

Introducing James Courage – New RJC Chairman



James Courage, the Chief Executive Officer of Platinum Guild International (PGI) took on the role of RJC Chairman on 1st January 2013.

James has over 30 years of extensive experience in the jewellery industry, with De Beers in the 1980s and from 1996 with the Platinum Guild. James has worked and lived in Europe, Africa and Asia and he is well respected by all his extensive contacts in the jewellery industry and related national and international organisations and regulatory agencies.

“In 2013, RJC plans to build on its successes. The RJC is conducting a formal review of the Code of Practices. Simultaneously with the Code of Practices review, the RJC Membership Committee is reviewing the rules initiated at the inception of the RJC in 2005

regarding the scope of Commercial Membership and COP Certification. This review is to ensure that RJC’s membership rules provide the greatest reputational and operational benefits to members and the RJC as an institution.

I encourage all members and interested stakeholders to provide feedback to the RJC team and members of all RJC’s committees on the topics under discussion. Each of the RJC Committees includes members who are each charged to represent his or her relevant Member Forum. We would value hearing both your ideas and any concerns, so that they can best represent you.”

If you have any questions with regards to the RJC Committees please contact: info@responsiblejewellery.com

RJC Key Milestones

- Current Members: 442
- Certified Members: 250 as of 28 February 2013

Please view the most updated list of Certified Members at: <http://www.responsiblejewellery.com/members/certified-members/>

CERTIFIED MEMBERS – RJC CODE OF PRACTICES

- Orest Group
- JSN Jewellery UK Ltd
- Windiam BVBA
- Fischler Diamonds NV
- International Gemmological Institute (IGI)

- Vee & Vee Diam BVBA
- M/S Tej Diam
- Progold S.p.A
- M/S Interjewel Designs
- BHP Billiton Diamonds Inc
- Hasenfeld-Stein Inc
- H.K. Designs (India)
- Niru (NY) Ltd
- Dimexon Diamonds Limited
- Bhavani Hong Kong Limited
- Richline Group Inc
- Uni Gem (India) Pvt Ltd
- C Dinesh & Co Pvt Ltd
- Cripple Creek & Victor Gold Mining Company
- Sparsh

RJC CHAIN-OF-CUSTODY CERTIFIED

- Progold S.p.A

LATEST ACHIEVEMENTS SINCE DECEMBER

- RJC presented on responsible sourcing in the gold supply chain at the Jewellery Technology Forum, Vicenza ORO Winter, 20 January 2013.
- The RJC Team conducted consultation workshops for the Code of Practices Review throughout Europe, United States and India in January and February 2013.
- RJC presented to the Regulatory Initiatives Concerning Natural Resources: Lessons for Supply Chain Management in Africa, as part of De Beers Diamond Dialogue Series.



RJC TRAINING SESSIONS

Responsible Jewellery Council Online Training

RJC Members:

The RJC Certification Training sessions run each week and cover several time zones. Sessions include:

- How to Achieve RJC Member Certification (compulsory certification for RJC Members)
- Sector Guidance Training, for example, Jewellery Retail, Diamond Trading and Mining
- Introduction to Chain of Custody Certification (voluntary certification for responsible sourcing of precious metals).
- Tailored training modules for your organisation can be arranged by contacting: training@responsiblejewellery.com

More details on training can be found on our website:

<http://www.responsiblejewellery.com/certification/training/>

Certification – are you due?



All RJC Members must achieve Certification within two years of joining the RJC. Re-Certification is then required to retain their RJC Certified Member status.

The process repeats the Self Assessment, Verification Assessment and granting of Certification. If you are not sure when you are due for Re-Certification

please contact training@responsiblejewellery.com

RJC Trainers Top Tip – What is Objective Evidence?

A rating of performance must be based on relevant Objective Evidence. Those involved in conducting the Self Assessment should not only look for documents, policies and other records, but also seek confirmation of practice through interviews, as well as through general observations. It is not uncommon to have a document say one thing, and observe different behaviour in practice. So ensuring implementation is important too.

Objective Evidence must meet all of the following:

- Relevant to the time period for the scope of the assessment;
- Relevant to what is being assessed or verified;
- Traceable;
- Clear and unambiguous.

The sorts of evidence to look for:

- Awareness of applicable law;
- Organisational charts, outlining responsibilities;
- Details describing your products and processes;

- Relevant policies & procedures;
- Legal permits or other related documents;
- Reviews of previous assessments;
- Audit reports from relevant Certifications under other recognised systems;
- Risk assessment registers;
- Training records;
- Observations & conducting interviews with staff.

RJC Accredited Auditors

Frequently Asked Questions:

An Auditor Accreditation, Conducting Verification Assessments and Re-Certification FAQ is available on our website: <http://www.responsiblejewellery.com/governance/frequently-asked-questions/>

Training Modules

Tailored training modules can be organised for Auditor Training, to accommodate time zones or in-house groups of auditors, so please contact us should you wish to arrange a module.

For any questions on the above please contact training@responsiblejewellery.com

RJC STANDARDS NEWS

Code of Practices Review

The RJC is currently reviewing the RJC Code of Practices. The Code of Practices is the cornerstone of RJC's Certification program and sets standards for responsible business practices for companies in the jewellery supply chain. These companies operate in a wide range of sectors – from mining through to retail – and in a wide range of geographies. They include small, medium and large businesses.

Proposed revisions to the Code of Practices were open for comment during December 2012 to March 2013. During January 2013 the RJC conducted consultation workshops in London, Geneva, Antwerp and New York to discuss the proposed revisions and to seek feedback. Workshops were held in Mumbai and Surat in India during February. More than 150 people attended these workshops and the comment process has provided very valuable feedback for the RJC team and Standards Committee.

The final comment period will open in mid-year, and will be an opportunity to provide feedback on both the final draft revisions to the Code of Practices, as

well as the accompanying Standards Guidance. The RJC aims to formally release Board-approved updates to the Code of Practices documentation around October 2012.

To monitor progress of the Code of Practices review, or download workshop presentations, please visit:

<http://www.responsiblejewellery.com/standards-development/code-of-practices-review/>

If you have any questions or wish to provide feedback please email consultation@responsiblejewellery.com or see the Contact Us page for other contact details.

Introducing 2013 RJC Committees

Thank you to all those members that nominated to be on the Board or to participate in one of our committees.

The latest Board and Committee details can be found on the website: <http://www.responsiblejewellery.com/governance/>

UNITED NATIONS (UN) GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

The RJC is one of the first ISEAL members to incorporate the Guiding Principles into its standard revision process. The draft COP revisions have been published for comments to RJC members include new requirements to have policies and processes that support implementation of Section II of the UN Guiding Principles, including a policy commitment to the human rights due diligence process, and the provision of or cooperation with a legitimate remediation process where adverse impacts are identified. "Human rights have always been part of the RJC Code of Practices since published in 2008. The 2011 UN Guiding Principles reflect a new benchmark and we wanted to incorporate it in the requirements for RJC Members," said RJC Director – Standards Development, Fiona Solomon. "The principles fit well with the risk-based approach in the Code of Practices, and have helped us to think more about how the human rights requirements link with some of the other elements in our standard, such as security, relationships with business partners, and sourcing."

RJC's membership ranges from very large to very small businesses in the jewellery supply chain, and the RJC intends to ensure we build capacity for human rights due diligence with small and medium enterprises (SMEs). While some see the Guiding Principles as most relevant for large multinationals, they are intended for all businesses. The European Union and others have developed resources to assist SMEs and RJC will draw on these to develop guidance on implementation that is tailored for the jewellery supply chain.



Photo courtesy Pandora

OECD Due Diligence Guidance

The Organisation for Economic Cooperation and Development (OECD) are developing projects to support implementation of the OECD Due Diligence Guidance for the Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Activity areas in the gold supply chain will include case studies, capacity building, outreach, and projects in the artisanal mining sector. Proposed activities and efforts already underway will be discussed at the next OECD Forum meetings, to be held May 2-3 in Paris.

RJC is an active member of the OECD-hosted multi-stakeholder Interim Governance Group for the Due Diligence Guidance, and alongside the London Bullion Market Association (LBMA) and World Gold Council (WGC), represent industry perspectives in the gold supply chain.

RJC Members interested in learning more or becoming involved in the OECD activities in this area, please contact fiona.solomon@responsiblejewellery.com

International Cyanide Management Code

The "International Cyanide Management Code For the Manufacture, Transport, and Use of Cyanide In the Production of Gold" (Code) was developed by a multi-stakeholder Steering Committee under the guidance of the United Nations Environmental Program (UNEP) and the then International Council on Metals and the Environment (ICME). The Code is an industry voluntary program for gold mining companies.

It focuses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions. Its objective is to improve the management of cyanide used in gold mining and assist in the protection of human health and the reduction of environmental impacts. The RJC Code of Practices requires all RJC Mining Members who use cyanide in the recovery of Gold to comply with the International Cyanide Management Code. <http://www.cyanidecode.org/about-code/cyanide-code>

European Union and Conflict Minerals - Update

In December 2012, the European Union (EU) hosted a workshop on a possible comprehensive 'EU initiative on minerals originating from conflict areas'. "Business participation was restricted to Business Europe, Phillips, Information Technology Industry (ITI), with a focus mainly on "conflict minerals" (tin, tungsten, tantalum and gold) sourced from Central Africa.

The December workshop discussed the EU premise that a comprehensive approach to conflict and resource extraction would need to rely on a combination of diplomacy, trade policy, financial strategies, and development assistance. Business representatives encouraged the EU to build on existing approaches, including the OECD Due Diligence Guidance, Section 1502 of the Dodd Frank Act, the UN Guiding Principles on Business and Human Rights, and to harmonise with and strengthen existing voluntary initiatives so as to avoid duplication.

The EU Initiative appears likely to advance in 2013 with consultation and draft proposals and Business Europe will be convening industry dialogues, which may be of interest to RJC Members. The OECD Governance Group for the Due Diligence Guidance will also continue to provide a platform for RJC engagement in these efforts.

UN GLOBAL COMPACT

Under the Global Compact, RJC has committed to communicate annually and publicly on progress made in implementing the Global Compact principles. Please visit: <http://www.unglobalcompact.org>



INSIGHT SESSION - DIMEXON DIAMONDS LIMITED

'Insights' is an ongoing section in The Monitor that encourages RJC Members to share their certification approach and learning. In this section, Mr. Minal Shah, Human Resource and Business Sustainability Manager, Dimexon Diamonds Limited has offered his advice on re-certification to readers.



1. What was your plan for carrying out the RJC Re-Certification?

Our plan was very simple but systematic: to review our policies and practices for further improvement and continuously monitor our processes throughout the year to ensure compliance with the RJC standards and applicable laws. One of our major focuses here was to scrutinize the breaches identified during the first certification audits and taking appropriate steps to close them before the re-certification audits.

2. Who in your organization was involved in the process?

All the entities of Dimexon Diamonds Ltd., Dimexon Antwerp NV and Dimexon M.E. DMCC and their respective employees were involved during the course of the certification process. Although the onus of responsibility was lying with the Corporate Business Sustainability team based at Mumbai, one senior official at each of the concerned entities was given responsibility of complying with the RJC standards and ensuring best business practices. The entire process could not have been successful without the whole hearted and comprehensive support of the Manufacturing, Finance, Sales, Marketing, Logistics, Human Resources, Information Technology and Admin functions of the entire Group.

3. What were some of the key challenges?

Managing the process of RJC certification at an international level, ensuring awareness of the RJC systems across the locations, risk assessments and thorough understanding of the legal requirements of the countries in which we operate were some of the key challenges.

4. Has implementing the RJC Certification System highlighted areas for improvement in your business?

The RJC Certification Process has had a positive impact on the practices, policies and procedures of Dimexon. For example, Risk Assessment has become paramount in our work culture, along with a major focus on employee awareness training, streamlined procedures, product integrity and prohibition of bribery.

5. What are the main benefits for your business in implementing the RJC Certification System?

Dimexon is known in the industry for its ethical business practices and becoming a certified RJC member enhances the belief and confidence of our stakeholders in us.

6. What advice do you have for other Members at this stage?

Proper planning, commitment towards people, industry and surroundings, integrated involvement of stakeholders and honest efforts towards continuous improvement are the key factors that any RJC member should look forward to in attaining the RJC certification.

7. Would you encourage others to complete the RJC Certification?

Yes, RJC certification will reinforce consumer and stakeholder confidence in diamonds and jewellery products. It will also strengthen and protect the reputation and the integrity of the diamond and jewellery industry.

<http://www.responsiblejewellery.com/member/dimexon-diamonds-limited/>

If you would like to share your organisation's approach to RJC Certification in a future newsletter, please contact communications@responsiblejewellery.com

WEBSITE UPDATES

Upcoming Events

<http://www.responsiblejewellery.com/about-us/events/>

- Baselworld – 25 April -5 May 2013
- RJC AGM – 23 May 2013
- JCK Las Vegas – 1 June 2013
- JCK Toronto – 12-14 August 2013

RJC Monitoring and Evaluation Plan

To view the latest Monthly Indicators Report please click visit: <http://www.responsiblejewellery.com/standards-development/monitoring-and-evaluation/>

Case studies

<http://www.responsiblejewellery.com/members/case-studies/>

Frequently Asked Questions

<http://www.responsiblejewellery.com/governance/frequently-asked-questions/>

Recorded webinars

<http://www.responsiblejewellery.com/chain-of-custody-certification/>

Translations of Certification System Documents

<http://www.responsiblejewellery.com/certification/translations-of-core-system-documents/>

Standards Committee minutes

<http://www.responsiblejewellery.com/rjc-standards-committee/>

RJC AGM 2013



The RJC Annual General Meeting will be held at Palazzo Giureconsulti, Milan on the 23rd May 2013. We would like to thank Unicredit for their support of this event. Please note that the final programme with all details will be forthcoming, however, we urge you to save the date in your diary. The current schedule is as follows:

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|--------------|--|
| 2:00-2:30 pm | Annual General Meeting
(open to RJC Members) |
| 2:30-3:30 pm | RJC Standards Update (open to all RJC Members & invited stakeholders) |
| 3.30-3.50 pm | Coffee Break |
| 3:50-5:30pm | Leadership Forum - "Responsibility and Assurance in the Jewellery and Watch Industry" (open to all RJC Members and invited stakeholders) |
| 5:30-7:00pm | Cocktail Reception (open to all RJC Members and invited stakeholders) |

To register or for more details please contact info@responsiblejewellery.com

Appendix E of the Mercury Treaty offers a great opportunity for formalization of Artisanal and Small-Scale Gold Miners

The Alliance for Responsible Mining (ARM) believes the National Action Plans (Appendix E of the Mercury Treaty) offers a great opportunity for formalization of Artisanal and Small-scale Gold Mining (ASGM), and commits to implementing the instrument in collaboration with miners, governments, civil society and the mining industry to ensure that the national mercury reduction programs will have the intended positive impact on the hundreds of mining communities that depend on this activity.

ARM stresses that the implementation of Appendix E requires governments to invest in formalization processes through appropriate mechanisms and direct support to the miners that will guarantee their access to training, credit and cleaner technologies. These actions are urgent due to the planned rapid and drastic reduction in the mercury supply. Without providing alternatives to mercury, the instrument could criminalize miners, forcing them to buy mercury in illegal markets and leaving them in the hands of criminal networks that control part of the mercury and gold trade.

The Full Press Release can be viewed at http://communitymining.org/attachments/285_PR_Mercury%20Treaty.pdf



Photo courtesy ARM

RJC AT VICENZA, SIHH and PDAC

On 20 January 2013, the RJC was invited to present at the Jewellery Technology Forum as part of the VICENZA ORO WINTER Fair. Dr Fiona Solomon, RJC Director - Standards Development, provided an insightful session focused on key drivers for supply chain due diligence, such as the US Dodd Frank Act and the OECD Due Diligence Guidance, and gave an overview of RJC Chain-of-Custody Certification. The Jewellery Technology Forum at the Vicenza Fair is sponsored by the RJC Member.

Catherine Sproule, RJC's Chief Operating Officer and Fiona Solomon also attended the Salon Internationale de Haute Horlogerie between 22-24 January, where they held a Press Briefing together with The Fondation de la Haute Horlogerie (FHH),

and an Industry Forum with RJC Members Piaget, Cartier, Salanitro and Metalor, introducing RJC Membership and Certification to interested companies. In 2012, FHH became an RJC Supporter.

At the Prospectors and Development Association of Canada (PDAC) Convention on 3 March in Toronto, Solidaridad and the Responsible Jewellery Council jointly convened a panel on "The Growing Market Demand for Responsibly- Produced, Conflict-Free Metals: What Mining Companies Need to Know".

This session, led by representatives of responsible sourcing initiatives, industry members, governments and civil society organizations, featured a discussion about the laws, voluntary standards and pilot projects that are influencing metals buyers, and how the changes can impact mining companies, regardless of where they operate.

The presentations can be found on the RJC website: <http://www.responsiblejewellery.com/about-us/events/>



RJC at SIHH 22-24 January 2013

RJC AT CHATHAM HOUSE LONDON - AFRICA PROGRAMME

On February 4, RJC's Standards Coordinator, Marieke van der Mijl, took part as a speaker in the session called "Regulatory Initiatives Concerning Natural Resources: Lessons for Supply Chain Management in

Africa", as part of the De Beers Diamond Dialogue Series. The workshop is part of the Africa Programme at Chatham House, which was established a decade ago and focuses on key sustainability issues relevant

to mining and development in Africa.

More information about the event and the Programme can be found on the Chatham House website: <http://www.chathamhouse.org/events/view/188433>

Welcome to 30 New Members since the Monitor's December Issue

AA Rachminov Diamonds (2000) LTD	November 2012	http://www.aarachminov.com
Surat Rough Diamond Sourcing (India)	November 2012	http://www.srdsil.com
Valheure S.A.	November 2012	http://www.valheure.ch
The Net-A-Porter Group	November 2012	http://www.net-a-porter.com
Donze-Baume, branch of Richemont	November 2012	-
Betts Metal Sales	November 2012	http://www.bettsmetalsales.com
Worldwide Diamond Sorting Pvt. Ltd	November 2012	-
KBS Creations	November 2012	-
Manufacture Roger Dubuis	November 2012	http://rogerdubuis.com
Manufacture STERN 1898	November 2012	http://www.manufacturestern.ch
Officine Panerai	November 2012	http://www.panerai.com
David Greg Jewellery	January 2013	http://www.davidgreg.com
Dr. Bernhard Burger AG	January 2013	http://www.burger-edelmetalle.de
Watchfinder.co.uk Ltd	January 2013	http://www.watchfinder.co.uk
Sellcomms (Trading as Sell Donate Trade)	January 2013	http://www.selldonatetrade.co.uk
Portfolio of Fine Diamonds	January 2013	http://www.portfoliooffinediamonds.com
Alankara SKR (Pvt) Ltd.	January 2013	http://www.askrjewelry.com
Raselli Franco S.p.a	January 2013	http://www.gruppoerrepri.com
MMTC-PAMP INDIA PVT. LTD.	January 2013	-
WB The Creative Jewellery Group	January 2013	http://www.westonbeamoreltd.co.uk
Legend (Guangzhou) Jewelry Co Ltd	January 2013	-
Unistar Jewels (P) Ltd.	January 2013	-
Valcambi sa	January 2013	http://www.valcambi.com
Hockley Mint Ltd	February 2013	http://www.hockleymint.co.uk
Lorenzo Jewelry Ltd	February 2013	http://www.ljintl.com
ORLINE	February 2013	-
Damdia Ltd	February 2013	https://www.damdia.com
SFM	February 2013	http://sfm-france.com
Vieri Haute Joaillerie SA	February 2013	http://www.vieri.com
GoldStone Holding SA	March 2013	-

The RJC Monitor

The Responsible Jewellery Council is the trading name of the Council for Responsible Jewellery Practices Ltd.

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