

Christian Dior

Modern Slavery Statement for the financial year ending 31 December 2023

1. INTRODUCTION

This statement is made pursuant to the Australian *Modern Slavery Act 2018* (Cth). It sets out the steps Christian Dior Australia Pty Ltd (ABN 15 072 174 451) ("CD AU") has taken during its financial year ending 31 December 2023 ("Reporting Period") to assess and address the risk of modern slavery in its operations and supply chains.

References in this statement to "we", "us" or "our" is a reference to the LVMH Moët Hennessy Louis-Vuitton SE group ("Group") which includes CD AU and its direct parent company Christian Dior Couture SA ("CDC SA").

<i>Modern Slavery Act 2018</i> (Cth) Mandatory reporting requirements	Addressed in
Identify the reporting entity and describe its structure, operations and supply chains	Part 1 Part 2
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Part 3
Describe the actions taken by the reporting entity to assess and address those risks, including due diligence and remediation processes	Part 4
Describe how the reporting entity assesses the effectiveness of these actions being taken to assess and address modern slavery risks	Part 5
Describe the process of consultation with any entities the reporting entity owns or controls	N/A

2. CD AU'S STRUCTURE, OPERATIONS & SUPPLY CHAINS

CD AU distributes and sells apparel, leather goods, accessories, shoes, jewellery, watches and homewares to end-consumers across retail stores in Australia. CD AU's registered office is in Sydney, NSW. CD AU exclusively operates on a physical retail store model and online/e-commerce sales during the Reporting Period.

CD AU is a 100% subsidiary of Christian Dior Couture SA ("CDC SA" or "the Maison") headquartered in Paris, France, which is itself part of the Group. CD AU does not own or control any entities.

CD AU employs approximately 172 staff members in Australia. It does not outsource work to any third parties with the exception of cleaning, IT services, logistics and security. The types of roles performed by CD AU employees include: sales associates, human resources managers, accountant, business analysts, business development managers, boutique managers, operations supervisors, finance, and managerial staff.

CD AU mainly purchases its products for resale from related group entities. CD AU does not produce any of the products it sells. The manufacturing of Christian Dior products is entirely managed by CDC SA and CD AU is the importer of the merchandise into Australia for sale in Australia.

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

- (i) Finished Goods (including apparel, leather goods, accessories, shoes, jewellery, and homewares) are purchased mainly from CDC SA and its subsidiary, les Ateliers Horlogers (tier one supplier). They are manufactured primarily in Italy, France and Switzerland. For those finished goods, the identification and management of risks is undertaken by CDC SA, applying LVMH policies described below.
- (ii) Marketing, packaging, and point of sale material are primarily purchased from suppliers located in a range of European countries, with the largest country supplier being the Netherlands, Denmark and South Korea.

CD AU's procurement of goods not for resale and services during the Reporting Period included: IT hardware, office supplies and furniture, commercial leases, utilities, cleaning, IT services, professional services, logistics and security.

3. RISKS OF MODERN SLAVERY IN CD AU'S OPERATIONS AND SUPPLY CHAINS

Modern slavery is an umbrella term used to describe serious violations of human rights, including forced labour, debt bondage, deceptive recruiting for labour, slavery and the worst forms of child labour. The "risks" of modern slavery refers to the risk of harm to people.

Having regard to the definition of modern slavery described above, CD AU's operations are at low risk of causing or contributing to adverse human rights impacts due to a number of factors set out in part 4 below combined with CD AU's operations being solely in Australia, a country with lower prevalence of modern slavery according to the Global Slavery Index ("GSI"). However, as noted in the most recent GSI, modern slavery continues to occur in lower risk countries like Australia, with heightened risks in sectors with low barriers to entry such as agriculture and cleaning.

Likewise, CD AU's direct procurement activities are generally at low risk of causing or contributing to adverse human rights impacts. However, like most businesses relying on long and complex global supply chains, CD AU's supply chain may become linked to modern slavery risks via the business practices of the Group's third-party suppliers and their supply chains.

Given the proportion of procurement centred around manufactured products for the retail market, CD AU recognises the inherent industry risks in the global manufacturing sector and in the supply chain of raw material inputs. For example, the Bureau of International Labor Affairs (ILAB) includes leather, cotton, garments, footwear, diamonds, gold, silk thread and fabric, textiles and thread/yarn are products linked to child or forced labour in certain countries. In the watches and jewellery business group, the mining sector, which is highly fragmented and relies substantially on the informal economy, carries significant risks to human rights.

There are also inherent risks of modern slavery within the complex supply chains of the:

- shipping sector due to the vulnerability of seafarers;
- cleaning sector due to the low barriers to entry and reliance on workers with limited language proficiency;
- IT hardware sector due to the critical mineral inputs mined with child and forced labour and manufacturing practices in countries with higher prevalence of modern slavery; and
- construction and commercial fit out industry due to the raw material inputs and the low barriers to entry for workers.

4. ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION

CD AU's commitment is to act responsibly and with the highest standards of integrity in all business dealings and to promote ethical business conduct. CD AU implements the Group's policies in line with these commitments and adopts local employment procedures in compliance with applicable Australian laws and regulations.

Group Policies

Code of Conduct

CD AU requires its employees to comply with the LVMH Code of Conduct ("Code"). This Code reflects the Group's commitments to ethics and integrity, social and environmental responsibility and sets out the rules that each of our employees must follow in their day-to-day activity. As stipulated in the Code, the Group:

- strives to have fair and equitable pay practices and has developed a fair wage policy (the Fair Wage Principles) that must be complied with by the Masion and their partners and suppliers.
- promotes the fundamental principles, rights and freedoms adopted by the international community, and in particular the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights and on Economic, Social, and Culture Rights, the United Nations Guiding Principles on Business and Human Rights, the fundamental conventions of the International Labor Organization, and the OECD's Guidelines for Multinational Enterprises.
- is vigilant about identifying any direct or indirect negative societal impacts its business may have in order to prevent and, where necessary, remedy them.

New employees recruited during the Reporting Period were required to read and acknowledge the Code as part of the employee onboarding program.

Supplier Code of Conduct

The Group strives to maintain and promote responsible business conduct vis-à-vis its partners and suppliers, which are a key link in the Group value chain. In contracts entered into with partners and suppliers, there are terms on compliance with the Group Supplier Code of Conduct ("Supplier Code") and to ensure that their own partners and suppliers do the same when doing business for the Group. As stipulated in the Supplier Code, the Group:

- prohibits:
 - child labour, forced labour and human trafficking
 - illegal, clandestine and undeclared employment
 - discrimination, harassment and abuse of workers
- requires suppliers to:
 - comply with local laws and regulations with respect to working hours
 - pay fair wages and benefits
 - permit freedom of association
 - ensure health and safety
 - protect local communities


- o establish processes or mechanisms by which workers can raise issues of concern without fear of retaliation
- o ensure that adequate and effective management systems, policies, procedures and training are in place to ensure ongoing compliance with the Supplier Code.
- reserves the right to audit supplier compliance with the Supplier Code.


CD AU expects its suppliers to comply with the Supplier Code or their own comparable code during the Reporting Period.

Alert Policy

Employees or external stakeholders are encouraged to report breaches or suspected breaches of applicable laws, regulations, Codes of Conduct, internal policies, or other ethical concerns. This includes concerns pertaining to modern slavery or other human rights impacts. The Group's Alert Policy describes how concerns should be reported and addressed within the Group.

Reports can also be submitted via the "LVMH Alert Line" (<https://alertline.lvmh.com>), which is a centralised and secure whistleblowing system that facilitates anonymous reporting.



<p> You can be completely anonymous</p> <p>LVMH will never see your username or email. You are assigned a new randomly generated id and avatar for each report you create</p>	<p> Your IP address cannot be traced</p> <p>Your IP address is deleted every single time and never stored in our servers. We also use high-grade AES256 encryption to protect your data</p>	<p> Send messages and files safely</p> <p>Whispli removes any identifying meta data from most file types shared via Whispli</p> <p>Learn more about meta data</p>
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CD AU employees were made aware of the Alert Policy and Alert Line as part of employee onboarding and during regularly during the course of their employment.

The Supplier Code also refers to the LVMH Alert Line, which is accessible to external stakeholders.

Retaliation is prohibited against whistleblowers who report in pursuant to our policies even if the reported allegations turn out to be inaccurate.

Approach to due diligence at Group level

CDC is a certified member of the Responsible Jewellery Council ("RJC"). CDC's Ethical Charter and responsible sourcing policy sets out CDC's undertaking to implement the OECD's five-step framework for the exercise of a risk-based due diligence on the supply chain for minerals from conflict or high-risk areas. The policy also articulates the commitment to respect and promote compliance with the Kimberley Process regarding the purchase and sale of diamonds to prevent "conflict diamonds" from entering the mainstream diamond market.

The Group also conducted a risk analysis focused primarily on risks associated with the Group's supply chain, which included the majority of CD AU's unrelated suppliers by spend, with the assistance of Verisk Maplecroft, an external service provider specialised in analysing political, economic, social and environmental risks. With regards to human rights, the exercise has a focus on forced labour, child labour, decent pay and working hours, workplace discrimination, freedom of association and trade union membership and health and safety. No CD AU's suppliers were found to be high risk.

Remediation

In cases where compliance failures, or violations of the Supplier Code, are identified within the CDC's supply chain, the third party must take measures to remediate the impacts promptly. If

the third party fails or refuses to implement a corrective action plan, CDC reserves the right to suspend or terminate the business relationship.

CD AU employment procedures

CD AU continued to implement a number of measures during the Reporting Period, including:

- checks for working rights, including through VEVO verification
- compliance with Australian industrial relations laws and regulations
- permitting freedom of association
- employee training on policies, including the Code and Alert Policy
- age verification

5. ASSESSING EFFECTIVENESS

CD AU seeks to assess the effectiveness of its own efforts to mitigate modern slavery risks by:

- establishing a modern slavery working group to implement our goals;
- continuing to ensure that all new employees are trained on the Code and Alert Policy;
- implementing a modern slavery training course to equip employees on how to identify modern slavery flags and how to respond appropriately;
- increasing the level of awareness of the Supplier Code within CD AU's direct suppliers; and
- disseminating the Supplier Code to CD AU's direct suppliers, and seeking their agreement to comply with its terms or their own comparable code.

APPROVAL

This statement was approved by the Board of Directors of CD AU on 6 August 2024 and signed by Sebastien Baptiste Hubert Baudru on behalf of the Board.



Sebastien Baptiste Hubert Baudru
Director of Christian Dior Australia Pty Ltd
6 August 2024