



The Creative Jewellery Group
Responsive · Innovative · Knowledgeable

Company Integrity and Ethics Policy Statement

The company makes every effort to work with both its customers and suppliers ensuring that the company's expectations and quality standards meet national and international laws and regulations.

The company is aware of the moral and ethical issues that surround the consumables that are used in the manufacture of its products and therefore makes every effort to ensure that they are purchased through approved sources. The suppliers (which include companies for the purchase of diamonds, precious metals, etc.; this is not an exhaustive list) are encouraged and influenced to operate to similar standards and where reasonably practical are able to trace raw materials back to their origin.

The company does not knowingly purchase materials (precious stones or metal) from conflict areas. The following statement is carried on all invoices relating to diamond-set product which demonstrates the company's commitment.

"For any product fabricated from rough diamonds mined from January 1, 2003 onwards, the seller warrants that the diamonds have been purchased from legitimate sources not involved in funding conflict and are in compliance with United Nations Resolutions. The seller hereby guarantees that the diamonds are conflict free, based on personal knowledge and/or written guarantees provided by the supplier of these diamonds".

External suppliers are visited regularly and audits are conducted to ensure they conform to the ethical requirements stipulated by the Responsible Jewellery Council and any ethical issues raised are dealt with in a transparent manner so as not to infringe Human Rights and are in compliance with United Nations Resolutions.

The company not only takes responsibility for the human rights of its suppliers to the company but is mindful of the rights of both its employees and its customers. It makes every effort to ensure these rights are not breached or in conflict with UN legislation and various process and procedures are used to implement and monitor them; these take in both national and international legislation. The welfare of the company's employees is taken seriously and the company handbook details employment, benefits, codes of conduct and policies and procedures. The company will also use outside consultants where appropriate e.g. health and safety to keep up to date with legislation.

As a company we also understand the impact we have on the environment and therefore take every opportunity to reduce this effect by technological innovation; by searching for better ways of doing things; through the use of risk management, to minimize the impact our processes have on the environment; and using the correct recycling and disposal methods for the product and waste we produce.

It is the responsibility of the directors and senior managers of the company to make sure all employees are fully aware of these policies and contribute to making them work as well as continually try to improve these values and where failings occur, bring them to the attention of the management team so that they can be investigated and corrected.

Andrew J Morton

Managing Director