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THEORY OF CHANGE
ROADMAP TO 2030 AND BEYOND

Building trust in the jewellery and watch industry

RESPONSIBLE JEWELLERY COUNCIL

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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

We are respectful and fair.

We practice honesty, integrity and accountability.

We engage in open collaboration.

EXECUTIVE SUMMARY

The Responsible Jewellery Council (RJC), the world's leading standard-setting organisation for the jewellery and watch industry, celebrated 15 years of legacy in 2020. Our Code of Practices (COP) is a common standard for the industry, and mandatory for all commercial members. It requires the implementation of management systems to manage key ethical, social, human rights and environmental risks. We are now looking to build on this achievement and lay out a path for the next 10 years that will catalyse and deliver further positive and sustainable impact. Jewellery has always played a special role in people's lives, carrying personal and emotional significance. By helping to evolve the industry to be even more responsible, we strengthen stakeholder and consumer confidence, and encourage more sustainability inspired action across our trade associations and wider stakeholders.

The starting point for our path is our belief in a model of shared values. We see the UN Global Compact's (UNGC) Ten Principles on human rights, labour, environment, and anti-corruption[1] and the UN Sustainable Development Goals (SDGs) as the foundation for shaping a better world. With ten years left to achieve the SDGs, the UN Secretary-General called on all sectors of society, including the private sector, to mobilise for a Decade of Action on the Global Goals to help deliver the 2030 promise[2].

RJC is uniquely placed to lead the jewellery and watch industry in its efforts to deliver on this call. This Roadmap: 'Building trust in the jewellery and watch industry: Roadmap to 2030 and beyond' is part of that journey to guide and inspire RJC members to work together with the wider industry to scale ambition on priority SDGs. It proposes a framework for our industry with respect to the most impactful contributions we can make through our supply chains and provides attainable pathways to help us and our members realise our collective ambitions.

Robust corporate governance and enhanced transparency are inherently linked to stakeholder trust, which is beneficial for business and promotes investment and long-term sustainable growth. We want our members to understand, commit, achieve results and report on progress as part of this journey. By doing so, we can collectively achieve our vision of a responsible world-wide supply chain that promotes trust in the global jewellery and watch industry, improve stakeholder confidence.

To enable us to demonstrate measurable progress and impact to our stakeholders, RJC has devised a set of metrics linked to priority SDGs and key provisions of our COP standard. Comparable data on members' contribution towards the SDGs is vital for assessing progress, facilitating reporting and promoting behavioural change. This, in turn, can support informed decision making by stakeholders, such as investors, who increasingly demand better insight into risk factors. Metrics were used from existing best practice reporting frameworks and standards (for example WEF[3], UNGC & GRI[4] and the SDG Compass[5]) to facilitate consistent measurement and comparability between companies, within the industry and beyond. Reporting on common metrics can foster positive sentiment with investors and stakeholders, who are increasingly expecting companies to report on non-financial information with the same rigour as financial disclosures. By reporting publicly on metrics linked to the SDGs, and integrating it into their strategy and governance, companies are more likely to address what is measured, therefore create long-term sustainable value and positive outcomes for business, society and the planet[6].

1. SETTING THE SCENE: 2030 AND BEYOND

Jewellery plays a special role in people's lives, carrying personal and emotional significance. Our actions support the industry to be even more responsible. In doing so, we are also strengthening trust and consumer confidence in the jewellery and watch industry, so people around the world continue to hold jewellery close to their hearts for centuries to come. As a standard-setting and membership organisation, we bring together companies of all shapes and sizes, from right across the global jewellery and watch supply chain. What unites us is our shared belief that a responsible business is a business, that does not cause harm to people and the planet. We also believe that this can only be achieved by working in partnership with others.

As we look forward to the next 10 years, RJC is actively identifying opportunities to catalyse further positive and sustainable impact at scale and build resilience across the industry. In doing this assessment, we are realistic in understanding the challenges that our members and the world faces at this time. However, we strongly believe that the UN Global Compact's (UNGC) Ten Principles on human rights, labour, environment, and anti-corruption[9] and the UN Sustainable Development Goals (SDGs) are critical to recovery, and can be used as core guiding principles that should support our members in action for shaping a better world.

UNGC'S TEN PRINCIPLES

In an address to the World Economic Forum on 31 January 1999, United Nations Secretary-General Kofi Annan challenged business leaders to join an international initiative – the UNGC– that would bring companies together with UN agencies, international labour organisations and civil society to support universal environmental and social principles. Today, thousands of companies from all regions of the world, international labour and civil society organisations are engaged in the UNGC, working to advance ten universal principles in the areas of human rights, labour, the environment and anti-corruption.

Through the power of collective action, the UNGC seeks to promote responsible corporate citizenship so that business can be part of the solution to the challenges of globalisation. In this way, the private sector – in partnership with other social actors – can help realise the Secretary-General's vision: a more sustainable and inclusive global economy. The UNGC is a purely voluntary initiative with two objectives:

- Mainstream the ten principles in business activities around the world
- Catalyse actions in support of UN goals

It is the largest corporate sustainability initiative in the world, with more than 11,000 participating companies across 150 countries[10]. RJC has been a participant of the UNGC since 2009 and it produces a two-yearly Communication on Engagement (COE) that describes the practical actions taken to support the Ten Principles[11]. In 2019 RJC launched a first of its kind partnership on the SDG Action Platform for the jewellery and watch industry. The partnership aims to raise awareness about the SDGs across the value chain, and how members can contribute through the implementation of the COP, so that the SDG framework can be built into their own business models and strategies. From informative webinar series, to launching an SDG taskforce and development of new reporting metrics, RJC and UNGC will be partnering over the next decade to bring positive change across the industry.

THE SUSTAINABLE DEVELOPMENT GOALS

Launched in 2015, the SDGs are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. Accompanied by a 15-year plan, the 17 Goals, and supporting targets, have been adopted by all UN Member States as part of the 2030 Agenda for Sustainable Development. Building on the principle of "leaving no one behind", this Agenda emphasizes a holistic approach to achieving sustainable development for all. Whilst progress is being made globally against the SDGs, there is collective acknowledgement that it is not yet advancing at the speed or scale required to achieve them by 203012. With ten years to go, world leaders at the SDG Summit in 2019 called for a Decade of Action, pledging to mobilise the necessary financing and enhance national implementation efforts. The UN Secretary-General also called on all sectors of society, including the private sector to mobilise, making the Global Goals their own and to deliver on the 2030 promise[13].

> **The SDGs are not yet advancing at the speed or scale required to achieve them by 2030**

THE ROLE OF STANDARDS IN DELIVERING THE 2030 AGENDA

The all-encompassing ambitions set out by the UNGC and the SDGs can appear daunting for business given their scale and implementation challenges. A report produced by WWF in collaboration with ISEAL Alliance[14], looked at how credible standards can help support companies as they try to deliver on the SDGs. It found that standards can help provide a scalable solution, allowing companies to be part of a broader movement toward positive change in their sector, and increasing the impact beyond what individual actions can achieve. They also articulate a set of practical responsible practices, helping businesses to address the most material issues specific to their industry, including several SDGs, and encourage progress on monitoring and reporting[15].

THE IMPACT OF COVID-19

Global perspective

Alongside the call to action from the UN, the COVID-19 pandemic triggered an unprecedented global health, economic and social crisis. The UNDP estimates global human development (a combination of education, health, and living standards) could fall for the first time since 1990, when measurements began[16]. The UN Sustainable Development Goals Report 2020 also identified that the pandemic has deepened existing inequalities, hitting the most vulnerable communities the hardest[17].

In parallel, climate action remains a serious threat to sustainable development with the frequency and magnitude of shocks[18] increasing year on year. 2019 was the second-warmest year on record and the end of the warmest decade (2010–2019). It has had huge impacts on economies and lives, due to changes in weather patterns and an increase in extreme weather events. Fortunately, the climate action principles on which the SDGs were established, can also be used to build a better world for all in the COVID-19 recovery period thereby helping to tackle both these and other issues at once.

Industry perspective

We know that the impact of the pandemic on the jewellery industry in the first quarter of 2020 was devastating. Global lockdown measures led to the lowest global demand for gold jewellery on record (down 39% globally compared with the previous year, and down by 65% in China, the largest jewellery consumer[19]). Disruptions to operations and supply chains, reduced footfall in jewellery stores, consumer caution towards discretionary spending, and the rising price of gold fuelled by safe-haven investment have all compounded the effect of the crisis on our members. The diamond value chain too was brought to a standstill. Examples of impacts included cessation of mining operations, cancellation of travel to Botswana and other key auctions sites due to travel restrictions, closure of retail[20], and in India, around 200,000 cutters and polishers based in Surat returned to hometowns during lockdown[21].

BUILDING BUSINESS RESILIENCE

We recognise that the current challenges outlined above have presented significant financial and operational challenges for all our members. Resilience is being tested at all levels - from the health and livelihoods of employees and their families, to the impact on the operations of businesses of all sizes. Many, especially start-ups and small businesses, are in survival mode, closely managing cash flow, and margins alongside the well-being of their people. However, despite this, the crisis has also presented businesses with a need and an opportunity to reflect, make meaningful changes, and explore new opportunities to create a healthier, more equitable and prosperous future. Business as usual is no longer the answer.

> **Business as usual is no longer the answer**

Sustainable business practices is widely recognised as a key contributor to improved business resilience. An analysis conducted by WBCSD drawing on member interviews as well as insights from the 2020 GlobeScan/Sustainability Leaders Survey, noted that value-based leadership, putting people first and accelerated transition to sustainable business models as key to weathering the impacts of COVID-19. It also highlighted why risk management, human and social capital and ESG integration are essential to long term resilience[23]. In a separate 2020 McKinsey survey[24] of business leaders across multiple industries, five key themes that shape post-COVID19 recovery efforts emerged. These included building operational resilience through robust supply chain risk management and reimagining operations by embedding sustainability throughout.

The COP is a tool that is available to support companies to embed these practices as well as help to address their recovery, identify new risks and opportunities and build resilience against future crises.

RJCs STRATEGIC PILLARS AND IMPACT PATHWAYS

There are three main impact pathways in the Roadmap that correspond with RJCs 3 strategic pillars:

This pathway primarily focuses on the outcomes that we expect to see at the member level

MEMBERS FIRST PATHWAY

Short term outcomes	
A widespread uptake of a common set of standards across the whole value chain	The greatest opportunity for positive change in our industry can only be realised through widespread uptake of a common set of standards, across the whole value chain regardless of the baseline conditions. The COP is the global standard on responsible practices for the jewellery and watch industry, and is aligned with internationally recognised frameworks[34].
Peer to peer learning and solutions to shared challenges	RJC supports and engages with companies that are looking to start their journey of responsibility. We provide them with the necessary guidance and tools to implement the standard and effect change in their own value chains. Members also have the opportunity to learn about best practices and solutions to shared challenges from peers and industry leaders, through events facilitated by RJC.
Medium term outcomes	
Implementation of COP through achievement of certification	Members are recognised for their efforts of implementing the COP through the achievement of certification via independent third-party assessment. RJC ensures that these assessments are consistent, competent, and impartial by means of our robust assurance system and third-party oversight program. By upholding RJC standards over time and maintaining continuous certification, members demonstrate to their stakeholders that they are a responsible business.
Bar raised across the industry by strengthening standards over time	As our standards evolve, other key materials may be added into scope increasing the reach of the standard across the industry. The addition of new provisions and strengthening of existing ones continually raises the bar on responsibility in line with stakeholder expectations.

This pathway illustrates the outcomes from the combined efforts of RJC and its members in building transformative partnerships on SDGs

PARTNERSHIPS FOR PROGRESS PATHWAY

Short term outcomes	
Participation in transformative partnerships shaped by a shared purpose	RJC will seek to participate in transformative partnerships that are shaped by shared purpose. RJC supports partnership models that are multi-stakeholder, with clearly defined action plans, intended outcomes and mechanisms to track effectiveness. Through engagement with the SDG Taskforce and with members, we will identify which partnerships have scalability and would yield the highest value from participation.
Implement innovative and inclusive solutions on priority SDGs	Through partnerships, we can leverage the expertise of stakeholders to implement innovative and inclusive solutions on our priority SDGs.
Medium term outcomes	
Transformative partnerships enable the industry to go beyond 'do no harm' and positively impact priority SDGs	Like the UNGC Ten Principles, our COP is built on the notion of 'do no harm'. It is an essential starting point to ensure members have addressed potential negative impacts associated with their business and value chains. Through participation in transformative partnerships, members can go beyond this and make positive contributions to the communities and environment that are fundamental to their business.

This pathway primarily focuses on the outcome of RJCs leadership and engagement as the voice of the industry on key issues

ADVOCACY FOR POSITIVE CHANGE PATHWAY

Short term outcomes	
Engagement and advocacy with key stakeholder groups to mobilise action on SDGs	Engagement and advocacy are critical to the success of RJCs work. RJC will prioritise engagement with key stakeholder groups (such as government, NGOs, financial community and other responsible sourcing initiatives) to mobilise action and improve awareness of how the RJC model can contribute to improving the performance of the industry.
Medium term outcomes	
Establish engagement with policy makers	Through continued engagement and leadership on the industry's SDG performance, we want to raise the ambition on sustainability issues across the stakeholder spectrum. On the regulatory front, changes to policies and legislation can present both opportunities and risks to our members. Therefore, meaningful engagement with policy makers (particularly in the EU, USA and India is critical to ensuring that our policies are aligned, ensuring members remain at the forefront of responsible business practices.
Harmonisation with standards and sourcing schemes	Since its inception, RJC has collaborated with several best practice standards and certification schemes to advance shared objectives, RJC supports standards and sourcing schemes that focus on the most salient risks in the value chain, such as artisanal and small-scale mining (ASM). Partnering with such schemes are vital for promoting the formalisation and professionalisation of the ASM sector, improving conditions on the ground and facilitating the incorporation of ASM into the global value chain. RJC will continue this collaboration, working towards maximum interoperability of schemes through mutual harmonisation and recognition to reduce audit duplication and create efficiencies for our members.
Empower members to advocate within their own networks	By providing the necessary tools, we also empower our members to advocate within their own networks. We support them to engage and communicate confidently with their business partners and consumers about their RJC certification. In turn this can stimulate increased demand for responsible business practices. The combination of supportive policies, positive investor sentiment and reduction in audit duplication facilitates the creation of an enabling environment which rewards the responsible business practices of our members, enabling them to thrive and prosper.

2. OUR ROADMAP TO 2030 AND BEYOND

INTRODUCING THE ROADMAP

It is well known that the SDGs can accelerate global innovation, economic growth, and development. They also represent significant new market opportunities for business, estimated to be worth at least US$12 trillion per year by 2030[32], however new forms of partnerships and collaborations at sector level are required to achieve this vision. 'Building trust in the jewellery and watch industry: Roadmap to 2030 and beyond' is RJCs response to how businesses can harness the benefits of the SDGs and take collective action on sustainable development. The Roadmap also defines our intended long-term impacts, and outlines how the outputs of our strategic pillars (Members First, Advocacy for Positive Change and Partnerships for Progress) will contribute sequentially to the achievement of desired long-term impacts.

LONG-TERM IMPACTS

In its Better Business, Better World report[33], the Business and Sustainable Development Commission emphasised the critical role of sectoral partnerships as well individual company action, to drive industry transformation on the road to 2030 and beyond. This Roadmap is part of that journey to guide and inspire RJC members to work together with the wider industry to scale SDG ambition and contribution. It proposes a framework for our industry with respect to the most impactful contributions we can make through our supply chains and provides attainable pathways to help us and our members realise our collective ambitions. We want our members to understand, commit and implement, achieve results and report on progress as part of this journey.

RJC's desired long-term impacts focus on 6 priority SDGs identified for the industry. The SDGs are an interconnected framework, rather than siloed goals. Progress on one pillar must balance and support progress on another. Effective engagement with key stakeholders is central to our approach and achievement of our long-term impacts. It is critical to understand of the full range of perspectives of those who will affect or be affected by the activities of RJC and its members, as it leads to better sustainability outcomes for all. It also serves to build lasting trust and confidence.

We hope this SDG Roadmap will guide, inform and influence decision-making along the jewellery and watch value chain, serve as the basis for ongoing dialogue and inspire constructive collaboration amongst our members and beyond.

3 PRIORITY SDGs FOR RJC AND ITS MEMBERS

RJC completed an SDG mapping and materiality assessment based on its COP. Following in the footsteps of other industries that have also gone through this exercise, we utilised the methodology outlined in WBCSD SDG Sector Roadmap Guidelines[26]. The guidelines were used to identify which goals and targets are most relevant to the jewellery and watch value chain and where it would be possible to achieve the greatest impact.

The results of this analysis were reviewed in conjunction with other industry SDG materiality analyses conducted by external bodies such as the SASB Materiality Map[27], WEF: Mapping Mining to the SDGs[28] and TRACIT: Mapping the impact on illicit trade on SDGs[29].

As a result, the priority SDGs for RJC and its members were identified as:

Members wishing to work on other SDGs, utilising the COP on their journey to 2030 and beyond, can also use the following reference to the standard itself which highlights the numerous links between the standard provisions and SDGs[30].

CODE OF PRACTICES PROVISIONS	SDGs
GENERAL REQUIREMENTS	12 Responsible consumption & production 16 Peace, justice & strong institutions
RESPONSIBLE SUPPLY CHAINS, HUMAN RIGHTS & DUE DILIGENCE	1 No poverty 2 Zero hunger 5 Gender equality 9 Industry, innovation & infrastructure 10 Reduced inequalities 11 Sustainable cities & communities 17 Partnerships for the goals
LABOUR RIGHTS & WORKING CONDITIONS	1 No poverty 2 Zero hunger 4 Quality education 5 Gender equality 8 Decent work & economic growth 10 Reduced inequalities
HEALTH, SAFETY & ENVIRONMENT	3 Good health & wellbeing 6 Clean water & sanitation 7 Affordable & clean energy 13 Climate Action
GOLD, SILVER, PGM, DIAMOND & COLOURED GEMSTONE PRODUCTS	16 Peace, justice & strong institutions
RESPONSIBLE MINING	6 Clean water & sanitation 7 Affordable & clean energy 9 Industry, innovation & infrastructure 11 Sustainable cities & communities 12 Responsible consumption & production 15 Life on land 17 Partnerships for the goals 14 Life below water

Figure 5: Links between the RJC Code of Practices and the SDGs

4. A DEEP DIVE INTO THE PRIORITY SDGs

This section takes a deep dive into each of the 6 priority SDGs for the industry, highlighting the context of why the relevant SDGs are important both on a global level but also on an industry level. It then highlights recommended steps and actions members can take to begin on this journey, to align their operations and contribute to the SDGs, as well as the potential business benefits from doing so.

SDG COMPLIANCE METRICS

To enable us to demonstrate measurable progress and impact to our stakeholders, RJC has devised a set of metrics linked to priority SDGs and key provisions of our COP standard. Comparable and relevant data on members' contribution towards the SDGs is vital for assessing progress, supporting reporting requirements and promoting behavioural change at the member level and to support decision making by stakeholders, such as investors.

Metrics were selected from existing best practice reporting frameworks and standards (for example WEF[39], UNGC & GRI[40] SDG Compass[41]) to simplify individual reporting efforts and to facilitate consistent measurement and comparability between companies, within the industry and beyond. Reporting on common metrics can foster positive sentiment with investors and stakeholders, who are increasingly expecting companies to report on this type of information with the same rigour as financial information. By reporting publicly on metrics linked to the SDGs, and integrating it into their strategy and governance, companies are more likely to create long-term sustainable value and positive outcomes for business, society and the planet[42].

RJC has selected 3 metrics for each priority SDG that members can choose to voluntarily collect and report against.

HOW WERE THE SDG METRICS SELECTED?

Selection of the new member performance metrics was based on the following criteria:

- Relevance to at least one SDG and supporting indicator
- Consistency with existing reporting frameworks or standards to reduce reporting burden and align with other sectors
- Universality (applicable to all reporting entities)
- Comparability across for RJC fora, and with the broader private sector
- Capability of consistent measurement
- Suitability for consolidated reporting

RJC encourages as many members as possible to start collecting and reporting data at the earliest opportunity. It is acknowledged that not all members will find it easy to report immediately on the metrics. The ambition is for members to embark on a journey of continuous improvement, that leads to reporting evolution overtime as their internal data systems mature.

5

GENDER EQUALITY

How do we ensure gender equality and empowerment of women through the jewellery and watch supply chain?

Global level

Women and girls represent half of the world's population and potential. Gender inequality persists everywhere today and stagnates social progress. Women continue to be underrepresented at many levels of society. At current rates, gender parity will not be reached for another 99.5 years[44].

Industry level

Women drive demand for more than 90 percent of the world's jewellery[45]. They are part of a growing ethical consumer base who want to know the provenance of their jewellery and how it contributes positively to communities along the value chain. Whilst, women represent a significant proportion of the downstream retail sector, they are largely absent in the upstream value chain due to existing gender norms and practices that serve as obstacles to entry and development. When present in upstream settings, women are typically engaged in informal activities or lower value and less skilled activities and are at greater risk of exploitation.

WHAT ARE THE BUSINESS BENEFITS OF ADDRESSING SDG 5?

A gender balanced company regularly outperforms those that are less balanced because:

- A diverse workforce creates a work environment that is much better at attracting and retaining talent
- Diverse teams encourage exchange of ideas leading to innovations, and as a result delivering better solutions
- A diverse workforce signals to investors and consumers that a company is innovative and likely to be more resilient and well-managed. This, in turn, contributes positively on the financial performance of the company.

	WHAT ACTIONS CAN MEMBERS TAKE TO HELP ACHIEVE THIS IMPACT?
Step 1 Evaluate current situation	• Conduct gender analysis of your organisation, through collation of sex-disaggregated employee data for different parts of your operations and different levels.
Step 2 Develop management system	• Engage all relevant stakeholders to embed gender equality in all policies and procedures for employees and governing bodies • Establish zero-tolerance policy and procedures on all forms of violence, abuse and harassment in the workplace, including appropriate grievance mechanisms • Develop a gender action plan
Step 3 Adapt working practices	• Ensure all workers have an equal voice in the workplace and equal access to opportunities • Implement gender-sensitive recruitment, promotion and retention practices • Offer flexible work options and access to child-care, where possible • Invest in female leadership initiatives • Empower girls and women through community investment and projects • Aim for sufficient participation of women – 30% or greater – in decision-making and governance at all levels • Pay equal remuneration and benefits, for work of equal value • Expand business relationships with women-owned enterprises
Step 4 Communication and engagement	• Commit publicly to gender equality by becoming a signatory of the Women's Empowerment Principles (WEPs) created by the UNGC • Communicate/train employees on gender equality and acceptable employee behaviour • Partner with labour unions and human rights NGOs to advance gender equality in the workplace or in your sector • Work with business partners to help them to establish similar systems in their businesses
Step 5 Review progress and adjust approach	• Review gender equality in principle, practice and policy outcome regularly and take corrective action if required

Metric 1	**Proportion of women in managerial positions (%)**
Rationale	Ensuring non-discrimination in employment through implementing gender-sensitive recruitment/retention practices and proactively appointing women to executive positions is critical.
COP Alignment	22

Metric 2	**Average hours of employee training by gender (#)**
Rationale	This disclosure provides insight into the scale of an organisation's investment in training, and the degree to which the investment has been made based on gender.
COP Alignment	22

Metric 3	**Gender pay gap (%)**
Rationale	The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs. The causes of the gender pay gap are complex and overlapping. The pay gap metric is considered a potential indicator of organisational structural inequality.
COP Alignment	22

Refer to the Appendix for the full measurement methodology

ACTIONS BEING TAKEN BY RJC TO SUPPORT SDG 5

RJC partnered with BSR during the development of the 2019 COP to mainstream gender throughout our standard, by applying a gender lens to standard provisions and supporting guidance and tools. We have further strengthened our commitment to gender equality by signing the United Nations Economic Commission for Europe (UNECE) 'Declaration on Gender Responsive Standards and Standard Development'. The UNECE's Declaration is intended to help achieve take concrete action for gender inclusive standards development, gender responsive standards and gender balance at all levels. As part of this initiative, RJC participates in working groups on guidance development and knowledge sharing and training, and is developing its own gender action plan.

We lead by example at RJC. We became a signatory of the Women's Empowerment Principles (WEPs) in 2020. The principles offer guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. The WEPs, established by UNGC and UN Women, are the primary vehicle for corporate delivery on gender equality dimensions of the SDGs.

RJC has been raising member awareness of gender equality and the variety of best practice tools developed by expert organisations in this field through webinar and email campaigns[46]. We will continue to advocate via communication and social media campaigns.

8 DECENT WORK AND ECONOMIC GROWTH

How do we ensure inclusive, sustainable economic growth and decent work for all throughout the jewellery and watch supply chain?

Global level

Sustainable and inclusive economic growth can drive development, create decent jobs for all and improve living standards. However, many economies across the world have not reached their full potential in terms of growth, and exploitation and labour rights violations are still endemic. Interruptions to industrial production, financial market volatility and insecurity are disrupting progress made to date.

Industry level

Businesses along the jewellery and watch value chains are engines for job creation and economic activity and growth in countries where they operate. However, many human rights risks exist along the chain, particularly in the informal sector, which threatens the sustainability of the industry as a whole.

WHAT ARE THE BUSINESS BENEFITS OF ADDRESSING SDG 8?

Members who uphold labour standards across their own operations and value chains can benefit from:

- Enhanced productivity and employee wellness leading to improved financial performance
- Protection of corporate brand and values, and enhanced consumer confidence and loyalty
- Maintaining their social licence to operate
- Lower risk of reputational damage and legal liability of labour disputes and human rights abuses
- Greater access to skilled, productive talent by embracing diversity and inclusion.

	WHAT ACTIONS CAN MEMBERS TAKE TO HELP ACHIEVE THIS IMPACT?
Step 1 Evaluate current situation	• Evaluate what policies and procedures already exist
Step 2 Develop management system	• Establish policies, procedures on labour and human rights issues and supporting grievance mechanisms • Introduce occupational health and safety (OHS) management systems to protect workers' health and safety • Put in place mechanisms to identify and remediate human rights abuses throughout global supply chains
Step 3 Adapt working practices	• Protect all basic labour and human rights for all employees • Provide safe and health workplaces for all employees • Paying at a minimum the living wage to satisfy the basic needs of workers and their families • Offer apprenticeship opportunities and/or mentor young entrepreneurs • Initiate skills development programs • Encourage the formalisation and growth of MSMEs (micro, small and medium sized enterprises) by supporting their legal registration and integration into global supply chain
Step 4 Communication and engagement	• Work together with trade unions providing appropriate facilities for workers' representatives • Working with representatives of workers and government authorities to ensure equal access to employment
Step 5 Review progress and adjust approach	• Identifying, recognising, preventing, and reducing root causes of labour and human rights violation

Metric 1	**Total recordable injury rate (#)**
Rationale	Ensuring the health and safety of workers is critical for businesses. Strong health and safety standards improve employee productivity, efficiency and mitigate risks.
COP Alignment	23

Metric 2	**Employees covered by collective bargaining (%)**
Rationale	This metric gives insight whether members are responsible businesses who respect the human rights of their workers to exercise freedom of association and collective bargaining. In turn this results in decent working conditions for workers.
COP Alignment	21

Metric 3	**Incidents of discrimination and harassment (#)**
Rationale	Employers are responsible for dealing effectively, quickly and fairly with incidents of harassment or discrimination. This metric gives valuable insights into how risks of discrimination and harassment are being managed by the member.
COP Alignment	18 and 22

Refer to the Appendix for the full measurement methodology

ACTIONS BEING TAKEN BY RJC TO SUPPORT SDG 8

Requirements on decent work, including human rights, labour rights, working conditions and health & safety represent a significant proportion of the COP. The most recent version of the standard launched in 2019, includes improved guidance on human rights due diligence in alignment with the UN Guiding Principles on Business and Human Rights[49], as well as new guidance for auditors to assess conformance with working hours and overtime provisions in alignment with the International Labour Organisation. We ensure our multi-stakeholder standards committee has non-industry experts from the field of labour standards to ensure our standards remain relevant, best practice and aligned with recognised international frameworks.

RJC has engaged with labour experts to undertake a number of outcome research projects to understand how the COP and supporting measures contribute to changes on the ground, particularly in the field of labour rights and working conditions. The outcome of these studies is utilised to understand how RJC can better support its members to provide decent work for all employees.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

How do we ensure the sustainable use of shared precious resources?

Global level

One of the greatest global challenges is to decouple environmental degradation from economic growth. Current consumption patterns are endangering the ecosystems on which we rely on. Societies need to find just and equitable ways to meet individual needs and aspirations within the ecological limits of the planet.

Industry level

Jewellery plays a special role in people's lives, carrying personal and emotional significance. Whilst short term challenges exist, overall growth of the global jewellery and watch market is forecasted, driven by several factors including an increasing middle-class population and consumerism[50]. Following the consumer's investment in fine jewellery purchases, these items are often held for a lifetime and then pass down through generations – representing very sustainable consumption. The industry has a great opportunity to further improve the responsible production practices already adopted by many companies.

WHAT ARE THE BUSINESS BENEFITS OF ADDRESSING SDG 12?

Members who adopt responsible production methods and encourage responsible consumption by consumers can benefit from:

- **Reduced costs and enhanced efficiency and productivity**
- **Protection of corporate brand and values, and enhanced consumer confidence and loyalty**
- **Maintaining its social licence to operate**
- **Enhanced business resilience and supply chain integrity**

	WHAT ACTIONS CAN MEMBERS TAKE TO HELP ACHIEVE THIS IMPACT?
Step 1 Evaluate current situation	• Analyse lifecycle of products to understand environmental and social footprint • Identify 'hot spots' in the value chain where interventions have the greatest potential to improve the environmental and social impact
Step 2 Develop management system	• Develop policies and procedures as part of your environmental management system • Establishing measurable targets for improved environmental performance and resource utilisation
Step 3 Adapt working practices	• Reduce manufacturing impacts by substituting virgin raw materials in products with post-consumer recyclable materials • Significantly reduce waste, ensure that any unavoidable waste is utilised to the fullest degree • Implementing circular business models
Step 4 Communication and engagement	• Influence responsibly consumer and consumption patterns and promoting sustainable consumption
Step 5 Review progress and adjust approach	• Regularly track and report energy, water and materials consumed in business operations and improve efficiency by reusing/recycling • Track and report waste generated and disposed of, water discharged, impacts of transportation and significant spills.

Metric 1	**Water consumption (Litres)**
Rationale	Company-wide water consumption provides insight into the efficiency of a member's water use. Improvements in consumption over time are a strong indication that the member is taking meaningful steps to improve its water management. Reporting the volume of water consumption can help the organisation understand the overall scale of its impact due to water withdrawal
COP Alignment	27

Metric 2	**Waste that is reused, remanufactured, and recycled (%)**
Rationale	This disclosure provides insight into the amount of waste that is diverted from the waste stream, therefore shedding light on circular processes within the organisation.
COP Alignment	26

Metric 3	**Suppliers assessed for environmental impacts (#)**
Rationale	This metric informs stakeholders about an organisation's awareness of significant impacts in the supply chain. Negative impacts include those that are directly caused by an organisation or are linked to the organisation via its relationship with a supplier.
COP Alignment	5

Refer to the Appendix for the full measurement methodology

ACTIONS BEING TAKEN BY RJC TO SUPPORT SDG 12

RJC standards are built on the foundation of responsible sourcing and production, with a dedicated section of the standard focusing on the environmental impact of member operations. The 2019 COP has stronger requirements and guidance on environmental issues such as climate change, water use and waste for all members, as well as new requirements for mining members on water governance and stewardship.

Water stewardship is an important responsible business practice particularly in the mining sector. It recognises that the challenges related to water in specific catchments are shared by all users and stakeholders, and that there is a need for collaboration to ensure that 'the use of fresh water that is socially equitable, environmentally sustainable and economically beneficial, achieved through a stakeholder-inclusive process that involves site- and catchment-based actions'[51].

The complementary Standards Guidance[52] provides useful resources for implementation and interpretation of standards documents to members as well as other tools that can be utilised by members. The Guidance contains a wealth of information for members on responsible production, however RJC continues to explore approaches to simplify this guidance and share it with members in a more digestible and accessible format.

13

CLIMATE ACTION

How do we ensure that our planet's climate is protected for future generations?

Global level

The climate crisis continues unabated. 2010-2019 was warmest decade ever recorded, triggering significant climate related disasters globally. If no action is taken, climate change will cause average global temperatures to increase beyond 3°c and will adversely affect ecosystems. Urgent action is required to limit the temperature rise to 1.5c above pre-industrial levels. The next decade is critical.

Industry level

Climate change disproportionately affects vulnerable communities and countries, including those closely linked to the jewellery and watch value chains, and exacerbate inequalities. Supply chains are usually optimised for efficiency not resilience, therefore susceptible to disruption because of extreme weather caused by climate change. The World Gold Council recently estimated the annual global gold market GHG emissions, concluding that the primary sources of GHG emissions in the gold supply chain are energy and fossil fuels used in gold mine production[47]. Whilst significance decarbonisation is required upstream, all companies along the value chain have a role to play in reducing emissions and halting climate change. SMEs account for the majority of businesses worldwide, including RJCs membership, and are important contributors. Small actions matter too.

WHAT ARE THE BUSINESS BENEFITS OF ADDRESSING SDG 13?

Companies who act on climate change can expect to see the following benefits:

- **Financial savings resulting from improved energy efficiency**
- **Improved company resilience due to reduced exposure to volatile fuel prices and potential future carbon taxes**
- **Improved investor relations due to increasing demand for carbon management and reporting**
- **Improved supply chain security through reduced disruptions caused rising temperatures and extreme weather events**
- **Reduced risk of physical damage to assets and associated increasing insurance costs**

	WHAT ACTIONS CAN MEMBERS TAKE TO HELP ACHIEVE THIS IMPACT?
Step 1 Evaluate current situation	• Understand and assess climate change risk and opportunities and develop adaptation goals and strategies • Identifying inherent risks and opportunities driven by changes in regulation • Calculate GHG emissions (scope 1-3) to identify primary sources of emissions in your organisation
Step 2 Develop management system	• Put climate resilience at the core of your business strategy • Set science-based targets in line with the Paris Agreement • Implement a management system including policies and procedures to manage carbon emissions • Prioritise cost-effective carbon reduction projects in your planning
Step 3 Adapt working practices	• Scale up investment in mitigation and adaptation measures • Improve the efficiency of operations and product transportation, for example use of energy efficient LED lighting, local sourcing, move to lower carbon transportation • Use green electricity by purchasing it, or by producing it yourself • Support sustainable forest management through responsible sourcing practices and product substitution • Invest in carbon capture and storage technology to capture emissions produced from your operations, preventing it from entering the atmosphere. • Build business climate resilience
Step 4 Communication and engagement	• Provide employee training and communication to raise awareness on climate change and action • Communicate with investors and lenders on how climate risks and opportunities are being addressed within your company • Connect with other businesses that are leading the change through initiatives such as Global Resilience Partnership • Be an advocate for climate resilience in your supply chain
Step 5 Review progress and adjust approach	• Monitor carbon emissions on an annual basis to evaluate effectiveness of mitigation measures and progress against targets

Metric 1	**Energy consumption (kWh)**
Rationale	Monitoring energy consumption is an extremely effective tool in identifying potential energy savings, improving business energy efficiency, and understanding the carbon impact of a business.
COP Alignment	27

Metric 2	**Energy used from low carbon and renewable sources (%)**
Rationale	Transitioning to renewable energy has many well-known environmental benefits including lower carbon emissions, reduced air pollution, and resulting positive impacts on health and employment of local communities. Monitoring and reporting on the amount of energy consumed, according to source, can help members move towards greater investment and use of renewable energy by integrating into their business strategy.
COP Alignment	27

Metric 3	**GHG Protocol scope 1 and 2 emissions (tC02e)**
Rationale	GHG emissions are the primary driver of rising global temperatures and therefore a key focus for companies in the jewellery and watch value chain to regulate climate change. As we transition to a low-carbon economy, it is vital that members understand their GHG emission to help identify opportunities to take action
COP Alignment	26 and 27

Refer to the Appendix for the full measurement methodology

ACTIONS BEING TAKEN BY RJC TO SUPPORT SDG 13

We have and will continue to work with climate experts on the development of appropriate tools and educational materials that members require on their climate action journey. RJC recently hosted its first member webinar on SDG 13 climate change[48] to raise awareness amongst members on the current climate trajectory and how they can individually contribute to the achievement of the goal, sharing case studies from members big and small. The webinar was a call to action, and RJC will continue this important conversation with members over the next few months.

RJC will be exploring opportunities to engage responsibly in climate policy, as well as collaborating with governments on policy for climate change and scaling up climate actions through, for instance, participating in public-private partnerships, working groups and international forums on climate-related issues. Whilst ensuring that RJC standards align with public policies. RJC will also seek to collaborate with public and private actors to raise awareness and build capacity on climate action across the supply chain.

16 PEACE JUSTICE AND STRONG INSTITUTIONS

How do we ensure that the jewellery and watch industry is free from corruption, conflict and illicit activities?

Global level

People everywhere need to be free of fear from all forms of violence. Conflict, insecurity, and weak institutions remain threats to sustainable development. The climate crisis and geopolitical risks threatens to further amplify and exploit fragilities across the globe.

Industry level

Businesses and supply chains thrive in peaceful and stable environments. Conflict-sensitive sourcing interventions such as the Kimberley Process, UN Guiding Principles and OECD Due Diligence Guidance[53] are key to combating conflict, instability, and human rights abuses across the value chain. Through the COP, which aligns with these key frameworks, we can deliver meaningful contributions to lasting peace, development and prosperity whilst ensuring long term commercial success. We can also generate significant positive impact by engaging and supporting the ASM sector that employs approximately 42 million people worldwide[54], which is traditionally associated with poor governance, organised crime and financing of conflict and terrorism.

WHAT ARE THE BUSINESS BENEFITS OF ADDRESSING SDG 16?

Companies that make efforts to alleviate risks of bribery, corruption, conflict sourcing can experience benefits such as 5556:

- Better operational and supply chain transparency and integrity
- Risk reduction through minimising the likelihood of harmful events, impact of penalties
- Lowering the cost of capital through disclosure of risk management approaches to investors
- Reduced operational costs from improved internal process and access to preferential treatment by public institutions and private business partners
- Improved relations with business partners because of enhanced reputation.

	WHAT ACTIONS CAN MEMBERS TAKE TO HELP ACHIEVE THIS IMPACT?
Step 1 Evaluate current situation	• Conduct risk and impact assessments to identify and mitigate risks of contributing to corruption, conflict and illicit activities and identify opportunities for positive impacts
Step 2 Develop management system	• Implement conflict-sensitive operational policies and practices on sourcing of materials and value chain management • Develop zero tolerance policies and programs to address all forms of corruption and bribery • Implement strong whistle-blowing, anti-bribery and corruption policies
Step 3 Adapt working practices	• Monitor risks in the supply chain by engaging in risk assessments, KYC and due diligence related to human rights, conflict minerals and corruption • Refuse to do business with people and entities engaged in illicit and harmful activities • Review sourcing strategy and include sourcing of responsible precious stones and metals from ASM
Step 4 Communication and engagement	• Communicate relevant laws, policies and procedures to employees • Engage in public-private dialogues, partnerships and collective action in conflict minerals and anti-corruption • Describe annually your due diligence efforts and report to stakeholders the outcomes • Communicate with business partners and consumers our efforts to engage ASM in your supply chain
Step 5 Review progress and adjust approach	• Record all identified incidences of actual and potential impacts and take appropriate corrective action • Measure and report on implementation progress, including on operations in high-risk areas.

Metric 1	**Anti-corruption training (%)**
Rationale	Corruption thrives where governance is weak and undermines stakeholder legitimacy and trust. Anti-corruption training helps develop internal skills and capabilities and contribute to the development of an anti-corruption culture.
COP Alignment	11 and 12

Metric 2	**Operations assessed for corruption risk (# & %)**
Rationale	This disclosure measures the extent of the risk assessment's implementation across an organisation. These risk assessments can help to assess the potential for incidents of corruption related to the organisation.
COP Alignment	11 and 12

Metric 3	**Public legal cases regarding corruption (#)**
Rationale	This disclosure provides insight for stakeholders who are interested in how the organisation responds to incidents of corruption. Public legal cases can include current public investigations, prosecutions, or closed cases
COP Alignment	1

Refer to the Appendix for the full measurement methodology

ACTIONS BEING TAKEN BY RJC TO SUPPORT SDG 16

RJC will continue to ensure that its standards are harmonised with international frameworks on corruption, conflict minerals and illicit activities, and provide pragmatic and easy to use tools to support members in managing these risks in their supply chains. Through our participation in the Multi-Stakeholder Steering Group of the implementation programme for the OECD Due Diligence Guidance for Responsible Mineral Supply Chains, we will ensure the interests and perspectives of the jewellery and watch industry are represented when overseeing the implementation of the OECD DDG. RJC will continue to develop and refine existing guidance and tools such as the Due Diligence Member Toolkit to support members in their responsible sourcing journey to ensure that their activities do not contribute to conflict or human rights abuses.

RJC is committed to raising awareness and promoting positive engagement with ASM. To ensure our standards reflect this, two seats within our multi-stakeholder standards committee are permanently held by representatives of capacity building groups - Diamond Development Initiative (DDI) and the Alliance of Responsible Mining (ARM). Furthermore, we have signed two calls for action on ASM:

- OECD call to action for responsible mineral supply chains, calling on on-the-ground humanitarian support and emergency funds to reduce the devastating impacts of COVID-19 on ASM communities and to foster the sustainable inclusion of responsible ASM into global supply chains;[57]
- #EngagewithASM. A Joint call with civil society and ASM mining organisations to the industry to include ASM in their sourcing strategy and supply chains alongside recycling and closed loop measures, to contribute towards job creation and development of local economies.[58]

17 PARTNERSHIPS FOR THE GOALS

How do we ensure successful multi-stakeholder partnerships that deliver lasting positive impact on sustainable development?

Global level

Strong international cooperation between government, private sector and civil society is needed now more than ever to address the most challenging issues and to accelerate sustainable development. Without significant progress on SDG 17, achieving the rest of the goals will be a near impossible task.

Industry level

RJC was founded on partnerships and it remains at the heart of everything we do. Through close collaboration in the jewellery and watch industry we can find integrated and innovative solutions to meet our collective ambition to create a fairer, greener and more prosperous world, a world that leaves no one behind. Knowledge sharing and coordinating efforts of the jewellery and watch industry to scale up impact on the 2030 agenda is mission critical.

WHAT ARE THE BUSINESS BENEFITS OF ADDRESSING SDG 17?

Members can potentially yield the following benefits from participating in transformative partnerships:

- Access to external expertise and resources, improved innovation to support the achievement of their sustainability objectives
- Opportunity to address the most challenging sustainability issues that cannot be resolved at the scale and speed required through the actions of individual organisations working in silo
- Improved relationship and trust with key stakeholders.

	WHAT ACTIONS CAN MEMBERS TAKE TO HELP ACHIEVE THIS IMPACT?
Step 1 Evaluate current situation	• Assess performance against the SDGs material[59] to your organisation and identify areas for collaboration
Step 2 Develop management system	• Define partnership scope and identify suitable partners based on defined criteria • Create a monitoring and evaluation framework focused on partnership impact
Step 3 Adapt working practices	• Implement the project plan developed through the partnerships with ongoing monitoring of metrics and milestones • Help to develop/formalise local businesses/SMEs/ASM and integrate them into global value chains • Engage in pre-competitive collaboration with industry peers on critical sustainability issues through RJC and other trade events • Support multi-stakeholder development initiatives through provision of financial or in-kind donations.
Step 4 Communication and engagement	• Take part in RJC to share perspectives, learnings and case studies with peers • Take part in UN multi-stakeholder mechanisms (such as the local UNGG networks) to share perspectives with stakeholders.
Step 5 Review progress and adjust approach	• Conduct regular partnership reassessment, as the basis for altering or terminating the partnership if results are not realised.

There are a limited number of existing indicators publicly available for SDG 17.

Effective partnerships are recognised as the central Means of Implementation (MOI) of the 2030 Agenda to accelerate progress on the SDGs,[37] and achieve the scale of impact required to overcome the significant obstacles that exist.

Partnerships for the goals underpins all of the other SDGs. The achievement of SDG 17 is critical to reach the 2030 Agenda. In order to reach SDG 17, governments, the private sector, academics, and citizens must work together.

RJC strongly believes that it is only by working together in partnership, that we can find paths through the challenges posed by the pandemic and climate change, support long term recovery and achieve sustainable development for all.

ACTIONS BEING TAKEN BY RJC TO SUPPORT SDG 17

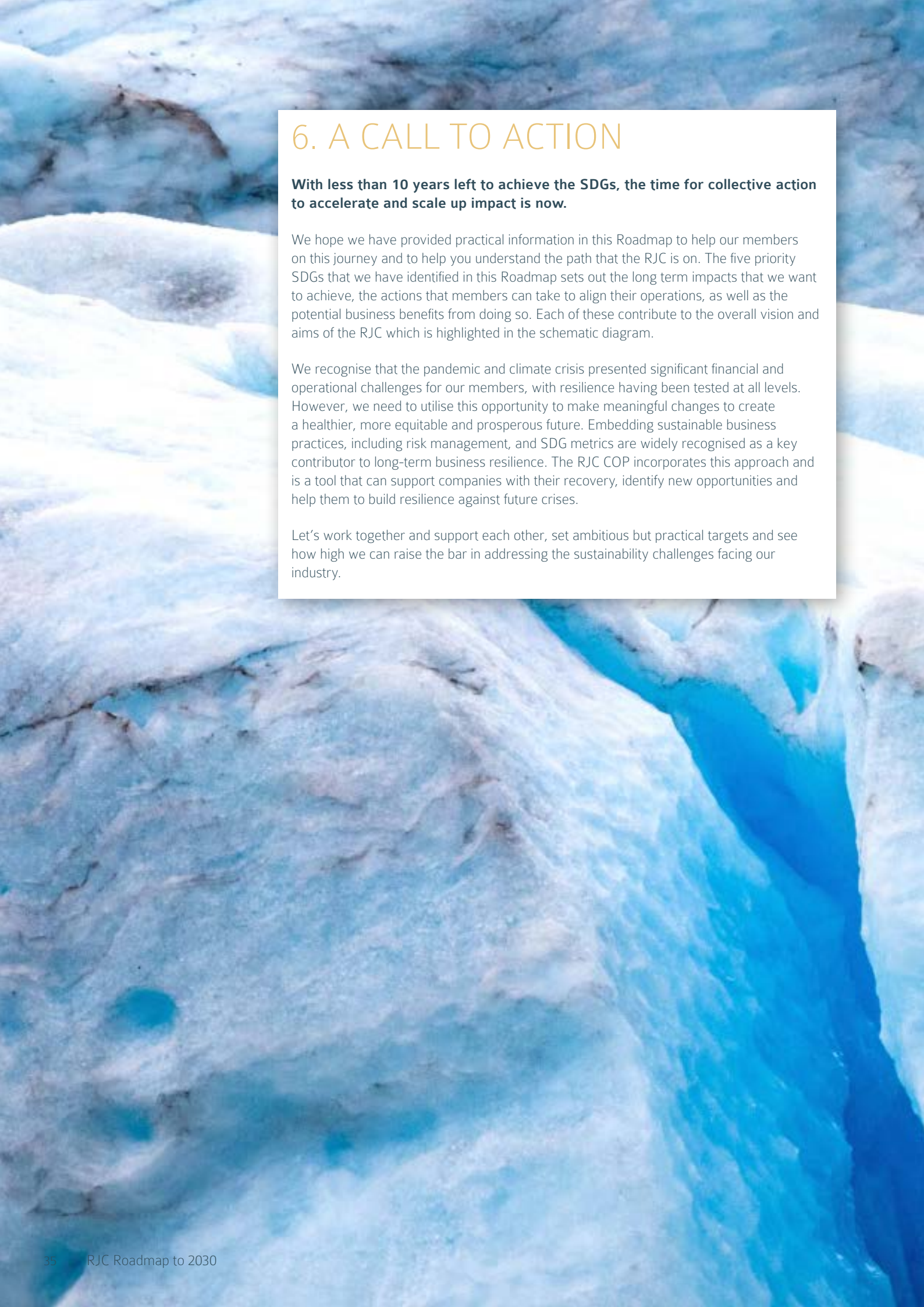
RJC entered into a partnership with the UNGC to develop best practice impact case studies for building awareness and educating key stakeholders across the jewellery supply chain from mine to retail on how businesses can contribute to the Sustainable Development Goals (SDGs). Key outputs from the partnership include the SDG taskforce on impact 2020-2030, training webinars on best practices and tools on driving the SDGs throughout the industry, with a special emphasis on our priority SDGs. RJC will identify appropriate partnerships relevant to the priority SDGs to help accelerate and scale up impact, as well as partnerships that respond to emerging risks in the industry.

Trade associations have always been key to the RJC's work, providing local insight that improves our understanding of industry challenges on the ground. They identify initiatives that align the RJC with members' needs in local markets and they serve as a voice for many small businesses. They also offer a platform for the RJC to raise awareness among their members: the AWDC in 2019 and the UFBJOP in 2020 both hosted workshops on the revised COP. Going forward, we see trade associations playing an even more critical role: promoting best practices and knowledge sharing within their community and stimulating action in their jurisdiction on the SDGs.

5 ROADMAP STRUCTURE

An overview of the Roadmap is set out in the schematic diagram below. This Roadmap has been translated into a set of high-level generic actions which are required from both RJC and its members to collectively achieve the desired long-term impacts and benefits.

Figure 9: RJC Roadmap schematic



6. A CALL TO ACTION

With less than 10 years left to achieve the SDGs, the time for collective action to accelerate and scale up impact is now.

We hope we have provided practical information in this Roadmap to help our members on this journey and to help you understand the path that the RJC is on. The five priority SDGs that we have identified in this Roadmap sets out the long term impacts that we want to achieve, the actions that members can take to align their operations, as well as the potential business benefits from doing so. Each of these contribute to the overall vision and aims of the RJC which is highlighted in the schematic diagram.

We recognise that the pandemic and climate crisis presented significant financial and operational challenges for our members, with resilience having been tested at all levels. However, we need to utilise this opportunity to make meaningful changes to create a healthier, more equitable and prosperous future. Embedding sustainable business practices, including risk management, and SDG metrics are widely recognised as a key contributor to long-term business resilience. The RJC COP incorporates this approach and is a tool that can support companies with their recovery, identify new opportunities and help them to build resilience against future crises.

Let's work together and support each other, set ambitious but practical targets and see how high we can raise the bar in addressing the sustainability challenges facing our industry.

7. APPENDIX

Metric	Proportion of women in managerial positions.
Unit(s)	%
Rationale	Ensuring non-discrimination in employment through implementing gender-sensitive recruitment/retention practices and proactively appointing women to executive positions is critical.
Measurement Methodology	• Calculate the total workforce in terms of headcount (all employees and onsite contractors). • Identify employees that occupy managerial positions (middle management and senior management). • Identity the number of female employees occupying managerial positions. • Divide female employees employed in managerial positions by total employees employed in managerial positions and multiply by 100.
COP Alignment	22
Metric Source	• UNCTAD C.1.1

In this context, 'employee' refers to an individual who is in an employment relationship with the organisation according to national law or practice.

Metric	Average hours of employee training by gender
Unit(s)	#
Rationale	This disclosure provides insight into the scale of an organisation's investment in training, and the degree to which the investment has been made based on gender.
Measurement Methodology	• Calculate the total number of training hours provided to female employees during the reporting period. • Divide this by the total number of female employees. • Repeat the calculation for male employees.
COP Alignment	22
Metric Source	• GRI 404-1

In this context, 'training' refers to all types of vocational training and instruction, paid educational leave provided by an organisation for its employees, training or education pursued externally and paid for in whole or in part by an organisation, training on specific topics.

Metric	Gender pay gap
Unit(s)	%
Rationale	The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs. The causes of the gender pay gap are complex and overlapping. The pay gap metric is considered a potential indicator of organisational structural inequality.
Measurement Methodology	• Calculate the mean hourly pay for men. • Subtract this by the mean hourly pay for women. • Divide the result by the mean hourly pay for men and multiply the result by 100. • This gives you the mean gender pay gap in hourly pay as a percentage of men's pay: this is the figure you must report
COP Alignment	22
Metric Source	• GRI 2-21 • UK Government guidance on gender pay gap reporting

The definition of 'employee' for gender pay gap reporting includes people who have a contract of employment with your organisation and agency workers (those with a contract to do work or provide services).

Metric	Total recordable injury rate
Unit(s)	#
Rationale	Ensuring the health and safety of workers is critical for businesses. Strong health and safety standards improve employee productivity, efficiency and mitigate risks.
Measurement Methodology	• This metric reflects the number of total recordable incidents of injury and compares it to the total number of hours worked by all employees in a single year. • A recordable incident is any work-related injury or illness that results in death, loss of consciousness, day away from work, restricted work activity, transfer to another job or medical treatment beyond first aid. • Members are required to calculate rates based on 1,000,000 hours worked. Standardised rates allow for comparisons of statistics between different organisations. • Calculate the number of recordable work-related injuries for the reporting period and divide it by the number of hours worked. Multiply this by 1,000,0000.
COP Alignment	23
Metric Source	• GRI 403-9

Types of work-related injury can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others. Include injuries as a result of commuting incidents only where the transport has been organised by the organisation, but not Injuries involving members of the public as a result of a work-related incident. Work-related musculoskeletal disorders and ill health (and not injuries) are not included in scope

Metric	Employees covered by collective bargaining
Unit(s)	%
Rationale	This metric gives insight whether members are responsible businesses who respect the human rights of their workers to exercise freedom of association and collective bargaining. In turn this results in decent working conditions for workers.
Measurement Methodology	• Collective bargaining refers to all negotiations which take place between employers and workers' organisations (trade unions) for determining working conditions and terms of employment. Collective agreements can be made at various levels and for categories and groups of workers. • Members should report the percentage of the active workforce covered under collective bargaining agreements. • The active workforce is defined as the maximum number of unique employees employed at any time during the calendar year. The scope includes all personnel employed by the member, including full-time, part-time, and temporary employees
COP Alignment	21
Metric Source	• GRI 2-30

Metric	Incidents of discrimination and harassment
Unit(s)	#
Rationale	Employers are responsible for dealing effectively, quickly and fairly with incidents of harassment or discrimination. This metric gives valuable insights into how risks of discrimination and harassment are being managed by the member.
Measurement Methodology	• Identify the number of incidents of discrimination (on grounds of race, colour, sex, religion, political opinion, or social origin as defined by the ILO), or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period. • In the context of this disclosure, an 'incident' refers to a legal action or complaint registered with the reporting organisation or competent authorities through a formal process, or an instance of non-compliance identified by the organisation through established procedures. • An incident is no longer subject to action if it is resolved, the case is completed, or no further action is required by the organisation (e.g. cases that were withdrawn or where circumstances that led to the incident no longer exist)
COP Alignment	18 and 22
Metric Source	• GRI 406-1

Metric	Water consumption
Unit(s)	Litres
Rationale	Company-wide water consumption provides insight into the efficiency of a member's water use. Improvements in consumption over time are a strong indication that the member is taking meaningful steps to improve its water management. Reporting the volume of water consumption can help the organisation understand the overall scale of its impact due to water withdrawal
Measurement Methodology	• Calculate total water use for the reporting period. Water use is defined as water withdrawal plus total water received from a third party (such as a utilities company). • Determining water use requires data to be collected at each business unit/facility through direct measurement (through water meters) or through water supplier bills. • Depending on the local unit of measure, members may have to convert their total usage to litres
COP Alignment	27
Metric Source	• UNCTAD B.1.2.

Water should be metered at each facility and business site. Reporting should exist based on water or flow meters. If these instruments are not used at facilities, an estimation should be used. If this data isnt readily available, members should put in place actions to have better visibility over utility data through application of sustainable procurement.

Metric	Waste that is reused, remanufactured, and recycled
Unit(s)	%
Rationale	This disclosure provides insight into the amount of waste that is diverted from the waste stream, therefore shedding light on circular processes within the organisation.
Measurement Methodology	• 'Reuse' is the further use of a component after it has been removed from a service cycle. Reuse may involve cleaning, repair or refurbishing. • 'Remanufacturing' is the further use of a component after it has been removed from a service cycle in a new manufacturing process that goes beyond cleaning, repair or refurbishing. • 'Recycling' is recovery and reuse of materials from scrap or other waste materials for the production of new goods. Energy recovery (called "thermal recycling") is not regarded as recycling but as incineration. • The data required for the calculation of these indicators and the related information flows are usually managed by a facilities manager, general services administrator, or plant manager. The related information can also be found in the accounts receivable, when waste materials is sold to other entities, or in the bills of materials if waste is reused in the reporting entity processes
COP Alignment	26
Metric Source	• UNCTAD - B.2.2

Relevant information for a reporting period can be found on the bills from the waste management company. Information provided includes the type of waste produced and amount of waste managed. If the waste generated by an entity can be sold, relevant information can be found on the invoice issued by the entity selling the waste materials (accounts receivable).

Metric	Suppliers assessed for environmental impacts
Unit(s)	#
Rationale	This metric informs stakeholders about an organisation's awareness of significant impacts in the supply chain. Negative impacts include those that are directly caused by an organisation or are linked to the organisation via its relationship with a supplier.
Measurement Methodology	• Assessments can be made against agreed performance expectations that are set and communicated to the suppliers prior to the assessment. • Assessments can be informed by audits, contractual reviews, two-way engagement, and complaint and grievance mechanisms. • Improvements can include changing an organisation's procurement practices, the adjustment of performance expectations, capacity building, training, and changes to processes.
COP Alignment	5
Metric Source	• GRI 308-2

If members do not have access to this data, it provides valuable insight into where the gaps are in the business. In the absence of data, the action is to work on ownership of data and to engage supply chains accordingly.

The amount of energy consumed for a reporting period, subdivided into the different types, can be found by assessing the bills of the energy suppliers. If the entity has an energy manager, the collection of energy data is accomplished by this professional. Otherwise, a facility manager/general services administrator can also be in charge of such information, with the collaboration of the accounting department (accounts payable).

Metric	Energy consumption
Unit(s)	kWh
Rationale	Monitoring energy consumption is an extremely effective tool in identifying potential energy savings, improving business energy efficiency, and understanding the carbon impact of a business.
Measurement Methodology	• Determine the total energy consumption for each entity in the scope of RJC membership. • Energy consumption should include non-renewable fuel, renewable fuel, electricity, heating, cooling, steam purchased, self-generated electricity, heating, cooling & steam. Any electricity, heating, cooling, and steam sold should be deducted from the consumption figure. • Consumption of different energy types are expressed in different units; therefore, the member is responsible for using recognised conversion factors to convert all data into kWh.
COP Alignment	27
Metric Source	• GRI 302-1 • UNCTAD B.5.2

Metric	Energy used from low carbon and renewable sources
Unit(s)	%
Rationale	Transitioning to renewable energy has many well-known environmental benefits including lower carbon emissions, reduced air pollution, and resulting positive impacts on health and employment of local communities. Monitoring and reporting on the amount of energy consumed, according to source, can help members move towards greater investment and use of renewable energy by integrating into their business strategy.
Measurement Methodology	• Determine the total energy consumption for each entity in the scope of RJC membership during the reporting period. • Determine the renewable energy consumed during the reporting period. Renewable energy sources include hydro, wind, solar, solid biofuels, liquid biofuels, biogas, geothermal, marine, and renewable waste. • Divide the total renewable energy consumption by the total energy consumption. Multiply by 100 to calculate the proportion of renewable energy. • Consumption of different energy types are expressed in different units; therefore, the member is responsible for using recognised conversion factors to convert all data into kWh.
COP Alignment	27
Metric Source	• UNCTAD B.5.1

Metric	GHG Protocol scope 1 and 2 emissions
Unit(s)	tC02e
Rationale	GHG emissions are the primary driver of rising global temperatures and therefore a key focus for companies in the jewellery and watch value chain to regulate climate change. As we transition to a low-carbon economy, it is vital that members understand their GHG emission to help identify opportunities to take action
Measurement Methodology	• Scope 1 emissions are direct emissions that arise from sources owned or controlled by an organisation. These include, but are not limited to, fuel consumption, vehicle emissions, generation of electricity, heating, cooling, manufacturing processes, equipment leaks, refrigeration, and air conditioning equipment. • Scope 2 emissions are indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by an organisation. • Calculating emissions is a multi-step process. GHG Protocol has developed a range of publicly available tools enabling companies to develop comprehensive and reliable inventories of their GHG emissions. Each tool reflects best-practice methods that have been extensively tested by industry experts. Members should refer to the GHG Emission Calculation Tool.
COP Alignment	26 and 27
Metric Source	• GRI 305-2

Metric	Anti-corruption training
Unit(s)	%
Rationale	Corruption thrives where governance is weak and undermines stakeholder legitimacy and trust. Anti-corruption training helps develop internal skills and capabilities and contribute to the development of an anti-corruption culture.
Measurement Methodology	• This metric assesses the percentage of governance bodies, employees and business partners trained on anti-corruption policies and procedures. • Identify the governance bodies that exist within the organisation (such as the board of directors, management committee, or similar) and the total number of individuals and/or employees who comprise these governance bodies. • Identify the total number of employees (excluding governance body members). • Estimate the total number of business partners. • In this case, the computation of hours of training should only consider training related to anti-corruption issues. It is suggested that the reporting entity provide information about actions taken in response to incidents of corruption, for example new or revised entity policies, training, and initiatives to prevent such incidents.
COP Alignment	11 and 12
Metric Source	• GRI 205-2

Corruption is the 'abuse of entrusted power for private gain', which can be instigated by individuals or organisations. In the GRI Standards, corruption includes practices such as bribery, facilitation payments, fraud, extortion, collusion, and money laundering.

Metric	Operations assessed for corruption risk
Unit(s)	# and %
Rationale	This disclosure measures the extent of the risk assessment's implementation across an organisation. These risk assessments can help to assess the potential for incidents of corruption related to the organisation.
Measurement Methodology	• This metric assesses the total number and percentage of operations assessed for risks related to corruption. • This disclosure can include a risk assessment focused on corruption or the inclusion of corruption as a risk factor in overall risk assessments. • The term 'operation' refers to a single location used by the organisation for the production, storage and/or distribution of its goods and services, or for administrative purposes. Within a single operation, there can be multiple production lines, warehouses, or other activities. For example, a single factory can be used for multiple products, or a single retail outlet can contain several different retail operations that are owned or managed by the organisation
COP Alignment	11 and 12
Metric Source	• GRI 205-1 a

Metric	Public legal cases regarding corruption
Unit(s)	#
Rationale	This disclosure provides insight for stakeholders who are interested in how the organisation responds to incidents of corruption. Public legal cases can include current public investigations, prosecutions, or closed cases
Measurement Methodology	• For stakeholders, there is an interest in both the occurrence of incidents and an organisation's response to the incidents. • Public legal cases regarding corruption can include current public investigations, prosecutions, or closed cases. Confirmed incidents of corruption do not include incidents that are still under investigation during the reporting period.
COP Alignment	1
Metric Source	• GRI 205-3-d

EXTERNAL INFLUENCING FACTORS AND UNINTENDED CONSEQUENCES

In alignment with the ISEAL Impacts Code, RJC is required to identify potential unintended consequences of our activities outlined in our Roadmap, as well as any external factors which may influence the achievement of our long-term goals. There are some external factors which could potentially influence the achievement of the outcomes and impacts defined in our roadmap. The level of influence of external factors generally increases as we move along the impact pathways towards the long-term impacts. They may work in tandem with RJCs strategies to create better outcomes and impacts or they may act as constraints on what we can achieve.

- Continued collaboration and interoperability with equivalent supply chain standards and initiatives is key to ensuring the relevance of RJC within the industry, and the continued uptake of responsible business practices amongst supply chain actors. Especially for upstream companies who contribute to other value chains beyond the jewellery and watch industry and participate in other standards and initiatives.

- Economic instability due to recessions, and global health and environmental crises, have the potential to negatively impact on RJCs membership growth, due to the financial challenges facing companies, when commodity prices and purchases of non-essential items such as jewellery and watches are impacted. In such catastrophic events, we believe that the work of the RJC is even more important for the future. By putting strong emphasis on accountability of businesses to people and planet, we can be confident of our industry's long-term success.

We recognise that RJC activities can lead to unintended consequences. Through an initial consultation in 2018, we identified the following:

- RJCs current rules on membership and certification scope enables companies to be certified at any level of the organisation. This was initially designed to improve the inclusivity and participation, however this poses a credibility risk to RJC, if members make misrepresentations about the scope of their certification to stakeholders.

- The requirements of the standard and certification scheme at any given time may disproportionately affect smaller scale operators such as SME and ASM and create a barrier to participation or lead to resignation. This may influence RJCs ability to achieve the collective positive impact it sets out in its roadmap, as many challenging issues lie in small scale operations where RJC has the potential to have the biggest impact in terms of improved business practices.

- Similarly, RJC endeavours to ensure that its standards remain relevant and best practice, however in raising the bar with each revision of the standard, RJC certification may set the bar too high, creating barriers to participation in parts of the supply chain where improvements are most required. Conversely, by setting the bar too low, it increases the risk of RJC effectively certifying "business as usual" and being perceived as a mechanism for 'greenwashing' with limited positive impact.

- The existence of, and the investment in activities such as advocacy and partnerships with the UNGC by RJC (alongside other initiative and regulatory measures) can help improve general standards across the industry, and not just those organisations specifically engaged in the RJC

- We were founded on a collaborative platform in 2005 by 14 industry leaders, and now represent 1250 members[60] who play an active role in the governance of the organisation, dedicating resources to ensure RJC remains relevant and practical for the industry. Industry dominance in our governance composition may lead to diminished stakeholder trust and credibility.

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