

Christian Dior

Modern Slavery Statement for the financial year ending 31 December 2022

1. 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 2022 ("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. Our Entity, Structure, and Operations

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 operates physical retail stores and online/e-commerce sales.

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.

During the Reporting Period, CD AU employed approximately 173 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.

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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.
- (ii) Marketing, packaging, and point of sale material are primarily purchased from suppliers located in a range of European countries, with the largest country suppliers being France and the Netherlands.

CD AU's procurement of goods not for resale and services during the Reporting Period included: IT hardware, office supplies and furniture, hospitality, 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, 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, including garment manufacturing and alteration, and in the supply chain of raw material inputs, for example 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 due to the low barriers to entry and reliance on workers with limited language proficiency;

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- 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.

In early 2022, CD AU participated in a Group supplier due diligence assessment undertaken by Maplecroft in relation to 2021 vendors selected by spend. None of the suppliers nominated by CD AU were assessed as high risk for modern slavery.

4. Actions taken to assess and address modern slavery risks, including due diligence and remediation

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:

- LVMH Suppliers' Code of Conduct¹ ("Suppliers' Code of Conduct")

During the Reporting Period, CD AU's Supplier Code of Conduct was replaced with the LVMH Suppliers' Code of Conduct. CD AU continues to expect 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 LVMH Suppliers' Code of Conduct.

LVMH Suppliers' Code of Conduct was updated during the Reporting Period to:

- make updates reflecting the changes in laws and societal norms;
- align the Code with LIFE 360 objectives;
- strengthen the fight against corruption;
- introduce the supplier's commitment to establish processes by which workers and stakeholders can raise concerns without fear of retaliation;
- include some fine-tuning of the audit clause.

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

¹ <https://www.lvmh.com/ethics-and-compliance/lvmh-supplier-code-of-conduct>

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supplier for CD AU as well as at the re-contracting stage, which occurs approximately every two to three years.

The Suppliers' Code of Conduct sets out a number of labour standards and social responsibilities. These include the prohibition of child labour, forced labour, illegal, clandestine and undeclared employment, harassment and abuse and discrimination. The Suppliers' Code of Conduct also requires 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 require correction of the breach, suspect purchases and may terminate its relationship with that supplier.

- LVMH Code of Conduct

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 of Conduct 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

CD AU expects its suppliers to comply with its Supplier Code of Conduct or their own comparable code. It 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, CD AU suppliers shall supply the necessary information and grant access to CD AU representatives to verify compliance with the requirements of the Supplier Code of Conduct. Suppliers are expected to ensure that adequate and effective management systems, policies, procedures and training are in place to ensure ongoing compliance with the Supplier Code of Conduct.

As described above, in 2022, CD AU participated in a Group supplier due diligence assessment undertaken by Maplecroft in relation to vendors selected by spend.

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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.

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
- age verification.

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 the risk of non-compliance through efficient processes and reliable data and reporting.

LVMH Code of Conduct is circulated to all staff on an annual basis and staff are directed at this time to familiarise themselves with the requirements and to ask any questions they may have.

Alert Line

During the Reporting Period, concerns could be raised by employees or third parties via the “LVMH Alert Line”, a centralised and secure whistleblowing system that facilitates anonymous reporting. Employees were 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 described how concerns should be reported and addressed within the Group and was cross referenced in the Suppliers’ Code of Conduct. Retaliations are prohibited against people who report in accordance with the policy.

5. Assessing effectiveness

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

- maintaining and implementing the relevant policies and procedures of the Group;
- continuing to ensure that all new employees receive the LVMH Code of Conduct;
- continuing to provide the Supplier Code of Conduct to suppliers.

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6. 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.

Signature of Director:

A handwritten signature in black ink, consisting of several overlapping, fluid strokes that form a stylized representation of the name.

Name of Director: Sebastien Baptiste Hubert Baudru

Entity Name: Christian Dior Australia Pty Ltd