

SLAVERY ACT

DISCLOSURES FOR THE FINANCIAL YEAR ENDING 2023

This report is prepared for purposes of:

The UK Modern Slavery Act of 2015

The California Transparency in Supply Chains Act of 2010 (SB-657)

The Canadian Fighting Against Force Labour and Child Labour in Supply Chains Act of 2023

INTRODUCTION

At IM PRODUCTION SAS (“Isabel Marant”) we are dedicated to understanding and identifying the risks that exist in supply chains, to ensure that human rights violations are not taking place in any part of our business or supply chain. For purposes of this statement, “Forced Labour” means slavery, servitude, human trafficking, child labour, and any other type of forced or compulsory labour.

We understand that progress is a never-ending process, thus we remain committed to improving our understanding of Forced Labour so that we can continually improve our approach to combatting this issue. This statement seeks to communicate the steps taken by Isabel Marant to address Forced Labour in our business and throughout our supply chain.

ABOUT OUR BUSINESS AND SUPPLY CHAIN

Isabel Marant is an iconic French fashion retailer, selling luxury women’s and men’s ready-to-wear fashion, handbags, shoes, jewellery and accessories within the UK, Canada, France, the US, and worldwide. All our products are designed in Paris at the Isabel Marant headquarters. Our supply chain is extensive, numbering hundreds of carefully selected manufacturers and suppliers from over 15 countries within Asia, Europe, North Africa.

Our retail network is equally large, as our products are sold worldwide. Our products are sold both directly, through retail stores owned and operated by Isabel Marant and its international subsidiaries, and online at www.isabelmarant.com, and indirectly, through our global network of distributors, wholesale partners, third party retailers, and online platforms.

CORPORATE AND SOCIAL RESPONSIBILITY

At Isabel Marant we believe we have a responsibility to conduct our business in an ethical and responsible way. This includes working to address critical human rights and social risks within the retail industry, such as Forced Labour, ethical sourcing, and sustainability. We champion integrity, equality, and ethical conduct in all our business dealings, and expect the same from all our suppliers and manufacturers.

We take this responsibility seriously, so at the end of 2018, we launched a wholesale effort to revamp our approach to Corporate and Social Responsibility (“CSR”). This meant assessing our current status and policies to identify key areas for improvement, coming up with effective solutions, and engaging third-party help where needed to mobilize our objectives.

ETHICAL CHARTER

In furtherance of our commitment to promote Corporate and Social Responsibility, we have drafted the Isabel Marant Ethical Charter, setting forth our ethical standards and expectations. It requires our suppliers and manufacturers to comply with all local and applicable laws, particularly those related to Forced Labour, wage and hour requirements, health and safety, environmental laws, and all other labour laws. The Ethical Charter is provided to all our suppliers and manufacturers, who are expected to adhere to its principles and to place similar expectations on their own supply chain.

A copy of the Isabel Marant Ethical Charter can be found [here](#).

SUPPLIER CODE OF CONDUCT

In addition to the Ethical Charter, we have a Supplier Code of Conduct, for all our suppliers and manufacturers defining our minimum standards of ethical and responsible practices specific to suppliers and manufacturers. It requires that our suppliers and manufacturers comply, at a minimum, with the following:

- All international and national laws and regulations applicable to their business;
- The Universal Declaration of Human Rights;
- The 8 fundamental Conventions of the International Labor Organization;
- The UN Guiding Principles on Business and Human Rights;
- The OECD Guidelines for Multinational Enterprises.

IDENTIFYING AND MITIGATING RISK

We have taken the following steps to assess, mitigate, and manage any risk that Forced Labour may be taking place within our supply chain:

1. VERIFICATION AND CERTIFICATION

We maintain long-standing business relationships with some of our biggest suppliers and manufacturers, who have been vetted through an internal screening process. Throughout the business relationship we continue to conduct on-site visits, which allows us to identify red flags.

The Isabel Marant Ethical Charter is being provided to all our current suppliers and manufacturers, and will be provided to all future suppliers and manufacturers for certification as a condition for doing business with us.

Moreover, a grievance mechanism is available on www.isabelmarant.com to allow anyone (workers, suppliers, people working on our value chains, etc.) to report any concern relating to a potential violation of our Code of Ethics.

2. SUPPLIER AUDITS

We internally conduct audits of our supply chain using the ICS audit grid, with the aim to enhance working conditions along global supply chains. We have been a member of ICS since 2021, in an effort to improve our due diligence and effectiveness in ensuring that our business and supply chains are not employing Forced Labour.

Our suppliers and manufacturers are required to remedy any found violations, and to cooperate in any remedial efforts to ensure future compliance.

We continuously seek to improve our approach to evaluating and monitoring risks of Forced Labour in our supply chain so that we may ensure continued and future compliance throughout.

3. TRACEABILITY

We also trace all our products using a third-party provider traceability platform, which would warn us if any Forced Labour issues have ever been encountered in factories within our value chains, based on reports from NGOs.

4. INTERNAL ACCOUNTABILITY STANDARDS

If non-conformance with the Ethical Charter and/or Supplier Code of Conduct is identified, Isabel Marant will work with the partner to identify the cause of the non-compliance and to develop an action plan to assure future compliance. Remedial efforts may also include additional audits or inspections. In the event of continued non-conformance or of any serious violations of the Ethical Charter, Isabel Marant reserves the right to terminate the business relationship with the non-conforming partner.

5. TRAINING

As part of our efforts to improve our Corporate and Social Responsibility, we are developing ways to conduct more efficient training, both internally at Isabel Marant and externally with our partners, in order to eliminate any risks of Forced Labour in our business operations and supply chain.

All relevant policies and updates are available to our employees and partners.

LOOKING FORWARD

Our commitment to addressing Forced Labour, and Corporate Social Responsibility at large, is an ongoing process. We have set long-term goals to enable long-term solutions to combat Forced Labour and other CSR issues.

We continue to work to mapping and understanding these risks, both upstream and downstream our supply chain, and improve our engagement with our partners in order to recognize and address additional risks where they may occur.

Approved by the Board of Directors and signed on its behalf by:

ANOUCK DURANTEAU-LOEPER
Chief Executive Officer