

Slavery and Human Trafficking Statement – relating to the financial year ended 31 December 2022

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the additional steps LVMH Watch & Jewellery (UK) Ltd ("WJ UK") has taken during its financial year ending 31 December 2022 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

WJ UK is committed to improving its practices to tackle modern slavery within the organisation and its supply chains.

Business

WJ UK is a subsidiary of LVMH Swiss Manufactures S.A., which is part of the LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group.

WJ UK distributes TAG Heuer and Hublot watches in the UK & Ireland and the Channel Islands. TAG Heuer and Hublot are among the most iconic watch brands worldwide. WJ UK also offer after-sales services and repairs for watches from LVMH brands.

Policies and Practices

WJ UK is committed to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what WJ UK expects from its employees, internal business and its external suppliers.

Key Policies

- 1. LVMH Watch & Jewellery (UK) Ltd Suppliers' Code of Conduct ("Suppliers' Code of Conduct") (available upon request)

WJ UK requires its suppliers to share its commitments and act in full compliance with the relevant laws, including all national, local and international laws relating to the management of their businesses.

WJ UK also requires its suppliers to seek approval before subcontracting any part of their supply chain process and WJ UK's approval of these subcontractors is subject to acceptance by the subcontractor of the Suppliers' Code of Conduct and all other applicable conditions that WJ UK determines.

- 2. LVMH Watch & Jewellery (UK) Ltd Anti-Modern Slavery Policy – Employee Code of Conduct (available upon request)

WJ UK's Anti-modern slavery Policy reflects its commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

WJ UK expects its employees and suppliers to engage in and promote honest and ethical conduct, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with colleagues, customers, suppliers, agents and intermediaries.

The LVMH Watch & Jewellery (UK) Ltd Code of Conduct reiterates the LVMH Code of Conduct and commitment to act to the highest standards of integrity, respect and

engagement in its behaviours and in the way that they conduct business every day, everywhere.

- **3. LVMH Internal Alert System - whistleblowing**

The LVMH Internal Alert System offers employees a fully confidential and secure way of reporting any ongoing or potential violation of the laws, regulations, or principles of internal conduct including those relating to tackling modern slavery. By reporting any serious breach or risk of breach of the principles defined by the LVMH Code of Conduct, employees can help prevent or reduce the impact of harm to other individuals or to the company, while also contributing to the continuous improvement of practices within the Group.

Supplier and Contractor Due Diligence

WJ UK aims to combat modern slavery in its supply chain in addition to within the company and has carefully reviewed its suppliers, noting some suppliers are carefully chosen for the entire group by the parent company.

Prior to entering into any new contractual relationship with a supplier or contractor, WJ UK requires suppliers and contractors to satisfy that they are complying with the updated LVMH WJ UK Suppliers' Code of Conduct. This supplier code of conduct not only makes reference to the Modern Slavery Act 2015 but also refers to key principles that highlight suppliers' responsibilities towards employees, their environmental impact and working methods.

WJ UK reserves the right to check the adherence of its suppliers and contractors to the principles set out in the Suppliers' Code of Conduct and to conduct compliance audits at any time without notice. Upon reasonable request, WJ UK suppliers and contractors shall supply the necessary information and grant access to WJ UK representatives to verify compliance with the requirements of this Code. Suppliers and contractors shall further keep proper records to prove compliance with this Code and provide access to complete, original, and accurate files to WJ UK representatives.

Upon reasonable request, WJ UK suppliers and contractors must improve and correct any deficiency discovered during any such audits.

WJ UK shall use its reasonable endeavours to ensure that all WJ UK supplier and contractor template contracts contain clauses requiring WJ UK's suppliers and contractors to adopt similar anti-modern slavery standards and practices.

TAG Heuer is a certified member of the Responsible Jewellery Council (RJC) to ensure that any diamonds are purchased for WJ UK from legitimate sources, in compliance United Nations Resolution, and are not involved in funding conflict.

Training and Awareness

WJ UK conducted training for all employees to ensure legal and human compliance and for employees to develop an appreciation of the relevant issues. The training enables WJ UK to reduce the business risk of non-compliance through efficient processes and reliable data and reporting. All documentation, policies and updates are to be provided for easy access for all employees via the employee portal.

It was mandatory for all WJ UK employees to attend these training sessions and to familiarise themselves with this statement. Such training also forms part of the induction process for new employees and as stated above, all employees are to have access to the statement and training materials through the employee portal. WJ UK's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes WJ UK's slavery and human trafficking statement for the financial year ending 31 December 2022.

The Board of Directors of WJ UK has approved this statement and it has been duly signed by the following director:



Robert Diver
Director
LVMH Watch & Jewellery (UK) Ltd

Date: 17 May 2023