Parfums Christian Dior UK Ltd
LVMH House, 11-13 Old Esher Road, Hersham, Surrey KT12 4NH

Modern Slavery Act 2022 Statement

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Parfums Christian Dior UK Ltd ("PCDUK") has taken during its financial year ending 31 December 2022 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

Business

PCDUK distributes premium perfumes, cosmetics and skincare on behalf of Maison producers to retail customers and consumers in the United Kingdom. PCDUK is a subsidiary of Parfums Christian Dior SA, which is part of the global Louis Vuitton Moët Hennessy ("LVMH") group.

PCDUK purchases:

(i) perfumes, cosmetics and skincare from suppliers located in France; and

(ii) marketing, packaging and Point of Sale Material from suppliers located in various European countries, including France.

Policies and Practices

PCDUK's commitment is to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what PCDUK expects from both its internal business and its external suppliers.

Relevant policies include:

- 1. PCDUK Code of Business Conduct ("UK Code of Business Conduct") available upon request.

  The UK Code of Business Conduct includes relevant sections on "Honesty and Ethical Conduct", "Compliance with laws and regulations", "Safe working conditions" and "Sales and Commercial transactions".

  PCDUK expects its employees and suppliers to engage in and promote honest and ethical conduct, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with colleagues, customers, suppliers, agents and intermediaries.

- 2. PCDUK Suppliers' Code of Conduct ("Suppliers' Code of Conduct") available upon request.

  PCDUK expects its suppliers to share its commitments and act in full compliance with the law, including all national, local and international laws relating to the management of their businesses. PCDUK requires its suppliers to seek approval before subcontracting any part of their manufacturing process and PCDUK's approval is subject to acceptance by the subcontractor of the Suppliers' Code of Conduct and all other applicable conditions that PCDUK determines.

- 3. LVMH Code of Conduct available upon request.
  The LVMH Code of Conduct reiterates the commitment of each of the group companies to act to the highest standards of integrity, respect and engagement in their behaviours and in the way that they conduct business every day, everywhere.

This code further states that the group companies, including PCDUK, will inform all of its commercial partners of its ethical principles and expectations and will ask its suppliers to comply with the principles set out in the Suppliers' Code of Conduct. In particular, this code specifies compliance with social issues under the following relevant sections "Implementing and promoting a responsible approach" and "Acting as a socially aware company" in particular when it comes to respecting and supporting human rights.

The above codes #1 and #3 are distributed to each PCDUK employee and code #2 is distributed to each PCDUK supplier.

Supplier Due Diligence

Prior to engaging into any new contractual relationship with a supplier, PCDUK requires suppliers to acknowledge that they will comply with the Suppliers' Code of Conduct.

PCDUK reserves the right to check adherence of its suppliers to the principles set out in the Suppliers' Code of Conduct and to conduct compliance audits at any time without notice. Upon reasonable request, PCDUK suppliers shall supply the necessary information and grant access to PCDUK representatives to verify compliance with the requirements of this code. Suppliers shall further keep proper records to prove compliance with this code and provide access to complete, original, and accurate files to PCDUK representatives.

Upon reasonable request, PCDUK suppliers must improve and correct any deficiency discovered during any such audits.

PCDUK shall use its best endeavours to ensure that all PCDUK supplier template contracts contain clauses requiring PCDUK's suppliers to adopt similar anti-slavery standards and practices.

Training and Awareness

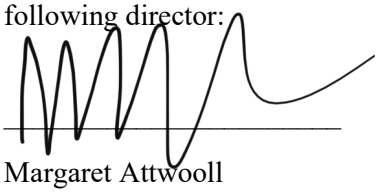
PCDUK conducts regular training for its employees to ensure legal and human resources compliance across PCDUK. The training enables PCDUK (i) to reduce business risk of non-compliance through efficient processes and reliable data and reporting

It is mandatory for all PCDUK employees to read and sign a code of conduct. It forms part of the induction process for new employees and is available in English.

PCDUK's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes PCDUK's modern slavery statement for the financial year ending 31 December 2022.

The Board of Directors of PCDUK has approved this statement and it has been duly signed by the following director:



_____ Date ____23/05/2023_____

Margaret Attwooll
Managing Director
Parfums Christian Dior UK Ltd