

# *Human Rights* Charter

LVMH

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## Introduction

The LVMH Group ("LVMH" or the "Group") consists of more than 75 exceptional Maisons that design, create, manufacture and/or sell high-quality, desirable, and sustainable products and services, derived from natural materials and exceptional artisanal expertise, in the sectors of Wines & Spirits, Fashion & Leather Goods, Perfumes & Cosmetics, Watches & Jewelry, Selective Retailing, and Hospitality.

The Group's development strategy, implemented in compliance with the highest ethical, social, and environmental standards, is based on its values of creativity and innovation, excellence, entrepreneurial spirit, and commitment to a positive impact.

Respect for human rights is both an ethical imperative and a condition for the sustainability of the Group's operations. It is a commitment that binds the Group in all its production processes and business relationships worldwide, in line with the principles, freedoms, and fundamental rights adopted by the international community, including those set out in:

- *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 Core International Labour Organization (hereinafter "ILO") Conventions ;*
- *the United Nations Guiding Principles on Business and Human Rights, as well as the United Nations Global Compact's Principles;*
- *the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.*

This Human Rights Charter forms part of the Group's commitments to its employees and other stakeholders, in line with the LVMH Code of Conduct and the Supplier and Business Partner Code of Conduct, as well as the internal guidelines and charters that it complements, including in particular the Health and Safety Policy, the Recruitment Code of Conduct, the Fair Wage Principles, the Privacy Charter, commitments relating to non-discrimination and equal opportunity, and the Charter on the working relations with fashion models and their well-being. In line with the Responsible Artificial Intelligence Charter, LVMH ensures that the development and/or use of artificial intelligence within the Group is carried out in a responsible manner.

The requirements contained in this Charter apply in all countries where the Group's Maisons operate.

Where a local legislation or regulation and this Charter address the same subject but establish different standards, the higher standard shall apply. Where difficulties arise in applying the higher standard, the Group endeavors, in cooperation with local stakeholders, to identify appropriate means to achieve this objective.

# 1. Our commitments regarding Human rights

LVMH promotes respect for human rights across all its activities, as well as those of its suppliers, service providers, including image partners (content creators, brand ambassadors, etc.), distributors, artisans, lessors, or any third party in a business relationship with a Group entity (hereinafter “**Business Partners**”), and throughout its value chain.

## 1.1 Prohibition of child labor

LVMH strictly rejects any use of child labor and undertakes to respect the principles set out in the United Nations Convention on the Rights of the Child.

No child under the age of 16, or under the applicable legal minimum age in the relevant country if higher, may be employed in the activities of the Group or its value chain.

Young workers under the age of 18 must under no circumstances perform hazardous work, work at night, or perform overtime.

Any work that is likely to harm the health, safety, education, or moral integrity of workers under the age of 18 is prohibited. In this regard, only arrangements governed by local legislation, such as apprenticeships, internships, or work-study programs, may justify the employment of young persons, provided that their health, safety, personal development, and access to education are fully guaranteed.

## 1.2. Prohibition of forced labor

LVMH rejects all forms of forced or compulsory labor as defined by ILO instruments on forced labor, including debt bondage, human trafficking, and labor under physical or psychological coercion.

All workers, whether employed by the LVMH Group or within its value chain, have the right to freely accept or leave their employment.

In particular, the retention of identity documents, the requirement for financial deposits, restrictions on freedom of movement, obligations to repay a debt in order to obtain or maintain employment, or any form of direct or indirect threat are prohibited.

Employment relationships must be based on the prior, free, and informed consent of the persons concerned, formalized through a written contract that is understandable and accessible.

## 1.3. Prohibition of illegal, illicit, and undeclared labor

LVMH prohibits all forms of illegal, illicit, and undeclared labor across all its operations.

The Group requires its Business Partners to implement all necessary measures to prevent such practices and to submit all required declarations to the competent authorities.

## 1.4. Regulation of working hours

LVMH recognizes the right to reasonable working hours compatible with the health and safety of workers, particularly the most vulnerable.

The Group ensures, across all its operations, compliance with applicable regulations regarding working hours, rest periods, leave, and public holidays in all countries where it operates. Working hours must comply with ILO standards and internationally recognized standards relating to working time. The use of overtime and its compensation must comply with applicable laws and ILO standards.

LVMH requires its Business Partners to comply with local regulations and ILO standards relating to working

hours and overtime.

Workers, whether employed by the Group or by its Business Partners, must benefit from at least one day of rest per seven-day period. Derogations are possible provided they are permitted by law, are consistent with internationally recognized standards, and are strictly controlled. Workers must also benefit from a number of paid annual leave days consistent with local requirements.

## **1.5. Fair and equitable compensation practices**

LVMH recognizes the right of workers to compensation that provides a decent standard of living for themselves and their households.

The Group strives to implement fair and equitable compensation practices, as defined in its living wage policy (Fair Wage Principles), for all its employees.

LVMH seeks to promote living wage and living income policies beyond its own operations. It requires its Business Partners to commit to ensuring fair and equitable compensation in accordance with local legislation, collective agreements, and the principles set out in the Supplier and Business Partner Code of Conduct, in line with the Fair Wage Principles.

## **1.6. Physical and mental health, safety, and security at work**

LVMH recognizes the right of every person to working conditions that safeguard their physical and mental health and enable professional fulfillment.

The Group complies with applicable health and safety laws and regulations in all countries in which it operates, as well as with its Health & Safety Policy, and requires its Business Partners to likewise comply.

LVMH promotes management practices, organizational structures, and working environments that protect physical and mental health in order to prevent accidents, bodily injury, or exposure to danger that may arise from, be related to, or result from work, including during the use of equipment, chemicals, or work-related travel, in accordance with applicable laws.

Safety and security are priorities for LVMH. Related policies are implemented consistently and comprehensively in order to ensure the physical and mental integrity of its employees.

## **1.7. Non-discrimination**

Human rights are the inalienable rights of all human beings, without distinction as to ethnic, national, social, or cultural origin, gender, sexual orientation, disability, age, family status, religion, political beliefs, or trade union affiliation.

Workers must be treated with respect and dignity, equally and fairly. No discrimination shall be tolerated, whether based on personal characteristics, beliefs, or affiliations.

LVMH prohibits any form of discrimination throughout all its operations and requires its Business Partners to do the same, in all aspects and stages of the relationship with workers, including recruitment, compensation, working hours and rest periods, paid leave, parental protection, job security, job assignment, evaluation, training, employment prospects, and occupational health and safety.

## **1.8. Combating all forms of harassment**

LVMH firmly opposes all forms of intimidation, humiliation, threats, physical or verbal violence, sexist conduct, moral or sexual harassment, whether expressed through speech, behavior, acts, gestures, or written communication.

The Group requires its Business Partners to oppose such conduct with the same determination.

## **1.9. Freedom of conscience, expression, association, and collective bargaining**

LVMH recognizes freedom of conscience and freedom of expression.

The Group recognizes and respects the right of its employees to engage in collective bargaining and to establish or join trade unions of their choice, without any sanction, retaliation, discrimination, or harassment. Where local legislation restricts freedom of association and trade union activity, the Group ensures the implementation of appropriate channels for individual and collective expression.

The Group respects legal provisions relating to social dialogue in all territories where it operates and requires its Business Partners to do the same.

Employee representatives must have appropriate means to exercise their rights.

## **1.10. Right to a healthy, clean, and sustainable environment**

LVMH recognizes the right to a healthy, clean, and sustainable environment, in line with the 2022 United Nations General Assembly resolution recognizing this human right and reaffirming the interdependence and indivisibility of all human rights.

Aware of the impacts of climate change and biodiversity degradation on the human rights of workers and local communities, particularly the most vulnerable, the Group works to provide the effective exercise thereof through its environmental protection efforts.

## **1.11. Respect for privacy and protection of personal data**

LVMH attaches great importance and the utmost care to respect for privacy, and in particular to the protection of personal data when such data is collected, used, stored, and transferred, regardless of its use or the territory concerned.

In this regard, LVMH undertakes to comply with the principles set out in the LVMH Code of Conduct.

These principles are essential to ensuring a minimum level of protection of the fundamental rights of the persons concerned, in addition to compliance with applicable laws and regulations relating to privacy and the protection of personal data.

LVMH requires its Business Partners to likewise comply with these principles when they collect, use, store, and transfer personal data on behalf of LVMH and its Maisons.

## **1.12. Heightened vigilance in conflict-affected areas**

LVMH undertakes not to contribute to armed conflicts or serious human rights violations in conflict-affected areas.

The Group seeks to identify and prevent situations in which its activities, business relationships, or supply chains could support, finance, or benefit from such situations and, where applicable, to withdraw responsibly from a conflict zone.

This commitment applies in particular in connection with the sourcing of materials or resources originating from conflict-affected areas.

## 2. Compliance with our commitments toward all stakeholders

Aware of its impact at every stage of its value chain, LVMH strives to prevent, and to ensure the prevention of, human rights violations in its relationships with its stakeholders, in particular its employees, Business Partners, Clients (including end users and consumers), and local communities.

### 2.1. Employees

LVMH places the fundamental rights and freedoms of its employees at the core of its commitments. The Group tolerates no violation of these rights and strives to provide its employees with a working environment based on dignity, respect, and equal opportunity.

In implementing these principles, this Charter forms part of the commitments set out in the LVMH Code of Conduct, as specified in particular by the Health and Safety Policy, the Recruitment Code of Conduct, the Fair Wage Principles, the Privacy Charter, commitments relating to non-discrimination, equal opportunity and accessibility, the Diversity and Inclusion policy, and the employment of persons with disabilities.

### 2.2. Workers in the value chain

LVMH requires all its Business Partners to fully comply with the principles of this Human Rights Charter, as well as with the Group's Supplier and Business Partner Code of Conduct.

Given the complexity of global supply chains, the Group requires its Business Partners to put in place appropriate mechanisms, including preventive measures, traceability, monitoring, and remediation measures. They are also responsible for ensuring that their own partners and subcontractors comply with these principles. In the event of a human rights violation, the Group reserves the right to terminate the business relationship responsibly. Dialogue, collaboration, and monitoring mechanisms are implemented by LVMH (see section 4 below).

LVMH is a signatory to the Charter on working relations with fashion models and their well-being, of which it is one of the initiators. The rules set out in this Charter reflect the Group's determination to guarantee fashion models a healthy and safe working environment that preserves their dignity, and to combat all forms of discrimination, harassment, abuse, and violence. It applies to all fashion models who work with the Group's Maisons, throughout the world.

### 2.3. Communities impacted by our activities

LVMH respects the rights of Indigenous peoples, acts in respect of the rights of local communities that may be affected by its activities, recognizes that the exercise of these rights is essential to the respect of their right to a clean, healthy, and sustainable environment, and requires its Business Partners to respect the same principles.

To the extent possible and in accordance with applicable international standards, the Group therefore seeks to identify and take into account the expectations of communities impacted by its activities, in particular through dialogue, consultation, and information-sharing mechanisms adapted to local contexts.

Where a Group activity is likely to have a significant impact on these communities, LVMH seeks to guarantee the Free, Prior, and Informed Consent of the communities concerned, in compliance with their rights, their cultures, and their environment.

Aware of its responsibility toward communities whose cultural heritage, traditional know-how, and cultural expressions may influence its creations, LVMH undertakes to adopt a respectful and collaborative approach based on a thorough understanding of cultural issues, the promotion and consideration of sources of inspiration, acknowledgment of such sources, and the pursuit of creative, cultural, and economic partnerships with the communities concerned.

In any event, in all countries where it operates, the Group attaches particular importance to its social commitments in favor of employability, equal opportunity, and the preservation of local know-how, as well as to its environmental commitments, in particular the protection of ecosystems.

## 2.4. Clients

LVMH and its Maisons undertake to offer high-quality, safe, and responsible products and experiences that incorporate its ethical, social, and environmental values.

Control mechanisms ensure product and packaging safety, and transparency regarding their environmental and social impact, notably through traceability, eco-design, and the identification and assessment of risks associated with the products used.

LVMH undertakes to promote moderate consumption and responsible choices in relation to wines and spirits, both among its Clients and among its employees.

The Group ensures that the Client experience in stores and advertising and communication campaigns is free from any form of discrimination. LVMH promotes the physical and digital accessibility of its sites, particularly for persons with disabilities.

## 3. Governance and organization

The Human Rights Charter is under the responsibility of the LVMH Vigilance Committee. Its implementation is regularly monitored by the Sustainability and Governance Committee of the LVMH Board of Directors, which ensures its alignment with the Group's strategic commitments.

This Charter constitutes the reference framework for the Group's human rights policy and is intended to be supplemented by policies developed by the Group and its Maisons on specific issues.

Leadership, management, and coordination are provided by the "Social Engagement" department, which relies on a network of "Human Rights" correspondents within the Maisons and the various geographic areas where the Group operates, which correspondents ensure the operational implementation of the policies and action plans defined by the Group, ensure their integration into local practices, and support the teams in their implementation.

In addition, the Group Vigilance *Task Force* provides its expertise and targeted support on issues falling within its areas of competence, ensuring the relevance and effectiveness of the policies and action plans implemented.

In order to ensure the highest level of strategic monitoring and to inform its decision-making, the Group has established a "Human Rights Council," composed of qualified individuals from the public, private, and nonprofit sectors. This Council provides independent expertise and helps guide the Group's direction on emerging human rights issues.

Every employee, within their level of responsibility, plays a role in implementing this Charter. It is their responsibility to comply with its principles on a daily basis, contribute to their dissemination in their work environment, and raise an alert without delay in the event of any situation likely to contravene them.

## 4. Implementation of the Human Rights Charter

The prevention and mitigation of actual and potential adverse human rights impacts in the Group's activities and value chain, and, where applicable, remedial measures, are based on a set of structured actions including in particular:

- the identification and assessment of human rights risks in the Group's activities and within its value chain;
- the implementation of appropriate preventive and corrective measures;
- the carrying out of regular audits, in particular among suppliers;
- training and awareness-raising actions for employees on human rights issues;
- dialogue with internal and external stakeholders, including employee representatives, suppliers, NGOs, and local communities;
- monitoring progress and reporting to the Group's governing bodies.

In the event that a negative impact is identified or reported, and is caused by the Group's activity or one to which it has contributed, LVMH endeavors to remedy it through measures to prevent, mitigate, or bring the negative impact to an end and, where applicable, through remedial measures in compliance with local regulations, these principles, and the Group's Supplier and Business Partner Code of Conduct, as quickly as possible and in consultation with stakeholders.

## 5. Alert and reporting mechanisms

LVMH encourages a culture of dialogue and communication within the Group. Any employee or external stakeholder with questions regarding the interpretation of internal rules or ethical concerns is invited to raise them or seek advice.

The Group has also established an alert mechanism for receiving and processing reports submitted in good faith and relating to unlawful conduct or conduct contrary to its internal principles of conduct.

Reports may be made by any employee (current or former) and any external stakeholder (in particular suppliers, subcontractors, etc.) of the Group worldwide, either through the Maisons' internal channels, namely Human Resources contacts and Ethics & Compliance correspondents, or via the online reporting platform "LVMH Alert Line." This centralized, secure platform, which allows the reporting person to remain anonymous, is available in fifteen languages, in particular through the Group's website (<https://www.lvmh.fr/lvmh-alert-line/>).

The LVMH Whistleblowing Policy describes the reporting channels existing within the Group, as well as the rules governing the collection and processing of reports. These rules detail the conditions for reviewing reports, taking corrective measures in the event of a breach of the Group's rules, and protecting whistleblowers. The Whistleblowing Policy therefore requires that investigations be conducted with complete confidentiality and independence, within a reasonable period of time, and in a proportionate manner.

The mechanism and the Whistleblowing Policy are presented in the Code of Conduct and brought to the attention of employees and external stakeholders by means of postings, communications, and awareness-raising actions specific to each Maison. The Whistleblowing Policy is also published on the LVMH website and on the Maisons' intranets.

The Group ensures that no disciplinary or retaliatory measures are taken against the author of a report made in good faith or against any person who has assisted them.

Under the terms of its Supplier and Business Partner Code of Conduct, LVMH requires its Business Partners to likewise establish systems or mechanisms through which workers and stakeholders may raise their concerns without fear of retaliation or adverse consequences.

LVMH