



THE KERING ALERT SYSTEM IS OPEN TO YOU !

AS SET OUT IN OUR CODE OF ETHICS, HERE ARE THE KEY ETHICAL PRINCIPLES EVERYBODY MUST COMPLY WITH:

- **Comply with all laws and regulations**
- **Respect the Human Rights of every individual**
- **Respect the Integrity and Dignity of every individual**
- **Respect the Health & Safety of every individual**
- **Ban every form of Corruption, Fraud, Money laundering, Conflict of interest**
- **Protect the natural environment**

KEY COMMITMENTS :

No retaliation where allegations are raised in good faith

Handling of your concern within a period of 3 months

No handling of anonymous complaints unless allegations are of serious and auditable nature

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 confidentially contact Kering Alert System:

BY EMAIL, TO DIFFERENT CHANNELS

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

BY PHONE, 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		