

The signatories are firmly committed to human rights, respect for all forms of individuality, gender equality and equity, and the fundamental conventions of the International Labour Organization.

The signatories are convinced that it is their ethical and social responsibility to ensure that all models working with them benefit from a healthy and secure working environment that guarantees their dignity.

The signatories are determined to combat any form of discrimination, whether based on origin, gender, age, physical appearance, religion, sexual orientation, or any other personal characteristic.

The signatories reaffirm their unreserved commitment to combating any form of harassment, abuse or violence, whether physical, psychological, verbal or emotional.

This is why, after consulting stakeholders, the rules set out in this charter were developed. These go beyond legal obligations, with the aim of ensuring good working conditions for models, in keeping with the respect they are due.

The effective implementation of this charter relies on a reporting procedure and a monitoring committee.

The signatories undertake to work only with partners, service providers or subcontractors that share the values expressed in this charter and that have put in place measures to achieve the objectives it sets out, wherever the services take place, in France or internationally. If the signatories belong to a group of companies, adherence to this charter entails the adherence of the group and of all the companies that comprise it.

These commitments constitute a minimum baseline guaranteed by the signatories, with each signatory remaining free to implement or promote any measure that may improve the individual or collective situations of models.

WORKING CONDITIONS

Any contract between a company, a model and/or an agency must comply with the law of the country in which it is concluded and in which the activity giving rise to it is carried out, and must guarantee the model fair and equitable remuneration in line with the practices and rate scales in use in the profession, where these exist in the location where the service takes place.

Persons practicing the profession of model must be treated with respect and professionalism. Under no circumstances shall they be exposed to a dangerous or degrading activity.

Models must be guaranteed a working environment that allows them to carry out their professional activity under conditions that safeguard their health and safety.

HEALTH AND WELL-BEING

The agency employing the models presents a medical certificate obtained less than six months before the fashion shows or shootings concerned to the companies for which they are organized. This document attests to the models' good health and fitness to work.

Castings may not accept, for adult models, sizes 32 (or smaller) for women and 42 (or smaller) for men (French sizes). Agencies must therefore present to the companies for which fashion shows or shoots are organized only models of a minimum size 34 for women and 44 for men. They thus undertake to provide complete and up-to-date information on their models' measurements prior to any casting or booking.

FOOD AND BEVERAGES

Models must have access to nutritious, healthy, balanced food and beverages suited to their dietary needs.

The companies for which fashion shows or shoots are organized provide models with useful information for maintaining a healthy diet during their working day.

Alcoholic beverages are prohibited during working hours.

TRANSPORT AND ACCOMMODATION

Agencies provide models with accommodations offering a level of comfort suited to and respectful of their well-being.

After 8:00 p.m., the companies for which fashion shows or shoots are organized provide models with a means of transport to return to their place of residence.

WORKING HOURS

A model's working hours must be monitored by modeling agencies and must comply with applicable legal provisions.

Agencies undertake to inform the companies for which fashion shows or shoots are organized of any individual situation relating to a model's working hours, in order to ensure rest periods compliant with legal provisions.

Specific negotiations are undertaken with agencies if the work request for a fashion show occurs less than 4 hours before it.

Contracts between the companies for which fashion shows or shoots are organized, casting agencies and models must enable the latter to be paid within the timeframes provided for by the law of the country in which their contract is concluded and in which the activity giving rise to it is carried out.

AGE OF MODELS

The companies for which fashion shows or shoots are organized do not hire models under the age of 18 to represent adults.

CAREER TRANSITION

Agencies employing models ensure that their work is compatible with training enabling their career transition.

NUDITY AND APPEARANCE

Changes in appearance, as well as situations of nudity or partial nudity, must have been previously and formally accepted by the models. Where the model is represented by an agency, the agency is responsible for obtaining consent.

During shoots or fashion shows, models must have access to a "reserved area" allowing them to change comfortably (out of sight of persons who are not part of the production or who do not belong to the company employing them).

Robes are provided to models so that their privacy is preserved before and after changes of outfit. In situations of nudity or partial nudity, the temperature must be adjusted to preserve the comfort and health of the models.

In cases of nudity or partial nudity, during a shoot or when models are dressing or undressing (before or after a fashion show), they must never be left alone with a member of the production team or a photographer.

These provisions apply whether the fashion shows or shoots take place indoors or outdoors.

NON-DISCRIMINATION

Model selection processes, while taking into account the artistic freedom necessary for brands to express their identity and the messages they wish to convey through their collections, must be guided by respect for individuals, take into account the diversity of talent, reflect an inclusive society, and take care not to disseminate stereotypes within society.

COMBATING GENDER-BASED AND SEXUAL VIOLENCE

No form of harassment, abuse or violence will be tolerated, whether physical, verbal or psychological, regardless of the perpetrator or the context.

No remark or behavior — whether in the form of insults, jokes or inappropriate gestures — based on gender or physical appearance is acceptable.

Respect for fundamental rights, the integrity of each individual, and a culture of consent must be at the heart of every stage of the creative process, from the model's first contact with an agency, where applicable, through castings and until the completion of their assignment.

COMPLAINTS AND AUDITS

From the first selection interview until their last assignment, a model must be able to report a dispute with a modeling agency, a casting director, or an employee of the company for which fashion shows or shoots are organized, by contacting the contact person designated by the brand or, for example, via a hotline.

The presence of at least one brand representative during internal castings is mandatory.

The companies for which fashion shows or shoots are organized may carry out unannounced checks and audits during the fashion shows, shoots or castings concerned, to ensure compliance with this charter.

CONTACT PERSONS

The companies for which fashion shows or shoots are organized, and the agencies, designate a contact person who is known and accessible at all times during the exercise of the modeling profession. The contact person is responsible for ensuring the application of this charter.

The contact details of the relevant contact person are made available to models.

TRAINING AND AWARENESS-RAISING

Awareness-raising tools regarding the charter and its application (information meetings, printed or digital booklets, posters) are provided by agencies and by the companies for which fashion shows or shoots are organized, and are disseminated in particular in models' workplaces.

Efforts are made to raise awareness among the staff of the signatories of this charter regarding all forms of gender-based, sexual or psychological violence and harassment.

Prevention, listening and reporting procedures to guarantee the safety and dignity of models are put in place by the companies for which fashion shows or shoots are organized. Models will have access to psychological support made available to them by these companies during the periods in which they work for them.

REPORTING PROCEDURE

Models must have the ability to report any inappropriate act or behavior, or any behavior contrary to the law.

If the companies concerned do not have the necessary tools, an external reporting procedure is put in place by the signatories of the charter for the benefit of models.

The reporting procedure to a contact person (Appendix) is disseminated and made accessible to anyone present at the model's place of professional activity.

MONITORING COMMITTEE

The signatories undertake to convene an annual monitoring committee comprising representatives of their companies, agencies and models, in particular to assess the level of protection afforded to models in the fashion industry with regard to working conditions, health, and gender-based, sexual and psychological violence and harassment, and to verify the proper application of this charter, as well as share best practices in order to foster continuous improvement in working conditions on a collective scale.

APPENDIX

- Recording of the report with a contact person (contact person of the company or agency).
- Establishing contact between the contact persons of the parties concerned and informing them.
- Implementation of any necessary protective measures and informing individuals of their rights and the support procedures available.
- Where applicable, opening of an internal investigation.

Each step of the procedure must be recorded in written reports by the entity receiving the report.

Each reporting procedure must comply with the following principles:

- Protection of the individual, in particular their anonymity if requested.
- Protection of third parties who reported the facts and of any direct or indirect witnesses.
- Informing the individual of their rights and the procedures available to them should they wish to pursue legal action.
- Informing the individual and any third party involved of the possibility of receiving psychological support.