

K E R I N G



KERING GROUP SUPPLIERS AND BUSINESS  
PARTNERS' CHARTER

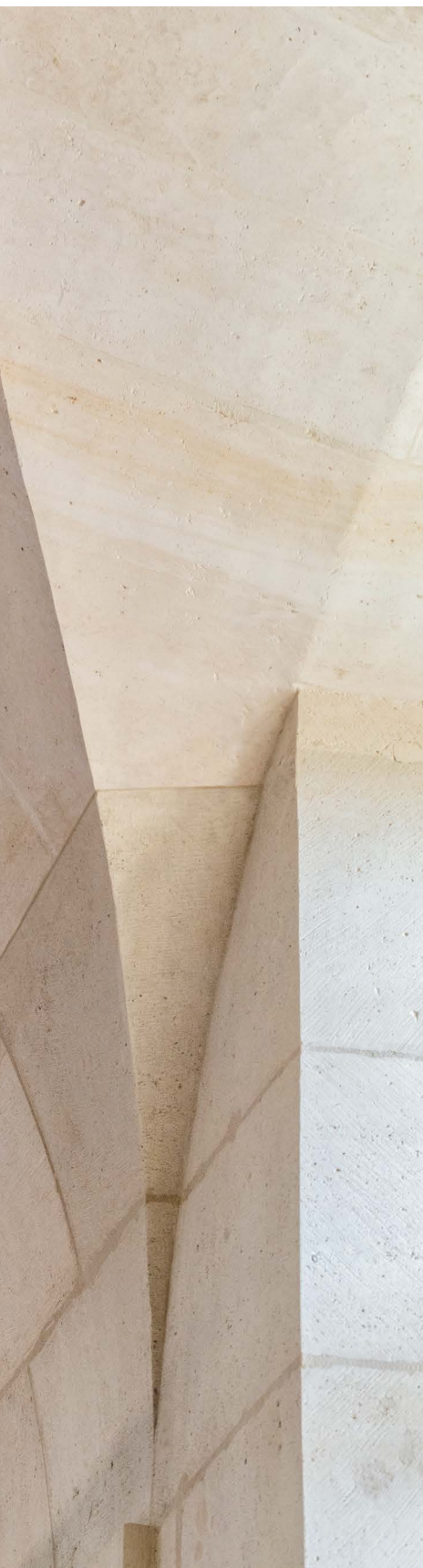
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# CONTENTS

INTRODUCTION PREAMBLE	3
DEFINITIONS	4
REQUIREMENTS	5
CONTROLS AND CHECKS	11



# 1. INTRODUCTION PREAMBLE



Unwavering commitment to ethics at every step of our activity and with and through all our stakeholders is at the heart of Kering's culture of integrity. The Group and its Houses strive to ensure that their business practices respect relevant applicable law and regulations and the highest ethical standards, and they require their suppliers and business partners to comply with these laws and principles likewise. To this end, Kering, its Houses, and its other subsidiaries' (the "Kering Group" or "Kering") suppliers (the "Suppliers") and business partners (the "Business Partners") are requested to adhere to this Suppliers and Business Partners' Charter (the "Charter"), fully aligned with Kering's Code of Ethics, and defining all basic requirements placed upon Kering's Suppliers and Business Partners.

Since Kering's Suppliers and Business Partners are considered an integral part of Kering ecosystem, Kering is aiming at implementing advanced standards and embarking on a journey with Suppliers and Business Partners meeting the following requirements, to positively contribute to the Kering Group's continuous supply chain's improvement. The Kering Group is willing to support all Suppliers and Business Partners in reaching such standards and is solely requiring what it applies to itself and is willing to provide support in achieving the following mandatory requirements:

- Adherence to **Kering Suppliers and Business Partners' Charter** by Suppliers and Business Partners is a mandatory provision of the signed agreement and to any business relationship with the Kering Group;
- Upon adherence to the Charter, the Suppliers and Business Partners commit to abide by the principles set out herein in the context of the specific agreement at stake entered into with Kering. They also agree to disseminate its principles to all their employees to raise their awareness and enable its implementation;
- Kering requires its Suppliers and Business Partners to cascade and promote compliance to the present Charter and its requirements to their own affiliated companies and suppliers throughout their supply chain to contribute to a responsible value chain;
- In case the principles and requirements promoted by Kering in the present Charter provide higher standards than those set forth by applicable laws and regulations, the Charter shall prevail, unless this results in illegal activity;
- Suppliers and Business Partners must alert Kering (at the Group level and/or its Houses) in case of any serious challenges in applying this Charter, or any significant infringement of it; and
- Any violations of the Charter by a Supplier or a Business Partner may lead to the termination of the concerned business relationship, depending on the seriousness of the breach observed, in compliance with applicable laws and regulations.

Kering undertakes to manage its Suppliers and Business Partners' relationship with integrity.

## 2. DEFINITIONS

- **Suppliers and Business Partners:** any third-party with a first rank business relationship with any entity of the Kering Group providing goods, raw material or services including distributors, landlords, etc.
- **Kering Group or Kering:** comprises of Kering SA and its subsidiaries (including its Houses)
- **Must and Shall:** denotes a mandatory requirement
- **Should and Are expected to:** denotes a recommended practice which is not mandatory



# 3. REQUIREMENTS



## I. COMPLIANCE WITH APPLICABLE LAWS

Suppliers and Business Partners must comply with all applicable and relevant laws, regulations and standards related to their business and to the countries where activities are carried out and with all international conventions and treaties, when applicable.

## II. BE A RESPONSIBLE ENTERPRISE

### RESPECTING HUMAN RIGHTS

Kering promotes the respect of human rights throughout its supply chain. To that end, Suppliers and Business Partners must all comply with human rights and fundamental reference standards including notably the provisions of the Universal Declaration of Human Rights, the International Labor Organization (ILO) fundamental conventions and in particular the one on eradication of child labor and the abolition of slavery and forced or compulsory labor, and protection of the environment, the United Nations Guiding Principles on Business and Human Rights, the Organization for Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct, the United Nations Global Compact, the French Duty of Care Law and any other laws or regulations related to respect for human rights and duty of care.

Suppliers and Business Partners are also expected to have read and understood Kering Human Rights Policy, available on Kering's website.

Suppliers and Business Partners should conduct human rights and duty of care due diligence and social audits of their own suppliers, sub-suppliers and any newly acquired entities.

#### Prohibiting child labor

Suppliers and Business Partners must ensure that child labor is not used in their operations and supply chain; and comply with the international standards issued by the ILO concerning the work of children under 18 years of age.

Suppliers and Business Partners must verify the age of workers at recruitment (including proper documentation and record keeping systems) and not employ young workers who are less than 15 years of age or under the age for completion of compulsory education, whichever is higher. In addition, young workers under 18 years of age must not be employed in conditions likely to harm their health, safety or morals (e.g., working long hours, working at night, be exposed to hazardous substances, etc.).

Child labor will result in the termination of any business relationships between Kering and Suppliers and/or Business Partners.

### Prohibiting Modern Slavery

Suppliers and Business Partners must prevent any involvement and use of modern slavery, whether in the form of forced or compulsory labor, prison labor, human trafficking, debt bondage, any retention of workers' ID or wages, any recruitment or employees' fees or any restrictions to freedom of movement, across their operations and supply chain.

Suppliers and Business Partners must provide workers with written employment contracts, in a language they can understand, clearly indicating relevant rights and employment terms.

Suppliers and Business Partners shall conduct appropriate due diligence and ensure that raw materials be sourced responsibly and do not contribute to the financing of armed conflict, forced labor or other related illegal activities.

Modern slavery will result in the termination of any business relationships between Kering and Suppliers and/or Business Partners.

### Ensuring Reasonable Working Hours and Decent Remuneration

Suppliers and Business Partners must promote safe, healthy and decent working conditions and reasonable working hours. Any type of work which, by its nature or the conditions in which it is carried out, is likely to compromise health, safety, integrity or morality must be prohibited, unless adequate measures have been put in place to adequately mitigate relevant risks.

Suppliers and Business Partners must comply with the applicable laws and regulations. Employees' standard working hours per week must not exceed the maximum set by the ILO.

Overtime must be exceptional, voluntary, reasonable and compensated at a premium rate in accordance with local applicable laws and, in countries where such laws do not exist, at least higher than their regular hourly payment rate. Employees must benefit from appropriate daily and weekly rest periods.

Suppliers and Business Partners' workers must be paid as agreed and in a timely manner and their wages must be no less than the minimum wage provided by applicable law or the prevailing industry standard, whichever is higher. In addition, Suppliers shall work towards ensuring a living wage to their employees.

In addition, Suppliers and Business Partners must respect employees' rights, to representation, freedom of speech, freedom of association and trade unions.

### Adopting Grievance Mechanisms

Suppliers and Business Partners should establish a grievance mechanism enabling their employees to report issues without fear of retaliation and must encourage its usage.

Suppliers and Business Partners should disseminate the Charter principles in an appropriate way to all their employees, in all the languages and with all the means necessary to guarantee that it is properly understood by all of them.

Suppliers and Business Partners should encourage their employees to raise any relevant human rights and duty of care-related concerns or issues through the Kering Whistleblowing Platform available on Kering's website and share the link to this platform with them.

### PROTECTING LAND RIGHTS OF COMMUNITIES AND INDIGENOUS PEOPLE

Suppliers and Business Partners must protect local communities and indigenous people, in particular their cultural heritage, land rights, social development and environmental rights (including the right to clean water and to a healthy and safe environment) in relation with their operations. Suppliers and Business Partners should engage with any affected communities through dialogue, restorative strategies or support initiatives.

## RESPECTING THE ENVIRONMENT

Kering firmly believes that respecting the environment is essential for the resilience of business and their future.

To that end, Suppliers and Business Partners must comply with all applicable environmental regulations including with respect to the required permits, authorizations, and share compliance documentation if requested by Kering. When legally required, they must implement a proper environmental management system to identify and mitigate issues relating to the environment.

Suppliers and Business Partners should follow a precautionary principle and a holistic approach to nature by upholding highest standards in terms of sustainability, biodiversity, climate, waste and water management, circularity and animal welfare.

Suppliers and Business Partners providing production goods or raw materials are also expected to have read and understood Kering Standards for Sustainable Production ("Kering Standards"), available on Kering's website.

Additionally, Suppliers and Business Partners must select partners, contractors or suppliers that are compliant with social and environmental regulations.

### Committing to Sustainability and Climate

Suppliers and Business Partners should undertake initiatives aimed at promoting greater environmental responsibility, measuring the impact of their activities and reducing their environmental footprint to minimize any potential adverse impact.

When legally required, Suppliers and Business Partners must track their environmental performance to reduce their carbon footprint, scale up their technologies and innovate to develop circular supply chain. Where applicable, they should also pursue the obtention of certifications acknowledging their efforts to protect the environment.

### Water and Waste Management

Suppliers and Business Partners must comply with all applicable laws and permits relating to water and waste – including but not limited to having adequate waste and wastewater management, preserving water quality, adopting waste and water-efficient equipment and limit their exposition to water stress.

### Preserving Biodiversity

Suppliers and Business Partners should conduct their business in a manner preserving biodiversity and ensure compliance with all applicable laws and regulations. They must ensure that their activities are not linked to illegal deforestation and that they are compliant with all related regulations.

### Sustainable Product and Activities

Suppliers and Business Partners should use raw materials and manufacturing processes aligned with Kering Standards and source materials responsibly. To this end, Suppliers and Business Partners involved in production must comply with Kering Sustainability Principles.

Suppliers and Business Partners should guarantee traceability and share information when relevant.

### Chemical Substances Management

Suppliers and Business Partners involved in the production phase must have a robust chemical management system and guarantee compliance with the Kering Manufacturing Restricted Substances List (MRSL) and Product Restricted Substances List (PRSL) in the production of its products, processes and supply chain and avoid polluting the environment or harming individuals.

### Animal Welfare

Suppliers and Business Partners shall implement and verify the highest standards of animal welfare across all their animal-based supply chains. They are also expected to have read and understood Kering Animal Welfare Standards, available on Kering's website.

### Greenwashing

Suppliers and Business Partners shall not engage in any form of greenwashing, including making misleading, unsubstantiated, or exaggerated environmental claims about their products, services, or business practices.

### III. BE A RESPONSIBLE EMPLOYER

#### PROVIDING A SECURE AND SAFE WORKING ENVIRONMENT AND FOSTERING WELL-BEING AT WORK

Suppliers and Business Partners must ensure the physical and mental safety and well-being of their employees and of all people working at their sites. Suppliers and Business Partners must comply with all applicable health and safety regulations, implement clear procedures and training, promote a culture of risk prevention and provide the adequate protective equipment free of charge to employees.

Suppliers and Business Partners must provide all employees with access to safe drinking water, clean and appropriate sanitary facilities, affordable and quality health care and housing when required.

Suppliers and Business Partners must comply with all the relevant regulations applicable to product health and safety, and implement controls throughout their production, processing and distribution chains.

#### CULTIVATING AN ENVIRONMENT FREE FROM DISCRIMINATION, HARASSMENT AND VIOLENCE AND PROMOTING AN INCLUSIVE WORKPLACE

Suppliers and Business Partners must respect the dignity and rights of every individual and must prohibit all forms of violence or harassment, notably psychological and sexual harassment, including any form of intimidation, threat or coercion of a sexual nature or any promise of recompense in return for sexual favors.

Additionally, Suppliers and Business Partners must prohibit all forms of discrimination, in particular based on ethnic or national origin, social, family, religious or political background, union affiliation, gender, age, sexual orientation or disability and must foster inclusive working conditions. Special attention is to be paid to vulnerable employees, such as migrants and illiterate workers.

Suppliers and Business Partners must provide equal opportunities to all workers and notably treat all men and women equally, fairly and respectfully at work.





## IV. BE A RESPONSIBLE BUSINESS PARTNER

### PROTECTING INTELLECTUAL PROPERTY

Suppliers and Business Partners must comply with all applicable laws governing intellectual property rights. Suppliers and Business Partners must protect their own, Kering's or any other party's know-how and intellectual property and only use them for its intended and designated purpose.

Suppliers and Business Partners should prevent and limit the risk of counterfeit parts and implement effective processes of detection and notification.

Suppliers and Business Partners must adopt a responsible approach with respect to the use of artificial intelligence. They must inform Kering in case of use of artificial intelligence for the production of their products or services.

### PROTECTING SENSITIVE INFORMATION AND BUSINESS CONFIDENTIALITY

Suppliers and Business Partners must safeguard and protect all sensitive and confidential information shared by Kering – meaning they must only share it internally with authorized individuals on a need-to-know basis and on company-approved tools or through secure networks.

Suppliers and Business Partners must immediately report any suspected relevant breaches or accidental disclosures to Kering and implement a business continuity plan.

Suppliers and Business Partners must not share any sensitive commercial information with actual or potential competitors.

### MANAGING BUSINESS PARTNER RELATIONSHIPS

Suppliers and Business Partners must carefully select their own suppliers and establish processes to monitor their compliance with applicable laws and regulations, as well as with Kering's standards and requirements. Suppliers and Business Partners must obtain Kering's prior written agreement before subcontracting or assigning any parts of their obligations. Undeclared subcontracting is strictly forbidden.

Suppliers and Business Partners are expected to lead their own procurement activities with fairness and transparency, without favoritism and in full compliance with applicable laws.

Suppliers and Business Partners should conduct due diligence of their own suppliers on a risk-based approach assessing regulatory compliance, human rights, social and environmental commitments prior to any start of business and periodically during the business relationship. In addition, financial health, reputation and operational capabilities should also be assessed.

Suppliers and Business Partners must take appropriate measures to avoid finding themselves in a situation of economic dependence within the meaning of the applicable law and shall promptly inform Kering if they consider that such a risk exists.

**ETHICS AND INTEGRITY: FIGHTING AGAINST CORRUPTION, BRIBERY, AND INFLUENCE PEDDLING**

Kering has a zero-tolerance policy and strictly prohibits all forms of corruption or influence-peddling.

Suppliers and Business Partners are required to comply with all applicable laws, standards and regulations relating to anti-corruption, perform regular due diligence on their suppliers and business partners and, to the extent possible or required, implement their own compliance program.

Suppliers and Business Partners are required to adequately train their employees in ethics and compliance regulations.

Suppliers and Business Partners' employees are prohibited from giving, offering, promising, requesting or accepting, either directly or through a third party, any financial or non-financial undue benefit to public officials or private entities, whether tangible or intangible, with the purpose of securing or retaining an improper advantage in the conduct of business, irrespective of whether the undue advantage is ultimately obtained, or whether the act results in the improper performance of a duty or business activity.

Suppliers and Business Partners must not promise, offer, be given, request or accept any gifts or hospitality for the purpose of obtaining an undue advantage or improper influence in the context of their relationship with Kering. Rather, gifts and hospitality should be exchanged in good faith and transparently, with a legitimate business purpose, appropriate given the circumstances, and complying with the applicable laws and regulations, and internal policies. No cash gifts or cash equivalent can be offered or accepted.

**ENSURING FAIR COMPETITION**

Suppliers and Business Partners must prohibit all forms of anti-competitive practices and comply with all applicable competition rules. Accordingly, Suppliers and Business Partners must never (i) agree with actual/potential competitors to fix prices, share market or supply sources, limit production or technical developments; (ii) exchange commercially sensitive information with actual/potential competitors or (iii) engage in any other coordinated or unilateral conduct in breach of applicable competition rules.

**COMPLYING WITH EXPORT CONTROLS AND INTERNATIONAL SANCTIONS**

Suppliers and Business Partners must strictly comply with applicable regulations on economic sanctions and import and export controls laws and not circumvent them.

Suppliers and Business Partners must screen third parties and their suppliers against sanctions and embargo lists before engaging in a business relationship with them.

Suppliers and Business Partners must not source minerals or other raw materials directly or indirectly contributing to a war, a conflict-driven economy, armed groups or which have detrimental impacts on human rights and on the environment.

They are expected to comply with relevant regulations (including conflict minerals), conduct due diligence and provide Kering with supporting documentation on sourcing and supply chain custody upon request.

**PREVENTING MONEY LAUNDERING AND TAX EVASION**

Suppliers and Business Partners must comply with all applicable laws and regulations related to anti-money laundering in each of the jurisdictions in which they conduct business and notably ensure compliance with any cash payments thresholds, retain all relevant documents and report any suspicious activity.

Suppliers and Business Partners must not tolerate any form of tax evasion or artificial tax arrangement.

**IDENTIFYING AND PREVENTING CONFLICTS OF INTEREST**

Suppliers and Business Partners must avoid all conflicts of interest or situations giving the appearance of a conflict of interest within the scope of their business relationship with any member of Kering Group and, more generally, shall prevent any risks associated with conflicts of interest.

**ENSURING DATA SECURITY AND DATA PRIVACY**

Suppliers and Business Partners must comply with all applicable Data Security and Data Privacy (together "Data Protection") laws and regulations. Suppliers and Business Partners must consider privacy of their customers, employees and third parties with the utmost importance. They shall collect personal information in a transparent manner, process it in line with applicable laws and for the reason it was collected, and store it securely as long as necessary and allowed. In the event that Suppliers and Business Partners process personal information under the authorization of Kering, they shall act in accordance with the instructions given and also comply with Kering Data Protection policies.

To that end, Suppliers and Business Partners must ensure adequate infrastructures and controls (notably through identification procedures and authentication mechanisms), and controls to protect confidential information, and that the latter is safely stored with limited access rights on a need-to-know basis only. Suppliers and Business Partners must also be able to report, manage and remediate any data breach incidents timely in accordance with applicable laws.

## 4. CONTROLS AND CHECKS



In the event that Suppliers and Business Partners do not comply with the requirements set out in the Charter, the business relationship may be reviewed or even terminated in compliance with applicable laws and regulations and subject to the terms of the existing agreement(s) (if any).

Kering reserves the right to monitor the Suppliers and Business Partners' compliance with the requirements set out in the present Charter, including throughout their supply chain, by implementing checks either before entering any contractual relationship, and/or over the course of the business relationship.

To that end, all Suppliers and Business Partners must agree to receive unannounced and announced audit by Kering or a duly authorized third party representative, to verify that Suppliers and Business Partners are complying with the principles set forth in the Charter and, more generally, with their commitments vis-à-vis Kering and the Houses. These controls include information and document requests, audits, visits, due diligence, third-party assessment and risk mapping and they will be limited to the business relationship and supply chain at stake. Suppliers and Business Partners must facilitate access to all relevant documents, persons and workplaces, in compliance with applicable laws.

These controls may be repeated as often as is deemed appropriate by Kering. The Kering Group reserves the right to circulate these reports internally, as appropriate.

Suppliers and Business Partners shall cooperate in good faith and transparency during these activities, and throughout their supply chain, and commit to implementing appropriate remedial measures when the requirements of this Charter are not met.



K E R I N G

CREATIVITY IS OUR LEGACY



GUCCI | SAINT LAURENT | BOTTEGA VENETA | BALENCIAGA | MCQUEEN | BRIONI  
BOUCHERON | POMELLATO | DODO | QEELIN | GINORI 1735  
KERING EYEWEAR