

Jewelers of America Social, Ethical and Environmental Framework

(1) OUR RESPONSIBILITIES

Jewelers of America is the national association for the retail jeweler.

Our prime responsibility is to our members, for whom we exist. Our mission is to assist all members in improving their business skills and profitability. Maintaining a good reputation is an important element of maintaining profitability. We therefore encourage our members to discharge their responsibilities to their stakeholders, including their employees, customers, business partners, communities in which they operate, and to the country in a manner that is consistent with the mission and framework. We also encourage members to work collaboratively to address social, ethical and environmental issues that impact on our industry.

(2) OUR MISSION

Our mission statement reflects these responsibilities.

“Jewelers of America is the national association for the retail Jeweler. Jewelers of America is both a center of knowledge for the jeweler and **an advocate for professionalism and high ethical, social and environmental standards in the jewelry trade**. The Jewelers of America’s mission is to assist all members in improving their business skills and profitability. Jewelers of America will provide access to meaningful educational programs and services, leadership in public and industry affairs, and encourage members with common interests to act in their and the industry’s best interests.”

The objective of this framework is to assist us in achieving our mission, with particular focus on being an advocate for high social, ethical and environmental standards in the jewelry trade.

The framework assists by outlining a Statement of Principles and we encourage our members to adopt practices in their operations that support the Statement. The framework then lays out the implementing activities that we will employ to facilitate the achievement of these Principles.

(3) OUR STATEMENT OF PRINCIPLES

The principles Jewelers of America expects its members to adhere to are:

(i) Respecting Human Rights

We expect Human Rights to be respected within the sphere of our members’ influence. We explicitly support the Universal Declaration of Human Rights (UDHR) and in doing so expect our members to support activities that assist in bringing to life the UDHR throughout their spheres of influence.

(ii) Respecting Labor Rights

We expect Labor Rights to be respected within the sphere of our members’ influence. We explicitly support the eight fundamental conventions of the International Labour Organisation (ILO) and in doing so expect our members to support activities that assist in bringing to life these core conventions throughout their spheres of influence. These fundamental conventions cover the protection of the right to freedom of association and collective bargaining, the elimination of forced

and compulsory labor, elimination of discrimination in respect of employment and occupation and the abolition of child labor. Furthermore, we expect our members to provide a healthy and safe environment for their employees and their customers.

(iii) Protecting the Environment

We expect the Environment to be protected with the sphere of our members' influence. This includes undertaking initiatives to promote greater environmental responsibility along the entire Jewelry supply chain and encouraging the development and diffusion of environmentally friendly technologies.

(iv) Promoting Business Integrity

We insist on our members operating on principles of honesty, transparency, integrity and accountability in all aspects of their business. We also expect that our members promote these principles of Business Integrity throughout their spheres of influence. Matters of key concern in the area of business integrity include corruption, bribery, money laundering, fraud, conflicts of interest and incorrect accounting practices. The JA Code of Ethics and Standards for Professional Conduct guide our members conduct on this issue.

(v) Promoting Equitable Economic Development

By operating successful businesses, creating jobs, and building international supply chains, we believe that the jewelry industry has an important role to play in generating economic growth. However to be sustainable it is essential that the benefits of this economic development are spread equitably, this being important in both the developed and developing world. We expect our members to promote this equitable economic development throughout their sphere of influence.

(vi) Supporting Communities

We consider that our prime contribution to society can best be achieved through our members performing their basic business activities profitably and responsibly, thereby supporting the development of strong communities.

Through these principles Jewelers of America also explicitly supports the UN Global Compact.

(vii) Assisting with the Nation's War on Terrorism

We recognize our added responsibility to society can best be achieved through our members' compliance with the provisions of the USA PATRIOT ACT, and pledge to strive to stimulate their awareness, vigilance, and full cooperation in this regard through our annual program of trade education and communications.

(4) LIVING THE PRINCIPLES

We expect our members to strive to achieve these principles throughout their day-to-day business operations. We consider this day-to-day living of the principles vital, not only because it ensures the profitability and value of the jewelry industry, but also because it is the right thing to do.

We expect our membership to bring these principles to life within their 'sphere of influence'. That is, where a member has the ability to directly control or indirectly influence the implementation of the Principles, we expect this control or influence to be exercised.

Members 'spheres of influence' will vary, according to size of the organization and resources available, however we expect all members to strive to:

- Apply the principles to their own operations in the work and market place
- Use their influence to apply the principles through supply chain relationships, and
- Co-operate and support efforts within the industry and society that aim to address the issues embodied in the principles.

(5) JEWELERS OF AMERICA - IMPLEMENTING ACTIVITIES

Many of the social, ethical and environmental challenges that our members face, particularly those within the context of complex supply chains may be difficult for our members to influence individually. We believe in many cases the industry working together will leverage maximum change. With this in mind, Jewelers of America is committed to assisting our members and other stakeholders in achieving improved social, ethical and environmental performance of the jewelry industry.

Key implementing activities to be co-ordinated by Jewelers of America include:

- *Stakeholder engagement and long-term learning*: To maintain an ongoing awareness amongst members of social, ethical and environmental risks that the jewelry industry faces.
- *Policy and advocacy*: To communicate, encourage and facilitate best practice throughout the jewelry industry.
- *Codes of Ethics and Standards of Professional Conduct*: To outline the ethical standards that govern the conduct of our members activities in their own operations.
- *Transparency and accountability along supply chains*: To contribute towards the development of credible systems that improve social, ethical and environmental performance and thus the integrity of the jewelry supply chain.

Links

Jewelers of America explicitly supports:

- Universal Declaration of Human Rights: <http://www.udhr.org/>
- The International Labour Organisation: <http://www.ilo.org/>
- The UN Global Compact: <http://www.unglobalcompact.org>
- The USA PATRIOT ACT (Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism. http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2001_presidential_documents&docid=pd29oc01_txt-26

1 The United Nations Global Compact

At the World Economic Forum, Davos, on 31 January 1999, UN Secretary-General Kofi A. Annan challenged world business leaders to "embrace and enact" the Global Compact, both in their individual corporate practices and by supporting appropriate public policies.

He set out ten principles, which cover the areas of human rights, labor, environment and anti-corruption:

1.1 Human Rights

The Secretary-General asked world business to:

Principle 1: support and respect the protection of international human rights within their sphere of influence;
and

Principle 2: make sure their own corporations are not complicit in human rights abuses.

1.2 Labor

The Secretary-General asked world business to uphold:

Principle 3: freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

1.3 Environment

The Secretary-General asked world business to:

Principle 7: support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

1.4 Anti-Corruption

The Secretary-General asked world business to:

Principle 10: businesses should work against all forms of corruption, including extortion and bribery.

2 International Labour Organisation

2.1 History and Mandate

The International Labour Organisation is the UN agency that seeks the promotion of social justice and internationally recognised human and labor rights. It was founded in 1919 and is the only surviving major creation of the Treaty of Versailles, which brought the League of Nations into being, and it became the first specialised agency of the UN in 1946.

The ILO formulates international labor standards in the form of Conventions and Recommendations setting minimum standards of basic labor rights: freedom of association, the right to organise, collective bargaining, abolition of forced labor, equality of opportunity and treatment, and other standards regulating conditions across the entire spectrum of work related issues.

2.2 Fundamental conventions of the ILO

Eight conventions are considered the fundamental conventions of the ILO, excerpts of these are outlined below:

2.2.1 Convention 87 – ‘Freedom of Association and protection of the Right to Organise’ (1948)

“Workers... shall have the right to establish and... to join organisations of their own choosing”

“Workers... shall have the right to draw up their constitutions and rules”

“Workers... organisations shall have the right to establish and join federations and... shall have the right to affiliate with international organisations.

2.2.2 Convention 98 – ‘Right to Organise and Collective Bargaining’ (1949)

“Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment”

“Workers and employers associations shall enjoy adequate protection against any acts of interference by each other...”

“... Where necessary to encourage and promote the full development... of voluntary negotiations between employers and workers associations”.

2.2.3 Convention 29 – ‘Forced Labour’ (1930)

“Each member of the ILO which ratifies this Convention undertakes to suppress the use of forced or compulsory labour in all its forms within the shortest possible period”

2.2.4 Convention 105 – ‘Abolition of Forced Labour’ (1957)

“Each member of the ILO which ratifies this Convention undertakes to suppress and not make use of any form of forced or compulsory labour:

As a means of political coercion or education or as a punishment for holding or expressing a political view

As a method of mobilising and using labour for purposes of economic development

2.2.5 Convention 100 – ‘Equal Remuneration’ (1951)

“Each member shall... promote and... ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value”

2.2.6 Convention 111 – ‘Discrimination’ (1958)

“...to declare and pursue a national policy designed to promote... equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination”.

2.2.7 Convention 138 – ‘Minimum Age’ (1973)

“... undertakes to pursue a national policy designed to ensure the effective abolition of child labour...”

“The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling, and in any case, shall not be less than 15 years.

“... a member whose economy and educational facilities are insufficiently developed may, after consultation... initially specify a minimum age of 14 years

Recommendation 146:

“Minimum age should be fixed for all sectors of activity”

“Members should take as their objective the progressive raising to 16 years of the minimum age”

“Where minimum age... is still below 15 years, urgent steps should be taken to raise it to that level.”

“Where the minimum age for admission to types of work which are likely to jeopardise the health, safety or morals of young persons is still below 18 years, immediate steps should be taken to raise it to that level.

“...special attention should be given to:

provision of fair remuneration, bearing in mind equal pay for equal work

strict limitation of the hours spent at work... so as to allow enough time for education

granting... of 12 hours night rest and customary weekly rest days

granting of an annual holiday with pay of at least 4 weeks, and not shorter than that granted to adults.

2.2.8 Convention 182 – ‘Worst Forms of Child Labour’ (1999)

“...The elimination of the worst forms of child labour as a matter of urgency”

In this case ‘the worst forms’ can be defined as: slavery/ prostitution/ illicit activities/ any activities causing harm and a child is defined as: any under 18 years old.

3 Universal Declaration of Human Rights

The Universal Declaration of Human Rights was negotiated under the auspices of the United Nations and was adopted (without dissent) by the UN's General Assembly on December 10, 1948. The UDHR is outlined below:

“This Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3

Everyone has the right to life, liberty and security of person.

Article 4

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6

Everyone has the right to recognition everywhere as a person before the law.

Article 7

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9

No one shall be subjected to arbitrary arrest, detention or exile.

Article 10

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11

(1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

(2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13

(1) Everyone has the right to freedom of movement and residence within the borders of each State.

(2) Everyone has the right to leave any country, including his own, and to return to his country.

Article 14

(1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.

(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15

(1) Everyone has the right to a nationality.

(2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16

(1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

(2) Marriage shall be entered into only with the free and full consent of the intending spouses.

(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17

(1) Everyone has the right to own property alone as well as in association with others.

(2) No one shall be arbitrarily deprived of his property.

Article 18

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20

- (1) Everyone has the right to freedom of peaceful assembly and association.
- (2) No one may be compelled to belong to an association.

Article 21

- (1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
- (2) Everyone has the right to equal access to public service in his country.
- (3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23

- (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
- (2) Everyone, without any discrimination, has the right to equal pay for equal work.
- (3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
- (4) Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25

- (1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
- (2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26

- (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
- (2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms.

It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27

(1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29

(1) Everyone has duties to the community in which alone the free and full development of his personality is possible.

(2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

(3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.”