

Weston Beamor Creative Group RJC activity report 2024

1. Introduction

The Weston Beamor Creative Group consists of Domino Jewellery and Weston Beamor. Both companies are involved in the manufacture or supply of precious metal jewellery. The WB creative group is committed to ensuring all products manufactured by or for them are done in an ethical and sustainable manner. WB creative group has been accredited by the RJC since 2015 demonstrating the commitment to improve standards and work to the principles of the RJC. This report highlights the activities undertaken by the businesses in 2024 to ensure compliance and also increase standards where possible.

2. Supply Chain Management

- Traceability of materials. As a group we take the source of our materials seriously. We predominantly work with recycled metals using RJC accredited sources. Where non-recycled or non-accredited sources are used, we work with our suppliers to establish origin of precious metals back to smelter. We only approve metal sourced through smelters who are recognised by the Responsible Miners Initiative. This review is carried out annually in Q1 of the financial year.

Our diamonds are predominantly sourced through RJC accredited suppliers, if accredited sources are not available a supply chain questionnaire has to be completed and adherence to the Kimberly protocol demonstrated. In 2024 we introduced origin tracing questions to ensure Russian diamonds are not used in our supply chain in accordance with G7 sanctions.

- Due diligence processes. All suppliers have to complete a supplier assessment which comprises of third-party accreditations, third party audits, product and supply chain questionnaires. The information is collated and reviewed by senior management who approve or discount the supplier to be added to the approved supplier list. Third party audits are conducted on a schedule determined by risk and previous audit outcome and can be 6, 12, 18 or 24 months. These are reviewed by senior management and the decision made if they stay on the approved supplier list. Suppliers who do not engage in correcting non conformances or implementing improvements are removed from the approved supplier list. In 2024 one supplier was removed for this reason.
- Engagement with suppliers. All key suppliers have been visited in person by members of the buying teams and senior management, Openness and support is always encouraged by the WB group and sharing of key practices and policies is commonplace. It is highly important to the WB group that suppliers are valued and respected to ensure harmonious and productive relationships are maintained.

3. Human rights and social impact

All suppliers of the WB group have to adhere to the supply chain policy which has been created in conjunction with the COP provisions of RJC practices. No suppliers will be

approved without this agreement which is also verified through ethical audits conducted by independent auditors.

The WB group sets out to create a positive impact on the local community recognising the importance that it plays in providing educational, training and job opportunities. In particular the jewellery quarter in Birmingham which is the largest manufacturing base of jewellery also has areas of deprivation with 70% of high school pupils eligible for free school meals. The local area schooling is over 90% BAME pupils who are underrepresented in the jewellery trade. WB group works with two local schools to provide training, projects, equipment and work experience to provide more opportunities in their careers. The WB group also works with a local academy funded by the Goldsmiths and DeBeers to deliver more training to people in long term unemployment, black and ethnic minorities. This provides an invaluable route into work with many trainees taking up permanent employment in the group.

Sponsorship of the local jewellery school, Goldsmith's centre through competitions is undertaken every year with financial prizes and work experience offered.

The WB group is a regular donor to the Benevolent society supporting people within the trade.

4. Environmental sustainability

The WB group recognises the importance of sustainable practices and the senior leadership team have committed to implementing more policies and practices to encourage more awareness and improved practices within the group. The group will be applying for B Corp accreditation in 2025 to reflect the new practices adopted within the group. In 2024 significant investment was made in solar panels to reduce the reliance on fossil fuels. A carbon net zero strategy has been developed in conjunction with ESRS long term strategic objectives.

5. Labour practices

In 2022 the WB group became an accredited living wage provider to further reinforce the commitment to improving workers living and working standards. Regular one to one review meetings are conducted with every member of staff.

2024 saw the implementation of the "Stepping Stones" development programme, application was open to every employee and provides a framework for personal development and future succession planning.

Overtime and outwork are utilised in peak production times but monitored by the direct manager to ensure excessive hours are not worked. Times are recorded in the company T+A system used to enter and leave the buildings.

Temporary labour is only sourced from recruitment agencies who do not employ zero hours contracts and pay holiday and sick leave.

6. Product Integrity

All Finished products are subject to goods in inspection and material screening, products are selected using defined AQL inspection levels and subject to in house QC testing, diamond screening, REACH compliance testing and Anchorcert Pro testing as required. REACH compliance and Anchorcert Pro are tests conducted independently by the Birmingham Assay office who hold UKAS accreditation. These results are reviewed, and any failures reported to

senior management. In 2024 new GPSR processes and testing were introduced to ensure group compliance. Cookson CLAL were appointed as the EU representative for the WB group.

7. Stakeholder Engagement

- in 2024 all key suppliers have been visited through the course of the year. A series of customer forums have been held to identify customer requirements and areas of improvement as a business. All customers have an identified point of contact within the businesses.

8. Future goals and commitments

2024 has been a challenging year in the UK with retail confidence low due to increasing living costs, fuel and interest rate rises. The business has committed to developing all staff and has invested extensively in training and development which will continue into 2025.

A 5 year strategic plan has been developed in line with the EU ESRS standards with ambitious plans to reduce carbon footprint, climate impact and increased staff development.