

# Moët Hennessy

AUSTRALIA

## Modern Slavery Act Statement Moët Hennessy Australia Pty Limited

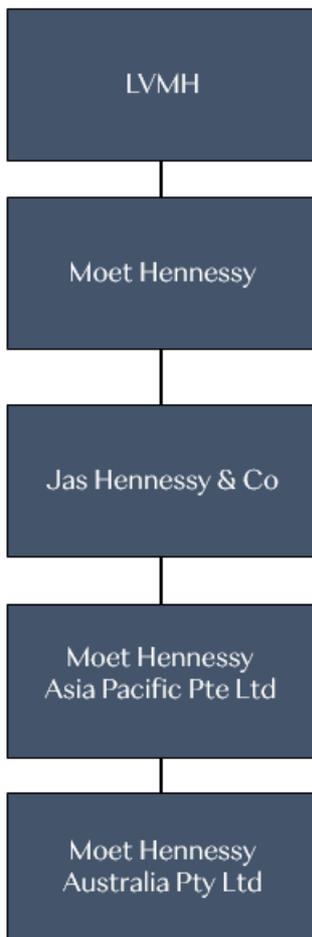
### Introduction

This statement is made pursuant to the *Modern Slavery Act 2018 (Cth)* (**Modern Slavery Act**) and sets out the steps Moët Hennessy Australia Pty Ltd ("MHA") has taken during its financial year ending 31 December 2020 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

### Our Entity, Structure, and Operations

MHA is a leading supplier of luxury champagnes, wines and spirits direct to on and off premise accounts in Australia New Zealand and the Pacific Islands.

MHA is a subsidiary of Moët Hennessy (MH France), which is part of the global LVMH Moët Hennessy Louis Vuitton ("LVMH") group. However, MHA itself operates exclusively in Australia, New Zealand and the Pacific Islands.



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MHA employs 115 staff members in Australia and New Zealand including permanent, fixed term and casual employees. MHA also outsources cleaning, customer service, warehousing and logistics support to external providers.

MHA takes active steps to ensure all its employees' working conditions are within the law. Employees are only hired if they have existing work rights, for example, by virtue of being citizens, permanent residents or on a visa which allows them to work, meaning that all employment relationships are properly documented.

### **Supply Chain Relationships**

MHA's products and packaging purchases are mainly from related group entities.

MHA's products and packaging purchases are mainly from the following:

1. Finished Goods (champagne, wines and spirits) are purchased from Moët Hennessy Asia Pacific Singapore, Chandon Australia, Cape Mentelle Vineyards Western Australia and Cloudy Bay Vineyards New Zealand and manufactured primarily in France, Australia, New Zealand, United Kingdom and Poland. Wines are also purchased from wineries in Australia and New Zealand that are part of the LVMH Group entities.
2. Packaging and point of sale materials are largely purchased from related group entities in France and suppliers located in Australia.

Given that MHA's suppliers are largely members of the LVMH group and in France, a country with stringent labour laws and minimum wages, MHA considers that there is a relatively low risk of modern slavery occurring in its operations and supply chains.

Despite this low risk, MHA is conscious of ensuring it takes steps to prevent modern slavery from occurring across its supply chains, especially in circumstances where items are purchased from entities other than LVMH group entities. It is for this reason that MHA, as part of the LVMH group, has implemented a Suppliers' Code of Conduct, as set out in more detail below.

### **Policies and Practices**

MHA's commitment is to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what MHA expects from both its internal business and its external suppliers.

Relevant policies include:

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1. MHA Suppliers' Code of Conduct ("Suppliers' Code of Conduct") (available upon request).

MHA expects its suppliers to share its commitments and act in full compliance with the law, including all national, local and international laws relating to the management of their businesses.

MHA's main suppliers being related party group entities, are all part of the LVMH Group and are therefore cognisant of and bound by both the LVMH Code of Conduct and MHA Suppliers' Code of Conduct (which is identical in terms to the LVMH Suppliers' Code of Conduct imposed on all LVMH group entities).

For the small number of external suppliers who provide product packaging and point of sale, they are provided with a copy of the Suppliers' Code of Conduct when they first sign on as a supplier for MHA as well as when the code of conduct is amended. It is made clear that suppliers are expected to comply with the Suppliers' Code of Conduct and that MHA reserves the right to terminate a supplier relationship in the event that any non-compliance is discovered.

The Suppliers' Code of Conduct sets out a number of labour standards and social responsibilities which it requires its suppliers to exhibit. These include the prohibition of child labour, forced labour, illegal, clandestine and undeclared employment, harassment and abuse and discrimination. Suppliers are also required to guarantee the payment of at least minimum wages, compliance with legal requirements around working hours, respect for freedom of association and providing a safe and health workplace environment.

The Suppliers' Code of Conduct puts suppliers on notice that if MHA becomes aware of any breach of the Suppliers' Code of Conduct, MHA reserves the right to terminate its relationship with that supplier.

2. LVMH Code of Conduct (available upon request).

The LVMH Code of Conduct reiterates the commitment of each of the group companies to act to the highest standards of integrity, respect and engagement in their behaviours and in the way that they conduct business every day, everywhere.

This code further states that the group companies, including MHA, will inform all of its commercial partners of its ethical principles and expectations and will ask its suppliers to comply with the principles set out in the Suppliers' Code of Conduct. In particular, this code specifies compliance with social issues under the following relevant sections "Implementing and promoting a responsible approach" and "Acting as a socially aware company" in particular when it comes to respecting and supporting human rights.

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The LVMH Code of Conduct and MHA Suppliers' Code of Conduct are provided to employees as part of their induction when they first commence employment with MHA. They are also circulated to the workforce on an annual basis, at which time employees are asked to familiarise themselves with the documents and sign a declaration confirming they have read and understood the document and their obligations. Both Codes are available at all times on MHA's Sharepoint site.

### **Supplier Due Diligence**

Prior to engaging any new contractual relationship with a supplier, MHA requires the prospective supplier to acknowledge that it will comply with the Suppliers' Code of Conduct. MHA reserves the right to check adherence of its suppliers to the principles set out in the Suppliers' Code of Conduct and to conduct compliance audits at any time without notice. Upon reasonable request, MHA suppliers shall supply the necessary information and grant access to MHA representatives to verify compliance with the requirements of this code. Suppliers shall further keep proper records to prove compliance with this code and provide access to complete, original, and accurate files to MHA representatives.

Upon reasonable request, MHA suppliers must improve and correct any deficiency discovered during any such audits.

MHA uses its best endeavours to ensure that all MHA supplier template contracts contain clauses requiring MHA suppliers to adopt similar anti-slavery standards and practices.

### **Training and Awareness**

MHA conducts regular training for its employees to ensure legal and human resources compliance across MHA. The training enables MHA to reduce business risk of non-compliance through efficient processes and reliable data and reporting.

It is mandatory for all MHA employees engaged in the supply chain or purchasing activities (i.e. working in operations or closely with suppliers) to familiarise themselves with the Modern Slavery Statement when it is distributed. The Modern Slavery Statement, the Suppliers' Code of Conduct and LVMH Code of Conduct form part of the induction process for new employees and are available in English.

MHA's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to the Modern Slavery Act and constitutes MHA's modern slavery statement for the financial year ending 31 December 2020.

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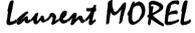
This statement was approved on 30 August 2021 by the Board of Moët Hennessy Australia Pty Ltd.

Signed,

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Company Secretary: Erin Clarke