

SECTORS BRIEF

November 2023

PURPOSE

This document is intended for all suppliers and manufacturers involved in supplying Hermès' métiers.

This document will evolve to encompass other areas and take new requirements into account.



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PLANT SECTORS

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Raw materials for perfumery and cosmetics

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Raw materials for perfumery and cosmetics

Synthetic materials

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Gold
Silver
Platinum
Palladium
Anodised aluminium
Stainless steel
Brass
Zamak
Bronze

MINERAL SECTORS

Ceramic
Crystal
Enamel
Glass
Sapphire crystal
Diamonds
Sapphires
Emeralds
Hard and decorative stones
Natural mica

RESPONSIBLE PURCHASING PRINCIPLES

Since 1837, Hermès has always been guided by the model and values of craftsmanship, selecting noble raw materials by prioritising renewable natural sources. Supply for these materials must comply with stringent quality criteria and regulations with a view to transitioning towards an increasingly more responsible supply chain model: one that respects people, animals and the environment.

This document is based on increasingly refined knowledge of our supply chains and close collaboration with our partners. It sets out the different areas of responsible purchasing at Hermès and includes detailed recommendations.

TRANSPARENCY

Gaining a deeper knowledge of its supply chains through a network of highly skilled manufacturers and partners is a key concern for Hermès. The aim is to guarantee the highest level of quality, the best traceability and the careful use of raw materials.

The C1 (commitment to confidentiality and business loyalty) and C2 (social, environmental and ethics policy) handbooks and the certificates of origin required are the legal cornerstones of this ethos of sharing: in collaboration with industry stakeholders, Hermès wishes to enhance the visibility of every link in its supply chains for all métiers. In concrete terms, this detailed knowledge of each player relates to the raw materials that make its products so prestigious: leathers, textiles, feathers, etc.

HIGH STANDARDS

Hermès rigorously selects materials in compliance with regulations and best practices, in line with the following fundamental values:

- **Support exceptional supply chains** established locally as close as possible to the raw material, such as breeders, farms and cooperatives. Hermès is attentive to what those directly involved are saying to develop partnerships, improve operating conditions and establish long-term improvement projects.
- **Respect for human rights and fundamental freedoms:** As well as complying with the reference conventions, the house's vigilance plan incorporates respect for human rights, fundamental freedoms and employment conditions applying to both its suppliers and to their suppliers and subcontractors.
- **Animal welfare:** Hermès' Animal Welfare policy describes the main objectives to be achieved in the various supply chains.

- **Respecting and protecting biodiversity:** Materials from species that are under threat of extinction or whose trade is illegal are strictly forbidden. Risks associated with natural materials of animal origin are already controlled through internal and/or external audits conducted by independent third parties and are the subject of targeted action plans.
- **Preserving the environment:** Controlling the environmental impact of its entire value chain is a key concern for Hermès. Respecting natural resources, promoting sustainable agriculture and forestry, controlling energy resources, favouring the cleanest technologies in production processes, waste management and striving towards ambitious EHS goals are all cornerstones of Hermès' environmental policy.

In addition to these fundamental principles, Hermès takes a proactive approach aimed at implementing the best standards possible, and working to take them forward by integrating ever greater consideration for people, animals and the environment.

RELEVANCE

These guidelines, which are intended to be informative, reflect the desire of the Hermès métiers to sustainably support their partners and co-construct responsible supply chains. We also wish to promote the virtuous initiatives already under way.

While the challenges of transparency and rigour are first and foremost part of a regulatory framework and an Hermès project to showcase excellence, they will set the supply chain standard of tomorrow. Consequently, it is essential we work together to develop the right conditions for shaping responsible supply chains, starting today.

INFORMATION, AUDIT & ACTION PLAN

All of the recommendations and requirements formulated in the cross-sector recommendations and in the briefs for each sector hereunder are communicated to the stakeholders concerned via specifications, purchasing conditions or individual communications.

Some or all of these points may give rise to inspection visits, internal audits and/or audits by independent third parties.

Targeted action plans will be drawn up jointly following these discussions, visits and/or audits.

FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

ANIMAL SECTORS



ANIMAL WELFARE POLICY

Hermès' Animal Welfare Policy specifies the main results to be obtained in the Group's various sector supply chains. It is an ambitious policy and serves to ensure high levels of animal welfare for all materials of animal origin used by Hermès' métiers.

The approaches and decisions adopted by Hermès have been defined within the framework of a multi-stakeholder collaboration and are supported by research and scientific data and by experience in the field, while taking into account the ethical issues and specific regional features.

ANIMAL WELFARE PRINCIPLES

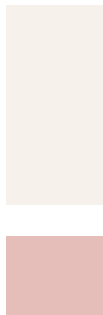
The fundamental principles of Animal Welfare – the Five Freedoms, as defined by the World Organisation for Animal Health (OIE) – form the basis of Hermès' Animal Welfare Policy. This approach applies to all supply chains, while encouraging the continuous improvement of animal welfare.

The minimum animal welfare results expected by Hermès are defined for each species based on the following principles: Good Housing; Good Nutrition; Good Health; Appropriate Behaviour.

- The principle of **good housing** refers to the living conditions of an animal and their influence on its comfort and freedom of movement. In addition to the animal's physical comfort, the environment must also ensure its thermal comfort.
- The principle of **good nutrition** refers to the animal's ability to access water and food in sufficient quantity and quality that will maintain its health and avoid prolonged hunger, thirst, malnutrition or dehydration.
- The principle of **good health** requires a disease prevention approach, with responsible use of veterinary drugs and appropriate veterinary surveillance. Animals should not experience pain caused by inadequate care, handling, slaughter or breeding practices.
- The principle of **appropriate behaviour** focuses on the mental well-being of the animal. Animals must be treated with compassion and those who care for them must strive to maintain a good human-animal relationship.

POLICY IMPLEMENTATION

The Animal Welfare Policy is implemented through demonstrating compliance with all applicable animal welfare laws and adopting the most stringent animal welfare certification standards. Hermès offers its suppliers a selection of standards and programmes that meet its requirements, specified on each page of this sector brief and available in the appendix to this document. However, it is important to note that for certain species and regions, there are no sufficiently demanding certification standards. This is why Hermès strives to facilitate the development of standards where they do not yet exist, and to strengthen the monitoring of its supply chains, through internal and external audits and continuous improvement plans implemented jointly with its suppliers.



Leather

Cowhide

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to fattening farms and/or birth farms, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

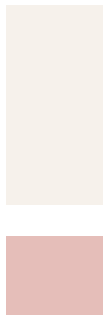
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions^[2].

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

^[2] Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.



Leather

Sheep

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to fattening farms and/or birth farms, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions^[2].

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

^[2] Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.



Leather

Goat

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to fattening farms and/or birth farms, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

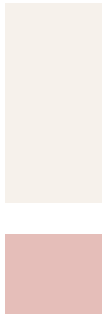
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions^[2].

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

^[2] Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.



Leather

Crocodilians

Short-term prerequisites

Target 2022

Complete audits of all hide, leather and pelt suppliers conducted by third-party inspection bodies.
Involve all hide, leather and pelt suppliers within the International **Crocodile Farmers Association (ICFA)**, including a mandatory certification process for its members.

Recommendations and roadmaps

Target 2024

Ensure 100% **ICFA**-certified supply (livestock farms) of hides, leathers and pelts (or equivalent certification recognised by the ICFA).
Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standards. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: mistreatment, extended transport time, poor breeding conditions, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban non-compliance with CITES unit traceability and quotas.

^[1] Articles 7.1.5. & 7.14. of the Terrestrial Animal Health Code (2022)



Leather

Ostrich

Short-term prerequisites

Target 2022

- Source raw materials exclusively from slaughterhouses, hatcheries and farms that are certified in line with the **South African Ostrich Business Chamber (SAOBC) standard, which is recognised by Hermès and meets its animal welfare requirements.**
- Continue the inventory of all operators, right down to breeder level, upstream of slaughterhouses.
- Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.
- Reuse grey water (wastewater from the civil network) in tanneries and slaughterhouses.
- Support the industry in replacing declawing of ostrich chicks with innovative practices, in line with Hermès' animal welfare policy.

Recommendations and roadmaps

Target 2024

- Buy only from tanneries practising chrome-free tanning (according to standard EN 15987:2015).
- Improve the efficiency of water and energy consumption throughout the sector.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work, particularly when linked to racial discrimination.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, declawing without pain relief, use of antibiotics or growth hormones, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms, particularly when linked to racial discrimination.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers who declaw ostrich chicks from 2023.
- Ban suppliers who source their supply from wild ostrich, listed in Appendix 1 of the CITES convention.^[2]

^[1] Articles 7.1.5. & 7.14. of the Terrestrial Animal Health Code (2022)

^[2] Only the populations of Algeria, Burkina Faso, Cameroon, Mali, Mauritania, Morocco, Niger, Nigeria, Central African Republic, Senegal, Sudan, Chad.



Leather

Lizard

Short-term prerequisites

Target 2022

Audit and certify the supply chain for V. Salvator skins in accordance with the **Lizard Procurement and Processing Standard 2020**.

Continue the inventory of all operators, right down to hunter level, in the V. Niloticus sectors.

Recommendations and roadmaps

Target 2024

Choose skin supply chains (hunters-collectors) that can guarantee the unit traceability of their skins, right back to the hunters.

Choose certified skin supply chains (**LPSS 2020** or recognised equivalent standard).

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standards. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

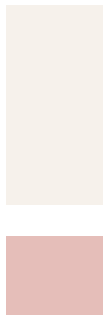
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare in hunting practices: brutality, extended transport time, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment).
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Prohibit non-compliance with CITES quotas.

^[1] Articles 7.1.5. & 7.14. of the Terrestrial Animal Health Code (2019)



Leather

Pigskin

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to fattening farms and/or birth farms, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

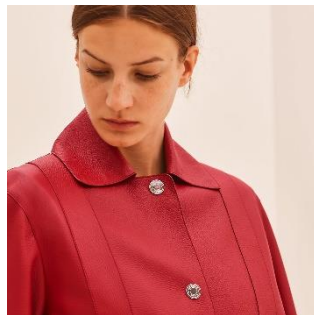
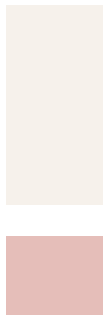
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, tail docking, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban the following geographical areas: sources of exploitation involved in deforestation in Brazil, according to LWG restrictions^[2].

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

^[2] Farms not involved in any form of deforestation in the Amazon since 2009, not listed in the IBAMA embargo.



Leather

Deerskin

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to breeder or hunter level, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

Choose supply sources (tanners) certified by the standard set by the **Leather Working Group (LWG)** of which Hermès is an active member.

- If current sources are not already certified, define a continuous improvement plan based on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.
- For animal skins from outside the livestock sector, certification must be examined with the LWG administrative team and, if necessary, by contacting Hermès.

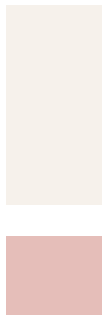
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour. For breeding sectors: brutality, poor breeding conditions (inadequate enclosures, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation). For hunting sectors: slaughter that does not render animals unconscious immediately, slaughter of gestating females or young deer.
- Ensure targeted monitoring of the numbers of wild deer populations, which can be greatly reduced by variations in weather (droughts, etc.), and ensure that hunting quotas remain compatible with the applicable objectives for managing the species (country, state, province, etc.).

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers whose leather is not the by-product of a food sector.
- Ban suppliers that do not comply with the hunting conditions set out for the collection area identified in the certificate of origin (quotas, schedule, permit).
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Leather

Baby calf

- 2022 addition -

Short-term prerequisites

Target 2023

Continue the inventory of all operators, right down to fattening farms and/or birth farms, with information on provenance (country and region).

Recommendations and roadmaps

Target 2025

Upstream, prioritise leather supply sources from countries that rigorously regulate animal welfare issues and offer the best traceability through a closely monitored ecosystem of slaughterhouses and hide processing facilities on a local level. For example, the Animal Welfare Regulations and its code of practice for slaughtering animals, which came into effect in New Zealand in 2018, is a model to favour.

Downstream, choose supply sources (tanners) that are certified to the standard of the **Leather Working Group (LWG)** of which Hermès is an active member.

If current sources are not already certified, define a continuous improvement plan founded on the above standard. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

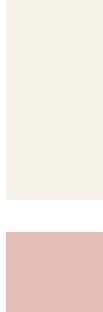
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour, particularly for these young animals: brutality, extended transport times and arrangements unsuitable for small animals, access to water, slaughter that induces stress due to inefficiency (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers whose leather is not the by-product of a food sector.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Wool

Cashmere

- 2022 update -

Short-term prerequisites

Target 2023

Continue the inventory of all operators, right down to goat farming, with information on provenance (country and region) at each stage. Special attention will be paid to the people involved in upstream processes: farmers, sizes of herds, grazing areas used in rotation, cooperatives, trading structures & agents.

Recommendations and roadmaps

Target for 2024-2030, depending on the speed at which the standards are rolled out

Choose supply sources that ensure traceability at each stage, respect for animal welfare, environmental protection and fair remuneration for the people involved in upstream processes:

For the breeding, dehairing and sorting stages: Choose sources certified according to the standards of the **Sustainable Fiber Alliance (SFA)**, relating to fibre production, the first processing stages and the traceability chain.

For the processing stages (spinning, weaving, dyeing): In addition, focus on operators applying **Global Organic Textile Standard (GOTS)** certification, in a concerted approach with Hermès to meet quality requirements.

If current sources are not certified, define a continuous improvement plan based on the above label. Communicate with Hermès in the event of difficulties in obtaining certification, and transmit the implementation schedule and accessible volumes.

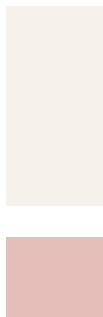
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate medical treatments, combing practices that are painful or injure the animal, slaughter causing stress due to inefficiency (prolonged wait, unsuitable tools, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor management of pastures, which is responsible for desertification.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers authorising genetic cloning or the physiological modification of animals (use of endocrine disruptors).

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Short-term prerequisites
Target 2022

Continue the inventory of all operators, right down to breeder level, with information on provenance (country and region) and species used.

Recommendations and roadmaps
Target 2024

Choose fibre supply sources certified by the **Textile Exchange's reference label: the Responsible Wool Standard (RWS)**.

- Where possible, choose suppliers whose sources are fully **RWS**-accredited with 100% of their livestock certified.
- If current sources are not already certified, define a continuous improvement plan based on the above label. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Following on from this, for spinning, weaving, and assembly stages, prioritise suppliers that are certified in line with the Textile Exchange's Responsible **Animal Fiber (RAF) standard**.

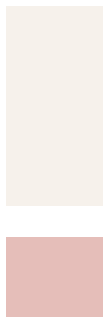
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate medical treatments, shearing practices that are painful or injure the animal, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers carrying out mulesing, either surgical (perianal ablation) or chemical (freeze mulesing) throughout the flock.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Short-term prerequisites
Target 2022

Continue the inventory of all operators, right down to breeder level, with information on provenance (country and region) and species used.

Recommendations and roadmaps
Target 2024

Choose fibre supply sources certified by the **Textile Exchange's reference label: the Responsible Mohair Standard (RMS)**.

- Where possible, choose suppliers whose sources are fully **RMS**-accredited with 100% of their livestock certified.
- If current sources are not already certified, define a continuous improvement plan based on the above label. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Following on from this, for spinning, weaving, and assembly stages, prioritise suppliers that are certified in line with the Textile Exchange's Responsible **Animal Fiber (RAF)** standard.

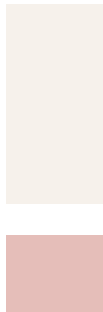
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate medical treatments, shearing practices that are painful or injure the animal, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Short-term prerequisites
Target 2022

Continue the inventory of all operators, right down to breeder and grazing zone level, with information on provenance (country and region) and species used.

Recommendations and roadmaps
Target 2024

Choose alpaca fibre supply sources certified by the **Textile Exchange's reference label: Responsible Alpaca Standard (RAS)**.

- Prioritise suppliers whose sources are fully **RAS**-accredited with 100% of their livestock certified.
- If current sources are not certified, define a continuous improvement plan based on the above label. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Following on from this, for spinning, weaving, and assembly stages, prioritise suppliers that are certified in line with the Textile Exchange's **Responsible Animal Fiber (RAF) standard**.

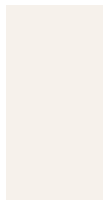
Points for attention

- Identify breaches of human rights, fundamental freedoms, and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, branding with heat or corrosion, inappropriate medical treatments, painful or injury-inducing shearing practices, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify the risks of overexploitation of the sector, in particular poaching and damage to biodiversity.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Wool

Vicuña

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to breeder and grazing zone level, with information on provenance (country and region) and species used.

Recommendations and roadmaps

Target 2024

Integrate the supply chains in a sustainable development process by drawing on local partnerships in association with government projects, initiatives by sustainable development bodies or NGOs, and the programmes of international sustainable investment funds. This sustainable development work aims to define and improve:

- The setting up of cooperatives or livestock farmer federations.
- The sustainable management of pastures and natural reserves (access to water, pathways, adaptive management, etc.).
- The resilience of production systems (fodder reserves, emergency funds, etc.).
- Anti-poaching awareness.
- The circulation of best practices for collecting, dehairing and sorting fibres.
- The development of a traceability system at each stage, with dedicated resources.

Points for attention

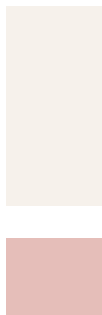
- Identify breaches of human rights, fundamental freedoms, and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions, inadequate housing, branding with heat or corrosion, inappropriate medical treatments, painful or injury-inducing shearing practices, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify the risks of overexploitation of the sector, in particular poaching and damage to biodiversity.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ensure compliance with the requirements of the CITES Convention (Washington Convention) and prohibit supplies to wild populations listed in Appendix I (marketing ban)^[2]

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

^[2] All populations except those of Argentina (Jujuy region, Catamarca, Salta La Rioja & San Juan), Chile (Tarapaca region, Arica & Parinacota), Ecuador, Bolivia & Peru, which are listed in Annex II.



Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to breeder and grazing zone level, with information on provenance (country and region) and species used.

Recommendations and roadmaps

Target 2024

Integrate the supply chains in a sustainable development process by drawing on local partnerships in association with government projects, initiatives by sustainable development bodies or NGOs, and the programmes of international sustainable investment funds. This sustainable development work aims to define and improve:

- The setting up of cooperatives or livestock farmer federations.
- The sustainable management of pastures and natural reserves (access to water, pathways, adaptive management, etc.).
- The resilience of production systems (fodder reserves, emergency funds, vaccination if necessary, etc.).
- Anti-poaching awareness.
- The circulation of best practices for collecting, dehairing and sorting fibres.
- The development of a traceability system at each stage, with dedicated resources.

Points for attention

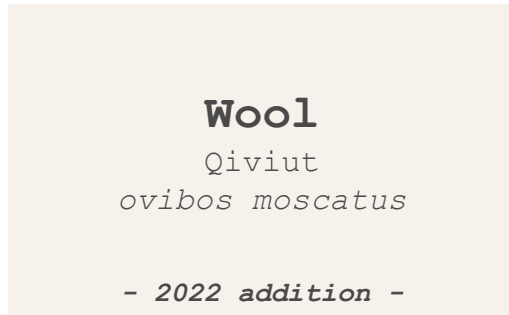
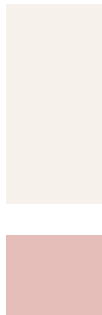
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, poor breeding conditions (inadequate housing, branding with heat or corrosion, inappropriate antibiotic treatments, etc.), painful shearing practices, slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify the following risks of domestic species encroaching on wildlife habitat: competition for water and grazing, risk of hybridisation, etc.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Camel (*Camelus bactrianus*): Ban procurement sourced from wild camelids, classified as critically endangered by the UICN^[2].
- Yak (*Bos grunniens*): Ban procurement sourced from wild yaks, classified as vulnerable by the UICN^[2].

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

^[2] Red List of Threatened Species drawn up by the International Union for Conservation of Nature (UICN)



Wool

Qiviut
ovibos moscatus

- 2022 addition -

Short-term prerequisites

Target 2023

Continue the inventory of all operators, right down to hunter or breeder level, with information on provenance (country and region) and collection methods: subsistence hunting, extracted from the natural environment, livestock farming/domestication. Ensure that fibres sourced from the hunting sector are by-products collected by indigenous populations in compliance with the applicable hunting quotas, practices and regulations.

Recommendations and roadmaps

Target 2025

Subsistence hunting sector : Encourage short supply chains and fair pay for indigenous populations in subarctic zones. Raise awareness among hunting communities about the importance of protecting biodiversity and ecosystems.

Livestock farming/domestication sector: Promote the development of a small-scale, traceable sector that respects animal welfare and local customs and has a low environmental footprint. In particular, forge ties with emerging sites in Alaska.

For fibre processing phases downstream: Choose operators who are certified according to the Textile Exchange's **Responsible Animal Fiber (RAF)** standard, or in line with the **Global Organic Textile Standard (GOTS)**, which meets social and environmental requirements and ensures traceability.

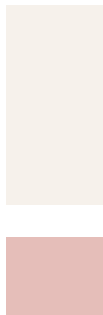
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare in hunting practices: brutality, slaughter that induces stress and/or the use of largely ineffective hunting methods (bows and crossbows), poaching, failure to respect quotas, the hunting of gestating females or young muskoxen.
- Ensure targeted monitoring of wild muskoxen population numbers, which can be greatly reduced by variations in weather conditions (droughts, etc.). Favour the monitoring provided by the CBMP Muskox Expert Network.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban Qiviut suppliers who source their fibres from undeclared hunting (poaching) or trophy hunting expeditions.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Feathers and down

Goose | Duck

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to breeder level (hatcheries and/or parent farms) with information on provenance (country and region) and species used. Ensure health and safety approval relating to feather treatment/cleaning conditions in line with European standard EN 12935.

Recommendations and roadmaps

Target 2024

Choose supply sources certified by the **Textile Exchange's reference label: the Responsible Down Standard (RDS) with Parent Farm Certified (PFC) B2B certificate.**

- The **NSF's Global Traceable Down Standard (TDS)** certification is a possible alternative.
- If current sources are not certified, define a continuous improvement plan based on the above label. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Opt for the treatment/cleaning of feathers in accordance with the Japanese standard JIS 1903 whereby products are considered hypoallergenic.

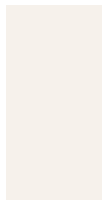
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (access to water, inappropriate holding in cages, wing clipping, live plucking, use of inappropriate antibiotics, forced moulting), slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers who force-feed, debeak and live-pluck animals (from the parent farm).

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Silk

- 2022 addition -

Short-term prerequisites

Target 2023

Continue the inventory of all parties involved across the value chain with information on the provenance (country and region) at each stage: farming of mulberry trees and silkworms, reeling and spinning, throwing, weaving, dyeing and finishing.

Recommendations and roadmaps

Target of 2025 for GOTS sources and/or reduction of the environmental impact.

Target of 2025 to 2030 for other opportunities.

Choose raw material sources (silk hanks and thrown silk) certified according to the **Global Organic Textile Standard (GOTS)**, ensuring in particular the traceability of farms and organic farming.

AND/OR aim to **reduce the environmental impact** associated with the use of water, energy and chemicals at each stage, particularly the reeling and finishing stages, in the event of a sector audited by the Hermès group. Communicate the objectives, the initiatives introduced and the results to Hermès.

Support any other opportunity for responsible purchasing:

- Regenerative agriculture process, according to the principles of the **Regenerative Organic Certification (ROC)**.
- Fair trade for farmers process, for example according to the **Fair for Life standard**.
- **Circular economy** process: upcycling fabric offcuts and use of recycled silk, according to the quality requirements set out by Hermès.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify farming and production practices with harmful effects on the environment, particularly relating to poor land, soil, water, energy or waste management.
- Monitor the resistance to climate change of the geographic areas involved in supply: water stress, rising temperatures.
- Monitor scientific studies concerning the welfare of silkworms. Favour scientifically proven practices regarding anaesthesia of the silkworms before the boiling stage.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Horn

Horn tips and hooves

Buffalo

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to breeder level (or farms that use buffalo), with information on provenance (country and region) and species used.

Recommendations and roadmaps

Target 2024

- Spread and promote the Hermès group's animal welfare policy criteria, particularly with respect to slaughter conditions and social protections that apply locally.
- Identify facilities and small local slaughterhouses that present a risk in relation to required standards, and define a continuous improvement plan based on these criteria.
- For horn processing (heating in oil/water, cutting, polishing, etc.), ensure that operators are properly protected (ventilated working areas, personal protective equipment) and that resources are used optimally, favouring recycling/reprocessing rather than elimination.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, dehorning, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that use *Bubalus arnee*, Wild Asian Buffalo, an endangered species listed in Appendix I (trade ban) of CITES (Washington Convention).
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Horsehair

Horse

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to breeder level, with information on provenance (country and region) and species used.

Recommendations and roadmaps

Target 2024

- Where possible, choose horsehair suppliers who guarantee supply directly from equine slaughterhouses in an effort to reduce intermediaries and trade networks.
- Spread and promote the Hermès group's animal welfare policy criteria, particularly with respect to slaughter conditions and social protections that apply locally.
- Identify facilities and small local slaughterhouses that present a risk in relation to required standards, and define a continuous improvement plan based on these criteria.
- For horsehair processing (cleaning, sorting, combing, dyeing), ensure compliance with European environmental and health standards, and verify the careful use (consumption, treatment before discharge) of chemical products (chlorine, disinfectant agents, etc.).

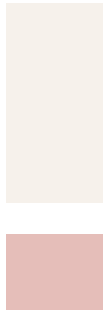
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, branding with heat or corrosion, inappropriate antibiotic treatments), slaughter that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment, insufficient isolation).
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers whose horsehair is not the by-product of a food sector.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Pearl | Mother-of-pearl



Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to pearl farms or fishing grounds, with information on provenance (country and region) and species used.

Recommendations and roadmaps

Target 2024

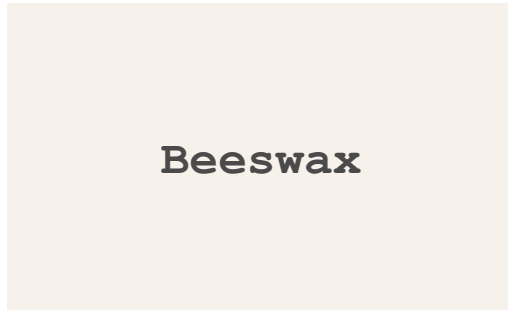
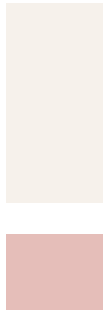
- Where possible, choose mother-of-pearl and pearl suppliers who guarantee supply directly from pearl farms or fisheries, with the aim of limiting intermediaries and trading networks.
- Choose pearl and mother-of-pearl suppliers from sectors certified by **MSC (fishing) or ASC (aquaculture)** standards, particularly in terms of social responsibility, regulatory compliance and respect for biodiversity and the environment.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify risks relating to ocean pollution for breeding sectors: poor production waste management, particularly plastic (ropes, etc.).
- Identify risks relating to biodiversity damage for fishing sectors: overfishing, illegal, undeclared or unregulated fishing, etc.
- Ensure targeted monitoring of fishing management or monitoring in the Pacific zone.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers using species of protected molluscs or shellfish listed in the appendices of CITES.



Short-term prerequisites
Target 2022

Continue the inventory of all operators, right down to hives, with information on provenance (country and region), allowing for visibility of the beekeepers involved in Hermès production.

Recommendations and roadmaps
Target 2024

⁽¹⁾ Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

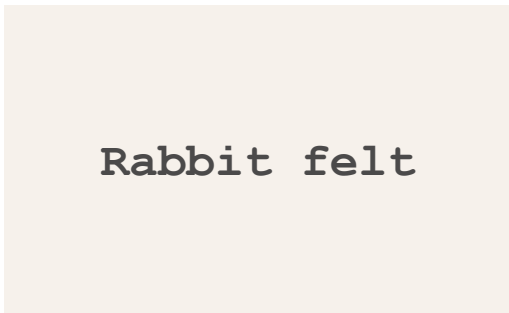
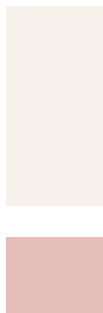
- Prioritise suppliers that produce beeswax from French hives to promote a local approach and protect both biodiversity and pollinating insects.
- Shift towards procurement through supply chains that are certified organic⁽¹⁾ (the '**Bio**' label) and guarantee environmentally friendly production.
- Promote beekeeping practices that reuse and recycle hive frames.
- Where possible, opt for beeswax harvested by solar wax melters to cut back on the energy used.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify beekeeping practices that are damaging to the environment, biodiversity and bee colonies.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that harvest honey and wax by destroying bee colonies.



Rabbit felt

Short-term prerequisites

Target 2022

Continue the inventory of all operators in the sector, right down to slaughterhouses and rabbit farms, with information on provenance (country and region) at each processing stage (breeding, slaughter, collection).
Be able to ensure mass balance traceability for farms and countries of origin.

Recommendations and roadmaps

Target 2024

⁽¹⁾ Version 2.1 01/01/2019 for breeders and 1.1 01/06/2016 for slaughterhouses. Subject to change.

- For operators involved in hair supply:
- Prioritise a short supply chain approach with **controlled and audited partners**;
 - Ensure compliance with the requirements of **Hermès' animal welfare policy**, in particular with regard to breeding conditions, and promote **alternative breeding models**, such as breeding in parks offering more space and greater respect for the animal's natural behaviour;
 - Choose sources of supply **certified** according to the standards of **Organic Agriculture** or the **Beter Leven¹ standard**;
 - **Ensure batch traceability to the farm of origin.**

Communicate any implementation difficulties to Hermès and ensure the effective distribution of requirements to breeders.

For the operators involved in felt processing and hat manufacture:
Define and manage a virtuous EHS policy, particularly for water consumption, the use of chemicals and the personal protection of operators at each stage of processing.

² 'End the Cage Age': European Parliament Resolution of 10 June 2021

Points for attention

- Ensure rabbit hair supply comes from **rabbits produced for meat or from an agri-food sector.**
- Monitor regulatory changes **aimed at banning cage farming in Europe by 2027²** and favour suppliers in countries where the legislation is already favourable (e.g. Netherlands and Belgium);
- Identify risks relating to animal welfare and practices that do not comply with the principles of good housing, good nutrition, good health and appropriate behaviour: brutality, extended transport time, poor breeding conditions (inadequate housing, castration, inappropriate antibiotic treatments), slaughter without prior stunning or that induces stress due to lack of effectiveness (prolonged wait, inadequate equipment).
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify livestock farming practices with harmful effects on the environment, particularly relating to poor land and soil management.

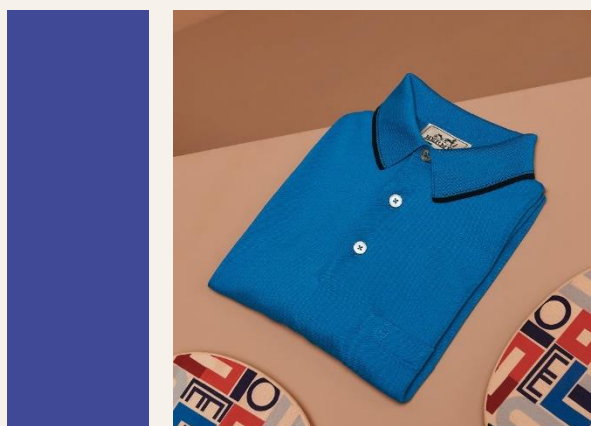
Prohibitive points

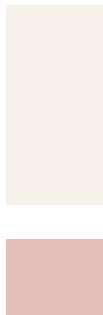
- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.
- Ban suppliers purchasing *Oryctolagus cuniculus* wild rabbits that are near-threatened in Europe according to the IUCN red list.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)

FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

PLANT SECTORS





Fibres

Cotton

Short-term prerequisites

Target 2022

Continue the inventory of all parties involved across the value chain with information on provenance (country and region) for each stage: origin of fibre, spinning, weaving, dyeing/finishing.

Countries considered a major risk*

- Ensure maximum diligence for supply (fibre and/or spinning and/or weaving) according to the criteria set out in an ad hoc list (Appendix 1).
- If the level of requirements cannot be guaranteed, propose an alternative solution for the supply in question.

Countries considered high risk*

- Ensure additional diligence for supply (fibre and/or spinning and/or weaving) according to the criteria set out in an ad hoc list (Appendix 1).

Choose suppliers of organic cotton⁽¹⁾ with **Global Organic Textile Standard (GOTS)** certification, at least for the fibre initially. This approach must be organised with Hermès to take into account:

- Quality requirements.
- Priority sourcing from countries considered a lower risk*: US, Brazil, Benin, Spain, Greece.

Implement a traceability system to be shared and updated with Hermès.

Encourage all regenerative agriculture processes according to the principles of **Regenerative Organic Certification (ROC)**.

Propose a source of recycled cotton fibre with **Global Recycled Standard (GRS)** certification in consultation with Hermès to meet quality requirements.

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify cultivation practices with harmful effects on the environment, particularly relating to poor land and soil management.

Ban suppliers:

- In the event of serious breaches of human rights and fundamental freedoms.
- Who cultivate GMO crops.
- Who use Class I (extremely or very dangerous) pesticides, such as endosulfan.

*Assessed on the basis of the social, environmental and corruption risk.

Recommendations and roadmaps

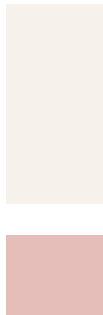
Target 2024

⁽¹⁾ Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

Other opportunities for eco-cotton supply

Points for attention

Prohibitive points



Fibres

Linen

Short-term prerequisites

Target 2022

Continue the inventory of all parties involved across the value chain, all the way down to crop fields, with information on provenance (country and region) for each stage.

Countries considered a major risk*

- Ensure maximum diligence for supply (fibre and/or spinning and/or weaving) according to the criteria set out in an ad hoc list (Appendix 1).
- If the level of requirements cannot be guaranteed, propose an alternative solution for the supply in question.

Recommendations and roadmaps

Target 2024

Countries considered high risk*

- Ensure additional diligence for supply (fibre and/or spinning and/or weaving) according to the criteria set out in an ad hoc list (Appendix 1).

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

- Encourage a short supply chain approach by sourcing linen fibres directly from European farmers/flax strippers wherever possible.
- Support procurement hubs and processing stages carried out locally in Europe, or close by, with a view to reducing the transport-related environmental impact. The **Masters of Linen** certification, which guarantees 100% European linen production (right down to the spinning stage), is recommended.
- Establish a traceability system.
- Keep abreast of relocation plans for spinning in France, with the aim of rebuilding a high-quality sector. Share any relevant long-term practical applications presented by this 100% French sector with Hermès: types of thread, fabrics, quality available, etc.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

*Assessed on the basis of the social, environmental and corruption risk.



Short-term prerequisites 2023



Materials

Wood

Recommendations and roadmaps Target 2025

¹ EUDR: European Union
Deforestation-Free
Regulation

Continue the inventory of all operators, right down to forest level, in order to obtain total visibility on provenance (Latin names, source, country and region) at each stage.

Apply a level of diligence associated with the level of risk in the identified countries of origin, sorted into three categories according to the ad hoc list available (Appendix 4):

- Prioritise sources of supply certified according to sustainable forest management standards, by favouring **FSC (Forest Stewardship Council)** certification over its alternative PEFC (Programme for the Endorsement of Forest Certification).
 - o High risk country: 100% FSC certification
 - o Moderate risk country: 100% FSC certification or mixed
 - o Low risk country: 100% FSC, mixed or PEFC certification with verification
- For high and moderate risk countries: Obtain an inventory of operators for each species right down to forest level (GPS coordinates), with information on the types of operators and provenance (countries and regions) at each processing stage, in accordance with the EUDR¹.
- Prioritise high risk, then moderate risk countries:
 - o Develop a **proactive system of complaint monitoring** specific to wood for strategic sectors
 - o Set up **due diligence** on key operators in the supply chain

Favour **local species**, which are less well known and used, and forestry methods closer to nature.

Optimise production yields and outlets for offcuts.

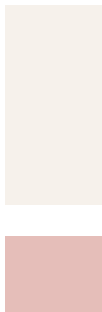
Share land offset or restoration initiatives in relation to procurement.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to poor land and soil management and deforestation.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Rule out species in CITES Appendix 1 and species at risk and beyond according to the IUCN's Red List.
- Rule out geographical areas involved in deforestation or operators exporting illegal wood.



Short-term
prerequisites
2023

Continue the **inventory of all operators**, right down to **forest level**, and obtain full visibility on the provenance of the wood used to produce panels (Latin names, source, country and region) and how it is processed.

Recommendations
and roadmaps
Target 2025

Wood supply sources: In line with the Wood sectors brief, apply a level of diligence associated with the country's level of risk, sorted into three categories according to the ad hoc list available (Appendix 4). In particular:

- o Prioritise sources of supply certified according to sustainable forest management standards, by favouring **FSC (Forest Stewardship Council)** certification over its alternative PEFC (Programme for the Endorsement of Forest Certification).
- o For high and moderate risk countries: Obtain an **inventory** of operators for each species **right down to forest level** (GPS coordinates), with information on the types of operators and provenance (countries and regions) at each processing stage, in accordance with the EUDR¹.
- o Prioritise **waste and related products** from the sawmill industry, or **recycled wood** as a raw material for panel production.
- o Prioritise local supply sources.

Use of resin (binder):

- o Ensure the panels comply with a 'low formaldehyde emission' standard: **CARB ATCM Phase II, TSCA Title VI or Class E1** (European standard NF EN 312).
- o Favour formaldehyde-free resins (synthetic or natural) or low-formaldehyde resins (e.g. phenol formaldehyde).

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work (particularly concerning exposure to wood dust and formaldehyde). Implement an action plan to remedy any potential breaches in this respect.
- Identify practices with harmful effects on the environment, particularly relating to poor land and soil management and deforestation.
- Identify regulated tree species and legislation specific to each country.

Points
for attention

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Rule out species in CITES Appendix 1 and species at risk and beyond according to the IUCN's Red List.
- Rule out geographical areas involved in deforestation or operators exporting illegal wood.

Prohibitive
points

¹ EUDR: European Union
Deforestation-Free
Regulation



Materials

Paper and Cardboard

- 2022 addition -

Short-term prerequisites

Target 2023

Continue the inventory of all parties involved across the value chain, right down to forest level, with information on provenance (country and region) for each stage.

Comply with the environmental display regulations in effect - e.g. the 'Triman' logo regarding the AGECL law in France - that promote the sorting of packaging for recycling.

Regarding the raw material - paper pulp and paper

Prioritise recycled **paper and cardboard** with the **FSC Recycled** or **Blue Angel** labels.

For virgin sources, buy from suppliers with sustainably managed forests, certified by the **FSC (Forest Stewardship Council)**, or its alternative, **PEFC (Programme for the Endorsement of Forest Certification)**. Where possible, choose suppliers offering fully **FSC- or PEFC-certified** sources, with 100% of their forests certified.

Regarding secondary packaging - boxes, bags, envelopes, etc.

Apply **eco-design** practices, minimising the impact on natural resources and favouring recyclability. Take inspiration from the **CEREC¹ recyclability matrix** and/or use lifecycle analyses shared with Hermès.

- Materials: minimise the use of materials, prioritise single-material solutions, avoid PVC lamination and non-pulpable elements (UV varnish, blisters, plastics).
- Inks: prioritise inks containing no mineral oils and favour water-based or acrylic inks. Ensure the inking process is environmentally friendly, taking inspiration from the CITEO² guide.
- Adhesives and glues: prioritise classifiable and non-fragmentable or water-soluble adhesives that do not contain mineral oils. Prefer the use of natural glues.

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to poor land and soil management, including deforestation, and the chemicals used during the production process. Follow the Best Available Techniques (BAT) defined by the EU³ for the manufacturing process and in particular ensure a bleaching process **without elemental or gaseous chlorine** that is 100% compliant with the **REACH standard**.

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban supplies from geographic areas that are involved in the deforestation of old-growth forests.

Recommendations and roadmaps

Target 2025

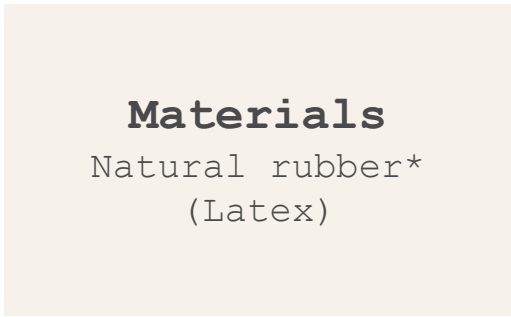
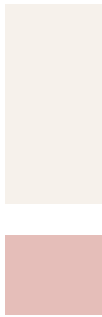
¹ Committee for Assessing the Recyclability of Paper and Cardboard Packaging

² Eco-inking guide, CITEO

Points for attention

³ BAT Reference Document for the Production of Pulp, Paper and Board', European Commission

Prohibitive points



Materials

Natural rubber*
(Latex)

Short-term prerequisites
Target 2022

Continue the inventory of all operators, including rubber plantation farmers, and obtain full visibility on provenance (country and region) at each stage, including latex processing.

Recommendations and roadmaps
Target 2024

Choose responsible supply sources that ensure compliance with workers' rights and forest protection:

- **FSC (Forest Stewardship Council)** certification for rubber plantations, with the meticulous control of certificates and traceability, is a minimum requirement to be met initially.
- Supply of natural rubber with **GOLS (Global Organic Latex Standard)** certification. This standard also guarantees the sustainable operation of rubber plantations.
- The use of Yulex, an FSC-certified rubber solution, processed using a more sustainable and innovative purification process.
- If current sources are not already certified, define a continuous improvement plan based on the above standards. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

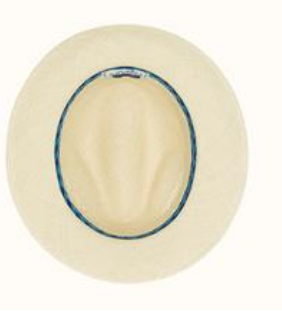
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to poor land and soil management and deforestation.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban the following geographical areas: sources of exploitation involved in deforestation.

*according to the ISO 1629 classification of elastomers:

- **General Purpose Rubber:** Natural Rubber (NR)



Materials

Straw

Short-term prerequisites
Target 2022

Continue the inventory of all operators, right down to growing areas, and achieve total visibility in terms of provenance (species, source, country and region) and processing intermediaries.

Recommendations and roadmaps
Target 2024

⁽¹⁾ Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

Together with Hermès, develop a roadmap towards responsible procurement in line with the following principles:

- Monitor pay conditions for artisan-weavers on an annual basis. Where necessary, work with Hermès to assess action points to be triggered to resolve any discrepancies.
- Shift towards procurement through supply chains that are certified organic⁽¹⁾ (the '**Bio**' label) and guarantee environmentally friendly production.
- Promote and spread the idea of securing upstream certification for materials in line with the **Naturland standard**, thereby ensuring organic production and compliance with a range of different social criteria.
- Prioritise local initiatives in favour of protecting biodiversity and/or promoting fair trade (e.g. Wildlife Friendly certification in Madagascar).
- If current sources are not certified, define a continuous improvement plan based on the above label. Communicate with Hermès in the event of difficulties in obtaining certification and transmit the implementation schedule.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to poor land and soil management and deforestation.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban species prohibited by CITES and consult customs authorities prior to any use of a classified species.
- Ban the use of imminently endangered species according to the IUCN's Red List.
- Ban the following geographical areas: sources of exploitation involved in deforestation.



Materials

Wicker

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to growing areas, with visibility of the basket-makers and wicker growers involved in supplying Hermès, plantation locations (region) and the type of wicker used.

Recommendations and roadmaps

Target 2024

⁽¹⁾ Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

Choose supply sources that ensure fair pay for the people involved in upstream processes and the safeguarding of know-how:

- Work with partners to ensure fair pay for basket-makers and wicker growers.
- Continue to offer support through high-volume orders and Hermès artisanal training routes where appropriate.

Engage the upstream sectors in a programme to improve agricultural practices, using the following levers:

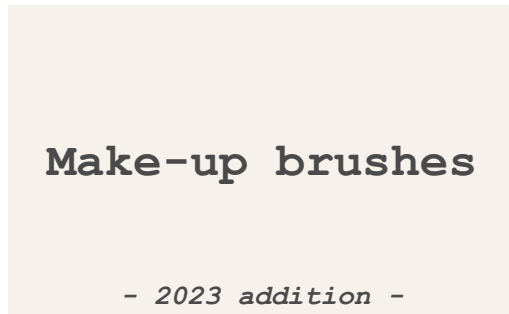
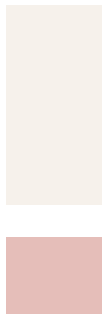
- Shift towards procurement through supply chains that are certified organic⁽¹⁾ (the 'Bio' label) and guarantee environmentally friendly production.
- Promote mechanical (rather than chemical) methods to combat weeds and insects: weeding by hoe or tiller, picking off insects by hand, setting up plant corridors, etc.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices that are harmful to the environment, particularly those pertaining to poor land and soil management through the use and poor targeting of herbicides and insecticides.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Short-term prerequisites
Target 2023

Materials used to produce make-up brushes: wood, brass, goat hair or other animal hair, or synthetic bristles. Continue the inventory of all operators, right down to forest, mine or farm level, to obtain visibility on provenance (source, country and region) at each processing stage.

Recommendations and roadmaps
Target 2025

Ensure requirements are met relating to the existing briefs on Wood, Brass and Synthetic fibres.

The **main recommendations** are as follows for the various different materials used:

- Wood (handle):
 - o Prioritise sources of supply that are **certified according to sustainable forest management standards: 100% FSC, FSC Mix or PEFC** certification depending on the country's level of risk.
 - o For high and moderate risk countries, ensure traceability right down to forest level (GPS coordinates). *The list of countries and their risk levels are available in Appendix 4.*
- Brass (ferrule):
 - o Prioritise sources incorporating a **high percentage of recycled brass, or containing recycled copper or zinc, while respecting the quality standards and grades required by Hermès.**
 - o For brass sourced from primary mining, encourage the use of **best practice guidelines** (e.g. International Council for Mining & Metals) or **certification plans** (e.g. Initiative for Responsible Mining Assurance).
- Animal hair:
 - o **Ensure compliance with Hermès' animal welfare policy, in particular the best practices** (good housing, good nutrition, good health and appropriate animal behaviour). Communicate with Hermès in the event of any implementation difficulties in the countries concerned.
- Synthetic bristles: Prioritise sources incorporating **recycled fibres.**

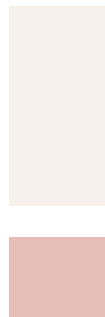
Points for attention

Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.
- Ban suppliers that do not comply with OIE^[1] animal welfare principles and Hermès' animal welfare policy.

^[1] Article 7.1.5. of the Terrestrial Animal Health Code (2022)



Scope: All the usable parts of the plant (roots, bark, wood, leaves, flowers, seeds, fruits, resins or gums, etc.) whose odorous, active or functional molecules are extracted for perfumery and/or cosmetic applications.

Short-term prerequisites

Target 2022

Continue the inventory of all parties involved across the value chain, all the way down to sourcing communities, with information on provenance (country and region) for each stage.

For tier 1 suppliers and potential initial processors, ensure that working conditions comply with Hermès' requirements.

Choose supply sources that guarantee the fair remuneration of upstream producers:

- Promote fair pricing and long-term contracts through **fair certification (For Life, Fair For Life certifications)**.
- Ensure the application of a minimum income, combined with a long-term contract or diversification activities.

Engage the upstream sectors in a programme to improve agricultural practices, using the following levers:

- Choose certified sources that, depending on the material, guarantee organic production⁽¹⁾ (the 'Bio' label), sustainable forest management (**FSC - Forest Stewardship Council**) or sources that respect biodiversity (**UEBT/Union for Ethical BioTrade** certification).
- Promote all regenerative agricultural processes according to the principles of **Regenerative Organic Certification**.
- For supplies resulting from wild harvesting, support the deployment of appropriate certification or an action plan in favour of protection and regeneration.

For supplies that use water or plastics, or generate CO2 emissions, promote best practices through dedicated projects.

Recommendations and roadmaps

Target 2025

⁽¹⁾ Organic farming according to the specifications of IFOAM (International Federation of Organic Agriculture Movements)

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Materials

Palm Oil and Palm Derivatives

- 2022 addition -

Short-term prerequisites

Target 2023

- Communicate the objective of **RSPO (Roundtable on Sustainable Palm Oil) certification, at least regarding MB (mass balance)**, to all suppliers across the value chain. For pre-existing materials and formulas, transmit the necessary prerequisites and schedule for obtaining at least RSPO MB certification to Hermès.
- Continue the inventory of parties involved across the value chain, all the way down to palm-tree fields, with information on provenance (country and region) for each stage.

Recommendations and roadmaps

Target 2025 to 2030, depending on the availability and quality of palm oil derivatives certified at the desired grade

- Identify and select responsible supply sources, ensuring the traceability of the value chain, protection of the environment and biodiversity, and workers' rights.
- Prioritise **RSPO 'segregated' sources**, followed by **'identity preserved' sources**. This objective is to be taken into account as of now for all new materials/formulas, and gradually for existing formulas. The CNP formulation charter (Hermès Parfum Beauté) will supplement the detailed specifications of this orientation in 2023.
- Broaden the chart of people involved in upstream processes (producers, processors and traders), particularly their scoring via the **WWF Palm Oil Buyers Scorecard** tool.
- Prioritise the shortest supply chains, from the palm-tree field to the finished product.

Steer R&D towards the use of alternatives to palm oil derivatives.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to deforestation and the destruction of biodiversity.
- Anticipate the impact, in terms of diligence and reporting, of developments to French and European regulations intended to combat deforestation; the European Union regulation on 'deforestation-free' supply chains in particular anticipates the collection of precise geographic information regarding the agricultural land involved in supply chains for products containing palm oil.

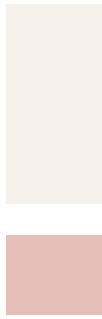
Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

ARTIFICIAL &
SYNTHETIC SECTORS





Short-term prerequisites
Target 2022

Continue the inventory of all parties involved across the value chain, all the way down to crop fields, with information on provenance (country and region) for each stage.

Recommendations and roadmaps
Target 2024

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

- For the supply of wood cellulose fibres, prioritise suppliers whose sources are entirely certified by the **FSC (Forest Stewardship Council)** or the **PEFC (Programme for the Endorsement of Forest Certification)**, with 100% of their forests certified.
- For the pulping, spinning and dyeing stages, use suppliers that have been audited according to the **Canopy Style** standard and which have **EU Label** certification. The aim of these certifications is notably to promote the use of closed-loop processes that minimise waste and allow the recycling of solvents.

In consultation with Hermès, and when relevant, move towards a virtuous model for alternative viscose:

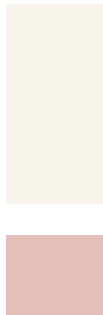
- Manufacture of cellulose fibres from recovered cotton fibres (based on internal offcuts or identified and controlled external sources).
- The use of Lyocell fibres based on a virtuous closed-loop process, and the use of organic solvents.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, notably the use of toxic chemicals to process viscose (particularly carbon disulfide and hydrogen sulfide), as well as poor water, energy and waste management.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Synthetic fibres

Polyester | Polyamide-
Nylon | Elastane

- 2022 update -

Short-term prerequisites

Target 2022

Continue the inventory of all parties involved, all the way down to fibre production plants, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

Together with Hermès, build a roadmap towards responsible procurement, according to the following principles:

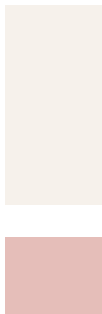
- Ensure visibility beyond declared origin over all spinning stages in order to limit environmental and social risks.
- Support fibre production hubs and processing stages carried out locally in Europe, or close by, with a view to reducing the transport-related environmental impact.
- Promote and implement the re-use of production offcuts, internally for the operators concerned, and externally towards recycling and regeneration circuits for synthetic materials in other cases.
- In consultation with Hermès, and when relevant, substitute the supply of fibres in virgin resins by recycled alternatives. Certification by the **Textile Exchange's 'Global Recycled Standard' (GRS)** will notably ensure the most efficient traceability of raw materials derived from recycling, and their rate of incorporation into supplies. In addition, the substitution of virgin fibres in fibres derived from recycling according to the **Cradle to Cradle** certification should also be supported. *N.B. this objective of the Cradle to Cradle certification could extend to other fibre origins - wool, silk, cotton, etc. - in accordance with the scope of the standard.*

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, notably the use of toxic chemicals to produce fibres, as well as poor water, energy and waste management.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Short-term prerequisites
Target 2024

Continue the inventory of parties involved at least up to shaping stage of the materials, ideally resin or polymer suppliers, with information on origin (country, region).

Implement systematic monitoring of the incorporation of plastics into products and/or components for Hermès.

IMPLEMENTING ECO-DESIGN PRACTICES:

RAW MATERIALS - Examine the possibility of replacing plastic materials with more sustainable alternatives by using the following levers and relying on scientific data/life cycle analyses:

- If possible and appropriate, **reduce** the use of synthetic materials in favour of materials of renewable origin.
- As a priority, replace plastics containing substances (monomers or additives) **presenting a proven risk** to human health or the environment, such as fluorinated, chlorinated (PVC, PVDC) or styrenic (PS, ABS, SAN) polymers.
- Incorporate **recycled materials**, favouring post-consumption materials. Mobilise **certifications** guaranteeing the % of recycled material and/or traceability and the best practices of operators in the recycling chain. Prioritise certifications recognised by PolyCert Europe.
- If no recycled alternative available and excluding packaging: Incorporate **biosourced resins**, paying attention to **the origin and production conditions of the biomass** and favouring second or third generation products (or later)⁽²⁾. Mobilise the 'OK Biobased' certification of TÜV Austria.

PROCESS - **Optimise the use of materials** at each stage of processing, promote closed-loop circuits (reuse of production waste) and routing to collectors for recycling.

END OF LIFE - Promote the **recyclability** of products: favour resins with the most mature recycling channels (PET, PP, PE) and limit recycling disruptors (multi-material assemblies, elements that are hard to disassemble, dyes & pigments).

- Identify breaches of human rights and health and safety conditions at work.
- Identify practices with harmful effects on the environment: waste, energy, water management, change in land use, deforestation.
- Ensure the elimination of chemical substances presenting a proven risk to the environment or human health - CMR (carcinogens, mutagens and reprotoxic) substances or possible endocrine disruptors, classified as extremely concerning or concerning (SVHC, SHC) according to the REACH regulation. Ensure compliance with regulations and monitor regulatory developments.

Ban suppliers in the event of serious breaches of human rights, fundamental freedoms and environmental protections.

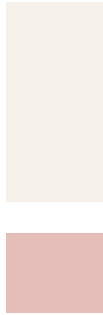
Recommendations and roadmaps
Target 2026-30 depending on availability of alternatives on the market

⁽¹⁾<https://www.policerteurope.eu/certification-schemes>

⁽²⁾ Non-food origin of biomass, which may be derived from agricultural co-products, above-ground crops (algae, bacteria, etc.) or technologies developing CO2 capture.

Points for attention

Prohibitive points



Materials

Synthetic rubber*

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to the primary synthetic rubber production plant, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

¹ REACH regulation: 'substances of very high concern'. Work on elimination (2019 Stockholm Convention).

Work with Hermès to develop a roadmap for a virtuous model for synthetic rubber, according to the following principles:

- Applying a manufacturing process that is free of PFOA (perfluorooctanoic acid) and its by-products, or which limits its use as per REACH⁽¹⁾ regulations, as a persistent organic pollutant with harmful effects on the environment and human health.
- Manufacturing that uses biosourced ethanol, such as isoprene and butadiene from biomass.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices that are harmful to the environment. In particular for chemicals used (resins, hardeners, solvents, etc.), monitor regulatory aspects to ensure that substances classified as carcinogenic, mutagenic or reprotoxic (CMR) as well as substances of high or very high concern (SHC or SHVC) as defined by REACH regulations are eliminated. Ensure conscientious and responsible water, energy and waste management practices.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

*according to the ISO 1629 classification of elastomers:

- **General Purpose Rubber:** synthetic polyisoprene (RI), styrene butadiene copolymers (SBR), polybutadiene (BR).
- **Special Purpose Rubber:** ethylene propylene and ethylene propylene diene terpolymers or copolymers (EPM and EPDM), isobutylene isoprene, chlorobutyl and bromobutyl copolymers (IIR, CIIR, BIIR), acrylonitrile butadiene rubber (NBR) and polychloroprene (CR) or 'Neoprene'.
- **Very Special Purpose Rubber:** silicone rubber (VMQ, FVMQ), fluoroelastomers (FKM), chloropolyethylene elastomers and chlorosulfonated polyethylene (CM, CSM), acrylate polymers (ACM), ethylene-vinyl acetate copolymers (EVM) and ethylene methyl acrylate (AEM), hydrogenated nitrile rubber (HNBR) and epichlorohydrin rubber (CO, ECO, GECO), millable polyurethanes (AU, EU).



Materials

Lacquers

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to resin, hardener and pigment source manufacturing plants, with information on provenance (country and region).

Recommendations and roadmaps

Target 2024

¹ REACH regulation: 'substances of very high concern'. Work on elimination (2019 Stockholm Convention).

Work with Hermès to develop a roadmap towards a virtuous model of synthetic lacquer, according to the following principles:

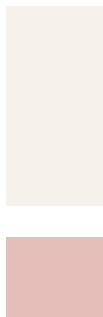
- For epoxy lacquer: manufactured from bisphenol-free resins that do not use bisphenol-A (BPA) and its by-products or which limit its use in accordance with REACH⁽¹⁾ regulations, as a substance identified as a potential endocrine disruptor.
- For polyurethane (PU) lacquer: manufactured from biosourced monomers (polyols), produced using biomass on an industrial scale.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices that are harmful to the environment. In particular for chemicals used (resins, hardeners, solvents, etc.), monitor regulatory aspects to ensure that substances classified as carcinogenic, mutagenic or reprotoxic (CMR) as well as substances of high or very high concern (SHC or SHVC) as defined by REACH regulations are eliminated. Ensure conscientious and responsible water, energy and waste management practices.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Raw materials for perfumery and cosmetics

Synthetic materials

- 2022 addition -



Scope: Predominantly synthetic molecules and mixtures with functional characteristics used in perfumery and/or cosmetics.

Short-term prerequisites

Target 2023

Ensure the regulatory compliance (REACH - ECHA registration) required for referencing by Hermès, which guarantees the safety of materials and bans prohibited substances (heavy metals, catalysts, etc.).

For distributors: Continue the inventory and provide Hermès with a list of tier 1 manufacturers, detailing the materials/sub-materials purchased and the country in which they were processed.

For manufacturers: Continue the inventory and provide Hermès with a list of tier 2 suppliers, detailing the basic materials and molecules purchased and the country in which they were processed.

Recommendations and roadmaps

Target 2025

Seek to reduce our environmental impact by following the 12 Principles of Green Chemistry set out by the IUPAC¹, notably in relation to the criteria listed below.

Processing methods: Save water and energy through re-use circuits, limit wastewater and implement systems with low CO2 emissions. In particular, draw on the best techniques available for fine chemicals listed by the European Integrated Pollution Prevention and Control Bureau².

Biodegradability: Choose materials with the best biodegradability data (OECD TG 301-310 and 302 standards).

Renewable sources: Choose synthetic materials whose original components are biosourced and have a low carbon footprint. Going further, ensure knowledge of the Life-Cycle Analyses and their improvements.

Traceability: Identify and communicate short supply chains for basic materials and molecules.

Chemical waste management: Ensure that chemical waste (particularly waste classified as 'Hazardous' by the ADEME in France) is well managed, along with the treatment of emissions and wastewater prior to discharge.

Health and safety: Implement the strictest pollution and accident prevention measures.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

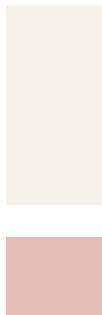
¹ International Union of Pure and Applied Chemistry

² [Best Available Techniques for the Manufacture of Organic Fine Chemicals](#)

FUNDAMENTAL ROADMAPS AND ORIENTATIONS
FOR HERMÈS SUPPLY CHAINS

METAL SECTORS





Gold

- 2022 update -

Short-term prerequisites

Target 2022

Buy exclusively from operators certified or in the process of being certified in accordance with the **Responsible Jewellery Council's Code of Practices standard (RJC COP 2019)**, which is recognised by Hermès and meets its requirements relating to the sourcing of precious metals.

Determine the share of recycled gold in Hermès' supplies.

With respect to mined gold, continue the inventory of all parties involved, from refiners to mines, and specify provenance (country of origin and region of extraction).

Recommendations and roadmaps

Target 2024

As a priority, source gold certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC 2017 V2)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

Gold-producing countries are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the most high-risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The refining site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

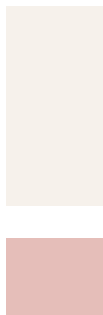
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Silver

- 2022 update -

Short-term prerequisites

Target 2022

Buy exclusively from operators certified or in the process of being certified in accordance with the **Responsible Jewellery Council's Code of Practices standard (RJC COP 2019)**, which is recognised by Hermès and meets its requirements relating to the sourcing of precious metals.

Determine the share of recycled silver in Hermès' supplies.

With respect to mined silver, continue the inventory of all parties involved, from refiners to mines, and specify provenance (country of origin and region of extraction)

Recommendations and roadmaps

Target 2024

As a priority, source silver certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC 2017 V2)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

Silver-producing countries are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The refining site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

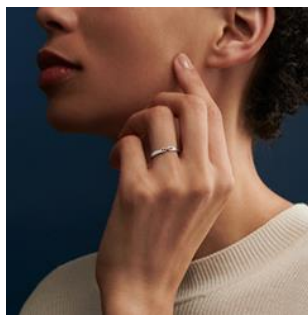
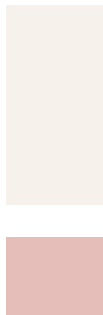
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Platinum

- 2022 update -

Short-term prerequisites

Target 2022

Buy exclusively from operators certified or in the process of being certified in accordance with the **Responsible Jewellery Council's Code of Practices standard (RJC COP 2019)**, which is recognised by Hermès and meets its requirements relating to the sourcing of precious metals.

Determine the share of recycled platinum in Hermès' supplies.

With respect to mined platinum, continue the inventory of all parties involved (extraction mine, site(s) where the metal is refined and processed) and specify provenance (country of origin and region of extraction).

Recommendations and roadmaps

Target 2024

As a priority, source platinum certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC 2017 V2)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

The countries of origin of platinum are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The refining site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

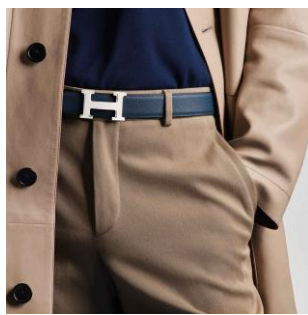
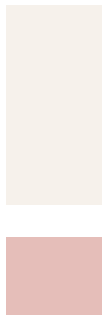
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Short-term prerequisites

Target 2022

Buy exclusively from operators certified or in the process of being certified in accordance with the **Responsible Jewellery Council's Code of Practices** standard (**RJC COP 2019**), which is recognised by Hermès and meets its requirements relating to the sourcing of precious metals.

Determine the share of recycled palladium in Hermès' supplies.

With respect to mined palladium, continue the inventory of all parties involved (extraction mine, site(s) where the metal is refined and processed) and specify provenance (country of origin and region of extraction).

Recommendations and roadmaps

Target 2024

As a priority, source palladium certified according to the **Responsible Jewellery Council's Chain-of-Custody (RJC COC 2017 V2)** standard while keeping alternative supply chains with a strong social and/or environmental impact as potential possibilities. These may be:

- innovative recycling schemes,
- transparent mining channels that are certified or pending certification by independent third parties.

The countries of origin of palladium are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines^[1]. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The refining site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine or the recycler to the manufacture of the finished product, must be preferred.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

^[1] OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Anodised aluminium

Short-term prerequisites Target 2022

Continue the inventory of all operators, right down to bauxite mines, with information on provenance (country and region) at each processing stage.

Choose sustainable sources of supply that limit social and environmental risks:

For extraction, primary processing and semi-finished aluminium (smelters, extruders, laminators, etc.)

- Encourage use of the **ICMM's (International Council for Mining & Metals)** or the **Alliance for Responsible Mining's** best practices guidelines for bauxite mining.
- Where possible, choose aluminium suppliers that are certified by the **Aluminium Stewardship Initiative (ASI)**, which aims to reduce energy consumption and carbon footprints.
- Favour sources (smelters, refiners) incorporating a high percentage of recycled aluminium, while respecting the quality standards and grades required by Hermès.
- For countries identified as bauxite suppliers in Category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.

For shaping and surface anodising

- Use suppliers that are equipped with a system for virtuous environmental management: re-using production waste and/or routing to recycling, recovering cutting oils, a closed-loop filtration process, etc.
- Prioritise anodising that draws on fewer resources in line with standard NF EN ISO 7599, all while meticulously complying with Hermès' own quality standards.

Recommendations and roadmaps Target 2024

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful impacts on the environment, particularly in relation to the discharge of untreated waste during primary aluminium refining, as well as to uncontrolled greenhouse gas emissions during aluminium production.
- In the event of bauxite sourced from a high/very high risk country as listed in Appendix 2 (available as and when needed), tighten up diligence with respect to working, social and environmental conditions.

Points for attention

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Stainless steel Grades 300

Short-term prerequisites

Target 2022

Continue the inventory of all operators, right down to the iron, chrome and nickel mines, with information on provenance (country and region) at each processing stage (forming, finishing, surface treatment).
Identify the average use rates of recycled stainless steel provided by the various suppliers, for grades compatible with Hermès.

Recommendations and roadmaps

Target 2024

Choose sustainable sources of supply that limit social and environmental risks:

For extraction, primary processing and semi-finished steel (smelters, extruders, laminators, etc.)

- Encourage use of the **ICMM's (International Council for Mining & Metals)** or the **Alliance for Responsible Mining's** best practices guidelines for mining.
- Where possible, choose iron, nickel and chrome suppliers with **IRMA (Initiative for Responsible Mining Assurance)** certification, which aims to promote responsible mining practices.
- For countries identified as iron, chrome and nickel suppliers in Category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.
- Favour sources (smelters, laminators) incorporating a high percentage of recycled stainless steel, while respecting the quality standards and grades required by Hermès.

For forming (machining, bar turning, metal injection, etc.) and finishing (polishing, etc.)

- Use suppliers that are equipped with a system for virtuous environmental management: re-using production waste and/or routing to recycling, recovering cutting oils, etc.

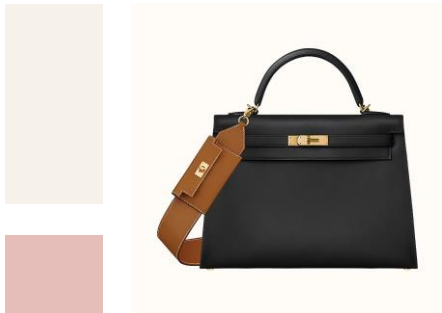
Monitor metal traceability projects (**Tracemet**), or **Responsible Steel Standards**, and integrate best practices into supply chain management.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular with uncontrolled greenhouse gas emissions during stainless steel manufacturing.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Short-term prerequisites

Target 2023

Continue the inventory of all operators, right down to the copper and zinc mines (primary supply chains) and collectors, blasters and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Identify the rate of use of recycled brass, or of the recycled copper and zinc comprising the brass supplied by the various different suppliers.

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and semi-finished brass (smelters, extruders, rollers, etc.)

- **Favour sources incorporating a high percentage of recycled brass, copper or zinc**, while respecting the quality standards and grades required by Hermès.
- Encourage use of the **ICMM's (International Council for Mining & Metals)** or the **Alliance for Responsible Mining's** best practices guidelines for mining.
- Prioritise copper and zinc suppliers certified by **IRMA (Initiative for Responsible Mining Assurance)**, which aims to promote responsible mining practices.
- For countries identified as copper and zinc suppliers in Category 4 (list in Appendix 2, available as and when needed), which are considered to be the highest risk countries, propose alternative source countries.

For forming (machining, die-forging, etc.) and finishing (polishing, electroplating, etc.)

- Use suppliers that are equipped with a system for virtuous environmental management: re-using production waste and/or routing to recycling, recovering cutting oils, treatment of cleaning and galvanising baths, etc.

Monitor metal traceability projects (**Tracemet**) and integrate best practices into supply chain management.

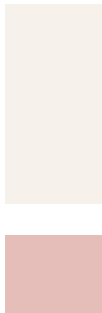
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular with uncontrolled greenhouse gas emissions during brass manufacturing.
- Ensure compliance **with the regulatory requirements for lead content set out by the REACH standard (<0.05%)* and plan for a roadmap towards lead-free brass (<0.01%).**

Points for attention

* This REACH standard applies to jewellery items and metal accessories

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Zamak

(~ 95% zinc, 4% aluminium,
1% copper)

- 2023 addition -

Short-term prerequisites
Target 2023

Continue the inventory of all operators, from refiners right down to the zinc, bauxite and copper mines (primary supply chains) and collectors, traders and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Identify the rate of use of recycled zamak, or of the recycled metals (zinc, aluminium, copper) used in the zamak alloys supplied to Hermès, and report these results.

Recommendations and roadmaps
Target 2025

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and suppliers of semi-finished zamak (refiners):

- **Favour sources incorporating a high percentage of recycled zamak or its constituent elements (zinc first and foremost, followed by copper and aluminium),** while respecting Hermès' quality standards and specifications. Inform Hermès of any difficulties in activating recycled sources, as well as any related action plans.
- For countries identified as zinc, aluminium and copper suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered the highest risk, propose alternative source countries.
- Promote responsible mining practices, by encouraging the use of **IRMA (Initiative for Responsible Mining Assurance)** certification and/or best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining**.

For manufacturers of parts and components:

- Implement a virtuous environmental management system: energy efficiency (heat and energy recovery loops, retrofitting of gas/electricity conversion processes), reusing production waste and/or routing to recycling.

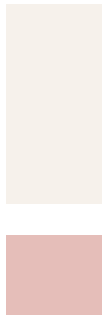
Monitor metal traceability projects (**Tracemet**) and integrate best practices into supply chain management.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly those involving uncontrolled greenhouse gas emissions during zamak production.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Short-term prerequisites

Target 2023

Continue the inventory of all operators, from refiners right down to the copper and tin mines (primary supply chains) and collectors, traders and refiners (recycling supply chains), with information on provenance (country and region) at each processing stage.

Identify the average rate of use of recycled bronze or of the recycled copper or tin contained in the bronze supplied to Hermès, and report these results.

Choose sustainable sources of supply that limit social and environmental risks:

For primary processing and suppliers of semi-finished bronze (refiners):

- **Favour sources incorporating a high percentage of recycled bronze, copper or tin**, while respecting Hermès' quality standards and specifications. Inform Hermès of any difficulties in activating recycled sources, as well as any related action plans.
- For countries identified as copper and tin suppliers in category 4 (list in Appendix 2, available as and when needed), which are considered the highest risk, propose alternative source countries.
- Promote responsible mining practices, by encouraging the use of **IRMA (Initiative for Responsible Mining Assurance)** certification and/or best practice guidelines published by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining**.

For manufacturers of parts and objets d'art:

- Implement a virtuous environmental management system: energy efficiency (heat and energy recovery loops, retrofitting of gas/electricity conversion processes), reusing production waste and/or routing to recycling.
- Limit physically arduous tasks and reduce accident incidence related to the production of larger parts by introducing suitable prevention systems.

Monitor metal traceability projects (**Tracemet**) and integrate best practices into supply chain management.

Points for attention

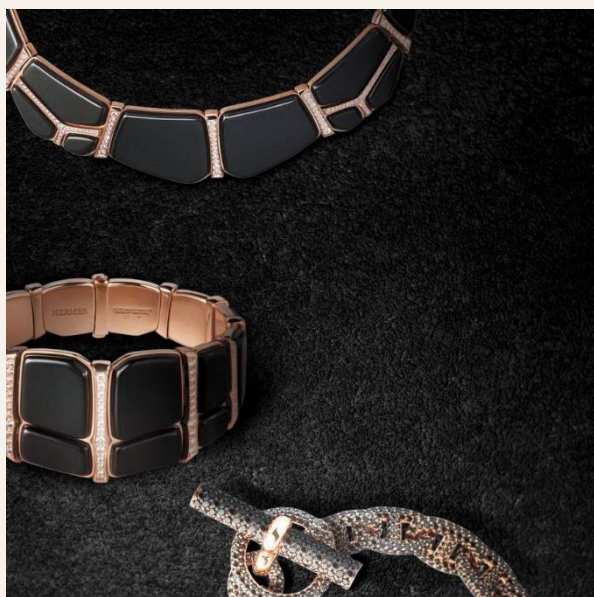
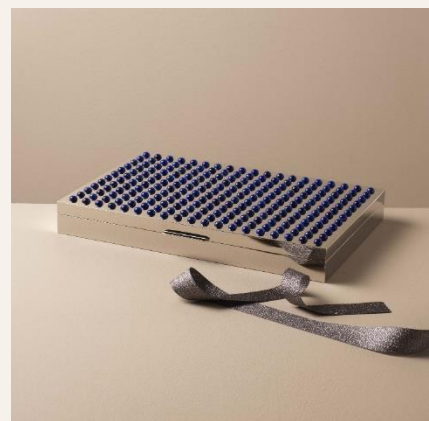
- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly those involving uncontrolled greenhouse gas emissions during bronze production.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

FUNDAMENTAL ROADMAPS AND ORIENTATIONS FOR HERMÈS SUPPLY CHAINS

MINERAL SECTORS





Ceramic

Short-term prerequisites

Target 2022

Continue the inventory of all operators for each ceramics component, including the different mineral quarries (feldspar, kaolinite, quartz) with information on provenance (country and region) at each processing stage.

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The processing site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Support supplier development by communicating provisional volumes for the Hermès group, its needs and its ambition for responsible sourcing.

Choose sustainable sources of supply that limit social and environmental risks:

- Strengthen eco-design practices by working alongside suppliers to minimise and recycle manufacturing waste, or even establish circular practices.
- Work with suppliers to reduce the scrap rate.
- Use suppliers that are equipped with a system for virtuous environmental management: responsible energy use, recycling of industrial waste, etc.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular regarding the discharge of untreated waste when processing feldspar, kaolinite and quartz.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Crystal

Short-term prerequisites

Target 2022

Continue the inventory of all operators for each component of crystal, right down to the mines for the different minerals, with information on provenance (country and region) at each processing stage.

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. Namely:
 - o A precise description of the rough mineral supply chain.
 - o The processing site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Choose sustainable sources of supply that limit social and environmental risks:

- Encourage the use of the best practice guidelines by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining** for silica (sand), lead, potassium and sodium chloride and metal oxide mining.
- Where possible, use sources that incorporate a high percentage of recycled lead, while complying with Hermès' quality requirements.

Other opportunities for responsible crystal sourcing

Pursue investments:

- In R&D for unleaded crystal.
- In the continuous improvement of manufacturing processes: energy recovery, improving furnace thermal efficiency, closed-loop water retreating, etc.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during sand processing, lead ore refining and the processing of potassium chloride, sodium chloride and metal oxides.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Enamel

Vitrifiable enamel

Short-term prerequisites

Target 2022

Continue the inventory of all operators for each enamel component, including the different mineral and oxide mines, with information on provenance (country and region) at each processing stage.

Regarding the supply chains:

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The processing site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Choose sustainable supply sources which limit social and environmental risks, by encouraging the use of the best practice guidelines by the **ICMM (International Council for Mining & Metals)** or the **Alliance for Responsible Mining** for the mining of various oxides.

Regarding the use of regulated substances:

- Ensure lead-free enamel manufacturing for tableware and fashion jewellery, according to the applicable rules for salting-out and composition.
- Promote R&D for alternative cadmium-free and cobalt-free processes, compatible with the quality requirements and colour shades required by Hermès.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during sand processing and the processing of various oxides.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Glass

Hollow glassware, flat glassware, table glassware

Short-term prerequisites

Target 2022

Continue the inventory of all operators for each glass component (silica, sodium chloride, limestone, oxides, borax), including the various mineral mines, with information on provenance (country and region) for each processing stage. Identify the average use rate for recycled glass (cullet) provided by the various suppliers.

Recommendations and roadmaps

Target 2024

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The processing site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Choose sustainable sources of supply that limit social and environmental risks:

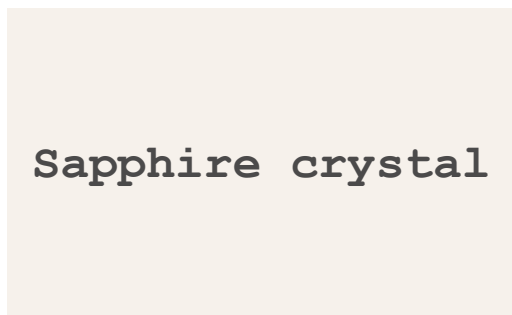
- Where possible, choose sources (glass-makers, glass bottle manufacturers) that incorporate a high percentage of cullet, while complying with Hermès' quality requirements.
- Use suppliers that are equipped with a system for virtuous environmental management: use of cleaner glass melting technologies (oxycombustion, majority renewable energy mix), recycling of industrial waste, closed-loop water re-use, etc.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during sand processing, sodium chloride and limestone processing.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.



Short-term prerequisites

Target 2022

Continue the inventory of all operators, from sapphire crystal producers to the bauxite mine, and specify the provenance (country of origin and region of extraction).

Recommendations and roadmaps

Target 2024

Choose sustainable sources of supply that limit social and environmental risks:

- Where possible, choose suppliers that have integrated the know-how and manufacturing of synthetic crystals (corundum), or which, at the very least, have comprehensive traceability for supply.
- Use suppliers that are equipped with a system for virtuous environmental management: responsible energy management, recycling of industrial waste, etc.

Apply diligence associated with the risk level of each country of origin identified for bauxite. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o The precise description of the bauxite supply chain.
 - o The refining site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, in particular relating to the discharge of untreated waste during alumina refining.
- In the event of bauxite sourced from a high/very high risk country as listed in Appendix 2 (available as and when needed), tighten up diligence with respect to working, social and environmental conditions.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Diamonds

- 2022 update -

Short-term prerequisites

Target 2022

Continue the inventory of all operators, from the manufacturer to the mine.

Buy exclusively from operators certified in accordance with the **Responsible Jewellery Council's Code of Practices standard (RJC COP 2019)**.

Identify the mine of origin and where the diamonds are cut, and guarantee that the entire supply chain complies with the Kimberley Process Certification Scheme and the World Diamond Council System of Warranties.

Recommendations and roadmaps

Target 2024

The countries of origin of diamonds are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o Where the stones are cut and the company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine to the manufacture of the finished product, must be preferred.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)

Sapphires

- 2022 addition -



Short-term prerequisites

Target 2022

Continue the inventory of all operators, from the manufacturer to the mine, and specify where the stones are cut and their provenance (country of origin and region of extraction).

Buy exclusively from suppliers certified or in the process of being certified in accordance with the **Responsible Jewellery Council's Code of Practice** standard (RJC COP 2019), which is recognised by Hermès and meets its requirements relating to the sourcing of gemstones.

Recommendations and roadmaps

Target 2024

The countries of origin of sapphires are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o Where the stones are cut and the company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine to the manufacture of the finished product, must be preferred.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)

Emeralds

- 2022 addition -



Short-term prerequisites
Target 2022

Continue the inventory of all operators, from the manufacturer to the mine, and specify where the stones are cut and their provenance (country of origin and region of extraction).
Buy exclusively from suppliers certified or in the process of being certified in accordance with the **Responsible Jewellery Council's Code of Practice** standard (RJC COP 2019), which is recognised by Hermès and meets its requirements relating to the sourcing of gemstones.

Recommendations and roadmaps
Target 2024

The countries of origin of emeralds are classified into four categories according to the risks associated with them. This list is available as and when needed (Appendix 2). The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o Where the stones are cut and the company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the **RJC (Code of Practices 2019)** standards be used for inspiration.

In all cases, the shortest supply chains, from the mine to the manufacture of the finished product, must be preferred.

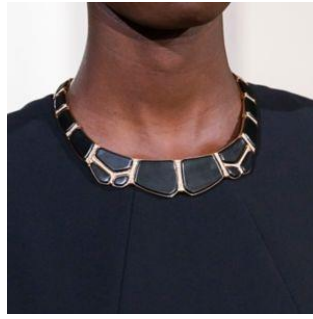
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Hard and decorative stones

- 2022 update -

Short-term prerequisites
Target 2022

Continue the inventory of all operators, from the seller to the original mine; Specify where the stones are cut when this is not integrated with the tier 1 supplier.

Recommendations and roadmaps
Target 2024

The countries of origin of rough stones are classified into four categories according to the risks. This list is available as and when needed (Appendix 2).

The recommendations are different according to the category of the country concerned:

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o Where the stones are cut and the company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For categories 1, 2 and 3, it is recommended that the standards of the **RJC (Responsible Jewellery Council: Code of Practices 2019)** and/or **IRMA (Initiative for Responsible Mining Assurance: Standard for Responsible Mining, June 2018)** be used for inspiration.

In all cases, the shortest chains, from the mine to the manufacture of the finished product, must be preferred.

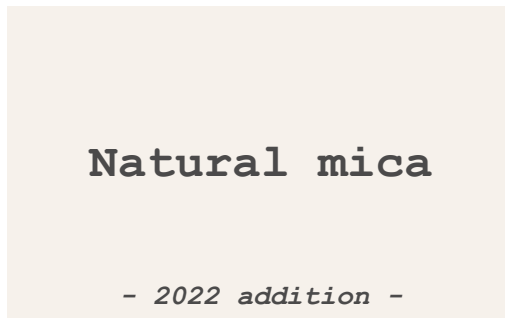
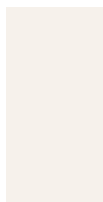
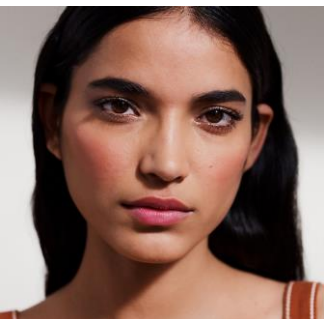
Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work across the entire chain.
- Identify production practices with harmful effects on the environment, as well as poor water, energy and waste management processes.
- According to the country's risk rating (cf. supra), check that all information has been provided in order to meet the level of due diligence required.

Prohibitive points

- Ban suppliers in the event of serious breaches of human rights and fundamental freedoms across the supply chain (extraction, transportation and trading of minerals).
- Ban any direct or indirect support of non-state armed groups.
- Ban any direct or indirect support of public or private security forces who illegally control mining sites, transport routes or people involved in upstream processes.
- Ban any form of corruption, false declarations of the origins of the materials or of the taxes, duties and fees paid to governments.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)



Natural mica

- 2022 addition -

Short-term prerequisites

Target 2023

Continue the inventory of all operators involved across the value chain right down to the mines, with information on provenance (country and region) for each stage.

Demand certificates of compliance attesting to respect for human rights at extraction and processing sites.

For suppliers identified in India, **communicate the objective of affiliation to the Responsible Mica Initiative** as part of a roadmap to ensure complete supplier compliance (mica mining and processing) with this standard. Communicate any difficulties to Hermès and transmit the implementation schedule.

Recommendations and roadmaps

Target 2025

Apply diligence associated with the risk level for each of the countries of origin identified. These countries are broken down into four categories, in line with the list available as and when needed (Appendix 2):

- For category 4 countries considered the highest risk, propose alternative countries for sourcing supplies, such as France or the United States.
- For category 3 countries, an enhanced level of diligence is required, in accordance with the requirements of the OECD Guidelines⁽¹⁾. In particular:
 - o A precise description of the rough mineral supply chain.
 - o The processing site and company concerned.
 - o The Know Your Counterpart procedure for identifying stakeholders, established in the country of origin and transit countries.
- For suppliers identified in India (mica mining and processing), insist on full compliance with the Responsible Mica Initiative standard.
- The shortest supply chains, from the mine to the finished product, must be preferred.

Points for attention

- Identify breaches of human rights, fundamental freedoms and health and safety conditions at work.
- Identify practices with harmful effects on the environment, particularly relating to deforestation, soil erosion and the contamination of waterways.

Prohibitive points

Ban suppliers in the event of serious breaches of human rights and fundamental freedoms.

⁽¹⁾ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition (2016)