



**Compliance Report on Jewellery and Watchmaking Activities with the Responsible Jewellery
Council's Code of Practice (COP) and Chain of Custody (COC) Standards**

September 2025



The Responsible Jewellery Council (RJC) is an international non-profit organisation that brings together companies across the jewellery, watchmaking, and gemstone supply chain. The RJC's mission is to certify best practices for businesses involved in the supply chain of diamonds, coloured gemstones, gold, silver, and platinum group metals—from mining to retail. The RJC Code of Practice (COP) and Chain of Custody (CoC) standards address responsible sourcing in the jewellery and watchmaking industries, as well as ethical business conduct.

RJC Code of Practice Standard - COP

1. The standard sets requirements for business ethics, human rights, and social and environmental performance
2. Certification is mandatory for RJC members
3. It is supported by third-party audits conducted according to RJC-defined rules

RJC Chain of Custody Standard - CoC

1. It ensures the traceability of products in accordance with responsible sourcing rules.
2. It is voluntary for RJC members.
3. It applies to gold, silver, and platinum group metals.
4. It begins at the metal extraction or recycling stage and applies throughout the value chain.
5. It enables companies to demonstrate to their customers and partners that they source responsibly.
6. It is supported by third-party audits conducted according to RJC-defined rules.

Supply Chain Monitoring and Management

The Hermès Jewellery division and Hermès Horloger conduct annual audits of their suppliers and subcontractors on the basis of a detailed risk analysis covering the entire value chain, extending beyond direct suppliers. This analysis covers a range of topics such as respect for human rights and working conditions, respect for the environment and the fight against corruption and money laundering.

The risk analysis results in prioritisation of supplier audits. The conclusions of the audits give rise to recommendations, an action plan and follow-up. The Jewellery division and Hermès Horloger apply the OECD guide on the responsible sourcing of minerals and its supplement for gold, and require their partners to apply this guidance. The audits carried out therefore take into account its recommendations and include control criteria relating to the absence of serious violations of human rights in the context of the extraction, transport or trading of minerals, such as the worst forms of child labour and forced labour.

No serious human rights violations as defined by the aforementioned OECD guide were noted in 2024. In addition to the supplier audits common to the entire Hermès Group, verifications specific to the jewellery-watchmaking sector are carried out. They concern in particular the traceability of raw materials as well as the integrity of supply chains in terms of subcontracting. In the specific case of diamonds, traceability audits include verification of compliance with the Kimberley Process and the World Diamond Council System of Warranties.

Kimberley process

The Kimberley Process is a permanent international forum mandated by the United Nations, where governments, civil society, and the World Diamond Council work together to eradicate conflict diamonds while helping to protect the legitimate trade in rough diamonds. The Kimberley Process Certification Scheme (KPCS) sets the rules governing the export of rough diamonds. The KPCS has established a set of minimum requirements that each participating state must meet. The KP is not, strictly speaking, an international organization: it has no permanent offices or staff. It relies on contributions—based on the principle of "burden sharing"—from participants, supported by observers from the industry and civil society. The KP also cannot be considered an international agreement from a legal standpoint, as it is implemented through the national legislation of its participants.



World Diamond Council (WDC) System of Warranties

Founded in 2000, the World Diamond Council officially represents the diamond and Jewellery industry within the Kimberley Process (KP). In 2002, the WDC launched its System of Warranties (SoW) to complement the KP Certification Scheme (KPCS), extending the assurance of conflict-free origin from rough diamonds to polished diamonds and diamond Jewellery. In 2021, the WDC expanded the scope of its System of Warranties to include universally accepted principles of human rights, labor rights, anti-corruption, and anti-money laundering, all of which are enshrined in the SoW guidelines. This enhancement strengthened its role as a valuable framework for industry self-regulation.