

RJC COMMITMENT 2020

1. BAUD Industries is a world-leading company specialised in Bar Turning. This policy confirms BAUD Industries' commitment to respect human rights, avoid contributing to financing conflict and comply with all relevant UN sanctions, resolutions and laws.
2. BAUD Industries is a certified member of the Responsible Jewellery Council (RJC). As such, we commit to proving, through independent third-party verification, that we:
 - respect human rights according to the Universal Declaration of Human Rights and International Labour Organization Fundamental Rights at Work;
 - do not engage in or tolerate bribery, corruption, money laundering or finance of terrorism;
 - support transparency of government payments and rights-compatible security forces in the extractives industry;
 - do not provide direct or indirect support to illegal armed groups;
 - enable stakeholders to voice concerns about the jewellery supply chain.
3. We are also committed to using our influence to prevent abuse by others.
We require a formal commitment from our suppliers to comply with RJC supply chain requirements. We are committed to dealing with all reports and complaints regarding non-compliance with RJC requirements and to addressing identified risks to the best of our ability.
4. With regard to serious abuses related to gold mining, transportation or trade, we will not tolerate, profit from, contribute to, assist or facilitate the following acts:
 - torture, cruel, inhuman and degrading treatment
 - forced or compulsory labour
 - child labour
 - human rights violations and abuses, war crimes, violations of international humanitarian law, and crimes against humanity or genocide.We will immediately stop working with our upstream suppliers if we discover a reasonable risk that they are committing the abuses described in paragraph 4 or that they are acting on behalf of, or are related to, anyone who commits such abuses.
5. Regarding direct or indirect support to non-state armed groups, we will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring gold from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:
 - controlling mine sites, transport routes, gold trading points and upstream participants in the supply chain
 - tax or extort money or gold at mine sites, along transportation routes or at points where gold is traded, or from intermediaries, export companies or international traders.We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups as described in paragraph.

6. With regard to public or private security forces, we affirm that the role of public or private security forces is to ensure the security of workers, facilities, equipment and property in accordance with the law, including laws guaranteeing human rights. We will not provide any direct or indirect support to public or private security forces that commit the abuses described in paragraph 4 or act illegally within the meaning of paragraph 6.

7. With regard to corruption and fraudulent statements about the origin of gold, we will not offer, promise, give or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of the gold, or to misrepresent the taxes on the transport and export of gold.

8. With respect to money laundering, we will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk arising from or in connection with the extraction, trade, handling, transport or export of gold.

February 14th, 2020,

Valentin Besson
BIS Manager



Marie-Mérodie Torrequadra
Quality Manager

