

Louis Vuitton Norge AS
Transparency Act 1st July 2022

INTRODUCTION

This statement is published by Louis Vuitton Norge AS ("**LV Norge**") and was approved by the Board on 24/06/2024. This statement sets out the steps LV Norge has taken to ensure that slavery, servitude, forced or compulsory labour, and human trafficking is not taking place in any part of its business or its supply chain. It will be updated annually.

At LV Norge we are committed to acting with integrity in all our dealings as a business and as an employer, and to promote ethical conduct, to enhance compliance with applicable laws and to protect the dignity and rights of all people connected to our business. We strived to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains, including contractors, are treated with respect and dignity.

BUSINESS

LV Norge is a subsidiary of Louis Vuitton Malletier SAS ("**LVM**"), which is closely linked to the LVMH Moët Hennessy Louis Vuitton SE ("**LVMH**") Group.

LV Norge sells luxury and high-quality products under the Louis Vuitton trademark including luggage, leather goods, bags, ready-to wear, shoes, watches and fine jewellery, accessories, perfumes, stationery, home decoration, electronic devices, and accessories, to clients from our retail store in Oslo.

LV Norge purchases from LVM the products which are mainly manufactured through LV industrial subsidiaries (hereinafter LVM and its industrial subsidiaries together designated as the "**LV Group**").

Policies and Practices

LV Norge's commitment is 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. LV Norge has a number of policies that are relevant to our values and culture, which set out what we expect from our staff, our suppliers, and their supply chains.

Key policies are :

1. LVMH Group Supplier Code of Conduct (the "Supplier Code") - available upon request

LV Group required their suppliers and their supply chains to share our shared values and culture and act in full compliance with all relevant laws, including national, local, and international laws relating to the conduct of their business and their approach to their staff and contractors.

The LV Suppliers' Code of Conduct required all new suppliers to comply with LV's key policies on these subjects, as a pre-condition to any business relationship. In addition, pre-existing suppliers were encouraged to agree to adopt the LV Suppliers' Code of Conduct.

Breach of the LV Suppliers' Code of Conduct can result in a supplier being required to take remedial action. The business relationship with a supplier may be terminated in the most serious situations or in the case of repeated breaches.

LV Norge continued to require suppliers to obtain prior approval before subcontracting any part of their supply chain process that concerned the provision of goods or services to us. Approval was subject to acceptance by the subcontractor of the LV Suppliers' Code of Conduct and all other conditions that may be required.

We continued to refine and implement our approach with some third parties we work with (in particular, landlords) through the customization of the LV Suppliers' Code of Conduct to uphold and strengthen our values and culture.

2. Ethical Clause – available upon request

Throughout year 2023, LV Norge, as well of all the LVMH Maison, mandated that the LVMH Ethical Clause was added in each contract that was signed with any of its suppliers.

Under this Ethical Clause, each supplier undertakes to comply with the commitments set forth in the LVMH Supplier Code of Conduct and represents that it had read, understood, and accepted the terms set out in the Ethical Clause.

Notably, the supplier represents and warrants that, as of the date of the agreement, it has not been convicted of any act of corruption or influence peddling, and undertakes to provide, within five (5) working days of the first request any information enabling LV Norge to meet its third-party due diligence obligations or to respond to requests from an authorized administrative or judicial authority.

Under this clause, the supplier undertakes to report as soon as possible any behavior, act or fact likely to constitute a breach of this Ethical Clause and had the option of using the LVMH Alert Line online interface, which provided a fully confidential and secure way of reporting in good faith breaches of laws, regulations or the Ethical Clause or, more generally, the LVMH Supplier Code (see below).

In the event of breach of the commitments stipulated in the Ethical Clause, or if LV Norge has reasonable grounds to believe that the supplier has not complied with the said undertakings, LV Norge reserves the right by operation of law, without notice, to terminate its contract with the supplier.

3. Whistleblowing Policy – Independent Third-Party Alert System

Throughout year 2023, all LV Norge staff had easy access to our whistleblowing alert system which is operated by an independent third-party specialist organization.

This encouraged them to identify and raise concerns of past, present, or future wrongdoing, including any related to modern slavery within LV Norge or our supply chains, using appropriate, confidential channels.

All new employees received training on our Whistleblowing Policy as part of their onboarding process. No instances of modern slavery were found within LV Norge, or the company's supply chains but we are not complacent.

4. Supplier and Contractor Due Diligence

Throughout year 2023, LV Norge ensured that any new suppliers are carefully chosen and that, prior to entering into any new contractual relationship with a supplier or contractor, suppliers, and contractors complied with the LV Suppliers' Code of Conduct.

LV Norge reserved the right to check adherence of any suppliers and supply chains to the principles set out in the LV Suppliers' Code of Conduct and to conduct compliance audits at any time.

Upon reasonable request, LV Norge made sure its suppliers and contractors could supply the necessary information and grant access to LV Norge representatives to verify compliance with the requirements of the LV Suppliers' Code of Conduct and for suppliers and contractors to keep proper records to prove compliance with the LVMH Suppliers' Code and provide access to complete, original, and accurate files to LV Norge representatives.

Suppliers and contractors could be required to improve and correct any deficiency discovered during any such audits.

LV Norge reserved the right to use reasonable endeavors to ensure that all supplier and contractor template contracts contained clauses to adopt anti-modern slavery standards and practices consistent with our values and culture.

LV Norge required its staff, suppliers, and their supply chains to engage in and promote honest and ethical conduct, act in accordance with our values and culture, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with staff, customers, suppliers, agents, and intermediaries.

5. LVMH Group Employee Code of Conduct (the “Employee Code”) – available upon request

The Employee Code reflects the Group’s commitments to ethics and integrity, social and environmental responsibility. It refers to the charters and internal policies that have been developed on these topics: together, they form the ethics framework that governs all actions taken by LVMH and set out the rules that each employee must follow in their day-to-day activities.

The Employee Code is divided into three chapters: 1) a committed group ; 2) a responsible employer and 3) a group with integrity and is available in 19 languages.

The Employee Code applied to all LVMH group employees, was distributed in all Maisons and LVMH group entities and given to all new employees when they arrived. Each employee must personally comply with these commitments in all circumstance, failing which they may be subject to disciplinary measures and sanctions proportionate to the seriousness of their actions. Such sanctions may include dismissal.

Staff training and awareness

LV Norge conducts regular training to ensure compliance with legal requirements across Norway. The training enables LV Norge to reduce business risk of non-compliance through efficient processes and reliable data and reporting.

All documentation, policies and updates are provided for easy access via the employee portal for all staff.

It is mandatory for all LV Norge staff to familiarize themselves with this statement which forms part of the onboarding of new starters.

The Board of Directors of LV Norge has approved this modern slavery statement and it has been duly signed by the following Directors :

Beatrice MONGUIDI
Chairman

David PONZO
Board Member