



## **Louis Vuitton UK LIMITED**

### **Modern Slavery Statement for the financial year ending 31 December 2024**

#### ***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 [DATE 2025]. The statement is updated annually.

LVUK 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.

In the financial year referred to, 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 Moet 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/e-commerce activities in the United Kingdom.

We source 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.

LVUK is a Maison within LVMH.

## ***Policies and Practices***

LVUK has a number of policies that are relevant to our values and culture, which set out what we expect from 1) our employees as well as 2) our suppliers and their supply chains.

### **I. LV EMPLOYEES**

#### **A. 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 may potentially increase the risk of modern slavery, such as discrimination based on ethnicity, gender, caste, tribal group, religion and bribery and corruption.

In 2024, a Compliance training was completed across the UK region 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 during the financial year ending 31 December 2024.

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, with the continuous goal to reduce the risk to the lowest reasonably practicable level in our business and its supply chains.

In 2024, a mandatory "Anti-Corruption training module for Retail" were completed 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 or/and a retail learning manager to all sales associates in store. Behavioural Training for Management was also conducted in 2024, since the sexual harassment legislation in the UK was updated.

Points covered other than the change in legislation was how managers can and should navigate ambiguous situations in their team by analysing concrete examples.

Also, a Positive Impact Committee which was established in 2022 with the aim to promote inclusion and diversity in the workplace, including in LV stores, has continued to implement various actions in 2024. Behaviour Training was launched to a pilot group in the UK covering sexual harassment and acceptable behaviours with the aim of raising awareness of what behaviour is acceptable in the workplace and best practice on how harassment can be prevented through training, reporting and taking action against unacceptable behaviour.

Last, 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.

#### **B. LVMH Group Employee Code of Conduct (the "Employee Code) — available upon request**

The LVMH Group Employee Code was updated and published in March 2024, and reflects LVMH'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 25 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.

#### **C. 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.

#### **D. LVMH Fair Wage Principles**

To ensure a decent wage that allows for the financial stability and social integration of employees, LVMH has a compensation policy that is advantageous compared to the expectations of its employees and the market, which includes a decent wage policy. In 2021, LVMH formed a team to define an applicable pay equity policy, including a decent wage, for all its employees and suppliers. The objectives of the policy are to ensure fair, equitable and understandable remuneration conditions for employees.

Developed with the support of Fair Wage Network expertise, the principles of pay equity were endorsed in 2022 by the Human Resources Department. All of the Group's Houses were invited to verify the application of these principles, and monitoring is ensured through the networks of correspondents in Human Resources, Compensation & Benefits, and Social Responsibility.

In 2024, all employees were compensated at least at an adequate salary level.

## **II. SUPPLIERS**

#### **A. Group Supplier and Business Partner Supplier Code of Conduct (the "Code of Conduct) - available upon request**

A Code of Conduct was first introduced in 2017 and was directed at suppliers.

The Code of Conduct 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 in a Maison or its supply chains.

The Code of Conduct includes a number of commitments to reflect changes in the law and societal norms, including to help protect local and indigenous communities, and requires 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 I. C. Whistleblowing Policy — Alert Line).

A revised and re-named Supplier and Business Partner Code of Conduct was introduced in September 2024.

The Code of Conduct was extended to apply to business partners, such as service suppliers, in addition to suppliers, to help combat modern slavery and requires that LVM Business Partners ensure that their own suppliers respect the principles set forth in the Code. In addition, the Code requires Business Partners to commit to establishing processes or mechanisms for their own employees and stakeholders, including a mechanism for them to raise issues or concerns in good faith without fear of retaliation. The Code also provides Business Partners and their employees with access to the LVMH Group Alert Line ("Alert Line"), which is an online interface that provides a confidential way of reporting good faith violations of the Code.

The expanded Code of Conduct includes new and/or enhanced sections on;

- Labour standards and social responsibilities
- Environmental compliance and performance
- Ethics and business integrity requirements
- Subcontracting
- Business partner grievance mechanism and LVMH Alert Line
- Compliance with the Code

Penalties for non-compliance of the Code of Conduct 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).

#### **B. Ethical Clause — available upon request**

LVUK, as well of all the LVMH Maisons, 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 authorized 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.

### C. Supplier Audits

The process of Suppliers' audit has been strengthened in 2024. Social and Environmental audits have been carried out at LVM level at the suppliers with verification points specific to forced labour and child labour. If elevated risk is discovered as a result of these initial due diligence steps, then LVM is required to review and approve the supplier, provided that a remediation plan is set up.

### III. GOALS FOR FINANCIAL YEAR ENDING 31 DECEMBER 2025

With a view to continuous and ongoing improvement on the subject of combating modern slavery, a number of objectives have already been set for the year 2025, including the following:

#### Staff

- a) Continued roll out of Acceptable Behaviour Training to full management population and launch of allyship training equipping managers to champion an inclusive work environment where everyone can thrive.
- b) Revitalize the Positive Impact Committee again, fueled by a commitment to fostering inclusion and diversity throughout our workplace (Head Office & stores). This should include a range of initiatives such as engaging in-store animations and focusing our efforts on celebrating key to strengthen an inclusive environment where every voice is valued. The Positive Impact Committee also champions the LV Empreinte platform, inspiring wider teams to actively participate in volunteering.

#### Suppliers

- c) Maintain and further strengthen supplier audits within the supply chain and continuing follow-up audits (subsequent to previous audits).
- d) Comply with the specifics and spirit of the UK government's expanded statutory guidance Transparency in Supply Chains: Statutory guidance, published in 2025, including in relation to the following areas: due diligence, transparency, assessment and analysis of modern slavery risks, training, monitoring and evaluation and take a victim-centered approach to remediation where modern slavery is uncovered in our business or its supply chains (LV UK level).

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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 2024.

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



Moritz GARLICH

General Manager

