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供应商行为准则

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Christian Dior Couture 是隶属于 LVMH 集团的品牌之一。

LVMH 集团高度重视并要求旗下品牌及其合作伙伴严格遵守道德伦理、社会责任和环境保护等方面拥有的共同的规则、实践和原则。

这就是为什么 LVMH 集团希望旗下每个品牌都能与其所有合作伙伴（供应商、分销商、分包商等）建立并促进负责任、公平和公正的典范关系。

另外，每个 LVMH 集团的品牌均须要求其供应商遵守本《供应商行为准则》中规定的道德伦理原则，并确保这些原则得到其供应商和分包商的尊重。

Christian Dior Couture 致力于遵守适用的法律、法规、国家及国际公约以及最佳实践，特别是在道德伦理、社会责任、环境保护方面。

Christian Dior Couture 期望其供应商在管理企业的过程中，同样遵守现行法律和道德伦理原则。*Christian Dior Couture* 要求所有供应商及其员工、生产场所、其分包商和供应商，严格遵守这些标准。

当国家法律法规或其他适用法律与本《供应商行为准则》涵盖相同主题的情况下，适用最高标准或最严格的规定。当本《供应商行为准则》与现行法律冲突时，必须实施现行法律。

Christian Dior Couture 与同意遵守本《供应商行为准则》要求以及《国际劳工组织公约》、《世界人权宣言》、《联合国全球契约》、《经合组织跨国企业准则》和《联合国赋权予妇女原则》规定的供应商合作。

我们的供应商对其分包商和供应商为 *Christian Dior Couture* 提供的工作负有担保的责任，确保其分包商和供应商遵守本《供应商行为准则》的规定以及相关义务。

如果供应商本身或其某一供应商或分包商违反本《供应商行为准则》，*Christian Dior Couture* 有权重新考虑并可能在适用法律规定的条件下终止商业关系，同时不影响 *Christian Dior Couture* 拥有的其他权利或者其他补救权利。

1. 工作标准与社会责任

Christian Dior Couture 要求其供应商在社会责任方面树立典范。

- **禁止使用童工：**严禁雇佣年龄未满 16 岁的童工。相关国家的地方法律对童工设定更高年龄，或对完成义务教育年龄的设定超过 16 岁的，应以该更高年龄为准。任何可能危及儿童健康、安全或道德的工作都不应由 18 岁以下的任何人完成。
- **禁止强迫劳动：**严禁供应商强迫劳动，奴役、劳役或贩卖人口，禁止扣留身份证件或工作证，禁止要求工人缴纳押金或使用任何其他约束手段。所有工人都有权自由地接受或离开工作。供应商不能强迫工人通过劳动抵偿其拖欠供应商或第三方的债务。

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- **禁止非法、秘密和不申报的工作：**我们的供应商必须遵守所有适用法律规定，防止非法、秘密和不申报的工作。
- **禁止骚扰和虐待：**我们希望我们的供应商尊重并以有尊严的方式对待其工人。我们的供应商不得允许或施加任何形式的体罚、身体、性、言语或心理骚扰或任何其他形式的虐待。
- **禁止歧视：**我们希望我们的供应商平等公正地对待所有工人。我们的供应商不得进行任何形式的歧视，特别是在薪水、招聘、培训、晋升、生育保护和解雇方面，不得因为性别、种族、民族、宗教、年龄、残疾、性取向、政治派别、工会成员、国籍、性别认同和社会背景而差别对待。
- **薪酬福利：**我们的供应商必须定期且以不低于每月一次的频率支付工资和法定加班费，并遵守所有法定的相关利益要求。如果有关国家没有法定最低工资或加班费，供应商必须确保工资至少达到行业平均最低工资，相关的加班费至少达到通常的小时费率。供应商不得以惩戒为目的扣除工人工资。我们期望我们的供应商确保所有工人能够享受集体协商协议、企业协议或其他适用的个人或集体协议中规定的福利待遇。
- **工作时间：**在工作时间方面，我们的供应商必须遵守适用的当地法律法规，在任何情况下，工作时间不得超过国际认可的标准（如国际劳工组织）规定的最高限制。我们的供应商不得强迫工人过度加班。每周的总工作时长（包括加班时间）不得超过法定限制。工人有权享受适用法律所规定的最低带薪年假天数，并且每七天至少有一天的休息时间。
- **结社自由：**我们的供应商承认并尊重工人集体谈判的权利，并且在没有任何制裁，歧视或骚扰的情况下创建或加入自己选择的工会组织。
- **确保健康和安全：**我们的供应商应当为他们的工人提供一个安全健康的工作环境，以避免可能由此造成的任何事故或伤害 他们的工作，包括处理设备或商务旅行时。供应商建立程序和培训，以尽可能发现，避免和减轻可能对人员健康，安全和卫生构成风险的危险。在这方面，供应商必须遵守所有适用的当地及国际法律法规。同样的原则适用于供应商提供的住房。

2. 环境管制和保护

Christian Dior Couture 以具体的方式保护环境，作为包括与供应商合作的专项计划的一部分，以确保在供应链上应用最佳实践。

Christian Dior Couture 期望其供应商分享这一承诺。品牌鼓励供应商采取主动行动，特别是通过使用绿色能源技术来减少其活动对环境的影响。

Christian Dior Couture 要求供应商遵守当地及国际的环保法律法规和标准，获取必需的环境许可证书，并证明有效实施了以下措施：

- 实施环境管理系统；
- 提高生产场所及生产工具的环境绩效，尤其是通过适当处理废物，消除空气、水和土壤污染，减少温室气体排放，推广使用可再生能源，减少水和能源的消耗以及对危险化学品进行适当的管理；
- 实施保护生物多样性的措施，确保原材料和使用物质可追溯性与合规性；
- 为了尊重动物生存福利，在供应链各个环节建立最佳实践；
- 对 *Christian Dior Couture* 产品在其使用周期内作出环境绩效持续改善的贡献；

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- 确保工作范畴对环境有直接影响的人员得到培训，胜任并有必要的手段有效执行任务。

3. 职业操守

Christian Dior Couture 要求其供应商在其业务活动中表现出诚实守信的态度。

- **法律要求：**我们期望我们的供应商严格按照适用于其业务的当地、国家和国际的法律规定行事。
- **禁止任何形式的腐败：***Christian Dior Couture* 对腐败行为和影响力交易实行“零容忍”的政策。我们希望供应商遵守所有适用的与腐败相关的法律，并采取适当措施防止、发现和惩罚任何与腐败行为或影响力交易有直接或间接关系的行为。
- **防止利益冲突：**我们要求我们的供应商遵守与利益冲突相关的所有适用法律，并努力防止在与 *Christian Dior Couture* 的商业关系中出现利益冲突的情况。
- **禁止洗钱：**采取某种手段掩盖与犯罪行为相关的资金或资本的真实来源，即构成洗钱。我们要求供应商承诺采取一切适当措施，防止其交易被用作洗钱的工具。
- **尊重竞争：**我们的供应商承诺遵守其所在国家适用的竞争法。这包括禁止滥用支配地位、协同行为或与竞争对手结成非法协议。
- **保密：**我们的供应商必须承诺采取一切必要措施，保证其在与 *Christian Dior Couture* 的业务关系中获取的商业机密和其他非公开信息不被泄露。
- **防止内幕交易：**我们的供应商必须遵守有关内幕交易的现行法律，绝不根据特权信息，以直接或间接方式，购买或出售 LVMH 集团（Moët Hennessy Louis Vuitton SE）的股票或其他与之相关的金融工具。
- **保护个人信息：**我们要求供应商遵守与个人信息保护相关的所有适用法律法规。
- **海关与安全：**我们要求我们的供应商遵守适用的海关法律，包括进口国和禁止在进口国转运货物法律。
- **贸易限制和国际制裁：**我们要求我们的供应商遵守国际贸易限制和制裁措施，了解这些措施以及所有出口管制法律法规的变化与更新。
- **礼物和招待：**在法律允许且符合所在地的习俗的情况下，为了表达尊重或感激，在有限的受众和价值范围内，公开且透明地给予礼物和招待，并且不以获得回报为目的，这样的礼物和招待在良好的商业关系中被认为是礼节的表现，是可以接受的。在某些情况下，类似行为可能会受到特定的反腐败条款或其他应当知晓和遵守的法律法规的约束。
- **资产保护：**我们的供应商应当采取一切必要措施来保护“名牌名称”的资源和资产，特别是其知识产权。供应商应当致力于通过预防、合作和交流的战略，打击假冒行为。例如，所有含有 *Christian Dior Couture* 特征标志的，尚未订购或已被拒收的成品或半成品，必须由供应商根据 *Christian Dior Couture* 的指示销毁。
- **公共立场声明：**我们希望供应商对其公共立场，特别是互联网和社交网络上，保持高度警惕。供应商需确保其公开陈述不会被归因于 *Christian Dior Couture*，并符合供应商对保密和商业秘密的承诺。
- **信息透明：**我们的供应商必须提供关于所使用的方法和资源、生产场所、提供的产品或服务的特点的清晰准确的信息，并且不得有任何有误导性的声明。

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检查与审核

- **检查：**我们保留监督遵守这些原则的权利，并对供应商及其供应商和分包商进行合规性审计。我们的供应商必须提供一切所需信息并方便 *Christian Dior Couture* 对其是否符合本《供应商行为准则》的要求寻求验证。供应商必须致力于改善或纠正检测到的任何缺陷。*Christian Dior Couture* 还可以帮助供应商设置和应用最佳实践，从而解决轻微的不合规问题。
- **档案准确性与信息的获取：**我们的供应商必须保存足够的记录，以证明其遵守本《供应商行为准则》。供应商必须向我们的代表提供完整、真实和准确的记录。

日期：

供应商名称和地址：

供应商代表的姓名和职位：

签名：

公章（如适用）：

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SUPPLIER CODE OF CONDUCT

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Christian Dior Couture is one of the Maison of the LVMH Group.

The LVMH Group attaches great importance to ensuring that its Maison and their partners share a set of common rules, practices and principles with respect to ethics, social responsibility and protection of the environment.

Consequently, the LVMH Group expects its Maison to establish and promote exemplary relations with all their partners (suppliers, distributors, subcontractors, etc.) anchored in responsibility, fairness and integrity.

Each LVMH Group Maison therefore requires its suppliers to respect the ethical principles presented in this Supplier Code of Conduct and to ensure that their own suppliers and subcontractors do the same.

In the conduct of its activities, Christian Dior Couture is committed to complying with all applicable laws, regulations and national and international conventions, as well as with best practices, in particular with regards to ethics, social responsibility and protection of the environment.

Christian Dior Couture expects its suppliers to apply the same respect for applicable laws and ethics principles as they do in the management of their own companies. Christian Dior Couture requires strict compliance with these standards by all its suppliers, their workers, their production facilities, their subcontractors and their own suppliers.

When national legislation or other applicable regulations address the same issue as this Supplier Code of Conduct, the highest standards or most restrictive provisions shall apply. When this Supplier Code of Conduct is in contradiction with applicable law, the applicable law shall apply.

Christian Dior Couture works with suppliers who agree to comply with the requirements of this Supplier Code of Conduct and with the principles stipulated in the Conventions of the International Labour Organization, the Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises and the United Nations Women's Empowerment Principles.

Our suppliers remain guarantors towards Christian Dior Couture for work performed by their subcontractors and suppliers and guarantee respect by their subcontractors and suppliers of this Supplier Code of Conduct and relevant obligations.

In the event of any violation of this Supplier Code of Conduct by the supplier or one of its suppliers or subcontractors, Christian Dior Couture reserves the right to review the business relationship and possibly terminate it in conformity with applicable law, even if there is no written contract formalizing this relationship, without prejudice to the other rights of Christian Dior Couture or remedies it might seek.

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1. LABOR STANDARDS AND SOCIAL RESPONSIBILITIES

Christian Dior Couture requires its suppliers to exhibit exemplary social responsibility in their conduct.

- **Prohibition of child labor:** Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labor or set an age for completion of compulsory education higher than 16, the highest age is applicable. Any work which is likely to jeopardize children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18.
- **Prohibition of forced labor:** Any use of forced labor, slavery, servitude or trafficking in human beings by our suppliers, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. Suppliers may not require workers to work to repay a debt owed to them or to a third party.
- **Prohibition of illegal, clandestine and undeclared employment:** Our suppliers are required to comply with all applicable regulations to prevent illegal, clandestine and undeclared employment.
- **Prohibition of harassment and abuse:** We expect our suppliers to treat their workers with respect and dignity. Our suppliers may not tolerate or engage in any form of corporal punishment, physical, sexual, verbal or psychological harassment or any other kind of abuse.
- **Prohibition of discrimination:** We expect our suppliers to treat all workers equally and fairly. Our suppliers may not engage in any kind of discrimination – in particular with regards to wages, hiring, access to training, promotion, maternity protection and dismissal – based on sex, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, union membership, nationality, gender identity or social background.
- **Wages and benefits:** Our suppliers must at minimum pay wages on a regular basis and no less than monthly, compensate workers for overtime hours at the legal rate and meet all legal requirements relating to worker benefits. If there is no legal minimum wage or rate for overtime pay in the country concerned, the supplier must ensure that the wages are at least equal to the average minimum in the relevant industrial sector and that overtime pay is at least the same as the usual hourly compensation. Wage deductions shall not be used as a disciplinary measure. We require our suppliers to guarantee that all workers receive benefits stipulated in any applicable collective bargaining agreements, company agreements and other applicable negotiated individual or collective agreements.
- **Working hours:** Our suppliers must comply with all local laws and regulations applicable with respect to working hours, which shall not in any case exceed the maximum set by internationally recognized standards such as the International Labour Organization. Our suppliers may not impose excessive overtime hours. The total number of hours worked per week including overtime may not exceed legal limits. Workers are entitled to the minimum number of days off established by applicable laws and at minimum must have at least one day off in every seven-day period.

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- **Freedom of association:** We require our suppliers to respect and recognize the right of workers to negotiate collectively, and to create or join labor organizations of their choice without any sanction, discrimination or harassment.
- **Ensuring health and safety:** Our suppliers are expected to provide their workers with a safe and healthy workplace environment in order to avoid accidents or bodily injuries which may be caused by, related to, or result from their work, including during the operation of equipment or during work-related travel. Suppliers are expected to set up procedures and trainings to detect, avoid and mitigate as much as possible any hazards that constitute a risk to the health, hygiene and safety of staff. They are required to comply with all applicable local and international regulations and laws in this regard. These same principles are applicable to housing provided by suppliers.

2. ENVIRONMENTAL REGULATIONS AND PROTECTION

Christian Dior Couture takes concrete measures to protect the environment within the scope of a specific program which includes cooperation with its suppliers to ensure application of best practices throughout the supply chain.

Christian Dior Couture expects its suppliers to share this commitment. It encourages initiatives by its suppliers to reduce the environmental impact of their activities, notably through the use of green technologies.

Christian Dior Couture requires that its suppliers respect local and international environmental regulations and standards, that they obtain all requisite environmental permits and that they be able to prove effective implementation of the following:

- application of an environmental management system;
- improvements in the environmental performance of their sites and production resources, in particular through proper waste management, elimination of air, water and soil pollution, reduction of greenhouse gas emissions with an emphasis on use of renewable energies, reduction of water and energy consumption and safe management of hazardous chemicals;
- measures to preserve biodiversity and guarantee regulatory traceability and compliance for raw materials and substances used;
- best practices across their supply chain to respect animal welfare;
- contributions to continuous improvements in environmental performance throughout the lifecycle of the products of Christian Dior Couture;
- ensure that staff whose work has direct environmental impact are trained, skilled and have the resources required to effectively perform their work.

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3. BUSINESS INTEGRITY REQUIREMENTS

Christian Dior Couture requires exemplary integrity from its suppliers in the conduct of their business activities.

- **Legal requirements:** We expect our suppliers to act in full compliance with local, national and international laws in the conduct of their business.
- **Prohibition of all forms of corruption:** Christian Dior Couture applies a zero-tolerance policy concerning corruption and trading in influence. We expect our suppliers to respect all applicable laws concerning corruption and to take appropriate measures to prevent, detect and sanction any corruption or trading in influence, directly or indirectly, across the scope of their activities.
- **Prevention of conflicts of interest:** We require our suppliers to comply with all applicable laws concerning conflicts of interest and to make every effort to prevent the occurrence of situations that create a conflict of interest within the scope of their business relationship with Christian Dior Couture.
- **Prohibition of money-laundering:** Money-laundering can occur where an action is taken to mask the true origin of money or assets that are connected to criminal activity. We require our suppliers to commit to taking all appropriate measures to prevent their operations from being used as vehicles for money-laundering.
- **Respect of competition:** Our suppliers must be committed to compliance with competition law applicable in their host countries. This includes prohibiting abuse of dominant position, concerted practices or unlawful agreements between competitors.
- **Confidentiality:** Our suppliers must be committed to taking all necessary measures to guarantee the confidentiality of professional secrets and other non-public information they receive in the course of their business relationship with Christian Dior Couture.
- **Prevention of insider trading:** We require our suppliers to comply with all applicable laws and legislation concerning insider trading and to refrain from selling or buying shares in LVMH – Moët Hennessy Louis Vuitton SE, or any linked derivative financial instruments, based on inside information, either directly or indirectly.
- **Protection of personal information:** We require our suppliers to comply with all applicable laws and regulations concerning the protection of personal information.
- **Customs and security authorities:** We require our suppliers to comply with applicable customs laws, including those relating to imports and the ban on transshipment of merchandise to the importing country.
- **Trade restrictions and international sanctions:** We require our suppliers to respect international trade restrictions and sanctions, taking into account any changes in these measures, as well as all laws and regulations concerning export controls.

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- **Gifts and invitations:** Gifts or invitations may be considered acceptable expressions of courtesy within the context of good business relations if limited in scope and value, given openly and transparently, permitted under applicable local law, customary in the location in which they would be given, provided to reflect esteem or gratitude, and not offered with an expectation that something will be offered in return. In some cases, these practices might be subject to anti-corruption regulations or other legal requirements, making it essential to be aware of such rules and to fully comply with them.
- **Protection of assets:** Our suppliers are required to take all necessary measures to protect the resources and assets of Christian Dior Couture, in particular its intellectual property rights, and are committed to fighting counterfeiting through a strategy of prevention, cooperation and communication. For example, all finished or semi-finished products bearing distinctive signs belonging to Christian Dior Couture and which have not been ordered or have been refused, must be destroyed by the supplier as instructed by Christian Dior Couture.
- **Public statements:** We expect our suppliers to be extremely attentive to their public statements, particularly on the Internet and in social media, and to ensure that any statements are not attributed to Christian Dior Couture, and are consistent with the supplier's commitment to both confidentiality and professional secrecy.
- **Information transparency:** Our suppliers are required to provide clear and accurate information regarding the methods and resources used, production sites and characteristics of the products or services supplied, and to refrain from making any misleading claims.

INSPECTION AND AUDIT

- **Inspection:** We reserve the right to confirm compliance with these principles and to conduct compliance audits at our suppliers and their own suppliers and subcontractors. Our suppliers must provide all necessary information and facilitate access by representatives of Christian Dior Couture seeking to verify compliance with the requirements in this Code. Suppliers must commit to improving or correcting any deficiencies identified. Christian Dior Couture may also support its suppliers in implementing and applying best practices in order to resolve minor non-conformity issues.
- **Accurate records and access to information:** Our suppliers are required to keep proper records to demonstrate compliance with this Supplier Code of Conduct. They must provide our representatives with access to complete, original and accurate records.

Date:

Name and address of supplier:

Name and position of supplier representative:

Signature:

Chop (if applicable):