

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Hermes International
Sector Apparel (supply chain and own operations)
Overall score 24.1 out of 100

Theme score	Out of	For theme
2.3	10	A. Governance and Policy Commitments
6.8	25	B. Embedding Respect and Human Rights Due Diligence
5.0	20	C. Remedies and Grievance Mechanisms
5.2	25	D. Performance: Company Human Rights Practices
4.8	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Universal Declaration of Human rights (UDHR): Hèrmes Group's Code of Ethics states: 'the Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: the Universal Declaration of Human Rights...' [Code of Ethics, 2019: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Commitment to UNGPs: Hèrmes Group's Code of Ethics states: 'The Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: [...] the United Nations Guiding Principles on Business and Human Rights, which commit companies to respecting human rights and addressing the negative impacts of their activities.' [Code of Ethics, 2019: assets-finance.hermes.com] Met: Commitment to OECD MNE Guidelines: Hèrmes Group's Code of Ethics states: 'the Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: [...] the OECD guidelines...' [Code of Ethics, 2019: assets-finance.hermes.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Commitment to ILO core principles: The Group Code of conduct states the following: 'the Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Fundamental Principles and Rights at Work		<p>notably to: [...] the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and its Follow-Up [Code of Business Conduct, 07/2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Met: Explicitly lists all four ILO core principles: The Group Code of conduct states the following: 'the Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: [...] the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and its Follow-Up, which covers freedom of association, respect of the right to collective bargaining, and the fight against forced labour, child labour and discrimination'. [Code of Business Conduct, 07/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: The Company's Code of Business Conduct states: 'the Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: [...] the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and its Follow-Up, which covers freedom of association and the fight against forced labour, child labour and discrimination; [...] These principles apply to the Group's companies, and our suppliers must undertake to comply with them.' [Code of Business Conduct, 07/2023: assets-finance.hermes.com] • Met: Explicitly lists all four ILO core principles for suppliers: The Company's Social, Environmental and Ethical Policy (for suppliers) states: 'prohibition of child labour: the Company must not take employees under the age of 16 into service. If an employee of the Company has not completed their compulsory educational pathway, the Company must provide them with the necessary education and/or give them the means to continue their education at the relevant institutions; prohibition of forced labour: No work must be obtained against the wish of people and under the threat of any penalty whatsoever, particularly by resorting to physical or financial threats. Only voluntary work is authorised. In particular, the Company must not, in any case, retain the papers or financial means of any of its employees to force him to work; respect for the freedom of association and the right to collective bargaining: the Company must respect the right to meet, to gather and/or negotiate with the employer as part of collective actions; [and] prohibition of any kind of discrimination: the Company is prohibited from any discrimination and/or harassment based on race, caste, origin, skin colour, ascendance, marital status, religion, beliefs, disability, gender, sexual orientation, health, pregnancy, maternity, trade union membership, political affiliation, age or any other status protected by law.' [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Company's Code of Business Conduct states: 'The health and safety of employees is a priority for the Group. The Group is constantly looking to improve the working conditions of its staff and aims to fulfil the same objective with its external business partners. The Group is committed to reducing the frequency and severity of workplace accidents, preventing occupational illnesses and musculoskeletal disorders, supported by numerous awareness-raising campaigns, assistance measures at all sites and the sharing of experience between sites with regard to risks'. [Code of Business Conduct, 07/2023: assets-finance.hermes.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Code of Business Conduct states that 'The Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and its Follow-Up, which covers freedom of association, respect of the right to collective bargaining, and the fight against forced labour, child labour and discrimination'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Code of Business Conduct, 07/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: The Social, Environmental and Ethical policy (for suppliers) states that: 'compliance with health and safety: the Company must ensure a working environment that respects the health and safety of its employees. It must have organised access to drinkable water and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>utilities. When the staff are required to live in places dependent on the Company, the latter must have organised living spaces (in particular dormitories) meeting the minimum sanitary and privacy requirements, and respecting at least the recommendations of the International Labor Organization (ILO) on workers' housing.' [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Not Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The policy for suppliers also states that 'The Company must comply with the provisions applicable to it regarding work hours, overtime, leave and weekly time off. Beyond normal work hours, the employees may lawfully work overtime in accordance with the local legal or regulatory provisions'. The document also states that 'The Company [supplier or service provider] undertakes to respect human dignity and human rights and comply with the main national and international texts relating to the protection of human rights, in particular such as: [...] The declaration of the International Labour Organisation (ILO) relating to the principles and rights fundamental to work and its monitoring dated 18 June 1998, revised on 15 June 2010'. However, no formal commitment to respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to women's rights: The Code of business conduct states that 'The Group does not tolerate any form of discrimination on any grounds, in particular, on origin, sex, morals, sexual orientation, gender identity, age, family status or pregnancy, political opinions, trade union or mutualist activities, religious beliefs, medical condition, disability, or physical appearance. Non-discrimination is an integral part of the values and principles that unite all Hermès Group employees and which form the basis of its commercial and/or operational practices in a business context [...] The Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: the Universal Declaration of Human Rights; the European Union Charter of Fundamental Rights'. The Company has provided additional feedback to this subindicator. However, it looks for a public and explicit policy statement of commitment to respect women's rights. Commitments are expected to be placed in formal policy documents. [Code of Business Conduct, 07/2023: assets-finance.hermes.com] • Not Met: Commitment to children's rights: The Company provided CHRB with the following evidence (Code of Ethics) regarding this sub-indicator: 'The Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: – the International Labour Organisation's Charter for Fundamental Rights (1), which covers freedom of association, the fight against forced labour, child labour, and discrimination'. However, this sub-indicator seeks an explicit, public commitment to respect specifically the rights of children. [Code of Ethics, 2019: assets-finance.hermes.com] • Not Met: Commitment to migrant worker's rights: The URD 2022 states that 'Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.'. However, no evidence found of a statement in a policy document committing to respect migrant worker's rights. Statements made in periodic reports are not considered a suitable source for policy indicators according to CHRB standards. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Met: Expects suppliers to respect these rights: The Company's Social, Environmental and Ethical Policy states: 'the Company undertakes to comply with any international convention applicable in the event of total or partial execution abroad of the assignments entrusted by the Hermès Group (in particular with regard to international conventions signed by the French government regarding human rights and children's rights).' [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment refers to CEDAW/Women's Empowerment Principles: The URD 2022 states the following: 'Hèrmes' Contribution to the UN Sustainable Development Goals (SDGS) [...] 5.1 End all forms of discrimination against all women and girls everywhere [...] 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>in political, economic and public life..'. However, no evidence found of a statement in a policy document committing to CEDAW or WEPS. Also, statements made in periodic reports are not considered a suitable source for policy indicators according to CHRB standards. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Not Met: Commitment refers to Child Rights Convention/Business Principles: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material. • Not Met: Commitment refers to Convention on migrant workers • Not Met: Expects suppliers to respect these rights: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material.
A.1.4	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to remedy adverse HRs impacts: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. • Not Met: Expects suppliers to make this commitment: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. • Not Met: Commitment to work with suppliers on remedy: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material.
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material. • Not Met: Expects suppliers to make this commitment: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment: The URD 2022 states the following: 'To ensure the durability of this craftsmanship model, the House takes particular care to secure its supplies of materials. Vertical integration, through partnerships and acquisitions, supports the development strategy, with regard to materials as well as techniques and savoir-faire. More than 55% of production is integrated and 76% is located in France.' However, this sub-indicator seeks a public commitment statement to work with human rights defenders or their equivalents to create safe and enabling environments for civic engagement and human rights at local, national or international levels. Therefore, the evidence provided is not material. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Board level responsibility for HRs: The URD 2022 states the following: 'The Hermès Executive Committee oversees all ethical issues, particularly those relating to human rights. It is supported by an Ethics Committee set up in 2018 and chaired by the Executive Vice-President of Governance and Organisational Development, a member of the Executive Committee, and composed of the Group General Counsel, the Director of Human Resources and the Chief Compliance Officer.' However, this sub-indicator seeks evidence showing the existence of a supervisory board committee or a supervisory board member with the responsibility of overseeing the management and adherence to Human Rights in all of the Company's operations. Current evidence refers to management board level. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Describes HRs expertise of Board member: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material.
A.2.2	Board responsibility	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Process to review HRs strategy at board level: The Company mentioned the following evidence in its URD 2022: 'The Sustainable Development Board has 14 members, who are directors of the Group's main central functions and integrated sectors. This Board oversees the implementation of the CSR approach, steers major cross-functional projects, oversees the roadmaps of the House's main entities, launches and monitors ad hoc working groups, and identifies key decisions to be submitted to the Executive Committee. This body met five times in 2022, and has an average attendance rate of 87%.' However, this entity is not part of the supervisory board. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Example of HRs issues/trends discussed in last reporting period: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material.
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: At least one board member incentive linked to HRs commitments: The Company provided CHRB with the following evidence regarding this sub-indicator: 'The variable compensation of the Executive Chairmen is partially conditioned (10%) on a "CSR" criterion reflecting the Group's stated and constant commitments in respect of sustainable development [including] Group initiatives in favour of gender balance'. However, Executive Chairmen are not part of the supervisory board. Also, specific metrics are expected. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence was related to Executive Chairmen, which are not part of the supervisory board. • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material, as pointed out to the summary of human rights and fundamental freedoms risk mapping. This subindicator looks for evidence of how the Company describes a process in place at supervisory board level to review business model and strategy due to human rights risks. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Describes frequency and triggers for reviewing business model: The Company provided evidence to CHRB regarding this sub-indicator. However, the evidence was not material as pointed out to the summary of human rights and fundamental freedoms risk mapping being updated each year. This subindicator looks for a description of frequency and triggers to review, at supervisory board level, the business model and strategy due to human rights risks. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews: The Company provided comments to CHRB regarding this sub-indicator. However, evidence was not material.

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: In its URD 2021, the Company states: 'this committee [Sustainable development Strategic Committee] validates the strategy, conducts governance and oversees CSR activities. Composed of 12 members including three members of the Executive Committee, it includes managers from the human resources, industrial affairs and distribution departments, two métiers (Leather and Textiles), and the communication department. Its minutes are communicated to the Executive Committee. It met six times in 2021, the attendance rate of members was 92% and 100% for the three members of the Executive Committee.' Also, the Company's URD 2022 informs: 'The Hermès Executive Committee oversees all ethical issues, particularly those relating to human rights. It is supported by an Ethics Committee set up in 2018 and chaired by the Executive Vice-President of Governance and Organisational Development, a member of the Executive Committee, and composed of the Group General Counsel, the Director of Human Resources and the Chief Compliance Officer'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: In its URD 2021, in relation to its Group sustainable development department, the Company states: reporting to a member of the Executive Committee, this proposes and implements the strategy and oversees the approach taken by all operating departments and Hermès Group subsidiaries, both in France and internationally. It monitors accomplishments, coordinates the operation of various committees (the Sustainable Development Committee and a Group Operations Committee), assists local committees and manages cross-functional projects and non-financial reporting.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Day-to-day resources and expertise allocation in own operations: The Company's URD 2021 states: 'harmonious labour relations in France are based on the Group agreement on social dialogue and the exercise of union rights, renewed in 2021 and regularly conducted at both local and central levels. They are also rolled out in all other regions with a humanist mindset that often goes beyond legal obligations.' However, no information was found regarding the day-to-day allocation of human resources and expertise to implement the Human Rights commitments in the Company's own operations'. The Company provided comments to CHRB regarding this sub-indicator. However, evidence was not material. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: Resources and expertise allocation in supply chain: In its URD 2021, the Company states: 'direct purchasing is also supervised by a dedicated Group department which coordinates a network of buyers within the métiers and coordinates the process of analysing supply chains, managing supplier risks and the supplier audit programme. Moreover, it defines the Group's purchasing policy as well as the CSR objectives for suppliers and partners (human rights and labour-related, biodiversity, energy and carbon, water, plastics). Particular attention is paid to human rights issues, which are, for instance, the main topic of a dedicated section in the supplier handbook signed by suppliers'. The URD 19 (released in March 2020) states that 'The two purchasing divisions, direct and indirect, coordinate the House's network of purchasers and conduct common training initiatives. [...] Also, 'Monitoring of practices is primarily the responsibility of the métiers and their purchasers, who are in direct contact with our suppliers. The topics that are monitored closely include working conditions (hours, health and safety, compensation, right to organise and representation, disciplinary practices), risks of discrimination, forced labour, child labour, and, more broadly, living conditions (considering the local environment)'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [Universal Registration Document 2019, 25/03/2020: finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments: The Company's URD 2021 discloses: 'the variable compensation of the two Executive Chairmen is partially conditioned (10%) on a "CSR" criterion reflecting the Group's stated and constant commitments in respect of sustainable development[...] the indicators making up the CSR criterion relate to the following: decoupling between business growth at constant scope and exchange rates and the evolution of industrial energy consumption (quantifiable environmental criterion); actions implemented in favour of the Group's local integration in France and throughout the world, excluding major cities (qualitative societal criterion); Group initiatives in favour of gender balance (qualitative social criterion).' Nevertheless, no evidence of clear criteria related to Human Rights performance was found. The Company provided comments to CHRB regarding this subindicator. However, evidence was already in use (same evidence from the latest URD) [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: The Company provided the following evidence regarding the CSR criterion for the variable compensation to the Executive Chairmen: 'These indices are in line with the CSR strategy and the action priorities presented in chapter 2 "Corporate social responsibility and non-financial performance", §2.1.5'. However, the evidence found in section 2.1.5 was not sufficient. This sub-indicator looks for specific metrics related human rights-related issues. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public: The Company provided the following evidence regarding the CSR criterion for the variable compensation to the Executive Chairmen: 'decoupling between business growth at constant scope and exchange rates and the evolution of industrial energy consumption (quantifiable environmental criterion); actions implemented in favour of the Group's local integration in France and throughout the world, excluding major cities (qualitative societal criterion); Group initiatives in favour of gender balance (qualitative social criterion)'. However, no evidence found of the performance criteria to specific metrics related to human rights. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: In its 2021 URD, the Company discloses the risk factor called 'Respect for Human rights, fundamental freedoms and ethics' and is described as follows: 'the risks of infringement of human rights, fundamental freedoms, our ethics values and the health and safety of people mainly concern our external activities. Over 60% of the workforce is in France and is therefore subject to strict regulations. The multiple nature of our métiers and supply chains, combined with our desire to use exceptional raw materials, means that we work in partnership with suppliers from all over the world. These partnerships require constant vigilance to ensure respect of these rights and ethics throughout our value chain'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Provides an example: The Company provided comments to CHRB regarding this sub-indicator. However, evidence was not material. This subindicator looks for evidence of how, in an ERM context, the company discloses an example of how it is handling human rights risks or a specific salient issue. Evidence provided refers to an 'well-being and Engagement" survey. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence was not material.
B.1.4.a	Communication /dissemination of policy commitment(s)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The Company's 2021 URD discloses: 'these principles [the major principles, standards

Indicator Code	Indicator name	Score (out of 2)	Explanation
	to workers and external stakeholders		<p>and international agreements on respecting human rights] have been clearly set forth in the Group's ethics charter since 2009 and in its code of business conduct since 2012, given to all employees and available on the Group intranet, as well as on the website'. Further, the Company adds: 'the House's ethics have been enshrined, since 2009, in a 40-page ethics charter, available in 13 languages and updated in 2016, distributed to all employees worldwide [...] It aims to enrich the corporate purpose and to reaffirm the Group's determination to uphold certain fundamental principles in relations with its stakeholders and society. Signed by the Executive Management, it is sent to all new employees as soon as they enter [...] A 32-page code of business conduct, available in 13 languages and updated in 2018, is distributed to all employees worldwide along with a verbal explanation. It lays down the House's guiding principles on business ethics'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: The 2021 URD discloses: 'in a proactive approach, the teams are working to create the conditions for external communication that is as transparent as possible. This includes the responses given to questionnaires and external analysts, as well as the dialogue established and initiated with the press, and influence'. The 2022 Registration document states that 'Hermès' unique communication is based on building an authentic relationship with its various stakeholders. Hermès traditionally favours the design and production of events, both private and open to the public, to a space-buying approach. The Group is committed to responsible, sincere, non-misleading, accurate and balanced communication, with an important focus on multi-local expression. Through its communication, the Group also undertakes not to make unfounded allegations. This founding commitment is enshrined in the Group's ethics charter'. Nevertheless, this sub-indicator is looking for a Company's disclosure of how it communicates its policy commitments to affected stakeholders, including local communities and other groups. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Example of how HRs policies are accessible for intended audience: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material.
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Met: Requires suppliers to communicate HRs policies: Hèrmes International's Social, Environmental and Ethical Policy states: 'this Policy must be signed by a duly authorised representative of each of the Parties.' The parties are the supplier\service provider and the Hèrmes Group. The Company's policy also states: 'in order to participate in this strategy, the Hermès Group's suppliers and service providers undertake to ensure the proper application of this Policy by their own suppliers and service providers, their possible subcontractors and more generally by any person having to participate, directly or indirectly, in the execution of the business relationship with the Hermès Group.' [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: Hèrmes International's Social, Environmental and Ethical Policy states: 'this Policy must be signed by a duly authorised representative of each of the Parties.' The parties are the supplier\service provider and the Hèrmes Group. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers: The Company provided the following evidence: 'In order to participate in this strategy, the Hermès Group's suppliers and service providers undertake to ensure the proper application of this Policy by their own suppliers and service providers, their possible subcontractors and more generally by any person having to participate, directly or indirectly, in the execution of the business relationship with the Hermès Group'. However, in order to be awarded, evidence is required on whether there's a binding agreement for indirect suppliers, if the Company [Hermes International] has to authorize subcontracting, on how specifically the supplier is required to ensure application from their own suppliers. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: Regarding Ethics and Human rights, the Company discloses that has had 'mandatory e-learning in place since 2020'. And that, in 2021 the '100% of employees concerned [were] trained'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: Trains relevant managers including procurement on HRs: The Company's 2021 URD discloses: 'The Fundamentals of purchasing at Hermès training course was finalised in early 2021 and is currently being rolled out. It lasts three days, including a full day dedicated to CSR, responsible purchasing and supply chain management. An Environment, health and safety training course has also been running since 2020. It addresses purchasers, as a priority, but also everyone who is required to travel to the House's suppliers and subcontractors. This one-day classroom training aims to acquire sufficient expertise to identify any EHS shortcomings on the part of a supplier or a subcontractor and support it in the corrective actions to be implemented, in an approach of partnership and continuous improvement.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet HRs commitments: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material. • Not Met: Discloses % suppliers trained: The Company has indicated informally (in the feedback document) to CHRB that the supply chain brief is sent to all suppliers. However, this indicator looks for explicit evidence that the Company is actively training its suppliers (beyond making communications to them) to help them meet human right requirements, and disclosing the percentage of suppliers trained (that received workshops or other type of formal training sessions). [Sectors Brief (supply chain brief), 12/2022: assets-finance.hermes.com]
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and supply chain: The Company's 2021 URD states: 'monitoring of practices is primarily the responsibility of the métiers and their purchasers, who are in direct contact with suppliers. The topics that are monitored closely include working conditions (hours, health and safety, compensation, right to organise and representation, disciplinary practices), risks of discrimination, forced labour, child labour, and, more broadly, acceptable living conditions (considering the local environment).' However, no evidence was found regarding a systemic approach to monitoring the implementation of Human Rights commitments within the Company's own operations. The Company has provided comments to CHRB regarding this sub-indicator, however, public evidence refers to supply chain monitoring (it also discloses an additional explanation to CHRB, which also refers to supply chain). [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Discloses % of supply chain monitored: The Company's 2021 URD states: 'In 2021 [...]105 audits were completed, i.e. 80% of planned audits (compared to 71 audits in 2020, i.e. 55% of the target). This represents an increase of 48%. The vast majority of these audits were conducted in Italy (51%) and in France (28%). They were distributed among 66 tier 1 suppliers, on 87 sites, and 41 tier 2 suppliers, 93% of which were located in Italy. In total, 145 days of audits were carried out on site'. The 2022 URD states that: '100% of the top 50 suppliers were audited, and even more widely, the 20% of suppliers who represent 80% of the Company's revenue; 100% of manufacturers for Men's ready-to-wear, Women's ready-to-wear and Shoes were audited; 100% of Italian manufacturers of Men's ready-to-wear and Women's ready-to-wear will now be audited every three years; in Shoes, 100% of Italian manufacturers will now be audited every two years; in 2023-2024, 500 tier 2 audits (subcontractors of 100% of Italian manufacturers) are planned over two years on labour-related issues; 100% of suppliers outside Europe are re-audited at least every three years.' However, it is not clear what is the actual proportion of supply chain monitored, as it's not clear what 100% of top 50 suppliers' represent, nor it is 20% of the 80% revenue. [2021 Universal Registration Document including the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Annual Financial Report, 2022: assets-finance.hermes.com] & [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Met: Describes how workers are involved in monitoring: The Company's 2022 URD discloses: 'The audits are a fundamental part of the risk assessment system for suppliers and subcontractors. They also contribute to the quality of the relationship, a key factor in the success of sustainable support towards best practices. This is why the métier purchasers are involved in the auditing of their suppliers, supporting the process upstream, participating in audits alongside the external firm, and in monitoring the progress made in the action plans in a more formal manner. An employee from the direct purchasing department is also involved in most of the audits. It also helps develop the purchasers' CSR expertise, which they can then apply to the identification of risks when visiting their suppliers'. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material • Not Met: Discloses findings and number of correction action processes: The Company has provided comments to CHRB regarding this indicator. However, evidence was not material
B.1.7	Engaging and terminating business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection suppliers: The Company's 2021 URD states: 'this "supplier information questionnaire" is more generally used by the direct purchasers as the basis of visits to a tier 1 or higher supplier with the aim of constantly improving their knowledge of the supply chains. Purchasers also use this questionnaire during pre-accreditation visits before starting to work with a new supplier. These pre-accreditation visits are compulsory within the scope of direct purchasing'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: HRs performance affects continuation supplier relationships: While explaining the supply chain monitoring practices, the Company states: 'when a subject is identified, it is discussed with the partner to help it understand why the topic is important to Hermès, examine possible improvement solutions and put in place an action plan as part of a long-term relationship. If this process cannot be put in place, the subject is discussed by the Management Committee of the appropriate métier, the industrial affairs department and the Sustainable Development Committee. Depending on the outcome, the relationship is suspended.' Additionally, the Company's Handbook 2 affirms: 'the Company and the Hermès Group acknowledge that any violation of any one of the obligations in this Policy (particularly those relating to the applicable regulations) may lead to the termination of the negotiations and/or the business relationship binding them. Considering the gravity and possible damage that this violation could cause the Hermès Group, this termination will be automatic, without judicial intervention, without any prior formal notice and with immediate from the date of its notification.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material. • Not Met: Works with suppliers to meet HRs requirements: The Company's 2021 URD states: 'Hermès is committed to support its suppliers in meeting requirements in terms of traceability, certification, carbon trajectory, reduction in water consumption and the use of plastics.' Also adds two bullet points regarding supporting suppliers and partners: '[1.-] co-creating sustainable development action plans with our suppliers and partners; [2.-]Ensuring the application of all our social, environmental and ethical requirements (duty of care), using a collaborative approach and regular audits as necessary'. No details were found, however, on how it proactively works with them to improve performance beyond compliance monitoring. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years: The Company's 2021 URD discloses: 'since 2019, buyers have had a “supply chain toolbox” to use in structuring their supply chain analyses, provide a methodology and ensure a cross-functional Group approach. It makes it possible to map the sector, listing each link in the supply chain and the stakeholders.' <p>However, no evidence of how the Company has engaged with affected stakeholders, including workers or local communities in its supply chain, in the last two years. While the Company provided evidence to CHRB regarding certain purchases from suppliers that add social and environmental value as adapted companies (EAs), and Social and Solidarity Enterprises (ESS), this information is not directly relevant to the sub-indicator in question. The sub-indicator specifically seeks evidence on how the Company describes its process for identifying and engaging with specific affected stakeholders, including workers or local communities in its supply chain, in the last two years. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses stakeholders whose HRs may be affected • Not Met: Provides two examples of engagement with stakeholders: The Company's 2021 URD discloses: 'The major Passerelles” project at Pierre-Bénite (near Lyon) aimed to construct two new printing lines, thereby creating additional jobs. Moreover, this project, which provides social support for people in difficulty in the Lyon region, has earmarked 5% of the workforce time for employees in professional integration programmes (the long-term unemployed or coming from disadvantaged neighbourhoods). The CATE porcelain production site (220 jobs) is based in the Limousin region, the cradle of the porcelain métiers, with Beyrand, a colour printer since 1926, which joined the Group in 2013. In the Périgord region, the Nontron site is a good example of the Group’s desire to develop its local footprint. Hermès, thanks to its decision to set up a porcelain production site, was able to hire 200 people impacted by the closing of a manufacturing site in 1990. Today, with three companies, Hermès has more than doubled its workforce and employs 533 people at Nontron, making it the largest private employer of the area'. However, this subindicator looks for examples of dialogue held with affected stakeholders in relation to their rights or impacts the company may have on them. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach: The Company's Vigilance Plan states: 'In consultation with the departments concerned, direct purchasing, indirect purchasing, sustainable development, social development and legal compliance, the Group’s stakeholders were involved in updating the vigilance plan. Manufacturers, suppliers, service providers, employee representatives and associations met with an independent firm to share their analyses of Hermès’ duty of care. These discussions supplemented the analysis carried out with other stakeholders as part of the materiality exercise. This approach aims to establish a high-quality, transparent and confidential discussion between the two parties concerned. The interviews carried out focused on: points of attention and risks to be addressed by Hermès in its value chain; the assessment of the control systems implemented by the Group; suggestions for improvements to be taken into account.' However, no further details found, including how these views have actually influenced the Company's approach. [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com]

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process of identifying risks in own operations: The Company's URD states: 'the Hermès Group has drawn up a reasonable vigilance plan to identify risks and prevent serious violations of human rights and fundamental freedoms, and the health and safety of people and the environment, resulting from its activities as well as the activities of its subcontractors and suppliers [...] the legal compliance department contributes to the identification of risks in terms of the duty of care (human rights, fundamental freedoms, health and safety and environmental protection) and to the development of measures to prevent breaches, in particular within its supply chains'. It also indicates that 'The Hermès Group has produced a risk mapping, into which the mappings produced by each of the main métiers, Retail subsidiaries and support activities are fed. Each of these mappings takes risks related to suppliers and subcontractors into account. In addition, to guarantee the thorough assessment of all suppliers and, more generally, all supply chains, the purchasers in each métier formalise a risk mapping for each of their purchasing categories, assessing, in particular, the risks with respect to human rights and fundamental freedoms, the health and safety of people, social aspects, the environment and sustainable development, ethics and corruption risks' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: Describes process for identifying risks in business relationships: The Company's URD declares: 'vigilance plan is specifically structured around: risk mappings aimed at identifying and assessing the risks generated by the activities of suppliers and subcontractors, and more generally by all of the supply chains [...]' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. • Not Met: Describes how risk identification system is triggered by new circumstances: The Company's 2022 URD discloses: 'to ensure their partners' integrity and compliance with anti-corruption regulations, the métiers and entities have the following tools at their disposal: risk mapping; procedures for entering into business relationships with third parties; procedures for selecting suppliers and subcontractors, business intermediaries, agents, distributors and concessionaires; an IT tool for assessing the integrity and reputation of third parties, [...] analysis grids and questionnaires to assess third-party risk levels; a list of "sensitive countries"; [...] a suppliers' charter, a business ethics charter for the selling of products and compliance clauses to ensure third parties' commitment to complying with social, environmental and ethics policies, including anti-corruption regulations; external evaluations/investigations on third-party compliance and integrity risks; rights of access and right to request documentation; the right to conduct internal and external on-site audits and, if necessary, to implement corrective measures.' However, the evidence shows that these tools are deployed only with the aim of ensuring 'integrity and compliance with anti-corruption regulations', and they are not used in a cross-cutting and systematic manner, encompassing human rights issues as this sub-indicator seeks. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Describes risks identified in relation to new circumstances
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes assessment process and discloses salient HRs risks: The Company's URD discloses: 'the Hermès Group has produced a risk mapping, into which the mappings produced by each of the main métiers, Retail subsidiaries and support activities are fed. Each of these mappings takes risks related to suppliers and subcontractors into account. In addition, to guarantee the thorough assessment of all suppliers and, more generally, all supply chains, the purchasers in each métier formalise a risk mapping for each of their purchasing categories, assessing, in particular, the risks with respect to human rights and fundamental freedoms, the health and safety of people, social aspects, the environment and sustainable development, ethics and corruption risks.' Also, the Vigilance Plan discloses that the human rights issues are assessed by their net criticality, which is calculated as impact x probability x level of control. It is not clear, however, the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>factors taken into account to determine saliency, including its own operations (current evidence seems to refer to supply chain). [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Not Met: Describes how process applies to supply chain: See above. Also, the Company's Vigilance Plan discloses the 'risk assessment' in its value chain, classifying the issues into five levels of criticality ranging from "very high" to "not significant." The document evaluates risks both in the Company's operations and its supply chain. However, no evidence was found that geographical, economic, and social factors are taken into account to determine the saliency of human rights risks within the due diligence process, neither in the Company's operations nor in its supply chain. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com] • Not Met: Public disclosure of results of HRs risk assessment: The Company publicly discloses the results of its human rights risk assessment in its Vigilance Plan alongside its value chain, which includes: Raw materials supply chain, manufacturers and subcontractors, logistics platforms, concessionaires and service providers & transport. However, no evidence was found on what are the actual salient issues (which specific human rights are at risk for its stakeholders) [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system to prevent, mitigate and remediate HRs issues: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material. • Met: Describes how global system applies to supply chain: The Company's 2021 URD, regarding 'Risk Management and Mitigation or Prevention of serious violations' on Human Rights, states: 'The Group's policy is also based on a desire to train purchasers in an increasingly complex métier and formalise concrete commitments by suppliers. [1.-] Network management and training: [...] Each direct purchasing network, led by its Group department, regularly brings together purchasers from the métiers every three months to review the Group's policy and procedures, regulations, legal rules and tools for monitoring suppliers and subcontractors [...] In addition, networks specific to certain supply chains have existed since 2019 and meet on average three times a year, and more frequently if necessary. These are the leather, textile, metal parts, cashmere and precious metals purchasing networks. These meetings provide the opportunity to discuss the risks identified within the chains and steer the action plans to prevent or mitigate these risks [... 2.-] From a legal standpoint, Hermès systematically requests a formal commitment from its suppliers to comply with their social, regulatory and environmental obligations through two undertaking handbooks signed by both parties [...] In addition, the CSR briefs, created in 2020, and the supply chain briefs, developed in January 2021, specify the House's objectives and its expectations vis-à-vis suppliers on these topics. To strengthen supplier engagement, a "CSR self-assessment questionnaire" has been developed, comprising more than 100 questions relating to CSR'. The Company's 2021 URD discloses: 'the close relationships between Hermès and its suppliers are key to identifying suspicious conduct. On-site visits by purchasers and frequent assessments are important aspects that make it possible to detect any breaches and to alert the Group. Each métier is responsible for monitoring the challenges identified and the proper implementation of corrective actions with suppliers. Similarly, the legal framework of relations with suppliers and subcontractors is regularly updated in light of actual experience. In particular, the conclusions of the audits, which bring together the auditors, the métiers, the purchasers and the industrial department, offer deep insights solidly rooted in the real circumstances of suppliers and subcontractors'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Example of actions decided on at least 1 salient HRs issue: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes how stakeholders involved in decisions about actions taken: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material as it pertains to the implementation of corrective actions after identifying violations or breaches in the audits conducted by the Company on its suppliers, while this sub-indicator specifically focuses on engaging with affected stakeholders in deciding and compensating action plans to be conducted in order to tackle specific salient issues.
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes system for evaluation effectiveness of actions: The Company's URD shares that the Group's 'vigilance plan is specifically structured around' among other things, 'a system for monitoring the measures implemented and assessing their effectiveness.' The document while disclosing the Company's Duty of Care also states: 'each year, the legal compliance department reviews the actions taken within the Group as part of the vigilance plan.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material as it pertains to the implementation of corrective actions in the context of findings of violations during the supplier audits, while this indicator specifically focuses on the involvement of affected stakeholders in the evaluation of effectiveness of the actions taken.
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: The Company's URD informs: 'in 2019 the Group introduced its global whistleblowing system, H-Alert!, intended to enable its employees worldwide, as well as its external and occasional employees, to report breaches and violations of which they are personally aware. It is supplemented by an e-mail whistleblowing system for its suppliers and commercial partners.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: The Company's website shares: 'This platform [H-Alert!] is available seven days a week, 24 hours a day'. Additionally, the Company's URD discloses: 'This technical system is available in 18 languages. It was validated by the Group's governing bodies and communicated to all Group entities and structures. An information notice has been forwarded and explained to all Group employees.' [Website: Ethics, Human Rights and Diversities, N/A: finance.hermes.com/en/ethics-human-rights-and-diversities] & [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: Describes how workers in supply chain access grievance mechanism: The Company's URD discloses: 'in the event of a breach or situation contrary to the ethics, social and environmental principles, the Hermès Group has provided its suppliers and subcontractors with a whistleblowing mechanism in the form of a generic email address. These reports are analysed by the legal compliance department and the Group purchasing department.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Expects suppliers to convey expectation to their suppliers: The Company's URD discloses: 'in the event of a breach or situation contrary to the ethics, social and environmental principles, the Hermès Group has provided its suppliers and subcontractors with a whistleblowing mechanism in the form of a generic email address. These reports are analysed by the legal compliance department and the Group purchasing department.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com]
C.2	Grievance mechanism(s) for external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: The Company's website states: 'employees and external stakeholders of the Hermès Group (suppliers, partners, etc.) who are aware of violations (or the risk of violations) of the Group's commitments and policies and/or applicable laws are invited to report these situations via the H-Alert!' [Website: Ethics, Human Rights and Diversities, N/A: finance.hermes.com/en/ethics-human-rights-and-diversities] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The Company's 2022 URD discloses: 'The professional H-Alert! whistleblowing system is now accessible on the HermèsSphère intranet site and the Hermès Finance institutional site. Available in 21 languages, it was validated by the Group's Governing bodies and communicated to all its entities and structures.'. However, no evidence of how the Company ensures awareness of this mechanism along affected external stakeholders. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Describes how external individuals/communities access grievance mechanism: The Company's 2022 URD declares that 'the global H-Alert! whistleblowing system was modified in 2022, in particular to: [...] provide Hermès suppliers, dealers, distributors, intermediaries and co-contractors in general with access to the unique H-Alert! whistleblowing system.'. However, no evidence was found of how the Company ensures external individuals and local communities have access to either the Company's own grievance mechanism or the Company's supplier, or whether the Company expects its suppliers to establish a mechanism for them to raise complaints or concerns about human rights issues. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Expects supplier to convey expectation to their suppliers: The Company has provided evidence and comments to CHRB regarding this sub-indicator. Although the supplier code also affects sub-suppliers, as indicated above, it is not clear that the mechanism is open (or there's a mechanism available) for supply chain's external stakeholders to report concerns.
C.3	Users are involved in the design and performance of the mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on design and performance: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material. • Not Met: Provides user engagement examples (at least two) on design and performance <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The Company's 2022 URD declares: 'Upon receipt of an alert, an acknowledgement of receipt is systematically sent within seven days of receipt of the alert. The admissibility of alerts is processed within a maximum of one month and, if the alert is admissible, it is immediately assigned to the entity concerned by the subject reported. In 2022, 69 alerts were received through the whistleblowing system [...] All parties involved in the processing of alerts were mobilised and involved throughout the processing of the incidents and the authors of the alerts were informed of the conclusion given to the alert'. However, it is not clear the estimated timeframes for addressing concerns, beyond indicating admissibility of the complaint. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes technical, financial, advisory support to enable equal access: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. Score 2 <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. • Not Met: Describes escalation to senior levels / independent adjudicators: The URD states: 'The Company undertakes not to impede access to legal or other available mechanisms, including mediation processes, for any person reporting negative impacts, especially on human rights, and also to protect the whistleblower'. Nevertheless, no evidence of the process of how the complaints or concerns for workers and all external individuals and communities may be escalated to internal senior levels or independent third parties at the complainant discretion (following initial process resolution). [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]
C.5	Prohibition of retaliation for raising complaints or concerns	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation against workers/stakeholders: The Company's 2022 URD discloses that 'the H-Alert! global whistleblowing system was modified in 2022, in particular to: strengthen the protection of whistleblowers against any form of retaliation. To this end, a new information notice on the whistleblowing system has been published'. As it is indicated in C.2, the system is open to external stakeholders. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Met: Describes practical measures to prevent retaliation: The Company's URD states: 'the Group has introduced effective measures guaranteeing the confidentiality of information and processing of reports at all times. The whistleblowing system also allows Group employees to report an incident anonymously.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] Score 2 <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The 2022 URD states: 'The Company undertakes not to impede access to legal or other available mechanisms, including mediation processes, for any person reporting negative impacts, especially on human rights, and also to protect the whistleblower.' However, no statement pledging not to retaliate against workers and stakeholders was found, particularly in terms of refraining from legal actions, economic retaliation, engaging in violent acts, or making threats that could harm the livelihoods, careers, or reputation of the individuals raising concerns or their legal representatives. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Complainants not asked to waive legal rights: The Group's URD states: 'the Company undertakes not to impede access to legal or other available mechanisms, including mediation processes, for any persons reporting negative impacts, especially on human rights, and undertakes to protect the whistle-blower.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Does not require confidentiality provisions: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material since was related to the measures the Company has in place to guarantee the confidentiality of information in the grievance process, while this sub-indicator looks for a public statement that the Company does not require confidential provisions- as NDAs (No-disclosure agreements)- with respect to human rights grievances. Score 2 <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes approach taken to remedy adverse HRs impacts: The Company has provided comments to CHRB regarding this sub-indicator. However,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>evidence was not material. This subindicator looks for evidence of how the Company provides remedy for victims.</p> <ul style="list-style-type: none"> • Not Met: Describes how remedy would be provided if no adverse impact identified <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts: The URD 2022 states that 'When a subject is identified, it is discussed with the partner to help it understand why the topic is important to Hermès, examine possible improvement solutions and put in place an action plan as part of a long-term relationship. If this process cannot be put in place, the subject is discussed by the Management Committee of the appropriate métier, the industrial affairs department and the Sustainable Development Committee. Depending on the outcome, the relationship is suspended'. It also indicates that 'A system of sanctions has been set up for compliance programmes because any breach of ethics and integrity is contrary to the Group's intrinsic values and internal rules laid down in this area. In accordance with existing French law, rules of procedure are in place which devote a chapter to disciplinary law and the right of defence. At international level, depending on applicable local law, there are either rules of procedure, which set out rules on disciplinary matters and which may go as far as dismissal, or an employee handbook is issued to employees on joining, and contains rules on disciplinary law, as well as anti-corruption measures'. However, no evidence found of how, following a remediation process, the Company changes its systems or practices to prevent future impacts related to the issue at stake. • Not Met: Describes approach to monitoring/implementing agreed remedy: The Company's URD states: 'since early 2019, a Supplier Audit Committee is tasked with analysing the various audit reports and defining the actions to be implemented as a priority with each of the audited suppliers [...]The Supplier Audit Committee meets twice a month to review the findings of new audits and dedicate time to follow up on past audits. [...] Audit follow-up visits are planned three months, six months and/or one year after the audit, depending on the type and severity of the findings. If necessary, a member of the Group direct purchasing department can accompany the purchaser on these visits. Lastly, once all the findings have been cleared by the supplier, a closing visit is carried out by the purchaser concerned and a member of the Group direct purchasing department to confirm the successful completion of all corrective actions and ensure their sustainability over time'. The 2022 report states that 'Internal control evaluations, and internal and external audits on the application of Group procedures are carried out regularly at the Group's companies and métiers, as well as at its significant suppliers and partners. Among other areas, these audits cover compliance with ethics procedures, the fight against corruption, combatting money laundering, the protection of personal data, respect for the environment, respect for human rights and fundamental freedoms, hygiene, health and employee safety'. However, this subindicator looks for evidence of how the company monitors the implementation of agreed remedy for victims, including in the context of grievances. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company's 2022 URD discloses: 'In 2022, 69 alerts were received through the whistleblowing system. 100% of alerts resulted in follow-up. Hermès carried out the internal investigations necessary to process said alerts. All parties involved in the processing of alerts were mobilised and involved throughout the processing of the incidents and the authors of the alerts were informed of the conclusion given to the alert. At the end of 2022, 16 alerts were still being processed. 'The document includes a chart categorizing the alerts received, which provides the percentage of alerts received by each category: 'Health & safety' (1%), 'Group ethics charter, procedures, and rules' (19%), 'Discrimination' (12%), 'Human rights, social standards, and working conditions' (3%), and 'Bullying, sexual harassment, and other HR issues'. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Example of how lessons from mechanism improved HRs management system: The Company states that 'A system of sanctions has been set up for compliance programmes because any breach of ethics and integrity is contrary to the Group's intrinsic values and internal rules laid down in this area. In accordance with existing French law, rules of procedure are in place which devote a chapter to disciplinary law and the right of defence. At international level, depending on

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>applicable local law, there are either rules of procedure, which set out rules on disciplinary matters and which may go as far as dismissal, or an employee handbook is issued to employees on joining, and contains rules on disciplinary law, as well as anti-corruption measures.' However, no evidence found of examples of how lessons (learned by the Company) from the mechanism have contributed to improving the Company's human rights management system. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.a	Living wage (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Pays living wage or sets time-bound target: The 2021 Universal Registration Document states: 'Considering the entire compensation system implemented at Group level, Hermès ensures that it pays above the living wage in all countries where it operates.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Describes how living wage determined: The Company's 2022 URD states: 'The House's desire is to offer all its employees, in all countries where the Group operates, competitive overall compensation that is higher than the legal minimum salary or that defined locally, and which provides a protective framework in the short, medium and long term, not only for employees but also for their families. The overall compensation policy is composed of a wide range of individual and collective schemes, salary components and benefits that cover: the fundamental needs and achievements of employees (in particular health, safety, education, social inclusion, access to leisure and personal and professional development) through fixed salaries, individual and collective bonuses, paid leave, and various profit-sharing schemes, additional social protection schemes in terms of health costs and collective insurance [...] The House pays particular attention to the compensation of its employees in order to offer them a living wage that is not limited to the legal minimum wage. Initiated in 2022, a detailed study of the subject is underway in cooperation with independent benchmark organisations, including the Fair Wage Network, to ensure that the Group meets this objective worldwide'. No details found, however, describing how it includes trade unions in the process of determining a living wage. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Achieved paying a living wage: See above. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Reviews definition living wage with unions: The Company Registration document states the following: 'Initiated in 2022, a detailed study of the subject [living wage] is underway in cooperation with independent benchmark organisations, including the Fair Wage Network, to ensure that the Group meets this objective worldwide.' However, this sub-indicator aim is to find evidence that the Company has in place a reviewing process for its definition of living wage with relevant trade unions or equivalent worker bodies where the right of freedom of association and collective bargaining is restricted by law. It remains unclear whether the Company plans to conduct the mentioned study, including unions or their equivalents, on a regular basis. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on living wage in supplier codes and contracts: The Company's Handbook 2 states: 'the Company must respect the local law and industry practices in its activity sector. Furthermore, the Company must provide its employees with sufficient remuneration to enable them to meet the essential needs of their families. The Company must thus offer its employees reasonable remuneration for access to a standard of living that enables them to ensure their health, well-being and that of their family, particularly in terms of food, clothing, housing, medical care and the necessary social services'. However, in order to be considered a living wage, it is expected to provide also for some discretionary income. The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was already in use. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Describes work with suppliers on living wage: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of payment below living wage in supply chain: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material since it referred to the requirement for suppliers to comply with adequate pay.
D.2.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes practices to avoid price or short notice requirements that undermine HRs: The Registration document states that discloses the principles of the responsible purchasing policy: 'transparency: knowledge of its supply chains through its network of manufacturers and partners, is at the heart of Hermès' concerns. It aims to guarantee the highest level of quality, the best traceability and the careful use of raw materials. Hermès wants to have a transparent vision of each link in the supply chains of its métiers, in collaboration with the players in each sector; high standards: Hermès rigorously selects materials, in compliance with regulations and best practices [...] respect human rights and fundamental freedoms: in addition to compliance with benchmark conventions, the House's vigilance plan includes respect for human rights, fundamental freedoms and employment conditions for both its suppliers and their own suppliers and subcontractors'. However, this subindicator looks for specific practices adopted to avoid price of short notice requirements that undermine suppliers' employees human rights. • Not Met: Describes practices to pay suppliers in line with agreed timeframes: The Company's 2022 URD discloses that Hermes International took 'an average of 25 days for supplier payments in France in 2021, compared to a general average of 43 days in France (according to the Banque de France)'. However, this sub-indicator looks for public evidence in which the Company describes the practices it adopts to pay all its suppliers in line with the agreed timeframe and for the amounts agreed upon in the payment terms. Current evidence focuses on payment days in France's supply chain. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Reviews own operations to mitigate negative impact of purchasing practices: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Example of assessing and changing of purchasing practices

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.3	Mapping and disclosing the supply chain	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifies direct and indirect suppliers including manufacturing sites: The Company states that 'With the support of an independent expert firm, Hermès systematically analyses its supply chains to map them, qualify traceability, assess inherent and specific risks, identify opportunities and define insurance and certification procedures. This analysis makes it possible to set up ambitious action plans managed by the métiers. Out of 88 supply chains identified, 80 were analysed in detail as at the end of 2022, covering 99% of the Group's purchases (in purchase value). This represents almost the entire scope. The mapping of the Group's supply chains is considered complete. It will be enhanced according to the needs of the métiers and creative intentions. [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of supply chain and how significance was defined: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities: The URD states that 'In accordance with the recommendations of law no. 2017-399 of 27 March 2017 on the duty of care of parent companies and ordering companies, this vigilance plan is specifically structured around: risk mappings aimed at identifying and assessing the risks generated by the activities of suppliers and subcontractors, and more generally by all of the supply chains'. However, no evidence found of the Company disclosing the specific direct or indirect suppliers (following previous subindicator) it considers to be involved in higher-risk activities, geographies, and products. The Company has provided additional comments to CHRB regarding this subindicator. However, evidence was not material. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]
D.2.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Indicates it does not use child labour: The URD states that 'the ethics charter [...] It specifies that these principles [major international principles] apply to both Group companies and suppliers. In particular, explicit reference is made to the Universal Declaration of Human Rights, the charter of fundamental rights of the European Union, the charter of fundamental principles and rights of the International Labour Organization, which covers freedom of association, the fight against forced labour, child labour and the fight against discrimination, and the OECD Guidelines.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Age verification of recruited workers: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remediation if child labour found in operations: The Social, Environmental, and Policy (requirements for suppliers) states: 'The Company must not take employees under the age of 16 into service. If an employee of the Company has not completed their compulsory educational pathway, the Company must provide them with the necessary education and/or give them the means to continue their education at the relevant institutions.' However, this sub-indicator looks for evidence regarding Company's own operations, and this document seems to focus on suppliers. The Company has provided additional comments to CHRB regarding this subindicator. However, evidence was not material. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]
D.2.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on child labour in supplier codes and contracts: The Social, Environmental and Ethical policy (for suppliers) states that 'The Company must not take employees under the age of 16 into service. If an employee of the Company has not completed their compulsory educational pathway, the Company must provide them with the necessary education and/or give them the means to continue their education at the relevant institutions'. No further details were found, however, in relation to procedures for age verification. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes work with suppliers on eliminating child labour: The Company indicates that it communicates 'CSR briefs to suppliers and partners and dissemination of the CSR self-assessment questionnaire to 61% of direct purchasing suppliers'. The Brief referenced by the Company indicates, regarding 'prohibitive points': Ban suppliers in the event of serious breaches of human rights and fundamental freedoms, in particular those who do not respect: the Universal Declaration of Human Rights; the European Union Charter of Fundamental Rights; the principles of the United Nations International Labour Organization; and the guiding principles of the OECD (Organisation for Economic Cooperation and Development)'. However, this sub-indicator looks for evidence of the Company collaborates/works with its suppliers- through joint projects, training, etc.- to eliminate child labour and improve working conditions for young workers. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] & [CSR Brief, 07/2022: assets-finance.hermes.com] Score 2 • Not Met: Assessment of scope of child labour in supply chain: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material. • Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was not material.
D.2.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Job seekers/workers do not pay recruitment fee: The 2021 URD states that 'the compensation of Hermès' employees complies fully with the ILO conventions and the laws of all the countries in which the House operates. Regulations on working hours and minimum wages, the systematic issuance of a payslip on a regular basis, explaining all legal deductions, the prohibition of the payment of recruitment fees paid by employees regardless of their location in the world, and more generally the fight against forced labour, are principles applied naturally and strictly by Hermès entities, the vast majority of whose employees work in OECD countries.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Not Met: Commitment to fully reimburse recruitment fees paid <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on debt/fees in supplier codes and contracts • Not Met: Describes work with suppliers on debt/fees for job seekers/workers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of payment of recruitment fees in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays workers regularly, in full and on time: The Registration document states that: 'The compensation of each employee according to the level of skills and the work carried out is in full compliance with the conventions of the International Labour Organization (ILO) and the laws of all the countries in which the House operates. Each entity complies with the regulations on working hours and minimum wages, and the systematic issuance of a payslip at regular intervals, explaining all legal deductions. Compliance with these various measures also makes it possible to combat all forms of forced labour. The vast majority of employees work in OECD countries, where these concepts are incorporated into the legal framework.' However, the provided evidence addresses the Company's adherence to labour laws and conventions, as well as its efforts to combat forced labour, but it does not specifically demonstrate that workers are paid in full and on time. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Payslip workers shows wages and legitimate deductions: The 2021 URD states that 'the compensation of Hermès' employees complies fully with the ILO conventions and the laws of all the countries in which the House operates. Regulations on working hours and minimum wages, the systematic issuance of a payslip on a regular basis, explaining all legal deductions, the prohibition of the payment of recruitment fees paid by employees regardless of their location in the world, and more generally the fight against forced labour, are principles applied naturally and strictly by Hermès entities, the vast majority of whose employees work in OECD countries.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers: The Registration document states that 'The Group's compensation policy is that all of its employees should receive compensation that competitively meets best market practices, complies strictly with applicable standards and regulations, and is higher than the minimum legal or locally-defined salaries. The House pays particular attention to the compensation of its employees in order to offer them a living wage that is not limited to the legal minimum wage. Initiated in 2022, a detailed study of the subject is underway in cooperation with independent benchmark organisations, including the Fair Wage Network, to ensure that the Group meets this objective worldwide.' However, this sub-indicator looks for a description of how it implements and monitors that its workers are paid regularly, in full and on time in its own operations, particularly with employment agencies, labour brokers and recruitment intermediaries. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]
D.2.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on paying in full and on time in supplier codes and contracts: The Social, Environmental and ethical policy (requirements for suppliers) states that 'The Company undertakes to respect human dignity and human rights and comply with the main national and international texts relating to the protection of human rights, in particular such as: The Universal Human Rights Declaration; The Global Compact signed in New York on 26 July 2000; The declaration of the International Labour Organisation (ILO) relating to the principles and rights fundamental to work and its monitoring dated 18 June 1998, revised on 15 June 2010; and The guiding principles of the Organisation for Economic Cooperation and Development (OECD). However, this subindicator looks for specific requirements for suppliers to pay in full and on time. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Describes work with suppliers on paying workers regularly, in full and on time: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain: The Company states that 'In 2022, an audit was conducted to obtain a precise mapping of social protection schemes. The Group wants to be the benchmark employer in this area.' However, the evidence was not material since this sub-indicator looks for public evidence that the Company provides an assessment of the number of suppliers' workers affected by failure to pay directly, in full and on time. Additionally, the Company provided another piece of evidence while discussing how they ensure decent wages for the employees of their suppliers: 'Moreover, due to its support, its loyalty to external partners and its procurement policy, the group aims to ensure the compliance of the legal employment and remuneration conditions practised by its suppliers, without being able to interfere in the definition of their own remuneration policies.' However, this evidence does not directly address the sub-indicator criteria of providing a specific assessment of the number of suppliers' workers affected by the mentioned payment issues. [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com] & [General Meeting of 20 April 2022- Written Questions, 04/2022: assets-finance.hermes.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided evidence to CHRB regarding this subindicator. However, evidence was not material.

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Does not retain documents or restrict movement of workers: The Registration document states that 'The compensation of each employee according to the level of skills and the work carried out is in full compliance with the conventions of the International Labour Organization (ILO) and the laws of all the countries in which the House operates. Each entity complies with the regulations on working hours and minimum wages, and the systematic issuance of a payslip at regular intervals, explaining all legal deductions. Compliance with these various measures also makes it possible to combat all forms of forced labour'. However, this subindicator looks for specific evidence against forced labour, in relation to its side of restriction of movement. The Social, Environmental, and ethical policy (requirements for suppliers) states that 'No work must be obtained against the wish of people and under the threat of any penalty whatsoever, particularly by resorting to physical or financial threats. Only voluntary work is authorised. In particular, the Company must not, in any case, retain the papers or financial means of any of its employees to force him to work'. However, this subindicator looks for evidence regarding the Company, and the policy seems to refer to requirements for suppliers. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] & [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on free movement in supplier codes and contracts: The Company's Social, Environmental and Ethical policy (requirements for suppliers) states: 'no work must be obtained against the wish of people and under the threat of any penalty whatsoever, particularly by resorting to physical or financial threats. Only voluntary work is authorised. In particular, the Company must not, in any case, retain the papers or financial means of any of its employees to force him to work.' [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Describes working with suppliers on free movement of workers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of movement in supply chain: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. • Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material.
D.2.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to measures prohibiting interference with trade unions: The Code of business conduct states that 'The Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: [...] the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and its Follow-Up, which covers freedom of association, respect of the right to collective bargaining [...]' On social dialogue, the group is committed to facilitating the exercise of the mandate of employee representatives, protecting them from any form of discrimination and guaranteeing the effective exercise of trade union rights in the workplace. The 2021 URD states: 'It is Hermès' policy to constantly ensure that it implements and guarantees both high-quality social dialogue and freedom of expression for all its employees. This involves both collective bargaining and daily participation by employee representatives in various projects. It is essential to the functioning of the Hermès Group's various companies'. The URD 2022 states that '88 agreements and amendments signed in France in 2022, covering 63% of Group employees'. [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [Code of Business Conduct, 07/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Discloses % total workforce covered by CB agreements: The URD 2022 states that '88 agreements and amendments signed in France in 2022, covering 63% of Group employees'. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] Score 2 <ul style="list-style-type: none"> • Met: Meets both requirements under score 1
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	0	The individual elements of the assessment are met or not as follows: <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on FoA/CB in suppliers codes and contracts: The Social, Environmental and Ethical policy (requirements for suppliers) states that 'the Company must respect the right to meet, to gather and/or negotiate with the employer as part of collective actions'. However, no further details were found, including a specific requirement to not interfere nor intimidate trade union members or representatives. The Company has provided comments to CHRB regarding this sub-indicator. However, evidence was already in use. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Describes work with suppliers on FoA/CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process to identify H&S risks and impacts: The Company's 2022 Vigilance Plan displays the results of the Company's Health & Safety Risk Mapping, showing, among other things, that: in the Company's Production Workshops and Logistics Platforms the risk of 'work accidents or occupational illnesses related to a lack of protection when using machines, uncontrolled exposure to hazardous chemicals, the appearance of RSIs (repetitive strain injury) caused by heavy loads, repetitive movements or static work or, in the event of fire' is medium. And that the risk of 'moral or sexual harassment, threats, stressful situations' is medium along the entire divisions of the Company. Furthermore, the 'Production Workshops', 'Logistics Platforms' and 'Hèrmes Branches' are rated as having a medium-risk level for issues such as 'lack of protection of employees in their workplace or during their travel: assaults, theft, attacks related to their activity'. Finally, about the risk assessment on Health & Safety at Work the Vigilance Plan states: 'Hermès regularly measures the health and safety situation of its employees in order to adapt its action plan. Hermès monitors changes in the severity and frequency rates of work accidents. The industrial department audits the industrial sites with the support of an external firm. Since 2018, the SATIN questionnaire designed by the INRS (Institut national de recherche et de sécurité –French National Institute for Research and Safety) and the University of Lorraine has enabled employees to express their feelings on various topics relating, among others, to physical health. Internationally, engagement surveys have identified areas for progress, for which human resources are mobilised'. [Vigilance Plan- 2022 Financial Year, 2023: assets-finance.hermes.com] • Met: Discloses injury rate or lost days for own workers in last reporting period: The Company's 2021 URD discloses that 'in 2021, the frequency rate of lost-time work accidents for the Group as a whole stood at 9.07, with a severity rate of 0.34 (respectively 9.08 and 0.41 in 2020). This calculation is based on the total number of actual hours worked. It is difficult to interpret because of the variety of métiers in the Group, however, the trend is clearly positive (falling by more than one-third in five years). [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: Discloses fatalities for own workers in last reporting period: No work accidents resulted in fatalities in 2021. • Not Met: Discloses occupational disease rate for own workers in last reporting period: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence referred to the Group's lost-time work accident frequency rate whereas this sub-indicator looks for a public disclosure of the Company's occupational disease rate.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets for H&S performance: In its URD 2022, the Company states its goal for 'employee well-being and development' as follows: 'Cut workplace accident rates (frequency and severity) by half between 2016 and 2025.' The document also states: 'Hermès is committed to a "Zero Accident" trajectory, with a pragmatic approach that will continue to be rolled out according to the specificities of the activities'. No evidence of targets related to occupational disease rates was found. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Met: Met targets or explains why not or how improve H&S management systems: In its URD, the Company states its 'main concrete measures and results for 2022' for 'employee well-being and development' as follows: '28% decrease in the severity rate of work accidents with lost time over the past five years'. The document also, discloses that the Group lost-time work accident frequency rate in 2022 was 8, down 12% compared to 2021. Additionally, the 2022 URD states: 'In 2022, a cross-functional working group made up of representatives of the French exclusive stores, the métiers, the support services, the Group human resources department and the industrial affairs department, met to further formalise the Group's Health and Safety policy. This policy aims to create a strategic framework that helps preserve the health and safety of employees, partners and customers, from production to retail. It adapts to the uniqueness of the activities and is based on four strategic areas [Preventing risks, Protecting employee health, Advancing the Health and Safety culture and Managing Health and Safety performance], [...] To support this policy, the Hermès industrial affairs department runs an EHS programme organised in successive cycles. The fifth cycle of this programme, which began in 2018 and will be completed in 2023, consists of three components: an EHS regulatory watch organised at a frequency adapted to changes in the regulations of the countries in which the sites are located: in France, the watch is shared quarterly; for the rest of the world, it is published bi-annually or annually; the elimination of hazardous situations, by ensuring the proper management of hazardous work and the control of environmental practices through the Group's guidelines, updated each year and which supplement those of the real estate development department; a safety culture, assessed each year at all industrial sites in accordance with internal standards.' [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on H&S in supplier codes and contracts: The Company's Handbook 2 states: 'the Company must ensure a working environment that respects the health and safety of its employees. It must have organised access to drinkable water and utilities. When the staff are required to live in places dependent on the Company, the latter must have organised living spaces (in particular dormitories) meeting the minimum sanitary and privacy requirements, and respecting at least the recommendations of the International Labor Organization (ILO) on workers' housing'. However, no specific details found on health and safety requirements. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Discloses injury rate or lost days in supply chain in last reporting period: The Company has provided evidence to CHRB regarding this sub-indicator. However, evidence referred to the Company's own operation rather than its supply chain figures. • Not Met: Discloses fatalities for workers in supply chain in last reporting period: The Company has provided evidence to CHRB regarding this sub-indicator. However, evidence referred to the Company's own operation rather than its supply chain figures. • Not Met: Discloses occupational disease rate in supply chain in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes work with suppliers of H&S: The Company has provided evidence to CHRB regarding this sub-indicator stating the 'Compliance with health and safety' requirement on its Supplier's Handbook 2. However, this sub-indicator looks for evidence showing how the Company collaborates/works with - through joint projects, training, etc.- its suppliers to improve their practices in relation to health and safety at work.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Assessment of scope of H&S issues in supply chain: The Company has provided evidence to CHRB regarding this sub-indicator: 'In 2022, 69 alerts were received through the whistleblowing system 100% of alerts resulted in follow-up' and that 1% of alerts received were related to Health and safety'. However, this sub-indicator looks for evidence that the Company provides an assessment of the numbers of suppliers' workers affected by health and safety issues. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Analysis of trends demonstrating progress
D.2.8.a	Women's rights (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes processes to stop harassment and violence against women: The 2021 URD discloses: 'the prevention of and fight against harassment, whether psychological or sexual, is one of the House's priorities. To achieve this, pairs of Company and SEC Officers were appointed within the French entities to deal with harassment and sexist behaviour. The legal role of the officers was extended to the prevention and fight against psychological harassment. In late 2020 and early 2021, each pair of officers (Company and SEC) took part in a training course together, introduced by the Group labour relations department and led by an external firm. The objective of this training was to enable the officers to understand the notions of psychological harassment, sexual harassment and sexist acts and to know how to classify a situation using the legal framework. This training also makes it possible to identify at-risk behaviours, to encourage the implementation of preventative measures and to react in the event of an alert by knowing how to show empathy and distance [...] In order to promote social dialogue, the Company and SEC Officers have drafted a roadmap for working together as pairs within their company [...] Furthermore, psychosocial risk (PSR) prevention training has been proposed to managers since 2017. It is led annually by the Group Director of Labour Relations. This training makes it possible to make managers aware of the existence of these PSRs (stress, harassment, violence at work, burnout, etc.); it also allows them to learn to detect situations that may lead to these PSRs and to identify warning signals, even weak ones. The objective is to know how to detect a difficult situation as soon as possible and provide a rapid and appropriate response. This training is also an opportunity to raise manager awareness on workplace health and well-being measures, a series of collective prevention measures designed to improve physical and psychological health and well-being at work. Roll-out of this theme began in France, and they will be extended internationally.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] • Met: Working conditions take into account gender issues: The 2021 URD discloses that 'in terms of social protection, the Group also implements a comprehensive and ambitious policy to ensure that employees are protected against the major risks of everyday life. Benefits cover the risks of mortality (accidental and all other reasons) and long-term illness, but also medical and maternity care, and retirement. Thus, the House's desire is to offer all its employees, in all countries where the Group operates, an overall compensation that provides a protective framework in the short, medium and long term, not only for employees but also for their families [...] Since 2019, the global maternity policy has been rolled out in all subsidiaries worldwide, including basic compensation fully maintained for a minimum of 16 weeks of leave and full coverage of maternity healthcare costs. The rollout of this policy continued in all subsidiaries in 2021 and its effective implementation is monitored as part of Group procedures.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Measures and steps to address gender pay gap at all levels of employment: In its 2021 URD, the Company state that 'the annual change in compensation in all subsidiaries is made in accordance with the budget guidelines sent by the Group, which take into account both inflation and trends in local compensation markets. Particular vigilance with regard to compliance with the principle of gender equality and possible discrepancies with markets (internal and external) is systematically recommended for the performance of salary reviews [...] Special attention is paid to equality, particularly in the awarding of equal pay for equal work and ensuring equal opportunities at all levels of employment. The gender equal pay index implemented in France is 90/100. Hermès GB, which conducts a specific annual gender review, also published a score measuring the gender compensation gap, with a result of between 96.5% and 98% depending on the criteria. Training is provided to management and the subject is specifically addressed in the framework of human resources department meetings. Women in management and responsibility positions in production sites benefit from programmes designed to encourage women in leadership in the form of personalised coaching.' [2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: Analysis of trends demonstrating progress closing gender pay gap: The Company's URD 2022 explains that its professional gender equality index measures gender disparities in compensation within the company and includes five indicators, such as gender pay gap, breakdown of pay increases, promotions, and return-from-maternity leave pay increases, and representation in the top 10 highest-paid employees. The document also states: 'The gender equality pay index for 2022, implemented in France, is 95/100, up five points compared to 2021. Outside France, Hermès GB, which conducts a specific annual gender pay gap review, also published a score measuring the gender compensation gap, with a result of between 96.5% and 98% depending on the criteria. On the Iberian Peninsula, a gender equality plan was signed in 2022, [...] By 2023, the French calculation of the gender equality index will be extended to the entire Group scope'. However, it is not clear what are the actual trends beyond the context of France, and figures in France include a number of indicators within the ratio. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]
D.2.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on women's rights in contracts/codes with suppliers: The Social, Environmental and Ethical policy (requirements for suppliers) state that 'The Company is prohibited from any discrimination and/or harassment based on race, caste, origin, skin colour, ascendance, marital status, religion, beliefs, disability, gender, sexual orientation, health, pregnancy, maternity, trade union membership, political affiliation, age or any other status protected by law.' However, this sub-indicator seeks evidence that the Company requires its suppliers to ensure equal pay for equal work, implement measures for equal opportunities at all employment levels, and eliminate health and safety concerns that are particularly prevalent among women workers- for instance, reproductive health issues. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com] • Not Met: Describes work with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of unsafe working conditions/discrimination against women in supply chain: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was related to the percentage of alerts received by the Company regarding discrimination issues, while this sub-indicator seeks evidence that the Company provides an assessment of the number of affected suppliers' women workers by discrimination or unsafe working conditions. • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.9.a	Working hours (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Respects HRs regarding working hours/breaks/rest: The Company's 2021 URD states: 'Given the diversity of its activities, the Group gives its subsidiaries a great deal of freedom in the organisation of working time and flexible working hours, in order to be able to adapt them as closely as possible to the realities of their métier. In this context, Hermès pays particular attention to compliance with the regulations applicable in the countries concerned in terms of working hours, maximum working hours and minimum breaks, depending on the activities. The Group encourages each entity to put in place all measures likely to contribute to the well-being of employees at work, such as flexible working hours for French entities'. However, no evidence was found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as a regular working week and that overtime is consensual and paid at a premium rate. The Code of conduct states that 'The Hermès Group's ethics policy aligns with the universal framework set out by the major principles, standards and international agreements, adhering notably to: the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and its Follow-Up'. The provided evidence lacks a clear Company statement committing to respect ILO conventions on working hours or alternatively, a statement that workers are not required to work more than 48 hours as a regular working week and that overtime is consensual and paid at a premium rate. <p>[2021 Universal Registration Document including the Annual Financial Report, 2022: assets-finance.hermes.com] & [Code of Business Conduct, 07/2023: assets-finance.hermes.com]</p> <ul style="list-style-type: none"> • Not Met: Assesses ability of workers to comply with working hours commitments when allocating work: The 2022 Registration document describes the Company's health and well-being program (SATIN). This program involves conducting internal surveys of employees every few years. The survey allows employees to express their views anonymously on various topics related to physical and mental health, stress, work environment, and organization. However, no further details found including whether and how this assesses that given the allocation of work and production targets, the workers within its factories are able to meet the Company's commitments regarding maximum working hours and minimum rest periods. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes implementation and monitoring in own operations: The Company's URD 2022 declares that 'Internal control evaluations, and internal and external audits on the application of Group procedures are carried out regularly at the Group's companies and métiers, as well as at its significant suppliers and partners. Among other areas, these audits cover compliance with ethics procedures, [...] respect for human rights and fundamental freedoms, hygiene, health and employee safety.' Regarding the organisation of working hours governance, the document discloses that 'The Group human resources department and the Director of Labour Relations ensure the dissemination of general contextual instructions and pay particular attention to compliance with the regulations applicable in the countries concerned in terms of working hours, maximum working hours and minimum breaks, depending on the activities'. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com]
D.2.9.b	Working hours (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on working hours in codes/contracts with suppliers: The Social, Environmental and Ethical policy (requirements for suppliers) states that 'The Company must comply with the provisions applicable to it regarding work hours, overtime, leave and weekly time off. Beyond normal work hours, the employees may lawfully work overtime in accordance with the local legal or regulatory provisions'. However, the provided evidence lacks an explicit requirement from the Company to its suppliers to commit to respecting ILO conventions on working hours or ensuring that workers are not required to work more than 48 hours as a regular working week and that overtime is consensual and paid at a premium rate, in cases where local laws aren't at least, as restrictive as ILO's. [Social, Environmental and Ethical Policy, 01/03/2023: assets-finance.hermes.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes work with suppliers on working hours: The Company indicates that 'Committed to providing long-term support for all its partners and maintaining balanced relationships, Hermès therefore ensures that all everyone shares and respects its social, environmental and ethics ambitions. In particular, the Group monitors issues related to human rights and fundamental freedoms, employment conditions (hygiene, health, safety, working hours, wages, etc.), the protection of the environment and biodiversity, as well as animal welfare. This monitoring applies to its tier one suppliers, but also to their own suppliers (tier two) and subcontractors, with the aim of always better understanding all the supply chains and align their CSR objectives with Hermès.' However, this sub-indicator seeks evidence of how the Company collaborates/works with its supplier to improve their practices in relation to working hours. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] Score 2 • Not Met: Assessment of scope of excessive working hours in supply chain: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. [2022 Universal Registration Document including the Annual Financial Report, 05/2023: assets-finance.hermes.com] • Not Met: Analysis of trends demonstrating progress

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 19.31 out of 80 points scored in themes A-D has been applied to produce a score of 4.83 out of 20 points for theme E.

Disclaimer

The terms and conditions as stated in WBA's disclaimer are applicable to this publication. Please consult our disclaimer via worldbenchmarkingalliance.org