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Louis Vuitton UK LIMITED

Modern Slavery Statement - 2023

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 2024. 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 strive 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, 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.

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

The applicable Supplier Code was introduced in 2022 (in place of the previous LV code of conduct) and was signed by all new stakeholders and/or for all new contracts and its signature by a supplier is valid for every Maison.

It applied to all LVMH Group Maisons, including LVUK and helped Maisons maintain a consistent approach to their suppliers and supply chains, including in relation to combating the risk of modern slavery.

The definition of suppliers in the Supplier Code is non-exhaustive and includes landlords.

The Supplier Code includes a number of commitments to reflect changes in the law and societal norms, including to help protect local and indigenous communities.

The Supplier 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, through which external stakeholders who had questions about how to interpret internal regulations or had any ethical concerns were invited to make this known or ask for advice (see 4. Whistleblowing Policy – Independent Third Party Alert System).

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

2. Ethical Clause – available upon request

LVUK, as well of all the LVMH Maison, mandated that the LVMH Ethical Clause was added in each contract that was signed with any of its suppliers.

Under this Ethical Clause, each supplier undertook to comply with the commitments set forth in the LVMH Supplier Code of Conduct and represent that it had read, understood, and accepted the terms set out in the Ethical Clause.

Notably, the supplier represented and warranted that, as of the date of the agreement, it had not been convicted of any act of corruption or influence peddling, and undertook to provide, within five (5) working days of the first request any information enabling LVUK to meet its third-party due diligence obligations or to respond to requests from an authorised administrative or judicial authority.

The supplier undertook to report as soon as possible any behavior, act or fact likely to constitute a breach of this Ethical Clause and had the option of using the LVMH Alert Line online interface, which provided a fully confidential and secure way of reporting in good faith breaches of laws, regulations or the Ethical Clause (see below).

In the event of breach of the commitments stipulated in the Ethical Clause, or if LVUK had reasonable grounds to believe that the supplier has not complied with the said undertakings, LVUK could by operation of law, without notice and without compensation for the supplier, terminate its contract with the supplier. In such a case, no indemnity or compensation of any nature would be due, and the supplier would be required to indemnify LVUK for all damage, penalties, costs and liabilities resulting from, or in relation to, any breach of the Ethical Clause.

3. LVMH Group Employee Code of Conduct (the "Employee Code") – available upon request

The Employee Code reflects the 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.

The Employee Code is divided into three chapters: 1) a committed group ; 2) a responsible employer and 3) a group with integrity and is available in 19 languages.

The Employee Code applied to all LVMH group employees, was distributed in all Maisons and LVMH group entities and given to all new employees when they arrived. Each employee must personally comply with these commitments in all circumstance, failing which they may be subject to disciplinary measures and sanctions proportionate to the seriousness of their actions. Such sanctions may include dismissal.

4. Whistleblowing Policy – Alert Line

Any employees or external stakeholders who had questions about how to interpret internal regulations or have any ethical concerns was invited to make this known or ask for advice.

In addition, any employee who was aware of a violation of applicable laws or regulations, of the LVMH Code of Conduct, or of the guidelines or policies of the Group or its Maisons, could report such situation to Human Resources or to their Maison's Ethics and Compliance Correspondent.

In addition to these channels, the LVMH group's employees and stakeholders had access to the LVMH Alert Line, an online interface that provided a fully confidential and secure way of reporting in good faith violations of the laws, regulations, or internal principles of conduct.

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 had to complete this mandatory training did 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 and all new starters, to help identify, prevent, and sanction bribery or corruption. Any LVUK employees who had to complete this mandatory training did 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 were provided at retail training sessions run during the financial year ending 31 December 2023.

The training enabled us to reduce business risk of non-compliance through efficient processes and reliable data and reporting.

All documentation, policies and updates were 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 continued to be to reduce the risk of modern slavery taking place in our business or its supply chains to as low a risk as reasonably practicable.

In 2023, an additional "Anti-Corruption training module for Retail" was launched in the form of a 45-minute training course, specifically created to be fully adapted to retail situations with real-life examples. This training was given in person by a "store manager/ retail learning manager" duo to all sales associates in store. An attendance sheet was setup and was signed by all participants to this training.

A Positive Impact Committee whose aim is to promote inclusion and diversity in the workplace, including in LV stores, was also launched in 2022 and has since implemented various actions in 2023 around inclusion and diversity, such as instore animations and Head Office to focus on key topics e.g. International Womens Day, Black History Month, Pride Month to support in driving DEI and agenda creating an inclusive workplace, or introduction of the program Mental Health First Aiders in store and HO in May 2023

LVUK did 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.



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 2023.

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

A handwritten signature in blue ink, appearing to read 'A. Rohmer', written over a horizontal line.

Amandine ROHMER

Director - Louis Vuitton UK Limited

Date: 27 June 2024