

LVMH Group

Health and Safety Policy

As the world leader in luxury, the LVMH group stands for excellence and its success is founded on the talent of its employees who, in their daily work, all strive to share and uphold the values of our Group: the pursuit of excellence, creativity and innovation, as well as the cultivation of an entrepreneurial spirit and a sense of commitment.

As an employer, the LVMH group considers itself responsible for providing a safe and fulfilling work environment for all of its employees by combining quality of life at work and the drive for performance. The Group has therefore committed to developing and maintaining stringent standards of occupational health, safety and well-being that integrate a high level of responsibility and respect for others.

This belief requires the implementation of a comprehensive approach across all operations in order to develop a “zero accident” culture.

That approach is based on five pillars:

1. Identify health and safety risks

Risk assessment is the foundation of any effective and long-lasting approach. It can be used to identify health, safety and well-being priorities to prevent risks and take appropriate action in every situation.

Commitment: each Maison structures its health and safety approach.

2. Establish a health and safety action plan

Providing responses to the identified risks relies on the implementation of roadmaps to prevent (through objectives and action plans), analyze and manage (through accident analysis, monitoring, corrective action plans and continuous improvement) those risks. These roadmaps will also address employee well-being.

Commitment: each Maison regularly reviews its health and safety approach.

3. Manage the health and safety approach

Each Maison's Management Committee will incorporate health and safety into their decision making and governance; it will also be a focus in their strategic reviews.

Commitment: each Maison's Management Committee analyzes its health and safety performance annually, with a particular focus given to the evolution of the accident frequency rate.

4. Ensure all employees have an active role in health and safety

Employees at every level of the LVMH group are trained in health and safety and incorporate that knowledge into their behavior, attitudes, activities and professional relationships.

Commitment: raise all employees' awareness about risk prevention and first aid.

5. Maintain a virtuous culture for a safe environment

Within each Maison, various stakeholders (including, depending on the Maison and country, employees, managers, occupational health services, employee representatives and purchasing departments) work to improve health, safety and well-being. At Group level, a network of experts meet regularly to guide the practical application of the Policy.

Commitment: the Group dedicates one day per year to promoting health, safety and quality of life at work.

With this Policy, LVMH confirms its ambition to strive for excellence with regards to the health and safety of its employees, as well as that of service providers and clients.

Implementation

This Policy guides our actions not only on a daily basis, but also when facing extraordinary events, including pandemics, natural disasters, industrial accidents, etc. Furthermore, it ensures the protection and fulfillment of our employees as well as the continuity of operations, both nationally and internationally.

This Policy does not replace the existing policies of the Maisons. Rather, it serves as a common foundation and source of inspiration, compiling the basic principles that form our shared commitment and guide our professional behavior on a daily basis.

It applies to anyone working on LVMH group sites all over the world, whether they are directly or indirectly employed by the Group.

The Maisons may choose to apply the Policy in line with their business constraints, local collective agreements, and entities' aspirations.

The LVMH group requests that its suppliers and sub-contractors apply its safety rules to demonstrate their adherence to them.

The Executive Committee of the LVMH group regularly reviews health and safety reports as part of its commitment to continuous improvement.

The Policy's commitments will be implemented by 2024.