

# Modern Slavery Report

## 1 Introduction

The Fendi Group and the LVMH Group respect human rights across all their operations, viewing it as essential to their corporate purpose and values, including the dignity of every individual. This standard is expected of all Fendi and LVMH employees and partners. Fendi and LVMH also support the continuous improvement of social, societal, and health conditions to foster development and protect individuals.

At **Fendi Canada Inc.** ("FENDI"), we are committed to acting ethically and with integrity in all of our business dealings and relationships, promoting compliance with applicable laws and protecting the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains are treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.

This is **FENDI's** report under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9). We recognize that stamping out modern slavery and modern slavery risks is a process that will take time. Our reporting outlines the measures we have in place and the efforts we have commenced to assess and address risks of modern slavery, including forced labour and child labour, in our business and supply chain.

## 2 Our organisational structure, business operations and supply chains

The Fendi Group comprises 38 entities, including FENDI. The ultimate parent company of the Fendi Group is LVMH Moët Hennessy Louis Vuitton SE.

FENDI is a distributor in the clothing, clothing accessories, shoes and leather goods retailers' sector. In particular, we purchase finished products to sell in the Canadian market from Fendi s.r.l. (holding company of the Fendi Group), which produces such products by itself or through suppliers mainly located in Italy.

The raw materials used in the manufacture of our products are sourced by our suppliers from third parties located in several areas of the world. Our supply chain also includes ancillary services that contribute to our main production operations, such as transporters and carriers.

To learn more about our business, please see [www.fendi.com](http://www.fendi.com).

## 3 Our modern slavery risk profile

Within our operations, we have assessed our risk profile based on sector and industry risks as **medium**. All of our workers are employed in Canada, and we have fair and responsible employment practices in place to protect and promote workers' rights.

That said, we recognise that risks of modern slavery may be present in our supply chain due to the sector in which we operate, and the types of raw materials used. We are also aware of parts of the supply chain where outsourced/ contracted/ subcontracted labour is used and we continually tailor our mitigation measures to address those risks. We continue our efforts to classify supplier risks and map key parts of our supply chain to identify and improve our understanding of modern slavery risks.

## 4 Our policies on modern slavery

Our internal policies, including the LVMH Code of Conduct, the LVMH Supplier and Business Partner Code of Conduct, and the Procedure for Selecting, Engaging, Managing, and Monitoring Production Suppliers, reflect our commitment to acting ethically and with integrity in all our business relationships and enforcing effective systems and controls to prevent modern slavery from taking place in our business and supply chain. A copy of the LVMH codes of conduct can be found on our website at: <https://www.fendi.com/ca-en/legal-privacy-compliance>

FENDI makes sure its suppliers are aware of its policies and adhere to the same high standards. Our Supplier and Business Partner Code of Conduct sets forth our expectations of all suppliers of goods and services to FENDI related to human rights and ethical business practices. It contains a chapter dedicated to labour standards and social responsibilities and prohibiting forced labour, child labour, and human trafficking.

FENDI negotiates appropriate contractual obligations reinforcing the LVMH Code of Conduct and the Supplier and Business Partner Code of Conduct and the supplier's commitment to compliance with both those policies and any modern slavery legislation. We have included anti-modern slavery provisions in our standard terms and conditions used with suppliers and ensure that such provisions are included in any other contracts with suppliers as appropriate.

FENDI and LVMH encourage a culture of dialogue and communication within the Fendi Group. Any employees and external stakeholders who have questions about how to interpret internal regulations or who have any ethical concerns are invited to make this known or ask for advice.

FENDI has adhered to the "LVMH Alert Line", a secure centralized whistleblowing system that guarantees confidentiality, available in 14 languages. This online platform, which can be accessed from the website address <https://www.lvmh.com> serves to collect and process reports submitted by employees or external stakeholders concerning situations liable to constitute infringements of laws, regulations, the LVMH Code of Conduct or other policies put in place by FENDI.

## 5 Due diligence processes

In order to identify and manage risks of modern slavery and human trafficking in our own business, we carry out background checks and periodically reassess our employment practices to ensure we meet or surpass employment standards in all jurisdictions in which we operate.

We are constantly in the process of reviewing and improving our approach to supplier due diligence with the aim of ensuring a more robust action plan to address modern slavery risks. As part of our initiative to identify modern slavery risks in our supply chain, we are currently in the process of completing a supplier risk-mapping assessment, starting with our key suppliers.

Certain key suppliers have been asked to complete a comprehensive supplier-due diligence questionnaire, and lower-risk suppliers will be asked to do the same during the course of the next reporting period. As we receive responses from our suppliers, we reserve the right to undertake additional verifications and audits.

## 6 Actions taken to combat slavery risks

FENDI seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. FENDI will not tolerate any form of modern slavery and human trafficking within its supply chain. FENDI and the Fendi Group pursue an overarching approach aimed at ensuring that their partners adopt practices that respect human rights. This approach is based on a combination of the following:

- (a) identifying priority areas, informed in particular by the multiple non-financial risk-mapping exercises covering the activities of FENDI and the Fendi Group and their direct suppliers by type of activity;
- (b) conducting site audits of our suppliers (Tier 1 and higher) to check that FENDI and the Fendi Group's requirements are met on the ground, and implementing corrective action programs in the event of compliance failures;
- (c) providing supplier support and training; and
- (d) actively participating in cross-sector initiatives covering high-risk areas.

## 7 Remediation measures

We recognize that any forced labour or child labour found in an organization's business or supply chain should be addressed on a first-priority basis, and as such, have developed a plan for:

- (a) addressing situations where instances of forced labour or child labour are discovered, including through the LVMH Alert Line; and
- (b) preventing the recurrence of forced labour or child labour.

During the reporting period, we have not discovered any instances of modern slavery in our business or supply chains. As such, no remediation measures were necessary.

## 8 Remediation measures relating to loss of income to vulnerable persons

We also recognize that any remediation measures potentially have the unintended consequence of inflicting loss of income on vulnerable persons, such as migrant labourers, unskilled labourers, women, and children. As we have not discovered any instances of modern slavery in our business and supply chain, we have not had to take any remediation measures over the course of the reporting period that would have led to loss of income to the most vulnerable families.

## 9 Training

FENDI provides training to employees on our Code of Conduct, with a focus on forced labour and child labour. The training is mandatory for all employees.

## 10 Effectiveness in combatting modern slavery risks

FENDI regularly reviews its internal policies and procedures related to forced labour and child labour to ensure they remain effective, compliant with current laws and regulations, and aligned with our values.

FENDI has also partnered with an external organization to conduct an independent review of our actions.

## 11 Approval of the Report

This report is made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and constitutes FENDI's modern slavery report for the financial year commencing on January 1<sup>st</sup>, 2024 and ending on December 31<sup>st</sup>, 2024.



This report was approved by the Board of Directors of Fendi Canada Inc. pursuant to paragraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* on 26/05/2025.

Signed

By: **Valentina Lucaj**  
**Board Member of Fendi Canada Inc.**

I have the authority to bind Fendi Canada Inc.