

# DIVERSITY AND INCLUSION POLICY OF LANVIN GROUP HOLDINGS LIMITED

## OVERVIEW

This Policy describes the standards, criteria, and responsibilities relating to diversity, inclusion and equality in the workplace.

We aim to be an organisation where everyone's welcome to be themselves, be valued and belong and where our inclusive culture drives innovation and performance, creating a trusted and successful business that our colleagues, customers and communities admire and support.

## KEY POINTS

- **Diversity** is about people and describes the unique visible and invisible elements that make us who we are. These include: age, cultural heritage, ethnicity, gender, gender identity, mental or physical ability or disability, nationality, race, religion, sexual orientation, social background, thinking styles and perspectives.
- **Inclusion** is about focusing on the systems, structures, processes and behaviours that create a culture where everyone, whatever their characteristics and identities feels accepted, valued and empowered.
- **Equality** ensures we have the conditions in place to ensure everyone has the same opportunities at work. It does not mean, however, that we treat everyone the same.

## POLICY DETAIL

We create an environment that empowers the individual and collective potential of our people by attracting, developing and retaining diverse talent, fostering inclusion, collaboration, and connections, supporting our workforce to be themselves throughout the employee lifecycle. To create such an environment, we adhere to the following practices:

- Comply with the statutory and regulatory requirements in the local labour market;
- Provide equality of opportunity for all who apply for and who perform work for our organisation, irrespective of age, cultural heritage, ethnicity, gender, gender identity, mental or physical ability or disability, nationality, race, religion, sexual orientation, social background, thinking styles and perspectives, and encourage the same standards from our suppliers;
- Ensure appropriate diversity of experience, skillsets, cognitive and personal strengths and professional backgrounds where appropriate;
- Ensure appropriate behaviour and effective management in the organisation; and
- Allow for reasonable adjustments to support people with special requirements.

All employees have a responsibility to act inclusively within Lanvin Group, in line with our Code of Business Conduct and Ethics. Discrimination, harassment and bullying of any kind will not be tolerated and may lead to disciplinary action, including dismissal without notice, in line with local laws.

Directors, officers and leaders have additional responsibility to take appropriate action to consider and promote diversity, inclusion and equality in the workplace.