

HEALTH & SAFETY POLICY

2023-2025

Since 1837, Hermès has remained true to its craftsmanship and humanist values. The women and men of Hermès have always been at the heart of this collective adventure.

As a responsible employer, Hermès is proud of its unique and demanding social model. It is a long-term commitment that puts the health and well-being of its employees first, whether they are craftspeople, designers, vendors, or those working in support roles.

To this end, Hermès is committed to a “Zero Accident” trajectory and is implementing a Health & Safety policy to support it.

The health and safety policy sets out a strategic framework, organised around 4 themes, with the aim of protecting the health and safety of its employees.

These 4 strategic areas are covered by 13 commitments, designed to adapt to the unique characteristics of each activity and each country. Each entity translates its commitments into an operational roadmap.

1. PREVENTING RISKS

- Ensuring compliance with all applicable laws and regulations and anticipating any regulatory changes;
- Identifying, assessing and controlling risks in the existing working environment or when new projects come up;
- Managing a programme to prevent major priority risks.

2. PROTECTING THE HEALTH OF EMPLOYEES

- Ensuring the physical and mental health of employees;
- Identifying and assessing risks to employees’ long-term health;
- Continuing to improve working conditions to prevent occupational illnesses.

3. ACTIVELY PROMOTING A HEALTH & SAFETY CULTURE

- Ensuring that Health & Safety is strongly rooted in all of the company’s business entities;
- Developing the ability of managers to inspire and influence safer and healthier behaviour;
- Involving and empowering all employees in Health & Safety initiatives;
- Regularly enriching best practices with feedbacks from the field.

4. MANAGING HEALTH & SAFETY PERFORMANCE

- Sharing ambitions and supporting the implementation of operational roadmaps;
- Measuring and consolidating Health & Safety performance of the group’s entity, and cascading this down throughout the organisation;
- Promoting Health & Safety results to the Group’s management bodies.

Hermès uses a network of internal advisors and an audit programme to coordinate and evaluate its policy.

Mindful of its role as an exemplary standard-bearer for this sector, Hermès is also keen to share key Health & Safety principles and values with its suppliers.

This Health & Safety policy, approved by the Executive Committee, will be updated every 3 years. It will be monitored and will be the subject of an annual presentation to the Compensation, Appointments, Governance & CSR committee of the Supervisory Board.¹

“The health and safety of the teams working each day to ensure the success of the house of Hermès is our priority and consistent with our humanist values. This policy once again bears witness to the importance placed on Occupational Health & Safety. Its implementation will require everyone’s involvement and steadfast commitment. Let’s all continue to look out for one another.”
Sharon MacBeath

SHARON MACBEATH



1. This policy is described in the Non-Financial Information Statement (DPEF) within the Universal Registration Document: <https://finance.hermes.com/en/publications/>
It is also available on the Hermès Finance website: <https://finance.hermes.com/en/employees-well-being/>