

A close-up photograph of a human hand submerged in water. The water is clear, and the light reflects off the skin and the ripples on the surface, creating a shimmering, textured effect. The hand is positioned palm-up, with fingers slightly spread. The overall color palette is warm, dominated by the golden-brown and white tones of the light reflections.

Chloé

Diversity & Inclusion Policy

At Chloé, we are committed to creating a workplace where everyone – across all genders, socio-economic and cultural backgrounds, age, sexual orientation and ability – feels welcomed and valued.

Every day, we strive to support and inspire individuals, while promoting equal opportunities throughout the workplace.

We are aware that we still have progress to make but we are committed to continuous improvement through our daily actions and long-term strategies which are focused on increasing and fostering Diversity and Inclusion across every aspect of our business.

OUR COMMITMENT

We have zero tolerance towards any form of harassment and discrimination.

We are fully committed to:

- **Providing equal access to opportunities in our recruitment, promotion, retention and career development processes**
- **Continuously furthering and taking pride in the strengths of our Diversity**
- **Ensuring that ‘Diversity & Inclusion’ is at the very heart of our culture and that it is everyone’s accountability**

We have 4 focus areas to foster Diversity: Gender Equality, Gender Identity & LGBTQ+, Social & Cultural Diversity and Accessibility.

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1 —

INTRODUCTION

1 — INTRODUCTION

From the very beginning, Gaby Aghion worked closely with the women and men in her first boutique to develop the talent within each of them.

We have continued this approach by seeking to recruit diverse talents as we are convinced of the value of integrating diverse perspectives into everything we do.

We believe that the workplace should foster open dialogue and a sense of community. Everyone plays an active role in this culture, and it is by listening to everyone's needs and unique views that we will benefit the most from the richness of our Diversity. We include our employees in the process, and will continue to do so, to make sure our policies are aligned with the reality of their experience.

Diversity & Inclusion is not something we wish to simply add on top of our activities: it must be at the heart of everything we do. As such, this document details our commitment to Diversity, Equity, and Inclusion across all our activities and operations.

At Chloé, we want everyone to belong and to be proud of who they are – we take great care to make sure that everyone feels safe and everyone's voices are heard.

We are committed to building a fairer future – and so are our colleagues.

1.1 SCOPE

This policy applies to all Chloé employees worldwide.

These guidelines are applicable to employees' behavior, actions and communications internally and externally, with any stakeholder.

1.2 DOCUMENT OBJECTIVE

This document details our definition of Diversity and Inclusion at Chloé, and lists the guiding principles of our Diversity & Inclusion policy.

A close-up photograph of a human hand with two ladybugs. One ladybug is on the back of the hand, and the other is on the side of the index finger. The background is a soft, out-of-focus green.

2 —

OUR 4 FOCUS AREAS

2 — OUR 4 FOCUS AREAS

Specific actions and approaches will be developed for each area Chloé focuses on.

A. GENDER EQUALITY

The legacy of our founder, Gaby Aghion, and her forward vision of femininity, continues to inspire our long-term commitment to support women's advancement, rebalance gender-based inequalities and promote inclusivity. We further strengthened this commitment by signing the Women Empowerment Principles of the United Nations in January 2021. Every team member, of every gender, is an ambassador of our values, our commitment towards gender equality, internally & externally.

We specifically focus on:

- Ensuring equal representation of all genders across all levels
- Maintaining our commitment to ensure representation of women in leadership roles
- Using inclusive language for all our job advertisements and job descriptions
- Ensure equal pay accross all departments

B. GENDER IDENTITY & LGBTQ+

Chloé aims for all employees to work in a welcoming, engaging and supportive environment, regardless of their gender identity and expression or sexual orientation. At Chloé, everyone belongs & can be proud of who they are.

We specifically focus on:

- Training our employees on gender identity and expression
- Cultivating a culture of openness and support, where everyone can be free and proud to be who they are, and sharing these values externally
- Putting in place a gender-neutral adoption leave policy



C. SOCIAL AND CULTURAL DIVERSITY

We believe that business and communities are enriched when people from all cultures, backgrounds and lifestyles are integrated and valued – this belief is grounded in the legacy of our founder, Gaby Aghion, who was always eager to give talented people an opportunity regardless their background.

Chloé commits to recruiting, retaining and advancing talent from diverse cultural and socio-economic backgrounds and helping them thrive in the workplace.

Additionally, Chloé encourages the exchange of experience and mutual enrichment by adopting an approach based, among other things, on our strong feedback culture.

We specifically focus on:

- Promoting internal mobility, giving new opportunities to our employees across the organization
- Seeking new partnerships with organizations (schools, for example) that support Diversity in their education & selection process
- Increasing mutual education and encouraging experience sharing
- Supporting young talent through internships, community outreach, youth programming

D. ACCESSIBILITY

At Chloé, we want everyone to participate in all our activities fully and equally, regardless of their abilities. Therefore, Chloé develops concrete actions to help people with different abilities to succeed at work.

We will specifically focus on:

- Offering tailor-made support for the successful integration of people with different abilities and their professional success
- Adapting work stations and making the necessary adjustments to improve the accessibility of premises
- Seeking solutions to maintain employment for 100% of our employees who encounter difficulties or accidents in their lives
- Asking for expert advice – disability issues can be complex and we may need expert technical advice about adjustments to technology or premises that might help



3 —

WHAT DO WE MEAN BY
DIVERSITY & INCLUSION?

3 — WHAT DO WE MEAN BY DIVERSITY & INCLUSION?

Our global principles apply to our 4 focus areas to promote Diversity: Gender Equality, Gender Identity & LGBTQ+, Social & Cultural Diversity and Accessibility.

We address Diversity & Inclusion throughout all aspects of our HR activity:

RECRUITMENT

Chloé recognizes the value of recruiting employees with different backgrounds, knowledge, experiences, perspectives, genders, ages and beliefs, and thus, recruits only on the basis of competencies. To ensure that this approach is followed by all interviewers, Chloé organizes compulsory non-discrimination and cognitive bias awareness trainings.

ADVANCEMENT & RETENTION

At Chloé, we seek to foster a sense of belonging as well as to give equal space and share of voice to everyone. We continuously seek to create a work environment that feels comfortable to everyone, and where every employee feels recognized and valued for who they are. Promotion and career development patterns are regularly monitored to ensure that access to promotion, training and career development opportunities are equal and fair.

LEARNING & DEVELOPMENT

Chloé's D&I training is mandatory for all employee. We develop a large training catalogue each year to help our employees reach their full potential and develop their skills.

PAY

Chloé determines remuneration on the basis of individuals undertaking similar work of equal value (considering position range, performance, qualifications, experience and market benchmark). Chloé launches an equal pay process.

We strongly believe partnering with similarly minded organizations can help us make an even greater positive impact – inside and outside of Chloé. For this reason, Chloé is open to new partnerships or industry initiatives to support Diversity & Inclusion, to inspire and be inspired. This will be the direction we take going ahead.



4 —

IMPLEMENTATION & MONITORING

4 — IMPLEMENTATION & MONITORING

We have a zero tolerance policy regarding discrimination, whether direct or indirect. The anti-harassment and discrimination policy must be adhered to by all employees – and any breach of our code of conduct could lead to disciplinary proceedings.

IMPLEMENTATION OF OUR DIVERSITY & INCLUSION POLICY


In line with our approach towards transparency & accountability, we will set measurable objectives for our Diversity and Inclusion policy in the near future, that will allow us to:

- **Evaluate our set targets and progress towards them on an annual basis**
- **Review and monitor the effectiveness of this Diversity and Inclusion policy**
- **Measure our progress**

These objectives will be reviewed by the Sustainability board, including external advisors and shared internally.

We will monitor the effectiveness of this policy to confirm it is working in practice, and we will review and update it when necessary.

We will identify where our ways of operating can be strengthened to increase Diversity and Inclusion, while ensuring our workforce is representative of all sections of society.



5 —

**KEY
RESPONSABILITIES**

5 — KEY RESPONSIBILITIES

Chloé intends to put its Diversity & Inclusion policy into practice on a daily basis and to ensure its evolution and constant improvement.

The design and review of internal policies and procedures is conducted by the HR and Diversity & Inclusion team and then reviewed and approved by the sustainability board, including external advisors.

The HR team has overall operational responsibility to ensure that this policy is implemented in all regions and all departments. This includes the responsibility to ensure that employee-related policies and processes correspond to equality of opportunity standards set out, are non-discriminatory, and that appropriate safeguards are in place to deal with any concerns raised. Employees will implement and adhere to these standards.

Managers have the responsibilities for recruitment, selection, terms of employment, appraisal, promotion, supervision and training of employees. They also have a responsibility towards the practical application of this policy in this policy, and will be trained accordingly.

A Diversity & Inclusion manager is appointed in each country with the main task of ensuring that this policy is properly implemented.

Any reported breach of this policy will lead to an internal investigation.