

## KnowTheChain 2023 Apparel & Footwear Benchmark

### Additional Disclosure:

All relevant and most up-to-date documentation is available in [Kering's Sustainability Library](#)

In addition, you can also refer to the following documents:

- [Kering's Human Rights Policy](#)
- [Kering's Code of Ethics – including the Suppliers' Charter](#)
- [Kering Sustainability Principles](#)
- [2022 Universal Registration Document \(URD\) – chapter 4 Sustainability](#)

Company Name: KERING

Date: September 14<sup>th</sup>, 2023

### Guidance:

- Please add any additional information you wish to provide under the relevant indicator elements below.
- We welcome examples of leading practices.
- Unless you are sharing leading practices, please limit the information to indicators for which KnowTheChain could not yet identify sufficient information on your website.
- Note **KnowTheChain has already undertaken a review of your website**. Should you wish to include links to existing disclosure, please specify the page number / section you are referring to.

### INDICATOR 1: SUPPLIER CODE OF CONDUCT AND CAPACITY BUILDING

1.1 has a supplier code of conduct that requires suppliers to respect the ILO core labour standards, which include the elimination of forced labour; and requires suppliers to cascade/implement standards that are in line with the company's supplier code of conduct; and

1.2 engages in capacity building to enable its suppliers to cascade its supply chain policies that address forced labour to their own supply chains and/or trains suppliers below the first tier on such policies, and measures the effectiveness of capacity building.

Kering has developed a set of documents to support its suppliers in meeting ESG requirements and more specifically, to address forced labour in the supply chain.

The Suppliers' Charter, included in the Kering Code of Ethics, and the Sustainability Principles are both contractual documents, aiming to detail the social, environmental and ethical requirements to be met by the suppliers. In compliance with the provisions set out in the Sustainability Principles, **suppliers are in turn tasked with passing on these principles to their own subcontractor**.

Additional guidance to comply with the Sustainability Principles are given in in the [Kering Standards for sustainable production](#).

All these documents address forced labor in the supply chain.

Moreover, additional tools and programs are made available to suppliers such as:

- The vendor portal serves as a vendor rating through dedicated questionnaires to assess suppliers' social and environmental performance, which is used to calculate the sustainability performance indicators for suppliers, monitor progress and define the scope of new projects. In 2022, most of Kering's suppliers in the ready-to-wear, leather goods and shoes categories had signed up to the process, representing 97% of purchases in these categories. At year end 2022, Kering has organized 11 training sessions for its suppliers, which were attended by more than 1,100 people. On this portal, information on company's supplier sustainability program, process, and requirements are made available (please refer to the 2022 URD section 4.1.2 for detailed description), such as trainings, e-learning and other relevant documentation.
- Training that Houses can implement such as (i) Gucci's initiative to support the integration of refugees or (ii) virtual training on human rights risks in the supply chain provided by Alexander McQueen to key employees identified in its ready-to-wear, shoes, leather goods and jewellery teams.

Sources:

[2022 URD p 185, 205-206](#)

[Additional information to ESG Reporting 2022/2023](#)

[Code of Ethics](#)

[Sustainability Principles](#)

## INDICATOR 2: MANAGEMENT AND ACCOUNTABILITY

2.1 has a committee, team, program, or officer responsible for the implementation of its supply chain policies that address forced labour; and discloses how incentives for staff (e.g. bonuses, part of employee performance reviews) are tied to improvements in working conditions in supply chains;

2.2 discloses how it trains relevant decision-makers within the company on risks and policies that address forced labour; and

The Group's Indirect Purchasing Department is committed to responsible sourcing based on a reciprocal undertaking with suppliers to respect the Kering Code of Ethics. It also has specific commitments tailored to each category of purchases, with buyers identifying the most relevant sustainability criteria. To formalize this process, a responsible sourcing policy has been implemented at Group level. It sets out the priorities to be shared and applied by all Group employees to manage purchasing ethically and responsibly. It has been distributed to all Kering employees. Today, all buyers are trained and made aware of responsible purchasing practices, and all purchases include CSR selection specifications and/or criteria.

For Direct Purchases, the Group's Direct Procurement department remains committed in supporting all Kering's Houses in reaching the 2025 goal of procuring 100% raw materials aligned with the Kering Standards (including social criteria, training on the Kering Standards is available for all employees of Kering, including procurement teams).

In addition, the "Ethics & Compliance e-learning program", is an annual compulsory course for all employees of the Group, thus including buyers, on Kering's Code of Ethics (that includes the Suppliers' Charter). In this training, a specific module dedicated to Human Rights risks and the Kering Human Rights policy is yearly updated. Please refer to our 2022 URD page 180.

Source:

[2022 URD page 180, 204](#)

2.3 has tasked a board member or board committee with oversight of its supply chain policies that address forced labour, and describes how the experiences of affected workers or relevant stakeholders (such as civil society, unions, and workers or their representatives) informed board discussions.

The Sustainability Committee's role is to support the Group in establishing, implementing and monitoring good corporate governance policies and sustainability and corporate citizenship practices. As mentioned in your comment from your initial review, the Committee discussed the Group's policies and outcomes in several sustainability-related areas including human rights. Based on the methodology requirements that you shared, we should at least score 50 points for this question ("50 points: the company discloses board oversight of forced labour supply chain policies.").

In addition, 5 Board members have been clearly identified with strong experience in CSR: Emma Watson, Jean-Pierre Denis (appointed in 2022 as Climate Change Lead, ensuring that climate issues are addressed as part of a long-term approach), Concetta Battaglia, Yonca Dervisoglu and Daniela Riccardi (see URD page 123).

Finally, please note that all members of the Executive Committee, including Kering's President and CEO François-Henri Pinault, have signed the Code of Ethics (see page 5).

As mentioned page 7 of Kering's Human Rights Policy, the Group's President and CEO has overall responsibility and oversight of this Policy.

Sources:

[Kering Human Rights Policy page 6, 7](#)

[2022 URD page 133](#)

[Code of Ethics page 5](#)

### INDICATOR 3: TRACEABILITY AND SUPPLY CHAIN TRANSPARENCY

3.1 the names and addresses of first-tier suppliers;

Gucci represents the most significant brand in terms of revenue, representing 51% of the total revenue of Kering in 2022, and half of the total employees of the Group. The House is publishing the list of its tier 1 suppliers and specifies:

*" We also publicly share our Tier 1 suppliers and our processing facilities, which cover 96% of the Tier 1 factories and processing facilities in our supply chain and representing 96% of our volume of business. Furthermore, we publish our suppliers of Raw Material for more than one type of material. The supplier list is publicly available [here](#) and it is updated every 6 months or more frequently (last updated in April 2023). The list provides details including suppliers' name, address, category type, number of employees, gender distribution, migrant workers, trade unions, parent company, and certifications."*

Source:

[Gucci Equilibrium Report – Responsible Supply Chain](#)

3.2 the names and locations of below-first-tier suppliers (this does not include raw material suppliers);  
and

In addition of publishing the list of tier 1 suppliers, Gucci also discloses names and locations of processing facilities and raw materials suppliers. You can find more information [here](#).

Source:

[Gucci Equilibrium Report – Responsible Supply Chain](#)

3.3 the sourcing countries of at least three raw materials at high risk of forced labour.

#### INDICATOR 4: RISK ASSESSMENT

4.1 details on how it conducts human rights supply chain risk or impact assessments that include forced labour risks or assessments that focus specifically on forced labour risks, including through engaging with relevant stakeholders (such as civil society, unions, and workers or their representatives) in countries in which its suppliers operate;

Kering falls within the scope of France’s Law No. 2017-399 of March 27, 2017 on the Duty of Care which applies to French companies that have at least 5,000 employees directly or through their French subsidiaries, or 10,000 employees directly or through their subsidiaries worldwide. Under the Duty of Care Law, such companies are obliged to draw up, publish, and effectively implement a duty of care plan designed **to detect and prevent the risks of a severe impact on human rights and fundamental freedoms, severe harm to the health and safety of individuals, and serious environmental damage**, resulting from the operations of (i) the company, (ii) its subsidiaries and other controlled entities (as defined in paragraph II of Article L. 233-16 of French Commercial Code) or (iii) its suppliers or subcontractors.

In 2017, Kering prepared a first duty of care plan which included a mapping of the relevant risks. In 2021, Kering performed a new and more in-depth assessment of the risks covered by the Duty of Care Law to see whether, and to what extent, such risks had evolved since 2017. **A significant number of internal stakeholders (including from the Human Resources, Sustainability, Legal, Compliance, and Audit Departments of the Group and select Houses) were involved** in the risk mapping and preparation of the duty of care plan (the “Duty of Care Plan”). **External legal advisors provided assistance to ensure they acted in a fully independent manner and had all the relevant expertise to hand.**

Overall, the 2021 exercise involved interviews with 37 Group employees, a review of over 400 documents, and the scoring of thousands of country-specific risks based on 47 third party-supplied risk indices.

The 2021 risk mapping exercise identified and evaluated several risks, including (but not limited to) child labor and forced labor / debt bondage / illegal, clandestine or undeclared employment / migrant labor / human trafficking. Please refer to page 323 of the [2022 URD](#) to access the full list of risks.

Lastly, please note that Kering is updating its risk map to incorporate other Houses and make some other adjustments.

For more information on the duty of care risk mapping and its methodology, please refer to the page 323 of our 2022 URD (please see the link below), section 3.2.1 Scope and 3.2.2 Methodology.

Source:

[2022 URD page 183, 322-323](#)

#### 4.2 details on forced labour risks identified in different tiers of its supply chains; and

Kering has identified salient human rights risks, including forced labor, which can occur notably at the raw material step (see for example [Kering Standards – Standards and guidance for sustainable production](#), such as the standards related to leather, etc.). Kering specifically covers the topic of forced labour as part of the social audits conducted at Tier 1 and Tier 2 level (Please refer to page 207 of the [2022 URD for more information](#)). In parallel, Kering monitors various human rights risk indicators through the tool Verisk Maplecroft, that notably includes forced labor.

Additionally, please note that, as part of its Duty of Care (explained in the previous question), Kering conducts human rights, health and safety and environmental risk mapping across its supply chain. Please refer to our URD for further information (page 322 and the following).

The importance of respect for human rights was confirmed by the materiality assessment carried out by the Group that identified respect for human rights as a strategic challenge of particular importance that is central to discussions on preparation of its 2025 Strategy, consistent with the United Nations Sustainable Development Goals. The consultation conducted in 2020 confirmed that respect for human rights is among the most crucial challenges facing the Group.

Source:

[Kering Standards – Standards and guidance for sustainable production](#), pages 16, 53 and 59

#### 4.3 how it has consulted with relevant stakeholders (such as civil society, unions, and workers or their representatives) in steps taken to address the risks identified.

Kering consults with relevant stakeholders in addressing human rights risks through a holistic approach that includes:

- Its materiality exercise: Kering consulted nearly 70 external stakeholders (investors, suppliers and business partners, distributors and clients, civil society, local communities and NGOs, academics, public authorities and regulators, peers, professional organizations and innovators) as well as internal stakeholders. Human rights and fundamental freedoms in the supply chain was identified as one of the four “crucial” topics.
- a specific study focusing on human rights in the supply chain conducted with an independent organization specializing in business ethics (GoodCorporation). This study included consultations with various internal stakeholders in order to gather their feedback. To identify new avenues for progress, the findings were analyzed in the light of the recommendations given in the UNGP and the OECD Due Diligence Guidance.
- Risk assessment as part of its Duty of Care (see question 4.1 for the full description): Kering involved in the risk mapping a significant number of internal stakeholders. External legal advisors also provided assistance to ensure they acted in a fully independent manner and had all the relevant expertise to hand.
- Social audits at suppliers’ level: The comprehensive audit questionnaire is divided into 13 categories (child labor, forced labor, health and safety, freedom of association and the right to collective bargaining, discrimination, the environment, etc.) and is aligned with the best standards in the field, in particular the SA8000 and SMETA standards. As part of these audits,

workers are interviewed and selected to be representative of the workforce, notably concerning age and union affiliation, if any.

- Collaboration with Suppliers: Kering works in partnership with its suppliers and stakeholders to curb human rights-related risks and shares best practices. For example, since 2019, Kering and its Houses – Gucci, Kering Eyewear, Pomellato and Saint Laurent, under the leadership of Bottega Veneta – have made a commitment alongside their suppliers to support diversity and gender equality in collaboration with Camera Nazionale della Moda Italiana (CNMI) – for more details, please refer to the page 206 of the 2022 URD.

Source:

[2022 URD page 206-210](#)

#### INDICATOR 5: DATA ON SUPPLY CHAIN RISKS

5.1 the percentage or number of supply chain workers who are women;

As mentioned in the 2022 URD page 208, the breakdown by gender in our supply chain is the following: In the supply chain, **48% of workers are men and 52% women** (for their 1 and Tier 2 suppliers). By type of supplier, the gender balance is as follows:

- Tier 1 suppliers: 49% men, 51% women;
- Subcontractors (Tier 2): 46% men, 54% women

Source:

[2022 URD page 208](#)

5.2 the percentage or number of supply chain workers who are migrant workers' and

5.3 the percentage or number of supply chain workers that are being paid a living wage.

#### INDICATOR 6: PURCHASING PRACTICES

6.1 commits to responsible buying practices in its contracts with suppliers;

Kering has a strong commitment towards responsible purchasing practices. The Group formalized these commitments in 2014 by signing the “Responsible Supplier Relations” Charter issued by the French Ministry of Economy and Finance, and the Compagnie des Dirigeants et Acheteurs de France (French purchasing managers body – CDAF). The Charter’s purpose is to promote the implementation of and compliance with best practices in relation to suppliers in France and to encourage the major signatory companies to implement a progress-oriented approach with their suppliers, especially small and medium-sized enterprises, in order to develop a true partnership through mutual knowledge and respect for each party’s rights and duties.

A responsible sourcing policy has been implemented at Group level. It sets out the priorities to be shared and applied by all Group employees to manage purchasing ethically and responsibly.

In addition, Kering helps its suppliers adopt more sustainable practices and has set up its online supplier portal in order to involve suppliers in the Group’s objectives and requirements with regard to sustainability. The Group’s responsible sourcing approach is based on key principles defined in its Suppliers’ Charter, as well as the Sustainability Principles applicable to suppliers. The Kering Standards:

Standards and guidance for responsible production, lay down the Group's requirements in terms of responsible sourcing and traceability of raw materials.

For Direct Purchases, the Group's Direct Procurement department remains committed in supporting all Kering's Houses in reaching the 2025 goal of procuring 100% raw materials aligned with the Kering Standards.

Source:

[2022 URD page 204](#)

6.2 describes how it has adopted responsible purchasing practices in the first tier of its supply chains, which includes planning and forecasting, and how it ring-fences labour costs; and

The responsible purchasing approach described in the response to the question 6.1 applies to Kering T1 suppliers, covering both direct procurement and indirect purchasing.

Kering includes in its supplier contracts the Kering Sustainability Principles which unpacks our culture of integrity under which we commit to uphold the human rights of all those involved in our global operations. As a luxury industry leader, we expect and require our business partners – including our suppliers and subcontractors – to do the same. Please see the detailed commitments of the Group summarized in its introduction on page 2

Source:

[Sustainability Principles, page 2](#)

6.3 discloses two quantitative data points demonstrating that it has responsible purchasing practices in place that address the risk of forced labour.

#### **Duration in years of contractual relationship with suppliers**

Kering and its Houses are striving to develop long-lasting relationships with their suppliers, in a spirit of trust and continuous collaboration. For instance, long term partnerships between brands and suppliers play a pivotal role in preserving, sharing and improving key know-how and working practices in a mutually beneficial way, and in ensuring the manufacturing of iconic pieces. As an example, the average relationship length between Gucci and its Leather Goods & Shoes suppliers amounts to 14 years.

#### **Payment terms for trade payables and trade receivables**

Page 419 of the 2022 URD, Kering publishes the percentage of suppliers paid within 60 days of delivery (invoices received and settled breakdown by timeframes).

Source:

[2022 URD page 205, 207, 419](#)

### **INDICATOR 7: RECRUITMENT-RELATED FEES**

7.1 requires that no worker in its supply chains should pay for a job—the costs of recruitment-related fees should be borne not by the worker but by the employer ("Employer Pays Principle");

7.2 provides detail on the implementation of the Employer Pays Principle in its supply chains by demonstrating how it works to prevent the charging of fees to supply chain workers in different supply chain contexts; and

7.3 in the event that it discovers that fees have been paid by workers in its supply chains, provides evidence of re-payment of recruitment-related fees to workers. The company describes how it engages with affected workers in the remediation process.

#### INDICATOR 8: RESPONSIBLE RECRUITMENT

8.1 discloses information on the recruitment agencies used by its suppliers; and

8.2 provides details of how it supports responsible recruitment in its supply chains (e.g. by collaborating with relevant stakeholders to engage policy makers to strengthen recruitment standards).

#### INDICATOR 9: FREEDOM OF ASSOCIATION

9.1 works with independent local or global trade unions and/or other legitimate worker representatives to improve freedom of association in its supply chains;

Kering's supply chain is mainly located in Europe (92%), and predominantly in Italy (84%).

In Italy, 100% of the suppliers we buy from are covered by a collective bargaining agreement which is validated during the supplier audit (see URD from page 207). Kering also confirms in its suppliers audit that they support freedom of association where it is legally allowed.

[2022 URD page 208-208](#)

9.2 discloses that it is party to a global framework agreement that covers its supply chains and/or an enforceable supply chain labour rights agreement with trade unions or worker organisations; and

In Italy, where 84% of our suppliers are located, worker engagement is made through collective bargaining – such as the Italian collective bargaining agreement (CCNL Tessili Moda Industria).

Kering and its Houses expect their business partners to engage in open and constructive dialogue with workers and their representatives and to respect the right of workers to form and join organizations of their own choosing and bargain collectively.

[2022 URD page 208, 332](#)

9.3 discloses the percentage of supply chains covered by collective bargaining agreements.

Based on the information identified during your initial screening of Kering's 2022 URD and the comment provided, **84% (at least) of our supply chain is covered by collective bargaining agreements.**

[2022 URD page 208](#)

#### INDICATOR 10: GRIEVANCE MECHANISM



10.1 takes steps to ensure a formal mechanism to report a grievance to an impartial entity regarding labour conditions in the company's supply chains is available to its suppliers' workers and their legitimate representatives across supply chain tiers; and

In accordance with the French law no. 2022-401 of March 21<sup>st</sup>, 2022 on the protection of whistleblowers, and more specifically article 8, 5° thereof, Supply chain workers, working at Kering's suppliers, can use the company whistleblowing system.

10.2 discloses data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved; and

As identified during your initial review, Kering's whistleblowing system is accessible to all employees and interns of the Group and its Houses, and external and temporary personnel working for external partners or service providers under contract with the Group or its Houses, as well as Kering's suppliers. The Group's whistleblowing system makes it possible to submit questions or concerns to the Ethics Organization (composed of the Ethics Committees and the Compliance Organization) which can be solicited either by email or via telephone, through an external hotline.

Thus, all complaints received and publicly available in our 2022 URD page 182 can be addressed either by Group's employees but also by any external and temporary personnel working for external partners, service providers under contract with the Group or its Houses or Kering's Suppliers that have access to Kering's whistleblowing system.

Please note that, to ensure that we reach out to the employees of Kering's and its Houses' suppliers, Kering has created a communication campaign to target them.

Translated into 15 languages, the communication campaign took two forms: a poster to be displayed in relevant locations at supplier and service provider sites, in order to gain the greatest visibility (cafeteria, locker rooms, site entrance, etc.); and a flyer to be given directly to employees. Both the poster and the flyer listed the key ethical principles we expect our suppliers to commit to, but also gave details to give specific examples of what was expected (including the prohibition on forced labor and recruitment fees paid by employees, the necessity to give special attention to vulnerable persons etc.)

10.3 takes steps to ensure that its suppliers' workers or their legitimate representatives are involved in the design and/or performance of the mechanism, to ensure that the workers trust the mechanism.

#### INDICATOR 11: MONITORING

11.1 its methodology for monitoring the implementation of its supply chain policies addressing forced labour;

The comment provided as of your initial screening does not include the most up-to-date data : In 2022, 4,118 audits were conducted, representing 64% of Kering's suppliers. Please note that 91% of our suppliers were audited between 2015 and 2022.

Kering's audit checklist is composed of 13 categories, one of them being fully dedicated to forced labor. Thus, our monitoring process is tailored to detect risks of forced labour in our supply chain.

Furthermore, please note that in 2022, the teams have launched a comprehensive review of the current social audit protocol and associated check lists in order to capture rising regulatory expectations and best practices in this area.

As also mentioned in your initial screening comments, audits, both announced and unannounced – consist of document reviews, site tours, as well as **worker interviews**. Workers are selected to be representative of the workforce, notably concerning age and union affiliation, if any – and their interview are confidential.

Source: [2022 URD page 207](#)

11.2 the findings of monitoring reports, including details regarding any violations revealed in relation to forced labour and indicators of forced labour, across supply chain tiers; and

Please note that the figures identified during your screening process are not the most up-to-date. You can refer to our [2022 URD](#) page 209-210 for 2022 data. Please consider the figures below:

→ In 2022, 4.9% of suppliers were deemed at risk because they are located in countries considered by the Group to be “at risk”

→ More than 405 committees’ meetings with the Houses

→ In addition, it discloses the breakdown by severity of the 11,948 anomalies: zero tolerance breach (0.4%) or serious compliance breach (1.5%). Following these audits, 64.8% of suppliers were rated compliant, 29.5% partially compliant, 4.6% progress expected and 1.1% zero tolerance. A total of 57 suppliers saw their business relationship terminated in 2022 due to unsatisfactory audit results.

→ Kering also discloses the breakdown by theme of the top 5 anomalies recorded : Wage and working conditions (11.4%), Environment (5.7%); Working hours (3.6%); Health and safety (76.3%)

In addition to the quantitative results of the social audits, Kering also **publishes 3 different examples of non-compliance found during the process and details how they were remediated**: “For example, in 2022 a House required the central team to perform an audit to reactivate a supplier that had in the past been terminated because of a breach regarding wages. This new audit confirmed that the breach had been resolved.

Another example involved a supplier found to have a breach regarding working hours and overtime. Based on the findings of the audit team, a plan of action was agreed, under which the number of overtime hours worked each month was reduced. The follow-up audit confirmed that the company was compliant with regulations.

Finally, a breach was found at another supplier, which had failed to comply with applicable health and safety regulations. Corrective action allowed that supplier to obtain some of the missing documentation; the rest of the observations will be assessed in a follow-up audit.”

11.3 the use of worker-driven monitoring (i.e., monitoring undertaken by independent organisations that includes worker participation and is guided by workers’ rights and priorities).

#### INDICATOR 12: REMEDY AND RESPONSE TO ALLEGATIONS

A(1) a process for responding to potential complaints and/or reported violations of policies that address forced labour and how it engages affected stakeholders as part of this process; and

**For non-conformities identified during social audits:** Robust corrective action plans are put together following the audits, wherever breaches of compliance, and particularly serious breaches, were identified. Follow-up audits were then conducted to verify the resolution of the problem. The zero-tolerance breaches identified during the audits were dealt with immediately, in accordance with established rules and in coordination with the relevant Houses. To speed up the resolution of issues,

the central team held more than 405 committee meetings with the Houses. This process aimed at continuous improvement led to resolution of several serious compliance breaches and zero tolerance situations. When audit results are unsatisfactory, a business relationship with a supplier can be terminated.

Additionally, please note that the Kering Whistleblowing System is also opened to workers of our suppliers in order for them to raise concerns or questions regarding the implementation of our Code of Ethics. The treatment of complaints is the same – whether they come from a Kering’s employees or a supplier and is based on the non-retaliation principle.

Source: [2022 URD page 210](#)

A(2) at least two examples of outcomes of its remedy process in practice, covering different supply chain contexts, for its suppliers' workers.

Please refer to our 2022 URD page 210 for examples of remediation of identified non-conformities: For example, in 2022 a House required the central team to perform an audit to reactivate a supplier that had in the past been terminated because of a breach regarding wages. This new audit confirmed that the breach had been resolved.

Another example involved a supplier found to have a breach regarding working hours and overtime. Based on the findings of the audit team, a plan of action was agreed, under which the number of overtime hours worked each month was reduced. The follow-up audit confirmed that the company was compliant with regulations.

Finally, a breach was found at another supplier, which had failed to comply with applicable health and safety regulations. Corrective action allowed that supplier to obtain some of the missing documentation; the rest of the observations will be assessed in a follow-up audit.

Source: [2022 URD pages 210](#)

In addition, where an allegation is identified in a company’s supply chains:

B.1.1 that it engages in a dialogue with the stakeholders reportedly affected in the allegation(s)

**For non-conformities identified during social audits:** Robust corrective action plans are put together following the audits, wherever breaches of compliance, and particularly serious breaches, were identified. Follow-up audits were then conducted to verify the resolution of the problem. The zero-tolerance breaches identified during the audits were dealt with immediately, in accordance with established rules and in coordination with the relevant Houses. To speed up the resolution of issues, the central team held more than 405 committee meetings with the Houses. This process aimed at continuous improvement led to resolution of several serious compliance breaches and zero tolerance situations.

Source: [2022 URD pages 210](#)

B.1.2 outcomes of the remedy process in the case of the allegation(s); and

B.1.3 evidence that remedy(ies) are satisfactory to the victims or groups representing the victims.

Where an allegation is identified in the company’s supply chains, but is denied by the company:

B.2.1 a description of what actions it would take to prevent and remediate the alleged impacts; and

B.2.2 as part of this process, it would engage with affected stakeholders and their representatives.

### Reporting Legislations

UK Modern Slavery Act: Where applicable, the company discloses at least one statement under the UK Modern Slavery Act.

**Yes**/No. Please provide link to a publicly available statement.

Please refer to the latest 2023 version of Kering's Modern slavery statement <https://keringcorporate.dam.kering.com/m/607a30893a35deaa/original/Kering-2022-Modern-Slavery-Statement-Apr-12-2023.pdf>

California Transparency in Supply Chains Act: Where applicable, the company has a disclosure under the California Transparency in Supply Chains Act.

**Yes**/No. Please provide link to a publicly available statement.

Please refer to the latest 2023 version of Kering's Modern slavery statement <https://keringcorporate.dam.kering.com/m/607a30893a35deaa/original/Kering-2022-Modern-Slavery-Statement-Apr-12-2023.pdf>

Australia Modern Slavery Act: Where applicable, the company discloses at least one statement under the Australia Modern Slavery Act.

**Yes**/No. Please provide link to a publicly available statement.

Please refer to the latest 2023 version of Kering's Modern slavery statement <https://keringcorporate.dam.kering.com/m/607a30893a35deaa/original/Kering-2022-Modern-Slavery-Statement-Apr-12-2023.pdf>

### High Risk Sourcing

*Please indicate whether your company sources any of the below high-risk raw materials. Note where a company does not provide this information, KnowTheChain will review the company's website as well as third party sources to identify relevant information.*

- Bamboo
- Cashmere
- Cotton
- Leather (cattle)
- Rubber (natural)
- Silk
- Viscose
- Wool

*Please indicate whether your company sources from any of the below high-risk locations.*

- Argentina
- Bangladesh
- Brazil

- China
- Ethiopia
- India
- Malaysia
- Nepal
- North Korea
- Thailand
- Vietnam