

Christian Dior

C O U T U R E

Modern Slavery Statement for the financial year ending 31 December 2024

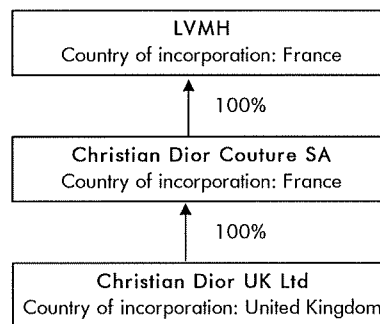
INTRODUCTION

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 "Transparency in Supply Chains". It sets out the steps Christian Dior UK Limited ("CD UK") has taken during its financial year ending 31 December 2024 to address the risk of slavery and human trafficking taking place in any part of its business or in its supply chains.

OUR ENTITY, STRUCTURE AND BUSINESS

CD UK was incorporated in April 1993. It is a 100% subsidiary of Christian Dior Couture SA ("CDC SA") headquartered in Paris, France, which is itself part of the LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group. An organizational chart representing CD UK's corporate structure is set out below.

Organisational Structure



Christian Dior Couture (herein "CDC" or "the Maison") is a French multinational luxury fashion house. It was founded in 1946 by French fashion designer Christian Dior. CDC is among the most iconic brands worldwide to design, manufacture and sell the most high-quality product categories, such as Leather, Baby, Ready-to-wear, Fine Jewellery & Watches, Homeware, Accessories and Shoes.

Business

CD UK distributes and sells premium clothing, leather goods, accessories, footwear, jewellery, watches and homeware to end-customers across retail stores in the United Kingdom. It operates on a physical retail store model and on online/e-commerce sales since June 14, 2022.

CD UK employs 389 staff members in the UK including permanent and fixed term employees. It does not outsource work to any third parties with the exception of cleaning, IT services, logistics and security.

OUR SUPPLY CHAINS

CD UK mainly purchases its products from related group entities, and especially CDC SA located in France.

CD UK's products and packaging purchases are mainly from the following:

- (i) Finished Goods sold in CD UK's retail stores (including apparel, leather goods, accessories, shoes, jewellery, and homewares) are purchased mainly from CDC SA and Les Ateliers Horlogers (CDC SA's directly owned subsidiary). They are manufactured primarily in Italy, France and Switzerland. For those finished goods, the identification and management of risks is undertaken by CDC SA, CD UK's parent entity, applying LVMH policies described below.
- (ii) Marketing, packaging, and Point of Sale Material are primarily purchased from suppliers located in a range of European countries, with the largest country supplier being France.

OUR ETHICAL PRINCIPLES AND VALUES

At CD UK, we are committed to acting responsibly and with the highest standards of integrity in all our business dealings, to promote ethical conduct and fundamental rights, and to comply with all applicable laws.

We do not tolerate any form of modern slavery and human trafficking in any area of our business or supply chain. To ensure that our commitments are honoured, we implement and enforce systems and controls in line with LVMH's policies, described below. We expect the third parties we work with to apply the same zero tolerance approach towards any form of modern slavery.

POLICIES AND PROCEDURES

At CD UK, our ethical principles and values are translated into several policies. They set out our expectations for our employees and third parties.

LVMH Code of Conduct

CD UK requires its employees to comply with the LVMH Code of Conduct ("the LVMH Code of Conduct"). The LVMH group implemented a new Code of Conduct in 2024 to replace the previous version. This Code reflects the LVMH Group's commitments to ethics and integrity, social and environmental responsibility and sets out the rules that each of our employees must follow in their day-to-day activity.

As a subsidiary in the LVMH group, CD UK is committed to respecting fundamental rights. The Code of Conduct states the following:

"Respecting fundamental rights

LVMH respects human rights wherever the Group operates.

The Group believes that this is a requirement inherent in its corporate purpose, inseparable from the values of the Group and its Maisons and from their corollary, respect for the dignity of every individual. [...]

LVMH expects all its employees and partners to comply with the same standards in this area. LVMH 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, especially Chapter IV. [...]

In performing their duties, all employees must comply with and promote human rights every day."

CD UK is a responsible employer which promotes a kind, inclusive working environment, and ensures quality of life at work and health and safety.

LVMH is a group with integrity which complies with applicable laws and regulations and requires employees to conduct business and act with the highest standards of integrity and transparency every day, everywhere.

New employees are required to acknowledge the LVMH Code of Conduct upon joining CD UK as part of the onboarding program. Additionally, this Code is regularly communicated to the employees in the UK in the course of their employment.

With regards to third parties, the LVMH Code of Conduct informs employees about the requirements for suppliers to comply with the ethical principles set out in the LVMH Supplier and Business Partner Code of Conduct, discussed further below.

The LVMH Code of Conduct is publicly available on the UK webpage of dior.com, under the footer "Ethics & Compliance".

LVMH Supplier and Business Partner Code of Conduct

CD UK does not tolerate any form of modern slavery in its supply chain such as forced labour, child labour or human trafficking. It expects its third parties (suppliers, business partners, service providers, distributors, etc.) and their subcontractors to share its commitment to respect human rights and act in full compliance with the applicable laws and regulations.

CD UK's suppliers are required to comply with the principles set forth in the LVMH Supplier and Business Partner Code of Conduct (herein "the Supplier Code") which was updated most recently in 2024. More specifically, the Supplier Code states the following:

"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. Business partners 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 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, is 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."

Suppliers are also required to guarantee the payment of legal minimum wages, to comply with legal requirements with respect to working hours, to respect and recognize the workers' freedom of association in compliance with law and to provide a safe and healthy workplace environment.

The Supplier Code is publicly available on the UK webpage of dior.com, under the footer "Ethics & Compliance".

LVMH Alert Policy

Employees or external stakeholders are encouraged to report 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.

In addition to the existing channels within CD UK (Human Resources, Legal and Ethics & Compliance Correspondent), reports can be submitted via the "LVMH Alert Line", which is a centralized, secure whistleblowing system that guarantees confidentiality. The LVMH Group has adopted a Group Alert Policy that is available to all employees and that describes the system for receiving and following up on reports submitted by employees or external stakeholders. The policy and the link to access the LVMH Alert Line are available on the LVMH Group's website (<https://www.lvmh.com/lvmh-alert-line/>).

CD UK issues regular communications to employees about this whistleblowing system, notably once a year to all employees as a minimum, and when onboarding new employees. Employees are informed in particular about how they can access the system.

The Supplier Code, which is communicated to suppliers when entering and renewing contracts, states that suppliers must establish grievance mechanisms for employees and stakeholders to raise concerns. The Supplier Code also refers to the LVMH Alert Line, which is accessible to external stakeholders.

Retaliation is prohibited against whistleblowers who report in good faith (and anyone who helps them), even if the reported allegations turn out to be inaccurate.

During the financial year, CD UK did not receive any report of suspected modern slavery or human trafficking relating to its UK business or supply chain. However, certain labour-related issues were identified within its supply chain, in connection with the activities of one supplier and one sub-supplier in Italy, discussed further below in the "Compliance incidents and Investigation process" section. These have since been resolved.

Ethical Charter & responsible sourcing policy (jewellery)

CDC is a certified member of the Responsible Jewellery Council ("RJC"). CDC's [Ethical Charter and responsible sourcing policy](#) confirms, among other principles, CDC's commitment to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. In particular, we strongly reject and condemn child labor, forced labor, covert and clandestine labor and human trafficking.

GOVERNANCE

The CDC compliance program is defined by the Global Ethics & Compliance ("E&C") Department based in Paris, France. Relevant policies, processes, and compliance training are then deployed within CD UK with the support of CD UK's E&C Correspondent in close

cooperation with the E&C Department. Ultimately, the compliance program is supervised by CDC's Compliance Committee whose members include executive leaders.

Additionally, CD UK's leadership team supervises the Human Resources function, as well as the third-party due diligence process, in the UK.

RISK ASSESSMENT

The LVMH Group carried out a risk analysis focused primarily on risks associated with the Group's supply chain, including CD UK's suppliers, with the assistance of Verisk Maplecroft, an external service provider specialized in analysing political, economic, social and environmental risks. The exercise analyses a wide variety of factors by geography and sector. With regards to human rights, the exercise has a focus on forced labour, child labour, decent pay and working hours, workplace discrimination, freedom of association and trade union membership and health and safety.

MEASURES TAKEN TO MITIGATE THE RISKS

Employee due diligence

CD UK has strict hiring practices to ensure compliance with law and does not employ employees under the age of 18 years old. The Human Resources department has enacted processes to ensure that each new employee is legally authorized to work in the UK.

Supplier Due Diligence

Prior to engaging in any new contractual relationship with a third party, or renewing a contract, CD UK requires suppliers to acknowledge and to commit to comply with the Supplier Code. They are also expected to ensure that their own subcontractors and suppliers do the same when performing their activities for CD UK. Furthermore, CD UK reserves the right to check, in the course of the business relationship, adherence of its suppliers to the principles set out in the Supplier Code and to conduct compliance audits at any time. Upon reasonable request, the suppliers shall supply the necessary information and grant access to CD UK representatives to complete and accurate records in order to verify compliance with the requirements of this Code.

At any time, CD UK may also request its suppliers to warrant that their business and supply chain do not use any form of modern slavery.

Contractual clauses

CD UK imposes obligations in certain supplier contracts under which the supplier undertakes to comply with the Supplier Code and an anti-modern slavery commitment. Under such terms the supplier also agrees to grant CD UK audit rights to check compliance with the Code.

Remediation

In cases where compliance failures, or violations of the Supplier Code, are identified within CD UK's supply chain, whether with a direct supplier or with a lower tier supplier, CD UK reserves the right to demand that the compliance failures be remedied. If the third party fails or refuses to implement a corrective action plan, CD UK reserves the right to suspend or terminate the business relationship depending on the severity of the violations identified.

Training and Awareness

CD UK conducts regular training for its employees, focussing on anti-corruption and money-laundering, to facilitate legal compliance across CD UK and to raise the awareness of CDC's principles and existing Codes and policies. All documentation, policies and updates are provided for easy access via the employee portal for all employees.

During the reporting year, CD UK identified the employees who may be better placed to identify potential instances of modern slavery based on their job responsibilities. All identified employees will be required to attend a Modern Slavery Training Course in 2025. The purpose of this training is to raise awareness of modern slavery and encourage employees to carry out their duty by taking the right actions if they suspect any wrongdoing.

Compliance incidents and Investigation process

CDC has well-established processes for the global reporting of compliance incidents. When identified, those incidents, which could include suspicions of human rights violations, are investigated, sanctioned when appropriate and relevant follow-up actions are taken. If those incidents involve a supplier or a business partner, full cooperation of that supplier or business partner is expected in the investigation and any follow-up actions (e.g. access to relevant information, adoption of remedial actions etc.) and measures could be taken by CDC, up to and including termination of the relationship.

In 2024, an Italian Court imposed a judicial administration measure on Manufactures Dior SRL ("Manufactures Dior") for one year. This followed an investigation by the Italian authorities into the labour practices of one supplier and one sub-supplier of Manufactures Dior in Italy. Manufactures Dior is ultimately 100% owned by CDC SA. It manufactures finished products, some of which are sold in CD UK's retail stores.

Following a number of measures implemented by Manufactures Dior to enhance its processes (including in relation to supplier audit and qualification), the judicial administration measure was revoked by the Italian Court on February 25, 2025, four months ahead of its originally scheduled completion date. The Court also took into account that the irregularities found were isolated and that, during the proceedings, Manufactures Dior had demonstrated a genuine commitment to preventing labour exploitation.

ASSESSING EFFECTIVENESS

CD UK will continue to communicate its zero tolerance towards modern slavery with its employees and suppliers. It will continue to assess the effectiveness of the steps taken to identify and address the risks of modern slavery in its operations and supply chains. For instance, CD UK will (i) regularly review the applicable Codes and policies, both for employees and third parties, (ii) continue raising awareness of CD UK's principles and commitments, (iii) address any new issues that may arise; and (iv) implement appropriate actions as necessary.

This statement was approved by the Board of Directors of CD UK on 25 June 2025.



Guillaume Cardon
General Manager
Director of Christian Dior UK Limited
25 June 2025