



THE KERING ALERT SYSTEM IS OPEN TO YOU !

The Kering Group upholds the highest professional and ethical standards in its daily activities and expects its suppliers to do the same as set out in our Code of Ethics. Here are the key principles everybody must comply with:

Ban every form of

- Corruption
- Fraud
- Money laundering
- Conflict of interest

Respect the Human Rights of every individual

- No forced labour
- No child labour
- Pay particular attention to vulnerable workers (young workers, migrants, pregnant women...)
- Freedom of association and collective bargaining
- Free disposal of wages and personal / administrative documentation, no worker-paid recruitment fees
- Equal remuneration and timely payment of wages

Comply with all laws and regulations

Respect the Health & Safety of every individual

- No excessive working hours
- Appropriate rest periods and leave entitlement
- Clear indication of safety exits
- Availability of fire prevention equipment
- Free access to adequate personal protective equipment
- No young workers under 18 years of age in case of hazardous work
- Clear procedure in place for the handling and storage of dangerous chemicals

Respect the Integrity and Dignity of every individual

- No harassment (moral or sexual)
- No bullying
- No discrimination (based on religion, age, gender, marital status, ethnic origin, sexual orientation ...)
- Access to adequate sanitary facilities and drinking water
- Adequate and decent dormitories (if any)
- Respect for worker privacy

Protect the natural environment

- Apply the Kering Standards
- Respect animal welfare
- Prevent environmental pollution
- Apply Kering's policy towards the use of chemicals
- Manage waste

If you are working for a company supplying Kering or one of its Houses and you think you witness or suffer practices contradictory to these principles, or if you have a question about them, you can contact Kering Alert System

BY SENDING AN EMAIL TO ONE OF THIS CHANNEL :

KERING GROUP'S ETHICS COMMITTEE

✉ ethics@kering.com

KERING GROUP'S APAC ETHICS COMMITTEE (ASIA-PACIFIC)

✉ ethics.asiapacific@kering.com

KERING GROUP'S AMERICAS ETHICS COMMITTEE

✉ ethics.americas@kering.com

COMPLIANCE ORGANIZATION

✉ compliance@kering.com

SUPPLIER'S WORKERS BASED IN CHINA

✉ ethics@china.kering.com

IF YOU WRITE OR CALL THE KERING ALERT SYSTEM, WE'LL MAKE SURE TO :

- Preserve the confidentiality of your alert (your identity will be kept confidential and will not be communicated without your prior consent)
- Ensure no retaliation measures are taken against you as long as you raised your concern in good faith
- Handle your concern within a period of 3 months

The Kering Alert System does not deal in principle with anonymous complaint unless the allegations are of serious nature and auditable.



BY CALLING ONE OF THESE NUMBERS, DEPENDING WHERE YOU ARE LOCATED:

ARUBA	00 44 121 629 0392	MACAO	00 44 121 629 0382
AUSTRALIA	1 800 621 390	MALAYSIA	1 800 815 895
AUSTRIA	0 800 006 652	MEXICO	00187 75500673
BAHRAIN	00 44 121 629 0395	MONACO	800 93 497
BANGLADESH	00 44 121 629 0395	NETHERLANDS	080002 22398
BELGIUM	0 800 74 189	NEW ZEALAND	0 800 446 198
BRAZIL	0 800 020 1614	PAKISTAN	00 44 121 629 0395
CANADA	18 666 065 211	PANAMA	001 8002030110
CHILE	12 300 205 765	QATAR	00800 100 674
CHINA	400-876 6108	ROMANIA	0800 896 530
CZECH REPUBLIC	800 200 251	RUSSIA	88 001 006 475
FRANCE	0800 918 045	SERBIA	0800 300 192
GERMANY	0800 000 8875	SINGAPORE	800 120 6193
GREECE	0 0800 127 758	SOUTH AFRICA	0800 990 094
GUAM	011 44 121 629 0387	SPAIN	800 600 953
HONG KONG	800 900 508	SWITZERLAND	0800 830 236
HUNGARY	06 800 188 94	TAIWAN	0 0801 136 354
INDIA	000 800 1008 921	THAILAND	001 44 121 629 0395
IRELAND	1 800 901 631	TURKEY	00800 6214646
ITALY	800 897 580	UAE (UNITED ARAB EMIRATES)	8000 178 171
JAPAN	00 66 3313 2761	UNITED KINGDOM	0 808 129 0498
KOREA	00308 132 841	USA	18 552 654 200
KUWAIT	00 44 121 629 0393	VIETNAM	00 44 121 629 0384
LUXEMBOURG	80021031		