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PERFUMES & COSMETICS GROUP

LVMH Perfumes & Cosmetics Group Pty Limited

Modern Slavery Act statement

Introduction

This statement is made pursuant to the Modern Slavery Act 2018 and sets out the steps LVMH Perfumes & Cosmetics Group Pty Ltd ("P&C Aust") has taken during its financial year ending 31 December 2022 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.

Business

P&C AUST distributes premium perfumes, cosmetics and skincare on behalf of Maison producers to retail customers and consumers in Australia. P&C AUST is a subsidiary of Parfums Christian Dior SA, which is part of the global Louis Vuitton Moët Hennessy ("LVMH") group.

Supply Chain Relationships

P&C AUST products and packaging purchases are mainly from related group entities:

- (i) perfumes, cosmetics and skincare from suppliers located in Singapore; and
- (ii) marketing, packaging and Point of Sale Material from suppliers located in various countries including Australia, Singapore, China and Hong Kong.

Policies and Practices

P&C AUST'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 P&C AUST expects from both its internal business and its external suppliers.

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The Group Entities are bound by the LVMH Group Code of Conduct.

Relevant policies include:

1. P&C AUST Suppliers' Code of Conduct ("Suppliers' Code of Conduct") available upon request.

P&C AUST 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. P&C AUST requires its suppliers to seek approval before subcontracting any part of their manufacturing process and P&C AUST's approval is subject to acceptance by the subcontractor of the Suppliers' Code of Conduct and all other applicable conditions that P&C AUST determines.

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 P&C AUST, 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.

Both items above are distributed to each P&C AUST employee and are always available on our company intranet. In addition, the Supplier Code of Conduct is sent to each P&C AUST supplier, for review and acceptance.

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Supplier Due Diligence

Prior to engaging into any new contractual relationship with a supplier, P&C AUST requires First Tier Suppliers to acknowledge that they will comply with the Suppliers' Code of Conduct.

P&C AUST 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, P&C AUST suppliers shall supply the necessary information and grant access to P&C AUST 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 P&C AUST representatives.

Upon reasonable request, P&C AUST suppliers must improve and correct any deficiency discovered during any such audits.

P&C AUST shall use its best endeavours to ensure that all P&C AUST supplier template contracts contain clauses requiring P&C AUST's suppliers to adopt similar anti-slavery standards and practices.

Training and Awareness

P&C AUST conducts regular training for its employees to ensure compliance with current purchasing processes and policies across P&C AUST. The training enables P&C AUST to reduce business risk of non-compliance through efficient processes and reliable data and reporting.

It is mandatory for all P&C AUST employees engaged in the supply chain to familiarise themselves with this statement.

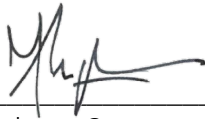
P&C AUST's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

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This statement is made pursuant to the Modern Slavery Act 2018 and constitutes P&C AUST's modern slavery statement for the financial year ending 31 December 2022.

This statement was approved by the board of directors of LVMH Perfumes & Cosmetics Group Pty Limited on 2 June 2023.



Mathieu Sampson
Director