

**ANNUAL
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REPORT

2023 年度報告



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1. COMPANY OVERVIEW

1. 公司概覽

At the heart of Place Vendôme, Chaumet creates exceptional jewelry pieces which reflect its unique expertise and embody its Parisian style. Elegant and bold, the timeless style of the Maison’s pieces continuously evolves through time according to different global influences, combining tradition with modernity. In the High Jewelry workshop, craftsmen channel their expertise to create light and agile works of art, including signature tiaras. Their unique skill has been continuously reinvented for more than 240 years. Jewelry and watches are manufactured by our external network of suppliers located primarily in France, Italy and Switzerland.

Chaumet 在凡登廣場奠定根基，創作非凡珠寶作品，體現獨樹一格的專業知識，並盡情展現巴黎風格。品牌作品優雅大膽，隨著時間的推移展現雋永風貌，根據全球影響不停演變，讓傳統與現代水乳交融。工匠在高級珠寶工作坊中運用專業知識，打造出輕盈靈動的藝術品，包括經典冠冕，精湛技藝在 240 多年來精益求精。珠寶和腕錶由我們主要位於法國、義大利和瑞士的外部供應商網絡製造。

Chaumet is a subsidiary of the LVMH Moët Hennessy Louis Vuitton Group SE (“LVMH”). CHAUMET INTERNATIONAL S.A. is composed of the subsidiaries: CHAUMET KOREA LLC, CHAUMET LONDON LIMITED, CHAUMET AUSTRALIA PTY LTD, CHAUMET IBERIA SLU, CHAUMET MIDDLE-EAST FZCO, CHAUMET HORLOGERIE SA (Switzerland), CHAUMET MONACO SAM, CHAUMET EAU TRADING LLC, CHAUMET KUWAIT WLL, CHAUMET ARABIA LTD, hereinafter referred to as the CISA Group. The CISA Group is active in five main markets: Europe, Japan, the Asia-Pacific region, the Middle-East and China, with a network of 85 boutiques across the globe, as of the end of 2023.

Chaumet 是 LVMH Moët Hennessy Louis Vuitton Group (「LVMH」) 的子公司。CHAUMET INTERNATIONAL S.A. 由以下子公司組成：CHAUMET KOREA LLC、CHAUMET LONDON LIMITED、CHAUMET AUSTRALIA PTY LTD、CHAUMET IBERIA SLU、CHAUMET MIDDLE -EAST FZCO、CHAUMET HORLOGERIE SA (Switzerland)、CHAUMET MONACO SAM、CHAUMET EAU TRADING LLC、

CHAUMET KUWAIT WLL、CHAUMET ARABIA LTD，以下簡稱 CISA 集團。CISA 集團在五個主要市場開展業務：歐洲、日本、亞太地區、中東和中國，截至 2023 年底擁有 85 家專賣店的全球網絡。

2. OUR COMMITMENTS

A. HUMAN RIGHTS

2. 我們的承諾

A. 人權

Respecting human rights is an essential part of the CISA Group's vision and values. In accordance with the UN Guiding Principles on Business and Human Rights, the CISA Group is committed to respecting 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. The CISA Group also respects the OECD Guidelines. We are also committed to respecting the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. The responsibility to respect human rights is considered a basic expectation for all employees, partners, suppliers, contractors, and other parties directly involved in the Group's operations, products, or services.

Our commitments are outlined in our human rights policy, which is available on our website. The LVMH Group also provides an annual CSR report, which is reviewed by the Group's external auditors, analyzing the Group's commitments and actions in terms of developing talent and skills (preserving strategic expertise and transmitting traditional craft skills); preventing discrimination and respecting individuality, diversity and inclusion; continuously improving the quality of life in the workplace (improving working conditions, supporting flexibility and work-life balance); guaranteeing fair wages; and supporting local communities. For the preparation of this report, Chaumet provides the LVMH Group with annual CSR information regarding these issues.

In accordance with the RJC's guidance, an analysis of our human rights risks has been carried out, focusing on the subjects of non-discrimination and harassment. No risks necessitating the implementation of an action plan have been detected. Nevertheless, all these risks are reviewed on a yearly basis and adjusted if necessary.

尊重人權是 CISA 集團願景和價值觀的重要部分。根據聯合國關於商業和人權的指導原則，CISA 集團致力於尊重國際公認的人權，這些人權載於國際人權法案（聯合國）和國際勞工組織頒布的「工作基本原則與權利宣言」。CISA 集團亦尊重經合組織準則。我們亦承諾遵守《公民權利和政治權利國際公約》和《經濟、社會及文化權利國際公約》。

尊重人權被視為是所有員工、合作夥伴、供應商、承包商和其他直接參與集團營運、產品或服務的各方的基本期望。

我們的人權政策概述了我們的承諾，該政策可在我們的網站上查閱。

LVMH 集團亦提供經集團外部審計師審閱的年度企業社會責任報告，分析集團在培養人才和技能（保留策略專長、傳承傳統工藝技能）方面的承諾和行動；防止歧視，尊重個人、多元化和包容性；不斷提高工作場所的生活質素（改善工作條件，支持靈活

性和工作與生活的平衡)；保證公平工資；支持當地社區。為編寫本報告，Chaumet 向 LVMH 集團提供與這些問題相關的年度企業社會責任資訊。根據責任珠寶委員會 (RJC) 的指引，對我們的人權風險進行了分析，同時聚焦非歧視和騷擾問題。我們在分析中沒有發現任何需要實施行動的風險。儘管如此，所有這些風險都將每年審查一次，並在需要時進行調整。

B. SUPPLY

B. 供應

The CISA Group is conscious of the potential social impact of its activities, particularly in relation to the sourcing of raw materials. For this reason, the company has set out its responsible sourcing policy (available on our website) to conduct its business in an ethical manner and with respect for human rights.

CISA 集團意識到其活動的潛在社會影響，尤其是在原材料採購方面。為此，公司制定了負責任的採購政策（可在我們的網站上查閱），以道德的方式開展業務並尊重人權。

CISA Group requires its suppliers to comply with the ethical principles contained in the LVMH **Supplier Code of Conduct** (available online) and to ensure that their own suppliers and subcontractors also comply with these principles. The obligation to comply with the Supplier Code of Conduct is part of the contractual conditions. This Code of Conduct ensures that fundamental human rights are respected: the prohibition of child labor, the prohibition of forced and illegal labor, and the prohibition of discrimination and harassment. It specifies the acceptable conditions for remuneration, working hours, freedom of association, and protection of local communities. It also details the environmental compliance and performance of our operations. Finally, it specifies the requirements in terms of business ethics and integrity (fighting against corruption, money laundering, financing of terrorism, gifts and invitations, conflict of interest situations, respect for competition, etc.)

CISA 集團要求其供應商遵守 LVMH **供應商行為準則**（可在線上獲取）中包含的道德原則，並確保他們自己的供應商和分包商亦遵守這些原則。遵守供應商行為準則的義務是合同條件的一部分。此行為準則確保尊重基本人權：禁止童工、禁止強迫和非法勞動、禁止歧視和騷擾，明確制定關於報酬、工作時間、結社自由和保護當地社區的相關條件。它亦詳細說明了我們營運的環境合規性和績效。最後，它亦規定了商業道德和誠信方面的要求（打擊腐敗、洗黑錢、資助恐怖主義、禮品和邀請、利益衝突情況、尊重競爭等）。

The CISA Group has been a certified member of the **RJC** (Responsible Jewelry Council) since 2005. This organization promotes responsible practices in the jewelry industry. This certification audits our company on our ethical, social, and environmental practices and ensures that we respect human rights throughout our supply chain. Particular attention is paid to the production of jewelry pieces: as such, we confirm our commitment to act responsibly and to work with trusted suppliers located in countries that are signatories to the **Kimberley Process**, an initiative that brings together governments, industry and civil society and aims to prevent the circulation of conflict diamonds through an international certification system.

自 2005 年以來，CISA 集團即為 **RJC**（責任珠寶委員會）的認證會員。該組織提倡珠寶行業實踐負責任行為。該認證審核我們公司的道德、社會和環境實踐，並確保我們在整個供應鏈中尊重人權。該認證尤其關注珠寶作品的生產：因此，我們確認我們承諾採取負責任的行動，並與位於**金伯利進程**簽署國的值得信賴的供應商合作，該進程匯集了政府、行業和民間社會，旨在透過國際認證體系防止衝突鑽石的流通。

CISA Group is committed to implementing the OECD's five-step due diligence process for responsible supply chains of minerals from conflict and high-risk areas.

CISA 集團致力於實施經合組織針對來自衝突和高風險地區的礦物負責任供應鏈的五步盡職調查流程。

As part of its duty of care, CISA Group has implemented a risk assessment management system, and benefits from the LVMH Group's grievance management mechanism, which aims to prevent or mitigate negative consequences related to our sourcing practices.

作為謹慎責任的一部分，CISA 集團實施了風險評估管理系統，並受益於 LVMH 集團的申訴管理機制，旨在防止或減輕與我們的採購實踐相關的負面後果。

RISK ASSESSMENT

風險評估

In association with LVMH and the guidelines set out by the Responsible Jewelry Council, Chaumet assesses and monitors the risks it's exposed to. Risk mapping includes social and environmental issues, money laundering, corruption and, more generally, all human rights issues throughout the supply chain. To carry out this risk assessment, the process is divided into several stages:

Chaumet 根據 LVMH 和責任珠寶委員會的指導方針，監控品牌面對的風險。風險勘測包括社會和環境問題、洗黑錢、貪腐，以及整個供應鏈中的所有人權問題。為進行風險評估，該過程分為幾個階段：

- The internal monitoring department produces an **annual risk map** and puts measures in place to reduce the likelihood and the impact of these risks. This analysis forms the basis for all the work done by the internal monitoring department which, in its constant strive for improvement, works to provide reasonable assurance that these action plans are being implemented. This makes it possible to effectively manage the safeguarding of the company's assets, both tangible and intangible, and to ensure the reliability of accounting, financial and social information in accordance with the applicable laws and regulations. To this end, the internal monitoring department holds regular discussions (at least once a year) with the entire Executive Committee and any other stakeholder deemed relevant, in order to reassess existing risks. In 2023, the Executive Committee, together with the Audit and Risk department, has identified a new major CSR risk linked specifically to the impact of the climate on the production chain in our sector. In addition, the existing risk of non-recertification by the RJC is addressed in a dedicated paragraph in the affirmation letter sent to the LVMH Group. Following on

from 2022, the Maison has implemented some policies and procedures in order to mitigate the likelihood and the impact of this risk. The complete action plan for combatting this risk is presented at least once a year during an Ethics and Compliance committee meeting. We would also like to point out that an internal audit of the LVMH Group was carried out in January 2023 in order to ensure the Maison's compliance with the Sapin II law and, in particular, on issues related to corruption. The internal audit found the Maison's maturity level to be Adequate.

- 內部監督部門製作**年度風險圖**，並採取措施降低這些風險的可能性和影響。該分析是內部監督部門的基礎，在持續尋求改進的過程中努力為這些行動計劃的執行提供合理保證。這讓公司能夠根據適用的法律法規，有效管理保護公司的有形和無形資產，以及確保會計、財務和社會訊息的可靠性。為此，內部監督部門與全體執行委員會和其他所有利益相關者定期進行討論（至少每年一次），以重新評估既有風險。2023年，執行委員會與審計和風險部門共同確定了一項新的重大企業社會責任風險，與氣候對行業生產鏈的影響息息相關。此外，發送給LVMH集團的確認信中以專門段落討論未經RJC重新認證的既有風險。品牌自2022年起實施相關政策和程序，以降低這種風險的可能性和影響。應對此風險的完整行動計劃至少每年在道德與合規委員會會議上提交一次。我們另想指出LVMH集團於2023年1月進行了內部審計，以確保品牌遵守薩賓第二法案（Sapin 2），特別是貪腐相關議題。內部審計結果顯示品牌具備足夠的成熟度。
- A self-assessment questionnaire is sent to all of our suppliers concerning the following topics, among others: management of due diligence, risk assessment in line with the OECD, certifications obtained, compliance with the UN Guiding Principles on Human Rights, etc. As a reminder, all our suppliers are required to sign our Supplier Code of Conduct. To this end, Chaumet has conducted a risk assessment of its supply chain and devised an action plan based on the level of risk identified. Based on suppliers' responses to the questionnaire, and having gathered information on their activities and level of certification, (e.g. RJC) Chaumet has conducted a complete report on any potential risks. In 2023, no specific risk was identified. The LVMH Code of Conduct includes a control clause, reserving the right to audit our suppliers on all the principles set out in the Code. Suppliers must take action to improve or correct any identified non-compliances. As a result, the company is working to strengthen its internal procedures and processes, paying particular attention to the sourcing of gold, diamonds, and colored gemstones through the implementation of a due diligence process throughout our supply chain, in line with the OECD due diligence guidance for responsible supply chains of minerals from conflict-affected and high-risk areas.
- 我們向供應商發送一份自我評估問卷，其中包括以下主題：謹慎責任的管理、符合經合組織的風險評估、獲得認證以及遵守聯合國人權準則。我們所有的供應商都必須簽署我們的供應商行為準則，以作為提醒。為此，Chaumet 對其供應鏈進行了風險評估，並根據確定的風險水平制定了行動計劃。根據供應商對問卷的回答和針對其活動和認證（RJC）級別蒐集的資訊，Chaumet 針對潛在風險撰寫完整報告。2023年未有發現具體風險。LVMH 行為準則包括一項控管條款，保留根據準則中規定的所有原則對我們的供應商進行審計的權利。供應商

必須採取行動改進或改正已發現的不合規問題。因此，公司正努力加強其內部程序和流程，特別關注黃金、鑽石和彩色寶石的採購，透過在我們的整個供應鏈中實施盡職調查流程，以符合經合組織「針對來自衝突和高風險地區的礦物負責任供應鏈的盡職調查指引」。

C. ETHICS

C. 道德

Our **KYC (Know Your Counterpart)** policy confirms Chaumet's commitment to preventing money laundering and terrorist financing in its business practices and transactions. To this end, we have implemented Know Your Counterpart (KYC) procedures to combat money laundering and the financing of terrorism. Chaumet International SA promotes a culture of dialog and transparency and has adopted an internal whistleblowing system via the LVMH Alert Line, in addition to the usual waterfall management method. The system allows any employee or external stakeholder with knowledge of a violation of the LVMH Code of Conduct, internal guidelines, principles, and policies and/or applicable laws and regulations to report in a secure and completely confidential manner any existing or potential violation of internal guidelines and procedures, ethical principles or applicable laws and regulations. Employees may also contact their manager, their Human Resources Manager, their company's Ethics and Compliance Officer or the Group's Director of Ethics and Compliance. External stakeholders may express their concerns to their contact(s) at LVMH. The Group ensures that no disciplinary action is taken against persons who have used these channels in good faith to report of a violation, even if the facts subsequently prove to be inaccurate or unfounded and/or do not give rise to any proceedings or sanctions.

我們的 **KYC (了解你的交易對手)** 政策，確認了 Chaumet 在其商業行為和交易中防止洗黑錢和恐怖主義融資的承諾。為此，我們實施了「了解你的交易對手」(KYC) 程序來打擊洗黑錢和恐怖主義融資。Chaumet International SA 提倡對話和透明的文化，除了一般的瀑布管理法，另透過 LVMH 警報熱線實施內部舉報系統。該系統允許任何知道違反 LVMH 行為準則、內部指南、原則和政策/或適用法律法規的員工或外部利益相關者，以安全和完全保密的方式報告任何既有或潛在違反內部準則和程序、道德原則或適用法律法規的行為。員工亦可聯繫他們的經理、人力資源經理、公司的道德與合規主管或集團的道德與合規總監。外部利益相關者可以向他們在 LVMH 的聯繫人表達他們的擔憂。集團確保不會因報告違規事件而對善意使用這些渠道的人採取紀律處分，即使事實隨後被證明是不準確或沒有根據的和/或不會引起任何訴訟或制裁。

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

可以透過以下連結存取該系統：<https://alertline.lvmh.com/>。

In April 2023, a whistleblowing management policy was presented to and approved by the Works Council, setting out the various stages of an internal investigation that's carried out following a report. This procedure is also intended to remind people of the rules regarding anonymity and non-reprisal when incidents are reported.

工作委員會於 2023 年 4 月收到並批准了一項警報管理政策，規範報告後進行內部調查的各個階段。程序亦提醒相關人士在報告事件時遵守匿名和不報復的規則。

Finally, an annual audit is carried out by the internal monitoring department to ensure that the invoices from all of our diamond suppliers meet the WDC's SoW requirements. This assessment for 2023 was carried out and met the expectations for the scope audited.

最後，內部監督部門進行年度審計，確保所有鑽石供應商的發票符合世界鑽石理事會（World Diamond Council，WDC）保證體系（System of Warranties，SoW）的要求。2023 年評估工作已完成，符合審計範圍期望。

D. COMPLIANCE

D. 法令遵循

Following on from the work carried out by the internal monitoring department, the supply and responsible purchasing department, the ethics and compliance department pays particular attention to ensuring compliance with international sanctions. As part of the recent regulatory developments in this area, specific controls are now in place at Chaumet boutiques and at the head office to ensure precise monitoring of the traceability and origin of our diamonds, as well as the analysis of commercial partners with which Chaumet maintains a business relationship. 在內部監督部門、供應和負責採購部門採取行動之後，道德與合規部門特別確保遵守國際制裁。作為該領域近期規範發展的一分子，Chaumet 的專賣店和總部現已實施具體控管措施，以精確監督鑽石的可追溯性和原產地，以及對 Chaumet 維持商業關係的商業夥伴進行分析。

E. CULTURE

E. 文化

The “A Golden Age: 1965–1985” exhibition, which was held from October 5th to December 2nd, was the highlight of 2023 for our Maison. Presented at our historic and prestigious salons at 12 Place Vendôme in Paris, this exhibition immersed the visitors in the modernity of the years 1965-1985, an era of unprecedented jewelry creativity. This period, marked by social and cultural upheaval, saw Chaumet push the boundaries of its art to create magnificent pieces of jewelry embodying the spirit of freedom and innovation of the time. The exhibition put the spotlight on over 200 pieces from the Chaumet archives, as well as creations from other Maisons and pieces of art reflecting the identity of the time.

「黃金年代——1965 年 - 1985 年」（A Golden Age: 1965 - 1985）展覽於 10 月 5 日至 12 月 2 日舉辦，是品牌 2023 年的重點活動。展覽在巴黎凡登廣場 12 號歷史悠久且享有盛譽的沙龍舉辦，讓參觀者沉浸在 1965 年至 1985 年的現代風格之中，也是珠寶作品展現前所未見創意的時代。這段時期歷經許多社會和文化動盪，Chaumet 突破藝術的界限，創造出體現當時自由和創新精神的華麗珠寶。展覽聚焦 Chaumet 典藏的 200 多件作品、其他品牌的創作，以及反映時代特徵的藝術品。

3. SUSTAINABLE DEVELOPMENT GOALS

3. 永續發展目標

LVMH supports the Sustainable Development Goals (SDGs) and takes action to achieve them.

In 2012, LVMH created an environmental roadmap setting clear goals and deadlines. In 2020, the 2030 roadmap was published under the name LIFE 360. Each Maison must implement this roadmap and take the necessary actions to achieve its goals. LVMH has made a commitment to the SBTi (Science Based Target Initiative) to reduce its GHG (greenhouse gas) emissions from energy consumption by 50% in absolute terms by 2026 (scopes 1 and 2) and to reduce its GHG emissions per unit of value added by 55% by 2030 (scope 3). LVMH is therefore on a carbon trajectory compatible with the Paris Agreement and is contributing to the European objective of carbon neutrality in 2050. In this context, we are identifying our main natural resources and adopting a strategy of improving the efficiency with which they are used.

LVMH 支持永續發展目標 (SDG) 並為實現這些目標採取行動。

2012 年，LVMH 制定了環境路線圖，設定了明確的目標和期限。2020 年，2030 年路線圖以 LIFE 360 的名義發布。每個品牌都必須執行該路線圖並採取必要的行動來實現其目標。LVMH 已向 SBTi (科學基礎減碳目標倡議) 作出承諾，到 2026 年將能源消耗產生的溫室氣體排放量絕對值減少 50% (範圍 1 和 2)，到 2030 年單位增加值溫室氣體排放量減少 55% (範圍 3)。因此，LVMH 的路線符合《巴黎協定》的碳排放軌跡，並為 2050 年實現歐洲碳中和的目標做出了貢獻。在這種情況下，我們正在確認我們的主要自然資源，並採取策略盡可能提高其使用效率。

The 4 pillars of LIFE 360 are as follows:

- Protect biodiversity
- Fight climate change
- The circular economy
- Transparency

LIFE 360 的 4 大支柱如下：

- 保護生物多樣性
- 對抗氣候變化
- 循環經濟
- 透明度

As a Maison within the LVMH Group, Chaumet has undertaken action to meet the requirements of the LIFE 360 program and has applied the Group's guidelines for energy sobriety, both in France and in the rest of the world.

作為 LVMH 集團旗下品牌，Chaumet 採取了符合 LIFE 360 計劃要求的行動，並在法國和世界其他地區應用了該集團的能源節制指南。

4. GLOSSARY

4. 詞彙表

CISA = Chaumet International S.A.

KYC = Know Your Counterparty

LVMH = Louis Vuitton Moët Hennessy

LIFE 360 = LVMH Initiatives For the Environment

OECD = Organization for Economic Cooperation and Development

UN = United Nations

RJC = Responsible Jewelry Council

Signed: 04/30/2024

By: Sandra Lesteven, CSR and Sustainability Director.

CISA = Chaumet International S.A.

KYC = 了解你的交易對手

LVMH = Louis Vuitton Moët Hennessy

LIFE 360 = LVMH 環保倡議

OECD = 經濟合作與發展組織（經合組織）

UN = 聯合國

RJC = 責任珠寶委員會

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簽署人：企業社會責任和永續發展總監 Sandra Lesteven