

REPOSSI

UK - Anti-Modern Slavery Act

Statement 2021 & 2022

INTRODUCTION

this statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps the company REPOSSI S.A.S. (France – Paris) and its affiliates, particularly Repossi UK Ltd. (hereinafter referred together as “**REPOSSI**”) have taken during the financial year 2021 and 2022 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively “**Modern Slavery**”) is not taking place in any part of their business or in their supply chains.

BUSINESS

REPOSSI is affiliated to the LVMH Moët Hennessey Louis-Vuitton SE (“**LVMH**”) Group. REPOSSI designs, manufactures, sells and distributes high-quality jewellery under the internationally renowned luxury brand REPOSSI (hereinafter the “**Products**”).

REPOSSI purchases:

- i) Gems and stones, semi-finished and/or finished Products from suppliers located in Italy, France, Belgium, Portugal and Germany; and
- ii) Marketing, packaging and Point of Sale Material from suppliers located in various European and overseas countries.

POLICIES AND PRACTICES

REPOSSI’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. It has a number of policies that are relevant to this commitment, which set out what FRED expects from its employees, internal business and its external suppliers.

Key policies are:

- o 1. REPOSSI Suppliers’ Code of Conduct (“Suppliers’ Code of Conduct”) available upon request and the LVMH Suppliers’ Code of Conduct on www.repossi.com website.

REPOSSI expects 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.

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

REPOSSI reiterates the LVMH Code of Conduct and commitment to act to the highest standards of integrity, respect and engagement in their behaviors and in the way they conduct business every day, everywhere. This code further states that the group companies will inform all its commercial partners of its ethical principles and expectations and will ask its suppliers to comply with principles set out in the Suppliers' Code of Conduct.

In particular, this code specifies compliance with social issues to abide, respect and adhere to the company moral and ethical values in the management of the company concerning Human Rights, working Conditions and environmental issues.

- 2. Responsible Jewellery Council Certification

The Responsible Jewellery Council (RJC) is a not-for-profit organization that has been established to promote responsible ethical, social and environmental practices, which respect human rights, throughout the Diamond, Gold and Platinum Group Metals Jewellery supply chain, from mine to retail. REPOSSI is a RJC Member since 2018.

RJC Members commit to and are independently audited against the RJC Code of Practices – an international standard on responsible business practices for diamonds, gold and platinum group metals. The Code of Practices addresses human rights, environmental impact, mining practices, product disclosure and many more important topics in the jewellery supply chain.

The RJC Code of Conduct is available at:

<https://www.responsiblejewellery.com/files/RJC-COP-April-2019.pdf>

- 3. LVMH Alert Line – Whistleblowing system

All REPOSSI personnel had easy and confidential access to the LVMH Alert Line:

<https://alertline.lvmh.com>

This encouraged them to identify and raise concerns of past, present, or future wrongdoing, including any issues related to modern slavery within REPOSSI or our supply chains, using appropriate and confidential channels. All new joiners systematically received appropriate information on our whistleblowing system as part of their onboarding process.

No instances of modern slavery were found within REPOSSI or the company's supply chains but we are not complacent.

SUPPLIER AND CONTRACTOR DUE DILIGENCE

REPOSSI ensures that its new suppliers are carefully chosen and that, prior to entering into any new contractual relationship with a supplier or a contractor, suppliers and contractors are complying with REPOSSI's Code of Conduct. REPOSSI requests its contractors and suppliers to comply with REPOSSI's Code of Conduct at all times during their commercial relationship.

TRAINING AND AWARENESS

REPOSSI conducts regular training for its employees to ensure legal human compliance across REPOSSI. The training enables REPOSSI to reduce business risk of non-compliance through efficient processes and reliable data and reporting.

REPOSSI's aim 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 REPOSSI's slavery and human trafficking statement for the financial year ending 31 December 2021 and 2022.

Luca GIOVE
Secrétaire général
REPOSSI

24th October 2023