

 Supply Chain Policy	Doc Ref	RJC001
	Version	3
	Issue Date	05/09/2025
	Date of Next Review	05/09/2026
	Owner	Operations Director
	Approved by	Operations Director

Purpose

The Weston Beamor Creative Group is the largest manufacturer of jewellery in the UK. Most of our products are produced in-house, but we also source finished goods, part-assembled products, and raw materials. This policy confirms our commitment to respect human rights, avoid contributing to the finance of conflict, comply with all relevant UN sanctions, resolutions, and laws, and to align with the Responsible Jewellery Council (RJC) Code of Practices 2024.

Scope

The Weston Beamor Creative Group is a certified member of the Responsible Jewellery Council (RJC). We commit to proving, through independent third-party verification, that we:

- Respect human rights according to the Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and 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.
- Implement the OECD five-step framework as a management process for risk-based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

We also commit to using our influence to prevent abuses by others by supporting our suppliers—through education of requirements, corrective action plans, and listening to concerns from interested parties.

Environmental and Natural Capital Commitments

We recognise our responsibility to minimise environmental impacts across our operations and supply chain. We commit to:

- Identify, monitor, and reduce greenhouse gas emissions, energy, and water consumption.
- Minimise waste generation and promote recycling, reuse, and responsible disposal practices.
- Assess and mitigate impacts on biodiversity and natural resources.
- Adopt international environmental standards when local regulation is absent or insufficient.
- Set annual targets and continuously improve environmental performance.

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Diversity, Equity and Inclusion (DEI)

We are committed to fostering a diverse, equitable, and inclusive workplace and supply chain. This includes non-discrimination, equal opportunities in recruitment and progression, and respect for all individuals regardless of background, identity, or beliefs.

Provenance and Product Claims

We will ensure that any provenance or product claims we make (e.g., origin, recycled, ethical sourcing) are substantiated with documented evidence, verified through due diligence, and transparently communicated to customers and stakeholders. Training will be provided to relevant staff, and customers will have channels to query or challenge such claims.

Supplier Due Diligence

We will conduct risk-based due diligence on all suppliers, including assessment at onboarding, periodic monitoring, and corrective action plans where risks are identified.

Grievance Mechanism

We are committed to ensuring all stakeholders—including suppliers, employees, communities, and customers—have access to a transparent grievance mechanism. Grievances may be raised informally with the main point of contact or submitted anonymously via email at supplierrelations@domino-wb.co.uk. All grievances will be investigated, tracked, resolved, and periodically reviewed for effectiveness.

Monitoring, KPIs and Continuous Improvement

We will track key performance indicators (KPIs) related to human rights, environment, provenance claims, and supplier due diligence. Annual management reviews will assess performance and drive continuous improvement. Results and progress will be reported publicly to ensure transparency.

Security Forces

We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment, and property in accordance with the rule of law, including guarantees of human rights.

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We will align our practices with the **Voluntary Principles on Security and Human Rights** and will not provide direct or indirect support to security forces that commit human rights abuses.