



**ANNUAL
2023**

CHAUMET
PARIS

REPORT



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1. COMPANY OVERVIEW

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 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.

2. OUR COMMITMENTS

A. HUMAN RIGHTS

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.

B. SUPPLY

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 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.)

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.

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.

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.

RISK ASSESSMENT

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:

- 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.

- 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.

C. ETHICS

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.

The system can be accessed via the following link: <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.

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.

D. COMPLIANCE

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.

E. CULTURE

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.

3. SUSTAINABLE DEVELOPMENT GOALS

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.

The 4 pillars of LIFE 360 are as follows:

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

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.

4. GLOSSARY

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

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