

## TAG HEUER INTERNAL ANNUAL REVIEW 2022

As part of our RJC certification, we carry out an annual internal review of our management system, an excerpt of which is provided below :

- Our supply chain policy : It has been forwarded to our stakeholders.
- RJC point of contact : An RJC point of contact has been set up within our House.
- Due Diligence : every year we carry out due diligence on our stakeholders in line with the OECD's five-step framework for risk-based due diligence on the supply chain of minerals from areas of conflict or high-risk areas. In particular, we question our suppliers in order to obtain the most reasonable assurance, depending on the type of supplier they are, that they do not themselves supply us with materials that have been sourced from areas of conflict. A remediation process has been established to deal with the stakeholder concerned when the results of due diligence do not meet expectations. Thus, our due diligence management plan provides a flowchart to respond to the identified risks.  
The key features we have identified for this year are as follows :
  - We have been monitoring our diamond suppliers closely in the wake of the international sanctions imposed on Russia.
  - We have identified that some of our gemstone suppliers source from countries with high CAHRA risk. These suppliers are all certified according to the RJC's COP 2019 benchmark. We asked them about this, and they told us that they carry out due diligence according to the OECD's 5-step guide, which enables them to take account of and limit CAHRA risks.
- KYC = Know Your Customer. Our company has established a KYC policy. We review it every year to ensure that it is as relevant as possible and reflects our changing environment. We have strengthened our monitoring of our AML policy, listing individuals or companies involved in money laundering and fraudulent activities or participating in illicit organisations and/or financing conflicts.
- Human Rights : We carry out human rights due diligence within our company and for the stakeholders with whom we are involved. We review this process annually. Nothing has so far come to our attention in this regard.
- Complaint handling : a complaint-handling system has been established within our company via the LVMH hotline, and we allow stakeholders to express, anonymously and without fear of reprisal, concerns about possible workplace abuse, human rights abuses, corruption, or the jewellery supply chain. To this end, we have set up and are making available to the parties concerned a complaints procedure, which can be obtained on request by writing to : [grievances@tagheuer.com](mailto:grievances@tagheuer.com)
- The last RJC COP certification dates from 26 October 2020
- System review : The system is reviewed annually, and stakeholders are notified of any significant issues that the internal review may have highlighted.