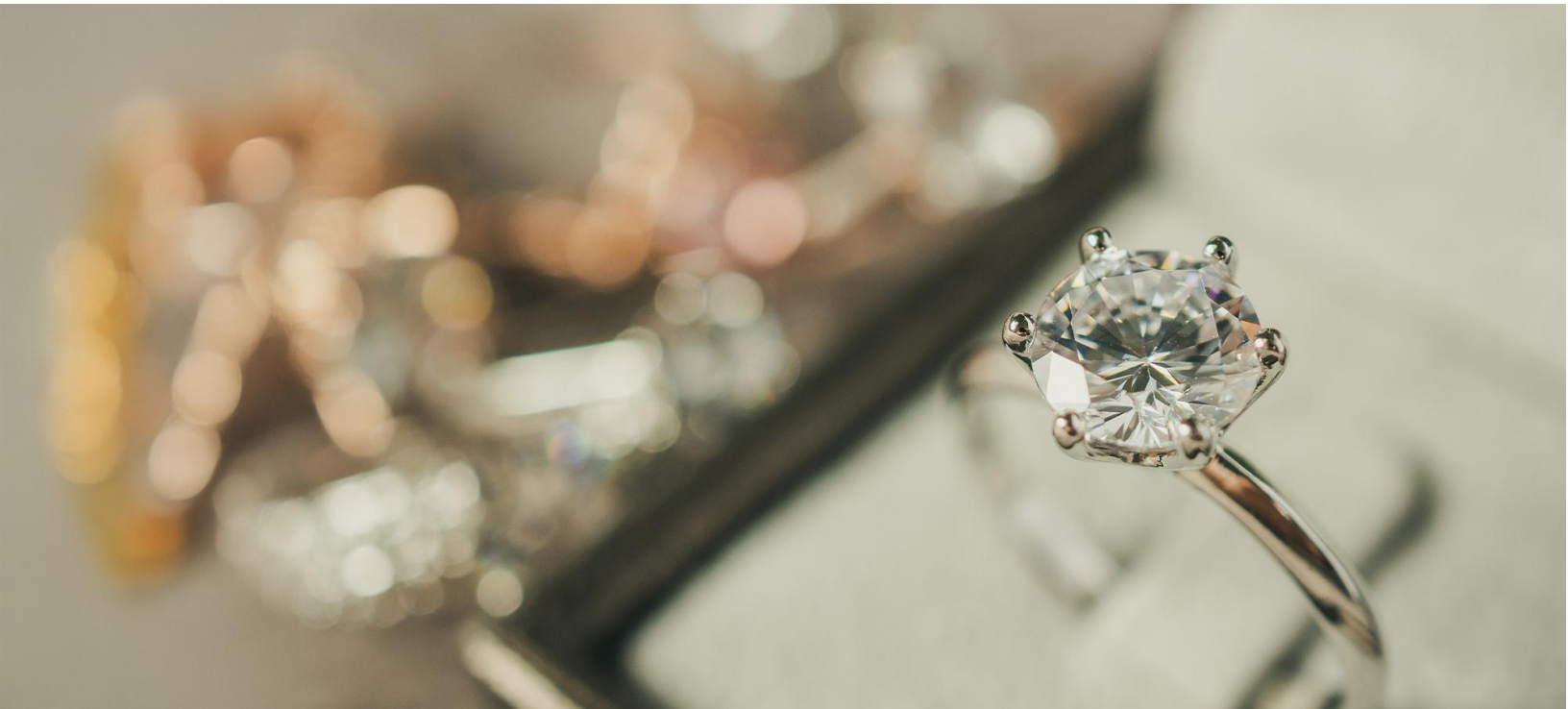




SCS Certification Standard for Sustainably Produced Gemstones

Applicable to Diamonds, Emeralds, Rubies, and
Sapphires

SCS-007



Version 2.0 – April 2026



SCS standards
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Record of Revisions

This Standard is periodically updated. It is the responsibility of the document reader to ensure the use of the most current version of the document.

Version History:

Version:	Release date:	Remark/changes:
V1.0	March 2024	Original Version
V2.0	April 2026	Major changes include: <ul style="list-style-type: none">Expansion of scope to include emeralds, rubies, and sapphires;Replacement of mining requirements with recognition of IRMA-100 achievement for mined gemstones;Revision of traceability requirements;Revision of claims requirements;Addition of Trailblazer categories; andUpdate of Sustainability Pillars.

1. Introduction

1.1 Purpose

- 1.1.1 The purpose of this Standard is to establish a uniform and credible basis for independently assessing and certifying the environmentally and socially responsible production and handling of gemstones (understood as diamonds, emeralds, rubies, and sapphires), and for supporting business and consumer-facing claims for such gemstones.

1.2 Intended Users

- 1.2.1 This Standard is intended for use by Producers (including laboratory-grown gemstone producers and gemstone mines that have achieved an Initiative for Responsible Mining Assurance, or IRMA, level 100), Handlers (including Cutters and Polishers, and Jewelry Manufacturers), Retailers, Brokers, and Wholesalers involved in the gemstone value chain.

1.3 Language

- 1.3.1 The verb “shall” is used in criteria to indicate a requirement of the standard. The verb “can” is used to express an ability to perform an action. The verb “may” is used to express permission to perform an action that is not a requirement. The verb “might” is used to express a condition that could potentially exist. Word spellings are American English, unless referring to specific organizations or documents.

2. Scope, Structure, and Conformance

2.1 Scope and Limitations

- 2.1.1 The Standard covers the entire value chain, from gemstone production to retail.
- 2.1.2 The requirements in this Standard apply to the following products:
- 2.1.2.1 Diamonds, emeralds, rubies, and sapphires (hereafter referred to as gemstones) and gemstone parcels that are:
- a) manufactured from:
 - i. a rough gemstone grown in a laboratory that is certified to this Standard, or
 - ii. a mine that has reached an IRMA-100 achievement level and has met all SCS-007 requirements that are not already met by its IRMA achievement;
 - b) cut and polished by a certified Handler;
 - c) for individual gemstones, marked by a unique identifier (e.g., engraving or inscription on the girdle of the certified gemstone); and

d) traceable through iTraceiT.¹

2.1.2.2 Gemstone jewelry that:

- a) is manufactured by a certified Handler;
- b) includes only certified gemstones or gemstones derived from a certified gemstone parcel that are listed as Sustainably Produced in iTraceiT; and
- c) is marked by a unique identifier (e.g., engraving or inscription on an earring post).

2.1.3 The requirements in this Standard do not apply to ancillary materials.

2.1.4 Conformance to this Standard does not grant or imply conformance with any other external standard or guidance.

2.2 Structure and Conformance

2.2.1 The Standard’s criteria fall under Sections 5-8 as shown in Table 3. Each section is divided into principles that contain one or more criteria. Criteria, in turn, are comprised of specific requirements, referred to as indicators.

2.2.1.1 To achieve certification, an entity must meet all applicable indicators, as indicated in the “Type of Entity” column to the right of the indicators (see Table 1). For mines:

- a) Gemstone mines that have reached the IRMA-100 achievement level must meet the requirements listed as applicable to mines;² and
- b) Gemstone mines that have reached IRMA achievement levels 50 or 75 may be eligible to enter the SCS-007 chain of custody once they have met the requirements listed as applicable to mines, as well as all other SCS-007 requirements that are not already met by their IRMA achievement.³

Table 1. Applicability Column Legend

Symbol	Significance
√	Indicates clauses that are applicable to the entity type.
√*	Indicates clauses that are met through IRMA-100 achievement.
N/A	Indicates clauses that are not applicable to the entity type.

¹ At the time of publication, iTraceiT is the sole traceability database recognized by SCS-007.

² Bundled IRMA and SCS-007 audits are allowed.

³ Benchmarking to establish equivalency may be conducted by an approved SCS-007 Certification Body with approval from SCS Standards.

2.2.1.2 The certification period for Producers and Handlers is one year, with annual third-party recertification audits to maintain valid certification.

2.2.1.3 Retailers, Brokers, and Wholesalers are eligible to become authorized under SCS-007 if they meet all applicable indicators. To become an “Authorized [Retailer/Broker/Wholesaler],” the entity must sign and return to the certification body an attestation form (see Appendix A) confirming that they meet all applicable indicators. In order to maintain authorization status, the entity is required to return an updated attestation form at least every three years.

2.2.1.4 Non-certified contractors must be included in the scope of certification of the entity. Based on activities conducted by the non-certified entity, a site visit may be included as part of the entity's audit.

2.2.2 Indicators are categorized as Tier 1 or Tier 2. Conformance thresholds for Tier 1 and Tier 2 indicators by certification year are shown in Table 2. The percentage of total Tier 2 indicators in the Standard that must be met increases from 70% at the time of initial certification to 100% at recertification.

2.2.3 In addition to meeting Tier 1 and 2 indicators, an entity can opt to meet Trailblazer requirements that allow it to achieve recognition under one or more of the following Trailblazer categories, which promote the following best practices:

- 100% Renewable Electricity;
- Supply Chain Climate Responsibility; and
- Sustainable Impact Investor.

Table 2. Conformance Thresholds by Certification Year

Certification Year	Conformance Thresholds for Applicable Tier 1 and Tier 2 Indicators	
	Tier 1	Tier 2
Initial certification (Year 0)	100%	70%
Recertification (Year 1 and beyond)	100%	100%

Table 3. Total Number of Indicators by Tier

Section	Tier 1	Tier 2	Trailblazer	Total
Section 5. Social Responsibility and Governance Criteria	70	46	1	117
Section 6. Environmental Criteria	14	12	4	30
Section 7. Traceability Criteria	11	1	N/A	12
Section 8. Public Assertions Criteria	13	N/A	N/A	13
Total	108	59	5	172

2.2.4 Rules for Nonconformities

2.2.4.1 At initial certification, all Tier 1 and applicable Tier 2 nonconformities (i.e., 70% of Tier 2 indicators) issued at an initial audit must be “closed” (i.e., satisfactorily addressed) before a positive certification decision can be made or any gemstone can be certified.

2.2.4.2 Following subsequent audits, Tier 1 nonconformities must be closed before a positive recertification decision can be made, and all Tier 2 nonconformities must be closed at the time of the following audit (i.e., at recertification). If closure of the nonconformity(ies) has not occurred, the certificate will be suspended until the nonconformity(ies) are closed. Suspension duration cannot exceed six months, after which time the certificate is terminated if the nonconformity(ies) have not been closed.⁴

2.3 Certification Claims

2.3.1 Producers and Handlers who are successfully certified to the Standard will be entitled to make the claim that they are a “Certified Sustainably Produced [Gemstone, Diamond, Emerald, Ruby, Sapphire] [Entity]” (e.g., “Certified Sustainably Produced Diamond Handler”) and to use the corresponding SCS-007 trademarked certification mark in approved marketing and sales applications.

2.3.2 Only certified entities can make claims about their certified gemstones, certified gemstone parcels, or certified gemstone jewelry items (hereinafter referred to as certified material). Authorized entities (i.e., wholesalers, brokers, and retailers) can only make claims about certified material if the certified material is accompanied by an individual Gemstone or Gemstone Jewelry Item Certificate.

2.3.3 In addition, entities whose operations are certified to the Standard can make complementary claims, all of which are inherently built into the Standard’s Sustainability Pillars:

- Good Governance;
- Traceability;
- Environmental Stewardship;
- Social Responsibility; and
- Climate Responsibility.

⁴ During the period of suspension, the entity cannot claim to produce, handle, or trade Certified Gemstones. If reinstated, those gemstones may be eligible for certification.

2.4 Complaints and Appeals

- 2.4.1 An applicant or certified entity has the right to appeal a certification decision within 30 days of receiving the final report. Appeals must be submitted to the certification body for evaluation and resolution.
- 2.4.2 Complaints are handled directly by the approved certification body. If a satisfactory resolution is not found, a complaint may be escalated to SCS Standards.

3. Normative References

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard
- Initiative for Responsible Mining Assurance (IRMA) Standard for Responsible Mining
- International Labour Organisation
 - Weekly Rest (Industry) Convention, 1921 (No. 14)
 - Forced Labour Convention, 1930 (No. 29)
 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
 - Equal Remuneration Convention, 1951 (No. 100)
 - Abolition of Forced Labour Convention, 1957 (No. 105)
 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)
 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
 - Minimum Age Convention, 1973 (No. 138)
 - Minimum Age Recommendation, 1973 (R. 146)
 - Occupational Safety and Health Convention, 1981 (No. 155)
 - Safety and Health in Mines Convention, 1995 (No. 176)
 - Worst Forms of Child Labour Convention, 1999 (No. 182)
 - Violence and Harassment Convention, 2019 (No. 190)
- Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs)
- SCS-007 Certification Body Requirements
- UN Principles on Business and Human Rights

4. Terms and Definitions

Terms and definitions applicable to the Standard and its Annexes are provided below:

Acquisition. The act of obtaining gemstones (e.g., purchase, consignment).

Ancillary Material. A material used to produce laboratory-grown gemstones, that:

- contributes to less than 1% of the production process, in either total mass or energy use, or is used in a minor amount compared to its resource base (e.g., water); and
- does not cause either observed or measurable environmental or human health impacts during its production or use.

Applicable Law. Laws of the country in which an organization is located. Host country law includes all applicable requirements (e.g., laws, rules, regulations, and permit requirements) from any governmental or regulatory agency. This could include applicable requirements at the federal/national, state, provincial, county, or town/municipal levels, or their equivalents in the country where the facility is located. Where applicable law is more stringent than the requirements of this Standard, applicable law has precedence.

Bribery. The offering, promising, giving, accepting, or soliciting of an advantage, as an inducement for an action that is illegal, unethical, or a breach of trust. Inducements can take the form of gifts, loans, fees, rewards, or other advantages (e.g., taxes, services, donations, favors).⁵

Broker. An entity that represents and sells certified material in business-to-business transactions, but that does not take physical possession of the material.

Business Partners. Organizations with direct business relationships engaged in buying or selling of a product or service that directly contributes to the mining, growing, manufacturing, or sale of gemstones and/or jewelry.

Certification Body. An SCS Standards-approved third-party organization authorized to conduct independent audits to assess conformance with this Standard.

Certified Gemstone. An individually identifiable diamond, emerald, sapphire, or ruby that is derived from a certified production operation. Certified gemstones may or may not be graded.

Certified Gemstone Parcel. A mix of traceable gemstones that are derived from a certified production operation, especially as dealt with in a commercial transaction.

Certified Jewelry Item. A piece of jewelry that contains only certified gemstones or gemstones derived from certified gemstone parcels that have corresponding iTraceIT entries, a unique identifier, and an accompanying sustainably produced gemstone jewelry certificate.

Certified Material. Gemstones, gemstone parcels, and gemstone jewelry items certified to this Standard.

⁵ Transparency International, *Anti-Corruption Glossary*, <https://www.transparency.org/en/glossary>.

Chain of Custody (CoC). The entities that take physical possession of certified material from the time the rough stone is produced to the time the certified gemstone or certified gemstone jewelry item is sold to an end consumer.

Child Labor. Employment of workers under the age of 15, or below the minimum age stated by applicable law, whichever is more stringent.

Claim. The oral, written, implied, or symbolic representation, statement, or advertising, or other form of communication presented to the public or buyers of products, that asserts a verified attribute of a product.

Collective Bargaining. All negotiations that take place between an employer, a group of employers, or one or more employers' organizations, and one or more workers' organizations, for:⁶

- determining working conditions and terms of employment;
- regulating relations between employers and workers; or
- regulating relations between employers or their organizations and a workers' organization or workers' organizations.

Conflict Affected and High-Risk Areas (CAHRA).⁷ Areas identified by the presence of armed conflict, widespread violence, or other significant risks of violent harm to people.

*Note: High-risk areas can include areas of political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure, and widespread violence. Such areas are often characterized by widespread human rights abuses and violations of national or international law.*⁸

Contractor. An individual or entity: 1) hired by a Producer to perform a function that is directly in contact with certified material, or an input used in the production of certified material; or 2) hired by a Handler to perform a function that is directly related to the cutting, polishing, manufacturing, or provision of laboratory services for certified material, whether on or offsite.

Corruption. The abuse of entrusted power for private gain.⁹

Counterparty. The opposite party in a financial transaction.

Cutter/Polisher. An entity responsible for cutting and polishing rough certified gemstones and/or gemstones derived from a certified parcel.

⁶ ILO C154 Article 2.

⁷ The list of CAHRAs can be found at: <https://www.cahraslist.net/cahras>.

⁸ OECD, Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition, April 2016: https://www.oecd.org/en/publications/2016/04/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas_g1g65996.html.

⁹ Transparency International, *Anti-Corruption Glossary*: <https://www.transparency.org/en/what-is-corruption>.

Due Diligence. An ongoing, proactive, and reactive process through which a company can identify, prevent, mitigate, and account for how it addresses its actual and potential adverse impacts as an integral part of business decision-making and risk management systems.

Note: Due diligence can help a company ensure that it observes the principles of international law and complies with domestic laws, including those laws governing the illicit trade in minerals and UN sanctions.

Effluent. Treated or untreated liquid waste or sewage discharged into the environment.

Emission. Discharge of a substance into the air, water, or ground, such as gas, liquid, particulate, radiation, or solid material.

Energy Attribute Certificate. A document that shows electricity was produced using renewable sources, with each certificate representing 1 MWh of renewable energy. Examples of EAC include Guarantee of Origin (EU), Renewable Energy Certificate system (RECs) (US, Canada), and International Renewable Energy Standard (i-RECs) (other parts of the world).

Facilitation Payments. Money paid to expedite an administrative process or otherwise receive preferential treatment.

Grading. The evaluation of a gemstone's physical characteristics, including, but not limited to, cut, clarity, grade, color, and/or carat weight.

Grading Laboratory. An independent entity that analyzes and provides detailed grading reports for individual cut gemstones and/or jewelry items.

Handler. An organization situated along the gemstone chain of custody that connects the Producer to the Retailer, Broker, or Wholesaler, and that takes physical custody of the stone, including cutters and polishers, jewelry manufacturers, and vertically integrated Producers. Grading laboratories are not considered Handlers.

Hazardous Waste. Waste with properties (e.g., ignitability, corrosivity, toxicity, reactivity) that make it dangerous or capable of having a harmful effect on human health or the environment. Hazardous waste is typically subject to regulatory oversight as defined by the applicable jurisdiction or regulatory body (e.g., the United States Resource Conservation and Recovery Act).

Human Rights. A set of inalienable rights and freedoms endowed equally to all men and women, including all the articles of the 1948 UN Universal Declaration of Human Rights applicable to companies.

Human Rights Violation. Any event during which a person is prevented the ability to exercise a human right.

iTraceiT. A blockchain database in which information about individual certified gemstones, certified gemstone parcels, and certified jewelry items is stored, with data sufficient to uniquely identify cut certified gemstones and certified jewelry items, that provides traceability back to the production source. iTraceiT is the sole traceability database recognized by SCS-007.

Jewelry Manufacturer. An entity that makes finished pieces of jewelry containing certified gemstones or gemstones derived from certified gemstone parcels that are ready for retail sale.

Know Your Counterparty (KYC). The process of obtaining and maintaining sufficient information regarding the persons or organizations with whom one conducts business, in order to avoid transactions that are in violation of laws, organization policies, or best practices.

Laboratory-Grown Gemstone. A gemstone produced in an environment manufactured to grow emeralds, rubies, diamonds, and/or sapphires with the same chemical, physical, and optical properties as a mined gemstone.

Local Community. People living in the geographical area of the entity who may be directly or indirectly impacted by the entity's operations.

Mother Stone. Refers to the rough laboratory-grown gemstone prior to manufacturing.

Non-Certified Stones. Gemstones that are not certified under this Standard.

Non-Hazardous Waste. Effluent and emission waste streams that are not classified as hazardous by a regulatory authority.

Origin. The location where a stone was originally created or mined. Also referred to as “source” or “provenance.”

Note: Origin refers to the site where the certified gemstone is originally produced. Origin does not refer to a site of material transformation.

Physical Characteristics. Unique attributes of a gemstone or a set of gemstones that can be physically or chemically tested.

Producer. An entity that operates a production operation involved in mining or creating gemstones. A Producer is also considered a Handler if it conducts Handler functions, i.e., a vertically integrated Producer that also cuts and polishes gemstones.

Product Disclosure. The provision of truthful information about materials within the scope of this standard that complies with the law, is not misleading or deceptive, and does not make material omissions, including whether gemstones are lab-grown.

Product Security. Efforts made by an organization to ensure that products are not stolen, lost, substituted, or damaged, such as the implementation of product security protocols and the use of tamper-evident packaging.

Production Operation. All industrial processes controlled by the Producer and its upstream suppliers that are connected to the manufacturing of gemstones.

Quality Management System. A set of policies, processes, and procedures required for planning and execution (e.g., production, development, service) in the core business area of an organization (i.e., areas that can impact the organization's ability to meet customer requirements, as defined in ISO 9001).

Renewable Energy Instrument. An Energy Attribute Certificate or other instrument that demonstrates the use of renewable energy resources.

Retailer. An entity selling gemstone or gemstone jewelry merchandise directly to end consumers.

Rough Gemstone. A gemstone in its original, uncut, and unpolished state.

Scope 1. Direct emission sources that are owned or controlled by a reporting company. For example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc., or emissions from chemical production in owned or controlled process equipment (source: GHG Protocol Corporate Standard).

Scope 2. Indirect emission sources from the generation of electricity, heat/cooling, or steam, that are consumed by a reporting entity client but are generated by sources owned and controlled by another entity (source: GHG Protocol Scope 2 Guidance).

Scope 3. Sources of all indirect GHG emissions (not included in Scope 2) that occur in the value chain of a reporting entity, including both upstream and downstream emissions (source: GHG Protocol Corporate Value Chain).

Stakeholder. An individual or organization with an interest in a particular decision, including those who make, or can influence, a decision, as well as those who are potentially affected by the decision. Stakeholders include non-government organizations, governments, rights-holders, indigenous peoples and sovereign nations, shareholders, workers, and local community members.

Supplier. An individual or entity hired by a Producer to supply a product used as an input in the production of certified gemstones or hired by a Handler to supply a product directly related to the cutting, polishing, or manufacturing of gemstones, or providing laboratory services for certified gemstones and/or certified gemstone jewelry, whether on or offsite.

Sustainability Investment. A financial investment or contribution that reduces climate impacts, benefits the environment, and/or benefits the health and well-being of workers and communities.

Sustainability Pillar. A central objective of the Standard. Five pillars are identified in this Standard: Good Governance, Traceability, Environmental Stewardship, Social Responsibility, and Climate Responsibility.

Sustainably Produced Gemstone Certificate. A document generated to provide information about an individual certified gemstone, required to accompany the gemstone from a certified Producer and handled by certified Handlers, with corresponding data in iTraceiT.

Sustainably Produced Gemstone Jewelry Certificate. A document generated to provide information about a certified gemstone jewelry item, required to accompany the item from a certified Handler, with corresponding data in iTraceiT.

Tamper-evident Container. A container having one or more indicators or barriers to entry which, if breached or missing, can reasonably be expected to provide visible evidence to the unaided eye that tampering has occurred.

Traceability. The ability to trace gemstones throughout the supply chain from a certified source (i.e., Producer) to the consumer, ensured through blockchain technology and validated through a third-party audit.

Unique Identification Reference Number. The identification number or code assigned to an individual gemstone, jewelry item, parcel, or container used for the purpose of tracking certified gemstones.

Wholesaler. An entity selling certified products in a business-to-business transaction that takes physical possession of the gemstone without modifying it.

Worker. A full-time, part-time, temporary, or contract employee who carries out work for compensation.

Worker Security. The measures and safeguards in place to protect workers from harm and ensure their physical and psychological safety.



SCS STANDARDS AND ASSURANCE SYSTEMS
Certification Requirements

5. Social Responsibility and Governance Criteria

5.1 Business Integrity

Principle: Conduct business with the highest degree of integrity in compliance with applicable laws and international agreements.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.1.1 Legal Compliance						
5.1.1.1	The entity shall comply with all host country laws and regulations that are relevant to its operations, or the requirements of this Standard, whichever is stricter. If compliance with this Standard conflicts with legal requirements in a given country, the entity shall demonstrate compliance with local laws.	1	√	√*	√	√
5.1.1.2	The entity shall establish and implement documented procedures to maintain awareness of, and ensure compliance with, applicable laws and international agreements, including: <ul style="list-style-type: none"> a. Identifying its legal obligations under relevant local and national laws; b. Monitoring relevant legal developments and areas of non-compliance risks; and c. Maintaining a list of relevant agreements, legislation, regulations, permitting, licensing, and disclosure requirements. 	2	√	√*	√	N/A
5.1.1.3	The entity shall report to relevant stakeholders on legal compliance failures and actions taken to address the non-compliance.	2	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.1.2 Responsible Business						
5.1.2.1	The entity shall commit to upholding the governance, environmental, and social performance principles addressed in this Standard, including: <ul style="list-style-type: none"> a. Making this commitment publicly available (e.g., on its website); b. Obtaining acknowledgement from workers, contractors, suppliers, and other business partners of said principles; and c. Requiring contractors, suppliers, and business partners to agree in writing to abide by its environmental, social, and governance principles. 	1	√	√*	√	N/A
5.1.2.2	The entity shall establish and implement environmental, social, and governance policies and procedures that apply to its own activities, as well as to work conducted on its behalf by contractors.	1	√	√*	√	N/A
5.1.2.3	The entity shall develop, maintain, and implement an internal audit procedure to ensure that it maintains conformance with the Standard.	2	√	√	√	N/A
5.1.2.4	If the entity identifies a nonconformity against this Standard, the entity shall remedy the nonconformity, conduct root cause analysis, take corrective action, and maintain records and documentation.	2	√	√	√	N/A
5.1.2.5	The entity shall identify the Producer(s) and facilities from whom they are obtaining certified material.	1	N/A	N/A	√	N/A
5.1.2.6	The entity shall assign at least one senior management member to have overall responsibility and authority for conformance with this Standard.	2	√	√	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.1.2.7	The entity shall undertake communications and conduct regular training (at least annually) to ensure that relevant personnel are aware of, and competent in, their responsibilities under the Standard.	2	√	√	√	√
5.1.2.8	The entity shall conform to national or international accounting standards regarding financial accounts associated with business transactions.	2	√	√*	√	N/A
5.1.2.9	The entity shall undergo an annual financial audit or review by an independent accountant.	2	√	√*	√	N/A
5.1.2.10	The entity shall ensure that its contractors meet the requirements of this Standard, either through their own certification or as part of the entity's scope.	1	√	√	√	N/A
5.1.3 Record Keeping						
5.1.3.1	The entity shall maintain records, documentation, and data related to the fulfilment of the requirements of this Standard for a minimum duration of five years.	1	√	√	√	√
5.1.3.2	The entity shall make available all relevant records, documentation, and data to its certification body upon request for the purposes of achieving and maintaining certification.	1	√	√	√	√
5.1.3.3	The entity shall make records available in English upon request from the certification body.	1	√	√	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.1.4 Anti-Corruption						
5.1.4.1	The entity shall establish and implement documented anti-corruption procedures to: <ul style="list-style-type: none"> a. Prohibit bribery, embezzlement, extortion, money laundering, facilitation payments, and smuggling; b. Set criteria and an approval process for the offer or receipt of gifts or services; c. Identify and avoid potential conflicts of interest; d. Identify and avoid charitable and political contributions with potential corruption risk; e. Require workers to internally report suspected corruption, and protect them from penalty or adverse consequences for doing so, or for refusing to participate in corruption; f. Identify, monitor, and manage the parts of its business with high corruption risk; g. Investigate suspected corruption and impose sanctions if found; and h. Report corruption incidents or similar illegalities to the relevant authority. 	1	√	√*	√	N/A
5.1.4.2	The entity shall train relevant workers in anti-corruption procedures.	1	√	√*	√	N/A
5.1.4.3	The entity shall maintain records of all single cash or cash-like transactions (e.g., cryptocurrency, money orders, cashier checks), if such transactions occur.	1	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.1.5 Material Sourcing and Due Diligence Policies						
5.1.5.1	<p>The entity shall conduct due diligence on its entire gemstone supply chain, including developing, implementing, and maintaining a procedure to:</p> <ul style="list-style-type: none"> a. Identify Conflict-Affected and High-Risk Areas (CAHRAs) within its supply chain; b. Not knowingly buy or sell CAHRA gemstones, or help others to do so; c. Adhere to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the "OECD Guidance"), or for Cutters and Polishers, another due diligence framework suitable based on size and facilities; and d. Communicate publicly its supply chain policy addressing sourcing of gemstones from conflict-affected and high-risk areas, consistent with Annex II of the OECD Guidance. 	1	√	√*	√	N/A
5.1.6 Know Your Counterparty						
5.1.6.1	<p>The entity shall establish and implement documented Know Your Counterparty procedures for its suppliers, contractors, other business partners, and customers, including:</p> <ul style="list-style-type: none"> a. Knowing the identity of its suppliers, contractors, other business partners, and customers, and whether they are linked to high-risk, conflict-affected areas or money laundering, knowing the ultimate beneficiaries, structure, and ownership of their business; b. Verifying that business suppliers, contractors, other business partners and customers, and ultimate beneficiaries, are not on government or 	1	√	√*	√	N/A

	international lists of persons or organizations linked to money laundering, fraud, prohibited organizations, or linked to conflict; ¹⁰ and c. Monitoring financial transactions for suspected activities and reporting any suspicious transactions to the relevant authorities.					
5.1.6.2	The entity shall designate a competent senior representative to manage the due diligence process.	2	√	√*	√	N/A
5.1.6.3	The entity shall train relevant personnel in its due diligence procedures.	2	√	√*	√	N/A
5.1.6.4	The entity shall periodically review its due diligence procedures to ensure they are up to date and sufficient.	2	√	√*	√	N/A
5.1.6.5	The entity shall publicly report on its due diligence procedures.	2	√	√*	√	N/A

5.2 External Stakeholder Relations

Principle: Effectively engage with people and communities affected by the entity's facilities.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.2.1 External Stakeholder Engagement						
5.2.1.1	The entity shall establish, implement, and make publicly available a community engagement plan that includes, at a minimum:	1	√	√*	√	N/A

¹⁰ Indicative, non-exhaustive list of CAHRAs under Regulation (EU) 2017-821: <https://www.cahraslist.net/cahras>.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. Identification of communities that are interested in, or of interest to, the entity, including those affected by its operations; and b. Communication mechanisms for sharing information and receiving input. 					
5.2.1.2	The entity shall provide support for the local community through donations or other local initiatives aimed at benefiting the local economy, community well-being, and environment.	1	√	√*	√	N/A
5.2.2 External Stakeholder Grievances and Complaints						
5.2.2.1	<p>The entity shall establish, implement, and make publicly available a grievance mechanism for external stakeholders to lodge complaints or grievances with the entity that shall, at a minimum:¹¹</p> <ul style="list-style-type: none"> a. Establish how grievances are registered, acknowledged, assessed, addressed, and documented, and what general timelines for each phase can be expected; b. Provide for both individual and group grievances, and for confidential and anonymous grievances; c. Be easily accessible (e.g., in the local language, in a paper-based form, on a public website); d. Provide a transparent and clear process to address complaints promptly, providing timely feedback and remedy to concerned parties; e. Provide training to managers and other relevant personnel involved in the disposition of complaints and grievances on handling complaints fairly and confidentially; f. Provide a process to appeal decisions; and 	1	√	√*	√	N/A

¹¹ Refer to Principle 31 of the *United Nations Guiding Principles on Business and Human Rights* for effectiveness criteria for non-judicial grievance mechanisms, including legitimacy, accessibility, predictability, equity, and transparency.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	g. Allow access to other judicial or administrative remedies available under the law or through existing arbitration.					
5.2.2.2	The entity shall maintain records of external grievances filed and monitor the efficacy of its grievance mechanism.	2	√	√*	√	N/A

5.3 Human Rights

Principle: Respect and protect human rights and prevent discrimination in compliance with international law and norms.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.3.1 Human Rights Due Diligence Policies						
5.3.1.1	The entity shall implement: <ul style="list-style-type: none"> a. A zero-tolerance policy for human rights violations by its workers, contractors, suppliers, and other business partners acting directly on its behalf; b. A process to remedy harm should a violation occur; and c. Public reporting on any identified violations and how they were addressed. 	1	√	√*	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.3.1.2	The entity shall establish and communicate its zero-tolerance policy for human rights violations within its supply chain.	1	√	√*	√	N/A
5.3.1.3	The entity shall create or adopt a public policy affirming its commitment to respect human rights, and describing how it protects human rights for all individuals affected by its operations and business relationships, which: <ul style="list-style-type: none"> a. Is approved by the entity's highest senior management; b. Is sufficient for the entity's size and sphere of operations; c. States the expectations of workers, contractors, suppliers, and other business partners linked directly to business operations; d. Is publicly available; and e. Is communicated to workers, contractors, suppliers, and other business partners linked to the entity's business operations and is included in contracts or written agreements with suppliers. 	1	√	√*	√	N/A
5.3.2 Human Rights Violations Monitoring, Prevention, Mitigation, and Remediation						
5.3.2.1	If the entity finds out, through monitoring or evaluation of any of its activities, that human rights violations might be at risk of occurring, it shall: <ul style="list-style-type: none"> a. Make a good faith effort to prevent such violations from occurring; b. If absolute prevention is not possible, design a preemptive mitigation plan, whereby persons at risk shall have the opportunity to participate in the mitigation plan design; and c. When applicable, attempt to influence parties in order to prevent human rights violations or mitigate their severity. 	1	√	√*	√	N/A
5.3.2.2	If the entity determines that a supplier has a high risk of contributing to human rights violations, it shall conduct enhanced due diligence to determine if the violations are occurring and, if so, temporarily suspend or disengage business relationships with	2	√	√*	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	the supplier until such time as the violations are mitigated and potentially remediated.					
5.3.2.3	If the entity learns that a human rights violation has occurred in connection with a contractor, supplier, or other business partner relationship, it shall: <ul style="list-style-type: none"> a. Stop relevant activities and develop mitigation and remediation plans in consultation with affected persons or groups; b. Engage an independent, third-party mediator to mediate an agreement, if the entity and affected persons or groups cannot reach an agreement on an acceptable remedy; and c. Cooperate with any legitimate process or proceedings related to human rights violations caused, contributed to, or linked to the entity. 	1	√	√*	√	N/A
5.3.2.4	The entity shall conduct monitoring to determine whether identified human rights risks and violations are being appropriately addressed.	2	√	√*	√	N/A
5.3.3 No Child Labor¹²						
5.3.3.1	The entity shall not use or tolerate the use of child labor consistent with ILO Conventions C138, R146, C182, and C190, and shall comply with applicable national and international law. ¹³	1	√	√*	√	√
5.3.3.2	The entity shall document and verify the age of workers at the time of their hiring.	1	√	√*	√	N/A

¹² The OECD *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* identifies the worst forms of child labor as a serious human rights abuse associated with the extraction, transport, or trade of minerals that companies should not tolerate, profit from, contribute to, assist with, or facilitate in the course of doing business. Although the Due Diligence Guidance recommends that companies implement a supply chain due diligence risk framework in order to respect human rights, there is little detail available on how companies can conduct due diligence of child labor-related risks.

¹³ For further information, organizations may wish to review the OECD's "Practical actions for companies to identify and address the worst forms of child labor in mineral supply chains": <http://mneguidelines.oecd.org/Practical-actions-for-worst-forms-of-child-labour-mining-sector.pdf>.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.3.3.3	The entity shall ensure that no workers below the age of 18 are employed in hazardous or heavy work, as per ILO Convention C138, unless workers aged 16-17 are employed in accordance with Article 3(3).	1	√	√*	√	N/A
5.3.3.4	If a child is found working in violation of 5.3.3.1, the entity shall remove the child from the job, institute remediation procedures to help the child transition to legal work or school, taking into consideration the child's welfare and the family's financial situation, conduct a systemic root cause analysis, and implement procedures to address causes identified.	1	√	√*	√	N/A
5.3.3.5	The entity shall develop and implement procedures to monitor its contractors with a high risk of use of child labor.	2	√	√*	√	N/A
5.3.3.6	If the entity identifies a case of child labor among its contractors, and remediation is not undertaken or possible, the entity shall stop working with that contractor until it can be demonstrated that the contractor is in conformance with this section of the Standard.	1	√	√*	√	N/A
5.3.4 No Forced Labor						
5.3.4.1	The entity shall ensure that all work is voluntary. Neither the entity nor its contractors or suppliers shall use or tolerate the use of forced, compulsory, bonded, trafficked, or otherwise involuntary or deceptive labor or recruitment, consistent with ILO Conventions C29 and C105.	1	√	√*	√	√
5.3.4.2	The entity shall not: <ul style="list-style-type: none"> a. Unduly restrict the freedom of movement of workers in the workplace or in onsite housing; b. Retain originals of a worker's personal documentation (e.g., identity papers); c. Require workers to pay any deposits, equipment advances, or recruitment fees as part of the recruitment process without timely reimbursement; 	1	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> d. Withhold any part of a worker’s salary, benefits, or property to force a worker to continue working; nor e. Prevent workers from terminating employment after reasonable notice or as established by applicable law. 					
5.3.4.3	The entity shall develop and implement procedures to monitor its contractors with a high risk of forced labor.	2	√	√*	√	N/A
5.3.4.4	If the entity identifies a case of forced labor among its contractors, and remediation is not undertaken or possible, the entity shall stop working with that contractor until it can be demonstrated that the supplier is in conformance with this section of the Standard.	1	√	√*	√	N/A

5.4 Worker Rights

Principle: Respect and uphold worker rights and support worker well-being.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.4.1 Human Resource and Labor Rights						
5.4.1.1	The entity shall establish policies and procedures for managing workers that respect their human rights, reflect their responsibilities, and are consistent with relevant laws in the jurisdiction in which it operates.	1	√	√*	√	√
5.4.1.2	The entity shall communicate these policies and procedures to workers, contractors, and employment agencies using languages and channels that are understood and accessible.	2	√	√*	√	N/A
5.4.2 Non-Discrimination						
5.4.2.1	The entity shall, consistent with ILO Conventions C100 and C111: <ul style="list-style-type: none"> a. Establish and implement policies and procedures, and base employment relationships, on the principle of equal opportunity; b. Establish and implement policies and procedures that recognize the equal rights of every person it employs or does business with; and c. Not engage in nor support discrimination in hiring, salary, promotion, training, advancement opportunities or termination of any worker on the basis of gender, race, national or social origin, religion, disability, gender identity, marital status, age, family responsibilities, parental or pregnancy status, health condition, political affiliation, caste, union membership, or any other personal characteristic or condition that gives rise to discrimination. 	1	√	√*	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.4.2.2	The entity shall have procedures in place to prevent and address harassment, intimidation, coercion, and exploitation.	1	√	√*	√	N/A
5.4.2.3	The entity shall establish and implement policies and procedures that ensure respect for the rights and interests of women. ¹⁴	1	√	√*	√	N/A
5.4.2.4	The entity shall provide training to managers and other key workers with respect to gender-based violence, including organizational policies, applicable laws, and potential indicators of such violence.	2	√	√*	√	N/A
5.4.2.5	The entity shall have procedures in place for workers and their representatives to suggest improvements or changes to the workplace and working conditions without threat of reprisal, intimidation, or harassment.	2	√	√*	√	N/A
5.4.3 Worker's Rights to Freedom of Association and Collective Bargaining						
5.4.3.1	The entity shall respect the rights of workers to associate freely, consistent with local labor laws, without interference, and to collectively bargain without discrimination or retaliation in line with ILO Conventions C87 and C98.	1	√	√*	√	√
5.4.3.2	The entity shall participate in any collective bargaining process in good faith, adhere to collective bargaining agreements where such agreements exist, and refrain from using replacement workers, short-term contracts, or other measures to undermine collective bargaining agreements.	1	√	√*	√	N/A

¹⁴ For example, in alignment with the goals of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women: <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<i>Note: The company may hire replacement workers to ensure critical maintenance, so long as they are not hired in order to break up a legal strike.</i>					
5.4.3.3	Where national law restricts the right to freedom of association, collective bargaining, and worker organizations, the entity shall respect and support legal alternative means for workers to associate.	2	√	√*	√	N/A
5.4.4 Terms of Employment and Working Hours						
5.4.4.1	The entity shall communicate to workers the terms of employment, including but not limited to: <ul style="list-style-type: none"> a. Wages, pay structure, and pay periods; b. Hours of work, payment, overtime, compensation, benefits, and other employment conditions; c. Resolution of workplace and compensation issues; d. Their right to join a worker’s organization without negative repercussions; e. Worker rights under national labor and employment law; and f. Their rights under applicable collective agreements, with a copy provided to them. 	1	√	√*	√	√
5.4.4.2	The entity shall communicate the terms of employment to workers at the beginning of the working relationship and when any material changes occur, using languages, methods, and channels that are accessible and easily understood.	2	√	√*	√	N/A
5.4.4.3	The entity shall maintain records of working hours and wage payments for all workers.	1	√	√*	√	N/A
5.4.4.4	The entity shall comply with applicable law on working time, and at a minimum, ensure that:	1	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. Regular work weeks do not exceed 48 hours, not including overtime, or 60 hours with overtime, except in extraordinary circumstances or contractual situations that are consensual and fair; b. Workers receive at least 24 consecutive hours off in every seven-day period except in extraordinary circumstances (per ILO C14 and C106) or contractual situations that are consensual and fair; c. Overtime work is allowed under applicable law, and if applicable, under collective bargaining agreements; and d. Overtime work is voluntary, such that workers are not forced to remain on the work premises, and are not subject to abuse, threats of punishment, or retaliation if such work is refused. 					
5.4.4.5	The entity shall not require workers to work on days of observance relevant to their religion, unless mutually agreed upon and documented in writing.	2	√	√*	√	N/A
5.4.4.6	The entity shall ensure that all legally mandated workday breaks are provided to workers, or in countries where breaks are not mandated, shall conform to international laws and norms.	1	√	√*	√	N/A
5.4.4.7	The entity shall ensure that all legally mandated leave (such as parental, compassionate, and paid annual leave, and public holidays) is provided to workers.	1	√	√*	√	N/A
5.4.4.8	The entity shall not use labor-only contracts, false apprenticeship schemes, excessive consecutive short-term employment contracts, subcontracting, or homeworking arrangements in an effort to avoid fulfilling legal labor and social security obligations to workers.	2	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.4.5 Wages						
5.4.5.1	The entity shall pay wages that meet or exceed the legal minimum wage, or wages agreed through collective wage agreements, whichever is greater.	1	√	√*	√	√
5.4.5.2	The entity shall pay overtime hours at a rate defined by applicable law, a collective bargaining agreement, or, where none exists, at a premium rate at least 1.5 times the regular hourly wage, except in contractual situations that are consensual and fair.	1	√	√*	√	N/A
5.4.5.3	The entity shall pay wages in a manner consistent with the terms of employment, including being: <ul style="list-style-type: none"> a. Timely, regular, and predetermined; b. Neither delayed nor deferred; c. Accompanied by a wage statement detailing wage rates, benefits, and deductions, when applicable; and d. By bank transfer, cash, or check. 	2	√	√*	√	N/A
5.4.5.4	The entity shall only make deductions from wages: <ul style="list-style-type: none"> a. In a manner consistent with applicable law, and with collective bargaining agreements, if relevant; b. Through a documented process clearly communicated to workers; and c. If elective deductions do not result in pay below the applicable minimum wage, unless agreed upon in writing by each worker affected. 	1	√	√*	√	N/A
5.4.5.5	The entity shall not deduct wages for disciplinary purposes.	1	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.4.5.6	The entity shall not deduct wages for payment of items needed by the worker to perform effectively and/or efficiently their job (e.g., tools or equipment) and shall provide such tools or equipment at no cost to the worker.	1	√	√*	√	N/A
5.4.5.7	The entity shall ensure that the interest and repayment terms on any wage advances or loans made to workers are documented, transparent, fair, and not deceptive.	2	√	√*	√	N/A
5.4.5.8	If the entity publicly compares its workers' wages to local prevailing wages or reports other economic metrics such as the number of jobs created or local economic activity generated, this information shall be accurate and not overrepresent the entity's accomplishments.	2	√	√*	√	N/A
5.4.6 Disciplinary Practices and Grievances						
5.4.6.1	The entity shall not engage in or tolerate the use of corporal punishment, harsh or degrading treatment, sexual or physical harassment, mental, physical, or verbal abuse, retaliation, coercion, or intimidation of workers.	1	√	√*	√	√
5.4.6.2	The entity shall document, and clearly and actively communicate, its disciplinary process and policies regarding acceptable and unacceptable disciplinary procedures and worker treatment.	2	√	√*	√	N/A
5.4.6.3	The entity shall document, investigate, and address all allegations of unacceptable worker treatment.	1	√	√*	√	N/A
5.4.6.4	The entity shall provide a grievance mechanism for workers to raise workplace concerns, with the right to remain anonymous, that is in conformance with the UN Principles on Business and Human Rights. The entity shall, at a minimum:	2	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. Establish a transparent process for how grievances will be registered, acknowledged, assessed, addressed, and documented, and what general timelines for each phase can be expected; b. Provide for both individual and group grievances, and for confidential and anonymous grievances (e.g., workers can raise workplace concerns anonymously); c. Inform workers of the grievance mechanism and ensure that this process is easily accessible to them (e.g., in the local language, in a paper-based form); d. Ensure that no penalty, retribution, or retaliation is suffered by workers making complaints; e. Involve an appropriate level of management; f. Provide a transparent and clear process to address complaints promptly, providing timely feedback and remedy to concerned parties; g. Provide sensitivity and response training to managers and other relevant personnel involved in the disposition of complaints and grievances (e.g., gender and discrimination issues); h. Provide a process to appeal decisions; i. Ensure that workers' representatives are present, if the concerned worker requests it; j. Maintain a record of all grievances and remedies; and k. Allow access to other judicial or administrative remedies available under the law or through existing arbitration procedures, or collective agreements. 					

5.5 Occupational Health and Safety (OH&S)

Principle: Identify potential workplace risks and provide safe and healthy working conditions for workers.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.5.1 Leadership and Worker Participation						
5.5.1.1	The entity shall inform workers of their rights regarding their safety at work, including but not limited to: a. The right to report safety-related concerns to the entity and competent authorities, when appropriate, with no reprisals; and b. The right to select OH&S representatives.	1	√	√*	√	N/A
5.5.1.2	The entity shall allow workers or their representatives to participate in inspections, to monitor, and to request an independent expert opinion.	2	√	√*	√	N/A
5.5.1.3	If an accident has occurred, the entity shall communicate with impacted workers in a timely manner.	1	√	√*	√	N/A
5.5.1.4	The entity shall provide workers with an effective, formal mechanism, such as a joint health and safety committee, by which they can report, raise, discuss, and participate in the identification and resolution of OH&S issues. That mechanism shall be communicated to workers.	2	√	√*	√	N/A
5.5.1.5	The entity shall train and educate workers on its OH&S policy and system, especially those who might be susceptible to relevant hazards.	2	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.5.2 Procedures and Recordkeeping						
5.5.2.1	<p>The entity shall establish and implement OH&S procedures consistent with ILO C155 and C176, national and local laws and regulations that:</p> <ol style="list-style-type: none"> Identify, assess, and monitor potential hazards and health risks to workers on an ongoing basis; Include input from relevant workers and/or workers' representatives; Cover the full scope of the facility's activities, including non-routine activities; Assign responsibility and accountability for OH&S to senior management members; Identify and implement protective measures to prevent or mitigate accidents and incidents; Detail safety procedures and relevant standards; Apply to all relevant workers, contractors, suppliers, other business partners, and visitors while onsite; Uphold the right of workers to refuse or stop unsafe work without penalty; Uphold the right of workers to report incidents of bodily injury or illness without penalty; Document and report occupational accidents and/or incidents; Provide compensation for work-related injuries or illnesses, including in countries where such injuries or illnesses are not covered by a government scheme; and Are communicated to all workers in a way that is clear and easily accessible. 	1	√	√*	√	N/A
5.5.2.2	<p>The entity's representatives, together with workers' OH&S representatives and OH&S professionals, shall periodically perform inspections to identify potential hazards and the people who might be affected by them, and assess the effectiveness of current measures.</p>	2	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.5.2.3	The entity shall review and update procedures, measures, and educational material annually.	2	√	√*	√	N/A
5.5.2.4	The entity shall keep records of all accidents that occurred in its facility, and all inspections and monitoring results. Documentation shall be provided to the relevant authority and shall be made available to workers' OH&S representatives, except for confidential medical data.	2	√	√*	√	N/A
5.5.3 Protective Equipment and Facility Safety						
5.5.3.1	The entity shall provide adequate personal protective equipment, including clothing, at no charge to the worker.	1	√	√*	√	N/A
5.5.3.2	The entity shall provide third parties entering the facility with relevant OH&S information and with appropriate protective equipment.	1	√	√*	√	N/A
5.5.3.3	The entity shall not require workers to pay for any measures to ensure their own occupational safety and health in the workplace. ¹⁵	1	√	√*	√	N/A
5.5.3.4	The entity shall ensure the availability and free access to the following: <ul style="list-style-type: none"> a. Clean drinking water in the facility that is free of charge; b. Adequate, clean lavatory facilities; c. Sanitary facilities for eating and storing food; and d. Lactation and childcare facilities in accordance with applicable law. 	1	√	√*	√	N/A
5.5.3.5	The entity shall ensure that the worksite:	1	√	√*	√	N/A

¹⁵ Adapted from ILO C155 Article 21.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. Is equipped with fire safety equipment and alarms; b. Has clearly marked, unlocked, and unblocked emergency exits and escape routes; and c. Has adequate power supply and emergency lighting. 					
5.5.4 Performance						
5.5.4.1	The entity shall ensure that all OH&S procedures, systems, and monitoring activities are developed, implemented, and periodically reviewed by competent OH&S professionals.	1	√	√*	√	N/A
5.5.4.2	The entity shall establish and maintain an OH&S policy that includes clear objectives, including a commitment to zero incidents involving bodily injury and zero severe incidents.	2	√	√*	√	N/A
5.5.4.3	The entity shall identify risks and hazards and evaluate them using a recognized method ¹⁶ and prioritize actions based on the level of risk.	2	√	√*	√	N/A
5.5.4.4	The entity shall ensure that workplaces, machinery, equipment, and processes under its control are safe and do not pose a risk to health or safety. ¹⁷	1	√	√*	√	N/A
5.5.4.5	<p>The entity shall ensure that chemicals used in its processes do not represent a risk to health when the appropriate measures or protection are taken. Such steps shall include, at a minimum:</p> <ul style="list-style-type: none"> a. Maintain an inventory of hazardous substances at facilities; 	1	√	√*	√	N/A

¹⁶ For example, the Fine-Kinney Method or equivalent.

¹⁷ Adapted from ILO C155 Article 16.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> b. Use alternatives to hazardous substances when technically feasible and economically viable; c. Ensure that hazardous substances are stored in their original container and clearly marked in a way that is understandable to workers; and d. Maintain and communicate safety data sheets to all relevant workers. 					
5.5.4.6	The entity shall not use any chemicals or hazardous substances that have been internationally banned.	1	√	√*	√	N/A
5.5.4.7	The Cutter or Polisher shall only use cobalt-free diamond-impregnated scaifes.	1	N/A	N/A	√	N/A
5.5.4.8	The entity shall take measures as needed to address any additional OH&S risks that are identified (e.g., adding a strobe light to a fire alarm system to alert hearing-impaired employees).	2	√	√*	√	N/A
5.5.4.9	The entity shall prohibit the consumption of alcohol and illegal drugs in its facility during working hours.	2	√	√*	√	N/A
5.5.4.10	The entity shall not engage in or tolerate harsh or degrading treatment, physical harassment, mental, physical, or verbal abuse, retaliation, coercion, or intimidation, whether by the company or among employees, including as retaliation for reporting incidents.	1	√	√*	√	N/A
5.5.4.11	<p>If an accident occurs, the entity shall:</p> <ul style="list-style-type: none"> a. Document and report it to a relevant authority in compliance with applicable laws; b. Facilitate investigation; c. Conduct a root cause analysis; d. Implement mitigation and/or corrective actions to prevent recurrence; and 	1	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	e. Communicate findings and actions taken to affected workers.					
5.5.4.12	The entity shall monitor, evaluate, and record OH&S risks and performance on an ongoing basis.	2	√	√*	√	N/A
5.5.5 Emergency Preparedness						
5.5.5.1	The entity shall establish and test an emergency response plan and procedures to avoid and minimize loss of life, injuries, or damage to property, the environment, the health and well-being of workers, and the community, in the case of potential health and safety risks, accidents, and emergencies.	1	√	√*	√	N/A
5.5.5.2	The entity shall train workers in emergency response plans and procedures annually.	1	√	√*	√	N/A
5.5.5.3	The entity shall keep a basic first aid kit on the premises and provide measures to deal with emergencies and accidents, including first aid and, when necessary, transportation to a relevant medical facility. At least one person onsite at all times shall be trained in first aid. ¹⁸	1	√	√*	√	N/A

¹⁸ Adapted from ILO C155 Article 18.

5.6 Security

Principle: Ensure the security of all personnel from internal and external threats, considering the high value of materials handled and the risk of security breaches, theft, and violence.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.6.1 Security Policies						
5.6.1.1	The entity shall have policies and procedures to ensure conformance with the security criteria of this Standard. ¹⁹	2	√	√*	√	N/A
5.6.1.2	Where firearms are present onsite, the entity shall: <ol style="list-style-type: none"> Have a force and firearms policy (e.g., aligned with the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials);²⁰ and Notify relevant stakeholders of its firearms policy and its use of force policy upon request. 	2	√	√*	√	N/A
5.6.2 Security Risk Assessment						
5.6.2.1	The entity shall, at least annually, assess and document personnel security risks, including personal safety, intimidation, and theft, related to: <ol style="list-style-type: none"> Its gemstone inventory in terms of product theft, tampering, damage, or substitution; Workers, contractors, and other people involved in the handling of gemstones; 	1	√	√*	√	N/A

¹⁹ See OECD, *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* (especially Annex II, 3, 5-10).

²⁰ Source: <https://www.ohchr.org/EN/ProfessionalInterest/Pages/UseOfForceAndFirearms.aspx>.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> c. Workers, contractors, and other people onsite or in entity-controlled facilities; and d. Security arrangements (e.g., gaps in the location of security personnel, security cameras, and security presence). 					
5.6.2.2	The entity shall implement a security risk management and monitoring plan containing measures to ensure the prevention or mitigation of risks identified by its assessment.	2	√	√*	√	N/A
5.6.3 Security Personnel						
5.6.3.1	Prior to hiring or contracting with security personnel, the entity shall perform due diligence (or a good faith effort if security personnel is provided by public security) to avoid hiring security providers or personnel who have been involved in human rights violations, breaches of international humanitarian law, or the use of excessive force.	1	√	√*	√	N/A
5.6.3.2	The entity shall require that security personnel, whether internal or external, be trained on the expected ethical conduct, respect for human rights, and the entity's firearms policy prior to starting their duties and at least annually. If security is provided by public security forces, the entity shall facilitate training to personnel who do not have the appropriate training.	1	√	√*	√	N/A
5.6.3.3	If public or private security is used, the entity shall ask the security provider to sign a contract or Memorandum of Understanding aligned with the Voluntary Principles on Security and Human Rights ²¹ and the entity's policy on firearms. The document shall specify each party's duties with regard to the security of the entity's activities and infrastructure, and the training of security personnel.	2	√	√*	√	N/A

²¹ Voluntary Principles on Security and Human Rights <https://www.voluntaryprinciples.org/>.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.6.4 Security Incidents Management						
5.6.4.1	The entity shall implement a security incident management plan that documents, investigates, and takes appropriate actions to prevent and stop abusive or unlawful behavior, or any behavior that goes against the entity's policies, by security personnel.	2	√	√*	√	N/A
5.6.4.2	The entity shall report security incidents caused by security providers to the appropriate authority and local human rights institutions, and if applicable, to the International Code of Conduct for Private Security Service Providers Association. ²²	1	√	√*	√	N/A
5.6.4.3	In case of an incident, the entity shall ensure the safety of the victim and provide the needed medical assistance to affected people, in line with the entity's occupational health and safety policies.	1	√	√*	√	N/A

²² Complaints are registered at <https://icoca.ch/registering-a-complaint/>.

5.7 Sustainability Investment

Principle: Provide material support to projects that advance social and environmental conditions.

Sections, Clauses, and Indicators		Tier	Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
5.7.1 Demonstrated Investment						
5.7.1.1	The entity shall provide assistance annually to support one or more local, regional, or global initiatives that provide substantive support to advance sustainability objectives. <i>Note: Examples include projects that support the health and welfare of local communities, improve environmental protection, or increase climate protection and resilience.</i>	1	√	√	√	N/A
5.7.2 TRAILBLAZER: Sustainable Impact Investor						
5.7.2.1	The entity shall provide assistance in the form of at least 1% of either profit or employee time annually to support one or more local, regional, or global initiatives that provide substantive support to advance sustainability objectives.	TB	√	√	√	N/A

6. Environmental Criteria

6.1 Management of Water and Energy Resources

Principle: Manage resources to protect water quality and minimize depletion of the water supply, and to reduce impacts from energy consumption.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
6.1.1 Assessment and Management of Water Resources and Use						
6.1.1.1	The entity shall identify the sources from which it obtains water.	1	√	√*	√	N/A
6.1.1.2	The entity shall monitor and quantify its annual water consumption.	1	√	√*	√	N/A
6.1.1.3	The entity's water consumption shall meet applicable regulations and permit requirements.	1	√	√*	√	N/A
6.1.1.4	The entity shall develop and implement a water conservation plan.	2	√	√	√	N/A
6.1.1.5	The entity shall monitor the effectiveness of its water conservation efforts in accordance with its water conservation plan.	2	√	√	√	N/A
6.1.2 Assessment and Management of Energy Resources and Use						
6.1.2.1	The entity shall identify the sources from which it obtains energy.	1	√	√	√	N/A
6.1.2.2	The entity shall monitor and quantify its annual energy consumption.	1	√	√	√	N/A
6.1.2.3	The entity's energy consumption shall meet applicable regulations and permit requirements.	1	√	√	√	N/A

Sections, Clauses, and Indicators			Type of Entity			
			Tier	Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler
6.1.2.4	The entity shall develop and implement an energy conservation plan.	2	√	√	√	N/A
6.1.2.5	The entity shall monitor the effectiveness of its energy conservation efforts in accordance with its energy conservation plan.	2	√	√	√	N/A
6.1.3 TRAILBLAZER: 100% Renewable Electricity						
6.1.3.1	The entity shall use 100% renewable electricity in its production and manufacturing facilities, for example, from solar panels onsite. <i>Note: Energy Attribute Certificates (EAC) are not allowable, such as Renewable Energy Certificates (RECs) and Guarantees of Origin (GO).</i>	TB	√	√	√	N/A

6.2 Minimization of Emissions, Effluents, Wastes, Noise, and Vibrations

Principle: Actively work to prevent negative impacts on human health and safety, the environment, and communities from emissions, effluents, wastes, noise, and vibrations.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
6.2.1 Monitoring and Management of Emissions, Effluents, and Wastes						
6.2.1.1	The entity shall monitor emissions, effluents, and waste generation (hazardous and non-hazardous), and document trends.	1	√	√	√	N/A
6.2.1.2	The entity shall document and make public the results of monitoring at least annually.	2	√	√*	√	N/A
6.2.1.3	The entity shall establish and implement pollution prevention procedures consistent with national law and international best practice.	2	√	√*	√	N/A
6.2.1.4	The entity shall identify operational facilities or other areas potentially at risk of exceeding regulatory thresholds relevant to the emissions, effluents, or wastes they generate, or otherwise posing a recognized risk to human health and safety, the environment, or communities.	2	√	√*	√	N/A
6.2.1.5	The entity shall establish and implement measures for improved waste reduction and management for hazardous and non-hazardous wastes, according to a waste mitigation hierarchy (e.g., avoidance, recovery and reuse, recycling, disposal), to reduce risks and negative impacts on humans and the environment.	2	√	√*	√	N/A
6.2.1.6	The entity shall take steps to eliminate the risk of spills or contamination in the storage, transport, and treatment of liquid or solid hazardous waste and non-hazardous waste related to production.	1	√	√*	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
6.2.1.7	The entity shall train relevant workers about risks and control measures relevant to emissions, effluents, and wastes at least annually.	2	√	√	√	N/A
6.2.1.8	The entity shall identify, evaluate, monitor, and mitigate risks of potential accidental releases of hazardous wastes and non-waste materials and emergencies that could result in human health, safety, or environmental impacts. This usually requires special management procedures related to transport, storage, disposal, and treatment governed by applicable regulations (e.g., national, regional).	2	√	√*	√	N/A
6.2.1.9	The entity shall identify local communities and stakeholders potentially impacted by its facilities.	1	√	√*	√	N/A
6.2.1.10	The entity shall have a policy and procedures related to potential accidental releases or emergencies, including provisions for worker safety, emergency shutdown procedures, public notification on a timely basis, cooperation with relevant government agencies, accident mitigation, and clean-up.	1	√	√*	√	N/A
6.2.1.11	The entity's written procedures for managing emissions, effluents, and wastes shall be approved by senior management and communicated to relevant workers and stakeholders. It shall address all relevant emissions, effluents, and process wastes, and include monitoring, maintenance, surveillance, and prescribed control measures and actions, in case control is lost (e.g., moving hazardous materials).	2	√	√	√	N/A
6.2.1.12	The entity shall not dispose of untreated effluents and wastes directly into rivers, lakes, marine waters, or other sensitive water bodies.	1	√	√*	√	N/A
6.2.1.13	The entity shall have a policy, developed in consultation with local communities and stakeholders, to notify the parties in the event of an accidental release that threatens	1	N/A	√*	N/A	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	human health, safety, or the environment (current or future usability), as well as procedures for mitigation measures.					

6.3 Demonstrating Climate Responsibility

Principle: Actively work to minimize the carbon footprint of gemstone production and handling.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
6.3.1 Demonstrating Climate Responsibility						
6.3.1.1	The entity shall develop a carbon footprint of its facility, including Scope 1 and Scope 2, in accordance with the GHG Protocol Corporate Standard and have this footprint third-party verified. ²³	1	√	√	√	N/A
6.3.1.2	The entity shall review its carbon footprint and identify and implement emission reduction opportunities to decarbonize its facilities annually.	2	√	√*	√	N/A
6.3.1.3	The entity shall balance out the remainder of its footprint through investment in:	1	√	√	√	N/A

²³ Carbon footprint inventory shall be verified to ISO 14064-3 by a qualified third-party verifier that is ISO 14065 accredited.

Sections, Clauses, and Indicators		Type of Entity				
		Tier	Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. Third-party verified contractual instruments located in the same electricity grid as the facility²⁴ (such as energy attribute certificates, renewable energy certificates (RECs), guarantee of origin (GOs), or green energy certificates) for Scope 2 emissions; and/or b. Other third-party verified climate mitigation initiatives, consistent with Appendix B for Scope 1 emissions. 					
6.3.2 TRAILBLAZER: Supply Chain Climate Responsibility						
6.3.2.1	The entity shall develop a third-party verified carbon footprint of its facility, including Scope 1, Scope 2, and Scope 3 emissions, in accordance with the GHG Protocol for approved carbon footprint methods.	TB	√	√	√	N/A
6.3.2.2	The entity shall annually review its carbon footprint and identify and implement value chain emission reduction opportunities for further reducing its upstream Scope 3 emissions.	TB	√	√	√	N/A
6.3.2.3	The entity shall balance out the remainder of its Scope 3 emissions by purchasing high-quality, independently validated, and verified carbon offset credits (see Appendix B).	TB	√	√	√	N/A

²⁴ If contractual instruments are unavailable in the same electricity grid as the entity, the entity shall invest in contractual instruments within the same subnational region or, if unavailable, within the same country.

7. Traceability Criteria

7.1 Traceability Requirements

Principle: Use rigorous chain of custody systems, procedures, and documentation in conjunction with blockchain technology to ensure that tracking and management of certified material is conducted in a consistent, accurate, and transparent manner.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
7.1.1 Management Systems						
7.1.1.1	The entity shall develop, maintain, and implement the following chain of custody (CoC) procedures for certified material: <ul style="list-style-type: none"> a. Management, storage, and tracking, including tracking certified material outside of the facility if such items temporarily leave the entity’s custody (e.g., if a gemstone is sent out for grading); b. Physical segregation of certified material from non-certified material at all times, as well as procedures to identify points at high risk of mixing, oversee segregation and identify failures, and address any observed failures in segregation; c. A procedure for responding to reasonable requests for verification of information in CoC documents; and d. Confirming the origin and chain of custody of each Certified Material from acquisition through transfer or sale. 	1	√	√	√	√
7.1.1.2	The entity shall conduct training at hiring and at least annually to ensure that relevant workers are aware of their CoC responsibilities and competent to carry out these responsibilities.	2	√	√	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
7.1.1.3	The entity shall maintain records of annual inventory, acquisitions, and sales of all certified material and non-certified material (if applicable), which includes at least the carat weight and unique identification reference number, and, as applicable, color, cut, and/or laser inscription of the certified material.	1	√	√	√	N/A
7.1.2 Database Management						
7.1.2.1	The Producer shall register each rough gemstone produced for certified sale into iTraceiT. ²⁵	1	√	√	N/A	N/A
7.1.2.2	The Handler shall register each gemstone, gemstone parcel, or gemstone jewelry item manufactured for certified sale into iTraceiT.	1	N/A	N/A	√	N/A
7.1.2.3	The entity shall provide customers with a copy of the traceability report or iTraceiT QR code upon request.	1	√	√	√	√
7.1.3 Shipping, Tracking, and Receiving Certified Material						
7.1.3.1	The entity shall store and ship or transfer all certified material in tamper-evident packaging with a unique identification reference number (e.g., lot number).	1	√	√	√	N/A
7.1.3.2	The entity shall include a unique identifier (e.g., engraving or inscription) on each certified gemstone and certified jewelry item prior to shipping.	1	N/A	N/A	√	N/A
7.1.3.3	The entity shall ensure that the following information is included with each shipment or transfer of certified material:	1	√	√	√	N/A

²⁵ At the time of publishing, iTraceiT is the approved traceability database for SCS-007.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. Name and address; b. Name and address of the downstream receiving entity; c. Date of the shipment or transfer; d. Assignment and listing of unique identification reference numbers for the certified material in the shipment or transfer; e. Weight in carats, to the hundredth of a carat, of each gemstone or parcel; f. Total unit count (e.g., gemstones or parcels) of certified material; g. Physical characteristics of certified material shipped (e.g., carat weight, shape, color, clarity, laser inscription if applicable); h. iTraceiT QR code or link for the downstream recipient to claim the certified material; and i. Approved certification mark and claim. 					
7.1.3.4	<p>Prior to taking possession of certified material, the entity shall:</p> <ul style="list-style-type: none"> a. Confirm receipt of certified material; b. Record arrival date and sender identity; c. Confirm that the unique identification reference numbers of certified materials shipped, whether received individually, or in a parcel or container, match the unique identification reference numbers of the certified materials received; d. Confirm valid and current certification of the Producer or the Handler from which the certified material was directly obtained; e. Confirm that the physical characteristics of the certified material shipped (e.g., carat weight, shape, color, clarity, laser inscription if applicable) match the certified material received, and align with shipment documentation; and f. Import associated records into iTraceiT. 	1	N/A	N/A	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
7.1.3.5	The entity shall request a certificate for each certified gemstone and certified jewelry item purchased from the certified Handler.	1	N/A	N/A	N/A	√
7.1.3.6	The entity shall maintain any CoC documentation on purchased, transferred, or sold certified material.	1	√	√	√	N/A

8. Public Assertions Criteria

8.1 Truthfulness and Transparency²⁶

Principle: Commit to communicating in a clear, unambiguous manner.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
8.1.1 General						
8.1.1.1	Only certified or authorized entities may make claims about their certified material in connection with this Standard.	1	√	√	√	√
8.1.1.2	The entity may only make claims in connection with this Standard about its own certification or authorization status.	1	√	√	√	√
8.1.1.3	The entity shall assure the accuracy and transparency of any claims made in connection with this Standard. Such claims and disclosures shall: <ul style="list-style-type: none"> a. Relate only to certified material sourced from a certified facility; b. Accurately and fully represent the certified material’s source, physical characteristics, and other documented attributes; c. Use only approved certification marks, authorized verbiage, program trademarks, and descriptions in conformance with intellectual property rules, other applicable laws, and this Standard; d. Accurately reflect its own status as a certified or authorized entity; 	1	√	√	√	√

²⁶ Entities certified to a previous version of this standard may continue to use the claim “sustainability rated diamond” for inventory that was certified under the previous standard.

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<p>e. Not make any material omission in the selling, advertising, or marketing of any certified gemstones or certified jewelry items (e.g., that the stone is treated or composite); and</p> <p>f. Disclose that the certified material is laboratory-grown, if applicable.</p>					
8.1.1.4	The entity shall comply with applicable regulatory requirements (e.g., U.S. FTC Green Guides) when making claims regarding certified material or its certification status in relation to this Standard.	1	√	√	√	√
8.1.1.5	The certified or authorized entity shall submit all intended uses of SCS-007 trademarks to its certification body for review and approval.	1	√	√	√	√
8.1.2 Entity Level Claims						
8.1.2.1	Any gemstone Producer holding a valid certification to this Standard may claim that “[entity] produces SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds].”	1	√	√	N/A	N/A
8.1.2.2	Any gemstone Handler holding a valid certification to this Standard may claim that “[entity] manufactures SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds].”	1	N/A	N/A	√	N/A
8.1.2.3	Any authorized entity may claim that “[entity] is authorized to sell SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds]” or that “[entity] is an SCS Authorized Sustainably Produced Gemstone Wholesaler or Retailer.”	1	N/A	N/A	N/A	√
8.1.2.4	Any certified entity may claim that it meets an applicable Trailblazer designation, provided that its certification includes demonstrated conformance with the relevant Trailblazer requirements. Examples of allowable claims include:	1	√	√	√	N/A

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<ul style="list-style-type: none"> a. If the entity meets the 100% Renewable Electricity Trailblazer, it may claim: “[Entity] uses 100% renewable electricity in its production and manufacturing facilities.” b. If the entity meets the Supply Chain Climate Responsibility Trailblazer, it may claim: “[Entity] extended its climate responsibility commitments to include and account for the carbon footprint of its upstream supply chain (scope 3).” c. If the entity meets the Sustainable Impact Investor Trailblazer, it may claim: “[Entity] donates at least 1% of its profits or employee time annually to support local, regional, or global initiatives that advance sustainability.” 					
8.1.3 Certified Gemstone and Certified Jewelry Item Level Claims						
8.1.3.1	The certified or authorized entity may only make claims about certified gemstones or certified jewelry items if the certified material has a valid SCS-007 Sustainability Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.	1	N/A	N/A	√	√
8.1.3.2	<p>Any certified or authorized entity may refer to:</p> <ul style="list-style-type: none"> a. Certified gemstones as: “SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds];” and b. A piece of jewelry containing certified gemstones, as: “This [jewelry item] is made with SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds].” <p>These claims shall be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.</p>	1	√	√	√	√
8.1.3.3	Any certified or authorized entity may make additional claims about certified gemstones in accordance with this Standard’s Sustainability Pillars (Good Governance,	1	√	√	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<p>Traceability, Environmental Stewardship, Social Responsibility, and Climate Responsibility), such as:</p> <ul style="list-style-type: none"> a. “This SCS certified [diamond, emerald, ruby, or sapphire] was produced and handled by companies that comply with strict codes of business integrity.” b. “This SCS certified [diamond, emerald, ruby, or sapphire] was produced in accordance with strict environmental requirements in order to protect natural resources and ecosystems.” c. “This SCS certified gemstone was produced in a socially responsible manner in order to protect workers and communities.” d. “This SCS certified [gemstone]’s carbon footprint from production (“Scope 1”) and energy use (“Scopes 2”) was reduced by the Producer, and the remainder was balanced out through the purchase of high-quality, independently verified offset credits.” e. “The [diamond, emerald, ruby, or sapphire] in this SCS certified jewelry item is traceable all the way back to a certified source.” <p>These claims shall be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.</p>					
8.1.3.4	<p>Any certified or authorized entity may make additional claims about certified gemstones in accordance with the Trailblazer designation it meets, if any, such as:</p> <ul style="list-style-type: none"> a. For the 100% Renewable Electricity Trailblazer: “This SCS certified [diamond, emerald, ruby, or sapphire] was [produced/manufactured] using 100% renewable electricity.” b. For the Supply Chain Climate Responsibility Trailblazer: “This SCS certified [diamond, emerald, ruby, or sapphire]’s carbon footprint from production (“Scope 1”), energy use (“Scope 2”) and upstream supply chain (“Scope 3”) were reduced by the Producer, and the remainder was balanced out through the purchase of high-quality, independently verified offset credits.” 	1	√	√	√	√

Sections, Clauses, and Indicators		Tier	Type of Entity			
			Lab-Grown Gemstone Producer	IRMA 100 Mine	Handler	Broker, Wholesaler, Retailer
	<p>c. For the Sustainable Impact Investor Trailblazer: “This SCS certified [diamond, emerald, ruby, or sapphire] was [produced/handled] by an organization that donates at least 1% of its profits or employee time annually to support local, regional, or global initiatives that advance sustainability.”</p> <p>These claims shall be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.</p>					

Appendix A: Retailer, Broker, and Wholesaler Attestation

Introduction

Companies that are seeking to become SCS-007 Authorized Retailers, Brokers, and Wholesalers shall complete the following form and return it to the SCS-007 approved certification body. Existing SCS-007 Authorized Retailers, Brokers, and Wholesalers shall complete this attestation at a minimum every three years to maintain their Authorized status.

SCS-007 Authorized Retailer, Broker, and Wholesaler Attestation Form

General Company Information and Agreements

Instructions: Please fill in your company name in the two statements below. Then, please fill in the general information about your company in the table.

Through the selection of “Comply” for each indicator listed in the tables below, I, Enter Name of Representative, attest that Enter Company Name meets the requirements of the SCS-007 Certification Standard for Sustainably Produced Gemstones applicable to Retailers, Brokers, and Wholesalers.

In addition, Enter Company Name agrees to ensure that all certified gemstones and certified gemstone jewelry items sold will be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate, and that all claims and logo usage will follow the logo use guidelines.

Company Name	Click or tap here to enter text.
Business Type	<input type="checkbox"/> Broker <input type="checkbox"/> Retailer <input type="checkbox"/> Wholesaler
Address	Click or tap here to enter text.
Website	Click or tap here to enter text.
Phone Number	Click or tap here to enter text.
Tax ID #	Click or tap here to enter text.
Email Address	Click or tap here to enter text.

Attestation Indicators

Instructions: Please fill out the column on the right by checking the “comply” or “do not comply” boxes. As the checklist is filled out, you may notice that the numbering is not always consecutive, which is due to the inclusion of only the criteria from the SCS-007 Standard applicable to Retailers, Brokers, and Wholesalers in the table. The numbers below match the numbering in the Standard itself.

5. Social Responsibility and Governance Criteria		
5.1 Business Integrity		
5.1.1 Legal Compliance		
5.1.1.1	The entity shall comply with all host country laws and regulations that are relevant to its operations, or the requirements of this Standard, whichever is stricter. If compliance with this Standard conflicts with legal requirements in a given country, the entity shall demonstrate compliance with local laws.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.1.2 Responsible Business		
5.1.2.6	The entity shall assign at least one senior management member to have overall responsibility and authority for conformance with this Standard.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.1.2.7	The entity shall undertake communications and conduct regular training (at least annually) to ensure that relevant personnel are aware of, and competent in, their responsibilities under the Standard.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.1.3 Record Keeping		
5.1.3.1	The entity shall maintain records, documentation, and data related to the fulfilment of the requirements of this Standard for a minimum duration of five years.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.1.3.2	The entity shall make available all relevant records, documentation, and data to its certification body upon request for the purposes of achieving and maintaining certification.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.1.3.3	The entity shall make records available in English upon request from the certification body.	<input type="checkbox"/> Comply

		<input type="checkbox"/> Do not comply
5.3 Human Rights		
5.3.1 Human rights Due Diligence Policies		
5.3.1.1	<p>The entity shall implement:</p> <ul style="list-style-type: none"> a. A zero-tolerance policy for human rights violations by its workers, contractors, suppliers, and other business partners acting directly on its behalf; b. A process to remedy harm should a violation occur; and c. Public reporting on any identified violations and how they were addressed. 	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.3.2 Human Rights Violations Monitoring, Prevention, Mitigation, and Remediation		
5.3.2.2	If the entity determines that a supplier has a high risk of contributing to human rights violations, it shall conduct enhanced due diligence to determine if the violations are occurring and, if so, temporarily suspend or disengage business relationships with the supplier until such time as the violations are mitigated and potentially remediated.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.3.3 No Child Labor		
5.3.3.1	The entity shall not use or tolerate the use of child labor consistent with ILO Conventions C138, R146, C182, and C190, and shall comply with applicable national and international law. ²⁷	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.3.4 No Forced Labor		
5.3.4.1	The entity shall ensure that all work is voluntary. Neither the entity nor its contractors or suppliers shall use or tolerate the use of forced, compulsory, bonded, trafficked, or otherwise involuntary or deceptive labor or recruitment, consistent with ILO Conventions C29 and C105.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.4 Worker Rights		

²⁷ For further information, organizations may wish to review the OECD’s “Practical actions for companies to identify and address the worst forms of child labor in mineral supply chains”: <http://mneguidelines.oecd.org/Practical-actions-for-worst-forms-of-child-labour-mining-sector.pdf>.

5.4.1 Human Resource and Labor Rights		
5.4.1.1	The entity shall establish policies and procedures for managing workers that respect their human rights, reflect their responsibilities, and are consistent with relevant laws in the jurisdiction in which it operates.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.4.2 Non-Discrimination		
5.4.2.1	<p>The entity shall, consistent with ILO Conventions C100 and C111:</p> <ul style="list-style-type: none"> a. Establish and implement policies and procedures, and base employment relationships, on the principle of equal opportunity; b. Establish and implement policies and procedures that recognize the equal rights of every person it employs or does business with; and c. Not engage in nor support discrimination in hiring, salary, promotion, training, advancement opportunities or termination of any worker on the basis of gender, race, national or social origin, religion, disability, gender identity, marital status, age, family responsibilities, parental or pregnancy status, health condition, political affiliation, caste, union membership, or any other personal characteristic or condition that gives rise to discrimination. 	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.4.3 Worker's Rights to Freedom of Association and Collective Bargaining		
5.4.3.1	The entity shall respect the rights of workers to associate freely, consistent with local labor laws, without interference, and to collectively bargain without discrimination or retaliation in line with ILO Conventions C87 and C98.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.4.4 Terms of Employment and Working Hours		
5.4.4.1	<p>The entity shall communicate to workers the terms of employment, including but not limited to:</p> <ul style="list-style-type: none"> a. Wages, pay structure, and pay periods; b. Hours of work, payment, overtime, compensation, benefits, and other employment conditions; c. Resolution of workplace and compensation issues; d. Their right to join a worker's organization without negative repercussions; e. Worker rights under national labor and employment law; and f. Their rights under applicable collective agreements, with a copy provided to them. 	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.4.5 Wages		

5.4.5.1	The entity shall pay wages that meet or exceed the legal minimum wage, or wages agreed through collective wage agreements, whichever is greater.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
5.4.6 Disciplinary Practices and Grievances		
5.4.6.1	The entity shall not engage in or tolerate the use of corporal punishment, harsh or degrading treatment, sexual or physical harassment, mental, physical, or verbal abuse, retaliation, coercion, or intimidation of workers.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
7. Traceability Criteria		
7.1 Traceability Requirements		
7.1.1 Management Systems		
7.1.1.1	<p>The entity shall develop, maintain, and implement the following chain of custody (CoC) procedures for certified material:</p> <ul style="list-style-type: none"> a. Management, storage, and tracking, including tracking certified material outside of the facility if such items temporarily leave the entity’s custody (e.g., if a gemstone is sent out for grading); b. Physical segregation of certified material from non-certified material at all times, as well as procedures to identify points at high risk of mixing, oversee segregation and identify failures, and address any observed failures in segregation; c. A procedure for responding to reasonable requests for verification of information in CoC documents; and d. Confirming the origin and chain of custody of each Certified Material from acquisition through transfer or sale. 	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
7.1.2 Database Management		
7.1.2.3	The entity shall provide customers with a copy of the traceability report or iTraceiT QR code upon request.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
7.1.3 Shipping, Tracking, and Receiving Certified Material		

7.1.3.5	The entity shall request a certificate for each certified gemstone and certified jewelry item purchased from the certified Handler.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8. Public Assertions Criteria		
8.1 Truthfulness and Transparency		
8.1.1 General		
8.1.1.1	Only certified or authorized entities may make claims about their certified material in connection with this Standard.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.1.2	The entity may only make claims in connection with this Standard about its own certification or authorization status.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.1.3	<p>The entity shall assure the accuracy and transparency of any claims made in connection with this Standard. Such claims and disclosures shall:</p> <ul style="list-style-type: none"> a. Relate only to certified material sourced from a certified facility; b. Accurately and fully represent the certified material’s source, physical characteristics, and other documented attributes; c. Use only approved certification marks, authorized verbiage, program trademarks, and descriptions in conformance with intellectual property rules, other applicable laws, and this Standard; d. Accurately reflect its own status as a certified or authorized entity; e. Not make any material omission in the selling, advertising, or marketing of any certified gemstones or certified jewelry items (e.g., that the stone is treated or composite); and f. Disclose that the certified material is laboratory-grown, if applicable. 	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.1.4	The entity shall comply with applicable regulatory requirements (e.g., U.S. FTC Green Guides) when making claims regarding certified material or its certification status in relation to this Standard.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.1.5	The certified or authorized entity shall submit all intended uses of SCS-007 trademarks to its certification body for review and approval.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply

8.1.2 Entity Level Claims		
8.1.2.3	Any authorized entity may claim that “[entity] is authorized to sell SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds]” or that “[entity] is an SCS Authorized Sustainably Produced Gemstone Wholesaler or Retailer.”	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.3 Certified Gemstone and Certified Jewelry Item Level Claims		
8.1.3.1	The certified or authorized entity may only make claims about certified gemstones or certified jewelry items if the certified material has a valid SCS-007 Sustainability Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.3.2	<p>Any certified or authorized entity may refer to:</p> <ul style="list-style-type: none"> a. Certified gemstones as: "SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds];" and b. A piece of jewelry containing certified gemstones, as: "This [jewelry item] is made with SCS Certified Sustainably Produced [Gemstones/Diamonds/Sapphires/Rubies/Emeralds]." <p>These claims shall be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.</p>	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
8.1.3.3	<p>Any certified or authorized entity may make additional claims about certified gemstones in accordance with this Standard’s Sustainability Pillars (Good Governance, Traceability, Environmental Stewardship, Social Responsibility, and Climate Responsibility), such as:</p> <ul style="list-style-type: none"> a. “This SCS certified [diamond, emerald, ruby, or sapphire] was produced and handled by companies that comply with strict codes of business integrity.” b. “This SCS certified [diamond, emerald, ruby, or sapphire] was produced in accordance with strict environmental requirements in order to protect natural resources and ecosystems.” c. “This SCS certified gemstone was produced in a socially responsible manner in order to protect workers and communities.” d. “This SCS certified [gemstone]’s carbon footprint from production (“Scope 1”) and energy use (“Scopes 2”) was reduced by the Producer, and the remainder was balanced out through the purchase of high-quality, independently verified offset credits.” e. “The [diamond, emerald, ruby, or sapphire] in this SCS certified jewelry item is traceable all the way back to a certified source.” <p>These claims shall be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.</p>	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply

8.1.3.4	<p>Any certified or authorized entity may make additional claims about certified gemstones in accordance with the Trailblazer designation it meets, if any, such as:</p> <ul style="list-style-type: none"> a. For the 100% Renewable Electricity Trailblazer: “This SCS certified [diamond, emerald, ruby, or sapphire] was [produced/manufactured] using 100% renewable electricity.” b. For the Supply Chain Climate Responsibility Trailblazer: “This SCS certified [diamond, emerald, ruby, or sapphire]’s carbon footprint from production (“Scope 1”), energy use (“Scope 2”) and upstream supply chain (“Scope 3”) were reduced by the Producer, and the remainder was balanced out through the purchase of high-quality, independently verified offset credits.” c. For the Sustainable Impact Investor Trailblazer: “This SCS certified [diamond, emerald, ruby, or sapphire] was [produced/handled] by an organization that donates at least 1% of its profits or employee time annually to support local, regional, or global initiatives that advance sustainability.” <p>These claims shall be accompanied by a valid SCS Certified Sustainably Produced Gemstone Certificate, and/or a valid SCS Certified Sustainably Produced Gemstone Jewelry Item Certificate.</p>	<input type="checkbox"/> Comply <input type="checkbox"/> Do not comply
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Attesting Company Signatures

Representative Name: Click or tap here to enter text.

Representative Signature: Click or tap here to enter text.

Certification Body Use Only

Authorization Approved	<input type="checkbox"/> Yes <input type="checkbox"/> No
If not, provide an explanation	Click or tap here to enter text.
Authorization #	Click or tap here to enter text.
Attestation Expiration	Click or tap here to enter text.
Certification Body Reviewer Name	Click or tap here to enter text.
Date	Click or tap here to enter text.

Appendix B: Approved Mechanisms to Balance an Entity's Remaining Carbon Footprint

The Producer and Handler undertake efforts to determine and minimize their own carbon footprint. Such efforts include the identification and institution of policies and practices to achieve greater operational efficiencies, as well as investment in renewable energy instruments (e.g., Renewable Energy Credits) to reduce energy-related climate impacts in the same geographical region. Note that purchasing renewable energy instruments could also result in measurable co-benefits in other life-cycle impact categories, such as improved air quality and improved water quality.

To supplement such efforts, the Producer or Handler can purchase high-quality, independently validated and verified carbon offset credits. Carbon credits are calculated on a GWP-100 basis. Carbon credits must be tracked back to the original project(s) that led to GHG reductions or removal enhancements. If the original project cannot be identified, the carbon credit cannot be used as the basis of crediting.

In addition, for carbon credits to be valid:

- Credits shall have been verified by a third-party verifier against an established protocol;
- Credits shall be generated from GHG reduction or removal enhancement projects;
- Projects generating the credits shall meet the criteria of additionality, leakage, and double counting as defined in the WRI GHG Protocol for Project Accounting and/or ISO 14064-2;
- Credits shall be from emission reductions that are permanent;
- Credits shall be retired on a public registry;
- Credits shall have been issued no more than 5 years prior to retirement; and
- Credits should be aligned with the types and sources of GHG emissions.

Carbon credits that meet the criteria above can be procured from the systems listed below. Carbon offsets and insets from other systems can also be acceptable, provided that they can be shown to meet the above criteria.

- Clean Development Mechanism (Certified Emission Reductions)
- Gold Standard
- Verified Carbon Standard
- American Carbon Registry
- Climate Action Reserve
- California Cap and Trade Compliance Offset Program