

Annual Progress Report 2017



Responsible
Jewellery
Council







2017

Vision

Our vision is a responsible worldwide supply chain that promotes trust in the global fine jewellery and watch industry.

Mission

Our mission is to be the recognised standards and certification organisation for supply chain integrity and sustainability in the global fine jewellery and watch industry.

Values

We are respectful and fair.

We practice honesty, integrity and accountability.

We engage in open collaboration.

Cover: Image courtesy of Hamilton & Inches Ltd
Inside: Image courtesy of Barsamian Diamonds

Forewords



2016 set the stage for the next 10 years of RJC's growth

Elected as RJC chairman at its AGM in June 2016, I am pleased and proud to take up the leadership of this benchmark organisation.

As Co-CEO of Argor-Hereaus I am proud to confirm that we were early adopters and strong advocates to the RJC, joining in 2005.

I was pleased to serve on its standards committee during the first review of its code of practices (COP) and the groundwork of its chain of custody (CoC) standard for precious metals.

In an environment where it can be all too tempting to name and shame for the sake of edging out competitors, RJC's values of ensuring the industry grows together – sector by sector, company by company is most noteworthy.

During my first term as chairman, my priorities will be to build a stronger and even more vital RJC. I intend to do

this with a dedicated executive committee and board of directors, along with a strong and talented management team.

We will work for the entire membership to bring in more like-minded companies as members, expand the geographical scope of RJC and continue to build strategic alliances with valued external stakeholders. We will put our efforts to strengthen RJC's position and recognition as "the standard setter" throughout our industry and with regulators.

Lastly, I would like to warmly thank the vice-chair of RJC, Charles Chaussepied, who as interim chair helped me to prepare to take on this important role. His guidance, advice and experience is much appreciated by the RJC board of directors.



RJC's 10th year was a key opportunity to review its successes and challenges

Throughout 2016 the RJC continued to grow its membership at the same impressive rate it achieved in previous years.

Membership continued to grow through 2016 and India remains a strong contributor to RJC's growth.

Just as the RJC grew the Indian market in an organic approach resulting with an on-site presence, we are considering a similar outreach for Asia.

The United States continues to hold the highest number of RJC member companies, yet RJC will seek to increase that number while also paying close attention to retaining those valued American voices.

RJC will do this with an invigorated training and delivery program. It will continue to offer its toolkits in several languages, reflecting the widening scope of geographies.

The market consultations for the code of practices (COP) and chain of custody (CoC) standards are successfully underway and will continue through to the end of 2018.

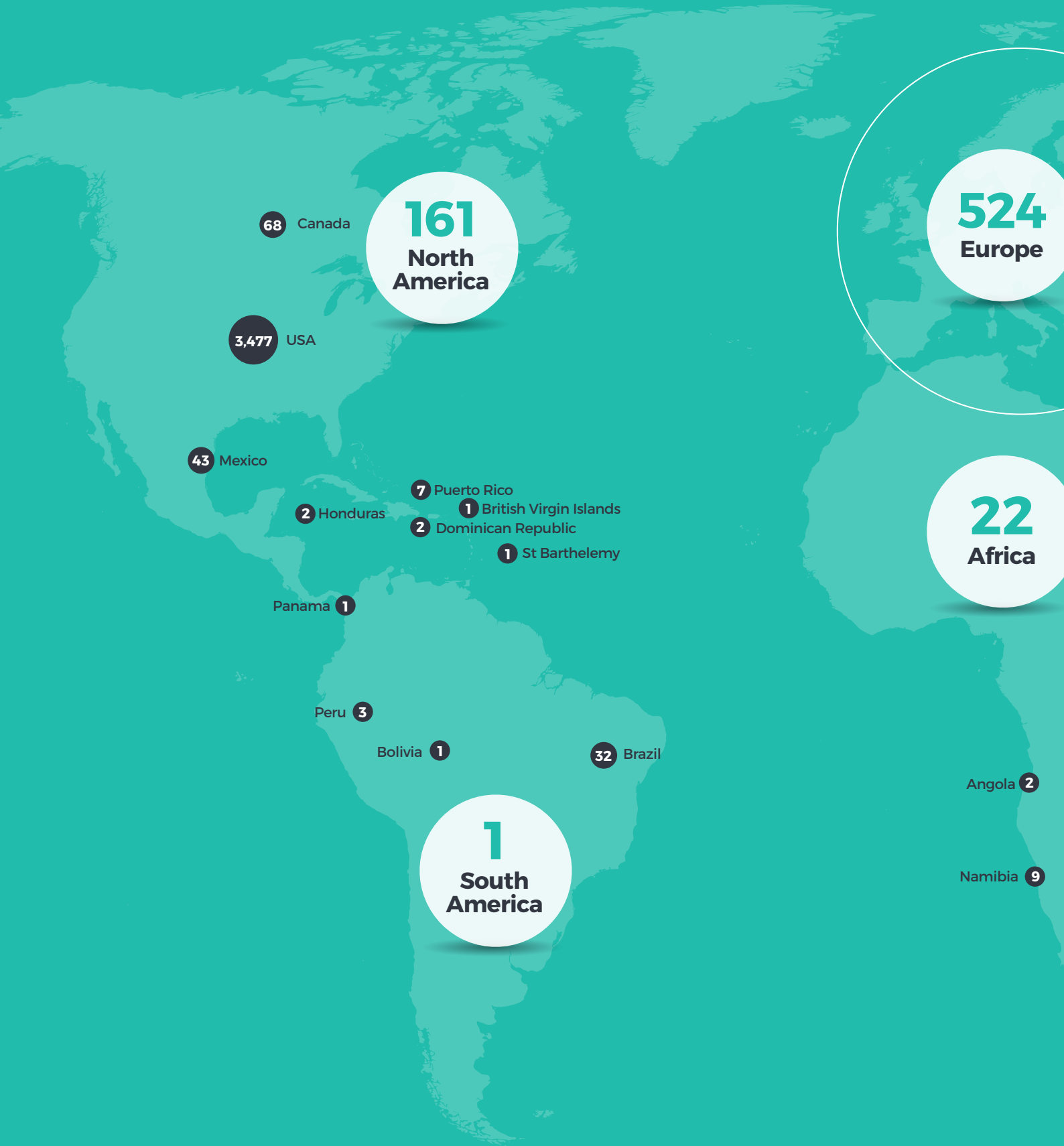
We are pleased to extend a warm welcome to the coloured gemstone sector to participate in these 2018 consultations. I believe we are ready to embrace the opportunities and challenges inherent in this complex yet fascinating sector in the spirit of constructive partnership.

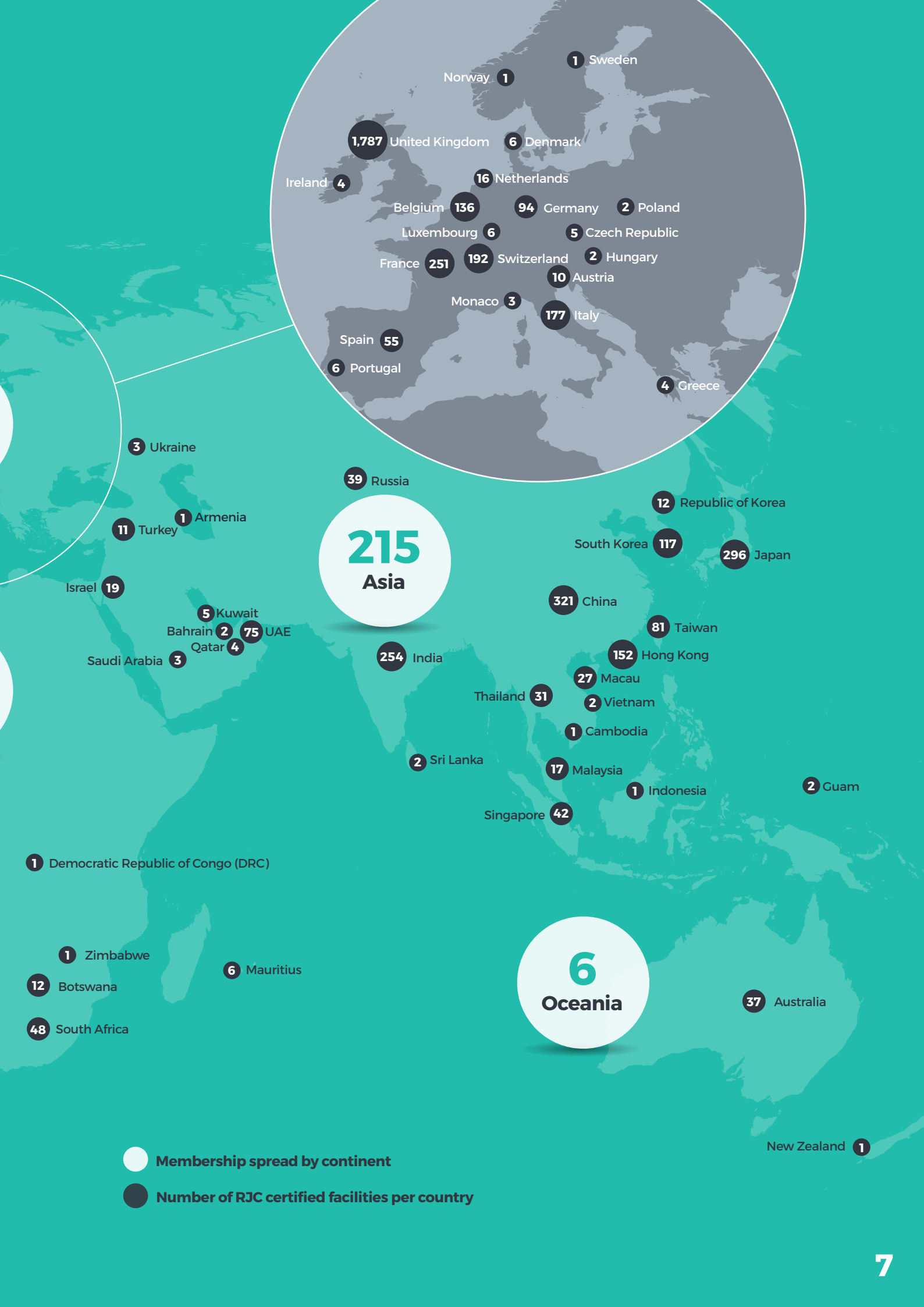
As always, thank you to all our valued members and we look forward to welcoming those that will join this community of confidence through 2017.

2016 growth highlights



RJC's global reach





215
Asia

6
Oceania

- Membership spread by continent
- Number of RJC certified facilities per country

Membership highlights

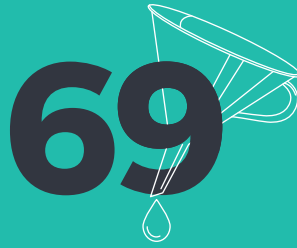
Number of commercial members and their aggregate annual sales: \$66.8 billion



8

PRODUCER MEMBERS

\$11.1 billion p/a



69

REFINER MEMBERS

\$6.1 billion p/a



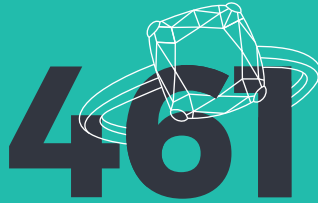
In membership



310

DIAMOND TRADER CUTTER & POLISHER MEMBERS

\$24 billion p/a



461

MANUFACTURER MEMBERS

\$12.9 billion p/a

Total tally 2016

918

COMMERCIAL MEMBERS



55

RETAILER MEMBERS

\$12.3 billion p/a



15

SERVICE INDUSTRY MEMBERS

\$0.39 billion p/a

11

TRADE ASSOCIATIONS

RJC member headquarters span

36
COUNTRIES

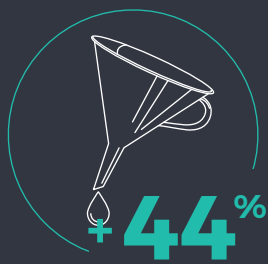


The greatest concentration of members' headquarters are in Belgium, France, India, Italy, Switzerland and the US

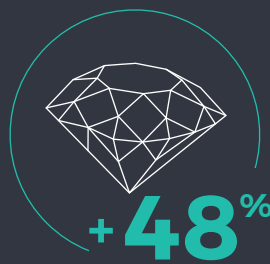
Sector performance since 2014



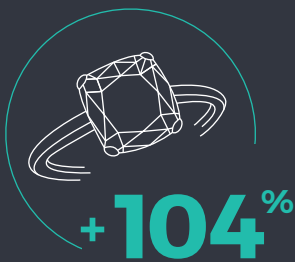
PRODUCER



PRECIOUS METAL
TRADER & REFINER



DIAMOND TRADER,
CUTTER & POLISHER



MANUFACTURER
OR WHOLESALER



RETAILER

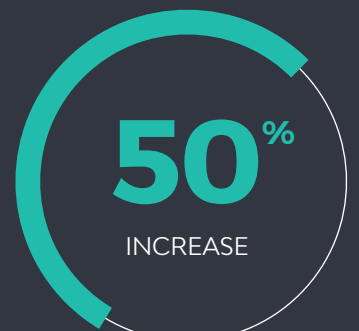


SERVICE
INDUSTRIES

Membership HQ hotspots reflect key geographical regions and activities in the middle of the jewellery supply chain



Due to large scale jewellery manufacturing and wholesalers in the US



In membership since 2014 by France, India & Italy

Due to diamond cutters & polishers in India and jewellery manufacturing in Italy and France

RJC certification highlights

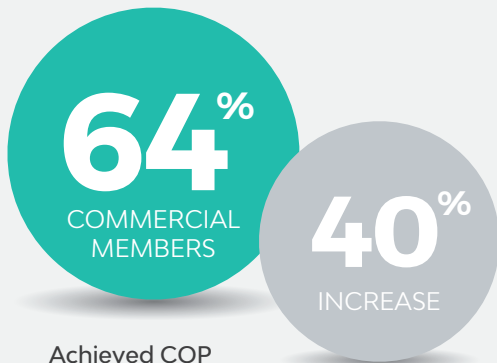
COP certification as at 31 December 2016

586

certified members

8,033

Facilities certified globally
in 67 countries

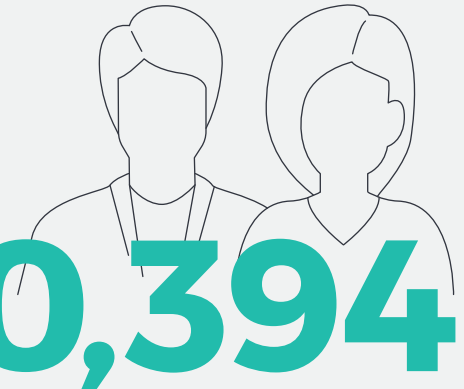


Achieved COP certification at the end of 2016

From 2015

380,394

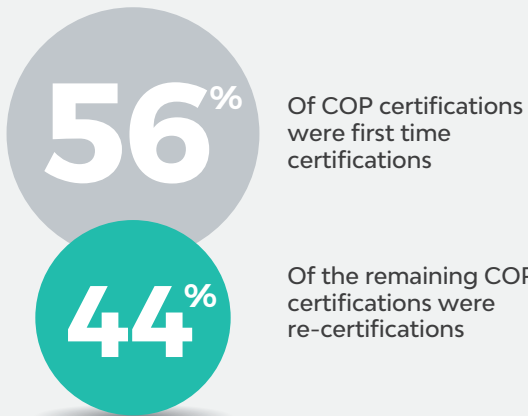
Employees covered under RJC certification



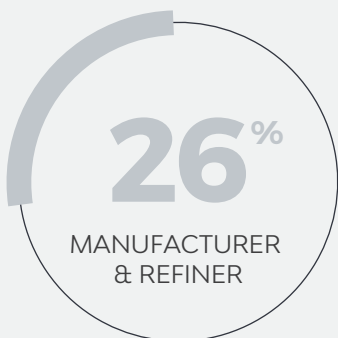
Top 10 countries for facilities covered by RJC COP certification (% increase since 2015)

USA	3,477	+ 2%
UK	1,787	+ 1%
CHN	321	+ 17%
JPN	296	+ 12%
IN	254	+ 28%
FRA	251	+ 28%
SUI	192	+ 40%
IT	177	+ 26%
HK	152	+ 19%
BE	136	+ 13%

Depth of COP certification



Members have been re-certified

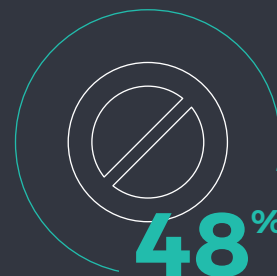


Members have been re-certified

Three-year COP certificates

Members with either minor non-conformances or no non-conformances are eligible for three-year COP certification.

% of members certified in 2016 with one or more non-conformances against the provision:



No non-conformances



Health & Safety



Policy & Implementation



Money Laundering & Financing of terrorism



Legal Compliance



Reporting

RJC certification highlights

Mid-term reviews



Of members audited in 2016 did not require a mid-term review as there were no anticipated changes to their certification scope

Mid-term review may be required on a risk-basis to provide assurance that the Member continues to conform with the RJC Code of Practices.

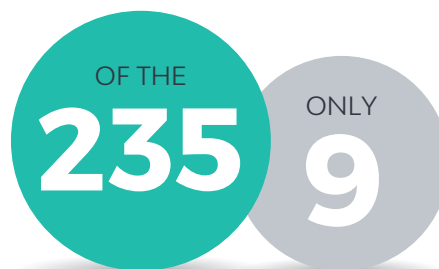
Zero critical breaches were raised in 2016



A COP critical breach is major non-conformance against a provision deemed to be critical to the integrity of the RJC COP. These include discipline and grievance mechanisms, child labour, forced labour, hazardous substances, waste and emissions, product disclosure, Kimberley Process and System of Warranties.

One-year COP certificates

Members are issued a one year certification when one or more major non-conformances are identified during a certification audit. This provides a transition period for members to develop and implement a corrective action plan. However, members are expected to use best endeavors to transition to a three-year certification as soon as possible:



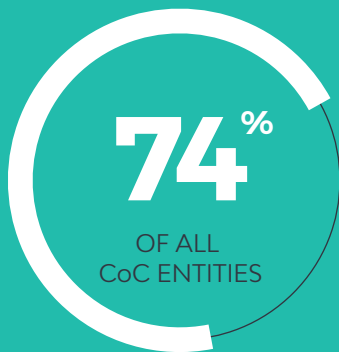
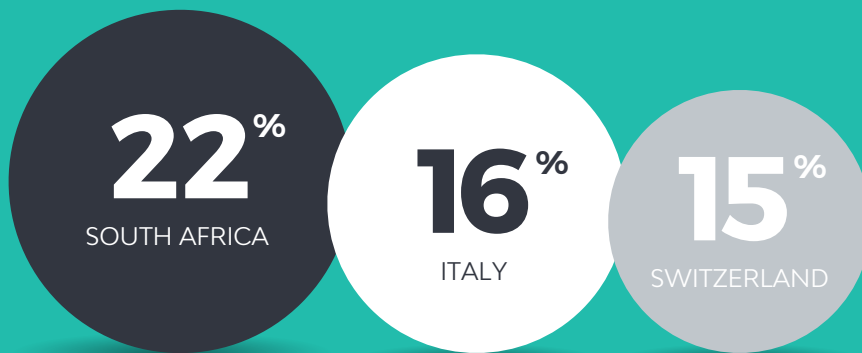
certified members were issued with a one-year certificate in 2016

Of the members surveyed 73 per cent rated their experience with RJC accredited auditors as **excellent**

Chain of Custody highlights

CoC certifications overview

Concentration of CoC facilities



**Belong to the
precious metal
refiner forum**

CoC certification as at
31 December 2016

42

**CoC CERTIFIED
ENTITIES**

74

FACILITIES

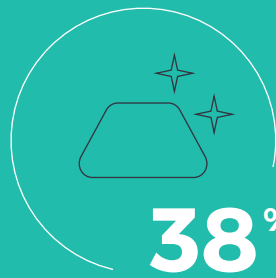
14

COUNTRIES

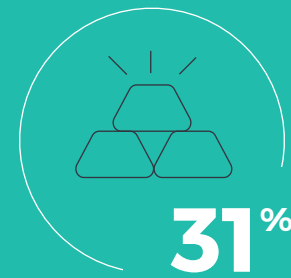
Current CoC certificates contain



Gold



Platinum



**Palladium
and/or rhodium**

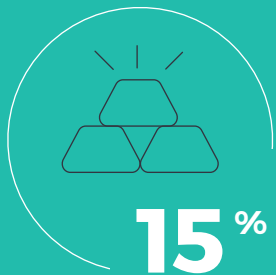
Eligible material declarations



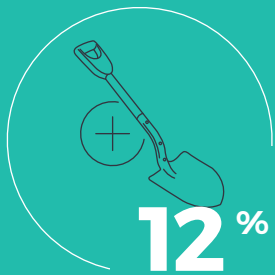
RECYCLED GOLD



GRANDFATHERED GOLD



RECYCLED PALLADIUM
AND/OR RHODIUM



MINED GOLD



RECYCLED PLATINUM



MIXED GOLD



MINING BYPRODUCT
GOLD



GRANDFATHERED
PLATINUM

OF THE

34

CERTIFIED ENTITIES

Eligible to issue material
declarations to start the chain
of custody for precious metals

68%

CONTAIN

Recycled gold within their
certification scope

50

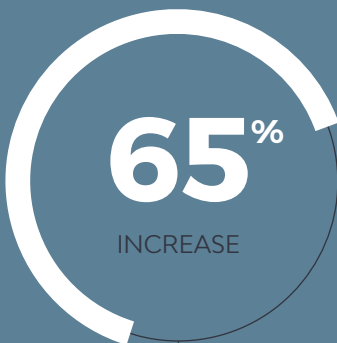
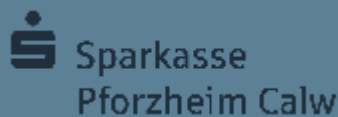
CoC certificates have been
issued since the launch of the
standard in 2012

Quarter one

First certified bank and material scope expansion

First bank to join RJC and achieve certification

Sparkasse Pforzheim Calw was the first bank to join RJC's commercial membership tier. The bank is one of the major Sparkassen in Germany and the largest in Baden-Württemberg. Sparkasse Pforzheim Calw were quick to achieve RJC certification in August 2016.



In German members since 2014



In Germany are covered by COP certification and three facilities are covered by CoC certification

24 Manufacturer companies joined the RJC during quarter one

Lucara Diamond Corp joins RJC

Canadian-headquartered Lucara Diamond Corp, joined the RJC in March 2016, becoming the 7th producer under RJC's current membership. Lucara was also elected by the Prospectors and Developers Association of Canada (PDAC) to receive its 2016 Environmental and Social Responsibility Award.



Lucara Diamond Corp.



Producer member

Since commencing mining operations at our Karowe mine in Botswana, we have achieved major successes including the recovery of the historical 1,109 carat Lesedi La Rona diamond. It is critical to us that our success in diamond mining is matched by high ethical standards. We feel confident that once our RJC certification process is completed this year that it will become a valuable tool to prove to our stakeholders that our commitment to operate in accordance with the highest ethical standards has been validated by an independent and detailed review of our practices and operations.

– William Lamb, CEO Lucara Diamond Corp.



Image courtesy of Lucara Diamond Corp.



Image courtesy of Domino Jewellery



Hong Kong Jewellery & Jade Manufacturers Association

Trade association member

By sharing a common goal with the RJC of building consumer and public confidence in the jewellery industry, our association is proud of supporting RJC in promoting and encouraging uptake of RJC membership and certification among our members in the fine jewellery industry. It is our belief that RJC certification will help reduce operational and reputational risks while strengthening our global competitiveness. We will continuously work towards building an ethical business environment for the jewellery industry and encouraging our members to become a member of RJC.

– Victor Chan, Vice-Chairman

No stone left unturned

In 2016 the RJC hosted an industry panel session at Baselworld. As part of the program, the RJC invited industry experts to join RJC to engage in discussions on the impending EU Regulation on Conflict Minerals.

In 2016, RJC attended several industry fairs including Salon International de la Haute Horlogerie (SIHH), Baselworld, JCK Las Vegas, International Jewellery London (IJL), India International Jewellery Show (IIJS) and Hong Kong International Jewellery Show. Visiting and exhibiting at these trade fairs enables the RJC to engage in member and prospective member outreach activities, including presentations and industry panel discussions.

Additionally, the RJC was invited to participate in keynote and panel discussions at the OECD, CIBJO Congress 2016, 2016 Global Diamond Forum, FLUX Fair Luxury Conference, and the Jewelry Industry Summit.

Material Scope Expansion

In March, the RJC announced the expansion of its materials scope to coloured gemstones. The announcement followed much discussion and collaboration with RJC's current membership, external stakeholders and the coloured gemstone sector over the past five years. Coloured stones will be incorporated into the COP during the 2017/2018 review period.

RJC opened its stakeholder outreach to the coloured gemstone sector by convening a task force of industry leaders. The task force's input provided the backbone for the industry outreach program underway in 2017.

Quarter two

First AGM in the US and revamped auditor training

RJC holds its first AGM in the US

The JCK Las Vegas fair was the perfect backdrop for the RJC to present its AGM and industry panel session. In addition to electing Wilfried Hoerner, Co-CEO at Argor-Heraeus SA, as chair, the RJC presented a supply pipeline panel for its members to discuss their experience with RJC as a turnkey business service for certification.

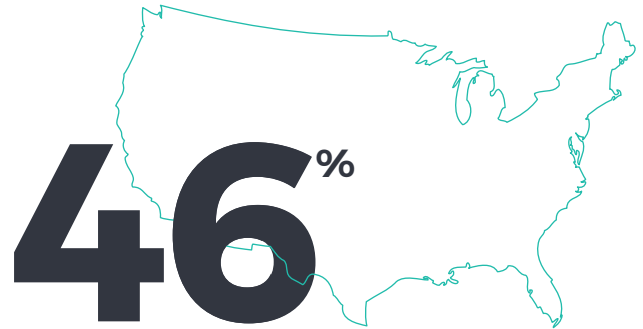
US jewellery retailer David Yurman joins RJC retailer members

Renowned US retail brand, David Yurman LLC joined RJC in May 2016 bringing 33 David Yurman boutiques across North America and worldwide into RJC membership. The retailer is headquartered in New York City.

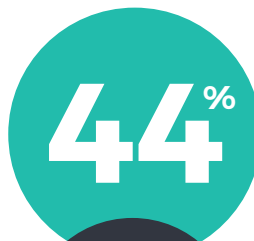
The highest number of facilities:

3,477

Are located in the USA and covered by COP certification



Increase in US membership



Of 59 COP certified USA members achieved re-certification



Of RJC facilities in the USA are covered by COP certification



Day's Jewelers



Retailer member

Since Day's Jewelers became RJC certified, our company has experienced consistent increases in sales and profitability. In 2016, our company was selected as State of Maine Retailer of the Year. Our leadership team is convinced that RJC membership has played a significant role in the success of our company. As retail jewelers, we often become so consumed in day-to-day operations, it is easy to overlook some of those long term initiatives important to the growth and longevity of a brand. RJC certification forced Day's to evaluate and improve every aspect of our business.

– Jeff Corey, Chairman



Image courtesy of Hamilton & Inches Ltd

I would like to congratulate the RJC for the professionalism of the new auditor training modules, the assessment of auditors and the audit guidance provided. The assessments you provide help auditors to demonstrate their understanding and their ability to put in practice the acquired knowledge

Franck Paucod
Mazars, RJC accredited auditor

Improvement of auditor training

Revamped training modules with added assessment criteria to improve and strengthen the competence of auditors.

Joint CFSI, LBMA and RJC auditor training on conflict sourcing requirements

RJC participated in the development of auditor training to improve the knowledge and capability of auditing conflict sourcing requirements as per the OECD Due Diligence guidance. This content fed into work done by RJC, CFSI and the LBMA. The training provided participants with the following:

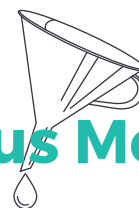
- The 5-Step Due Diligence Framework of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG) and its Gold Supplement;
- Core elements of the audit methodology and activities to test refiners' due diligence;
- Key data required by audit programs to be collected and reported.



Attended the live training session. Many more will take recorded training



United Precious Metals



Refiner member

At United Precious Metal Refining, Inc., we value our membership with the RJC and the principles associated with this prestigious certification. The high standards outlined as a prerequisite for membership and the emphasis on good business practices are in line with United's core fundamentals. Though rigorous, the audit process is crucial in ensuring that only the 'best of the best' are awarded certification by the RJC. As members, we at United Precious Metal Refining, Inc. are pleased knowing that we are working with other RJC members who share our principles and ethical practices as responsible participants in the jewelry industry.

– Anthony Arias, CFO at United Precious Metal Refining, Inc.

Quarter three

ALROSA joins RJC



Of the global diamond market is produced by RJC members

(in terms of production volume)

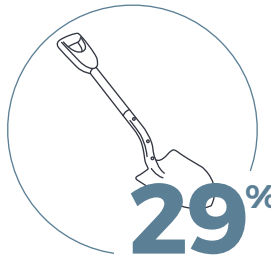
Dutch Diamantaire, Royal Asscher Diamond Company becomes RJC member

In July 2016, Amsterdam based, Royal Asscher Diamond Company, joined the RJC's membership. Owned by the Asscher family for over 160 years, the Asscher family actively campaigns for an ethically operating diamond industry.

Russian diamond producer ALROSA joins RJC

ALROSA, a leading diamond producer joined the RJC in September 2016.

Alrosa accounts for:



Of global diamond production (in terms of carats)

CoC review progress

RJC undertakes the start of its consultation sessions for the CoC standard. A gap analysis was completed in this quarter along with consultation meetings with existing certified members.

RJC commissioned a series of studies focused on artisanally mined gold with the Better Gold Initiative (BGI) and Resource Consulting Services (RCS).



Andre Messika Ltd

Diamond cutter member

It is simply all about being a member of a group of professionals whose ethics, morals and practice are irreproachable. This is why I am proud that all of my companies present and future are or will be a member.

- Andre Messika, President



Image courtesy of WB The Creative Jewellery Group

43
MEMBERS

Headquartered
in the UK

1,787
FACILITIES

In the UK covered under
COP certification

RJC and the UK jewellery industry

In September, the RJC returned to IJL in London. RJC hosted a panel discussion with industry guests to discuss the relevance of RJC membership and certification for the next generation of consumers.



WB The Creative Jewellery Group



Manufacturer member

We are proud to have achieved RJC certification and believe that our ongoing membership provides tangible proof of the strength of that commitment. The three businesses within the Group – Domino, Weston Beamor and Gecko – provide a range of different challenges in terms of sourcing materials, managing their workforces and providing transparency. The RJC's framework has proved invaluable in helping us to rationalise our suppliers and to work more closely with them to meet the highest standards.

Our ethical programme through the RJC remains at the heart of our business and will, I believe, continue to make us, as well as our industry, stronger and more efficient as well as more 'ethical'.

- Andrew J Morton, Managing Director

Quarter four

Self-assessment relaunched and Michael Hill joins the RJC

Australian retailer, Michael Hill International Limited joins the RJC community of confidence

Michael Hill International have shared their vision of responsibly crafted and appealing jewellery with consumers in New Zealand, Australia, Canada and the United States. There are over 300 locations worldwide. They joined RJC to further demonstrate their commitment to responsible business practices.



Headquartered
in Australia



Facilities in Australia covered
by COP certification



**Sequel
Logistics
Private Limited**



Service industry member

A certification from Responsible Jewellery Council connotes one of most important aspects – that the certified company follows the highest standards of business ethics, while providing superior solutions with cutting edge information technology; state-of-the-art infrastructure and stringent security processes. The RJC certification is a matter of tremendous pride for all Sequelites who go the extra mile to provide customer delight. For our customers and partners, it is a reiteration of our commitment of strong processes to ensure ethical practices while pursuing growth.

– Mr Sharad Jobanputra, Chairman and Managing Director



Image courtesy of Hamilton & Inches Ltd



The new self-assessment is much more streamlined and to the point, with examples of compliance that really helps smaller companies like ours

Olivier Duran
Dany Avlas Diamonds

Image courtesy of ALROSA

RJC and Fairmined pilot combined audit project

In 2016, RJC and Fairmined renewed their MOU with the joint commitment to promote and facilitate responsible precious metals supply chains, and to continue working together to ensure their standards and assurance models are mutually supportive.

In response to the industry's demand for harmonisation of standards and reduction of audit burden, Alliance for Responsible Mining (ARM) and RJC committed to greater alignment of their assurance systems to allow for combined Fairmined and CoC audits. Such measures also help to reduce barriers towards more responsible supply chains, and facilitates engagement with ASM.

Swiss-based precious metals refiner Metalor Technologies SA, an RJC member since 2006 and a Fairmined Supplier since 2014, was selected to participate in the pilot. The collaborative actions between RJC and ARM to facilitate the process, the welcomed participation of Metalor Technologies SA, and the rigour of UL Responsible Sourcing during the audit planning and delivery phases were key drivers in the pilot project and resulted in the successful completion of the combined audit in October 2016 at Metalor Technologies SA's refining facility in Marin, Switzerland.



METALOR[®]



37

Diamond traders, cutters and polishers joined the RJC during this quarter

Self-Assessment re-launch

After direct feedback from the RJC's work at JCK Las Vegas in the Q2, a rework of the self-assessment workbook was completed. The self-assessment workbook helps members self-assess their compliance against the RJC Code of Practices (COP) and address any gaps before the third party audit needed to facilitate the achievement of RJC certification.



**Public
Joint Stock
Company
ALROSA**

Producer member

ALROSA believes that RJC is an excellent example of how industry can organize and regulate itself to address consumer confidence. A careful study of all processes of the company, confirmed by an independent auditor, is the best guarantee for the consumer and a standard of doing business for all industry participants. Social responsibility, community development, human rights, protection of the environment have always been at the core of ALROSA's operations, and we are proud to confirm it through our RJC membership.

– Andrey Polyakov, Vice President

Harmonisation and recognition

The RJC works with a wide range of stakeholders to promote responsible business practices and to support harmonisation between related initiatives.

ASM

ARM and RJC signed a Memorandum of Understanding (MOU) in 2011 outlining their collaboration to advance shared objectives of improving ASM practices and enhancing relationships between large scale mining and ASM to increase market access for ASM gold. In September 2014, the RJC formally recognised the Fairmined Standard, enabling gold produced by Fairmined certified ASM organisations to be traded as CoC material. The MOU was renewed in 2016, with the joint commitment to promote and facilitate responsible precious metals supply chains and to continue working together to ensure their standards and assurance models are mutually supportive.

De Beers Best Practice Principles (BPP)

Diamond companies who are also De Beers Sightholders can have their De Beers BPP and RJC audits conducted simultaneously by opting in to a combined BPP/RJC audit.



Companies since April 2014, have opted for combined BPP/RJC audits

Gold refiner audits

RJC has cross-recognition agreements for audits of gold refinery due diligence with the London Bullion Market Association (LBMA) and the EICC-GeSI Conflict Free Sourcing Initiative (CFSI) program, and with the Dubai Multi Commodity Centre (DMCC). These agreements aim to reduce audit burden for refiners and to support broader supply chain efforts to implement the OECD Due Diligence Guidance.



Of current CoC certificates issued to gold refiners have been cross-recognised by one or more schemes where RJC has cross-recognition agreements

OECD

In March 2012, the RJC launched its CoC Standard for the precious metals supply chain, applicable to gold and platinum group metals (platinum, palladium and rhodium). The CoC Standard aims to support claims for responsible sourced jewellery materials, produced, processed and traded through the supply chain. It sets our requirements for confirming the eligibility of CoC materials and its segregation and transfer. The standard requires companies to have policy and risk management frameworks for conflict sensitive sourcing practices, drawing on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas.

In 2016, the RJC was one of 5 industry initiatives taking part in the OECD's alignment assessment, to assess the alignment of our standards and their implementation with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas. The results of the assessment will be made available in 2017 and will be considered as part of the CoC review and revision which is due to conclude in the second half of 2017.

Signet Responsible Sourcing Protocol (SRSP)

Signet has a requirement that all its suppliers should eventually join the RJC to provide assurance to Signet and to its customers that it is doing business with reputable and responsibly managed companies. Suppliers to Signet who have their SRSP compliance report verified as a Provenance Claim as part of their RJC certification are exempt from having separate Signet SRSP audits as well as Signet social audits.



Provenance claims certified by the RJC since they were launched in the 2013 COP

Were claims made based on compliance with the Signet Responsible Sourcing Protocol (SRSP) for gold.

This proportion is likely to increase in 2017 and beyond with the introduction of SRSPs for other jewellery materials such as diamonds, which have become mandatory for Signet suppliers from 2017.

Joining the RJC

What the RJC does:

- RJC looks at the whole supply chain from mine to retail and builds capacity for its members
- RJC identifies corporate responsibility issues that affect your business
- RJC uses a multi-stakeholder approach to oversee its standards development
- RJC accredits and trains auditors who can carry out your independent, third party audit
- RJC grants RJC certification if your company shows it applies responsible practices in accordance with our standards
- RJC works with other initiatives to harmonise standards, reducing audit duplication for your business
- RJC provides its members:
 - Training and peer learning opportunities
 - Toolkits that lead you step by step
 - Comprehensive guidance documents
 - Help Desk

Benefits of RJC membership:

- Protects the reputation of your business
- Connects with a community that actively contributes to responsible business practices
- Engages with an industry standard tailored to the global jewellery and watch industry
- Strengthens your CSR and internal risk management
- Uses our tools to support legal compliance and enhanced market access
- Have a say - contribute to standards and policy development for the sector

Membership fees

The annual subscription rate ranges from \$40 to \$60 per million dollars of Annual Relevant Sales (ARS). For example, if a jewellery wholesaler makes a \$100m in ARS, the annual membership fee is \$4,000. Additionally, there are minimum and maximum fees.

Membership Category	Annual Membership Fee Rates 2016
<ul style="list-style-type: none"> • Diamond, gold and/or platinum group metals producer • Jewellery retailer 	<p>0.006% of Annual Relevant Sales* (ARS)</p> <p>The above percentage translates to \$60.00 per million dollars of Annual Relevant Sales.</p>
<ul style="list-style-type: none"> • Wholesaler • Gold and/or platinum group metals trader, refiner or hedger • Diamond trader, cutter and polisher • Jewellery manufacturer • Service Industry (e.g. gem laboratory) 	<p>0.004% of Annual Relevant Sales* (ARS)</p> <p>The above percentage translates to \$40.00 per million dollars of Annual Relevant Sales.</p>

Minimum fee: £500 GBP or \$790 USD
Maximum fee: £63,750 GBP or \$102,000 USD

Please refer to the Commercial Membership Application Form for further details.

*Annual Relevant Sales (ARS) is defined as the total sales derived from those parts of the applicant's business that are directly involved in the diamond, gold and/or platinum group metals supply chain.



Image courtesy of Maker Mendis





Looking ahead

RJC undertook key initiatives in 2016 to ensure its priorities for 2017 were fit for purpose.

The review of its two industry Codes as well as increasing member representation in key markets were just two of these priorities.

Throughout 2016, market consultations across several of RJC's geographies ensured the voices across all sectors would be part of the transparency inherent in a global engagement process.

India remains an important market to develop in the diamond and gold sectors. RJC is committed to ensure the Asian market is recruited as well as work on the continued growth and membership retention in the United States.

Image courtesy of Hamilton & Inches Ltd



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