

Hermès (G.B) Limited

Modern slavery statement for financial year ending December 2022

Background

This statement has been prepared on behalf of Hermès Holding G.B Limited and its subsidiary, Hermès (G.B) Limited (collectively referred to as “**we**”), for the purposes of the Modern Slavery Act 2015.

References in the statement to “forced labour” mean any conduct which is an offence under Part I of that Act including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.

The issue of forced labour

According to the International Labour Organisation, more than 20 million people worldwide are subjected to forced labour. We do not tolerate forced labour either within our business itself or within our supply chain. We expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values.

Structure, business, and supply chains

Hermès Holding G.B Limited is the parent company of Hermès (G.B) Limited, which is a provider of luxury goods and accessories in the retail sector. We are part of the Hermes Group (“**the Group**”), which has its head office in France. The Group has over **19,600 employees worldwide** and operates in 45 countries.

The Group’s operations are structured to ensure strong protections against violations of human rights. Approximately 55% of the Group’s products are made “in house”, and almost all products are manufactured in Europe (for example, in 2022 76% of products have been manufactured in France). Hermès (G.B) Limited sources its products from the Group’s companies located in France.

Further information about the Group’s structure, operations and its commitment to protecting human rights across its operations and within its supply chains, can be found [in the Group 2022 Registration Document](#) in particular [on the chapters 2.8 on Ethics and compliance and 2.6 on Communities: suppliers & partners](#).

In 2023, Hermès reached a new milestone, with the publication of this autonomous vigilance plan targeting its external (institutions, associations, suppliers, and service providers) and internal (employees and employee representatives) stakeholders. Within this vigilance plan, the Group presents the risk mapping drawn up to identify, analyse and prioritise the risks of serious harm to human rights resulting from its activities.

Relevant policies and documents

[Our Modern Slavery Policy](#) (which includes a Supplier Code of Conduct) rejects the use of forced labour. The Modern Slavery Policy is part of the Group’s larger commitment to encouraging ethical, social and environmental

responsibility, which includes the following documents: The Ethical Charter, the Code of Business Conduct and the Social Environmental and Ethical Policy.

The Social, Environmental and Ethical Policy provides that, amongst other things, suppliers and service providers should:

- (a) not use forced labour,
- (b) provide adequate remuneration for staff in line with local laws and industry standards,
- (c) accept any audit undertaken by us and complete any questionnaires in this respect in good faith and shall act as soon as possible on any issue highlighted during any audit.

Due diligence in respect of forced labour

We have reviewed our business and our supply chains. Neither we nor, to the best of our knowledge, our supply chain makes use of forced labour. We have taken the following steps to assess and manage any risk that our supply chain may use forced labour:

- We expect our suppliers to comply with the Social, Environmental and Ethical Policy and the Supplier Code of Conduct and to place similar expectations on their respective suppliers.
- We may impose contractual obligations on suppliers under which they:
 - undertake to comply with our Supplier Code of Conduct;
 - warrant that their business and, to the best of their knowledge, their own supply chain do not use forced labour;
 - agree to provide us on request with responses to a self-assessment questionnaire regarding use of forced labour and steps they have taken to ensure it is not used by them or their supply chain.
 - agree to permit us and third parties acting for us to inspect their facilities, records and practices, to have access to their personnel and to audit their business for the purposes of ensuring that they comply with these obligations and that there is no use of forced labour.
 - impose equivalent obligations on their own suppliers.

Hermès has set up a very strict supplier audits policy to ensure commitment's implementation within the supply chain: 100% of the Hermès Group's 50 largest suppliers have been audited and all suppliers outside Europe are audited regularly. These in-depth audits last at least two days each and are carried out by an independent third party, in the presence of a Hermès representative, with a strict monitoring of improvement action plans covering 100% of potential findings.

- We have reviewed statements published by our suppliers on use of forced labour to ensure that they in turn are taking what appears to us to be appropriate steps.

Approved by the Board of Directors of Hermès Holding G.B Limited and Hermès (G.B) Limited on June 21, 2023.

Director, Hermès Holding G.B Limited

Eric DU HALGOUET

Director, Hermès (G.B) Limited

Bertrand MICHAUD