

LOUIS VUITTON
MALLETIER A PARIS

MAISON FONDÉE EN 1854

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Louis Vuitton UK LIMITED

Modern Slavery Statement - 2022

Introduction

This modern slavery statement is published by Louis Vuitton UK Limited ("LVUK"), pursuant to section 54 of the Modern Slavery Act 2015 and was approved by the Board on 27 June 2023. The statement is updated annually.

At LVUK we are committed to acting with integrity in all our dealings as a business and as an employer, and to promote ethical conduct, to enhance compliance with applicable laws and to protect the dignity and rights of all people connected to our business. We strived to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains, including contractors, are treated with respect and dignity.

Business

LVUK is a subsidiary of Louis Vuitton Malletier SAS ("LVM"), which is closely linked to the LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group.

We sell luxury and high quality products under the Louis Vuitton trademark including luggage, leather goods, bags, ready-to wear, shoes, watches and fine jewellery, accessories, perfumes and cosmetics, stationery, home decoration, electronic devices, and accessories, to clients from our retail stores in the United Kingdom.

We sourced all the products we sold from LVM. They were largely manufactured by LVMH industrial subsidiaries.

LVUK is a member of the Responsible Jewellery Council, the world's leading standard-setting organisation for supply chain integrity and sustainability in the global jewellery and watch industry.

Policies and Practices

LVUK has a number of policies that are relevant to our values and culture, which set out what we expect from our staff, our suppliers, and their supply chains.

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1. LVMH Group Supplier Code of Conduct (the "Code") - available upon request

The Code was introduced in 2022 in place of the previous LV code of conduct.

It applied (and continues to apply) to all LVMH Group Maisons, including LVUK. The Code accordingly helps Maisons maintain a consistent approach to their suppliers and supply chains, including in relation to combating the risk of modern slavery.

The Code had to be signed by all new stakeholders and/or for all new contracts and its signature by a supplier is valid for every Maison.

The definition of suppliers in the Code is non-exhaustive and includes landlords for the first time.

The Code includes a number of new and updated commitments to reflect changes in the law and societal norms. One new commitment is to help protect local or indigenous communities.

The Code required suppliers to commit to implementing an alert line for their own workers and stakeholders. It provided suppliers with access to the Independent Third Party Alert System (see 4. Whistleblowing Policy – Independent Third Party Alert System).

Penalties for non-compliance of the Code include the right of a Maison to require a supplier to take corrective action and to refuse to take delivery of products until the violations are remedied to its satisfaction, and the right to terminate the business relationship (subject to compliance with legal duties and obligations).

2. Louis Vuitton Ethical Charter (the "LV Ethical Charter") - available upon request

The LV Ethical Charter reinforced the Code and our commitment 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.

The LV Ethical Charter states that group companies will inform all of their commercial partners of their ethical principles and expectations and will require suppliers and supply chains to comply with the principles set out in the Code which include our values and culture. In particular, the Code specifies compliance with social issues to abide, respect and adhere to LVUK's moral and ethical values including those related to Human Rights, working conditions, forced labour and environmental issues.

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

3. LVUK Anti-modern Slavery Policy - available upon request

Our Anti-modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to prevent modern slavery, including human trafficking, from taking place in our business or supply chains.

4. Whistleblowing Policy – Independent Third Party Alert System

All LVUK staff had easy access to our whistleblowing alert system which is operated by an independent third party specialist organisation.

This encouraged them to identify and raise concerns of past, present, or future wrongdoing, including any related to modern slavery within LVUK or our supply chains, using appropriate, confidential channels.

All new starters received training on our Whistleblowing Policy as part of their onboarding process.

No instances of modern slavery were found within LVUK, or the company's supply chains but we are not complacent.

Supplier and Contractor Due Diligence

LVUK ensured that LV Group new suppliers are carefully chosen and that, prior to entering into any new contractual relationship with a supplier or contractor, suppliers, and contractors complied with the Code.

LVUK reserved the right to check adherence of LV Group and its suppliers and supply chains to the principles set out in the Code and to conduct compliance audits at any time.

Upon reasonable request, LVUK made sure that LV Group, and its suppliers and contractors could supply the necessary information and grant access to LVUK representatives to verify compliance with the requirements of the Code and for suppliers and contractors to keep proper records to prove compliance with the Code and provide access to complete, original, and accurate files to LVUK representatives.

LV Group suppliers and contractors could be required to improve and correct any deficiency discovered during any such audits.

LVUK reserved the right to use reasonable endeavours to ensure that all LV Group supplier and contractor template contracts contained clauses to adopt anti-modern slavery standards and practices consistent with our values and culture.

LVUK required its staff, suppliers, and 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.

Staff

Training and Awareness

As stated in British Standards institution BS 25700:22 – Organizational responses to modern slavery – Guidance, it is understood that modern slavery practices can occur in any country or industry sector and that there are some factors that can increase the risk of modern slavery, such as discrimination based on ethnicity, gender, caste,



tribal group, religion and bribery and corruption.

In response the LVMH Group launched:

- a mandatory Unconscious bias e-Learning module for LV personnel to learn how bias impacts personally and in the workplace and to show the benefits of workplace diversity. Any LVUK employees who have yet to complete this mandatory training will do so by the end of March 2023. A record of attendance is maintained; and
- a mandatory anti-corruption and anti bribery e-Learning module for LV personnel, including LVUK employees, to help identify, prevent, and sanction bribery or corruption. Any LVUK employees who have yet to complete this mandatory training will do so by the end of March 2023. A record of attendance is maintained.

In 2022 compliance training was completed across the UK region including on ethics, and compliance (including to combat modern slavery in our business and supply chains), by way of LVMH training for managers (stores and head office). Regular reminders of our values and culture was provided at retail training sessions run during the year.

The training enabled us 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 staff.

It remained mandatory for all LVUK staff to familiarise themselves with this statement which forms part of the onboarding of new starters.

Our goal is to reduce the risk of modern slavery taking place in our business or its supply chains to as low a risk as is reasonably practicable.

A Positive Impact Committee whose aim is to promote inclusion and diversity in the workplace, including in LV stores, was also launched in 2022.

LVUK does not use zero-hours employment contracts. It considers that certain groups might be more vulnerable to exploitation and modern slavery, including precarious/informal workers such workers on zero-hours employment contracts which lack guaranteed working-hours/pay.

Next Year

Training

At LVUK, we do not underestimate the importance of training staff to help combat modern slavery in our business and its supply chains.

Having reviewed our approach, a decision was made to provide more focused training on modern slavery to



those of our staff who are involved in recruitment and procurement in the next financial year.

Every LVUK employee who has yet to complete each of the e-Learning modules referred to in this Modern Slavery statement will do so,

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes LV UK's modern slavery statement for the financial year ending 31 December 2021.

The Board of Directors of LVUK has approved this modern slavery statement and it has been duly signed by the following Director:

Amandine ROHMER
Director - Louis Vuitton UK Limited

Date: 26 June 2023