



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 (London) Limited, Chaumet Monaco SAM, Chaumet Iberia, BMC Gioielli, Chaumet Horlogerie S.A. (Suisse), Chaumet Australia PTY Ltd, Chaumet Middle East FZCO, Chaumet EAU Trading LLC, Chaumet Kuwait, Chaumet Trading Doha, Chaumet Arabia Ltd, hereafter referred to as CISA Group.

As such, the CISA Group recognizes and respects the fundamental principles, freedoms, and rights adopted by the international community, particularly those set forth by:

- *the International Bill of Human Rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights);*
- *the fundamental conventions of the International Labour Organization (hereinafter “ILO”);*
- *the United Nations Guiding Principles on Business and Human Rights, as well as the United Nations Global Compact;*
- *the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)."*

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:

1. Prohibition of child labor:

No child under 16 years of age, or the applicable legal minimum age in the country concerned if higher, may be employed in the activities of the CISA Group and its value chain. In particular, the worst forms of child labor as defined by ILO Convention No. 182 are prohibited. In countries where local law sets a higher minimum age for child labor, or where the age for completion of compulsory schooling is set at more than 16 years, this higher age applies. Any work likely to endanger the physical, mental or moral health, safety or morality of children must not be undertaken by anyone under the age of 18.

2. Prohibition of Forced/Compulsory Labor:

Any recourse to forced or compulsory labor as defined by ILO Convention No. 29, slavery, servitude or human trafficking, as well as coercion to work, withholding wages, compulsory overtime, retention of identity papers or work permits, debt bondage, or the obligation for workers to deposit a bond or recourse to any other coercion, is strictly prohibited. All workers have the right to accept or leave their employment freely.

2. 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.

3. Prohibition of Discrimination:

We treat all workers fairly and equitably. We do not practice any form of discrimination – particularly in terms of wages, hiring, access to training, promotion, maternity protection, and dismissal – based on gender, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, trade union membership, nationality, gender identity, migrant status, or social background.

4. Freedom of Conscience, Expression, Association, and Collective Bargaining:

We respect freedom of conscience and freedom of expression. We respect and recognize the right of workers to collectively bargain, and to form or join trade union organizations of their choice without any sanction, discrimination, or harassment."

CONCERNING LABOR STANDARDS AND SOCIAL RESPONSIBILITIES

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

1. Prohibition of illegal, underground, and undeclared work:

The CISA Group prohibits all forms of illegal, underground, and undeclared work throughout its operations, and requires its Commercial Partners to also implement all necessary measures to prevent all such forms.

2. 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.

3. Working time framework:

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.

4. 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.

5. Implementation of this policy with stakeholders:

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.

ALERT SYSTEM

LVMH and Chaumet encourage open communication and dialogue within the Group and the Maison. The LVMH whistleblowing mechanism allows employees and affected stakeholders to securely and confidentially report any actual or reasonably suspected violation of applicable laws and regulations, the LVMH Code of Conduct. This also includes internal principles, guidelines, and policies. The guiding principles include: the employee code of conduct, the supplier code of conduct, the conflict of interest policy, the gifts and hospitality 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 on Jan. 22nd, 2026

Signé par :

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by Claire HENNEQUIN, Global Human Resources Director