

LES ATELIERS JOAILLIERS LOUIS VUITTON



ANNUAL INTERNAL REVIEW OF LOUIS VUITTON

As part of our RJC certification, we conduct each year an internal review of our management system:

- *Our Supply Chain Policy:* This policy is communicated to our stakeholders and can be accessed on our website.
- *RJC Referent:* A RJC referent has been set up within our Company.
- *Due Diligence:* We perform Due Diligence with our Stakeholders on an annual basis according to the OECD Five-Step Framework for Risk-Based Due Diligence on the Supply Chain of Minerals from Conflict Zones or high-risk. In particular, we question our suppliers in order to obtain the most reasonable assurance that they do not supply the materials they deliver to us themselves from sources related to conflicts. We are asking our suppliers to share their origin countries of the rough material. This year, we have taken into account the RJC suppliers active in the last 3 years.

A remediation process has been put in place to deal with the stakeholder concerned with the results of a Due Diligence that does not comply with expectations. This is how our due diligence management plan is fitted to allow us to react against identified risks. To date, we have initiated a remediation process in partnership with 14 suppliers for whom our analysis has revealed a potential risk.

- *KYC :* Knowledge of our interlocutors. A KYC policy is in place within our Company. We review it every year to ensure that it is as relevant as possible and consistent with changes in our environment. We have strengthened our monitoring of government monitoring sites, listing individuals or companies involved in money laundering and fraud activities or participating in illicit organizations and/or financing conflicts.
- *Harassment and discrimination:* LVM bans all forms of discrimination, whether in recruitment, remuneration, working hours and rest periods or paid leave, maternity protection, job security, job assignments, evaluation, training, job prospects and occupational health and safety. LVM is opposed to all forms of violence and physical, sexual, verbal or moral harassment. We are continuing our actions to combat harassment and discrimination through training provided to managers.
- *Human Rights:* We conduct human rights due diligence within our company and for the stakeholders with whom we are engaged. We review this process annually. Our supplier audits include a human rights component that deals in particular with workers' rights, forced labor and child labor. As indicated in the Supplier Code of Conduct, in the event of non-compliance with this Code by a Supplier, each of the entities of the LVMH Group in a relationship with that Supplier will be required to report any such non-compliance. As indicated in the Supplier Code of Conduct, in the event of non-compliance with this Code by a Supplier, each of the LVMH Group entities doing business with that Supplier reserves the right to require correction of the non-compliance, to suspend purchases, to refuse to take delivery and to return any goods from the Supplier until the non-compliance has been corrected, and may terminate its business relationship with the Supplier, without prejudice to any other rights or remedies available to that LVMH Group entity. To date, no alerts have been identified.

- *Grievance mechanism:* We allow stakeholders to express anonymously and without fear of reprisals their concerns regarding possible ill-treatment at work, violations of human rights, as well as corruption, or related to the jewelry supply chain. To this end, we have put in place and are making available to the parties concerned a complaints mechanism, which can be obtained upon request from the following address:
<https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=12LVMH8&c=-1&language=fr>
- *Diamond Purchase and Sales Invoices Reconciliation:* We have randomly reconciled the relevant invoices to ensure consistency in the Kimberley process within our Company. No discordance has been identified.
- *Louis Vuitton Malletier joined RJC in March 2012.* Our latest RJC audit took place within our organization against the RJC COP 2019 on April 23RD, 2019.
- *Review of the system:* The system is reviewed annually, and a communication will be carried out to inform stakeholders of significant points that the internal review could have highlighted.

Paris, July 12th 2022