

LVMH Perfumes & Cosmetics Group Pty Limited.

2025 MODERN SLAVERY STATEMENT

Level 9, Elizabeth Street - NSW 2000 Sydney / Australia

Modern Slavery Act 2018 (Cth)

INTRODUCTION

This statement is made pursuant to the *Australian Modern Slavery Act 2018* (Cth) and sets out the steps LVMH Perfumes & Cosmetics Group Pty Ltd ("**P&C AUST**") has taken during its financial year ending 31 December 2025 to assess and address the risk of modern slavery in its operations and supply chains.

1) STRUCTURE, ACTIVITIES AND SUPPLY CHAINS OF P&C AUST

Structure. P&C AUST is a distributor of perfumes, cosmetics, skincare, and accessories under the Dior brands on to retail customers and end-consumers in Australia. P&C AUST is a subsidiary of Parfums Christian Dior SA "**Parfums Christian Dior**" also mentioned as "parent company of P&C AUST", headquartered in Paris, France, which is part of the Louis Vuitton Moët Hennessy ("LVMH") Group.

Activities. P&C AUST does not produce the products which it sells and it is a mere distributor of perfumes, cosmetics and skincare products and certain accessories under the following Brands: Parfums Christian Dior, Givenchy, Kenzo, Fenty Beauty, Make Up For Ever and Benefit.

P&C AUST is the importer of record of such products into Australia for sale. P&C AUST sells the merchandise to end-consumers through its distribution network of authorized retailers, online from its website, in its own boutique or through Dior boutique in department store in Australia. The merchandise is a line of perfumes, skincare products, cosmetics, and accessories.

Supply Chains. P&C AUST engages some domestic suppliers in Australia (for example, use of goods and services such as supply of goods, cleaners, security services) but can also receive products or services such as merchandising from all over the world. P&C AUST imports into Australia primarily from Parfums Christian Dior the products it resells or distributes.

P&C AUST purchases, *inter alia*:

- (i) perfumes, cosmetics and skincare from suppliers and/ or distributors 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.

Parfums Christian Dior's supply chain is organized around direct purchases (raw materials, components, and finished products) and indirect purchases (other goods and services used in promotional activities, marketing, distribution, etc.).

P&C AUST's strategy to address modern slavery risks in its supply chains centers on continuous improvement through risk assessment. This initiative is driven by a cross-functional team consisting of Purchasing, Compliance, Legal, Supply Chain, and Finance belonging to the parent company of P&C AUST with regular contributions from business divisions and commercial functions.

2) POLICIES AND PRACTICES REGARDING SLAVERY, SERVITUDE AND FORCED OR COMPULSORY LABOUR

Governance. In 2025, A global duty of vigilance Committee has been established within Parfums Christian Dior with members of the executive committee - the committee's aim is to

oversee all initiatives relating to human rights, health, safety and the environment across all PCD's its relevant operations.

Key policies. The aim is to eliminate any risk of modern slavery in its business operations, and in its supply chains. As part of the LVMH Group, P&C AUST supports the continual improvement of social, societal, and health conditions, which are key factors in development and in the protection of persons. It relies on policies of the LVMH Group that are relevant to this commitment, including expectations from both its internal business and its external suppliers.

The LVMH Group 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 Labour Organization, the OECD Guidelines for Multinational Enterprises, especially Chapter IV., the United Nations Global Compact and the related Sustainable Development Goals, the United Nations Declaration on the Rights of Indigenous Peoples, and the United Nations Women's Empowerment Principles.

These standards are central to our responsible business policies and are the foundation for our overall labour-related policies.

Code of Conduct for Employees. P&C AUST require their employees to comply with the LVMH Code of Conduct for employees ("**Employee Code**"). Therefore, in performing their duties, all employees must comply with and always promote human rights.

Employees acknowledge compliance documents (Employee Code, LVMH Anticorruption Charter, LVMH Alert Line Procedure, and Conflict of Interest Declaration) on an annual basis via an annual online compliance campaign. New employees acknowledge these documents upon joining P&C AUST as part of the onboarding program.

The LVMH Group implemented a new Employee Code in 2024 to replace the prior Employee Code. All selected employees will be required to take a mandatory training on topics relating to the 2024 Employee Code. This new Employee Code reflects our commitments to ethics and integrity, social and environmental responsibility and sets out the rules that all employees must follow in their day-to-day activity. The Employee Code informs employees that a key link in our value chain is to share our values with our suppliers, and employees must ensure that suppliers agree to comply with the requirements of the LVMH Supplier and Business Partner Code of Conduct ("**Supplier Code**").

Supplier and Business Partner Code of Conduct. Prior to engaging any new supplier, P&C AUST requires its suppliers to sign and comply with the Supplier Code and to agree not to use slavery, servitude and forced or compulsory labour. The Supplier Code is well known by our suppliers who understand that they need to comply with it. The Supplier Code also covers topics such as respect to human rights, business ethics, environmental responsibility, data protection, diversity and inclusion, and compliance with laws and regulations. It is presented to suppliers during the selection process along with an anti-corruption assessment, requiring suppliers to accept it to proceed with the selection process.

The LVMH Group continues to attach great importance to ensuring that each of the entities in the LVMH Group, including P&C AUST, and their suppliers share a set of common rules, practices and principles with respect to ethics, social responsibility, and protection of the environment. Supplier relations are anchored in responsibility, fairness, and integrity. Suppliers

must respect the ethical principles presented in the Supplier Code and ensure that their own suppliers do the same. The Supplier Code has been updated overtime since it was first established in 2008 and was updated most recently in 2024.

Specifically with respect to labour standards:

PROHIBITION OF CHILD LABOR

“Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labor or set an age for completion of compulsory education higher than 16, the highest age is applicable. Workers under the age of 18 shall not perform any overtime or hazardous work or work a night shift. Suppliers may use lawful, legitimate, properly managed workplace apprenticeship programs, such as student internships”.

PROHIBITION OF FORCED LABOR AND HUMAN TRAFFICKING

“The LVMH Group does not tolerate any form of abusive or illegal labor in its supply chain such as forced labor or human trafficking. All forms of forced labor, slavery, servitude or trafficking in human beings by Suppliers, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. Suppliers must respect workers freedom of movement. Suppliers cannot require workers to work to repay a debt to them or to a third party.”

The Supplier Code puts suppliers on notice that P&C AUST reserves the right to audit its suppliers to ensure ongoing compliance with this Code.

The Supplier Code is available on the dior.com Australia website: the footer “Ethics & Compliance” is the link to the LVMH site with access to the Code: <https://www.lvmh.com/news-documents/lvmh-supplier-code-of-conduct/>.

Alert Line. The LVMH alert line is an online system that enables employees and third parties to report in good faith violations (or risks of violation) of various types of ethical and other concerns, including those pertaining to forced labour and/or child labour. Individuals can choose to remain anonymous when submitting a report, and the LVMH Group ensures that no retaliatory measures are taken against people who raise a concern in good faith. The LVMH Alert Line can be accessed through LVMH.com or at <https://www.lvmh.com/en/ethics-and-compliance/lvmh-alert-line> or on dior.com via the footer “Ethics & Compliance.”

As products distributed by P&C AUST are primarily imported into Australia from Parfums Christian Dior, we provide the below additional information:

- **ISO Certification:** In 2025, Parfum Christian Dior has obtained the ISO 37002 certification from a certification body. This certification ensure that Parfums Christian Dior whistleblowing process complies with international standards. The body issued the certification with zero non-conformities. This certification is valid for 3 years.
- **Supplier Check Policy:** Parfums Christian Dior's Ethics and Compliance teams conduct thorough supplier checks. These cover exposure sanctions, links to politically exposed persons, potential involvement in illegal activities (corruption, fraud), regulatory report review, and reputational risk identification. When red flags emerge, corrective actions are implemented.

3) SLAVERY, SERVITUDE AND FORCED OR COMPULSORY LABOUR RISKS AND THE STEPS TAKEN TO ASSESS AND MANAGE THE RISKS

Due diligence. We work closely with our suppliers on a daily basis, which fosters a shared understanding of the challenges we face and enables us to implement targeted measures aimed at strengthening responsible sourcing practices throughout the value chain. This work, carried out by several departments within the parent company of P&C AUST, structures risk management around robust and operational action plans. This relationship of trust allows us to address fundamental issues and make positive progress in managing social risks.

Slavery, servitude and forced or compulsory labour risks in our business operations. P&C AUST is strongly committed to complying with national laws on slavery, servitude and forced or compulsory labour. In accordance with current regulations, we ensure that all our human resources practices are in full compliance with these laws. The parent company of P&C AUST has rigorous procedures in place to ensure that its operations and supply chain do not tolerate any form of slavery, servitude and forced or compulsory labour. Our commitment to ethics and social responsibility is at the heart of our mission, ensuring a respectful and legal work environment for all our employees.

The Human Resources team of P&C AUST has enacted processes to ensure that each new employee is legally authorized to work in Australia.

Slavery, servitude and forced or compulsory labour risks in our supply chains. Because of the strict prohibition in the Supplier Code against *"all forms of forced labour, slavery, servitude or trafficking in human beings by Suppliers, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint,"* we believe that our suppliers comply with the strict prohibition against all forms of forced labour or child labour. If the supplier does not comply with the Supplier Code, P&C AUST may demand that the non-compliance be corrected, suspend purchasing, refuse to accept deliveries or return any goods until remedial measures are being taken, and may terminate the business relationship with any such supplier.

P&C AUST shall use best efforts to ensure that supplier contracts contain clauses requiring the suppliers of P&C AUST to comply with the Supplier Code with similar strict prohibitions.

Training Provided to Employees. P&C AUST requires its employees to acknowledge various compliance documents to ensure compliance with legal and human rights laws.

4) MEASURES TAKEN TO REMEDIATE ANY SLAVERY, SERVITUDE AND FORCED OR COMPULSORY LABOUR; STEPS TO ADDRESS ANY GRIEVANCES

If a situation of non-compliance comes to our attention, P&C AUST will immediately work with our non-compliant supplier to identify the specific issue and propose a plan of remediation. If the supplier does not correct the non-compliance, we may take further measures, as indicated above, but ultimately, we may terminate the business relationship with any such supplier.

Any issues, grievances, or whistle-blower reports raised by our employees, external vendor or business partners, are promptly escalated and investigated through appropriate and timely actions. We are committed to fostering a culture of accountability and openness, encouraging

the reporting of concerns without fear of retaliation, and ensuring that all complaints are handled with fairness, confidentiality, and respect.

5) ASSESSING EFFECTIVENESS

To assess the efficacy of the steps we are taking to identify and address the risks of modern slavery in our operations and supply chains, the parent company of P&C AUST regularly reviews its codes and guidelines both for employees and suppliers, including in the event of any novel issues that may arise to determine how best to address and if necessary, incorporate changes into its compliance measures.

P&C AUST continues to remain committed to the elimination of any risk of slavery, servitude and forced or compulsory labour in its business operations and in its supply chains. We will continue to share these values with our suppliers and to advancing this process.

6) PROCESS OF CONSULTATION (Modern Slavery Act 2018 "Act")

For completeness, P&C AUST notes that Section 16(1)(f) of the Act does not strictly apply in this instance, as:

- P&C AUST does not own or control any other entities; and
- P&C AUST is not an entity covered by a joint statement under Section 14 of the Act, as it submits this Modern Slavery Statement in its own right.

Notwithstanding the above, P&C AUST wishes to record that, although not required to do so under Section 16(1)(f), it maintains regular and ongoing consultation with its parent entity, in connection with modern slavery compliance and related matters.

This consultation includes, but is not limited to:

- Policy alignment: ensuring that P&C AUST's practices and procedures remain consistent with the broader frameworks, policies, strategy, codes and standards set by the LVMH Group;
- Risk identification and assessment: sharing information with LVMH regarding modern slavery risks identified in P&C AUST's Australian operations and supply chains, if any, and receiving guidance on emerging risks and best practices at a global level, to the extent necessary;
- Reporting and governance: engaging in connection with the preparation and review of this Modern Slavery Statement, including alignment on disclosures, risk assessments and remediation approaches; and
- Training and awareness: coordinating with LVMH on the rollout of mandatory compliance training programs, including those relating to forced labour, human trafficking and human rights obligations.

This ongoing dialogue ensures that P&C AUST's modern slavery response is informed by, and consistent with, the global approach of LVMH Group, while remaining appropriately tailored to the Australian regulatory context and P&C AUST's specific operational circumstances.

APPROVAL AND ATTESTATION

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 2025. This statement was approved by the board of directors of LVMH Perfumes & Cosmetics Group Pty Limited.

Signature: 

LVMH Perfumes & Cosmetics Group Pty Limited

By: ASHLEY POWELL

Director

30 June 2026