



# *Modern Slavery Statement for financial year ending December 2024*

## **1 Introduction**

At KENZO, we are committed to acting ethically and with integrity in all of our business dealings and relationships, and to promoting compliance with applicable laws and protect the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains, is treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 (Transparency in Supply Chains) for the financial year ending December 2024. We recognize that stamping out modern slavery and modern slavery risks is a process that will take time and is an ongoing process. Our statement outlines the measures we have in place in order to assess and address risks of modern slavery and human trafficking, in our business and supply chain.

## **2 Our organisational structure, business operations and supply chains**

The KENZO Group comprises subsidiaries in several countries around the world and is one of the brands of the Louis Vuitton Moët Hennessy group ("LVMH Group"). The codes, policies and practices that apply to KENZO business operations in UK emanate from the KENZO Group and the LVMH Group (as further described below).

KENZO has business operations in United Kingdom. KENZO (UK) LTD is a 100% subsidiary of KENZO SA headquartered in Paris, France.

KENZO sells the merchandise to consumers online from its website [www.kenzo.com](http://www.kenzo.com) or through department stores in UK. The merchandise sold under the KENZO trademark is high quality products including ready-to-wear, shoes and accessories, home textiles.

KENZO also purchases finished goods to resell in the UK market from suppliers located outside of UK. The raw materials used in the manufacture of KENZO's products are sourced by our suppliers from third parties located in several countries. Our supply chain also includes ancillary services that contribute to our main production operations such as transporters and carriers.

## **3 Our policies and procedures on modern slavery**

KENZO Group and LVMH Group have a number of policies and procedures ("Policies and Procedures") that set our requirements for our employees, our suppliers and their supply chains.

Our Procedures and Policies reflect our commitment to acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to prevent modern slavery and human trafficking from taking place in our business and supply chain.

In particular, the following apply:

- **LVMH Code of Conduct**

KENZO group requires its employees to comply with the LVMH Code of Conduct. The LVMH Employee Code of Conduct reflects the Group's commitments to ethics and integrity, social and environmental responsibility and sets out the rules each employee must follow in their day-to-day activity. It refers to the charters and internal policies that have been developed on these topics: together, they form the ethics framework that governs all actions taken by LVMH.

The LVMH Code of Conduct sets out the LVMH Group's strict prohibition against forced labor and child labor and adherence to promoting human rights in its business endeavors.

The Code of Conduct is divided into three chapters: 1/ a committed group; 2/ a responsible employer; 3/ a group with integrity. It is available in 25 languages.

- **LVMH Supplier and Business Partner Code of Conduct ("LVMH Supplier Code of Conduct")**

LVMH attaches great importance to ensuring that its suppliers and business partners as well as their subcontractors share a set of common rules, practices and principles with respect to ethics, social responsibility and protection of the environment.

Therefore, KENZO requires its suppliers and business partners to respect the principles detailed in the LVMH Supplier and Business Partner Code of Conduct and to ensure that their own suppliers and subcontractors do the same in the conduct of their activities for the Group.

Prior to engaging any supplier, KENZO Group requires its suppliers to sign and comply with the LVMH Supplier Code of Conduct. The LVMH Supplier Code of Conduct sets out the LVMH Group's requirements for suppliers related to combating the risk of forced labor and child labor in their supply chains. The LVMH Supplier Code of Conduct also covers topics such as respect of human rights, business ethics, environmental responsibility, data protection, diversity and inclusion, compliance with laws and regulations.

KENZO SA may take action against suppliers for non-compliance with the LVMH Supplier Code of Conduct, such as requiring the supplier to take immediate corrective action, suspending purchases, refusing to take delivery of products until the violation is remedied to KENZO's satisfaction, or termination of its business relationship with the supplier.

The LVMH Supplier Code of Conduct is available on [www.kenzo.com](http://www.kenzo.com) website: Ethics & Compliance.

- **KENZO's standard terms and conditions**

We have included anti-modern slavery provisions in our standard terms and conditions which are used with our suppliers and engaging to include such provisions in our future contracts as appropriate.

- **LVMH Alert Line**

LVMH encourages open communication and dialogue within the Group and with its external partners and clients (“stakeholders”): that’s why the Group created the LVMH Alert Line, an online interface that provides a fully confidential and secure way of reporting in good faith violations of the laws, regulations, or principles of internal conduct.

LVMH Alert Line enables employees and third parties to report violations or risks of violations of various types of ethical and other concerns.

The LVMH Alert Line can be accessed through [www.lvmh.com](http://www.lvmh.com).

#### **4 Our due diligence processes**

In order to identify and manage risks of modern slavery and human trafficking in our own business, we carry out background checks and periodically reassess our employment practices to ensure we meet or surpass employment standards in all jurisdictions in which we operate.

We are constantly in the process of reviewing and improving our approach to supplier due diligence with the aim of ensuring a more robust action plan for addressing modern slavery risks. As part of our initiative to identify modern slavery risks in our supply chain, we are currently in the process of completing a supplier risk-mapping assessment, starting with our key suppliers.

As part of our initiative to identify modern slavery and mitigate associated risks within our business and supply chain we have adopted the following due diligence procedures : signature of our LVMH Supplier Code of Conduct by each supplier required for the supplier creation into our systems, internal/external supplier audits, or checking specific suppliers with external third parties for any modern slavery risk, or in extreme cases, conducting on-site inspections in circumstances where there is a significant risk of slavery.

#### **5 Actions taken to combat slavery risks and assessment of effectiveness**

Building on the policies and procedures we currently have in place, KENZO is in the process of developing and implementing strategies in order to:

- Assess and better understand areas of potential risk in our business and supply chain;
- Monitor potential risk areas in our business and supply chain.

KENZO assesses and manages those risks by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor for and avoid modern slavery in all environments in which KENZO operates in, including developing and implementing those policies, processes and actions discussed in this statement.

Such processes and actions include, but are not limited to, the following:

- appropriate contractual obligations reinforcing KENZO's Policies and the supplier's commitment to compliance with;
- KENZO provides training to all employees to raise awareness of this issue within the organisation;

- KENZO conducts regular supplier audits.

## 6 Remediation measures

We recognize that any forced labour or child labour found in an organization's business or supply chain should be addressed on a first-priority basis. To date, we have not identified any instances of modern slavery or human trafficking in our business and supply chains; therefore, no remediation measures have been necessary.

We also recognize that any remediation measures potentially have the unintended consequence of inflicting loss of income on vulnerable persons, such as migrant labourers, unskilled labourers and children. As we have not discovered any instances of modern slavery in our business and supply chain, we have not had to take any remediation measures over the course of the reporting period that would have led to loss of income to the most vulnerable families.

## 7 Training and Awareness

KENZO requires its employees to acknowledge various compliance documents to ensure compliance with legal and human rights laws. Employees are required to complete a mandatory LVMH anti-corruption training covering the LVMH Code. The training covers applicable anti-corruption laws, LVMH anti-corruption policies and procedures, and illustrative hypotheticals.

## 8 Approval of the Statement

In accordance with the requirements of the UK Modern Slavery Act, and in particular section 54 thereof, I attest that I have reviewed the information contained in the statement for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

This statement has been duly approved and signed by its CEO and director.

Original signed by Charlotte Coupé,  
on May 26, 2025

**Mrs Charlotte Coupé**  
CEO KENZO SA  
Director KENZO (UK) LTD  
I have the authority to bind KENZO SA and  
KENZO LTD

Signé par :  
  
046FB563A176486...