



PRESS RELEASE

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KERING COMMITS TO WORKING ONLY WITH MODELS AGED OVER 18

Kering is making a commitment that the group's Houses will only hire models aged over 18 to represent adults at their fashion shows and photo sessions, as of 2020 (fall-winter 2020/2021 fashion shows).

"As a global Luxury group, we are conscious of the influence exerted on younger generations in particular by the images produced by our Houses. We believe that we have a responsibility to put forward the best possible practices in the Luxury sector and we hope to create a movement that will encourage others to follow suit," declared François-Henri Pinault, Chairman and Chief Executive Officer of Kering.

The charter on the working relations and well-being of models drawn up by Kering and LVMH in 2017 has already led to progress in the Luxury sector, notably by introducing a minimum age of 16 for models. This new step signals further progress in Kering's continued commitment to women.

"In our view, the physiological and psychological maturity of models aged over 18 seems more appropriate to the rhythm and demands that are involved in this profession. We are also aware of the role-model element that images produced by our Houses can represent for certain groups of people," declared Marie-Claire Daveu, Chief Sustainability Officer and Head of International Institutional Affairs at Kering.

In September 2017, Kering and LVMH published a charter on the working relations and well-being of models. Its principal commitments included:

- The obligation to work only with models in possession of a valid medical certificate, issued within the previous six months and certifying their good health;
- The banning of size 32 for women and size 34 for men from casting requirements;
- A minimum age of 16 for models representing adults;
- The application of specific rules for the working conditions of models aged 16 to 18;
- The option for models to make a direct complaint in the case of a dispute with a model agency, a casting director or a brand;
- The introduction of numerous advances in working conditions, such as access to a "reserved area" where they can change conveniently and the availability of food and drink that are suited to their dietary needs.

KERING



About Kering

A global Luxury group, Kering manages the development of a series of renowned Houses in Fashion, Leather Goods, Jewelry and Watches: Gucci, Saint Laurent, Bottega Veneta, Balenciaga, Alexander McQueen, Brioni, Boucheron, Pomellato, DoDo, Qeelin, Ulysse Nardin, Girard-Perregaux, as well as Kering Eyewear. By placing creativity at the heart of its strategy, Kering enables its Houses to set new limits in terms of their creative expression while crafting tomorrow's Luxury in a sustainable and responsible way. We capture these beliefs in our signature: "Empowering Imagination". In 2018, Kering had nearly 35,000 employees and revenue of €13.7 billion.

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