

# VALENTINO

## STATEMENT ON MODERN SLAVERY

Valentino S.p.A.

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UK MODERN SLAVERY ACT 2015, CALIFORNIA TRANSPARENCY  
IN SUPPLY CHAINS ACT OF 2010 AND AUSTRALIA MODERN  
SLAVERY ACT 2018



## INTRODUCTION

This statement is issued in accordance with the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act of 2010, and the Australia Modern Slavery Act 2018.

It pertains to the fiscal year ending on December 31, 2023, and is issued by Valentino S.p.A., ("Valentino"), also in representation of its subsidiaries, including Valentino England Ltd, Valentino U.S.A. Inc., V.F.G. Canada Inc., and Valentino Australia PTY Ltd. For further details about Valentino and its subsidiaries (the "Group"), please visit the official "Corporate Information" section of the Valentino website at [Valentino Corporate information | Valentino](#).

This document outlines the measures implemented by Valentino to prevent all forms of human trafficking, slavery, practices akin to slavery, and child labour within Brand's operations and its supply chain.

Valentino's priority is to uphold the dignity and rights of all individuals, ensuring that all actions, operations, negotiations, and conduct undertaken by the Group and, broadly, by Valentino Suppliers ("Suppliers") in the execution of their duties or provision of services for or on behalf of the Group, consistently adhere to the highest standards of integrity, fairness, and transparency. This involves managing information comprehensively and transparently, and adhering to all relevant laws, regulations, and the ethical principles concerning the protection of human rights.

## ORGANIZATIONAL STRUCTURE & BUSINESS

Founded in 1960 by Valentino Garavani and Giancarlo Giammetti, Maison Valentino has established itself as a landmark of Made in Italy on the international scene. Since 2012, Valentino S.p.A. is controlled by Mayhoola for Investments LLC.



Data @ 31/12/2023

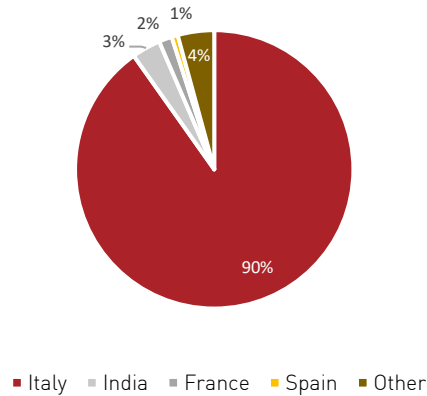
Valentino's headquarters and production facilities are located in Italy, while its global presence extends across more than 120 countries through Offices, Directly Operated Stores, and various other points of sales.

The company's operations are organized around three distinct lines of business: Haute Couture, Ready-to-Wear, and Accessories. Valentino's product offerings encompass several trademarks: *Valentino*, which includes Haute Couture and Ready-to-Wear collections, *Valentino Garavani*, focusing on leather accessories such as bags, shoes, belts, and small leather goods, and the iconic *VLogo*. Additionally, Valentino holds license agreements for *Valentino Beauty*, for fragrance and make-up creations in collaboration with L'Oréal, and *Valentino Eyewear*, for the design, production, and global distribution of eyewear in partnership with the Switzerland-based Akoni Group.

## SUPPLY CHAIN

Valentino's extended supply chain, from raw materials purchase to manufacturing processes, encompasses suppliers and business partners all over the world, and is characterized by long-standing relationships that allow for a continuous cooperation and improvement over time.

Geographical Distribution of the Supply Chain



Data @ 31/12/2023

## ETHICAL PRINCIPLES & POLICIES

Valentino, in line with its corporate culture, is committed to adopting a responsible approach with the intention of generating a positive impact for the environment and for people.

A path towards integrating sustainability into the company's vision, which stems from the values of respect, integrity, and empathy, which have always distinguished the Brand and are the basis of the relationships that the company promotes along the entire value chain.

Maison Valentino is fully committed to its Sustainability Strategy, reported in the Group's Sustainability Report 2022, available at the following [link](#).

Valentino has implemented a set of documents and policies to delineate the ethical principles of the Group, with a focus on identifying, preventing, and mitigating the risk of modern slavery in its operations.

The Valentino Group has established a framework of values and responsibilities applicable both internally and externally. These principles are outlined in the Valentino Code of Ethics, which is addressed not only to employees, but also to external stakeholders, including suppliers.

The Code applies universally to all individuals who engage directly or indirectly with the Group, whether on a permanent or temporary basis, or contribute to its business in any capacity, across all countries where the Group operates, including its supply chain.

To ensure the dignity and rights of individuals, particularly in countries deemed "at risk" by officially recognized organizations, Valentino's supplier selection process is guided by criteria that guarantee respect for fundamental worker rights, principles of equal treatment, non-discrimination, and occupational health and safety. This includes a prohibition on adopting manufacturing practices that

endanger worker health and a strict ban on any form of forced or child labour. The Group reserves the right to conduct inspections at suppliers' sites to ensure the professionalism and integrity necessary for continued collaboration.

In addition to adherence to the Code of Ethics, Valentino has established contractual models and procedures within its supply chain. Through contractual agreements, suppliers are obligated to adhere to stringent rules concerning compliance with prevailing laws on occupational health and safety, respect for human rights, and overall compliance with labour laws.

In 2024, Valentino will issue a Supplier Code of Conduct to further reinforce the principles that should be at the basis of the business relations in the Supply Chain.

## DUE DILIGENCE, RISK ASSESSMENT, AND MEASUREMENT

Valentino conducts audits on its supply chain to verify the compliance with the Code of Ethics, and the respect of health and safety, working conditions, social and environmental standards as well as respect for workers' rights, equal treatment, non-discrimination, and occupational safety in its supplier relationships.

Valentino has the authority, through its contractor relationship with suppliers, to visit production sites and conduct inspections on social and environmental aspects. Annually, Valentino identifies a list of its direct suppliers and subcontractors that are key contributors to the manufacturing of products. This selection considers the relevance of each supplier, the risk associated with production processes, and previous verification outcomes. Based on this mapping, verification activities are planned and executed by a qualified partner of Valentino, using a verification checklist aligned with recognized standards (such as SMETA, SA8000) and international principles (e.g., ILO).

Key areas subject to verification include compliance with international labour standards, occupational safety, environmental protection, transparency in communication of the Code of Ethics, and proper supply chain management.

The company's commitment to ethical practices extends fully to its suppliers, and non-compliance may lead to contract termination.

Furthermore, in 2023 Valentino has implemented a Vendor Rating process to evaluate suppliers based on their performance against various dimensions, including social and environmental criteria. This initiative strengthens Valentino's commitment and capability to monitor and screen suppliers on critical topics, including the respect for fundamental rights in its supply chain.

## TRAINING AVAILABLE

Valentino has established a whistleblowing system to allow representatives, employees, collaborators, and suppliers to report any unlawful conduct or conduct having to do with the violation of the Code of Ethics. This system provides a publicly accessible channel through the Valentino website, allowing whistleblowers to report issues, also anonymously, either online or via phone.

The Group is committed to providing protection to whistleblowers, as outlined in the Code of Ethics, which prohibits any retaliatory or discriminatory acts against whistleblowers for reasons related to

their report. To ensure transparency and effectiveness, training on the use of the whistleblowing tool was conducted across all Group regions in early 2023, accompanied by the publication of a dedicated policy governing the whistleblowing process at Group level.

Additionally, in 2023 Valentino held its first Supplier Summit, an event involving approximately 100 of its key partners in the supply chain, including raw material suppliers, accessories providers, and manufacturers. The meeting served as an opportunity for dialogue between the Brand, represented by various company functions, and the primary suppliers.

Among the topics discussed, the new Supplier Qualification process, the social and environmental verification program, a focus on the importance of chemical and physical inspections on materials and products, and an overview of the strategic sustainability commitments of the Group.

## COMMITMENT

Valentino is committed to addressing social issues within its supply chain and enhancing the assessment and management of associated risks. In this view, a Supplier Code of Conduct will be published in 2024.

The Group will continuously refine its policies, procedures, and due diligence activities to condemn illegal, forced, abusive, exploitative labour, modern slavery, and human trafficking in any form.

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Approved by the Board of Directors on July 3<sup>rd</sup>, 2024 and signed on its behalf by Jacopo Venturini, Valentino S.p.A. Chief Executive Officer.