

Christian Dior

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Christian Dior Australia Pty Limited – Modern Slavery Act statement

Introduction

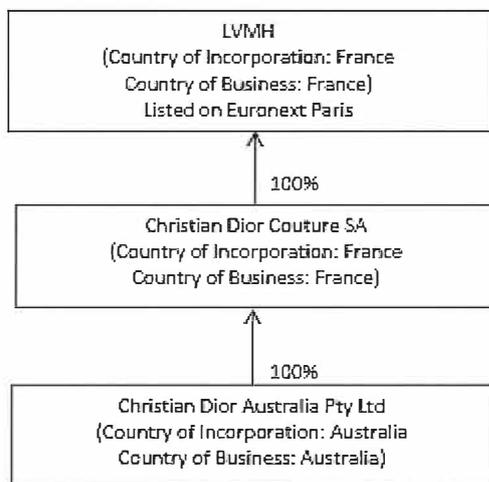
This statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**) and sets out the steps Christian Dior Australia Pty Ltd ("CD AU") has taken during its financial year ending 31 December 2020 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking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

Our Entity, Structure, and Operations

CD AU distributes and sells apparel, leather goods, accessories, shoes, jewellery, watches and homewares to end-consumers across eight retail stores in Australia. It exclusively operates on a physical retail store model and did not conduct any online/e-commerce sales in the calendar year ending 31 December 2020.

CD AU is a subsidiary of Christian Dior Couture SA, which is part of the global Louis Vuitton Moët Hennessy ("LVMH") group. However, CD AU itself operates exclusively in Australia.

An organisational chart representing CD AU's corporate structure is set out below.



CD AU employs 157 staff members in Australia including permanent, fixed term and casual employees and, with the exception of cleaning and IT services, does not outsource work to any third parties. CD AU 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. All working rights are checked through Vevo and employees are given the same rights and conditions as others in their category of employment regardless of their immigration status (i.e. casual, part-time, full-time).

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There is currently one employee whose working visa is sponsored by CD AU. The sponsorship has been approved by the government and satisfies all immigration requirements.

Supply Chain Relationships

CD AU's products and packaging purchases are mainly from related group entities, and especially from Christian Dior Couture SA (**CD France**).

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

- (i) Finished Goods (including apparel, leather goods, accessories, shoes, jewellery, watches and homewares) are purchased from CD France (tier one supplier) and manufactured primarily in Italy, France and Switzerland; and
- (ii) Packaging and point of sale materials is purchased from suppliers located in a range of European countries, with the largest country supplier being France.

The products sold in CD AU's retail stores are purchased exclusively from CD France. France is a country with stringent labour laws and minimum wages. CD AU's relationship with CD France is a long-term and stable relationship, meaning that its supply chain is correlatively long-term and stable.

The products themselves are manufactured in France, Italy and Switzerland. In respect of modern slavery risks, Europe is a low risk geography. Despite this, CD AU is still conscious of ensuring it takes steps to prevent modern slavery from occurring across its supply chains, especially in relation to packaging and point of sale materials. It is for this reason that CD AU, as part of the LVMH group, has implemented a Suppliers' Code of Conduct, as set out in more detail below.

Policies and Practices

CD AU'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 CD AU expects from both its internal business and its external suppliers.

Relevant policies include:

- 1. CD AU Suppliers' Code of Conduct ("Suppliers' Code of Conduct") available upon request.

CD AU 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.

CD AU's main supplier, CD France, is part of the LVMH Group and is therefore cognisant of and bound by both the LVMH Code of Conduct and CD AU Suppliers' Code of Conduct (which

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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 CD AU as well as at the re-contracting stage, which occurs approximately every two to three years. It is made clear that suppliers are expected to comply with the Suppliers' Code of Conduct and that CD AU 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 CD AU becomes aware of any breach of the Suppliers' Code of Conduct, CD AU 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 CD AU, 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.

The LVMH Code of Conduct and CD AU Suppliers' Code of Conduct are provided to employees as part of their induction when they first commence employment with CD AU. They are also circulated to the workforce on an annual basis. An email is also sent to staff at the end of each year reminding them of their compliance obligations, including the LVMH Code of Conduct and Suppliers' Code of Conduct. Both Codes are available at all times on CD AU's Intranet.

Supplier Due Diligence

Prior to engaging any new contractual relationship with a supplier, CD AU requires the prospective supplier to acknowledge that it will comply with the Suppliers' Code of Conduct.

CD AU 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

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reasonable request, CD AU suppliers shall supply the necessary information and grant access to CD AU 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 CD AU representatives.

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

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

Training and Awareness

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

It is mandatory for all CD AU employees engaged in the supply chain (i.e. working in operations or closely with suppliers) to familiarise themselves with the Modern Slavery Statement upon its distribution. The Modern Slavery Statement, along with the LVMH Code of Conduct, are circulated to all staff on an annual basis and staff are directed at this time to familiarise themselves with the Modern Slavery Statement and the LVMH Code of Conduct and ask any questions they may have in relation to either the Modern Slavery Statement or the LVMH Code of Conduct.

CD AU'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 CD AU's modern slavery statement for the financial year ending 31 December 2020.

This statement was approved by the board of directors of Christian Dior Australia Pty Ltd on 29 June 2021



Brioney PRIER

Director

30 June 2021

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