LE CREUSET MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR 2024

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, it constitutes the Le Creuset slavery and human trafficking statement for the financial year 1 January 2024 to 31 December 2024.

The Statement is made on behalf of Le Creuset Holding Limited and its subsidiary, Le Creuset U.K. Limited, which are both private companies registered in England and Wales, and also includes all other subsidiaries within the Le Creuset Group. The Statement has been approved by the Board of Directors of Le Creuset Holding Limited.

Le Creuset Group ("Le Creuset" or the "Group") is a luxury cookware and accessory manufacturer directly managing its global distribution through retail, ecommerce and wholesale. The Le Creuset brand is best known for its colourful enamelled cast iron.

Le Creuset was founded in 1925 in Fresnoy-le-Grand, France, a strategic position geographically at the crossroads of transportation for raw materials such as coal, iron and sand. Le Creuset cast iron products are still today only manufactured in Fresnoy-le-Grand and are "Made in France", by our dedicated and well-trained factory employees. The Le Creuset brand has expanded to offer premium stoneware, cooking and wine tools, stockpots, kettles, and high-performance stainless steel and forged hard anodised cookware. These are manufactured in our own factories in France and Thailand and supplier factories around the world in Portugal, Spain, Thailand, China and India.

The Group has in place a Code of Conduct that defines our policies towards promoting ethical business practice. The Code of Conduct outlines our commitment to protecting human rights, the control of labour in the supply chain and ensuring supplier compliance with local, national and international laws. Prioritising human rights throughout our entire value chain is a fundamental business principle and requires close collaboration with our suppliers and other stakeholders to uphold this commitment.

During 2024, the Group drafted a Human Rights Policy that sets out its commitment to upholding international human rights standards across its operations and value chain. Developed in line with the European Sustainability Reporting Standards (ESRS), the Corporate Sustainability Reporting Directive (CSRD), the ILO core conventions, and the Ethical Trading Initiative (ETI) Base Code and the Le Creuset Supplier Code of Conduct, the policy outlines key commitments in areas such as the prohibition of forced and child labour, human trafficking and discrimination; the promotion of safe working conditions, fair wages, and freedom of association; and the assurance of regular employment and living wages. It also details the Group's due diligence processes, including risk assessments, stakeholder engagement, grievance mechanism and training. The policy is supported by continuous monitoring through independent audits, transparent reporting in the annual sustainability report, and strong governance, with oversight by the Board of Directors and implementation led by the Sustainability Committee. The Human Rights Policy was implemented in January 2025.

Le Creuset is a full member of Sedex, a global membership organisation headquartered in London, with 60,000 members and a world leader in responsible sourcing. Its solutions provide organisations with the practical tools and guidance needed to operate ethically, source responsibly, and work with suppliers to ensure fair working conditions for the people who make their products and deliver their services. Regular inspections and audits are conducted and undertaken based on the ETI Code of Conduct by independent Certification Bodies accredited by APSCA. These audits monitor our own and third-party production facilities for social compliance aspects including labour practices, working hours and wages as well as environmental processes and adherence to applicable laws, regulations and best practices.

Additionally, Le Creuset has implemented EcoVadis for 360° supplier risk assessments to consider and evaluate our suppliers' sustainability impacts and performance. The EcoVadis assessment methodology covers 21 criteria across four themes: Environment, Labour and Human rights, Ethics and Sustainable Procurement. The methodology is built on internationally recognised sustainability and corporate social responsibility standards, including the Global Reporting initiative, the United Nations Global Compact and

the ISO 26000 standard. All third party finished goods suppliers have signed a stringent Supplier Code of Conduct which is integrated into the onboarding process for all new suppliers.

The Group remains acutely aware of the inherent risks associated with the manufacturing sector, particularly in higher-risk regions, including those related to health, safety, and working conditions. To mitigate these risks, Le Creuset has robust measurement systems in place to promptly detect and address any violations. During the reporting period, no negative consequences relating to human rights were identified. Should any issues or incidents arise, Le Creuset is committed to taking swift and effective action to resolve them, ensuring a lasting and positive impact across the entire value chain.

As part of the Group's commitment to transparency and continuous improvement, the Group tracks key performance indicators (KPIs) related to third-party suppliers, which are reported in Le Creuset's annual Sustainability Report and form part of the internal monitoring processes. These include KPIs relating to suppliers who have signed the Le Creuset Supplier Code of Conduct and have undergone a Human Rights or Social Compliance Assessment.

The Group recognises the importance of modern slavery prevention, and continues to build on its risk management framework and awareness by proactively monitoring, identifying and eliminating risks from its organisation and supply chain. Training is a key area that has been prioritised through the ongoing deployment of a training programme that equips Le Creuset employees with the necessary skills to understand, identify and take action against modern slavery practices.

Le Creuset has implemented a whistleblowing hotline for the Group. This whistleblowing hotline is a third-party platform where employees, stakeholders, and suppliers can confidentially report on various topics, including human rights abuses and modern slavery within the business and its supply chain. Our suppliers have access to the whistleblowing hotline through a link included in the Supplier Code of Conduct.

Approved by: Le Creuset Holding Limited

Signed By: P. J. van Zuydam

Paul van Zuydam
Chairman

Date: 13 June 2025