

Louis Vuitton Australia Australian Modern Slavery Statement – 2025

Introduction

This modern slavery statement is prepared by Louis Vuitton Australia Pty Ltd ("LVAU"), pursuant to the Commonwealth Modern Slavery Act 2018 (the "Act") and sets out the steps that LVAU have taken during its financial year ending 31 December 2025 to assess and address the risks of modern slavery and human trafficking in its own businesses and supply chain.

Consistent with the Act, at LVAU we are committed to acting with integrity in all our dealings as a business and as an employer, to requiring compliance with applicable laws and to reinforcing our actions to protect the rights of all people connected to our business. We strive to continuously reinforce the relationships through our supply chains, to ensure that their workforces and the workforces within their supply chains, including contractors, are treated with respect and dignity, preventing slavery and human trafficking from taking place.

Structure, Operations and Supply Chains

LVAU is a subsidiary of Louis Vuitton Malletier SAS ("LVM"), itself a wholly-owned subsidiary of LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group ("Group"). LVAU does not own or control any further entities.

LVAU's head office is located at Level 4, 70 King Street, Sydney NSW 2000. It employs on average 450 to 460 employees who are based in Sydney, Melbourne, Brisbane, Pacific Fair Gold Coast, Adelaide and Perth throughout the reporting period covered by this statement.

We sell luxury and high-quality products under the Louis Vuitton trademark including but not limited to luggage, leather goods, ready-to-wear, shoes, watches and jewellery, accessories, perfumes and cosmetics, stationery, home decoration, electronic devices and accessories (the "Products"), to clients in Australia.

LVAU sources the Products through LVM, which are largely manufactured through LVMH industrial subsidiaries.

LVAU may also procure goods (not for resale) and services from local suppliers which are necessary to run its business. Such goods and services include but are not limited to IT hardware, office supplies and furniture, commercial leases, utilities, cleaning, professional services, logistics and security.

Risks of modern slavery practices

We understand that modern slavery is used to describe situations where individuals' human rights suffer serious violation and are exploited and controlled through coercion, threats or deception, including forced labour, debt bondage, slavery and child labour.

As recognised in the Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities, the Global Slavery Index 2023 (GSI) and materials produced by the International Labour Organisation, modern slavery practices can occur in any country or industry sector.

Certain factors may increase the likelihood of such risks, including discrimination based on ethnicity, gender or religion, the use of low-skilled or migrant labour, operating in or sourcing from jurisdictions with less stringent labour protections, and bribery and corruption.

LVAU is committed to improving its practices to combat modern slavery, in all its forms, in its business and supply chains and to acting with responsibility, fairness, and integrity in all our dealings as a business and as an employer, to promote ethical conduct, to enhance compliance with applicable laws and to protect the dignity and rights of all people connected to our business.

Risks of modern slavery in LVAU's operations

LVAU's operations are described in more detail above.

We have also considered that as LVAU's operations are in Australia, a country with lower prevalence of modern slavery according to the GSI, there may be a lower prevalence of modern slavery as a part of our general operations.

LVAU's employees are on full-time, part-time or casual employment contracts which were prepared by reference to employment laws including the *Fair Work Act 2009* (Cth) and the National Employment Standards. We prioritise the health, safety, and well-being of all our team members and we have established supporting structures, policies and procedures for the benefit of all employees

We utilise office cleaning and security services as part of our operations. We recognise that these sectors may present heightened risk factors, including the reliance on low-skilled and migrant workers. LVAU seeks to address these risks through its supplier due diligence process and the dissemination of the Supplier and Business Partner Code of Conduct.

Taking into account Australia's lower prevalence of modern slavery according to the GSI and the measures implemented, we assess our overall risk of causing, contributing or being directly linked to modern slavery through our direct operations as relatively low, while remaining committed to ongoing vigilance.

Risks of modern slavery in LVAU's supply chains

In preparing this statement we focused on our suppliers with whom LVAU has a direct contractual relationship. Based on our understanding of such suppliers, we view that LVAU's direct procurement activities are generally at a low risk of causing or contributing to adverse human rights impacts.

Given the proportion of LVAU's procurement centered around manufactured products for the retail market, we also recognise that modern slavery risks can exist at various levels of supply chains, including those beyond our direct contractual relationships. For instance, we recognize the risks in the global manufacturing sector in the supply chain of raw material in the textiles and garments industry, for example, the Bureau of International Labor Affairs includes garments, textiles and thread/yarn which are linked to child or forced labor in certain countries.

As part of our ongoing due diligence, we request our supply chain providers to provide statements on their modern slavery practices to the extent possible and available. We are aware that certain sectors may present heightened risk factors:

- the procurement of office supplies may involve suppliers operating in jurisdictions with varying labour standards. LVAU seeks to mitigate this risk through its supplier due diligence process; and
- supply chains of IT and telecommunications systems, products and support services may involve labour from geographies outside of Australia, which may present heightened risk factors. LVAU seeks to mitigate this risk through its supplier due diligence process.

We are committed to assessing and reporting on these risks further in future years as part of our commitment to continuous improvement. As outlined above, we recognise the potential for instances of modern slavery practices to occur further down our supply chains and we will strive to analyse and report on such risks in future statements.

Policies and Practices – Actions taken to address risks

The Group's framework is anchored in a defined corpus of international standards:

- the Universal Declaration of Human Rights;
- the International Covenants on Civil and Political Rights and on Economic, Social and Cultural 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 (notably Chapter IV on Human Rights);
- the United Nations Global Compact;
- the United Nations Declaration on the Rights of Indigenous Peoples;
- the United Nations Women's Empowerment Principles.

LVAU'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 LVAU expects from its employees, internal business and its external suppliers.

Key Policies are:

1. LVMH Group Supplier and Business Partner Code of Conduct (the "Supplier Code of Conduct")

The Supplier Code of Conduct sets out the Group's expectations of its partners (suppliers, service providers, distributors, franchisees, specialist trades, lessors and any third parties in a business relationship with a Group entity) and their subcontractors in various areas, regardless of where they are based geographically and where they are located in the value chain.

The expectations concern corporate social responsibility and respect for human rights: banning forced labor, human trafficking and child labor, banning illegal or undeclared work, harassment, discrimination, measures relating to wages, working hours, freedom of association, health and safety, and protecting local and indigenous communities.

The Group's partners are required to respect the principles of this Supplier Code of Conduct and must also ensure that their own subcontractors and suppliers do the same when performing their activities for the Group. The Supplier Code of Conduct has been rolled out to all the Group's Maisons.

The Supplier Code of Conduct also gives each Group entity the right to check that its partners and subcontractors across its value chains comply with these principles.

If a partner or one of its subcontractors should violate the Supplier Code of Conduct, each Group entity in a business relationship with that partner reserves the right to demand that the compliance failures be remedied or that the business relationship be suspended or terminated, commensurate with the severity of the violations identified.

These foundational documents are complemented by:

- the LVMH Fair Wage Principles, developed in partnership with the Fair Wage Network and supported by annual salary surveys;
- the LVMH Health and Safety Charter (2021), which embeds the Group's zero-accident culture;
- the Charter on Working Relations with Fashion Models (2017, jointly developed with Kering), currently being updated to reflect developments in the sector; and
- the LVMH Anti-Corruption Charter (updated April 2024, available in 20 languages);
- the Privacy Charter.

The LVMH Group (of which LVAU is a part) requires its suppliers and business partners, and their subcontractors to share its commitments and to act in full compliance with all applicable laws, including all national, local and international laws relating to the management of their businesses. The Supplier Code of Conduct accordingly helps all entities in the LVMH group maintain a consistent approach to their suppliers and supply chains, including in relation to identifying and combating the risks of modern slavery.

The Supplier Code of Conduct is required to be signed by all new Business Partners. LVAU also seeks to ensure that existing Business Partners remain aware of and comply with the Supplier Code of Conduct, including upon contract renewal.

The definition of "Business Partners" in the Supplier Code of Conduct is non-exhaustive and includes landlords, service providers, distributors and any third party with a business relationship with any entity in the LVMH Group.

In particular, the Supplier Code of Conduct states the following:

- Business Partners commit not to engage in any kind of discrimination, in particular with regards to hiring, pay, working hours, time off or paid leave, maternity or paternity protection, job security, job assignments,

evaluations, training, career prospects, based on ethnic, national, social or cultural origin, gender, sexual orientation, disability, age, family situation, religion, political beliefs, or union affiliation;

- 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. Business Partners may use lawful, properly-managed workplace apprenticeship programs, such as student internships;
- 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 Business Partners, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, are strictly prohibited. All workers are entitled to accept or leave their employment freely. Business Partners must respect workers' freedom of movement. Business Partners cannot require workers to work to repay a debt to them or to a third party.

The Supplier Code of Conduct requires suppliers to commit to implementing an alert line for their own workers and stakeholders. It provides suppliers with access to the Independent LVMH Alert Line, that allows Business Partners to report violations of the Supplier Code of Conduct.

LVAU may take action against Business Partners for non-compliance with the Supplier Code of Conduct, such as requiring the Business Partner to take corrective action, suspending purchases, refusing to take delivery of products until the violation(s) is remedied to LVAU's satisfaction, or termination of its business relationship with the Business Partner.

LVAU has continued refining and implementing the approach with respective third parties through the customization of the Supplier Code of Conduct to uphold ethical standards within all of its activities.

2. LVMH Group Code of Conduct (the "Group Code of Conduct")

The Group Code of Conduct is designed to provide a common ethical foundation for the Group and its Maisons, outlining the rules to be followed by all employees as they go about their work. The Group Code of Conduct was signed by all members of LVMH's Executive Committee when it was updated in April 2024, and applies to all employees in each Maison, across every business segment and geographic region.

The Group Code of Conduct reflects LVMH's commitments in terms of ethics, and social and environmental responsibility, along with the recent initiatives recently taken in these areas, and refers to the charters and policies created within the Group to address these topics.

Available in 25 languages on the LVMH website and available on the Group and Maison intranet platforms, it is communicated to all Group employees, in particular when they join LVAU.

It is also included in employee training to promote the Group's ethical culture and its principles. In addition to the in-person presentations on this subject, an online module to raise awareness was rolled out at a Group level in the second half of 2024.

LVAU requires its employees to observe and comply with the Group Code of Conduct. The Group Code of Conduct reflects the LVMH Group's commitments to ethics and integrity, social and environmental responsibility. It refers to the charters and internal policies that have been developed on these topics: together, they form the ethics framework that governs all actions taken by LVMH and set out the rules that each employee must follow in their day-to-day activities.

As provided in the Group Code of Conduct, the LVMH Group:

- strives to have fair and equitable pay practices;
- 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 Labor Organization, and the OECD's Guidelines for Multinational Enterprises;

- is vigilant, in accordance with the law, about identifying any direct or indirect negative societal impact its business may have in order to prevent and, where necessary, remedy them; and
- expects all its employees and partners to comply with the same standards in this area.

All LVAU employees have access to the LVMH Ethics & Compliance section on the LVAU intranet which includes a number of tools and practical information to help promote exemplary behaviour in the day-to-day conduct of LVAU's business.

3. Whistleblowing Policy – Independent Third-Party Alert System

LVMH encourages a culture of dialogue and communication within the Group. Any employees and external stakeholders who have questions about how to interpret internal regulations or have any ethical concerns are invited to make this known or ask for advice.

The Group has also implemented a whistleblowing system to collect and process reports submitted in good faith of illicit behavior or behavior contrary to its internal principles of conduct, which aims to protect whistleblowers and prevent potential negative effects on society that would constitute a violation of whistleblower's rights.

Any current or former employee of the Group and any external Group stakeholder (including suppliers, subcontractors, etc.) can make a report from anywhere around the world. Reports can be submitted via the Maisons' internal channels (Human Resources and Ethics & Compliance officers) or via the Group's online platform, "LVMH Alert Line". This secure, centralized platform protects whistleblowers' anonymity and can be accessed in 15 languages, notably from the Group's website (<https://www.lvmh.com/en/ethics-and-compliance/lvmh-alertline>).

LVMH's Alert Policy sets out the reporting channels that exist within the Group as well as the rules governing how reports are received and processed. These rules detail how reports are screened, how corrective measures are taken where a breach of the Group's rules is identified and how whistleblowers are protected (in compliance with Directive (EU) 2019/1937 of October 23, 2019 relating to whistleblower protection and with French Law No. 2022-401 of March 21, 2022 aimed at improving whistleblower protection). Under the Alert Policy, whistleblowing investigations must be entirely confidential and independent, be completed within a reasonable time frame and be proportionate. The Maisons' Presidents are responsible for implementing this policy in their respective organizations.

The Alert Policy and whistleblowing system are explained in the Group Code of Conduct, and each Maison uses displays, written communications and other awareness-raising actions to make employees and external stakeholders aware of the system and policy. In addition, the Alert Policy is shared on LVMH's website and the intranets of the Maisons. The online training module related to the Group Code of Conduct, developed for all Group employees, also describes the reporting channels available and provides access to the Alert Policy. Furthermore, the Supplier Code of Conduct signed by the Group's business partners explains that suppliers and partners can use the LVMH whistleblowing system and contains a hypertext link to the Group's Alert Policy.

When an incident is reported on the LVMH Alert Line, it is received by the Group's Ethics & Compliance Department and then passed on to the Ethics & Compliance Officer of the Maison concerned for processing. As an exception, to ensure that reports received are treated impartially and objectively, some cases are handled by the Group if:

- the incident reported relates to the governing bodies of the Group or the Maison concerned;
- there is a potential conflict of interest or a situation that could compromise the impartiality of the Maison's Ethics & Compliance Officer;
- the report contains allegations of possible retaliation following a report handled by a Maison.

The Group ensures that there are no disciplinary measures or retaliation against whistleblowers who have reported an incident in good faith, or against anyone who has assisted them:

- Human Resources ensures that the whistleblower does not experience any retaliation;

- any person carrying out retaliation is subject to disciplinary procedures;
- those responsible for handling the reports are strictly required to maintain confidentiality and need to sign a confidentiality agreement.

The Maisons issue communications about the whistleblowing system, notably when welcoming new employees, through training sessions, either in person or using communication materials such as displays or awareness videos. Employees are informed in particular about how they can access the system and the fact that the Group prohibits any retaliation against whistleblowers using the system in good faith.

The effectiveness of these communications is reflected in the significant increase in the number of whistleblowing reports received through Group channels each year.

Internal guidelines specify the rules of the Alert Policy and the best practices to be adopted by employees in charge of processing and investigating reports received. These employees undertake regular training, which, among other aspects, covers the principles of confidentiality and impartiality to be applied during internal investigations, and the need to protect whistleblowers.

The Ethics & Compliance training programs held in April and May 2025 provided ongoing training to 135 compliance officers on how to handle whistleblowing reports and apply the Group's internal whistleblowing investigation methodology. Similarly, in addition to Maison-specific training, in 2025 the Group trained over 300 human resources employees and directors tasked with handling whistleblowing reports within their Maisons.

Reports received are handled in compliance with the Group's Alert Policy and, where applicable, give rise to whistleblowing investigations – conducted in compliance with the relevant legal framework – and corrective actions, such as training, awareness initiatives, reminders about internal rules, termination of the business relationship with a Group partner, and disciplinary procedures, which can extend to employee dismissal. Alerts and the resulting corrective actions can be used to help improve risk identification and prevention procedures, as part of a continuous improvement approach specific to the Group's ethics policy.

All LVAU staff, contractors, and employees of contractors have easy access to our whistleblowing alert system which is operated by an independent third-party specialist organisation.

This policy and system encourage these parties to identify and raise concerns of past, present, or future wrongdoing, including any related to modern slavery, within LVAU or our supply chains, using appropriate, confidential channels.

All new starters receive our Whistleblowing Policy as part of their onboarding process.

No instances of modern slavery were identified within LVAU's operations or supply chains within the reporting period covered by this statement, but we are not complacent and remain committed to vigilance in identifying and addressing modern slavery risks.

Supplier and Contractor Due Diligence

LVAU ensures that its new suppliers are carefully chosen and that, prior to entering into any new contractual relationship with a supplier or contractor, suppliers and contractors acknowledge that they will comply with the Supplier Code of Conduct outlined above.

LVAU reserves the right to check and ensure the adherence of its suppliers and contractors to the principles set out in the Supplier Code of Conduct and reserves the right to conduct compliance audits at any time without notice. Upon reasonable request, LVAU suppliers and contractors are required to supply information and to grant access for LVAU representatives to verify compliance with the requirements of the Supplier Code of Conduct. Suppliers and contractors are required to keep proper records to prove compliance with the Supplier Code of Conduct and provide access to complete, original, and accurate files to LVAU representatives.

Upon reasonable request, LVMH Group suppliers and contractors must improve and correct any deficiencies discovered during any such audits.

LVAU uses its best endeavours to ensure that all LVAU supplier template contracts contain clauses requiring LVAU suppliers to comply with the Supplier Code of Conduct including adopting similar anti-slavery standards and practices.

LVAU requires its staff, suppliers, and entities in their supply chains to engage in and promote honest and ethical conduct, act in accordance with our values and culture, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with staff, customers, suppliers, agents, and intermediaries.

Remediation

LVAU is committed to investigating any report of actual or suspected incidences of modern slavery occurring anywhere in its operations or supply chains and would take all appropriate steps to rectify any confirmed incidences of modern slavery. LVAU continues to work collaboratively with its suppliers and, where necessary, their suppliers, to achieve these goals. If, for any reason, progress in this regard was not possible, LVAU would, as indicated above, take steps to sever its connections with the offending supplier or sub-supplier.

Staff

Training and Awareness

LVAU conducts regular training for its employees to ensure compliance with legal requirements across LVAU. The training enables LVAU to reduce business risk of non-compliance through efficient processes and reliable data and reporting. All documentation, policies and updates are provided for easy access via the employee portal for all employees.

In addition, the LVMH Group launched:

- a mandatory unconscious bias e-Learning module for LV personnel, including LVAU employees, to learn how bias impacts personally and in the workplace and to show the benefits of workplace diversity. A record of attendance is maintained; and
- a mandatory anti-corruption and anti-bribery e-Learning module for LV personnel, including LVAU employees, to help identify, prevent, and sanction bribery or corruption. A record of attendance is maintained.

It is mandatory for all LVAU employees to familiarise themselves with the Group Code of Conduct, and an acknowledgement is signed on both documents as part of the standard onboarding process. LVAU employees are also required to familiarise themselves with this statement which forms part of the onboarding of new starters.

Our goal is to reduce the risks of modern slavery taking place in our operations and supply chains to as low a risk as is reasonably practicable.

Effectiveness of actions taken to assess and address modern slavery risks

The Group tracks and publishes a structured set of quantitative vigilance indicators, updated on a regular basis and reported in the Universal Registration Document.

The Group also relies on dedicated measurement tools:

- The LVMH Global Pulse Survey, most recently conducted in 2024, with responses from over 145,000 employees across 18 languages, identifies workforce-related risk factors relating to employee engagement and well-being, the working environment and career development;
- Annual salary surveys, conducted under the LVMH Fair Wage Principles in partnership with the Fair Wage Network, monitor compliance with the Group's living wage commitments; in 2025, the Group reported that all its employees were paid an adequate wage in line with CSRD requirements

LVAU recognises that in order to identify and address the risks of modern slavery in our operations and throughout

our supply chain, we must continually analyse and evaluate our actions. LVAU is committed to advancing this process. We will keep working to build structures and procedures, and ensure commitment to our policies, so that we can evaluate the efficacy of the steps we are taking to identify and address the risks of modern slavery in our supply chain and operations.

To assess the effectiveness of LVAU's efforts in mitigating modern slavery risks, LVAU shall seek to:

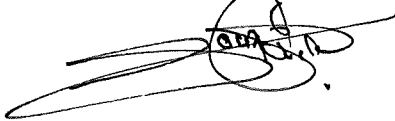
- continue to ensure all new employees are trained on our Group Code of Conduct and our Whistle Blowing Policy;
- continue to conduct training to equip employees on how to identify risks arising from modern slavery;
- disseminating the Supplier Code of Conduct to LVAU's direct suppliers, and seeking their acknowledgment and agreement to comply with its terms or their own analogous code;
- commit to promptly investigating and addressing any complaints or issues concerning modern slavery brought to its attention, in accordance with its Whistleblowing Policy. LVAU remains committed to continuously improving its approach to identifying and addressing modern slavery risks in its operations and supply chains

Approval

This statement is made pursuant to section 13 of the Act and constitutes LVAU's slavery and human trafficking statement for the financial year ending 31 December 2025.

This statement was approved by the Board of LVAU on 26 June 2026.

This statement has been signed by the following director of LVAU:

A handwritten signature in black ink, appearing to read 'Gonzalo NUCHE SANZ', with a large circular flourish at the end.

Gonzalo NUCHE SANZ

Managing Director - Louis Vuitton Australia Pty Ltd

Date: 26 June 2026