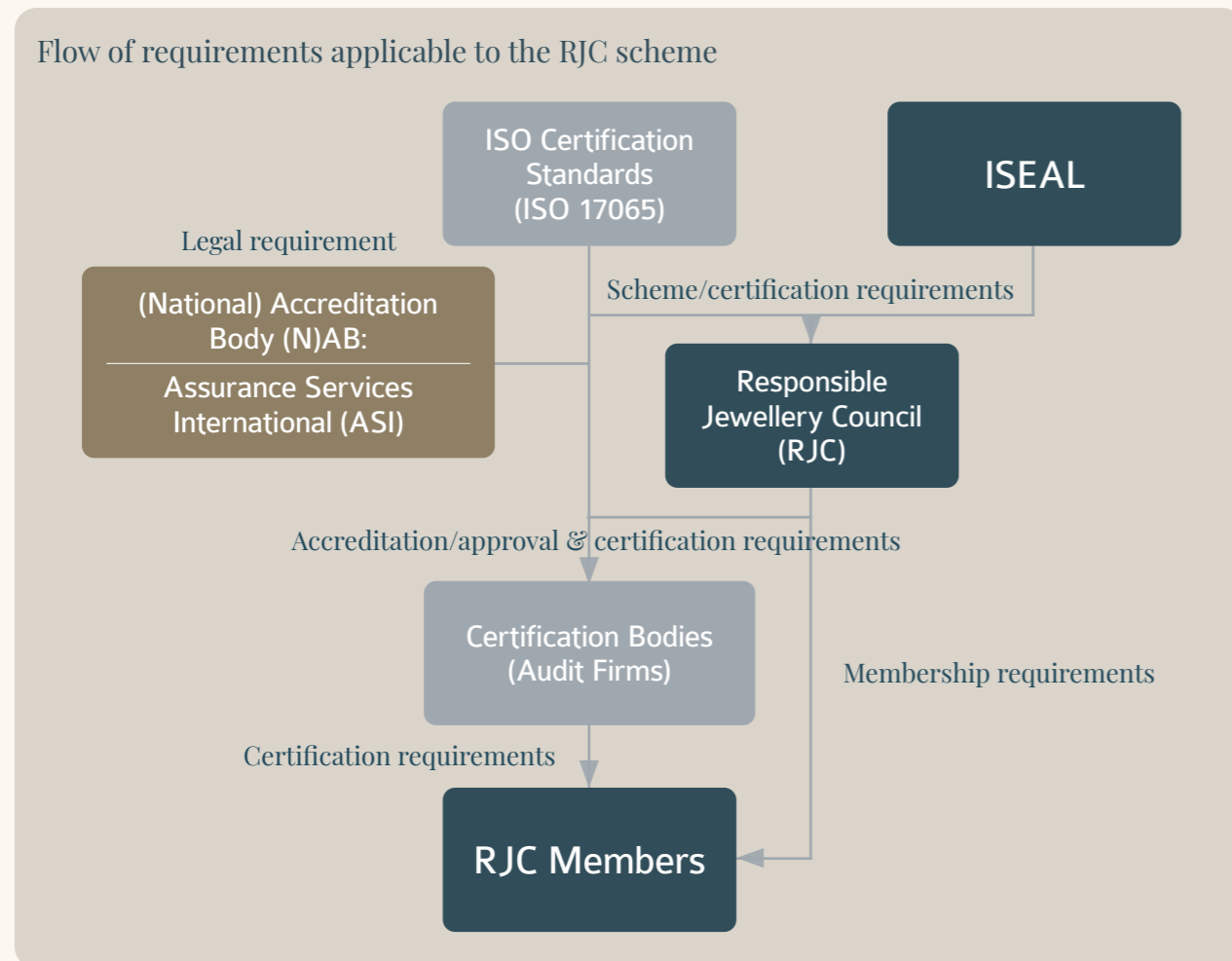
Want to know more about RJC's educational resources and events? Make sure to sign up to the RJC newsletter and visit the member portal for more information.

# ASSURANCE

The purpose of the Assurance Department is to ensure a credible and quality audit, conducted by objective and competent RJC approved auditors.

A robust audit process supports members to implement and maintain the RJC’s Code of Practices, Laboratory Grown Materials Standard, and Chain of Custody, as a pathway for companies to address sustainability best practices, responsible sourcing, and supply chain due diligence.

## 8.1 RJC’S ASSURANCE SYSTEM



The RJC’s assurance system ensures a robust and credible evaluation process that supports members to implement and maintain the RJC standards as a pathway to addressing sustainability best practices, responsible sourcing and supply chain due diligence.

In 2025, the RJC introduced the most significant changes to its Assurance System since the scheme began. These changes were required by UK/EU Regulations, global formal accreditation rules, ISO 17065 - Requirements for bodies certifying products, processes and services, ISEAL requirements, and industry best practice, and they have reshaped the assurance framework that supports every RJC Certificate.

A key change is that the RJC now operates as a formally accredited certification scheme, where the accreditation and certification processes are conducted by independent third parties, with the RJC retaining its role as scheme owner (standard-setting organisation). The catalyst for this role change was legal compliance with the European Regulation (EC) No. 765/2008, also transposed in UK legislation, requiring that only government appointed National Accreditation Bodies (NABs) can verify the competence of and accredit audit firms providing certification services. Globally, they are referred to as simply Accreditation Bodies (ABs). Regulatory alignment also meant that the RJC must align its audit and certification rules with ISO 17065, the international standard for certifying products, processes and services, as a condition for both UK/EU and global (N) ABs to accredit audit firms for the RJC scheme. Among others, this alignment meant that the RJC transferred the certification body role to the audit firms (also known as certification bodies).

As such, during 2022-2024, the RJC researched,

redesigned and readied its assurance system and providers to successfully transfer accreditation and certification processes to third parties, namely, to accreditation bodies and audit firms.

In 2025, accreditation was formally transferred to Assurance Services International (ASI), the RJC’s long standing assurance oversight partner, under their Two-Tier Assurance Programme through which they work with (National) Accreditation Bodies - (N)ABs to ensure full regulatory compliance. The Two-Tier Assurance Programme has been created in response to UK/EU Regulation 765/2008, allowing ASI business partners to continue providing certification services without interruption and in line with legal requirements. This model combines formal accreditation provided by the participating (National) Accreditation Body (ongoing RJC application with UKAS, the United Kingdom’s NAB, and ASI North America for non-EEA/UK audit firms) as Tier One, with complementary oversight services provided by ASI Germany GmbH operating as Tier Two. More information can be found at [asi-na.org/updates-events/implementation-of-the-asi-two-tier-assurance-program-is-underway](https://asi-na.org/updates-events/implementation-of-the-asi-two-tier-assurance-program-is-underway).

This change means that the RJC members can achieve certification by an independent audit firm that is accredited by a (N)AB for the RJC scheme, which aligns with both the ISO 17065 standard and the ISEAL Code requirements, delivering meaningful value to members through the rigorous assurance, transparent governance, and monitoring of sustainability outcomes that these codes require. These features enable members to demonstrate responsible business practices and make recognised sustainability claims that hold weight in global markets.



In addition to the above, the following stem from conformance with the UK/EU Regulation and ISO 17065 certification standard:

- Elimination of one-year COP certificates and COP transition audits.
- Implementation and verification of corrections for all nonconformities and corrective actions for major nonconformities, before certificates can be issued.
- Implementation of one mandatory COP/LGMS surveillance audit per certification cycle, at 12-18 months from certificate start date.
- Responsibility for certificate issue and management, handling of complaints and appeals, moved to the audit firms (certification bodies).
- No certificate start date backdating, beyond the date of the certification decision, and no certificate duration extension.

To streamline processes and provide further support to its members, the RJC also introduced the following:

- Introduction of a one-month minimum deadline prior to the audit for members to submit their completed/ updated self-assessments to the audit firm.
- Three months to address critical breaches, the same as major nonconformities (from a previous deadline of 1 month).

- Introduction of a three-month grace period after the certificate expiry date, subject to conditions, to allow time for **post-audit** actions and for the audit firm to reach a certification decision.
- Certificate to be issued by the audit firm within 10 working days of receipt of the member's signed audit report declaration, subject to conditions (RJC membership in good standing).
- Specific timeframes for audit firms to communicate timely with members regarding booking audit and post-audit actions.
- Possibility for the mandatory surveillance to be done remotely, subject to conditions.
- Remote audit elements are integrated into the audit process as regular assurance elements.
- Provisional audit date for the following mandatory audit to be provided to member by the auditor at the closing meeting of the current audit.

These changes are supported by a suite of updated documents and guidance materials, summarised in the table below and available at [www.responsiblejewellery.com/standards/assurance](http://www.responsiblejewellery.com/standards/assurance). Together, they outline the requirements, processes, and responsibilities that now apply under the revised RJC Assurance System.

ASSURANCE DOCUMENT	PURPOSE	LANGUAGES
Certification Process Requirements for Certification Bodies and Auditors (CPR)	Update to the 2020 Assessment Manual, outlines audit and certification rules to Certification Bodies & Auditors	English
Member Certification Handbook	A member-friendly companion of the CPR, outlining essential audit and certification rules, instruction and guidance to help members understand and prepare for their RJC audit.	English, Spanish, French, German & Italian
Appendix 1 Supporting Documents	Summary of available RJC documents to support members implement RJC Standards	English, Spanish, French, German & Italian
Appendix 2 Critical Breach	Critical Breach definitions COP/LGMS and COC, with examples for critical and major nonconformities for COP/LGMS	English
Appendix 3 Provisions to Assess During Surveillance	A summary of provisions to be assessed during COP/LGMS surveillance audits, depending on individual site activity	English, Spanish, French, German & Italian
Appendix 4 RJC Recognised Frameworks	A summary of RJC-Recognised Frameworks and their implication for COP 2024 and COC 2024 Standards.	English

Appendix 5 Corrective Action Plan Template	Corrective Action Plan template for member use	English, Chinese (traditional & simplified), French, German, Hebrew, Hindi, Italian, Portuguese, Spanish, Thai, Turkish.
Appendix 6 Records & Documentary Evidence	A summary of examples of records and documentary evidence	English
Appendix 7 Sampling Techniques	Supplementary guidance for auditors on sampling methods and sample sizes	English
Appendix 8 Guidelines for Auditors	Supplementary guidance for auditors on conducting effective audits	English
Appendix 9 Remote Audit Protocol	Outlines the types of remote audit available and the conditions under which they can take place, including eligibility criteria for members.	English, Spanish, French, German & Italian
RJC Approval Criteria for Certification Bodies and Auditors	Outlines requirements for audit firms (certification bodies) applying for RJC approval & accreditation under ASI's Two Tier Assurance Programme, including requirements for their individual auditors.	English
Appendix 10 RJC Approval Criteria for Certification Bodies, Lead Auditors and Auditors, Programme Managers and Technical Reviewers	Approval criteria for audit firms (certification bodies), lead auditors, auditors, programme managers & technical reviewers	English

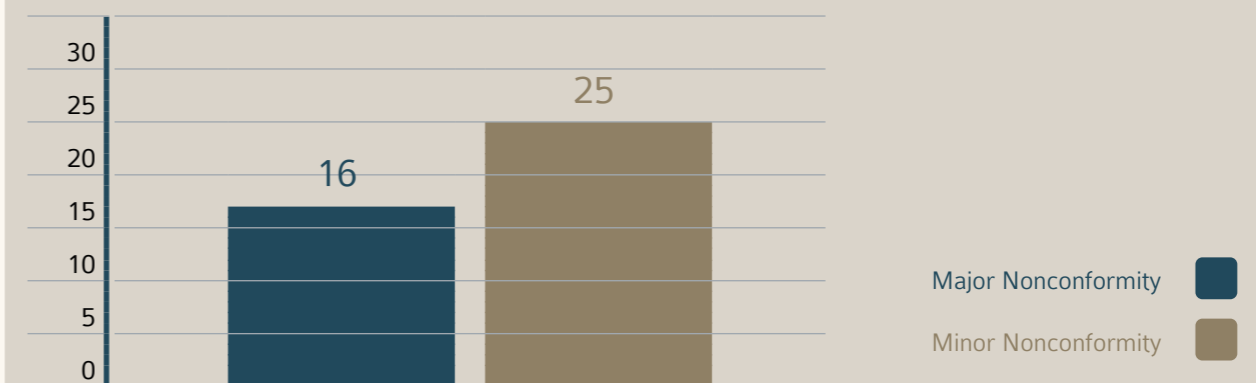
## 8.2 ASI OVERSIGHT

**Assurance Services International (ASI)** is an independent oversight body responsible for monitoring the performance and integrity of audit firms approved to conduct audits under the RJC certification scheme. ASI provides assurance over audit quality and scheme consistency by assessing how audit firms apply RJC standards, audit rules, and accreditation requirements. Oversight activities are conducted by a qualified team of assessors and are planned using a risk based approach,

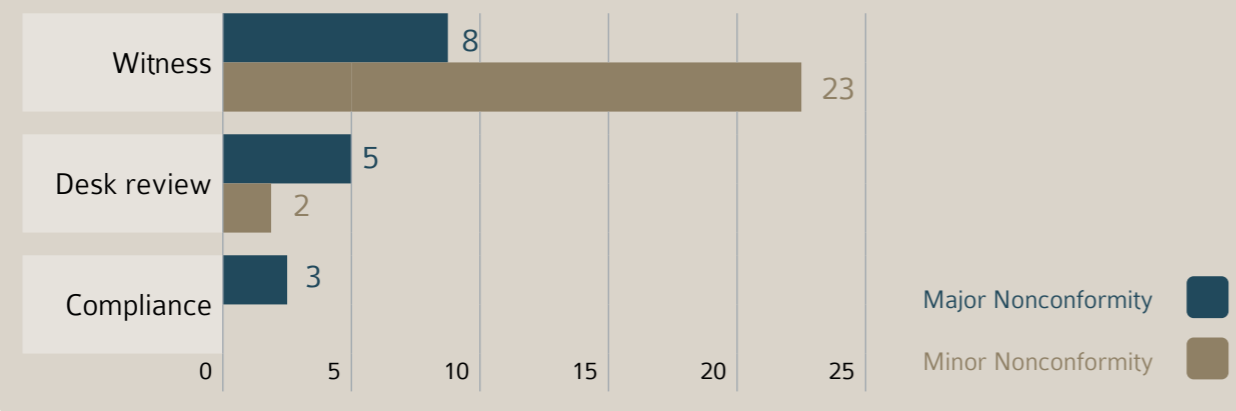
informed by audit outcomes, complaints, incidents, and scheme intelligence. ASI works collaboratively with the RJC, audit firms, and members to promote continuous improvement, while maintaining independence and objectivity in its assessments. 67% of audit firms had an ASI assessment in 2025.

ASI perform several types of oversight assessments, including Office, Witness, Desk Review and Compliance Assessments, which may result in nonconformities raised against audit firms for them to correct within an established timeframe. No Office Assessments took place in 2025.

Number of ASI Nonconformities Raised Against Audit Firms in 2025

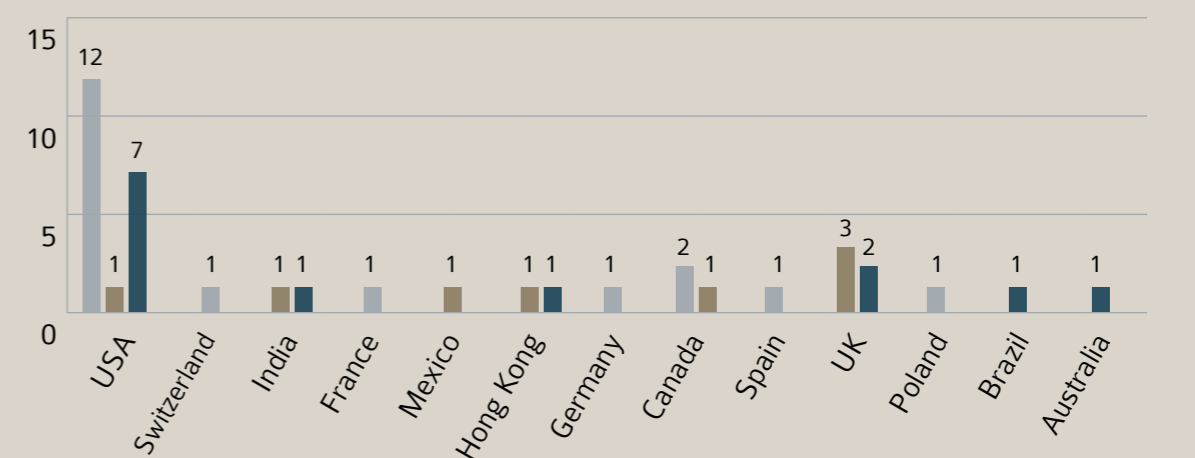


Nonconformities Per ASI Assessment Type in 2025



Note that one critical breach can have multiple findings against various sub-provisions.

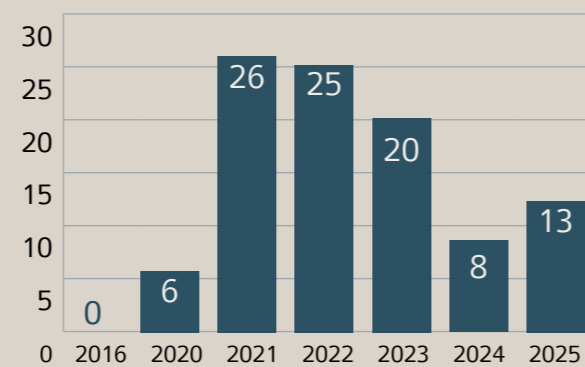
Critical Breach Cases Per Country of Identification



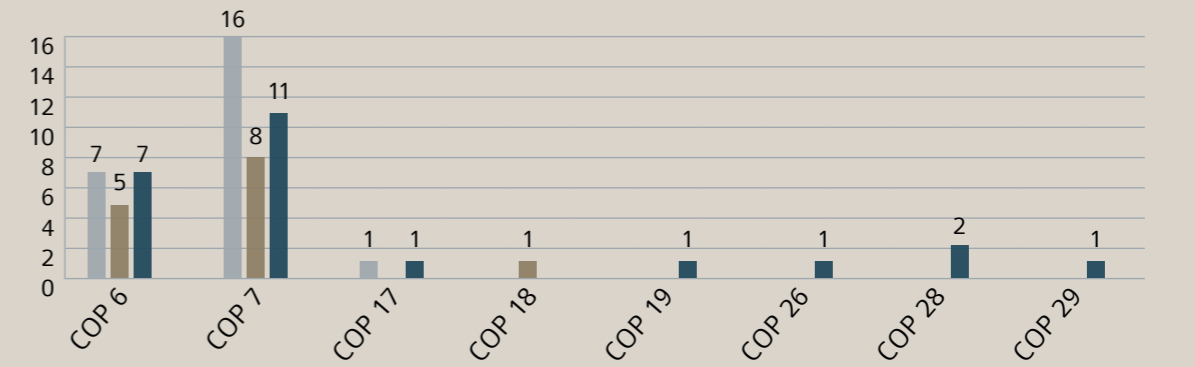
### 8.3 CRITICAL BREACH CASES

In 2025, there were 13 COP critical breach cases, up from 2024's figure of 8. All critical breaches in 2025 were identified against the COP 2019 Standard. The trend of critical breaches relating to human rights due diligence and responsible sourcing from conflict-affected and high-risk areas continued in 2025, and while the volume of findings did not reach that of 2023, there were 5 more than in 2024. Contributing factors for the uptick in critical breach cases may include stronger training and calibration of auditors as they prepared for the launch of COP 2024, coupled with a decline in member preparedness and lapsing internal controls.

Total Critical Breach



Critical Breaches Per COP Provision

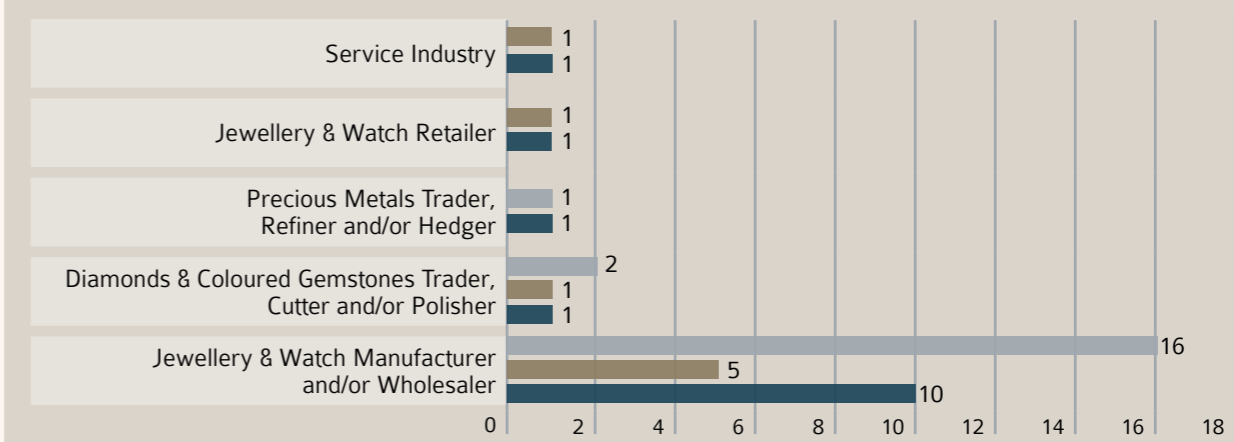


The introduction of a one-month minimum deadline prior to the audit for members to submit their completed/updated self-assessments to the audit firms is aimed at improving member preparedness, supporting members to actively engage with the standard and its requirements prior to their audit. As part of the alignment of the RJC scheme to ISO 17065 (required by the above-mentioned UK/EU regulation) all members, regardless of audit outcome, are subject to a mandatory surveillance audit halfway through their 3-year certification cycle. Introducing this audit type is a step towards ensuring member compliance is maintained and verified throughout the 3-year certification cycle, which in turn supports the credibility of the assurance that underpins an RJC certificate.

Critical Breach Cases Per Audit Type



Critical Breaches Per Member Forum



## Processing a Critical Breach

Where a critical breach is identified, the auditor must notify both the member and the RJC within 5 (five) working days of identification. If a critical breach is identified during the audit, the audit must still be completed.

After a critical breach is identified:

- The RJC member's profile is suspended from the RJC website while the critical breach is under review.
- The RJC member has three months from the date of identification to submit a corrective action plan AND evidence of implementation to regrade the finding as minor or close in full.
- The RJC supports members by highlighting the available resources, toolkits, templates and guidance relevant to their critical breach (available on the RJC Member Portal), and responding to any requests for clarifications of standard or guidance interpretation.
- Members who have not submitted evidence addressing the critical breach in full, and while the auditor is reviewing the evidence already submitted, are strongly encouraged to continue with any other outstanding work required to address the critical breach that is not dependent on the work submitted for review.
- RJC auditors have 15 working days to review evidence submitted by members and request additional information, as required.
- The case is closed once the critical breach has been either regraded as a minor nonconformity or closed, at the auditor's recommendation.
- The audit report is finalised and submitted to the RJC.
- If the critical breach case is not closed, further disciplinary action will be considered against the member by the RJC Executive Committee, at the recommendation of the Executive Director. This can include an RJC written statement of objections to the member's conduct, the possibility for the member to submit a written response to the objections within 30 days, a final vote by the RJC Board of Directors on the proposed disciplinary action, such as the permanent loss of RJC membership and an appeal right for the member.

## 8.4

### COMPLAINTS

#### RJC Complaints Mechanism

Complaints received by the RJC are first assessed according to the admissibility criteria outlined in the RJC Complaints Mechanism. To be admissible, a complaint must fall within the scope of the RJC Complaints Mechanism. The RJC Complaints Mechanism relates to (potential) non-compliance with the RJC's certification or assurance systems or with its conduct in relation to governance and policies.

#### Admissible complaints therefore include:

- Certification status of a Member or entity under the Control of a Member;
- Accreditation status of an Auditor or Audit Firm;
- Conduct of Members, entities or Auditors during audits or the Auditor's recommendation for/against certification by the RJC;
- Conduct of the RJC with respect to Auditor accreditation;
- Conduct of the RJC with respect to its governance process and policies.
- A finding made by the RJC's appointed oversight body with regards to an accredited audit firm.

The following fall outside the scope of the RJC Complaints Mechanism and are not admissible:

- Complaints from interested parties concerning private disputes between them (or those they represent) and Members and/or Auditors, where the disputes do not explicitly relate to RJC certification and/or accreditation status.
- Complaints that are trivial, vexatious or appear to have been generated to gain competitive advantage.
- Complaints that are not supported by compelling, objective evidence. Where no or insufficient evidence is considered to have been submitted, RJC will request further information. Where no information is received within 30 days of RJC's request, the complaint will be dismissed.
- Anonymous complaints, unless they relate to a whistleblowing situation.
- If there are judicial proceedings in progress or pending.

Regardless of the admissibility, all complaints received by the RJC and their progress are recorded in the RJC's Complaints Register.

#### Summary of the RJC Complaints Mechanism

The Complaints Mechanism was first introduced in 2009, with the last revised version released in 2020. The Complaints Mechanism defines how the RJC responds to complaints regarding potential non-compliance with the RJC Certification System.

- **Who can complain?** RJC Members and/or their employees, audit firms or auditors, third parties with a material interest in the member certification.
- **When can they complain?** Within one year of the incident.
- **How to make a complaint?** By completing the RJC Complaint Form and submitting it to the RJC together with supporting evidence. This includes credible information, records, observations, personal knowledge and/or statements of fact.

1. For a complaint to be admissible it must fall within the scope of the RJC Complaints Mechanism, which relates to (potential) non-compliance with the RJC's certification or assurance systems, or with its conduct in relation to governance and policies.
2. Whistleblowing complaints can be submitted anonymously to the RJC by telephone, email or letter.
3. Whistleblowing situations exempt, the RJC will facilitate and encourage a dialogue between the complainant and the respondent.
4. Complaints may be resolved through the dialogue process itself, as a form of early-stage resolution. Should that not be the case, the complaint will be referred back to the RJC for further formal processes to progress resolution of the complaint.
5. The RJC may take further action on unresolved complaints that relate to areas of RJC responsibility (Auditor or audit firm, RJC membership, RJC certification).
6. The RJC will define the next steps (flag issue for next audit, define corrective actions, trigger disciplinary proceedings or an ad-hoc investigation etc.)
7. Where triggered, a formal investigation means that a complaints panel is appointed, consisting of RJC staff and an independent third party, to conduct the investigation and report on the outcome and proposed actions to the RJC's Executive Director.

8. Depending on the outcome of the investigation report, the complaint is dismissed or upheld. In the latter case, the report will recommend corrective actions, suspension or withdrawal of RJC certification, temporary or permanent loss of RJC membership, suspension or withdrawal of approval for auditors and/or audit firms or it will require a further audit to investigate and/or follow-up on corrective actions.
9. Members, audit firms and auditors have the right to appeal loss of RJC membership or auditor approval within three months of notification of the relevant decision. Appeals will be heard via reconsideration of the complaint in formal investigation process under a different panel.

#### Number of Complaints

In 2025, we continued to see an increase in complaints, which aligns with the growth of RJC membership as well as becoming more well-known to the wider public. While receiving more complaints can seem negative, a well-used mechanism is a positive indicator of an accessible and trusted mechanism.

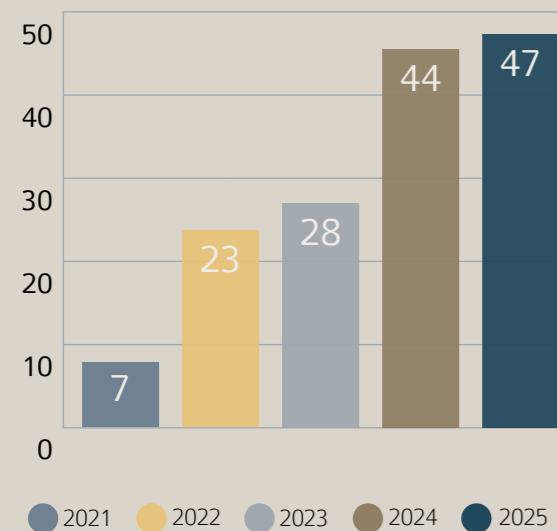
31 complaints were deemed admissible in 2025 and processed in accordance with the RJC Complaints Mechanism. Throughout the assessment process, complaints were assigned internal status classifications reflecting the stage of review and any associated actions. Of the admissible complaints received during the year, 28 were investigated and resolved through a process of engagement and dialogue with the respondent and complainant. The remaining three complaints were identified for further follow up and will be addressed through upcoming RJC audit activities.

There was a substantial uptick in complaints on the conduct of RJC, reflecting a period of significant operational transition for the RJC. In 2025, the scheme underwent substantial changes, including new systems, revised audit requirements, and evolved ways of working. These changes required rapid adaptation across the organisation while maintaining service delivery to members. During this period, teams operated at full capacity while simultaneously embedding new processes and learning new tools. The transition phase contributed to a temporary increase in issues being raised as staff adjusted to enhanced requirements and higher operational complexity. In 2025 the RJC also

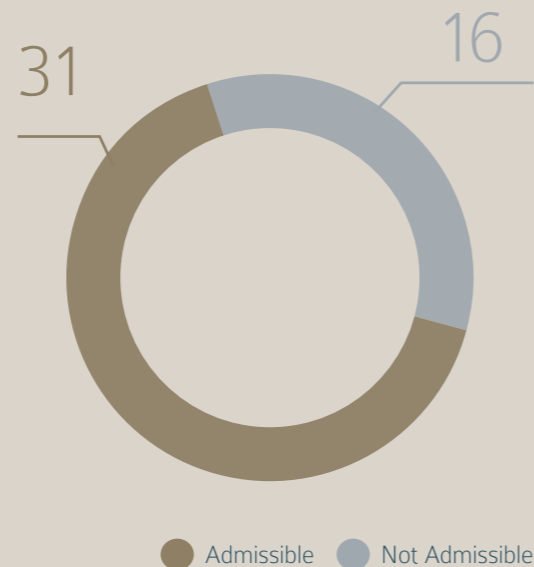
expanded its complaints reporting to capture operational grievances, which had previously been managed informally. These matters - largely raised by members - related to certificate issuance, invoicing, data accuracy on members' RJC profiles, and member response

times. When such issues are raised, the Assurance team notifies the relevant internal department, who act as the 'respondent' to resolve the matter. This includes undertaking a root cause analysis and implementing corrective action to prevent future recurrence.

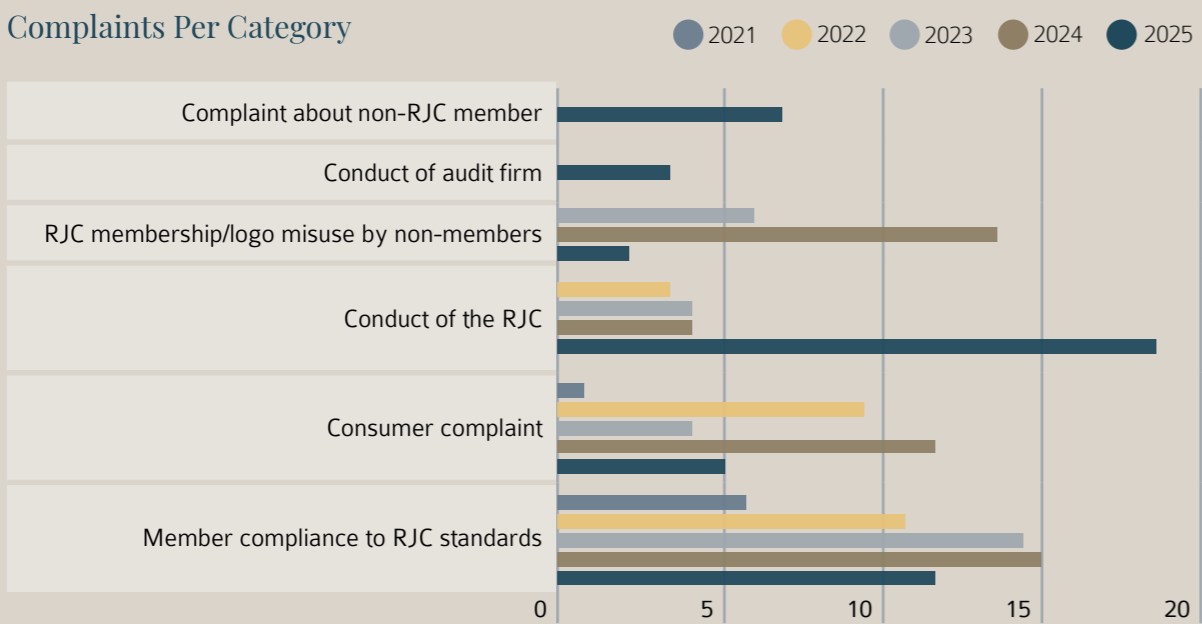
Total Complaints



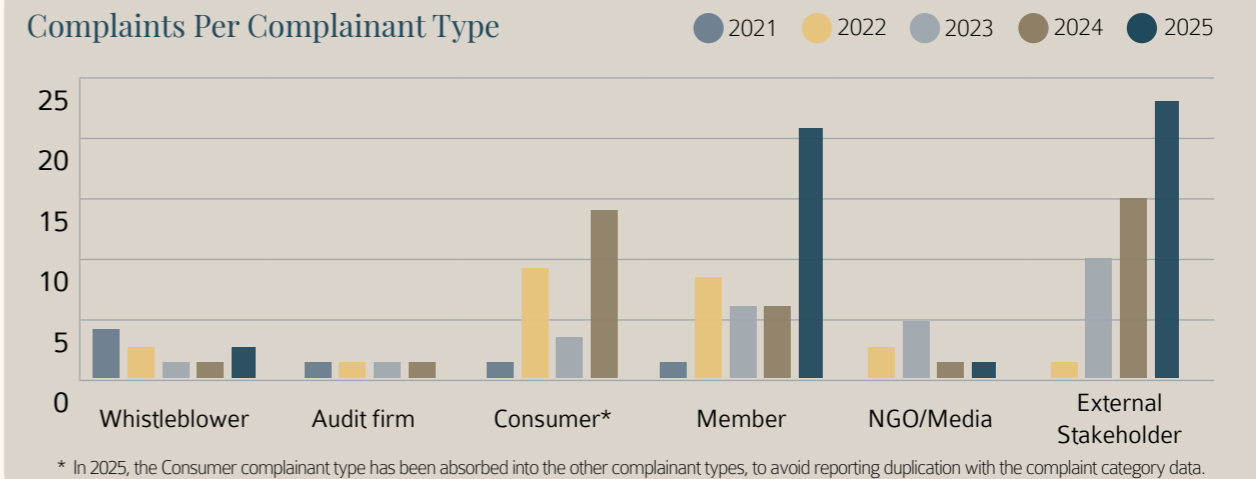
2025 Admissible Complaints



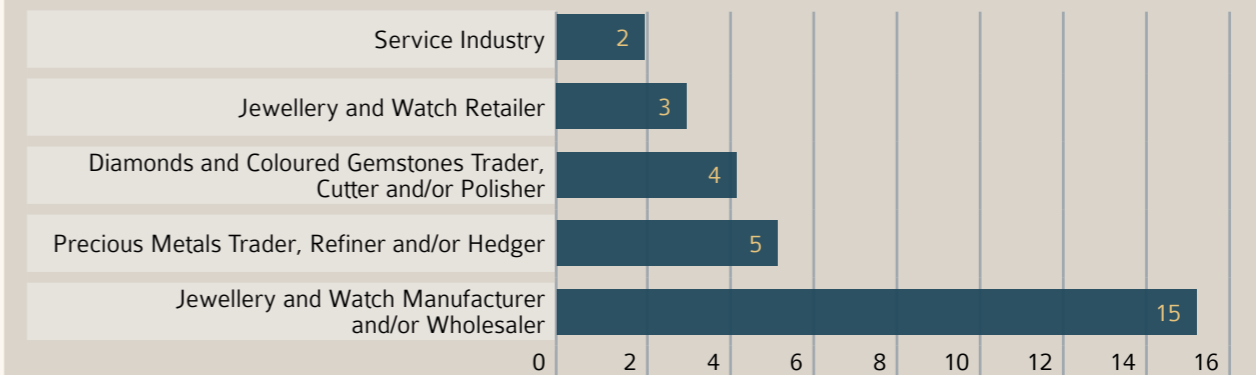
Complaints Per Category



Complaints Per Complainant Type



2025 Complaints By Member Forum



### 8.5

## COMPLIANCE ASSESSMENT

In 2025, the RJC engaged ASI to conduct a Compliance Assessment of a certified member (as part of an incident), with the aim of verifying the **accuracy** with certification requirements and assessing the effectiveness of the audit firm's certification processes and decisions. Compliance Assessments are conducted to fulfil one or more of the following objectives:

- To address the limitations of ASI's witness assessments when necessary.
- To compare audit firm conclusions with ASI observations on the ground during the ASI assessment.
- To assess a specific part of an audit firm's audit process or the application of specific procedures.

- To assess cases where an audit firm's certification decision is challenged by the certified member or contested by other stakeholders.
- To follow up on an audit firm that is slow in responding or does not reply to ASI requests for member witness audit dates.
- To investigate integrity issues such as:
  - o Risks identified by the RJC, ASI, or other stakeholders.
  - o Negative publicity threatening the reputation of the RJC, ASI, the audit firm or the member.
  - o Incidents or Complaints indicating fraudulent behaviour in any part of the certification system.
  - o Situations involving potential provision of false information, concealment of evidence, or misrepresentation of information in any part of the certification system.

With the audit firm present in an observer capacity, ASI conducted the compliance assessment of the certified RJC member. ASI sought to follow the same audit trails and review similar samples to those examined by the audit firm, using the previous audit report as a reference point. Where necessary, ASI selected additional samples to assess the adequacy of the audit firm's audit processes and sampling approach. As the Compliance Assessment was initiated in response to a complaint/incident, ASI focused its evaluation on the specific issues giving rise to that complaint/incident. The assessment followed relevant audit trails associated with these matters and, where appropriate, used elements of the audit firm's previous audits for comparative purposes.

ASI observed a number of deficits and deviations **at the RJC member** during the compliance assessment and provided feedback on these to the audit firm without assigning grading. Responsibility for grading, follow-up, and the implementation of corrective actions rests with the audit firm. The member's assigned audit firm then conducted a follow-up audit to assess the member's corrections and corrective actions based on the issues ASI identified, and to formally incorporate these into the member's RJC audit report.

### The Minera Yanaquihua Accident

Minera Yanaquihua S.A.C. (MYSAC), Peru, joined the RJC in 2012 and since then has been granted several COP certificates (in 2014, 2017 and 2021) and COC certificates (in 2017 and 2021). The last COP recertification audit took place in 2021, with a subsequent mid-term review (reduced scope audit, focused on open findings from the previous audit) in March 2023, as per the RJC certification cycle. It was with great sadness that we learned about the deeply tragic loss of life that occurred in May 2023, following a fire at MYSAC premises. We immediately triggered our Complaints Mechanism and reached out to MYSAC in regular intervals to foster engagement. Following our due process, we were compelled to wait for official reports issued by the Peruvian authorities, which we received by January 2024. At that point, we started an internal review and took the step of suspending their membership and certification during the investigation. In August 2024, the mine was assessed on-site by a mixed team of independent third-party mining specialists, at RJC's request, while the RJC team initiated enhanced due diligence on the member. In 2025, we continued to engage with Minera Yanaquihua, (which remained

suspended), regarding the outcome of this assessment, corrective actions and next steps with a view to moving to audit activities against COP 2024 in 2026.

## 8.6 INCIDENTS

In 2024, we expanded our collaboration with Assurance Services International (ASI), introducing incident handling services, including media risk scanning for several RJC member activities. An incident is defined as "Any reported suspected or actual wrongdoing that threatens the reputation and/or integrity of the RJC" and may be otherwise inadmissible under the RJC Complaints Mechanism.

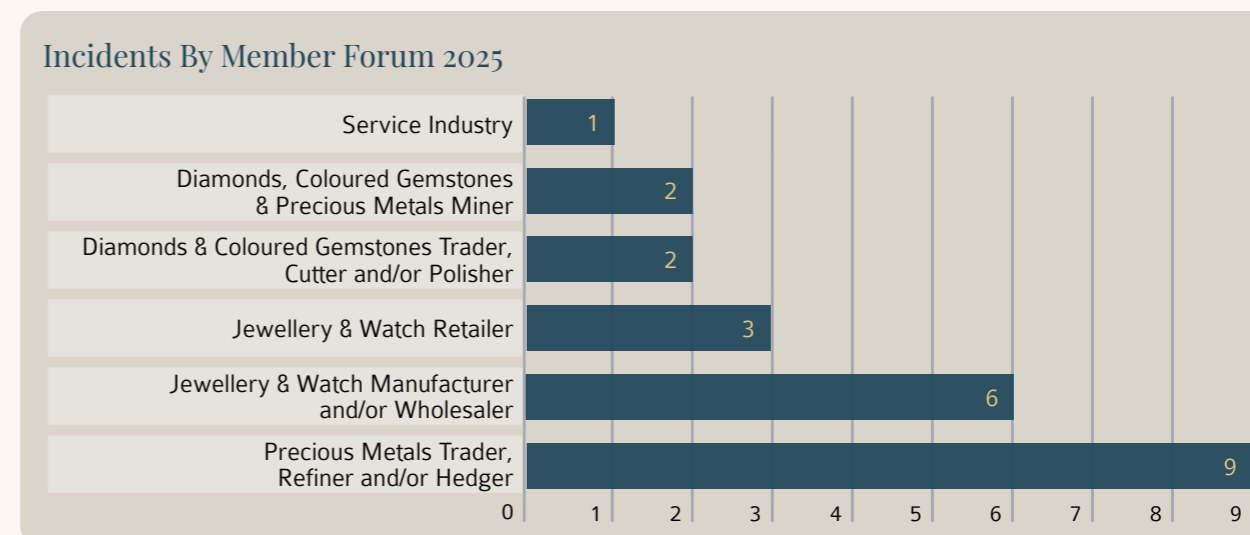
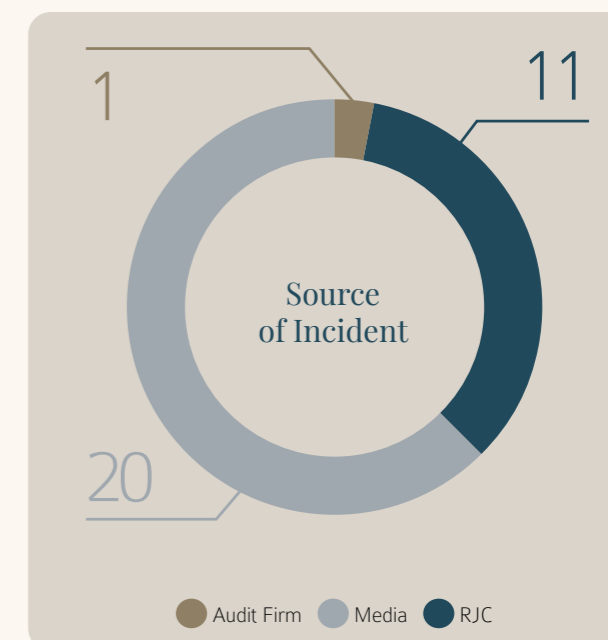
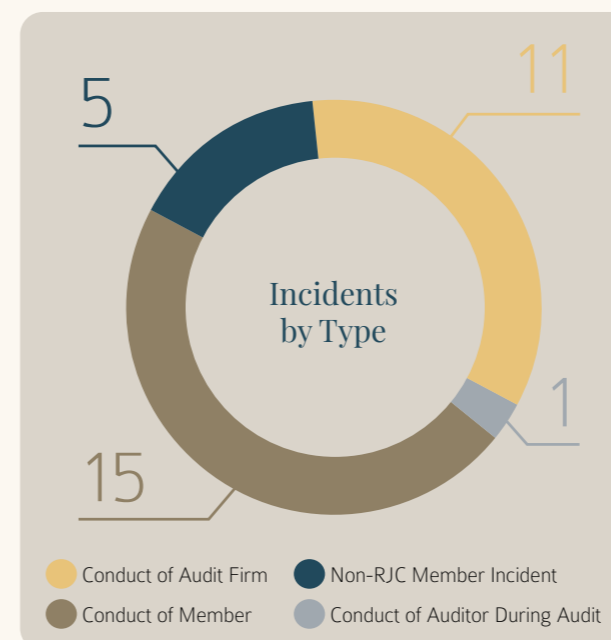
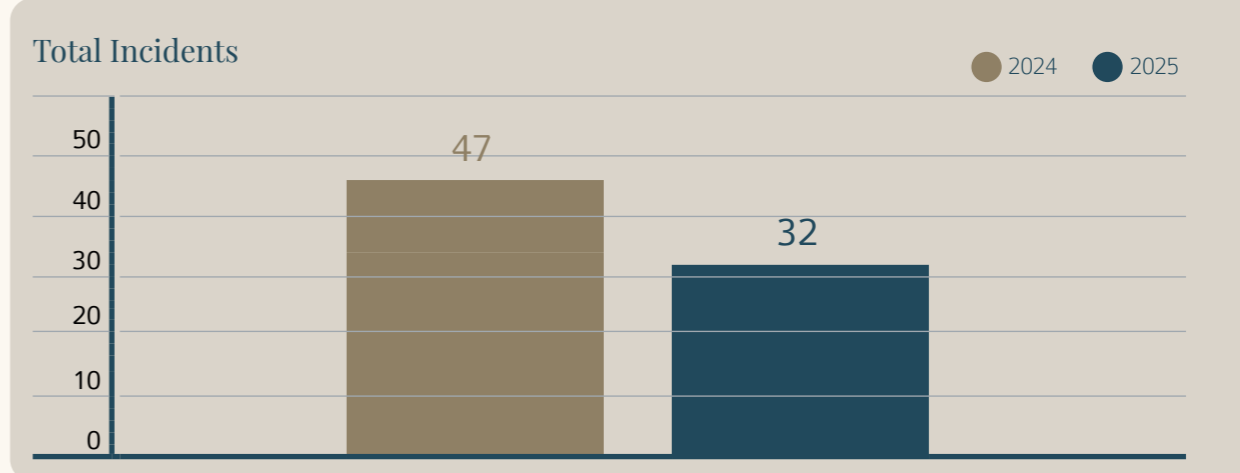
Under this extension of our partnership, ASI conducts daily scans of industry and local news sites to identify high-risk reports relating to the RJC and RJC members. Following identification, ASI raises "incidents" which it appraises before implementing appropriate actions to mitigate or avoid identified risks.

The RJC and any external stakeholder can also report an incident using the online reporting form. ASI will follow its Incident Handling Procedure to process and respond to incidents.

In 2025, 32 incidents were logged on the ASI portal, down from 68 in 2024. The highest number of incidents (15) were related to conduct of members, followed by the conduct of audit firms (11) the two most common ways in which they were raised were media articles (20) and by the RJC (11). The Member forum with most logged incidents was the Precious Metals Trader, Refiner and/or Hedger (9).

Action for these incidents was determined based on the priority of the incident, which ranges from minor, normal, major, and critical.

All incidents submitted to the ASI portal are assessed by ASI and the RJC, following the ASI incident handling procedure. This outcome of these resulted in the status of investigated and closed (12) or flagged for an upcoming oversight assessment (20). Oversight assessments include Head Office, Witness, Desk Review and Compliance assessments. These assessments result in nonconformities against audit firms, with timeframes for them to submit root cause analysis, corrections and corrective actions.



## 8.7 REMOTE AUDITS

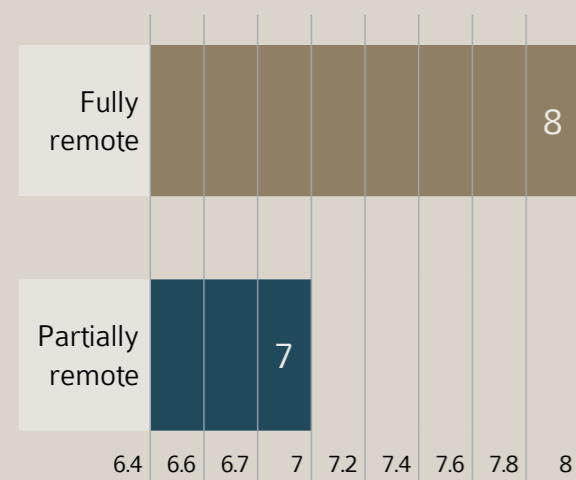
The option to conduct audits remotely was first introduced during the COVID 19 pandemic, and in the years since has continued to demonstrate its value as a reliable and efficient audit method. Remote auditing has proven particularly beneficial for members operating across multiple sites or in regions where travel logistics pose challenges, enabling more flexible scheduling and reducing disruption to day to day operations.

In 2025, the revised Remote Audit Supplement was

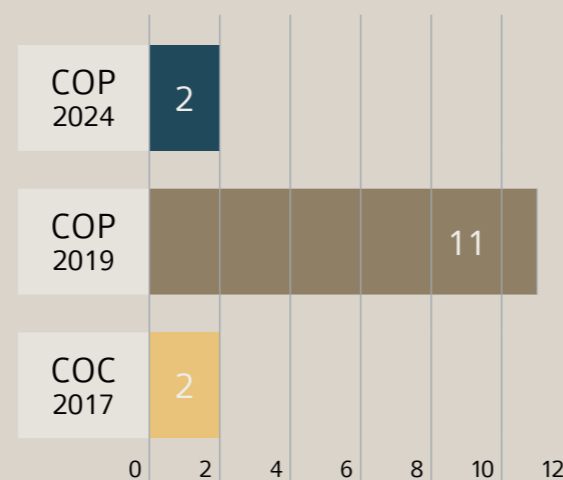
integrated into Appendix 9, Remote Audit Protocol of the CPR, to ensure alignment across the full suite of assurance documents, while maintaining the same rules and expectations for audit quality. This integration reflects the maturity of remote auditing as a standardised tool within the Assurance System.

In 2025, 959 audit reports were received. Out of these, 15 audits were conducted remotely, (compared with 3 in 2024), demonstrating increasing uptake from certification bodies and members and highlighting its growing role in supporting consistent, accessible, and risk based assurance delivery.

Remote Audits By Format in 2025



Remote Audits By Standard in 2025



Remote Audits By Member Forum Type in 2025



## 8.8 AUDITORS

Maintaining and attracting qualified auditors is a key priority for the Assurance Department and the audit firms that partner with the RJC. Our auditor community plays a central role in delivering high quality, consistent, and credible assessments across the certification programme. Their expertise, professionalism, and commitment to responsible business practices help ensure that members are evaluated fairly and in line with global best practice, strengthening confidence in the RJC's Assurance System.

At the end of 2025, the RJC had a total of 170 approved auditors across the 15 RJC-approved audit firms, which can be found on the RJC dedicated webpage, along with the geographic scope (countries) and activities (sectors) for which they are approved to conduct audits.

Out of the 170 auditors, 108 can conduct audits against both the Code of Practices and the Chain of Custody standards, while 62 auditors only cover the COP. In 2025, 31 new auditors applied for approval, and 38 already approved auditors expanded their scope.

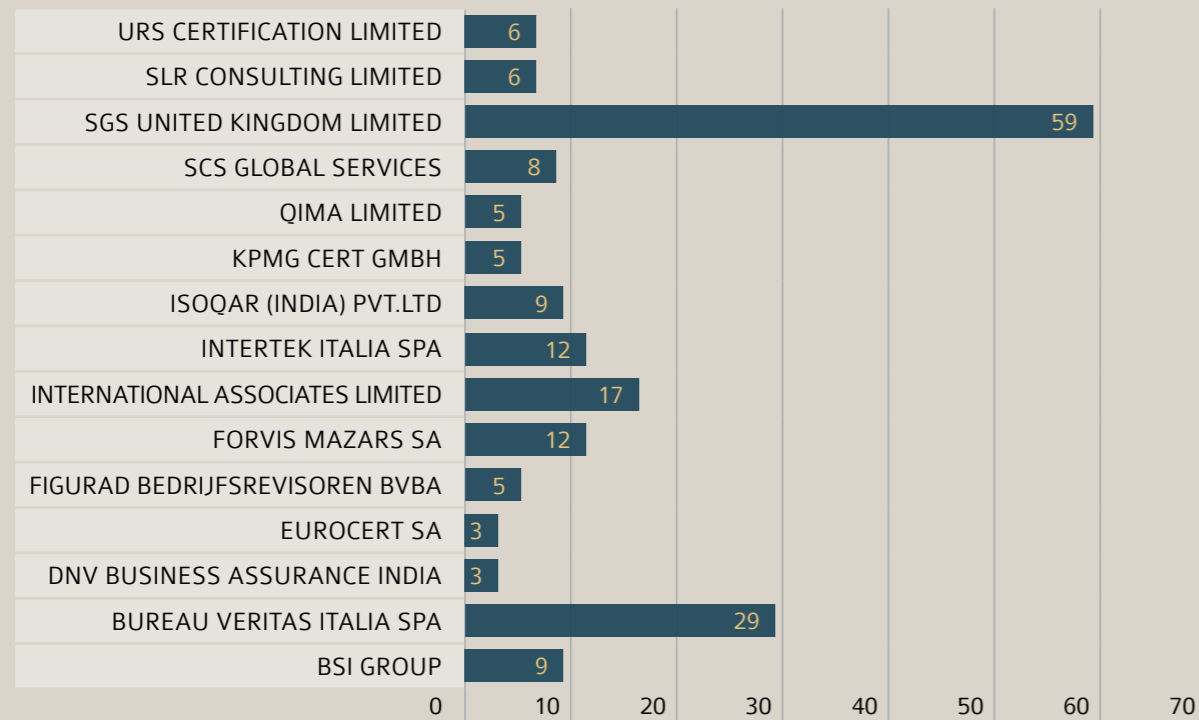
22 auditors left the RJC Programme in 2025, who were excluded from the data below. While this number may seem high, this is in large part due to the update of the assurance systems and subsequent cleansing of auditor data. In practice, many of these 22 auditors did not actively audit for the RJC Programme.

In late 2025, audit firms QIMA and DNV India made the decision to leave the RJC programme, following the RJC's move to alignment with ISO17065 and the changes that come with being an accredited certification scheme. As these audit firms were in place and conducting audits for more than half of the year, their names appear below, and their auditors are included in the data below.

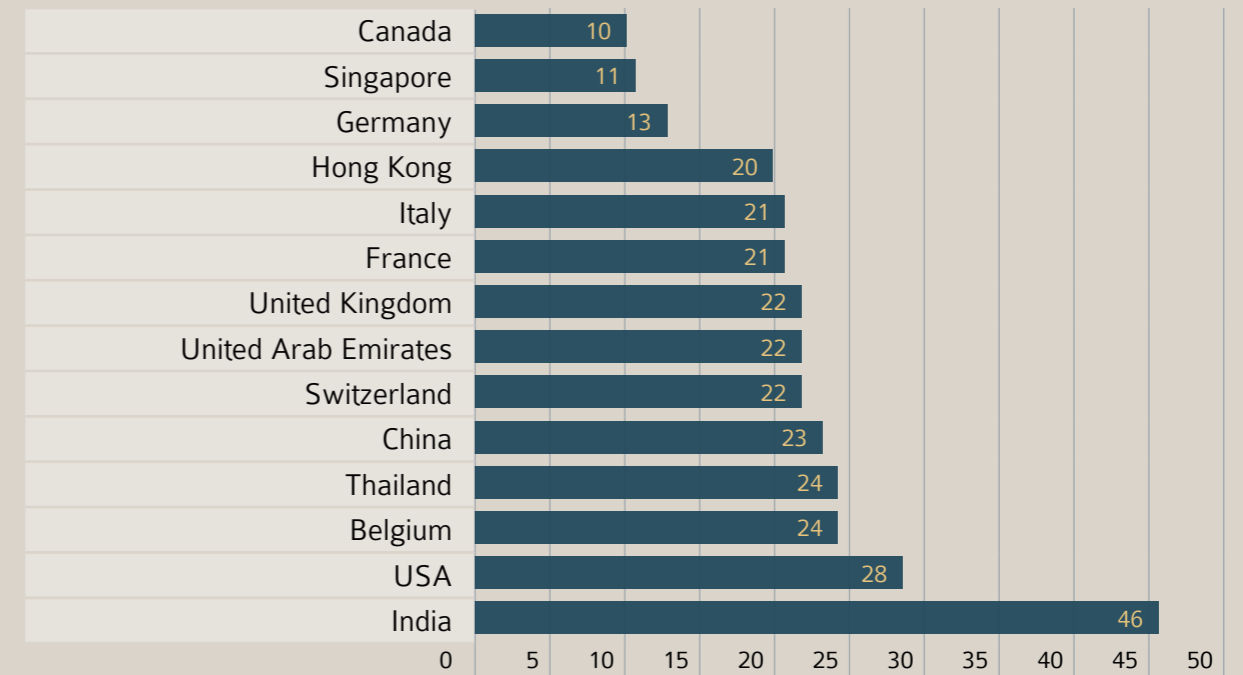
Total Number of RJC Audit Firms in 2025:

1. BSI Group
2. Bureau Veritas Italia
3. DNV India (left RJC Programme in late 2025)
4. EuroCert S.A.
5. Figurad Bedrijfsrevisoren
6. Forvis Mazars SA
7. Intertek Italia SPA
8. ISOQAR (India) Private LTD
9. International Associates Limited
10. KPMG Cert GmbH Umweltgutachter Organisation
11. SCS Global Services
12. SGS United Kingdom Ltd
13. SLR Consulting Limited
14. URS Certification Limited
15. QIMA (left RJC Programme in late 2025)

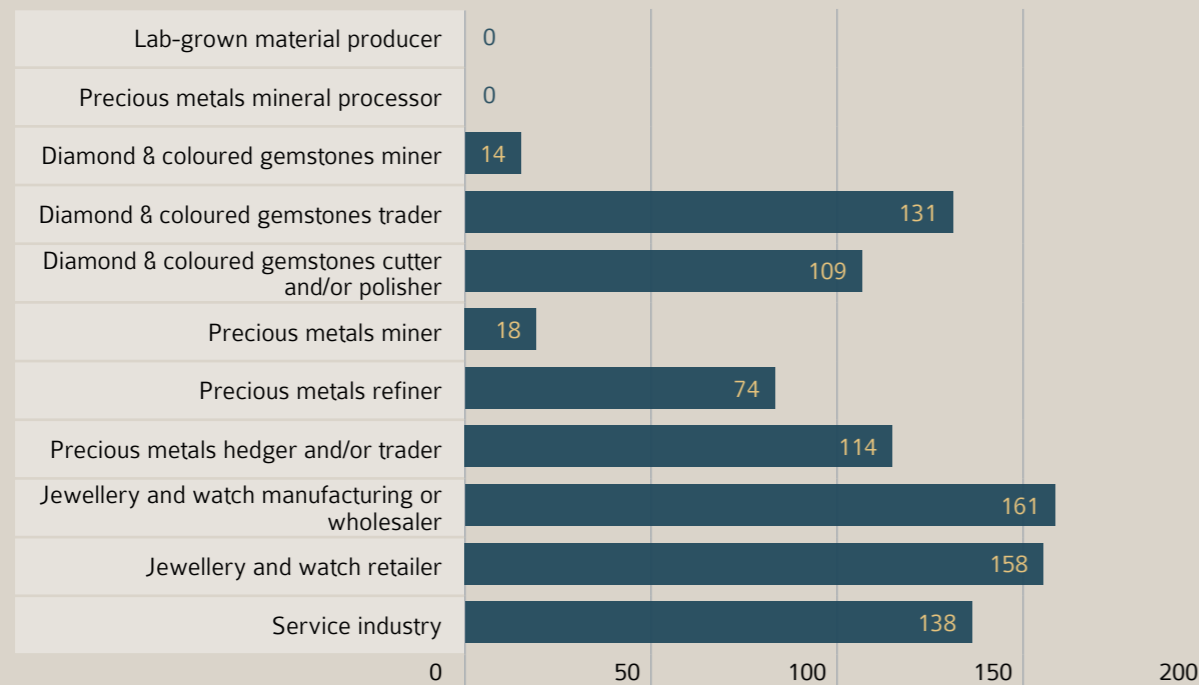
### Approved Auditors Per Audit Firm



### Countries Covered By Over 10 Auditors in 2025



### Approved Auditors Per Fora



### Auditor Training

In 2025, the RJC expanded its auditor training programme to strengthen consistency, technical competence, and alignment with the updated Assurance System. The programme covers all RJC Standards and includes detailed training on the Certification Process Requirements for Certification Bodies and Auditors, ensuring auditors apply RJC requirements accurately and consistently across all audit scenarios.

Training remains essential to maintaining audit quality and integrity, particularly during a period of significant system change. Well-trained auditors are better equipped to identify risks, interpret requirements with confidence, and deliver fair, evidence-based assessments. This investment supports auditor preparedness, enhances the member experience, and reinforces stakeholder trust in the credibility and robustness of RJC certification.

Auditors must complete the training relevant to the Standard they intend to audit and may only conduct audits once they have successfully passed the required assessments. These modules build auditors’



understanding of the Standards and associated audit rules, ensuring they are prepared to deliver high-quality, consistent evaluations.

The RJC also hosts regular roundtables and workshops where audit firms can exchange feedback, discuss best practices, and raise improvement opportunities. Additional consultations are held during reviews of assurance documentation to ensure that auditor and audit-firm perspectives are fully reflected in updated materials.

# RJC AUDITORS GEOGRAPHIC OUTREACH



The auditors cover **114** countries worldwide in terms of audit geographical scope.



AN INTERVIEW WITH  
**COLLEEN ROONEY**  
SIGNET



**Q Reflecting on the past 20 years, what inspired you to be part of the responsible jewellery council from the very beginning, and what did you hope to achieve?**

A As a founding member of the RJC, it's clear that sustainable practices and a commitment to progress and purpose are in our DNA as a company. Signet requires all suppliers to join the RJC and to be certified by the RJC's accredited third-party audits. Our policy to purchase from RJC members is a key component of our responsible sourcing programme. What inspired us to be part of the RJC from the beginning and what we hope to achieve are one and the same – it's all about customer trust. For us, trust is at the heart of everything we do. Our customers come to us to celebrate life's most precious moments and we take the trust they place in our brands very seriously. The RJC works to increase trust in the industry and to promote ethical business practices and we know that together we can create a better, more sustainable industry of the future.

**Q How do you think the jewellery and watch industries have evolved in terms of responsible business practices since RJC was founded?**

A We celebrate our contribution to the circular economy as jewellery is inherently sustainable. Precious metals are remelted and repurposed while diamonds and gemstones are repurposed into new jewellery. There is no other industry that can make that claim. We can sincerely say we work in a sustainable industry.

**Q Looking back on your journey with the RJC, what impact do you feel your organisation has made, and what achievements are you most proud of?**

A As a founding member of the RJC, Signet has been a champion since its inception. The impact I am most proud of is our contribution to fostering and securing the reputation of the entire industry. I sleep well at night knowing that jewellery we sell at our brands is purchased from RJC member suppliers.

I am also so proud the jewellery industry has employed hundreds of thousands of professionals over the years who have been able to learn a trade and contribute to the creation of exquisite jewellery sold all over the world – pieces that will be passed down in families for generations.

**Q What do you see as the biggest challenges and opportunities for responsible practices in the jewellery industry over the next 20 years?**

A One thing I find really interesting right now is the juxtaposition of traceability through blockchain technology and the idea of storytelling as an inspirational part of what we all do. The traceability aspect is powered by science and technology. That technology then enables us to tell the story of where it was formed in the earth and the hands that shaped and polished the stone into a cherished object. We look forward to telling the story of both the diamonds and the people who work with them. It's such a cool time for the industry right now.

**Q As we celebrate this milestone, what is your vision for the future of the industry, and how do you see RJC's role in driving positive change?**

A We all have a tremendous opportunity to work together to make a huge impact. That could take on so many different forms, but right now the adoption of renewable energy and more sustainable business practices overall are top of mind for all of us. It's incredible what we can accomplish as an industry if we commit to co-operation, innovation and creativity. Here's to another 20!

# QUALITY ASSURANCE

The Quality Assurance Department ensures that the RJC Assessment Manual, Certification Process Requirements (CPR) and Standards Guidance are consistently applied, through completing calibration of audit reports and engaging with audit firms. The department is responsible for support to all certified members.

## 9.1 CERTIFICATE NUMBERS

The RJC certification process summarises members' performance and provides unique certification numbers for each successful individual certification audit, which allows for traceability of successive certification status. The history of all audits and certification numbers for each member are maintained on the website's membership pages. This allows interested stakeholders to verify certification information directly.



TYPES OF MANDATORY AUDITS UNTIL 1 JULY 2025	
COP 2019	
AUDIT TYPE	WHEN
Initial Certification	Within two years of becoming a member
Re-certification	Every 3 years
COC 2017	
Initial Certification	Voluntary
COC Surveillance	12-24 months prior to expiry date
Re-certification	Every 3 years

OTHER AUDITS	
COP 2019	
AUDIT TYPE	WHEN
Desktop mid-term review	Mandatory if recommended by auditor 12-24 months prior to expiry date
On-site mid-term review	
Extension to scope	If scope of existing certificate needs to be changed
Provenance claim bolt-on	To add new provenance claim(s) to an existing certificate or amend the provenance claim(s) on an existing certificate
Transition from 1 to 3-year certification	If a member has a 1-year certificate, then a transition audit can take place within 6 months of the final audit date.
COC 2017	
Extension to scope	If scope of existing certificate needs to be changed

TYPES OF MANDATORY AUDITS AS OF 1 JULY 2025		
COP & COC 2024 / LGMS 2025 / COP 2019 / COC 2017		
AUDIT TYPE	WHEN	
Initial Certification	COP/LGMS	Within 18 months of becoming a member, unless the member is a rejoiner
	COC	At the same time as, or after, a COP audit, but not before. Certification cycle and/or expiry date shall be aligned with COP
Surveillance <small>(for members with certification audits conducted as of 1 July 2025)</small>	COP/LGMS COC	12–18 months after the certificate start date
Recertification	COP/LGMS COC, if applicable	Within six months before certification expiry date

SPECIAL AUDIT TYPES AS OF 1 JULY 2025			
COP & COC 2024 / LGMS 2025 / COP 2019 / COC 2017			
AUDIT TYPE	WHEN		WHY
Scope Change	COP/LGMS COC	As required	To enable a change to the certification scope, or to add materials in scope outside a scheduled audit such as surveillance or recertification
Provenance claim bolt-on	COP/LGMS	As required	To enable verification and certification of a new or changing provenance claim
Follow-up (short notice)	COP/LGMS COC	As required	To conduct additional verification outside a scheduled audit such as surveillance or recertification

## Change in Certification Scope

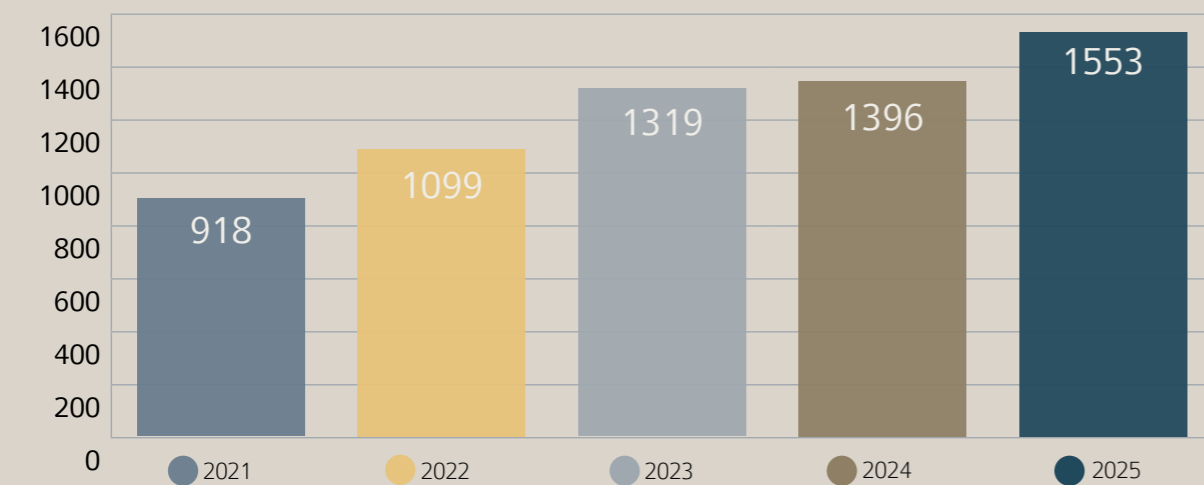
NEW FACILITY	
<b>Description of facility</b>	Part of an existing legal entity OR a facility is a separate site at a different location, but not a separate legal entity OR this could be retail stores, trading offices, manufacturing sites, and warehouses.
<b>Action</b>	To add a new facility to an existing certificate, contact your audit firm to schedule a scope change audit. This audit focuses only on the new facility OR contact your audit firm to include the new facility in scope in your upcoming audit.

NEW ENTITY	
<b>Description of entity</b>	Separate registered business with company registration documentation, a unique company number.
<b>Action</b>	Submit a change request form (download from our website FAQ) and documentation to RJC Membership team.  To add a new entity to an existing certificate, contact your audit firm to schedule a scope change audit. This audit focuses only on the new entity OR contact your audit firm to include the new entity in scope in your upcoming audit.

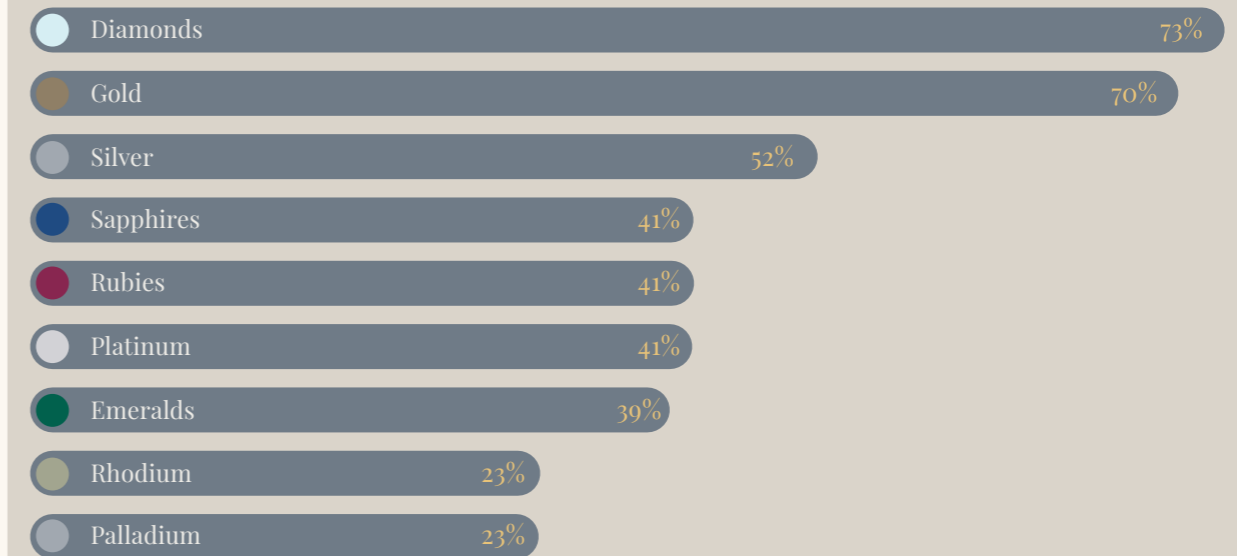
COMPANY NAME CHANGE	
<b>Action</b>	Notify RJC Membership team by sending an email and attach Business registration document with the new company name.  Once the change has been processed, contact <a href="mailto:quality@responsiblejewellery.com">quality@responsiblejewellery.com</a> for your certificate to be re-issued.

## 9.2 COP CERTIFIED MEMBERS

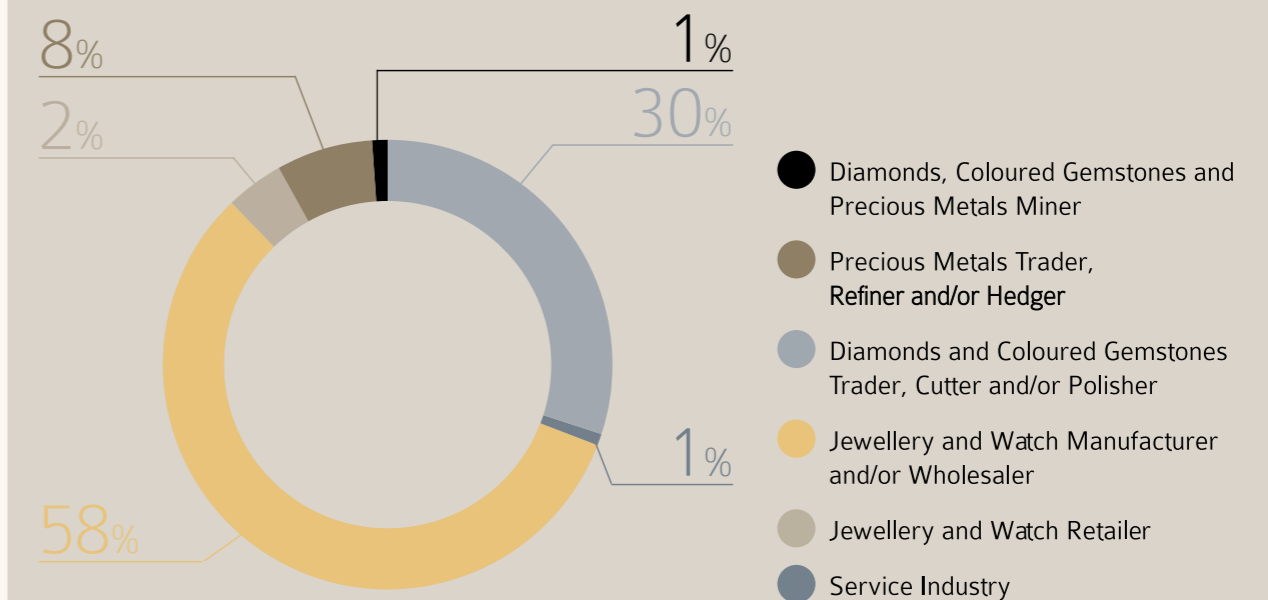
Annual Growth Trends: COP Certified Members at Year End



## Year End 2025: COP Certified Members by Material

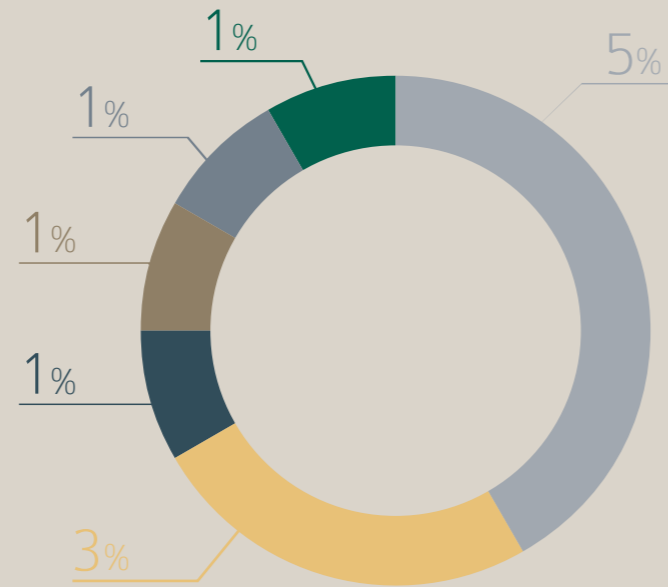


## Year End 2025: COP Certified Members by Forum



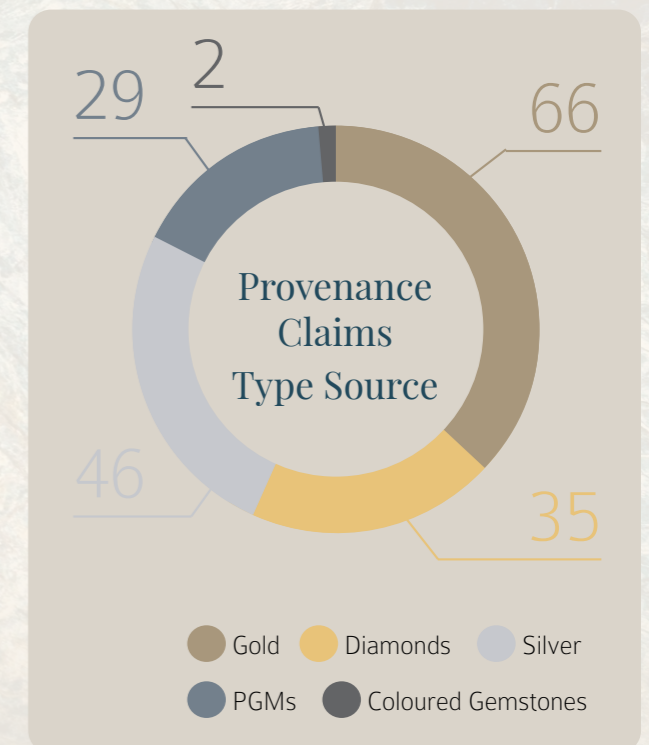
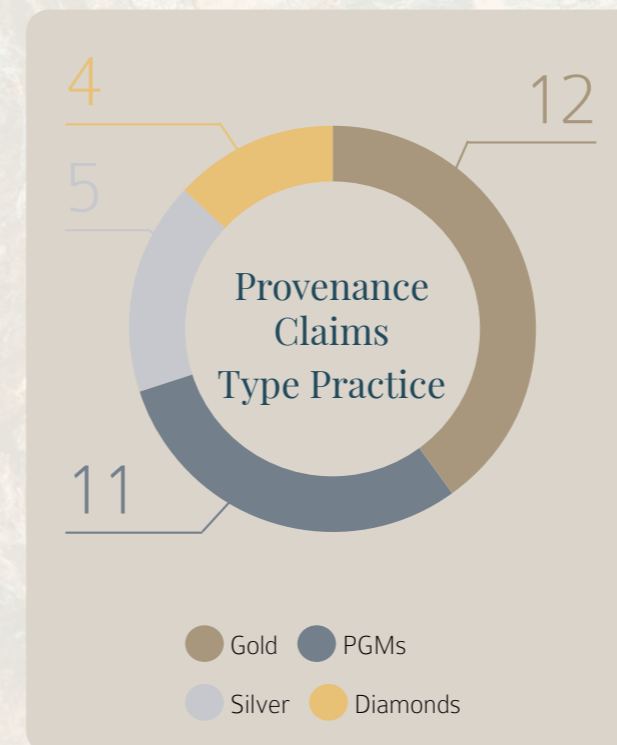
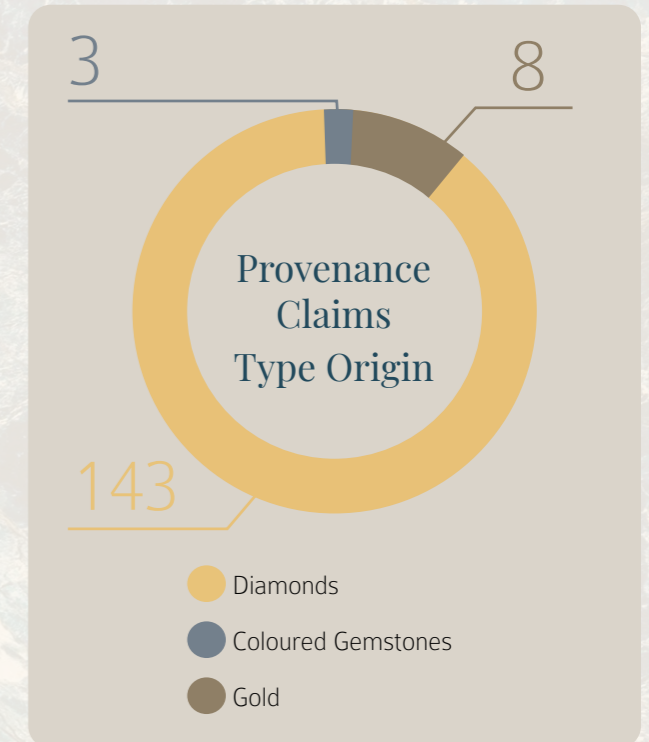
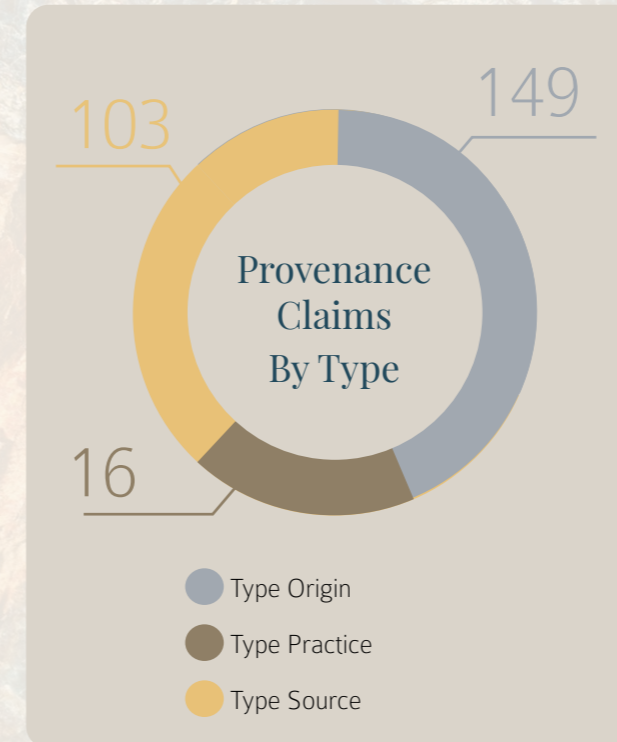
**Year End 2025: Percentage of COP Certified Members Per Cross Recognised Certification\***

- ISO 14001 – Environmental Management Systems
- ISO 45001 / OHSAS 18001- Occupational Health and Safety Management Systems
- LBMA RGG – London Bullion Market Association Responsible Gold Guidance
- MAC-TSM
- SA8000 – Social Accountability Management Systems
- ICMM



\* RJC members may have other parallel certifications, that are not RJC cross-recognised

**Year End 2025: Provenance Claims Overview**



**9.3 PROVENANCE CLAIMS**

COP 2019 and COP 2024 provision 14 allow members that make claims about the provenance of materials (origin, source, or practice), to have these audited as part of their RJC COP audit. Members can have one or multiple provenance claims audited of one or more type (origin, source, or practice). The COP covers four main, but not exhaustive or mutually exclusive, scenarios for making provenance claims, for when a business:

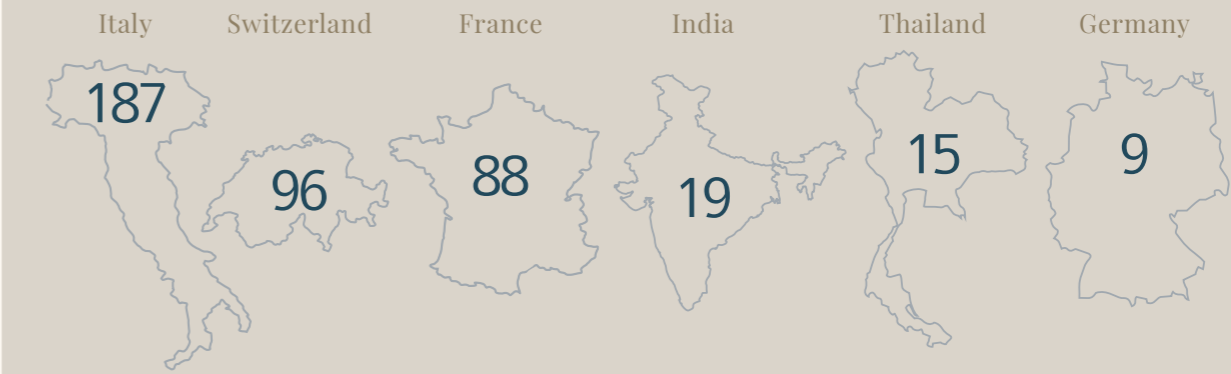
- traces material back through the supply chain to its origin;
- verifies the sources or practices related to the material, for example, sourcing recycled material;
- sources material from certified suppliers, for example buying Fairmined or Fairtrade gold; and
- scrutinises materials or sourcing in another way going above and beyond the COP.



Year End 2025: Percentage of COP Certified Members with Provenance Claims by Forum

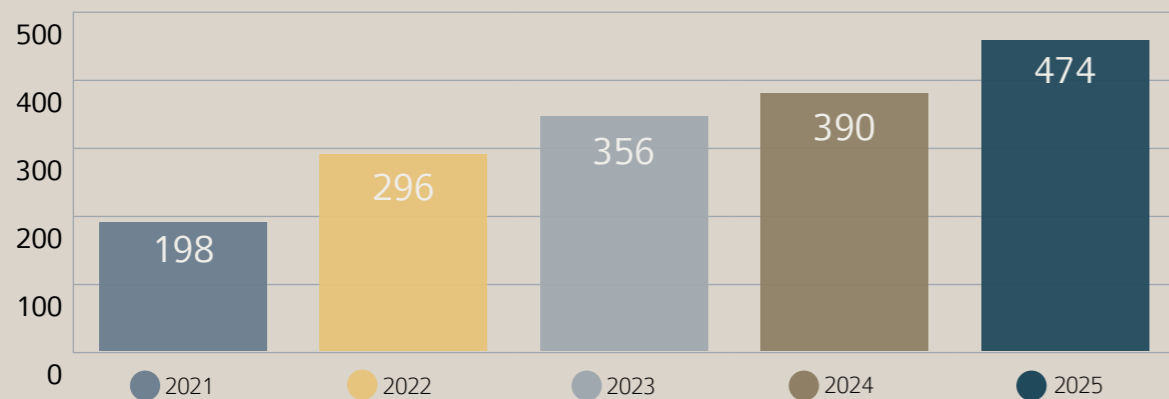
FORUM TYPE	%
Diamonds and Coloured Gemstones Trader, Cutter and/or Polisher	57
Service Industry	1
Jewellery and Watch Manufacturer and/or Wholesaler	31
Jewellery and Watch Retailer	4
Precious Metals Trader, Refiner and/or Hedger	7

Year End 2025: Top 6 Countries of COC Certified Member by HQs

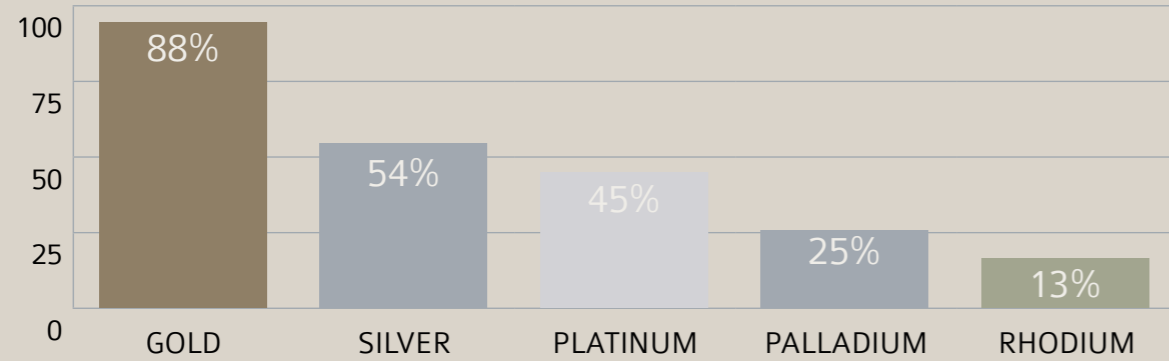


9.4  
COC CERTIFIED MEMBERS

Annual Growth Trends: COC Certified Members at Year End



Year End 2025: Percentage of Members with a Material in Scope\*



\*Note that members can have more than one material in scope.

Eligible Material Declarations

A Chain of Custody begins with an eligible material declaration that is made by a COC certified entity in a COC transfer document. For example, this could be a refiner which refines and then sells recycled gold. If the refiner sells both recycled gold and grandfathered (legacied) gold, for example, then a member can make several eligible material declarations. Materials are eligible to be Grandfathered under the RJC COC 2017 Standard if they have a date before January 1, 2012 permanently attached, or verifiable by refinery or bullion bank records.

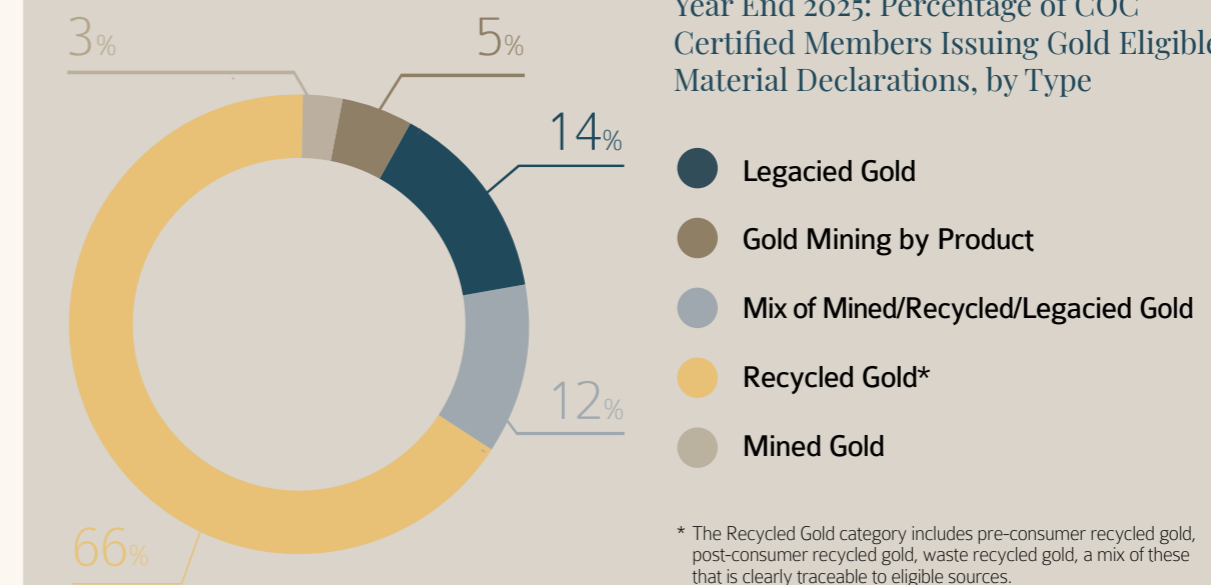
An eligible material declaration shows the recipient

that the material in question meets the requirements of the RJC COC 2017 Standard. It forms the basis for all subsequent proofs of eligibility in the supply chain.

Eligible material includes gold, silver, or platinum group metals (PGM) that are:

- Mined as defined by provision 6 (COC 2017)/provision 5 (COC 2024)
- Recycled as defined by provision 7 (COC 2017)/provision 6 (COC 2024)
- Grandfathered as defined by provision 8 (COC 2017)/Legacied as defined by provision 7 (COC 2024)
- A mix of the above, each meeting the relevant eligibility criteria.

Year End 2025: Percentage of COC Certified Members Issuing Gold Eligible Material Declarations, by Type



\* The Recycled Gold category includes pre-consumer recycled gold, post-consumer recycled gold, waste recycled gold, a mix of these that is clearly traceable to eligible sources.

## 9.5 NON-CONFORMANCES

The Assessment Manual and the Certification Process Requirements (CPR) document the decision-making mechanisms for determining member conformity against the RJC standards, and the consequences of nonconformity. There are three levels of non-conformity: **minor, major, and critical breach**. The main difference between a minor and major nonconformity is the isolated nature of the former, and systemic nature of the latter. Minor nonconformities also represent reduced risk to the environment, workers and local community and are easier to remedy.

### Minor Non-Conformances

During an audit, the auditor may find that the member's business practices perform in a way that does not wholly conform to the relevant COP provision. In that case, the auditor raises one or more minor non-conformities against that provision.

### Major Non-Conformances

The auditor raises a major nonconformity if the member's business practices perform in a way that does not conform to the relevant COP provision. There are two types of findings rated as a major nonconformity, namely, (1) a major nonconformity and (2) a critical breach. Any major nonconformity raised against a COP critical provision, as listed in the Assessment Manual, is a critical breach.

### Findings in 2025

Out of the data pool of COP 2019 certificates issued in 2025 with open minor nonconformities, the two most common provisions were COP 23 on Health and Safety (at 29%), and COP 7, on Due Diligence for Responsible Sourcing from Conflict-Affected and High-Risk Areas (at 11%). Among the COP 2019 certificates issued in 2025 with open major nonconformities, the two most common provisions were COP 12 on Know Your Counterparty: Money Laundering and Finance Terrorism (at 26%) and COP 16 on Working Hours (at 26%).

## 9.7 COP CERTIFICATES

Total number of COP certificates issued in 2025: **832**

COP audit reports submitted to RJC from 2024 to 2025  
2024: **646** 2025: **641** **0.8%** Decrease

COP certificates issued from 2024 to 2025  
2024: **549** 2025: **832** **51.5%** Increase

Out of the data pool of COP 2024 certificates issued in 2025 with open minor nonconformities, the two most common provisions were COP 2 on Policy and Management Systems (at 33%) and COP 24 Health and Safety (at 22%). There were no open major nonconformities raised against COP 2024.

## 9.6 AUDIT REPORT CALIBRATION

An RJC audit report template is provided to all RJC approved audit firms to drive consistency in the audit process and the recording of conformance. Members receive a copy of the final audit report, thereby obtaining a record of their performance.

Audit report calibration refers to a process where reviewers ensure consistency and accuracy in the interpretation and application of audit criteria and standards across different audits or audit teams.

This process aims to align the understanding and application of audit principles, methods, and reporting requirements to maintain uniformity and quality in audit outcomes. The RJC calibrates every audit report for baseline quality control checks and a sampled number of reports for in-depth quality control checks against the Assessment Manual/Certification Process Requirements (CPR).

At the RJC calibration stage, out of the data pool of certificates issued in 2025, 65% of corresponding COP reports and 12% of COC reports had queries raised with the audit firms.

Within the year 2025, the percentage of COC reports queried remained largely the same. The percentage of COP reports queried for certificates issued has increased from 62% in 2024 to 65% in 2025. This is due to RJC data quality checks, calibration and clarification on reporting requirements, such as the structure and level of detail of reporting on COP provision 6 and 7.

### COP Certificates Issued by Forum Type

Membership Forum	Total
Jewellery and Watch Manufacturer and/or Wholesaler	479
Diamonds and Coloured Gemstones Trader, Cutter and/or Polisher	253
Precious Metals Trader, Refiner and/or Hedger	66
Jewellery and Watch Retailer	20
Service Industry	12
Diamonds, Coloured Gemstones and Precious Metals Miner	2
<b>Total</b>	<b>832</b>

### COP Certificates Issued by Certificate Type

Certification Type	Total
Re-certification	478
Initial Certification	236
Mid-term Review (desktop)	20
Mid-term Review (onsite)	72
Change or Extension of Scope	16
Provenance claim bolt-on	1
Transition from 1 to 3 year	9
<b>Total</b>	<b>832</b>

## 9.8 COC CERTIFICATES

Total number of COC certificates issued in 2025: **370**

COC audit reports submitted to RJC from 2024 to 2025  
2024: **271** 2025: **312** **15.1%** Increase

COC certificates issued from 2024 to 2025  
2024: **233** 2025: **370** **58.8%** Increase

### COC Certificates Issued by Forum Type

Membership Forum	Total
Jewellery and Watch Manufacturer and/or Wholesaler	272
Precious Metals Trader, Refiner and/or Hedger	86
Diamonds and Coloured Gemstones Trader, Cutter and/or Polisher	6
Jewellery and Watch Retailer	4
Service Industry	2
<b>Total</b>	<b>370</b>

## 9.9 LGMS CERTIFICATES

LGMS Audit Reports Received **6**

LGMS Certificates Issued **4**

By the end of 2025, a total of 6 audit reports against the new Laboratory Grown Materials Standard (LGMS) were received, while 4 LGMS certificates were officially issued.

# IMPACTS

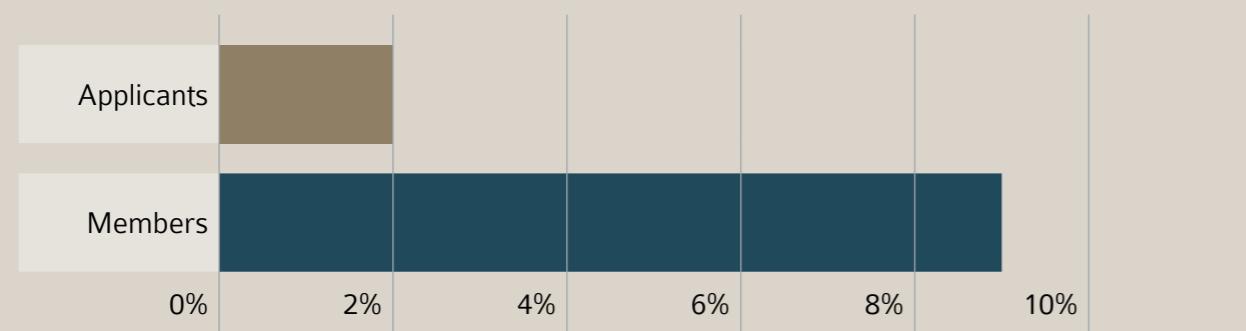
The RJC Impacts Department is responsible for measuring, evaluating and communicating the effectiveness of the organisation’s standards and initiatives. Through data-driven analysis, the department supports strategic decision-making, ensures accountability, aligns with global frameworks, and drives continuous improvement to enhance ESG outcomes.

## 10.1 DATA DRIVEN ANALYSIS

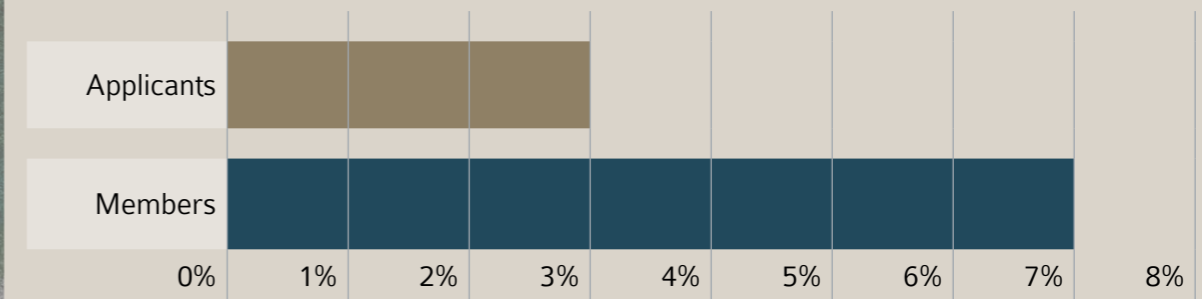
Data plays a central role in driving our mission and measuring progress. Throughout the years, we have deepened our data-driven approach to better understand the reach and effectiveness of our standards across the global jewellery and watch industry. By systematically collecting, analysing, and leveraging data, we are enhancing our ability to identify trends, track member compliance, and inform future strategies.

This commitment to robust data management enables us to provide greater transparency to stakeholders, support members in continuous improvement, and respond more effectively to evolving sustainability challenges. As our system continues to mature, data remains integral, not only for internal monitoring but also for reinforcing trust and accountability throughout the value chain.

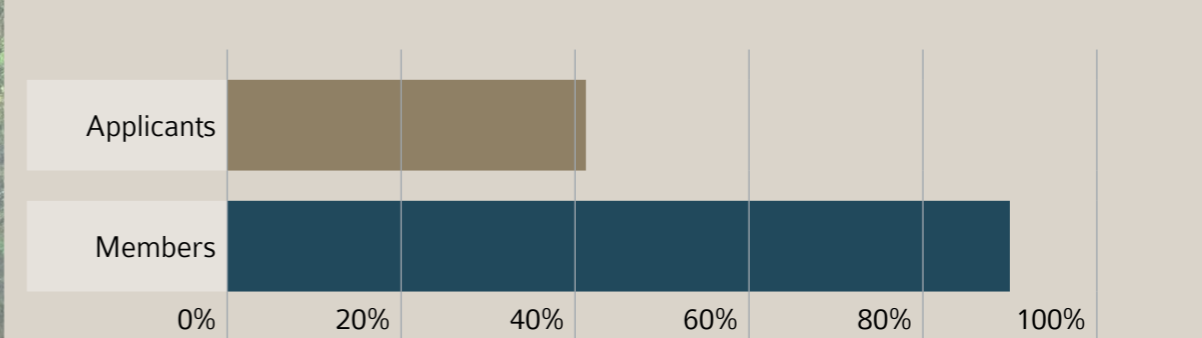
Percentage of organisations that are members of the UN Global Compact (UNGC)



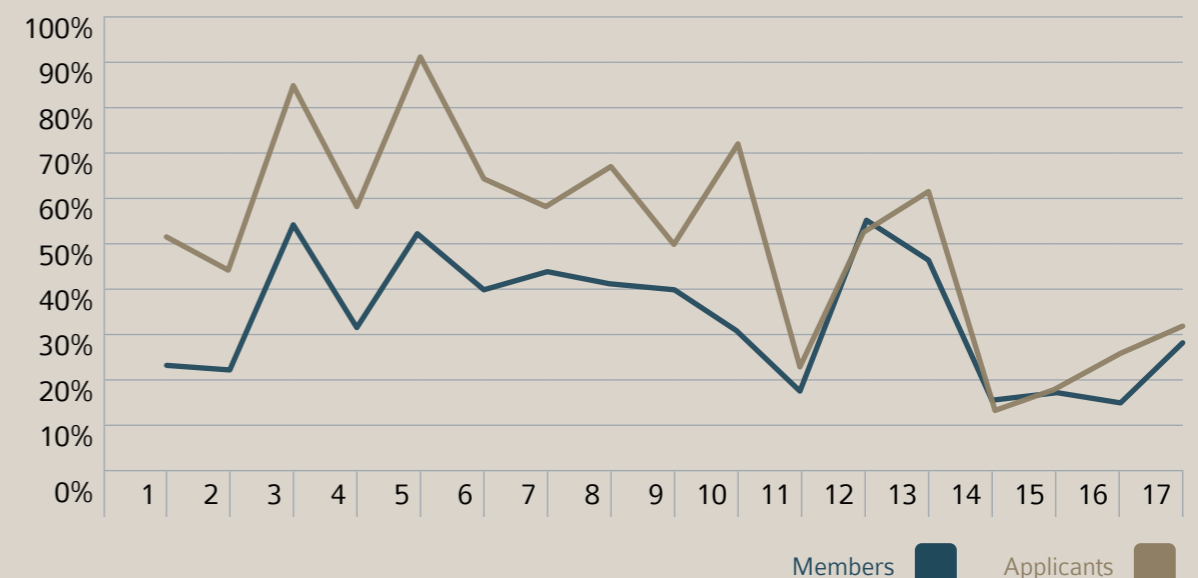
Percentage of organisations that are signatories of the UN Women Empowerment Principles (WEPs)



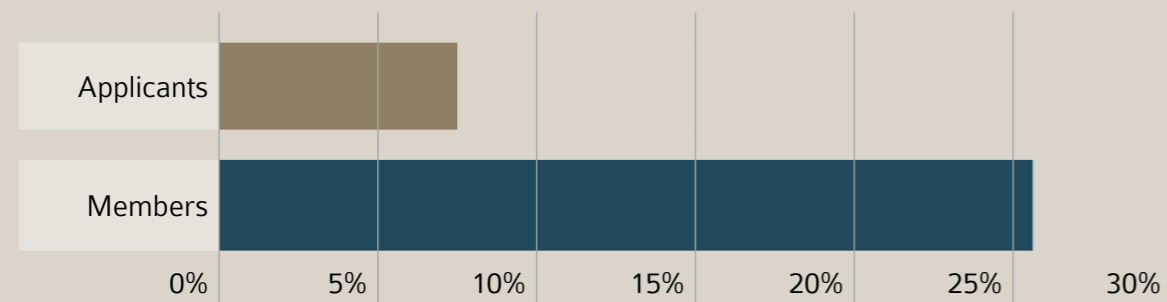
Percentage of organisations tracking the Sustainable Development Goals (SDGs)



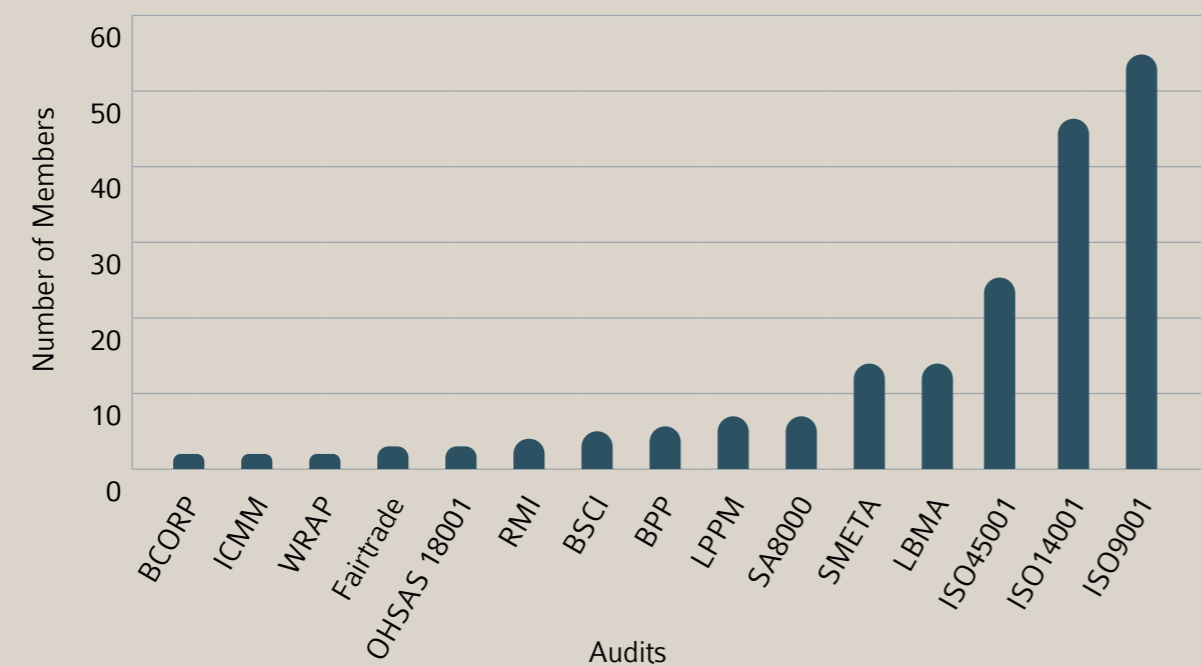
Sustainable Development Goals (SDGs) being tracked by organisations



Percentage of organisations that are signatories of corporate responsibility and/or sustainability focussed programs



Additional audits undertaken by member companies



## 10.2 CLIMATE RESEARCH

In 2025, the RJC marked a significant milestone with the launch of ‘Accelerating Decarbonisation in the Watch and Jewellery Sector’, a report developed in collaboration with the Carbon Trust and supported by the ISEAL Innovations Fund.

The launch of the report reflects the growing recognition that every stage of the value chain contributes to greenhouse gas emissions and is increasingly impacted by climate-related risks. At the same time, regulatory expectations, investor scrutiny, and consumer demand for sustainable products

continue to accelerate. The watch and jewellery industry operates through a highly interconnected global supply chain, encompassing businesses of all sizes, spanning multiple regions and production stages. Within this system, one company’s Scope 1 emissions may form part of another company’s Scope 3 emissions, making collaboration and transparency essential for meaningful climate progress.

Recognising these complexities, RJC and the Carbon Trust conducted a sector-wide research initiative to generate actionable insights that can help companies understand, measure, and reduce their climate impacts.

The Carbon Trust were selected as project partners following a robust and transparent due diligence process. A public call for proposals was launched through a dedicated project webpage and promoted widely across RJC’s networks and social media channels. Eight proposals were received during the two-month application period, with three organisations shortlisted for detailed review by RJC’s SDG Taskforce. Following a unanimous decision, the Carbon Trust were selected based on the strength of their methodology, stakeholder endorsements, and solutions-focused approach.

The resulting guide addresses key challenges faced by companies, including fragmented supply chains, limited emissions data availability, and varying levels of climate maturity, whilst also highlighting significant opportunities for innovation, resilience, and collective action. Particular emphasis was placed on creating value for small and medium-sized enterprises, recognising the challenges many small businesses face in accessing climate expertise and resources.

The report was officially launched in September 2025 at the Goldsmiths’ Centre, London, bringing together industry leaders, sustainability experts, and RJC members to discuss the findings and practical next steps for sector decarbonisation. The launch event provided a platform for dialogue, knowledge sharing, and collective commitment toward a more

resilient and low-carbon future for the jewellery and watch industry. Looking ahead, RJC will continue to support members through training and tools to help organisations implement the report’s recommendations effectively.

## 10.3 EXTERNAL COMPLIANCE REQUIREMENTS

### ISEAL Code Compliance

The ISEAL Code of Good Practice plays a vital role in guiding RJC’s efforts to measure the effectiveness of our scheme and ensure we are achieving meaningful impact. Guided by ISEAL, the RJC follows a rigorous data governance framework to ensure data integrity that manages all aspects of data handling, from creation and storage to usage and sharing. In addition, we have established performance indicators allowing us to assess progress toward the goals outlined in the RJC’s Theory of Change. Each year, data from these indicators is compiled and analysed in an internal report shared with RJC management. Insights from this report inform action plans to strengthen the effectiveness of our standards and supporting activities.

### United Nations Global Compact (UNGC) Participation

Transparent, public reporting is essential for demonstrating progress and sustaining a long-term commitment to responsible business practices. In recognition of this, RJC became a participant of the United Nations Global Compact, committing to voluntary disclosure and positioning itself as a global voice for the jewellery and watch industry. This engagement not only reinforces our leadership role but also provides access to best practices, tools, and resources on key issues (including human rights, labour, environmental stewardship, and anti-corruption) whilst helping us identify and address data gaps across our system.

# DIGITAL, DATA & IT TRANSFORMATION

Our mission to leverage digital and IT technologies to create better ways of supporting and enabling our members and stakeholders continues to be central to our digital transformation journey.



We recognise the vital importance of earning and maintaining third-party certifications that attest to our dedication to people and the planet. Certifications are not just badges – they represent the culmination of hard work and the continuous efforts we make both internally and in our supply chains to create a more responsible jewellery industry with a view to continuous improvement. That’s what inspired us to join the Responsible Jewellery Council, the leading authority for sustainability standards in the global watch and jewellery industry.”

**Helena Maria Rupp,**  
Co-Founder and Creative Director,  
BRUNA the label

## 11.1.

### THE NEED FOR CONTINUOUS IMPROVEMENT

As the RJC has grown over the years, so too have its digital, data and IT systems. Like many companies, this can sometimes create a patchwork of systems and suppliers. Technology does not stand still – the recent explosion in AI capability being a case in point – and systems risk falling behind without continuous improvement.

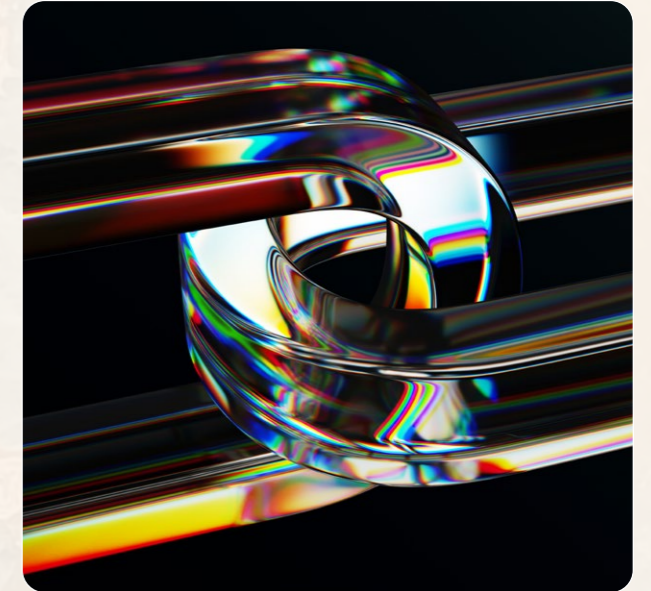
We are therefore undertaking a root-and-branch review of the RJC’s existing products to ensure that they are the right strategic fit, not just for now, but as the RJC continues to go from strength to strength in its third decade.

## 11.2.

### STRENGTHENING THE FOUNDATIONS

We have reviewed and strengthened the expertise within the Digital and IT department to ensure that we are well positioned to meet the challenges and increased expectations of our members, staff and other key stakeholders. Ensuring that the skill set within the Digital and IT department is ready to meet the continual and changing landscape of digital development and IT service management has been, and continues to be, our priority.

In addition, we continually review and upgrade our internal digital, data, IT and project management tools and ways of working. This is to ensure that we have the solid and appropriate foundations necessary to be able to swiftly and seamlessly support the internal RJC team and RJC members.



## 11.3.

### OPPORTUNITIES FOR THE FUTURE

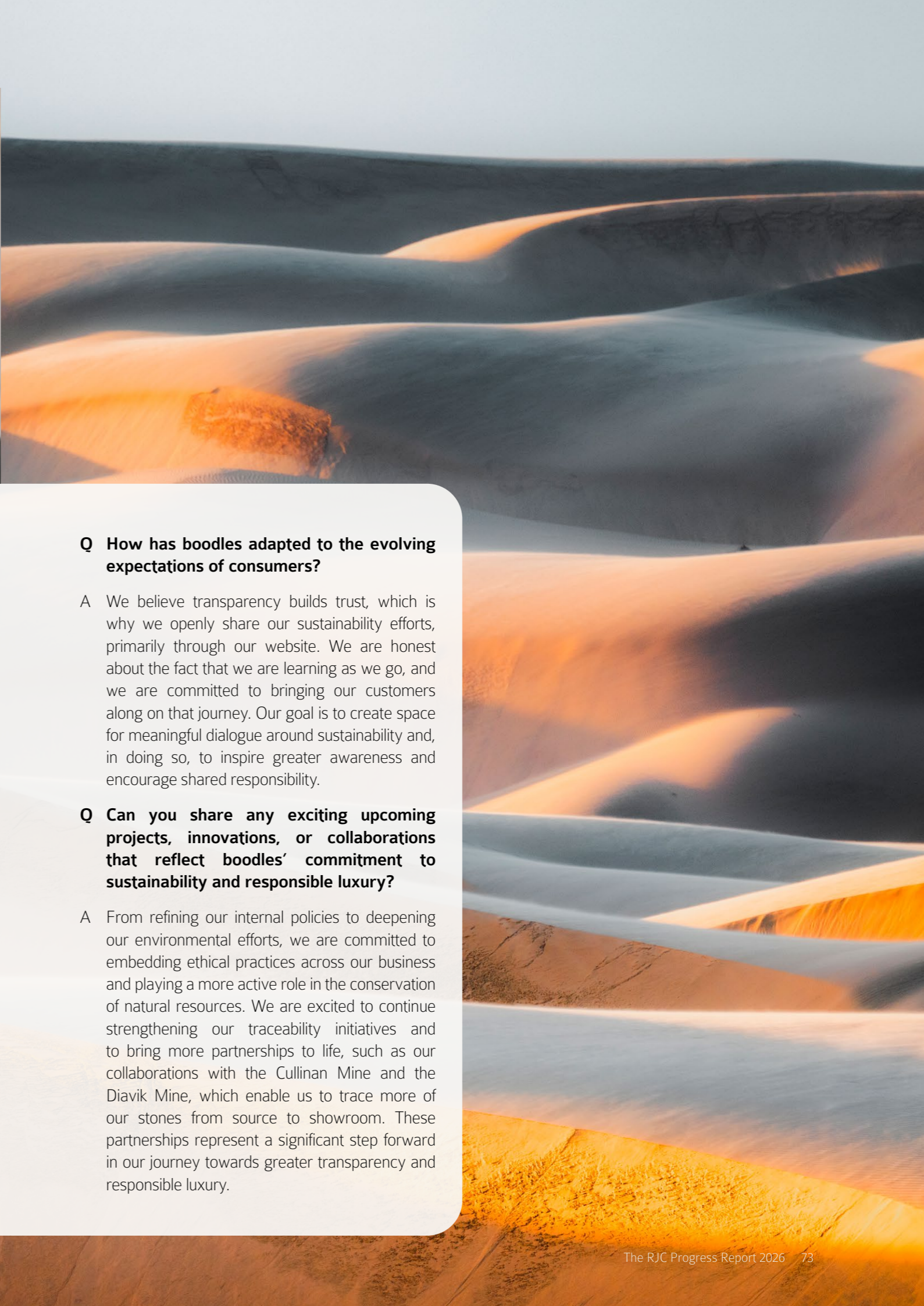
The RJC stands poised to take advantage of current and emerging opportunities, enabling us to:

- Improve the Member, Auditor and RJC digital experience
- Improve and increase our focus on IT Service Management
- Improve our digital development maturity, delivery and project management
- Maximise the use of our existing digital and IT systems, increasing the RJC’s return on investment
- Further empower and upskill RJC staff, increasing our digital skills base
- Safely and securely embrace AI
- Better co-ordinate our data governance, ensuring compliance with recent changes to data protection legislation

The recent explosion in AI capability is arguably the biggest technological change that we’ve seen since digital and IT systems started moving into the cloud in the early 2000s. With a focus on continuous improvement and strengthened foundations, the RJC is well placed to adapt and grow with this and other new technology over the next three years.



## AN INTERVIEW WITH JAMES AMOS BOODLES



**Q Why did boodles join the responsible jewellery council, and how has the membership shaped your approach to responsible practices?**

A As a seventh-generation family-owned business, we have always prioritised strong relationships with our suppliers, working only with those who share our ethical values, many of whom we have known for decades.

In 2018, Boodles was assessed alongside global brands by Human Rights Watch. This assessment was a wake-up call, showing us the value of external audits and the need to take formal responsibility for our sourcing and wider practices.

It was a formative moment that encouraged us to take greater ownership and accountability. A key milestone on that journey was becoming certified by the Responsible Jewellery Council. The process helped us strengthen our internal systems and continues to guide us in becoming more aware of our operations. We are making consistent progress using the RJC framework to operate more responsibly and in turn, support others in the supply chain to move towards more ethical and sustainable practices.

**Q Boodles has a long-standing reputation for craftsmanship and heritage. What sustainability initiatives are you most proud of over the years?**

A Over the past five years, we have made a conscious effort to strengthen our sustainability commitments. As many will know, sustainability is not a one-time achievement. It is a continuous journey that requires determination, investment, and integrity.

One of our proudest milestones is advancing traceability within the high jewellery space. All our jewellery is now made using Single Mine Origin (SMO) gold, which can be traced back to a single mine in Africa. We have also introduced the “Peace of Mined” collection, which enables us to trace more of our stones from mine to market.

From supporting local communities to protecting the environment, we aim to address every facet of sustainability and play an active role in building a more resilient and equitable future.

**Q From your perspective, what positive changes would you like to see more of in the jewellery industry?**

A It would be encouraging to see sustainability become more deeply understood and more widely practised across the entire supply chain. At present, there remains a notable gap in knowledge, not only in what sustainability truly means but also in how it can be applied meaningfully at each stage of sourcing, production, and design. Closing that gap will be critical to the industry’s long-term future.

**Q How has boodles adapted to the evolving expectations of consumers?**

A We believe transparency builds trust, which is why we openly share our sustainability efforts, primarily through our website. We are honest about the fact that we are learning as we go, and we are committed to bringing our customers along on that journey. Our goal is to create space for meaningful dialogue around sustainability and, in doing so, to inspire greater awareness and encourage shared responsibility.

**Q Can you share any exciting upcoming projects, innovations, or collaborations that reflect boodles’ commitment to sustainability and responsible luxury?**

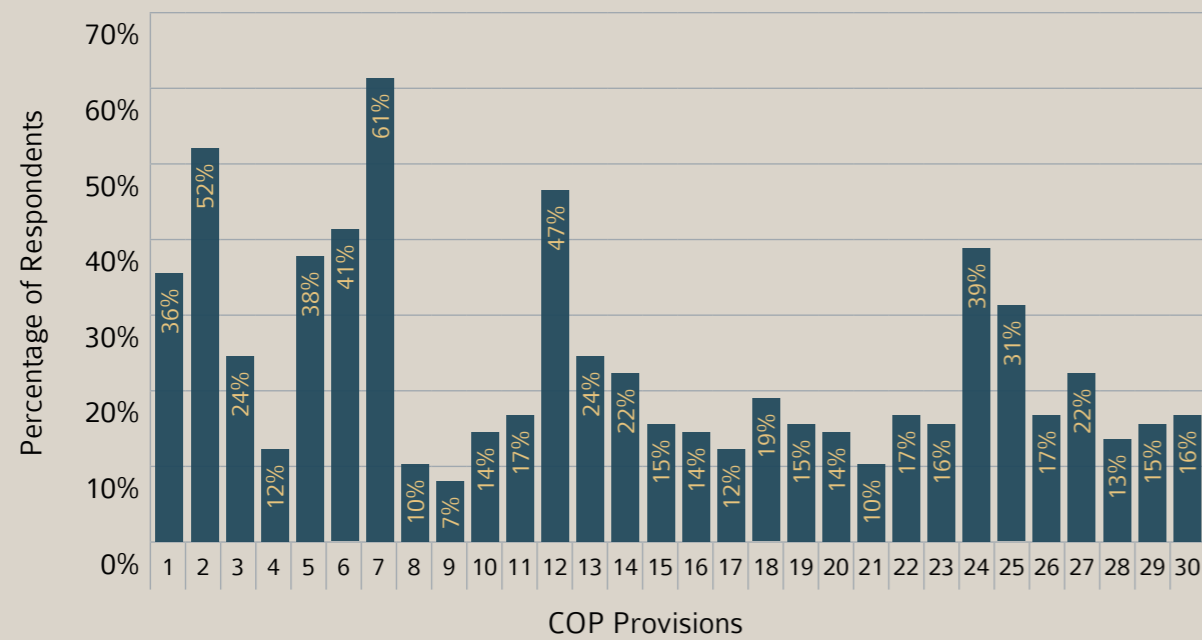
A From refining our internal policies to deepening our environmental efforts, we are committed to embedding ethical practices across our business and playing a more active role in the conservation of natural resources. We are excited to continue strengthening our traceability initiatives and to bring more partnerships to life, such as our collaborations with the Cullinan Mine and the Diavik Mine, which enable us to trace more of our stones from source to showroom. These partnerships represent a significant step forward in our journey towards greater transparency and responsible luxury.

# POST AUDIT MEMBER SURVEY: 2025

Upon receiving their RJC certificate following completion of their audit, members were asked to provide feedback on the quality of the RJC’s member service and audit process, as well as the benefits realised as a result of certification.

**196** responses were received in 2025.

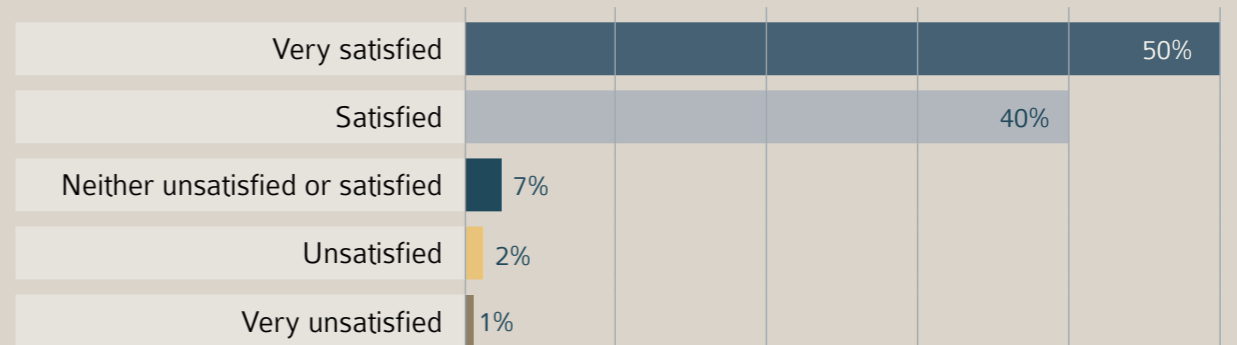
For the fourth year running, members attributed COP provisions 2 and 7 as having contributed to the biggest improvement in their organisation’s performance:



Members highlighted the following business benefits to becoming certified:



Members rated the overall audit process highly, with 90% of members reporting to be satisfied with the process:



Members noted the following reasons for auditor selection:



CHAPTER 13

# GRI CONTENT INDEX TABLE

**Statement of use:** The Responsible Jewellery Council (RJC) has reported the information cited in this GRI content index for the period 1st January 2025 to 31st December 2025 with reference to the GRI Standards.

**GRI 1 used:** GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION																																																																	
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	<b>2-1 ORGANISATIONAL DETAILS</b>	The RJC is a not-for-profit company incorporated under the UK Companies Act. As such, we are governed according to the requirements of UK law. Details can be found on pages 6-7, 16-17.																																																																	
	<b>2-2 ENTITIES INCLUDED IN THE ORGANISATION'S SUSTAINABILITY REPORTING</b>	The RJC is a company incorporated in England and Wales under the UK Companies Act. It is a single entity. The Annual Report & Financial Statement is filed with Companies House, the UK corporate register. It is produced by the RJC's independent auditors, approved by all Members directly through the AGM, and signed by the RJC Chair & Treasurer.																																																																	
	<b>2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT</b>	The reporting period for this report is 1st January to 31st December 2025. This report was published in May 2026. The reporting period for our financial reporting is also the calendar year. For any questions about the report or reported information please contact: rjcimpacts@responsiblejewellery.com.																																																																	
	<b>2-4 RESTATEMENTS OF INFORMATION</b>	The RJC has not made any restatements of information in the current reporting period.																																																																	
	<b>2-5 EXTERNAL ASSURANCE</b>	The RJC has taken the decision not to externally assure the 2026 Progress Report.																																																																	
	<b>2-6 ACTIVITIES, VALUE CHAIN &amp; OTHER BUSINESS RELATIONSHIPS</b>	Details can be found on pages 70-71 of RJC's 2022 Progress Report.																																																																	
	<b>2-7 EMPLOYEES</b>	All RJC employees are based in the UK. A breakdown of employees by gender and employee type are listed below: <b>Reporting Period: 1st January 2025 - 31st December 2025</b>																																																																	
		<table border="1"> <thead> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not Disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="5">Number of employees (head count/full time equivalent)</td> </tr> <tr> <td>20</td> <td>12</td> <td></td> <td></td> <td>32</td> </tr> <tr> <td colspan="5">Number of permanent employees (head count/full time equivalent)</td> </tr> <tr> <td>20</td> <td>12</td> <td></td> <td></td> <td>32</td> </tr> <tr> <td colspan="5">Number of temporary employees (head count/full time equivalent)</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>0</td> </tr> <tr> <td colspan="5">Number of non-guaranteed hours employees (head count/full time equivalent)</td> </tr> <tr> <td>N/A</td> <td></td> <td></td> <td></td> <td>0</td> </tr> <tr> <td colspan="5">Number of full-time employees (head count/full time equivalent)</td> </tr> <tr> <td>18</td> <td>12</td> <td></td> <td></td> <td>30</td> </tr> <tr> <td colspan="5">Number of part-time employees (head count/full time equivalent)</td> </tr> <tr> <td>2</td> <td></td> <td></td> <td></td> <td>2</td> </tr> </tbody> </table>	Female	Male	Other	Not Disclosed	Total	Number of employees (head count/full time equivalent)					20	12			32	Number of permanent employees (head count/full time equivalent)					20	12			32	Number of temporary employees (head count/full time equivalent)									0	Number of non-guaranteed hours employees (head count/full time equivalent)					N/A				0	Number of full-time employees (head count/full time equivalent)					18	12			30	Number of part-time employees (head count/full time equivalent)					2				2
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<b>2-8 WORKERS WHO ARE NOT EMPLOYEES</b>	The RJC employs 11 contractual consultants. The type of work they perform includes strategic advisory, business development, PR & communications, legal, HR, accountancy, and standards industry expertise. This number was calculated using head count methodology at the end of the reporting period.																																																																		
<b>2-9 GOVERNANCE STRUCTURE AND COMPOSITION</b>	Full details can be found in the RJC's Governance Handbook and on the RJC's webpage under 'Governance'.																																																																		
<b>2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY</b>	Full details can be found in the RJC's Governance Handbook and on the RJC's webpage under 'Governance'.																																																																		

GRI STANDARD	DISCLOSURE	LOCATION
	<b>2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY</b>	Full details can be found in the RJC's Governance Handbook and on the RJC's webpage under 'Governance'.
	<b>2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS</b>	The highest governing body of the RJC is the Board of Directors (BOD). Amendments to critical policies including mission statement and goals are approved by the Board. Sustainability matters are addressed at the BOD meetings as necessary.
	<b>2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS</b>	The RJC's raison d'être is the minimisation of negative impacts and the maximisation of positive ones. To that end the RJC mandatory standards, the Code of Practices (COP) and the Laboratory-Grown Material Standard (LGMS), covers a wide range of requirements including human rights, labour rights and environment. All RJC member companies must be independently audited and certified against the RJC mandatory standard(s), depending on the materials in scope. Where a member is found to have breached the RJC standards, there are detailed published procedures for the member to be disciplined. Further details can be found below: <ul style="list-style-type: none"> <li>RJC Assessment Manual pages 18-20, RJC Certification Process Requirements for Certification Bodies and Auditors pages 74-76 and 82 and RJC Member Certification Handbook pages 44-45.</li> <li>RJC Complaints Mechanism</li> <li>RJC Articles of Association pages 8-10.</li> </ul> The RJC's Executive Director (ED) is responsible for ensuring that impacts are managed. The ED is assisted by an impacts department led by experienced professionals, who are also supported by all RJC departments. Impacts are cross cutting, so all departments are accountable.
	<b>2-14 ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING</b>	The Chairman of the Board approves the final report.
	<b>2-15 CONFLICTS OF INTEREST</b>	Full details can be found on the RJC webpage under 'Policies'.
	<b>2-16 COMMUNICATION OF CRITICAL CONCERNS</b>	<ul style="list-style-type: none"> <li>Most complaints and critical breaches are communicated to the RJC's ED.</li> <li>Most complaints are also discussed with a legal counsel.</li> <li>Annual statistics on complaints and critical breaches are provided to the Assurance Committee. These can be found in pages 36-47.</li> <li>High and extremely high risks are communicated quarterly to the RJC's ED with the option to be communicated to the Executive Committee and the Board. Any extremely high risk would be immediately notified to the ED. An annual risk report is submitted to the ED with the option to be communicated to the Executive Committee and the Board.</li> </ul>
	<b>2-17 COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY</b>	The Board considers sustainability at every BOD meeting and is briefed on the progress and impacts of the RJC mandatory standards. The Board receives annual governance training provided by an independent corporate governance specialist. The training is scheduled after each AGM and is delivered in June/July annually.
	<b>2-18 EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY</b>	The RJC mandatory standards are comprehensive sustainability standards covering the entire jewellery and watch supply chain, from mine to retail. The mandatory standards and associated assurance system are reviewed on a five-year basis, in accordance with the ISEAL Code of Good Practice. Following external stakeholder consultation, the RJC Standards Committee recommends any amendments of the standards to the RJC BOD. The Board is directly elected by the RJC membership as part of the AGM process.
	<b>2-19 REMUNERATION POLICIES</b>	The highest governing body is the BOD, none of whom are remunerated by the RJC. They are senior executives of member companies who are elected to the BOD and donate their services to the RJC.
	<b>2-20 PROCESS TO DETERMINE REMUNERATION</b>	The BOD are not remunerated by the RJC. Staff remuneration levels are based on guidance from several independent agencies which specialise in audit, standards development, and assurance recruitment. The RJC also engages an independent HR consultant to provide remuneration and related advice. The BOD is not consulted about staff remuneration and plays no role in remuneration decisions. The ED determines remuneration following recommendations/advice, the annual salary budget, and any applicable remuneration policies.
	<b>2-21 ANNUAL TOTAL COMPENSATION RATIO</b>	This information is confidential; therefore, this disclosure has been omitted.

GRI STANDARD	DISCLOSURE	LOCATION
	<b>2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY</b>	Details can be found on pages 4-5.
	<b>2-23 POLICY COMMITMENTS</b>	Details can be found on pages 6-11, 18-23, and on the RJC webpage under 'Policies'.
	<b>2-24 EMBEDDING POLICY COMMITMENTS</b>	Details can be found on pages 18-23, 26-27, 66-69.
	<b>2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS</b>	Details can be found on pages 36-53.
	<b>2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS</b>	<p>Mechanisms for individuals to seek advice on implementing the organisation's policies and practices for responsible business conduct:</p> <ul style="list-style-type: none"> <li>RJC have a training email for members to contact us if they need guidance on implementing the RJC standards.</li> <li>RJC have a designated membership team for queries related to membership application and initial member information on their declared practices for the application.</li> </ul> <p>Mechanisms for individuals to raise concerns about the organisation's business conduct:</p> <ul style="list-style-type: none"> <li>RJC have a publicly available Complaints Mechanism. This can be accessed by RJC members and/or their employees, RJC approved audit firms and/or auditors, and any third party with a material interest in member certification or explicitly authorised to represent a Complainant.</li> </ul>
	<b>2-27 COMPLIANCE WITH LAWS AND REGULATIONS</b>	The RJC complies with all applicable laws and regulations and has never been sanctioned for non-compliance.
	<b>2-28 MEMBERSHIP ASSOCIATIONS</b>	Refer to pages 22-23, 69 for full details.
	<b>2-29 APPROACH TO STAKEHOLDER ENGAGEMENT</b>	<p>Effective stakeholder engagement is critical for the development and relevance of our organisation, and for the achievement of our desired long-term impacts. It is essential that we understand the full range of perspectives of those who affect and/or are affected by the activities of the RJC and our members.</p> <p>The categories of stakeholders we engage with include RJC members, approved audit firms, accreditation and assurance bodies, topic specific experts (individuals, businesses, and organisations), other voluntary sustainability schemes, ISEAL, wider industry. RJC is working with stakeholders including the OECD and other bi-lateral partnerships to put responsible sourcing at the heart of what we do to ensure our standards continue to lead the way in the jewellery and watch industry.</p> <p>RJC's stakeholder engagement includes but is not limited to:</p> <ul style="list-style-type: none"> <li>Public consultations as part of the review and revision process of the RJC standards. This can take up to 60 days and can take form as a combination of webinars, teleconferences, and direct consultations to ensure accessibility to all relevant stakeholders giving everyone the opportunity to provide input. Comments received during public consultations are reviewed and published on the relevant website section.</li> <li>Calibration of the audit process via regular Audit Firm Roundtables.</li> <li>Providing a variety of training support to RJC members, approved individual auditors, and the wider industry on the implementation of the RJC standards and industry relevant topics. Training support includes webinars accessible across multiple time zones, roundtables, training sessions, toolkits, templates and more. Stakeholders are sent email invitations in advance of any events or trainings, along with newsletter updates to ensure awareness and encourage participation.</li> <li>Harmonisation and recognition with other industry initiatives including the London Bullion Market (LBMA), Responsible Minerals Initiative (RMI), Fairtrade and Fairmined standards. This remains key to support implementation of responsible business practices and strengthen our standards (mandatory and voluntary).</li> <li>Through wider participation on working groups and impact forums, RJC continue to openly engage in discussions on key industry topics, issues and more with key stakeholders.</li> </ul>
	<b>2-30 COLLECTIVE BARGAINING AGREEMENTS</b>	The working conditions and terms of employment of employees are not covered by any collective bargaining agreements. The working conditions and terms of employment of employees are not influenced or determined based on any other collective bargaining agreements from other organisations.

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 3: MATERIAL TOPICS 2021</b>	<b>3-1 PROCESS TO DETERMINE MATERIAL TOPICS</b>	Materiality is under constant review as it is an essential component of determining what matters to most to our stakeholders. In 2022 RJC conducted an extensive stakeholder consultation. During this process, stakeholders were asked to rank a list of material topics and their associated impacts in order of priority. As the RJC has had no significant changes in the organisation's activities and business relationships, it was established that these material topics still represent the RJC and its members' most significant impacts in this reporting period. Full details of how material topics were determined is outlined on page 84 of RJC's 2022 Progress Report.
	<b>3-2 LIST OF MATERIAL TOPICS</b>	<ol style="list-style-type: none"> <li>Human Rights Due Diligence</li> <li>Product Integrity and Disclosure</li> <li>Labour Practices</li> <li>Standards Efficiency</li> <li>Responsible Advocacy</li> <li>Environmental Due Diligence and Climate</li> <li>Gender Equality</li> <li>Circularity and Resource Scarcity</li> <li>Community Engagement</li> </ol> <p>No changes to this list of material topics have been made since the previous reporting period.</p>
	<b>3-3 MANAGEMENT OF MATERIAL TOPICS</b>	<p>Management of material topics are outlined on pages 86-88 of the RJC's 2022 Progress Report.</p> <p>RJC measures its impacts and the effectiveness of its standards through a monitoring, evaluation and learning (MEL) programme. Performance monitoring is a key component of this. It focuses on the systematic collection and analysis of data to evaluate whether the desired outcomes outlined in our Theory of Change ('2030 Roadmap') are being achieved. RJC's Indicator Protocol is a publicly available document which outline the indicators being used in our MEL programme that enable us to track performance and monitor our impacts. We also undertake in-depth evaluations on annual basis to provide a deeper perspective of our impacts and progress.</p>



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COUNCIL

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London EC4A 3DL

The Responsible Jewellery Council is the  
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