# Modern Slavery Act 2015 Statement

## Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Moët Hennessy U.K. Limited ("MHUK") 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

MHUK is a subsidiary of Moët Hennessy International SAS, which is part of the LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group.

MHUK distributes premium champagne, fine wines and spirits on behalf of the Moët Hennessy Group to on-trade and off-trade customers in the United Kingdom. MHUK also sells directly to consumers via its ecommerce websites.

There has been no change in the nature of the business of MHUK during the year ended 31 December 2022.

MHUK purchases:

(i) still and sparkling wines and spirits produced by other LVMH Group companies located in various countries, including the UK, France, Poland, New Zealand, Australia, Argentina, China, and the United States, all of which are required to comply with the LVMH Code of Conduct;

(ii) cider, spirits, non-alcoholic spirits and soft drinks from third party companies outside of the LVMH Group located in the UK, all of whom are requested to sign up to the LVMH Supplier Code of Conduct; and

(iii) marketing services, logistics, packaging and Point of Sale Material from suppliers located in various countries, including France, all of whom are requested to sign up to the LVMH Supplier Code of Conduct.

The labour force of MHUK consists mainly of the sales and marketing team, supported by functions including finance, human resources and supply chain. The Board of Directors is responsible for compliance with the Modern Slavery Act 2015.

## Ethics and Compliance Governance

A global compliance governance framework is in place at Moët Hennessy Group, including notably a Compliance Committee chaired by Moët Hennessy's CEO, a central Ethics & Compliance Team, and a network of Ethics and Compliance correspondents. There is a dedicated Ethics & Compliance Correspondent for MHUK.

Employees of MHUK have access to the LVMH confidential whistleblowing helpline. Breaches raised through the whistleblowing helpline will be investigated by the LVMH Group Ethics & Compliance Director.

## Policies and Practices

Moët Hennessy Group has five values, of which integrity is one. MHUK'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.

MHUK has a number of policies that are relevant to these commitments, which set out what MHUK expects from its employees, internal business and its external suppliers.

Key Policies are:

- 1. LVMH Supplier Code of Conduct ("Supplier Code of Conduct")

  MHUK requires its suppliers to act in full compliance with the relevant laws, including all national, local and international laws relating to the management of their businesses.

  MHUK requires all new suppliers to sign up to the Supplier Code of Conduct, which abides by the principles stipulated in the Conventions of the International Labour Organization, the Universal Declaration on Human Rights, the guiding principles of the OECD and the principles of the United Nations Global Compact and all other applicable conditions that MHUK determines.

  A copy of the Supplier Code of Conduct is available for all MHUK employees on the intranet platform.

- 2. LVMH Code of Conduct

  The LVMH Code of Conduct reiterates the commitment of each of the LVMH 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.

  LVMH is committed to ensuring that the conduct of its businesses respects individual rights and encourages the continuous improvement of social and public health conditions, which are essential to the development and protection of individual rights.

  LVMH is committed to remaining vigilant in identifying any potential direct or indirect negative impact of its activities on society in order to prevent, or if necessary, remedy any such negative impact.

  LVMH respects and promotes the Universal Declaration of Human Rights and adheres to the principles of the United Nations Global Compact, as well as to the United Nations Guidelines on Women's Empowerment. Within its sphere of influence, LVMH supports the values, freedoms and fundamental rights promoted in these texts.

  LVMH supports its partners to establish and respect good corporate social and environmental practices and encourages their awareness of the importance of these issues. In particular, LVMH requires suppliers to comply with the ethical principles set out in the Supplier Code of Conduct.

  This code further states that each of the LVMH Group companies, including MHUK, 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 Supplier 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.

Both of the above policies are available upon request.

**Supplier Due Diligence**

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

MHUK reserves the right to check adherence of its suppliers to the principles set out in the Supplier Code of Conduct and to conduct compliance audits at any time without notice. Upon reasonable request, MHUK suppliers shall supply the necessary information and grant access to MHUK representatives to verify compliance with the requirements of the Supplier Code of Conduct. Suppliers are required to keep proper

records to prove compliance with the Supplier Code of Conduct and provide access to complete, original, and accurate files to MHUK representatives.

Upon reasonable request, MHUK suppliers will be required to improve and correct any deficiency discovered during any such audits.

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

**Supplier Audits**

Social audits of aspects of the supply chain are arranged by the "Maisons" (the brand houses) based on where risks have been identified locally. In addition, the MH Group organises factory audits of suppliers. The audits are conducted by third party specialists and include topics such as child labour and forced labour. The results are followed up by the MH Group.

The MH Group continues to develop centralised processes for risk mapping and for mitigating identified risks in the supply chain. In 2021 the MH Group worked with a provider of business sustainability ratings to assess a number of its key suppliers. The audit assessed the suppliers in four key areas: i) environment, ii) ethics, iii) labour and human rights and iv) sustainable procurement. During 2022, the MH Group carried out analysis of the results of these audits with a view to working with the relevant suppliers to identify and remedy any areas for improvement in 2023 onwards.

**Training and Awareness**

MHUK maintains tailored training for its employees through Moët Hennessy's Ethics & Compliance portal, to ensure compliance across MHUK with mandatory legal and human resources policies. It is mandatory for all MHUK employees to certify that they have read the Modern Slavery statement and the LVMH Code of Conduct. This also forms part of the induction process for new employees.

Moët Hennessy's Ethics & Compliance portal enables MHUK (i) to reduce business risk of non-compliance through efficient processes and reliable data and reporting and (ii) to provide easy access for employees to our policies.

MHUK'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 MHUK's Modern Slavery Statement for the financial year ending 31 December 2022. MHUK will ensure that this statement is reviewed and updated on an annual basis.

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

Alexei Rosin

**A Rosin**
Managing Director
**Moët Hennessy U.K. Limited**

Company registration number: 00371236

12 September 2023