

## **Slavery and Human Trafficking Statement – relating to the financial year ended 31 December 2017**

### **Introduction**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the additional steps LVMH Watch & Jewellery (UK) Ltd ("WJ UK") has taken during its financial year ending 31 December 2017 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

WJ UK is committed to improving its practices to tackle modern slavery within the organisation and its supply chains.

### **Business**

WJ UK is a subsidiary of LVMH Swiss Manufactures S.A., which is part of the LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group.

WJ UK distributes and repairs Tag Heuer and Hublot watches in the UK & Ireland and the Channel Islands. Tag Heuer and Hublot are among the most iconic watch brands worldwide.

### **Policies and Practices**

WJ UK's is committed to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what WJ UK expects from its employees, internal business and its external suppliers.

Key Policies rolled out:

- 1. LVMH Watch & Jewellery (UK) Ltd Suppliers' Code of Conduct ("Suppliers' Code of Conduct") (available upon request)

WJ UK expects its suppliers to share its commitments and act in full compliance with the relevant laws, including all national, local and international laws relating to the management of their businesses.

WJ UK is to require its suppliers to seek approval before subcontracting any part of their supply chain process and WJ UK's approval is subject to acceptance by the subcontractor of the Suppliers' Code of Conduct and all other applicable conditions that WJ UK determines.

- 2. LVMH Watch & Jewellery (UK) Ltd Anti-Modern Slavery Policy – Employee Code of Conduct (available upon request)

WJ UK's Anti-modern slavery Policy reflects its commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

WJ UK expects its employees and suppliers to engage in and promote honest and ethical conduct, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with colleagues, customers, suppliers, agents and intermediaries.

The LVMH Watch & Jewellery (UK) Ltd Code of Conduct reiterates the LVMH Code of Conduct and commitment to act to the highest standards of integrity, respect and engagement in its behaviours and in the way that they conduct business every day, everywhere.

## **Supplier and Contractor Due Diligence**

WJ UK has been carefully reviewing its suppliers and some suppliers are carefully chosen for the entire group by the parent company.

Prior to entering into any new contractual relationship with a supplier or contractor, WJ UK requires suppliers and contractors to satisfy that they are complying with the updated LVMH WJ UK Suppliers' Code of Conduct. This supplier code of conduct not only makes reference to the Modern Slavery Act 2015 but also refers to key principles that highlight suppliers' responsibilities towards employees, their environmental impact and working methods.

WJ UK reserves the right to check adherence of its suppliers and contractors to the principles set out in the Suppliers' Code of Conduct and to conduct compliance audits at any time without notice. Upon reasonable request, WJ UK suppliers and contractors shall supply the necessary information and grant access to WJ UK representatives to verify compliance with the requirements of this Code. Suppliers and contractors shall further keep proper records to prove compliance with this Code and provide access to complete, original, and accurate files to WJ UK representatives.

Upon reasonable request, WJ UK suppliers and contractors must improve and correct any deficiency discovered during any such audits.

WJ UK shall use its reasonable endeavours to ensure that all WJ UK supplier and contractor template contracts contain clauses requiring WJ UK's suppliers and contractors to adopt similar anti-modern slavery standards and practices.

## **Training and Awareness**

WJ UK will conduct regular training for its employees to ensure legal and human compliance, the first of these training sessions already having taken place in 2018. The training enables WJ UK to reduce business risk of non-compliance through efficient processes and reliable data and reporting. All documentation, policies and updates are provided for easy access via the employee portal for all employees.

It is mandatory for all WJ UK employees to attend these training sessions and to familiarise themselves with this statement. Such training will form part of the induction process for new employees and the statement will be added to the employee handbook. WJ UK's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes WJ UK's slavery and human trafficking statement for the financial year ending 31 December 2017.

The Board of Directors of WJ UK has approved this statement and it has been duly signed by the following director:



Robert Diver  
Director  
LVMH Watch & Jewellery (UK) Ltd

Date: 14 August 2018