



Hermès Australia's Modern Slavery Statement 2025

Introduction

This statement has been prepared on behalf of Hermès Australia Pty Ltd (Australian Company Number: 003 558 085, hereinafter referred to as “**Hermès Australia**”) for the purposes of the *Modern Slavery Act 2018* (Cth) for the financial year ending 31 December 2025. This statement aims to highlight the assessment and action that Hermès Australia has taken to identify, manage and mitigate the risks of modern slavery in its supply chain to assure human rights protection.

Hermès Australia does not tolerate any modern slavery or forced labour within its business itself and within its supply chain. Hermès Australia expects all players in its supply chain, whether direct suppliers or those that directly or indirectly supply its direct suppliers, to share the same values and to mitigate the risk of modern slavery by having due diligence process.

Structure, operations and supply chain

Hermès Australia imports and distributes luxury goods and fashion accessories through its own retail network within Australia and via an online platform available to its valued clients in Australia and New Zealand. Hermès Australia is part of the Hermès group of companies, whose parent company is Hermès International SCA (“**Hermès Group**” or “**HI**”), which has its head office in France. Hermès Australia is directly and wholly owned (100%) by HI. The Hermès Group has 26,494 employees worldwide and operates in 45 countries.

The main activities of the Hermès Group are to create, manufacture and sell Hermès products in Hermès' exclusive stores located in principal cities across Europe, Americas, Asia, Middle East and the Pacific. The Hermès Group's, including Hermès Australia's operations are structured to ensure strong protections against violations of human rights. Approximately 55% of the Hermès Group products are manufactured in exclusive and 'in-house workshops' and a majority of all products are manufactured in Europe (for example, in 2025 75% of products were manufactured in France). Given the Hermès Group's business model and sourcing methods, the risk of human rights violations is considered low.

Hermès Australia sources its products from the Hermès Group's companies located mainly in France and does not manufacture any of its products. Therefore, the majority of Hermès Australia's suppliers are located in France (being Hermès Group companies), with a small number of local non-manufacturing suppliers located in Australia. Hermès Australia acknowledges that both of these countries have low overall weighted averages for vulnerability of modern slavery, being 13% for France and 7% for Australia, according to the Global Slavery Index 2023.

The Hermès Group is committed to ensuring that social, environmental and ethical responsibility is at the forefront of all processes applied to the manufacturing and production of Hermès products, such as sourcing Hermès' iconic materials, leather, silk, cashmere and wood, from natural and renewable sources, so as to minimise Hermès' footprint.

Further information about the Hermès Group's structure, operations and its commitment to protecting human rights across its operations and within its supply chain, can be found in chapter 4.1.3.3 and 4.3 of the [2025 Universal Registration Document](#).

Since 2023, the Hermès Group reached a new milestone, with the publication of an autonomous vigilance plan targeting its external (institutions, associations, suppliers, and service providers) and internal (employees and employee representatives) stakeholders. The plan outlines the Hermès Group's policy for preventing risks of serious human rights violations, including prohibition of forced labour and child labour. The plan also sets out Hermès Group's risk mapping and identifies, analyses and prioritizes the risks of serious harm related to human rights violations arising from its activities. The methodology of the risk assessment is detailed in the vigilance plan and the scope of risk assessment covers entirely Hermès' Group value chain from the sourcing activities, through the manufacturing process until the distribution of products within its exclusive distribution network. The universe of risks covered by the vigilance plan includes human rights, in particular child labour, and also health and safety and protection of the environment issues.

In 2025, the Hermès Group updated and published its third vigilance plan on "Our partners and suppliers" section of its institutional website: <https://finance.hermes.com/en/our-partners-and-suppliers/> and is continuing to constantly improved the Group's vigilance systems.

To operate its retail stores in Australia, Hermès Australia engages service providers directly within various categories such as real estate and construction, freight and transportation and general maintenance and administration.

Indirect purchases are supervised by a dedicated department in the Hermès Group, which pools certain purchases at Group level and also in the subsidiaries or regional service centres. Such dedicated department also coordinates the Hermès Group action plans on major topics, including compliance, which is then deployed to each entity within the Hermès Group, including Hermès Australia.

Hermès Australia does not own or control any entity, therefore the process of consultation of any such entities with respect to this statement is not applicable. Similarly, Hermès Australia does not submit this statement jointly with any other entity.

Relevant policies and documents

Hermès Australia requires its third-party suppliers to provide specific undertakings prior to the relationship relating to their modern slavery practices and compliance with national and international ethical, social and environmental laws, regulations and policies. Such undertakings provides that, amongst other obligations, third-party suppliers should:

1. not use forced labour in the value chain;
2. provide adequate remuneration for staff in line with local laws and industry standards;

3. allow the Hermès Group control over the choice of, or at best, providing it with knowledge of, the supplier's subcontractors, if any; and
4. accept any audit undertaken by Hermès Australia and/or any entity of the Hermès Group and complete any questionnaires in this respect in good faith, and that the supplier shall resolve as soon as possible any issue highlighted during any audit.

These undertakings are part of the Hermès Group's social, ethics and environmental commitments which are embedded within the Hermès Group's code of ethics since 2009. This code is in line with the frameworks of fundamental universal principles such as, without limitation, the Universal Human Rights Declaration, the International Labour Organisation (ILO) conventions and the Organisation for Economic Cooperation and Development (OECD) guidelines.

Due diligence in respect of modern slavery and effectiveness

Hermès Australia takes a "risk-based" approach in the supplier engagement process and recognizes that there is a risk for modern slavery within every industry. It has reviewed its business and its supply chains accordingly to mitigate such risk to the best of its ability. Neither Hermès Australia nor, to the best of Hermès Australia's knowledge, any party in its supply chain engages in modern slavery.

Hermès Australia has, moreover, taken the following steps to assess and manage any risk that its supply chain may use modern slavery:

1. Systematically assess new suppliers as part of a robust onboarding process and only engage suppliers that uphold the same values as Hermès Australia, especially with respect to ethics, human rights and diversity, in which more information can be found on "[Our partners and suppliers](#)" section of the Hermès Group's corporate website;
2. All suppliers are expected to provide the specific undertakings as previously mentioned on social, environmental and ethical policies and comply with Hermès Australia's code of conduct;
3. Contractual obligations are imposed on suppliers to reinforce their compliance with Hermès Australia's codes of conduct and provide warranties that the suppliers do not use modern slavery;
4. Ensure that Hermès Australia maintains a right to conduct audits to:
 - a. inspect the supplier's facilities, records and practices, to have access to their personnel and to audit their business for the purposes of ensuring that they comply with these obligations and that there is no use of modern slavery; and
 - b. request that the supplier completes any questionnaires and/or requests for information, including regarding the use of modern slavery and steps they have taken to ensure modern slavery is not present in their operations or their supply chain,

Such audits enable Hermès Australia to measure the effectiveness of its human rights, ethics and anti-modern slavery policies within its supplier network.

The Hermès Group regularly reinforces its supplier audit policy to ensure the compliance of its supply chain with strict monitoring of improvement action plans;

5. Control the visibility Hermès Australia has over its supply chain by obtaining warranties from suppliers that they shall:
 - a. not subcontract the services provided without Hermès Australia's prior written consent;
 - b. provide a list of all their subcontractors,
 - c. remain liable for any of their subcontractors;
 - d. impose equivalent obligations on their own suppliers; and
 - e. monitor compliance by all their subcontractors with the relevant codes of conduct, in particular not to use modern slavery;
6. Maintain a whistleblowing platform to enable employees and external stakeholders such as suppliers, subcontractors and their employees to report any risk of modern slavery and/or non-compliance and to ensure Hermès Australia;
7. Manage and regularly draw supply chain and supplier risk mapping and conduct internal and external checks to assess the risk of modern slavery, and implement action plans where appropriate;
8. Proactively monitor legislative and regulatory developments regarding modern slavery to ensure Hermès Australia is always kept up to date and compliant; and
9. Complete regular training for employees to raise awareness and ensure understanding of the importance of the fight against modern slavery.

Hermès Australia recognizes that the process of assessing the effectiveness of its actions in the fight against modern slavery is an ongoing process and is committed to continuing to develop better measures that can strengthen its assessment program.

Notwithstanding, Hermès Australia endeavours to assess the effectiveness of its actions through the following Hermès Group measures:

1. maintaining the majority of its existing supplier relationships located in Europe allows Hermès Australia to ensure the risk of modern slavery within these suppliers is kept low due to the fact that Europe is strengthening regulation with respect to human rights and fundamental freedoms, the health and safety of people and ethics and anti-corruption;
2. continuous communications with and monitoring of Hermès Australia's suppliers to ensure Hermès Australia is well informed of any potential risk of modern slavery affecting its suppliers;
3. monitoring of Hermès Australia's whistleblowing lines available to suppliers and employees to guarantee the protection of whistle-blowers, while respecting the confidentiality of information and ensuring that reports are handled in accordance with Hermès Group's procedure. The reports received through these whistleblowing lines are analysed by the ethics committee legal compliance department and the Hermès Group purchasing department (cf. Hermès Group's 2025 Universal Registration Document, chapter 4.3.5, and Hermès Vigilance's Plan, chapter 9); and

4. visits and audits of Hermès Australia's suppliers, supported by a "supplier information questionnaire". If the supplier information questionnaire confirms a significant level of risk related to environment, the health and safety of people, social issues or human rights and fundamental freedoms, an external body recognised for its expertise, is asked to conduct an in-depth audit. After the audit, an action plan to prevent or mitigate the risks is implemented. The results of these audits and action plans are taken into account during any continuation of relationships.

Hermès Australia is truly dedicated to the fight against modern slavery and commits to closely monitoring its operations and all supplier relationships to always manage the risk of modern slavery.

Approved by the Board of Directors of Hermès Australia Pty Ltd on 5 June 2026.

Signed by:



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Karin Upton-Baker
Managing Director
Hermès Australia Pty Ltd