



# SECTORS BRIEF

October 2025

## PURPOSE

This document is intended for all suppliers and manufacturers involved in supplying Hermès' métiers.

This document will evolve to encompass other areas and take new requirements into account.



# CONTENTS

## RESPONSIBLE PURCHASING PRINCIPLES

### ANIMAL SECTORS

#### Hermès' animal welfare policy

##### Leather

Cowhide

Sheepskin

Goatskin

Crocodilians

Ostrich

Lizard

Pigskin

Deerskin

Baby calf

##### Wool

Cashmere

Sheep | Merino

Mohair

Alpaca

Vicuña

Guanaco

Camel | Yak

Qiviut

##### Feathers and down

Goose | Duck

##### Other materials

Silk

Horn

Horsehair

Pearl | Mother-of-pearl

Beeswax

Rabbit felt

## PLANT SECTORS

### Fibres

Cotton

Linen

Hemp

### Materials

Wood

Wood panels (MDF)

Paper-Cardboard

Natural rubber

Straw

Wicker

### Raw materials for perfumery and cosmetics

Natural materials

Palm Oil derivatives

## ARTIFICIAL & SYNTHETIC SECTORS

### Fibres

Viscose | Cellulose

Polyester | Polyamide-Nylon | Elastane

### Materials

Plastics

Synthetic rubber

Lacquers

### Raw materials for perfumery and cosmetics

Synthetic materials

## METAL SECTORS

Gold

Silver

Platinum

Palladium

Titanium

Aluminium

Stainless steel

Brass

Zamak

Bronze

## MINERAL SECTORS

Ceramic

Crystal

Enamel

Glass

Sapphire crystal

Diamonds

Sapphires

Emeralds

Hard and decorative stones

Natural mica

# RESPONSIBLE PURCHASING PRINCIPLES

Since 1837, Hermès has always been guided by the model and values of craftsmanship, selecting noble raw materials by prioritising renewable natural sources. The supply of these materials is part of a strict framework of quality and regulatory compliance and follows a responsible supply chain model, one that respects people, animals and nature.

This document is based on increasingly refined knowledge of our supply chains and close collaboration with our partners. It sets out the different areas of responsible purchasing at Hermès and includes detailed recommendations.

## # TRANSPARENCY

Gaining a deeper knowledge of its supply chains through a network of highly skilled manufacturers and partners is a key concern for Hermès. The aim is to guarantee the highest level of quality, the best traceability and the careful use of raw materials.

**The Supplier Code of Conduct and the required certificates of origin are the legal cornerstones of this ethos of sharing:** in collaboration with industry stakeholders, Hermès wishes to enhance the visibility of every link in its supply chains for all métiers. In concrete terms, this detailed knowledge of each stakeholder relates to the raw materials that make its products so prestigious: leathers, textiles, feathers, etc.

## # HIGH STANDARDS

Hermès rigorously selects materials in compliance with regulations and best practices, in line with the following fundamental values:

- **Promoting exceptional supply chains** established locally as close as possible to the raw material, such as breeders, farms and cooperatives. Hermès is attentive to what those directly involved are saying to develop partnerships, improve operating conditions and establish long-term improvement projects.
- **Respect for human rights and fundamental freedoms:** As well as complying with the reference conventions, the house's vigilance plan incorporates respect for human rights, fundamental freedoms and employment conditions applying both to its suppliers and to their own suppliers and subcontractors.
- **Animal welfare:** Hermès' animal welfare policy describes the main ambitions and objectives to be achieved in the various supply chains.

- **Respecting and protecting biodiversity:** Materials from species that are under threat of extinction or whose trade is illegal are strictly forbidden.
- **Preserving nature:** Controlling the environmental impact of its entire value chain is a key concern for Hermès. Respecting natural resources, promoting sustainable agriculture and forestry, controlling energy resources, favouring the cleanest technologies in production processes, waste management and striving towards ambitious environmental goals are all cornerstones of the environmental policy and ambition for nature that the Hermès group has set for itself.

In addition to these fundamental principles, Hermès takes a proactive approach aimed at implementing the best standards possible, and working to take them forward by integrating ever greater consideration for people, animals and nature.

## # RELEVANCE

These guidelines, which are intended to be informative, reflect the desire of the Hermès métiers to sustainably support their partners and co-construct responsible supply chains. We also wish to promote the virtuous initiatives already under way.

While the challenges of transparency and rigour are first and foremost part of a regulatory framework and an Hermès project to showcase excellence, they will set the supply chain standard of tomorrow. Consequently, it is essential we work together to develop the right conditions for shaping responsible supply chains, starting today and for the long term.

## # INFORMATION, AUDIT & ACTION PLAN

All of the recommendations and requirements formulated in the cross-sector recommendations and in the briefs for each sector hereunder are communicated to the stakeholders concerned via specifications, purchasing conditions or individual communications.

Some or all of these points may give rise to inspection visits, internal audits and/or audits by independent third parties.

Targeted action plans will be drawn up jointly following these discussions, visits and/or audits.

# FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

## ANIMAL SECTORS



# ANIMAL WELFARE POLICY

Hermès' animal welfare policy specifies the main results to be obtained in the Group's various sector supply chains. It is an ambitious policy and serves to ensure high levels of animal welfare for all materials of animal origin used by Hermès' métiers.

The approaches and decisions adopted by Hermès have been defined within the framework of a multi-stakeholder collaboration and are supported by research and scientific data and by experience in the field, while taking into account the ethical issues and specific regional features.

## # ANIMAL WELFARE PRINCIPLES

The fundamental principles of animal welfare - the Five Freedoms, as defined by the World Organisation for Animal Health (WOAH) - form the basis of Hermès' animal welfare policy. This approach applies to all supply chains, while encouraging the continuous improvement of animal welfare.

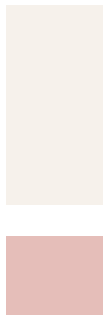
The minimum animal welfare results expected by Hermès are defined for each species in accordance with the Welfare Quality® principles: Good Housing; Good Nutrition; Good Health; Appropriate Behaviour.

- The principle of **good housing** refers to the living conditions of an animal and their influence on its comfort and freedom of movement. Their environment must provide for their physical and thermal comfort.
- The principle of **good nutrition** refers to the animal's ability to access water and food in sufficient quantity and quality that will maintain its health and avoid prolonged hunger, thirst, malnutrition or dehydration.
- The principle of **good health** requires a disease prevention approach, with responsible use of veterinary drugs and appropriate veterinary surveillance. Animals should not experience pain caused by inadequate care, handling, slaughter or breeding practices.
- The principle of **appropriate behaviour** focuses on the mental well-being of the animal. The breeding conditions must allow them to express normal behaviours for their species. Furthermore, animals must be treated with compassion and those who care for them must strive to maintain a good human-animal relationship.

## # POLICY IMPLEMENTATION

The animal welfare policy is implemented through demonstrated compliance with all applicable laws in this area, as well as through the adoption of the most rigorous certification standards. Hermès offers its suppliers a selection of standards and programmes that meet its requirements, specified on each page of this sectors brief and available in the appendix to this document. However, it is important to note that for certain species and regions, there are no sufficiently demanding certification standards. This is why Hermès strives to facilitate the development of standards where they do not yet exist, and to strengthen the monitoring of its supply chains, through internal and external audits and continuous improvement plans implemented jointly with its suppliers.





## Leather Cowhide

### Traceability target

Continue the inventory of operators, right down to the birth and/or rearing farms, with information on provenance (country, region and town/city).

### Recommendations and certifications

Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

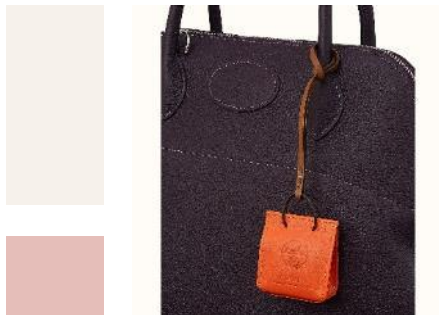
### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions<sup>[2]</sup> and EUDR regulations<sup>[3]</sup>.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.

<sup>[3]</sup> Regulation (EU) 2023/1115 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation (EUDR)



## Traceability target

Continue the inventory of operators, right down to the birth and/or rearing farms, with information on provenance (country, region).

## Recommendations and certifications

Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions<sup>[2]</sup>.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.



## Leather Goatskin

### Traceability target

Continue the inventory of operators, right down to the birth and/or rearing farms, with information on provenance (country, region).

### Recommendations and certifications

Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

### Points for attention

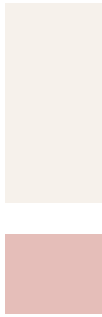
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions<sup>[2]</sup>.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.



## Leather Crocodilians

### Traceability target

Complete the identification and audits of all hide, leather and pelt suppliers conducted by third-party inspection bodies.

### Recommendations and certifications

Involve all hide, leather and pelt suppliers within the **International Crocodile Farmers Association (ICFA)**, including a mandatory certification process for its members. Ensure 100% **ICFA**-certified supply (livestock farms) of hides, leathers and pelts (or equivalent certification recognised by the ICFA).

Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: mistreatment, extended transport time, poor breeding conditions, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment) and not conducive to prior stunning in accordance with applicable regulations.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban non-compliance with CITES unit traceability and quotas.

<sup>[1]</sup> Articles 7.1.5. & 7.14. of the Terrestrial Animal Health Code (2022)



## Leather Ostrich

### Traceability target

Continue the inventory of operators, right down to breeder level, upstream of slaughterhouses.

### Recommendations and roadmaps

<sup>[1]</sup> Articles 7.1.5. & 7.14. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Only the populations of Algeria, Burkina Faso, Cameroon, Central African Republic, Chad, Mali, Mauritania, Morocco, Niger, Nigeria, Senegal, Sudan.

- Source raw materials exclusively from slaughterhouses, hatcheries and farms that are certified in line with the **South African Ostrich Business Chamber (SAOBC)** standard, which is recognised by Hermès and meets its animal welfare requirements.
- Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.
- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work, particularly when linked to racial discrimination.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, claw trimming that affects nerve endings, inappropriate antibiotic treatments, use of growth hormones, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms, particularly when linked to racial discrimination.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers who declaw ostrich chicks.
- Ban suppliers who source their supply from wild ostrich, listed in Appendix I of the CITES convention<sup>[2]</sup>.



## Leather

Lizard

V. Niloticus | V. Salvator

### Traceability target

Continue the inventory of operators, right down to collector level.

Choose skin supply chains that can guarantee the unit traceability of their skins, right back to the collectors.

### Recommendations and certifications

Audit and certify the supply chain for V. Salvator skins in accordance with the **Lizard Procurement and Processing Standard 2020 (LPPS 2020)** or **recognised equivalent standard**.

Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

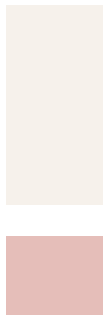
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare in collection practices: brutality, extended transport time, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment) and not conducive to prior stunning in accordance with applicable regulations.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Prohibit non-compliance with CITES quotas.

<sup>[1]</sup> Articles 7.1.5. & 7.14. of the Terrestrial Animal Health Code (2022)



## Traceability target

Continue the inventory of operators, right down to the birth and/or rearing farms, with information on provenance (country and region).

## Recommendations and certifications

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standards. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

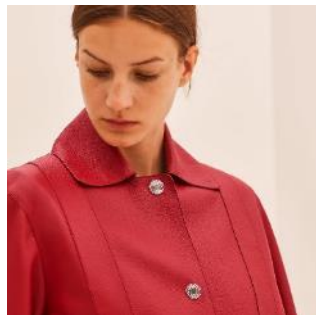
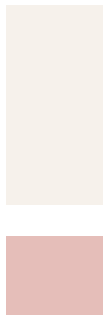
## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions<sup>[2]</sup>.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.





# Leather

## Deerskin

### Traceability target

Continue the inventory of operators, right down to breeder or hunter level, with information on provenance (country and region).

### Recommendations and certifications

Choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- For animal skins from outside the livestock sector, certification must be examined with the LWG administrative team and, if necessary, by contacting Hermès.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

### Points for attention

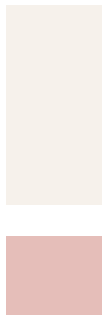
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour.
- For breeding sectors: brutality, poor breeding conditions (inadequate enclosures, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.
- For hunting sectors: slaughter that does not render animals unconscious immediately, slaughter of gestating females or young deer.
- Ensure targeted monitoring of the numbers of wild deer populations, which can be greatly reduced by variations in weather (droughts, etc.), and ensure that hunting quotas remain compatible with the applicable objectives for managing the species (country, state, province, etc.).

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers whose leather is not the by-product of a food sector.
- Ban suppliers that do not comply with the hunting conditions set out for the collection area identified in the certificate of origin (quotas, schedule, permit).
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)





## Leather

### Baby calf

#### Traceability target

Continue the inventory of operators, right down to the birth and/or rearing farms, with information on provenance (country, region and town/city).

#### Recommendations and certifications

Upstream, prioritise leather supply sources from countries that rigorously regulate animal welfare issues and offer the best traceability through a closely monitored ecosystem of slaughterhouses and hide processing facilities on a local level. For example, the Animal Welfare Regulations and its code of practice for slaughtering animals, which came into effect in New Zealand in 2018, is a model to favour.

Downstream, choose tanners certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If tanners are not already certified, define a continuous improvement plan founded on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- Tanners' supply chains must comply with the points for attention and prohibitive points below.
- Tanners must implement the measures necessary to ultimately obtain Gold certification on chapters 9 and 16 of the LGW standard (9: "Restricted Substances Lists and Chemical Management" and 16: "Chemical Management").

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour, particularly for these young animals: brutality, extended transport times and arrangements unsuitable for small animals, access to water, slaughter that induces stress due to inefficiency (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

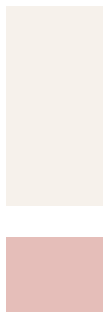
#### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers whose leather is not the by-product of a food sector.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions<sup>[2]</sup> and EUDR regulations<sup>[3]</sup>.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.

<sup>[3]</sup> Regulation (EU) 2023/1115 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation (EUDR)



## Wool Cashmere

### Traceability target

Continue the inventory of operators, right down to goat farming, with information on provenance (country and region) at each stage. Special attention will be paid to the people involved in upstream processes: farmers, sizes of herds, grazing areas used in rotation, cooperatives, trading structures & agents, dehairing experts and washers.

### Recommendations and certifications

Choose supply sources that ensure traceability at each stage, respect for animal welfare, environmental protection and fair remuneration for the people involved in upstream processes:

For the breeding, dehairing and sorting stages: Choose sources certified according to the standards of the **Sustainable Fiber Alliance (SFA)**, relating to fibre production, the first processing stages and the traceability chain.

For the processing stages (spinning, weaving, dyeing): If current sources are not already certified according to the above labels, propose a plan to obtain them and inform Hermès of any difficulties, the implementation schedule and the volumes available.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

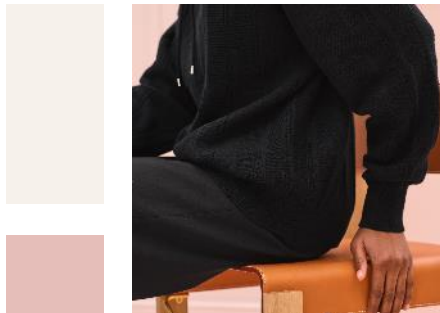
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate medical treatments, combing or shearing practices that are painful or injure the animal, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers authorising genetic cloning or the physiological modification of animals (use of endocrine disruptors).

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Traceability target

Continue the inventory of operators, right down to breeder level, with information on provenance (country and region) and species used.

## Recommendations and certifications

Choose fibre supply sources certified by the **Textile Exchange's reference labels: Responsible Wool Standard (RWS) / Material Matter Standard (MMS)**.

- Where possible, choose suppliers whose sources are fully **RWS/MMS**-accredited with 100% of their livestock certified.
- If current sources are not already certified according to the above labels, propose a plan to obtain them and inform Hermès of any difficulties foreseen in achieving certification and the implementation schedule, as well as the volumes available.

In addition, for the spinning, weaving and manufacturing stages, prioritise suppliers certified according to the Textile Exchange's **Content Claim Standard (CCS)** and/or focus on stakeholders with **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

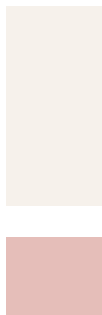
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate medical treatments, shearing practices that are painful or injure the animal, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers carrying out mulesing, either surgical (perianal ablation) or chemical (freeze mulesing) throughout the flock.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Traceability target

Continue the inventory of operators, right down to breeder level, with information on provenance (country and region) and species used.

## Recommendations and certifications

Choose fibre supply sources certified by the **Textile Exchange's reference labels: Responsible Mohair Standard (RMS) / Material Matter Standard (MMS)**.

- Where possible, choose suppliers whose sources are fully **RMS/MMS**-accredited with 100% of their livestock certified.
- If current sources are not already certified according to the above labels, propose a plan to obtain them and inform Hermès of any difficulties foreseen in achieving certification and the implementation schedule, as well as the volumes available.

In addition, for the spinning, weaving and manufacturing stages, prioritise suppliers certified according to the Textile Exchange's **Content Claim Standard (CCS)** and/or focus on stakeholders with **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

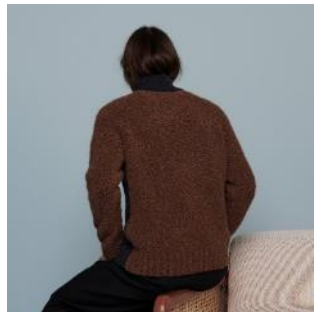
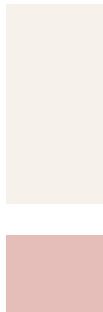
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate medical treatments, shearing practices that are painful or injure the animal, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor soil management.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Traceability target

Continue the inventory of operators, right down to breeder and grazing zone level, with information on provenance (country and region) and species used.

## Recommendations and certifications

Choose alpaca fibre supply sources certified by the **Textile Exchange's reference labels: the Responsible Alpaca Standard (RAS)/ Material Matter Standard (MMS)**.

- Prioritise suppliers whose sources are fully **RAS/MMS**-accredited with 100% of their livestock certified.
- If current sources are not already certified according to the above labels, propose a plan to obtain them and inform Hermès of any difficulties foreseen in achieving certification and the implementation schedule, as well as the volumes available.

In addition, for the spinning, weaving, and manufacturing stages, prioritise suppliers that are certified in line with the Textile Exchange's **Content Claim Standard (CCS)**. And/or focus on operators applying **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

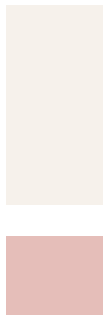
## Points for attention

- Identify breaches of human rights, fundamental freedoms, and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, branding with heat or corrosion, inappropriate medical treatments, shearing practices that are painful or injury the animal, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Traceability target

Continue the inventory of parties involved in the upstream value chain, right down to the area of provenance of the fibres. Make sure that they are not sourced in regions where wild populations are endangered or threatened with extinction (Ecuador, Chile).

## Recommendations and certifications

Integrate supply chains in a sustainable development process by drawing on local partnerships in association with government projects, initiatives by sustainable development bodies or NGOs, and the programmes of international sustainable investment funds in an effort to define and improve:

- The setting up and perpetuation of cooperatives that notably promote a fair source of revenue for local communities.
- Awareness about the dangers of poaching and the importance of species conservation.
- The circulation of good practices that promote animal welfare during capture and shearing: refer to the work done by **GECS - Grupo Especialista en Camélidos Sudamericanos<sup>(1)</sup>**.
- The development of a traceability system at each stage, with dedicated resources.

In addition, for the spinning, weaving and manufacturing stages, focus on operators applying **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

<sup>(1)</sup> "Criterios de Bienestar animal para el manejo de la vicuña", 2022

## Points for attention

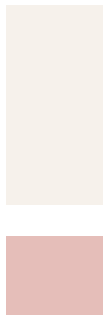
- Identify breaches of human rights, collective rights, fundamental freedoms, and health and safety conditions at work.
- Identify risks of overexploitation in the supply chain by monitoring the state of populations per country and per region.
- Ensure that the supply of fibres is sourced from living animals.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: inadequate or prolonged capture and detention conditions, unsuitable shearing periods, brutal, painful or injury-inducing practices, inappropriate medical treatments (excluding urgent care).

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban supplies sourced from poached animals.
- Ban suppliers that do not comply with WOA<sup>(2)</sup> animal welfare principles and Hermès' animal welfare policy.
- Ensure compliance with the requirements of the CITES Convention (Washington Convention) and prohibit supplies from wild populations listed in Appendix I (marketing ban).

<sup>(2)</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)





## Wool

### Guanaco

#### Traceability target

Continue the inventory of parties involved in the upstream value chain, right down to the area of provenance of the fibres.

Make sure that they are not sourced in regions where wild populations are endangered or threatened with extinction (Paraguay, Bolivia, Peru, Northern Argentina and Northern Chile).

#### Recommendations and certifications

Integrate supply chains in a sustainable development process by drawing on local partnerships in association with government projects, community cooperatives, initiatives by bodies or NGOs, and the programmes of international sustainable investment funds in an effort to define and improve:

- The setting up and perpetuation of cooperatives that notably promote a fair source of revenue for local communities.
- Awareness about the dangers of poaching and the importance of species conservation.
- The circulation of good practices that promote animal welfare during capture and shearing: refer to the work done by **GECS - Grupo Especialista en Camélidos Sudamericanos**<sup>(1)</sup>.
- The development of a traceability system at each stage, with dedicated resources.

Promote good practices in species conservation:

- Ensure that the supply of fibres is sourced from living animals.
- Prioritise **Certified Guanaco Friendly™** sourcing using the **Wildlife Friendly Enterprise Network** to identify local supply chains that encourage the coexistence of guanacos and livestock farming (sheep, goats).

In addition, for the spinning, weaving and manufacturing stages, focus on operators applying **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

#### Points for attention

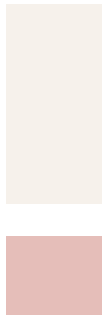
- Identify breaches of human rights, collective rights, fundamental freedoms, and health and safety conditions at work.
- Identify risks of overexploitation in the supply chain by monitoring the state of populations per country and per region.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: inadequate or prolonged capture and detention conditions, unsuitable shearing period, brutal, painful or injury-inducing practices, inappropriate medical treatments (excluding urgent care).

#### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban supplies sourced from poached animals.
- Ban suppliers that do not comply with WOA<sup>[2]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ensure compliance with the requirements of the CITES Convention (Washington Convention).

<sup>(1)</sup> "Update of animal welfare criteria for the sustainable use of wild guanaco fibre", 2022

<sup>(2)</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Wool

### Camel | Yak

#### Traceability target

Continue the inventory of operators, right down to breeder and grazing zone level, with information on provenance (country and region) and species used.

#### Recommendations and certifications

Integrate supply chains in a sustainable development process by drawing on local partnerships in association with government projects, initiatives by sustainable development bodies or NGOs, and the programmes of international sustainable investment funds. This sustainable development work aims to define and improve:

- The setting up of cooperatives or livestock farmer federations.
- The sustainable management of pastures and natural reserves (access to water, pathways, adaptive management, etc.).
- The resilience of production systems (fodder reserves, emergency funds, vaccination if necessary, etc.).
- Anti-poaching awareness.
- The circulation of best practices for collecting, dehairing and sorting fibres.
- The development of a traceability system at each stage, with dedicated resources.

In addition, for the spinning, weaving and manufacturing stages, focus on operators applying **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions (inadequate housing, branding with heat or corrosion, inappropriate antibiotic treatments, etc.), painful shearing practices, slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.
- Identify the risks of domestic species encroaching on the habitats of the wild species listed below: competition for water and grazing, risk of hybridisation, etc.

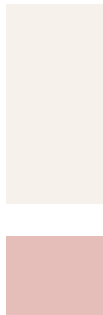
#### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Camel (*Camelus bactrianus*): Ban procurement sourced from wild camelids, classified as critically endangered by the IUCN<sup>[2]</sup>.
- Yak (*Bos grunniens*): Ban procurement sourced from wild yaks, classified as vulnerable by the IUCN<sup>[2]</sup>.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)

<sup>[2]</sup> Red List of Threatened Species drawn up by the International Union for Conservation of Nature (IUCN)





# Wool

## Qiviut

*Ovibos moscatus*

### Traceability target

Continue the inventory of operators, right down to hunter or breeder level, with information on provenance (country and region) and collection methods: subsistence hunting, extracted from the natural environment, livestock farming/domestication.

Ensure that fibres sourced from the hunting sector are by-products collected by indigenous people in compliance with the applicable hunting quotas, practices and regulations.

### Recommendations and certifications

Subsistence hunting sector: Encourage short supply chains and fair pay for indigenous people in subarctic zones. Raise awareness among hunting communities about the importance of protecting biodiversity and ecosystems.

Livestock farming/domestication sector: Promote the development of a small-scale, traceable sector that respects animal welfare and local customs and has a low environmental footprint. In particular, forge ties with emerging sites in Alaska.

For downstream fibre processing phases: Choose operators who are certified according to the **Global Organic Textile Standard (GOTS)**, which meets social and environmental requirements and ensures traceability.

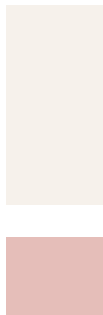
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare in hunting practices: brutality, slaughter that induces stress and/or the use of largely ineffective hunting methods (bows and crossbows), poaching, failure to respect quotas, the hunting of gestating females or young muskoxen.
- Identify risks relating to animal welfare in breeding sectors and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.
- Ensure targeted monitoring of wild muskoxen population numbers, which can be greatly reduced by variations in weather conditions (droughts, etc.). Favour the monitoring provided by the CBMP Muskox Expert Network.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban Qiviut suppliers who source their fibres from undeclared hunting (poaching) or trophy hunting expeditions.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Feathers and down

Goose | Duck

### Traceability target

Continue the inventory of operators, right down to breeder level (hatcheries and/or parent farms) with information on provenance (country and region) and species used.

### Recommendations and certifications

Ensure health and safety approval relating to feather treatment/cleaning conditions in line with European standard **EN 12935**.

Choose supply sources certified by one of the following reference labels:

- The Textile Exchange's **Responsible Down Standard (RDS)/ Materials Matter Standard (MMS)** accompanied by the B2B 'Parent Farm Certified' (PFC) certificate.
- **NSF Global Traceable Down Standard (TDS)**.
- **Downpass**.

If current sources are not already certified according to these labels, propose a plan to obtain them and inform Hermès of any difficulties, the implementation schedule and the volumes available.

Opt for the treatment/cleaning of feathers in accordance with the Japanese standard **JIS 1903** whereby products are considered hypoallergenic.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (access to water, inappropriate holding in cages, wing clipping, live plucking, use of inappropriate antibiotics, forced moulting), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor soil management.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers who force-feed, debeak and live-pluck animals (from the parent farm).

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



# Silk

## Traceability target

Continue the inventory of parties involved across the value chain with information on the provenance (country and region) at each stage: farming of mulberry trees and silkworms, reeling and spinning, throwing, weaving, dyeing and finishing.

## Recommendations and certifications

Choose raw material sources (silk hanks and thrown silk) certified according to the **Global Organic Textile Standard (GOTS)**, ensuring in particular the traceability of farms and organic farming in a concerted approach with Hermès to meet quality requirements.

If current sources are not already certified, define a plan to obtain them and inform Hermès of any difficulties foreseen in achieving certification and the implementation schedule, as well as the volumes available.

Support any other opportunity for responsible purchasing:

- Regenerative agriculture process, according to the principles of the **Regenerative Organic Certification (ROC) or Regenagri**.
- Fair trade for farmers process, for example according to the **Fair for Life standard**.
- **Circular economy** process: upcycling fabric offcuts and use of recycled silk, according to the quality requirements set out by Hermès.
- **Initiative to reduce environmental impact** (consumption of water, energy and chemicals).

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify farming and production practices with harmful effects on the environment, particularly relating to poor land, soil, water, energy or waste management.
- Monitor the resistance to climate change of the geographic areas involved in supply: water stress, rising temperatures.
- Monitor scientific studies concerning the welfare of silkworms. Favour scientifically proven practices regarding anaesthesia of the silkworms before the boiling stage.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOH<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Horn

### Horn tips and hooves

#### Buffalo

#### Traceability target

Continue the inventory of operators, right down to breeder level (or farms that use buffalo), with information on provenance (country and region) and species used.

#### Recommendations and certifications

- Spread and promote Hermès' animal welfare policy criteria, particularly with respect to slaughter conditions and social protections that apply locally.
- Identify facilities and small local slaughterhouses that present a risk in relation to required standards, and define a continuous improvement plan based on these criteria. Verify that veterinary slaughter certificates have been obtained.
- For horn processing (heating in oil/water, cutting, polishing, etc.), ensure that operators are properly protected (ventilated working areas, personal protective equipment) and that resources are used optimally, favouring recycling/reprocessing rather than elimination.

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

#### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that use *Bubalus arnee*, Wild Asian Buffalo, an endangered species listed in Appendix I (trade ban) of CITES (Washington Convention).
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



# Horsehair

## Horse

### Traceability target

Continue the inventory of operators, right down to breeder level, with information on provenance (country and region) and species used.

### Recommendations and certifications

- Choose horsehair suppliers who guarantee supply directly from equine slaughterhouses, seek to reduce intermediaries and trade networks, and implement best practices for traceability.
- Communicate Hermès' animal welfare policy criteria, particularly with respect to slaughter conditions.
- Identify facilities and small local slaughterhouses that present a risk in relation to required standards, and define a continuous improvement plan based on these criteria. Verify that veterinary slaughter certificates have been obtained.
- For horsehair processing (cleaning, sorting, combing, dyeing), ensure compliance with European environmental and health standards, and verify the careful use (consumption, treatment before discharge) of chemical products (chlorine, disinfectant agents, etc.). Request the approval of cleaning practices from Hermès' technical teams.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation) and not conducive to prior stunning in accordance with applicable regulations.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers whose horsehair is not the by-product of a food sector.
- Ban suppliers that do not comply with WOA<sup>[1]</sup> animal welfare principles and Hermès' animal welfare policy.

<sup>[1]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



## Pearl | Mother-of-pearl

### Traceability target

Continue the inventory of operators, right down to pearl farms or fishing grounds, with information on provenance (country and region) and species used. The types of processing must be disclosed, and only traditional practices are permitted on pearls.

### Recommendations and certifications

- Where possible, choose mother-of-pearl and pearl suppliers who guarantee supply directly from pearl farms or fisheries, with the aim of limiting intermediaries and trading networks.
- Choose pearl and mother-of-pearl suppliers from sectors certified by **MSC (fishing)** or **ASC (aquaculture)** standards, particularly in terms of social responsibility, regulatory compliance and respect for biodiversity and the environment.
- Monitor ECOCREST certification.

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

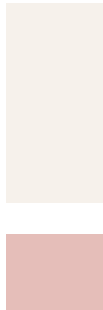
- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3, a higher level of diligence is required. In particular:
  - o The precise description of the supply chain.
  - o The fishing site or pearl farm location and places of transit.
  - o The Know Your Counterpart procedure for identifying stakeholders and the final beneficiaries, established in the country of origin and transit countries.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to ocean pollution for breeding sectors: poor production waste management, particularly plastic (ropes, etc.).
- Identify risks relating to biodiversity damage for fishing sectors: overfishing, illegal, undeclared or unregulated fishing, etc.
- Ensure targeted monitoring of fishing management or monitoring in the Pacific zone.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers using species of protected molluscs or shellfish listed in the appendices of CITES.



## Traceability target

Continue the inventory of operators, right down to hives, with information on provenance (country and region), allowing for visibility of the beekeepers involved in Hermès production.

## Recommendations and certifications

<sup>(1)</sup> Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

- Prioritise suppliers that produce beeswax from French hives to promote a local approach and protect both biodiversity and pollinating insects.
- Shift towards procurement through supply chains that are certified organic<sup>(1)</sup> (the "Bio" label) and guarantee environmentally friendly production.
- Promote beekeeping practices that reuse and recycle hive frames.
- Where possible, opt for beeswax harvested by solar wax melters to cut back on the energy used.

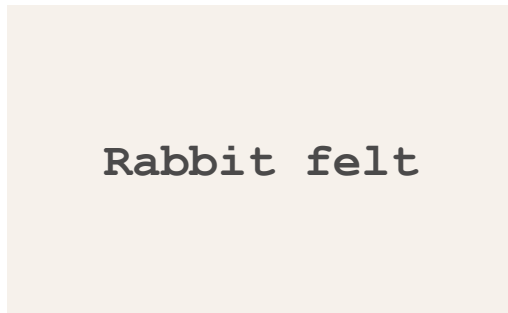
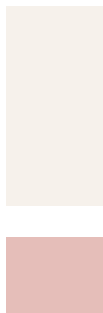
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify beekeeping practices that are damaging to the environment, biodiversity and bee colonies.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that harvest honey and wax by destroying bee colonies.





# Rabbit felt

## Traceability target

Continue the inventory of operators in the sector, right down to slaughterhouses and rabbit farms, with information on provenance (country and region) at each processing stage (breeding, slaughter, collection).

Be able to ensure mass balance traceability for farms and countries of origin.

## Recommendations and certifications

<sup>[1]</sup> Version 2.1 01/01/2019 for breeders and 1.1 01/06/2016 for slaughterhouses. Subject to change.

For operators involved in hair supply:

- Prioritise a short supply chain approach with **controlled and audited partners**.
- Ensure compliance with the requirements of **Hermès' animal welfare policy**, in particular with regard to breeding conditions, and promote **alternative breeding models**, such as breeding in parks offering more space and greater respect for the animal's natural behaviour.
- Choose sources of supply **certified** according to the standards of **Organic Agriculture** or the **Beter Leven**<sup>[1]</sup> standard. **In France, Label Rouge** is also an acceptable standard.
- **Ensure batch traceability to the farm of origin.**

Communicate any implementation difficulties to Hermès and ensure the effective distribution of requirements to breeders.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

<sup>[2]</sup> 'End the Cage Age': European Parliament Resolution of 10 June 2021

## Points for attention

- Ensure rabbit hair supply comes from **rabbits produced for meat or from an agri-food sector**.
- Monitor regulatory changes **aimed at banning cage farming in Europe by 2027**<sup>[2]</sup> and favour suppliers in countries where the legislation is already favourable (e.g. Netherlands and Belgium).
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment) and not conducive to prior stunning in accordance with applicable regulations.
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.

## Prohibitive points

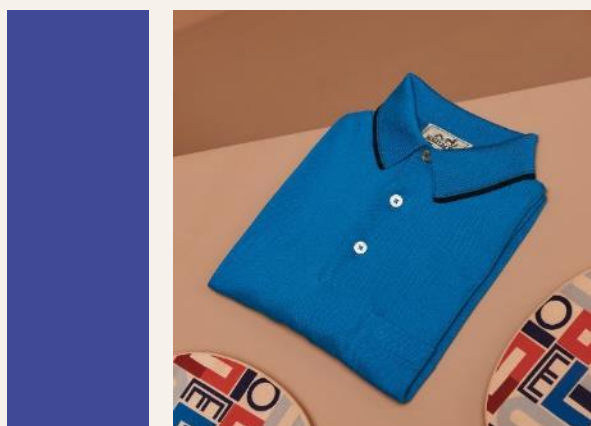
- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with WOA<sup>[3]</sup> animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers purchasing *Oryctolagus cuniculus* wild rabbits that are near-threatened in Europe according to the IUCN Red List.

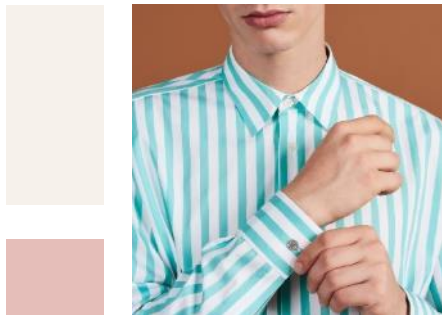
<sup>[3]</sup> Article 7.1.5. of the Terrestrial Animal Health Code (2022)



# FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

## PLANT SECTORS





## Fibres

### Cotton

#### Traceability target

\*Assessed on the basis of the social, environmental and corruption risk.

Continue the inventory of parties involved across the value chain with information on provenance (country and region) for each stage: origin of fibre, spinning, weaving, dyeing/finishing.

Countries considered a major risk\*

- Ensure maximum diligence for supply (fibre and/or spinning and/or weaving) according to the criteria set out in an ad hoc list (Appendix 1).
- If the level of requirements cannot be guaranteed, propose an alternative solution for the supply in question.

Countries considered high risk\*

- Ensure additional diligence for supply (fibre and/or spinning and/or weaving) according to the criteria set out in an ad hoc list (Appendix 1).

Choose suppliers of organic cotton<sup>(1)</sup> with **Global Organic Textile Standard (GOTS)** certification, at least for the fibre initially. This approach must be organised with Hermès to take into account:

- Quality requirements.
- Priority sourcing from countries considered a lower risk,\* particularly: USA (OGM-free guaranteed), Spain, Greece, Italy.

Implement a traceability system to be shared and updated with Hermès.

#### Recommendations and certifications

<sup>(1)</sup> Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

#### Other opportunities for eco-cotton supply

Encourage all regenerative agriculture processes according to the principles of **Regenerative Organic Certification (ROC)** or **Regenagri**.

Propose a source of recycled cotton fibre with **Global Recycled Standard (GRS)** certification in consultation with Hermès to meet quality requirements.

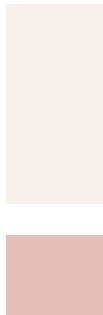
#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify cultivation practices with harmful effects on the environment, particularly relating to poor land and soil management.

#### Prohibitive points

Ban suppliers:

- In the event of serious breaches of human rights and fundamental freedoms.
- Who cultivate GMO crops.
- Who use Class I (extremely or very dangerous) pesticides, such as endosulfan.



## Fibres

### Linen

#### Traceability target

Continue the inventory of parties involved across the value chain, all the way down to crop fields, with information on provenance (country and region) for each stage.

#### Recommendations and certifications

\*Traditional linen growing does not require any inputs or pesticides. Their occasional use, when necessary and in line with locally applicable regulations, is tolerated.

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

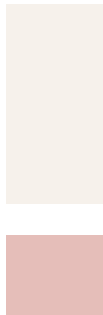
- Encourage a short supply chain approach by sourcing linen fibres directly from European farmers/flax strippers wherever possible.
- For all operators (weavers, spinners, processors):
- Ensure that unprocessed fibres are sourced from input\*-free agriculture. Promote the supply of fibres with **Global Organic Textile Standards** (GOTS) certification, which guarantees organic agriculture and improved monitoring of working conditions.
- Support procurement hubs and processing stages carried out locally in Europe, or close by, with a view to reducing the transport-related environmental impact. The **Masters of Linen** certification, which guarantees 100% European linen production (right down to the spinning stage), is recommended.
- Establish a traceability system.
- Promote all regenerative agriculture initiatives and all sustainable supply chains with a strong social and/or environmental impact.
- Keep abreast of relocalisation plans for spinning in France, with the aim of rebuilding a high-quality sector. Share any relevant long-term practical applications presented by this 100% French sector with Hermès: types of thread, fabrics, quality available, etc.

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

#### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



## Traceability target

Continue the inventory of parties involved across the value chain: hemp growing, processing the fibres and transforming them into textiles.

## Recommendations and certifications

\*Traditional hemp growing does not require any inputs or pesticides. Their occasional use, when necessary and in line with locally applicable regulations, is tolerated.

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

For European operators (weavers, spinners, processors):

- Prioritise a short supply chain approach by sourcing as much unprocessed hemp fibre as possible from French and European growers, processors and scutching firms;
- Keep abreast of long-fibre development projects in France and Europe (*Hemp4Circularity*).

For all operators (weavers, spinners, processors):

- Ensure that unprocessed fibres are sourced from input\*-free agriculture. Promote the supply of fibres with **Global Organic Textile Standards** (GOTS) certification, which guarantees organic agriculture and improved monitoring of working conditions.

Promote all regenerative agriculture initiatives and all sustainable supply chains with a strong social and/or environmental impact.

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, as well as poor soil, water, energy and waste management processes.
- Prioritise dew retting techniques over alternatives using water or chemical products.
- Ensure compliance with regulations and monitor any changes in regulations linked to the growing and marketing of hemp.
- Monitor the conditions in which this new sector is evolving: market dynamics, innovations, environmental impact, etc.

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



# Materials

Wood

## Traceability target

Continue the inventory of operators, right down to forest level, in order to obtain total visibility on provenance (Latin names, source, country and region) at each stage.

Apply a level of diligence commensurate with the risk level of the countries of origin identified, according to the classification published by the EU under the EUDR Regulation<sup>[1]</sup>:

- Prioritise sources of supply certified according to sustainable forest management standards, by favouring **FSC (Forest Stewardship Council)** certification over its alternative **PEFC (Programme for the Endorsement of Forest Certification)**. In the case of other certifications or no certification, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
  - o High risk country: 100% FSC certification and/or forest management (for the plantation area).
  - o Moderate risk country: 100% FSC certification and/or forest management (for the plantation area) or mixed.
  - o Low risk country: 100% FSC, mixed or PEFC certification with verification.
- For high and moderate risk countries: Obtain an inventory of operators for each species right down to forest level (GPS coordinates), with information on the types of operators and provenance (countries and regions) at each processing stage, in accordance with the EUDR<sup>[2]</sup>.
- To prioritise for high risk countries, then moderate risk:
  - o Develop a **proactive system of complaint monitoring** specific to wood for strategic sectors.
  - o Set up **due diligence** on key operators in the supply chain.

Promote **local species**, which are less well known and used, and forestry methods closer to nature.

**Optimise production yields** and outlets for waste and share field compensation or restoration initiatives in connection with supply.

## Points for attention

- Identify breaches of human rights, fundamental freedoms, and health and safety conditions at work, as well as the rights of indigenous people and compliance with local laws mentioned in the EUDR<sup>2</sup>.

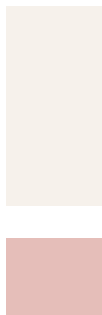
## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights, fundamental freedoms and the rights of indigenous people.
- Ban the use of species listed in Appendix 1 of CITES and endangered species listed on the IUCN Red List.
- Rule out geographical areas involved in deforestation or operators exporting illegal wood.

<sup>[1]</sup> Pursuant to Article 29 of the Regulation (EUDR) Implementing Act, establishing the classification of countries by level of risk of deforestation or forest degradation.

## Recommendations and certifications

<sup>[2]</sup> EUDR: Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 relating to deforestation



# Materials

Wood panels  
(MDF)

## Traceability target

Continue the **inventory of operators**, right down to **forest or plantation level** and obtain full visibility on the provenance of the wood used to produce panels (Latin names, source, country and region) and how it is processed.

Wood supply sources: In accordance with the Wood sectors brief, apply a level of diligence commensurate with the risk level of the countries, according to the classification published by the EU under the EUDR Regulation<sup>[1]</sup>. In particular:

- Prioritise sources of supply certified according to sustainable forest management standards, by favouring **FSC (Forest Stewardship Council)** certification over its alternative **PEFC (Programme for the Endorsement of Forest Certification)**. In the case of other certifications or no certification, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- For high and moderate risk countries: Obtain an **inventory of operators** for each species **right down to forest level** (GPS coordinates), with information on the types of operators and provenance (countries and regions) at each processing stage, in accordance with the EUDR<sup>[2]</sup>.
- Prioritise **waste and related products** from the sawmill industry, or **recycled wood** as a raw material for panel production.
- Prioritise local supply sources.

Use of resin (binder):

- Ensure the panels comply with a "low formaldehyde emission" standard: **CARB ATCM Phase II, TSCA Title VI or Class E1** (European standard NF EN 312).
- Favour **biosourced or formaldehyde-free** resins (synthetic or natural, e.g. isocyanate, polyvinyl acetate) or low-formaldehyde resins (e.g. phenol formaldehyde).

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work (particularly concerning exposure to wood dust and formaldehyde). Implement an action plan to remedy any potential breaches in this respect.
- Identify regulated tree species and legislation specific to each country.

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban the use of species listed in Appendix 1 of CITES and endangered species listed on the IUCN Red List.
- Rule out geographical areas involved in deforestation or operators exporting illegal wood.

<sup>[1]</sup> Pursuant to Article 29 of the Regulation (EUDR) Implementing Act, establishing the classification of countries by level of risk of deforestation or forest degradation.

## Recommendations and certifications

<sup>[2]</sup> EUDR: Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 relating to deforestation

## Points for attention

## Prohibitive points





# Materials

## Paper and Cardboard

### Traceability target

Continue the inventory of parties involved across the value chain, right down to forest level, with information on provenance (country, region and town/city) for each stage.

Comply with the environmental display regulations in effect - e.g. the "Triman" logo regarding the AGEC law in France - that promote the sorting of packaging for recycling.

### Regarding the raw material - paper pulp and paper

Prioritise **recycled** paper and cardboard with the **FSC Recycled** or **Blue Angel** labels.

For virgin sources, in accordance with the Wood sectors brief:

- Apply a level of diligence commensurate with the risk level of the countries, according to the classification published by the EU under the EUDR Regulation<sup>[1]</sup>.
- Buy from suppliers with sustainably managed forests, certified by the **FSC (Forest Stewardship Council)**, or its alternative **PEFC (Programme for the Endorsement of Forest Certification)**. Choose suppliers offering fully **FSC- or PEFC-certified sources (for low-risk origins)**, with 100% of their forests certified.

### Regarding secondary packaging - boxes, bags, envelopes, etc.

Use **eco-design** practices, minimising the impact on natural resources and favouring recyclability. Take inspiration from the **CEREC<sup>[2]</sup> recyclability matrix** and/or use lifecycle analyses shared with Hermès.

- **Materials:** minimise the use of materials, prioritise single-material solutions, avoid PVC lamination and non-pulpable elements (UV varnish, blisters, plastics).
- **Inks:** prioritise inks containing no mineral oils and favour water-based or acrylic inks. Ensure the inking process is environmentally friendly, taking inspiration from the **CITEO<sup>[3]</sup> guide**.
- **Adhesives and glues:** prioritise classifiable and non-fragmentable or water-soluble adhesives that do not contain mineral oils. Prefer the use of natural glues.

Prefer the procurement of cardboard and paper packaging from suppliers certified by **Imprim'Vert**.

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Follow the Best Available Techniques (BAT) defined by the EU<sup>[4]</sup> for the manufacturing process and in particular ensure a bleaching process **without elemental or gaseous chlorine** that is 100% compliant with the **REACH standard**.

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban supplies from geographic areas that are involved in the deforestation of old-growth forests.

<sup>[1]</sup> EUDR: Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 relating to deforestation

<sup>[2]</sup> Committee for Assessing the Recyclability of Paper and Cardboard Packaging

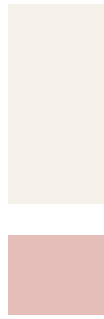
### Recommendations and certifications

<sup>[3]</sup> Eco-inking guide, CITEO

<sup>[4]</sup> "BAT Reference Document for the Production of Pulp, Paper and Board", European Commission

### Points for attention

### Prohibitive points



## Materials

### Natural rubber\* (Latex)

\*according to the ISO 1629 classification of elastomers:  
**General Purpose Rubber:** Natural Rubber (NR)



#### Traceability target

Continue the inventory of operators, including rubber plantation farmers, and obtain full visibility on provenance (country, region and town/city) at each stage, including latex processing.

#### Recommendations and certifications

Choose responsible supply sources that ensure compliance with workers' rights and forest protection specifically including:

- a level of diligence commensurate with the risk level of the countries, according to the classification published by the EU under the EUDR Regulation<sup>[1]</sup> in accordance with the Wood sectors brief.
- **FSC (Forest Stewardship Council)** certification for rubber plantations, with the meticulous control of certificates and traceability (the minimum requirement to be met initially).
- Supply of natural rubber with **GOLS (Global Organic Latex Standard)** certification. This standard also guarantees the sustainable operation of rubber plantations.
- The use of Yulex, an FSC-certified rubber solution, processed using a more sustainable and innovative purification process.
- If current sources are not already certified, define a continuous improvement plan based on the above standards. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify breaches of the rights of indigenous people in accordance with the EUDR regulation<sup>[2]</sup>.

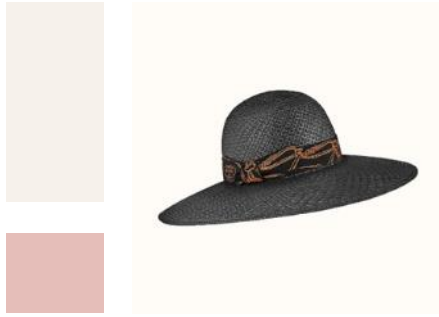
#### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban the following geographical areas: sources of exploitation involved in deforestation.

<sup>[1]</sup> Pursuant to Article 29 of the EU Regulation no 2023/1115 (EUDR) Implementing Act, published on 22 May 2025 establishing the classification of countries by level of risk of deforestation or forest degradation.

<sup>[2]</sup> Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation, and repealing Regulation (EU) no 995/2010 (EUDR).





## Materials

### Straw

#### Traceability target

Continue the inventory of operators, right down to growing areas, and achieve total visibility in terms of provenance (species, source, country and region) and processing intermediaries.

#### Recommendations and certifications

Together with Hermès, develop a roadmap towards responsible procurement in line with the following principles:

- Monitor pay conditions for artisan-weavers on an annual basis. Where necessary, work with Hermès to assess action points to be triggered to resolve any discrepancies.
- Promote fair pricing and long-term contracts through **fair certification (For Life, Fair For Life certifications)**.
- Shift towards procurement through supply chains that are certified organic<sup>(1)</sup> (**the "Bio" label**) and guarantee environmentally friendly production.
- Promote and spread the idea of securing upstream certification for materials in line with the **Naturland standard**, ensuring organic production and compliance with a range of different social criteria.
- Prioritise local initiatives for the protection of biodiversity and/or promoting fair trade (e.g. **Wildlife Friendly** certification in Madagascar).
- If current sources are not certified, define a continuous improvement plan based on the above labels. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Alternatively, establishing sustainable sectors with a strong social and/or environmental impact is conceivable. It must however be accompanied by prior approval from Hermès.

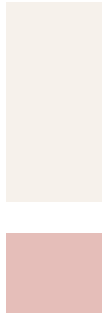
#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to poor land and soil management and deforestation.

#### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban species prohibited by CITES and consult customs authorities prior to any use of a classified species.
- Ban the use of imminently endangered species according to the IUCN's Red List.
- Ban the following geographical areas: sources of exploitation involved in deforestation.

<sup>(1)</sup> Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)



## Traceability target

Continue the inventory of operators, right down to growing areas, with visibility of the basket-makers and wicker growers involved in supplying Hermès, plantation locations (region) and the type of wicker used.

## Recommendations and certifications

<sup>(1)</sup> Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

Choose supply sources that ensure fair pay for the people involved in upstream processes and the safeguarding of know-how:

- Work with partners to ensure fair pay for basket-makers and wicker growers.
- Continue to offer support through high-volume orders and Hermès artisanal training routes where appropriate.

Engage the upstream sectors in a programme to improve agricultural practices, using the following levers:

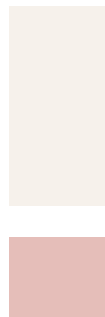
- Shift towards procurement through supply chains that are certified organic<sup>(1)</sup> (the "Bio" label) and guarantee environmentally friendly production.
- Promote mechanical (rather than chemical) methods to combat weeds and insects: weeding by hoe or tiller, picking off insects by hand, setting up plant corridors, etc.

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices that are harmful to the environment, particularly those pertaining to poor land and soil management through the use and poor targeting of herbicides and insecticides.

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



# Raw materials for perfumery and cosmetics

## Natural materials

**Scope:** All the usable parts of the plant (roots, bark, wood, leaves, flowers, seeds, fruits, resins or gums, etc.) whose odorous, active or functional molecules are extracted for perfumery and/or cosmetic applications.

### Traceability target

Continue the inventory of parties involved across the value chain, all the way down to sourcing communities, with information on provenance (country and region) for each stage. For tier 1 suppliers and potential initial processors, ensure that working conditions comply with Hermès' requirements.

### Recommendations and certifications

Choose supply sources that guarantee the fair remuneration of upstream producers:

- Promote fair pricing and long-term contracts through **fair certification (For Life, Fair For Life certifications)**.
- Ensure the application of a minimum income, combined with a long-term contract or diversification activities.

Engage the upstream sectors in a programme to improve agricultural practices, using the following levers:

- Choose certified sources that, depending on the material, guarantee organic production<sup>(1)</sup> (**the "Bio" label**), sustainable forest management (**FSC - Forest Stewardship Council**) or sources that respect biodiversity (**UEBT/Union for Ethical BioTrade** certification).
- Encourage all regenerative agriculture processes according to the principles of **Regenerative Organic Certification (ROC)** or **Regenagri** for example.
- For supplies resulting from wild harvesting, support the deployment of appropriate certification or an action plan in favour of protection and regeneration.

For supplies that use water or plastics, or generate CO<sub>2</sub> emissions, promote best practices through dedicated projects.

### Points for attention

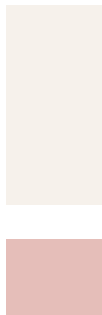
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Refer to the Forestry CSR brief for harmful practices to be identified.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban supplies from deforested, converted or degraded areas in producing countries.
- Refer to the Forestry sectors brief, which sets out the requirements related to the EUDR<sup>[2]</sup>.

<sup>(1)</sup> Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

<sup>(2)</sup> EUDR: Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 relating to deforestation



# Materials

## Palm Oil and Palm Derivatives

### Traceability target

Continue the inventory of parties involved across the value chain, all the way down to palm-tree fields, with information on provenance (country, region and town/city) for each stage.

### Recommendations and certifications

- Identify and select responsible supply sources, ensuring the traceability of the value chain, protection of the environment and biodiversity, and workers' rights.
- Communicate the objective of **RSPO (Roundtable on Sustainable Palm Oil) certification, at least regarding MB (mass balance)**, to all suppliers across the value chain. For pre-existing materials and formulas, inform Hermès of the necessary prerequisites and schedule for obtaining at least RSPO MB certification.
- Prioritise **RSPO "segregated" sources**, followed by **"identity preserved" sources**. This objective is to be taken into account as of now for all new materials/formulas, and gradually for existing formulas. **The CNP formulation charter** (Hermès Parfum Beauté) will supplement the detailed specifications of this orientation.
- Broaden the chart of people involved in upstream processes (producers, processors and traders), particularly their scoring via the **WWF Palm Oil Buyers Scorecard** tool.
- Prioritise the shortest supply chains, from the palm-tree field to the finished product.
- Steer R&D towards the use of alternatives to palm oil derivatives.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Anticipate the impact of changes in French and European regulations concerning the fight against deforestation, particularly in terms of due diligence. In particular, be able to comply with European Union Regulation EUDR<sup>[1]</sup>, which requires the collection of precise geographical information (GPS coordinates) on agricultural land involved in the production of products containing palm oil. Refer to the Wood sectors brief for due diligence requirements and the Forestry CSR brief for harmful practices to be identified.

<sup>[1]</sup> EUDR: Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 relating to deforestation

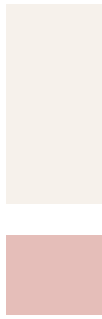
### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.  
Ban supplies from deforested, converted or degraded areas in producing countries.

# FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

ARTIFICIAL &  
SYNTHETIC SECTORS





# Artificial fibres

Viscose | Cellulose

## Traceability target

Continue the inventory of parties involved across the value chain, all the way down to crop fields, with information on provenance (country, region and town/city) for each stage.

## Recommendations and certifications

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

- For the supply of wood cellulose fibres, prioritise suppliers whose sources are entirely certified by the **FSC (Forest Stewardship Council)** or the **PEFC (Programme for the Endorsement of Forest Certification)**, with 100% of their forests certified.
- For the pulp processing, spinning and dyeing stages, give preference to suppliers audited according to the **Canopy Style** standard and certified by the **EU Label**. These certifications aim, in particular, to promote the use of closed-loop processes that minimise waste and allow the reuse of solvents.

In consultation with Hermès, and when relevant, move towards a virtuous model for alternative viscose:

- Manufacture of cellulose fibres from recovered cotton fibres (based on internal offcuts or identified and controlled external sources).
- The use of Lyocell fibres based on a virtuous closed-loop process, and the use of organic solvents.

## Points for attention

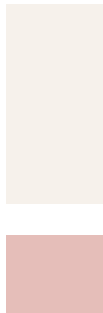
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, notably the use of toxic chemicals to process viscose (particularly carbon disulfide and hydrogen sulfide), as well as poor water, energy and waste management.

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

Ban supplies from deforested, converted or degraded areas in producing countries in accordance with the EUDR regulation<sup>[1]</sup>.

<sup>[1]</sup> EUDR: Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 relating to deforestation



## Synthetic fibres

Polyester  
Polyamide-Nylon  
Elastane

### Traceability target

Continue the inventory of parties involved, all the way down to fibre production plants, with information on provenance (country and region).

### Recommendations and certifications

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

- Ensure visibility beyond declared origin over all spinning stages in order to limit environmental and social risks.
- Support fibre production hubs and processing stages carried out locally in Europe, or close by, with a view to reducing the transport-related environmental impact.
- Promote and implement the re-use of production offcuts, internally for the operators concerned, and externally towards recycling and regeneration circuits for synthetic materials in other cases.
- In consultation with Hermès, and when relevant, substitute the supply of fibres in virgin resins by recycled alternatives. Certification by the **Textile Exchange's "Global Recycled Standard" (GRS)** will notably ensure the most efficient traceability of raw materials derived from recycling, and their rate of incorporation into supplies. In addition, the substitution of virgin fibres in fibres derived from recycling according to the **Cradle to Cradle** certification should also be supported.

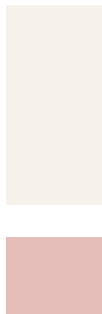
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, notably the use of toxic chemicals to produce fibres, as well as poor water, energy and waste management.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.





## Traceability target

Continue the inventory of parties involved at least up to the shaping stage of the materials, ideally resin or polymer suppliers, with information on origin (country, region).

Implement systematic monitoring of the incorporation of plastics into products and/or components for Hermès.

## Recommendations and certifications

<sup>(1)</sup><https://www.polycert-europe.eu/certification-schemes>

<sup>(2)</sup> Non-food origin of biomass, which may be derived from agricultural co-products, above-ground crops (algae, bacteria, etc.) or technologies developing CO<sub>2</sub> capture.

### IMPLEMENTING ECO-DESIGN PRACTICES:

**RAW MATERIALS** - Examine the possibility of replacing plastic materials with more sustainable alternatives by using the following levers and relying on scientific data/life cycle analyses:

- If possible and appropriate, **reduce** the use of synthetic materials in favour of materials of renewable origin.
- As a priority, replace plastics containing substances (monomers or additives) **presenting a proven risk** to human health or the environment, such as fluorinated, chlorinated (PVC, PVDC) or styrenic (PS, ABS, SAN) polymers.
- Incorporate **recycled materials**, favouring post-consumption materials. Mobilise **certifications** guaranteeing the percentage of recycled material and/or traceability and the best practices of operators in the recycling chain. Prioritise certifications recognised by PolyCert Europe<sup>(1)</sup>.
- *If no recycled alternative available and excluding packaging:* Incorporate **biosourced resins**, paying attention to the **origin and production conditions of the biomass** and favouring second or third generation products (or later)<sup>(2)</sup>. Mobilise the "OK Biobased" certification of TÜV Austria.

**PROCESS** - **Optimise the use of materials** at each stage of processing, promote closed-loop circuits (reuse of production waste) and routing to collectors for recycling.

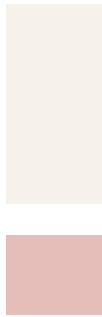
**END OF LIFE** - Promote the **recyclability** of products: favour resins with the most mature recycling channels (PET, PP, PE) and limit recycling disruptors (multi-material assemblies, elements that are hard to disassemble, dyes & pigments).

## Points for attention

- Identify breaches of human rights and health and safety conditions at work.
- Identify practices with harmful effects on the environment: waste, energy, water management, change in land use, deforestation.
- Ensure the elimination of chemical substances presenting a proven risk to the environment or human health - CMR (carcinogens, mutagens and reprotoxic) substances or possible endocrine disruptors, classified as extremely concerning or concerning (SVHC, SHC) according to the REACH regulation. Ensure compliance with regulations and monitor regulatory developments.

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights, fundamental freedoms and environmental protection.



## Materials

Synthetic rubber\*

### Traceability target

Continue the inventory of operators, right down to the primary synthetic rubber production plant, with information on provenance (country and region).

### Recommendations and certifications

<sup>(1)</sup> REACH regulation: "substances of very high concern". Work on elimination (2019 Stockholm Convention).

Work with Hermès to develop a roadmap for a virtuous model for synthetic rubber, according to the following principles:

- Applying a manufacturing process that is free of PFOA (perfluorooctanoic acid) and its by-products, or which limits its use as per REACH<sup>(1)</sup> regulations, as a persistent organic pollutant with harmful effects on the environment and human health.
- Manufacturing that uses biosourced ethanol, such as isoprene and butadiene from biomass.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices that are harmful to the environment. In particular for chemicals used (resins, hardeners, solvents, etc.), monitor regulatory aspects to ensure that substances classified as carcinogenic, mutagenic or reprotoxic (CMR) as well as substances of high or very high concern (SHC or SHVC) as defined by REACH regulations are eliminated. Ensure conscientious and responsible water, energy and waste management practices.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

\*according to the ISO 1629 classification of elastomers:

- **General Purpose Rubber:** synthetic polyisoprene (RI), styrene butadiene copolymers (SBR), polybutadiene (BR).
- **Special Purpose Rubber:** ethylene propylene and ethylene propylene diene terpolymers or copolymers (EPM and EPDM), isobutylene isoprene, chlorobutyl and bromobutyl copolymers (IIR, CIIR, BIIR), acrylonitrile butadiene rubber (NBR) and polychloroprene (CR) or "Neoprene".
- **Very Special Purpose Rubber:** silicone rubber (VMQ, FVMQ), fluoroelastomers (FKM), chloropolyethylene elastomers and chlorosulfonated polyethylene (CM, CSM), acrylate polymers (ACM), ethylene-vinyl acetate copolymers (EVM) and ethylene methyl acrylate (AEM), hydrogenated nitrile rubber (HNBR) and epichlorohydrin rubber (CO, ECO, GECO), millable polyurethanes (AU, EU).



## Materials

### Lacquers

#### Traceability target

Continue the inventory of operators, right down to resin, hardener and pigment source manufacturing plants, with information on provenance (country and region).

#### Recommendations and certifications

<sup>(1)</sup> REACH regulation: "substances of very high concern". Work on elimination (2019 Stockholm Convention).

Work with Hermès to develop a roadmap towards a virtuous model of synthetic lacquer, according to the following principles:

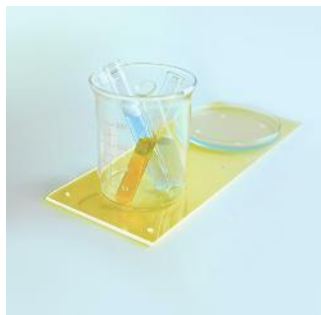
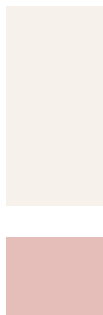
- For epoxy lacquer: manufactured from bisphenol-free resins that do not use bisphenol-A (BPA) and its by-products or which limit its use in accordance with REACH<sup>(1)</sup> regulations, as a substance identified as a potential endocrine disruptor.
- For polyurethane (PU) lacquer: manufactured from biosourced monomers (polyols), produced using biomass on an industrial scale.

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices that are harmful to the environment. In particular for chemicals used (resins, hardeners, solvents, etc.), monitor regulatory aspects to ensure that substances classified as carcinogenic, mutagenic or reprotoxic (CMR) as well as substances of high or very high concern (SHC or SHVC) as defined by REACH regulations are eliminated. Ensure conscientious and responsible water, energy and waste management practices.

#### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



## Raw materials for perfumery and cosmetics

Synthetic materials



**Scope:** Predominantly synthetic molecules and mixtures with functional characteristics used in perfumery and/or cosmetics.

### Traceability target

Ensure the regulatory compliance (REACH - ECHA registration) required for referencing by Hermès, which guarantees the safety of materials and bans prohibited substances (heavy metals, catalysts, etc.).

For distributors: Continue the inventory and provide Hermès with a list of tier 1 manufacturers, detailing the materials/sub-materials purchased and the country in which they were processed.

For manufacturers: Continue the inventory and provide Hermès with a list of tier 2 suppliers, detailing the basic materials and molecules purchased and the country in which they were processed.

### Recommendations and certifications

Seek to reduce our environmental impact by following the 12 Principles of Green Chemistry set out by the IUPAC<sup>1</sup>, notably in relation to the criteria listed below.

Processing methods: Save water and energy through re-use circuits, limit wastewater and implement systems with low CO<sub>2</sub> emissions. In particular, draw on the best techniques available for fine chemicals listed by the European Integrated Pollution Prevention and Control Bureau<sup>2</sup>.

Biodegradability: Choose materials with the best biodegradability data (OECD TG 301-310 and 302 standards).

Renewable sources: Choose synthetic materials whose original components are biosourced and have a low carbon footprint. Going further, ensure knowledge of the Life-Cycle Analyses and their improvements.

Traceability: Identify and communicate short supply chains for basic materials and molecules.

Chemical waste management: Ensure that chemical waste (particularly waste classified as "Hazardous" by the ADEME in France) is well managed, along with the treatment of emissions and wastewater prior to discharge.

Health and safety: Implement the strictest pollution and accident prevention measures.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

### Prohibitive points

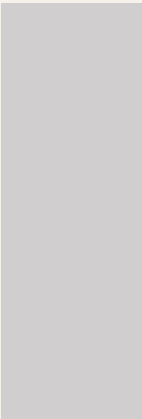
Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

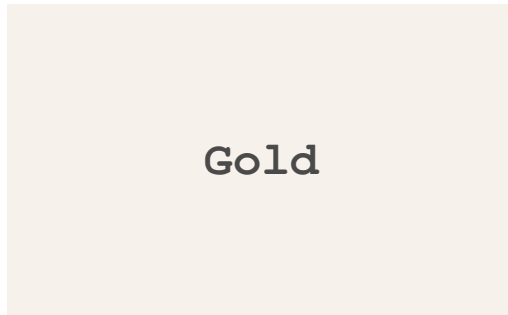
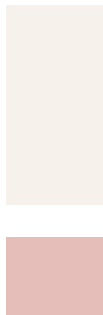
<sup>1</sup> International Union of Pure and Applied Chemistry

<sup>2</sup> Best Available Techniques for the Manufacture of Organic Fine Chemicals

FUNDAMENTAL ROADMAPS AND ORIENTATIONS  
FOR HERMÈS SUPPLY CHAINS

METAL SECTORS





# Gold

## Traceability target

Determine the share of recycled gold in Hermès' supplies. Map the various recycled gold supply chains in the value chain, particularly identifying the operators upstream of refining.

With respect to mined gold, continue the inventory of all parties involved, from refiners to mines, and specify provenance (country of origin and region of extraction).

## Recommendations and certifications

**Buy from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

Source non-mined gold certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

The establishment of such channels must be accompanied by prior approval from Hermès.

Gold-producing countries are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The refining site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

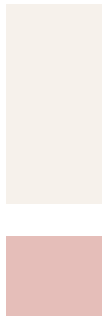
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (e.g. extraction, transport and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Traceability target

Determine the share of recycled silver in Hermès' supplies. Map the various recycled silver supply chains in the value chain, particularly identifying the operators upstream of refining.

With respect to mined silver, continue the inventory of parties involved, from refiners to mines, and specify provenance (country of origin and region of extraction).

## Recommendations and certifications

**Buy from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

Source silver certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

The establishment of such channels must be accompanied by prior approval from Hermès.

Silver-producing countries are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The refining site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

## Points for attention

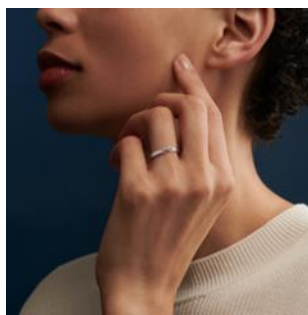
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (e.g. extraction, transport and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)





# Platinum

## Traceability target

Determine the share of recycled platinum in Hermès' supplies. Map the various recycled platinum supply chains in the value chain, particularly identifying the operators upstream of refining.

With respect to mined platinum, continue the inventory of parties involved (extraction mine, site(s) where the metal is refined and processed) and specify provenance (country of origin and region of extraction).

## Recommendations and certifications

**Buy from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

Source platinum certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

The establishment of such channels must be accompanied by prior approval from Hermès.

The countries of origin of platinum are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The refining site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

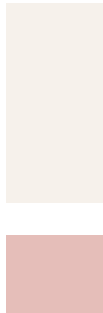
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (e.g. extraction, transport and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



# Palladium

## Traceability target

Determine the share of recycled palladium in Hermès' supplies. Map the various recycled palladium supply chains in the value chain, particularly identifying the operators upstream of refining.

With respect to mined palladium, continue the inventory of parties involved (extraction mine, site[s] where the metal is refined and processed) and specify provenance (country of origin and region of extraction).

## Recommendations and certifications

**Buy from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

Source non-mined palladium certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

The establishment of such channels must be accompanied by prior approval from Hermès.

The countries of origin of palladium are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>[1]</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The refining site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (e.g. extraction, transport and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>[1]</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Titanium

### Traceability target

Continue the inventory of operators, beyond traders: refiners and ingot suppliers, titanium sponge suppliers, ilmenite and rutile mines (primary supply chains) and collectors, traders and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Record the rates of recycled titanium incorporated in the supply for Hermès and communicate these results.

### Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and suppliers of semi-finished titanium (refiners):

- **Favour sources incorporating a high percentage of recycled titanium**, while respecting Hermès' quality standards and specifications. Inform Hermès of any difficulties in activating recycled sources, as well as any related action plans.
- For countries identified as ilmenite and rutile suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.
- Promote responsible mining practices, by encouraging the use of **IRMA (Initiative for Responsible Mining Assurance)** certification and/or best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining**.

For forming (machining, bar turning, metal injection, etc.) and finishing (polishing, anodising, PVD, etc.)

- Use suppliers that apply a virtuous environmental management system: energy efficiency (heat and energy recovery loops, retrofitting of gas/electricity conversion processes), reusing production waste and/or routing to recycling.

Monitor metal traceability projects and integrate best practices into supply chain management.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work. **Pay particular attention to fire prevention and control measures** related to the flammability of titanium in divided form (shavings, powders, etc.).
- Identify practices with harmful effects on the environment, particularly those involving uncontrolled greenhouse gas emissions during titanium production.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



## Aluminium

### Traceability target

Continue the inventory of operators, right down to bauxite mines, with information on provenance (country and region) at each processing stage. Map the various recycled aluminium supply chains in the value chain.

### Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

For extraction, primary processing and semi-finished aluminium (smelters, extruders, laminators, etc.)

- Encourage use of the **ICMM's (International Council for Mining & Metals)** or the **Alliance for Responsible Mining's** best practices guidelines for bauxite mining.
- Where possible, choose aluminium suppliers that are certified by the **Aluminium Stewardship Initiative (ASI)**, which aims to reduce energy consumption and carbon footprints.
- Favour sources (smelters, refiners) incorporating a high percentage of recycled aluminium, while respecting the quality standards and grades required by Hermès.
- For countries identified as bauxite suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.

For shaping and surface anodising

- Use suppliers that are equipped with a system for virtuous environmental management: re-using production waste and/or routing to recycling, recovering cutting oils, a closed-loop filtration process, etc.
- Prioritise anodising that draws on fewer resources in line with standard NF EN ISO 7599, all while meticulously complying with Hermès' own quality standards.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful impacts on the environment, particularly in relation to the discharge of untreated waste during primary aluminium refining, as well as to uncontrolled greenhouse gas emissions during aluminium production.
- According to the country's risk rating, check that all information has been provided in order to meet the level of due diligence required.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



## Stainless steel

### Grades 300

#### Traceability target

Continue the inventory of operators, right down to the iron, chrome and nickel mines, with information on provenance (country and region) at each processing stage (forming, finishing, surface treatment).

Identify the average use rates of recycled stainless steel provided by the various suppliers, for grades compatible with Hermès. Map the various recycled steel supply chains in the value chain.

#### Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

For extraction, primary processing and semi-finished steel (smelters, extruders, laminators, etc.)

- Encourage use of the **ICMM's (International Council for Mining & Metals)** or the **Alliance for Responsible Mining's** best practices guidelines for mining.
- Where possible, choose iron, nickel and chrome suppliers with **IRMA (Initiative for Responsible Mining Assurance)** certification, which aims to promote responsible mining practices.
- For countries identified as iron, chrome and nickel suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.
- Give preference to suppliers with **Responsible Steel Standard** certification.
- Favour sources (smelters, laminators) incorporating a high percentage of recycled stainless steel, while respecting the quality standards and grades required by Hermès.

For forming (machining, bar turning, metal injection, etc.) and finishing (polishing, etc.)

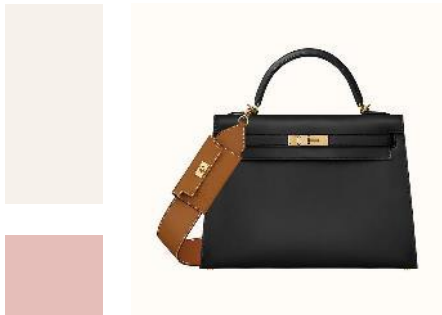
- Use suppliers that are equipped with a system for virtuous environmental management: re-using production waste and/or routing to recycling, recovering cutting oils, etc.
- Integrate the recommendations of the **Tracemet** initiative into supply chain management.

#### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly those involving uncontrolled greenhouse gas emissions during stainless steel production.

#### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



## Traceability target

Continue the inventory of operators, right down to the copper and zinc mines (primary supply chains) and collectors, blasters and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Identify the rate of use of recycled brass, or of the recycled copper and zinc comprising the brass supplied by the various different suppliers. Map the various recycled brass, copper and zinc supply chains in the value chain.

## Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and semi-finished brass (smelters, extruders, rollers, etc.)

- Favour sources incorporating a high percentage of recycled brass, copper or zinc, while respecting the quality standards and grades required by Hermès.
- Encourage use of the **ICMM's (International Council for Mining & Metals)** or the **Alliance for Responsible Mining's** best practices guidelines for mining.
- Prioritise copper and zinc suppliers certified by **IRMA (Initiative for Responsible Mining Assurance)**, which aims to promote responsible mining practices.
- For countries identified as copper and zinc suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.

For forming (machining, die-forging, etc.) and finishing (polishing, electroplating, etc.)

- Use suppliers that are equipped with a system for virtuous environmental management: re-using production waste and/or routing to recycling, recovering cutting oils, treatment of cleaning and galvanising baths, etc.
- Integrate the recommendations of the **Tracemet** initiative into supply chain management.

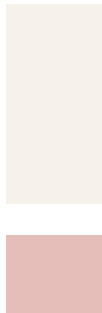
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular with uncontrolled greenhouse gas emissions during brass manufacturing.
- Ensure compliance with the requirements set out in our RSL\* by limiting the lead content to 90 ppm.

\* Restricted Substances List

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



## Zamak

~ 95% zinc, 4% aluminium,  
1% copper

### Traceability target

Continue the inventory of operators, from refiners right down to the zinc, bauxite and copper mines (primary supply chains) and collectors, traders and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Identify the rate of use of recycled zamak, or of the recycled metals (zinc, aluminium, copper) used in the zamak alloys supplied to Hermès, and report these results. Map the various recycled zamak or metal supply chains in the value chain.

### Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and suppliers of semi-finished zamak (refiners):

- **Favour sources incorporating a high percentage of recycled zamak or its constituent elements (zinc first and foremost, followed by copper and aluminium),** while respecting Hermès' quality standards and specifications. Inform Hermès of any difficulties in activating recycled sources, as well as any related action plans.
- For countries identified as zinc, aluminium and copper suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered the highest risk, propose alternative source countries.
- Promote responsible mining practices, by encouraging the use of **IRMA (Initiative for Responsible Mining Assurance)** certification and/or best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining**.

For manufacturers of parts and components:

- Implement a virtuous environmental management system: energy efficiency (heat and energy recovery loops, retrofitting of gas/electricity conversion processes), reusing production waste and/or routing to recycling.

Integrate the recommendations of the **Tracemet** initiative into supply chain management.

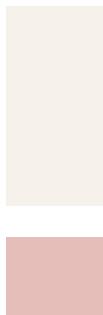
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly those involving uncontrolled greenhouse gas emissions during zamak production.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.





## Bronze

~ 88% copper, 12% tin

### Traceability target

Continue the inventory of operators, from refiners right down to the copper and tin mines (primary supply chains) and collectors, traders and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Identify the average rate of use of recycled bronze or of the recycled copper or tin contained in the bronze supplied to Hermès, and report these results. Map the various recycled bronze or metal supply chains in the value chain.

### Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and suppliers of semi-finished bronze (refiners):

- **Favour sources incorporating a high percentage of recycled bronze, copper or tin**, while respecting Hermès' quality standards and specifications. Inform Hermès of any difficulties in activating recycled sources, as well as any related action plans.
- For countries identified as copper and tin suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered the highest risk, propose alternative source countries.
- Promote responsible mining practices, by encouraging the use of **IRMA (Initiative for Responsible Mining Assurance)** certification and/or best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining**.

For manufacturers of parts and objets d'art:

- Implement a virtuous environmental management system: energy efficiency (heat and energy recovery loops, retrofitting of gas/electricity conversion processes), reusing production waste and/or routing to recycling.
- Limit physically arduous tasks and reduce accident incidence related to the production of larger parts by introducing suitable prevention systems.

Integrate the recommendations of the **Tracemet** initiative into supply chain management.

### Points for attention

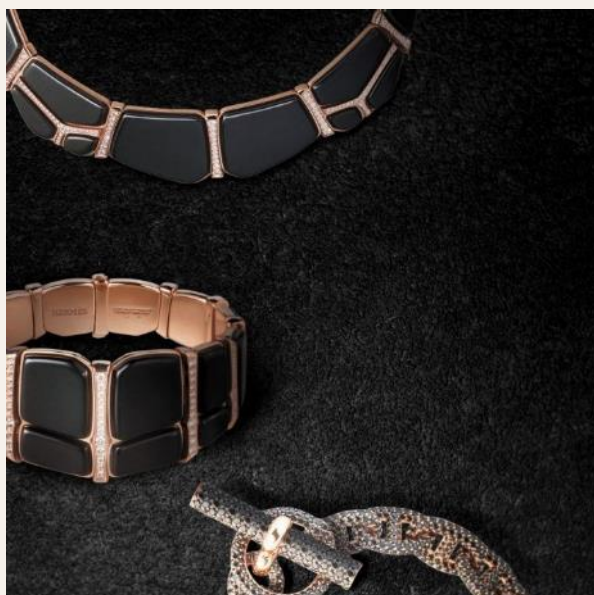
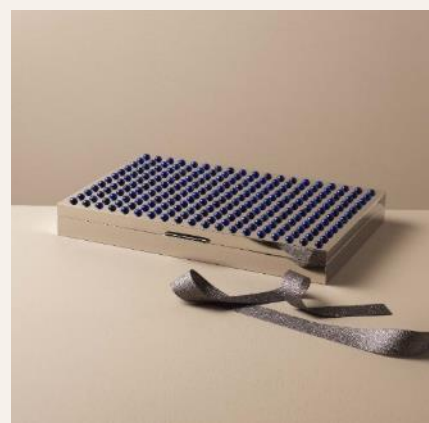
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly those involving uncontrolled greenhouse gas emissions during bronze production.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

# FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

## MINERAL SECTORS





# Ceramic

## Traceability target

Continue the inventory of operators for each ceramic component, including the different mineral quarries (feldspar, kaolin, quartz) with information on provenance (country and region) at each processing stage.

## Recommendations and certifications

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The processing site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Support supplier development by communicating provisional volumes for the Hermès group, its needs and its ambition for responsible sourcing.

Choose sustainable sources of supply that limit social and environmental risks:

- Strengthen eco-design practices by working alongside suppliers to minimise and recycle manufacturing waste, or even establish circular practices.
- Work with suppliers to reduce the scrap rate.
- Use suppliers that are equipped with a system for virtuous environmental management: responsible energy use, recycling of industrial waste, etc.

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular regarding the discharge of untreated waste when processing feldspar, kaolinite and quartz.

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



# Crystal

## Traceability target

Continue the inventory of operators for each component of crystal, right down to the mines for the different minerals, with information on provenance (country and region) at each processing stage.

## Recommendations and certifications

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The processing site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Choose sustainable sources of supply that limit social and environmental risks:

- Encourage the use of the best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining** for silica (sand), lead, potassium and sodium chloride and metal oxide mining.
- Where possible, use sources that incorporate a high percentage of recycled lead, while complying with Hermès' quality requirements.
- Favour sources of lead-free crystal.
- Improve manufacturing processes: energy recovery, improving furnace thermal efficiency, closed-loop water retreating, etc.

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during sand processing, lead ore refining and the processing of potassium chloride, sodium chloride and metal oxides.

## Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Enamel

Vitrifiable enamel

### Traceability target

Continue the inventory of operators for each enamel component, including the different mineral and oxide mines, with information on provenance (country and region) at each processing stage.

### Recommendations and certifications

#### Regarding the supply chains:

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The processing site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Choose sustainable supply sources which limit social and environmental risks, by encouraging the use of the best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining** for the mining of various oxides.

#### Regarding the use of regulated substances:

- Ensure lead-free enamel manufacturing for tableware and fashion jewellery, according to the applicable rules for salting-out and composition.
- Promote R&D for alternative cadmium-free and cobalt-free processes, compatible with the quality requirements and colour shades required by Hermès.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during sand processing and the processing of various oxides.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Glass

Hollow glassware,  
flat glassware, table  
glassware

### Traceability target

Continue the inventory of operators for each glass component (silica, sodium chloride, limestone, oxides, borax), including the various mineral mines, with information on provenance (country and region) for each processing stage.

Identify the average use rate for recycled glass (cullet) provided by the various suppliers.

### Recommendations and certifications

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The processing site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Choose sustainable sources of supply that limit social and environmental risks:

- Where possible, choose sources (glass-makers, glass bottle manufacturers) that incorporate a high percentage of cullet, while complying with Hermès' quality requirements.
- Use suppliers that are equipped with a system for virtuous environmental management: use of cleaner glass melting technologies (oxycombustion, majority renewable energy mix), recycling of industrial waste, closed-loop water reuse, etc.

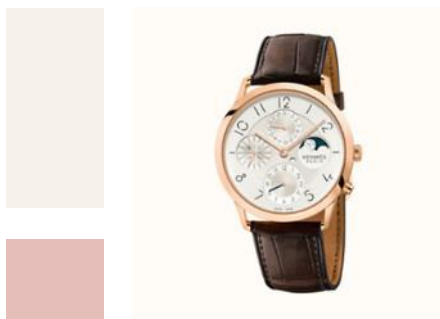
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during sand processing, and during sodium chloride and limestone processing.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Sapphire crystal

### Traceability target

Continue the inventory of operators, from sapphire crystal producers to the bauxite mine, and specify the provenance (country of origin and region of extraction).

### Recommendations and certifications

Choose sustainable sources of supply that limit social and environmental risks:

- Where possible, choose suppliers that have integrated the know-how and manufacturing of synthetic crystals (corundum), or which, at the very least, have comprehensive traceability for supply.
- Use suppliers that are equipped with a system for virtuous environmental management: responsible energy management, recycling of industrial waste, etc.

Apply diligence associated with the risk level of each country of origin identified for bauxite. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o The precise description of the bauxite supply chain.
  - o The refining site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during alumina refining.
- In the event of bauxite sourced from a high/very high risk country as listed in Appendix 2 (available as and when needed), tighten up diligence with respect to working, social and environmental conditions.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)





# Diamonds

## Traceability target

Continue the inventory of operators in the value chain, from the manufacturer to the mine and ensure the traceability of the stones.

Identify the mine of origin and where the diamonds are cut, and guarantee that the entire supply chain complies with the Kimberley Process Certification Scheme and the World Diamond Council System of Warranties. Mixed origins that do not specify the country of mining origin are prohibited.

**Buy exclusively from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

The countries of origin of diamonds are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain: mine and sales network.
  - o Where the stones are cut and the company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries. The ultimate beneficiaries at each stage must be named.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine to the manufacture of the finished product, must be preferred.

## Recommendations and certifications

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)

# Sapphires



## Traceability target

Continue the inventory of operators in the value chain, from the manufacturer to the mine, specifying the processing locations (e.g. cutting, heating) and origin (country of origin and region of extraction).

## Recommendations and certifications

**Buy exclusively from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

The countries of origin of sapphires are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain: mine and sales network.
  - o The processing locations and companies involved.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries. The ultimate beneficiaries at each stage must be named.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine to the manufacture of the finished product, must be preferred.

## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)

# Emeralds



## Traceability target

Continue the inventory of operators in the value chain, from the manufacturer to the mine, specifying the processing location (e.g. cutting, oiling) and origin (country of origin and region of extraction).

## Recommendations and certifications

**Buy exclusively from operators certified in accordance with the Responsible Jewellery Council's Code of Practices standard (RJC COP).**

The countries of origin of emeralds are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain: mine and sales network.
  - o Where the stones are cut and the company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries. The ultimate beneficiaries at each stage must be named.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices)** standards be used as inspiration.

In all cases, the shortest supply chains, from the mine to the manufacture of the finished product, must be preferred.

Only natural oils are acceptable in processing.

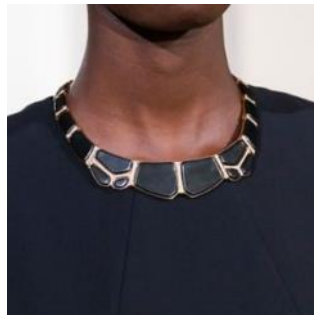
## Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

## Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Hard and decorative stones

### Traceability target

Continue the inventory of operators in the value chain, from the seller to the country of extraction, or even the mine of origin. Specify where the stones are cut when this is not integrated with the tier 1 supplier.

### Recommendations and certifications

The countries of origin of rough stones are classified into four categories according to the risks. This list is available as and when needed (Appendix 2).

The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternatives.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain: mines and sales networks.
  - o Where the stones are cut and the company involved.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries. The ultimate beneficiaries at each stage must be named.
- For categories 1, 2 and 3, it is recommended that the standards of the **RJC (Responsible Jewellery Council: Code of Practices)** and/or **IRMA (Initiative for Responsible Mining Assurance: Standard for Responsible Mining)** be used for inspiration.

In all cases, the shortest chains, from the mine to the manufacture of the finished product, must be preferred.

Monitor the use of the **Ethical Stone Register** and **ANSI/NSI 373** standards.

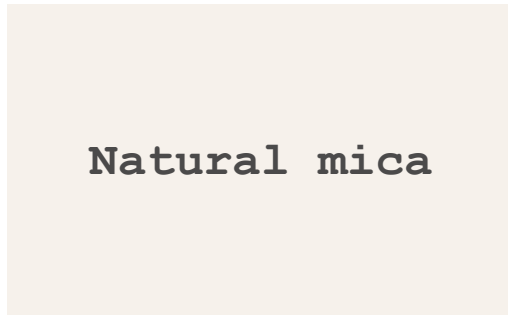
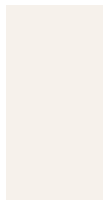
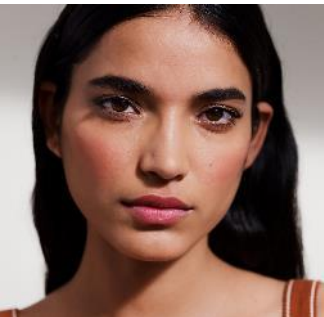
### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

### Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



## Natural mica

### Traceability target

Continue the inventory of operators involved across the value chain right down to the mines, with information on provenance (country and region) for each stage.

Demand certificates of compliance attesting to respect for human rights at extraction and processing sites.

### Recommendations and certifications

For suppliers identified in India and Madagascar, **demand the objective of affiliation to the Responsible Mica Initiative** as well as complete supplier compliance (mica mining and processing) with this standard.

Communicate any difficulties to Hermès and transmit the implementation schedule.

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies, such as France or the United States.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines<sup>(1)</sup>. In particular:
  - o A precise description of the rough mineral supply chain.
  - o The processing site and company concerned.
  - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- The shortest supply chains, from the mine to the finished product, must be preferred.

### Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to deforestation, soil erosion and the contamination of waterways.

### Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

<sup>(1)</sup> OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)