



OUR POLICY ON HUMAN RIGHTS, LABOUR STANDARDS AND SOCIAL RESPONSIBILITIES

Respect for human rights is an essential element of the vision and values of CHAUMET INTERNATIONAL S.A. and its affiliates: CHAUMET KOREA LLC, CHAUMET LONDON LIMITED, CHAUMET AUSTRALIA PTY LTD, CHAUMET IBERIA SLU, CHAUMET MIDDLE-EAST FZCO, CHAUMET HORLOGERIE SA (Suisse), CHAUMET MONACO SAM, CHAUMET EAU TRADING LLC, CHAUMET KUWAIT WLL, CHAUMET ARABIA LTD, hereafter referred to as CISA Group.

In accordance with the United Nations Guiding Principles on Business and Human Rights, CISA Group is committed to respect internationally recognized human rights, as set forth in the International Bill of Human Rights (UN) and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO). CISA Group also respects the OECD Guidelines.

The responsibility to respect human rights is considered a basic expectation for all employees, partners, suppliers, contractors, and other parties directly involved in its operations, products, or services.

CISA Group is committed to respecting Human Rights in its conduct, as follows:

Prohibition of child labor: The employment of children under the age of 16 is strictly prohibited, in particular the worst forms of child labor as defined by ILO Convention No. 182. In countries where local law sets a higher minimum age for child labor, or where the age of completion of compulsory schooling is set at over 16, this higher age applies. Any work that is likely to endanger the physical, mental or moral health, safety or morals of children shall not be undertaken by anyone under the age of 18.

Prohibition of Forced/Compulsory Labor: Any use of forced or compulsory labor as defined by ILO Convention No. 29, slavery, servitude, or trafficking in human beings, as well as coercion to work, withholding of wages, compulsory overtime, withholding of identity papers or work permits, or requiring workers to post bail, or any other coercion, is strictly prohibited. All workers have the right to accept or leave their jobs freely.

Prohibition of harassment and abuse: We treat our workers, contractors, and the local communities in which we operate with respect and dignity. We do not tolerate or practice any form of corporal punishment, physical, sexual, verbal, or psychological harassment, torture, cruel, inhuman, and degrading treatment, or any other form of abuse.

Prohibition of discrimination: We treat all workers fairly and equitably. We do not discriminate in any way - including in pay, hiring, access to training, promotion, maternity protection, and termination -

based on sex, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, union membership, nationality, gender identity, migrant status or social background.

Freedom of association: We respect and recognize the right of workers to bargain collectively, and to form or join labor organizations of their choice without sanction, discrimination, or harassment.

CONCERNING LABOR STANDARDS AND SOCIAL RESPONSIBILITIES:

CISA Group demonstrates exemplary social responsibility in the conduct of its activities:

We comply with all applicable regulations to prevent illegal, clandestine, and undeclared work.

Wages and social benefits: As a minimum, we pay wages regularly and not less than once a month, pay workers overtime at the legal rate, and meet all legal requirements for workers' social benefits. If there is no legal minimum wage or legal overtime rate in the country concerned, we ensure that wages are at least equal to the average minimum in the relevant industry sector and that overtime pay is at least equal to the usual hourly wage. No deductions from wages may be used as a disciplinary measure. We guarantee that all workers receive the benefits stipulated in any applicable collective agreement, company agreement and any other applicable individual or collective bargaining agreement.

Working Hours: We comply with all applicable local laws and regulations regarding working hours, which in no case should exceed the maximum set by standards recognized by international organizations such as the International Labor Organization. We do not impose excessive overtime. The total number of hours worked per week, including overtime, may not exceed the legal limits. Workers are entitled to the minimum number of days off established by applicable laws and must have at least one day off per seven-day period. We provide the necessary working conditions in accordance with the relevant national legislation, including breaks.

Ensuring health and safety: We provide a safe and healthy working environment for our employees to avoid accidents or injuries that may be caused by, related to or resulting from their work, including during the operation of equipment or while traveling on business. We implement procedures and training to detect, avoid and minimize hazards that pose a risk to the health, safety, and security of employees. These must comply with all applicable local and international regulations and laws in this regard. These same principles apply to the accommodation provided by suppliers and business partners.

CISA Group carries out stakeholder audits in order to better identify, assess and anticipate risks and opportunities for improvement and to ensure a thorough knowledge of its partners. These procedures allow us to verify that the performance of our partners is in line with our requirements and respects best practices, particularly in terms of ethics, social and environmental issues and respect for human rights. Through these audits, we can also assist our partners in implementing and enforcing best practices to address minor non-compliances. These measures and their respect are stipulated in the agreements between CISA and its partners.

CISA Group expects all its employees, partners, suppliers, contractors, and other parties directly related to the company's operations, products or services to share these commitments.

INTERNAL WHISTLEBLOWER RIGHT:

LVMH and Chaumet encourage open communication and dialogue within the Group and the House. The LVMH internal whistleblowing system allows employees to report, in a secure and confidential manner, any actual or reasonably suspected violation of applicable laws and regulations, the LVMH Code of Conduct. This also includes the principles, guidelines and internal policies. The guidelines

include: the employee code of conduct, the supplier code of conduct, the conflict-of-interest policy, the gifts and invitations policy and the anti-corruption policy

Any employee can thus prevent or reduce the impact of damage to other people or to the company and contribute to the continuous improvement of practices within the Group. All alerts submitted via the system are forwarded directly to the Group's Director of Ethics and Compliance, who is responsible for handling them. The usual communication channels (line manager, Human Resources Department, Ethics and Compliance Department, etc.) will continue to be used to deal with these issues.

The system can be accessed via -this link: <https://alertline.lvmh.com/>



or this QR code :

Signed Jan 4th 2023 by Edwige Lalau Keraly