

HERMÈS's individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicator	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
1 2 4 5 8	<b>Sustainable construction</b> <i>Nouvelles Constructions Hermès</i> is committed to developing its French industrial sites in rural areas or on urban brownfield sites to be renovated ( <i>lexamples in Héricourt and Saint-Junien</i> ), with a commitment from the outset to avoid threatening, respect or develop existing biodiversity. All our new projects are based on an internal “ <i>sustainable construction</i> ” standard, inspired by international best practices	Sphere of direct responsibility	N/A	N/A	2020	Closed	The experiments of the internal “ <i>sustainable construction</i> ” reference system have been integrated into the HARMONIE sustainable real estate reference system, labeled by Bureau Veritas, and which applies to all the Group’s new projects and renovations	External audit
1 2 4 5 8	<b>Planting of fruit trees</b> Depending on the availability of land, our sites have planted fruit trees: conservation orchard in Héricourt ( <i>Doubs</i> ), apple trees in Sayat ( <i>Puy-de-Dôme</i> ) and partnership with a local chestnut conservatory ( <i>Puy-de-Dôme</i> ), in Nontron ( <i>Périgord</i> ) and in La Tardoire ( <i>Charente</i> ), planting of protected species in l’Allan ( <i>Doubs</i> ). The roof of our historic store on Rue du Faubourg St-Honoré, Paris, also has gardens with fruit trees	Sphere of direct responsibility	N/A	N/A	2020	Closed	Project successfully completed	Self-assessment
1 2 4 5 8	<b>Supporting bees</b> We run an internal apiary club, with 7 sites in France that have beehives: Faubourg St-Honoré, Sayat ( <i>Puy-de-Dôme</i> ), Nontron ( <i>Périgord</i> ), Le Vaudreuil ( <i>Seine Maritime</i> ), La Tardoire ( <i>Charente</i> ), Belley ( <i>Ain</i> ), and Annonay ( <i>Ardèche</i> )	Sphere of direct responsibility	N/A	N/A	2020	Closed	Project successfully completed	Self-assessment
1 2 4 5 8	<b>Involvement of all employees</b> In addition, our local sustainable development committees organize local initiatives to promote biodiversity ( <i>promotion of organic farms, the use of sheep to maintain fields, work to maintain common wooded areas, etc.</i> ), in conjunction with their stakeholders, an opportunity to raise awareness and involve all employees	Sphere of direct responsibility	N/A	N/A	2020	Closed	Awareness raising has been identified as a major issue for Hermès International, and more specific actions have been proposed as part of the renewal of commitments. The various sustainable development networks continue their role of raising awareness	External audit
1 2 3 4 5 8 10	<b>Alligators in Louisiana</b> Hermès sources alligator skins directly or indirectly from Louisiana farmers. The alligator industry, which has been significantly reorganized as a result of the implementation of the Washington Convention, has contributed to: - the preservation of the species and its unprecedented development in the areas concerned - the protection and maintenance, as a knock-on effect, of the wetlands ( <i>the “marsh”</i> ) where these animals live and breed. According to the American Fish & Wildlife Service, this corresponds to an area of 3 million acres of wetlands that are thus better maintained	Wider sphere of influence	N/A	N/A	2020	In progress	Continued support for ICFA	External audit
1 2 3 4 5 8 10	<b>Silkworms in Brazil</b> For over 20 years, a supply chain for high-quality silk threads has been developed with the help of Hermès in Brazil. Established in the state of Paraná, the cultivation of mulberry trees has enabled the sustainable development of this industry thanks to Japanese know-how. This industry makes it possible to preserve broadleaf biotopes with low chemical treatment, as the silkworm feeds only on unpolluted mulberry leaves, and to generate income for small local farms and, consequently, for thousands of families	Wider sphere of influence	N/A	N/A	2020	Closed	Study on the Brazilian silkworm industry by Cisl ( <i>Cambridge Institute Sustainability Leaders</i> )	External audit
1 2 6 7 8 9 10	<b>Support for the Traffic/AfricaTwix project</b> The <i>Hermès Corporate Foundation</i> contributes to numerous projects related to biodiversity. It also supports a large-scale project in Africa in partnership with the WWF: <i>Traffic/AfricaTwix</i> . This project aims to improve the fight against poaching, trafficking and the illegal trade of protected species in Africa through the implementation of IT tools for dialogue between the different authorities in the countries concerned	Beyond the sphere of economic influence	N/A	N/A	2020	Closed	Project successfully completed	External audit
1 2 6 7 8 9 10	<b>Collaboration with the Livelihoods Fund</b> Hermès has been a shareholder of the <i>Livelihoods Fund (LH)</i> since 2012. LH aims to sustainably improve the living conditions of disadvantaged communities by developing large-scale projects that have a real impact on climate change*. Investments are made in three types of projects ( <i>ecosystems, agroforestry, energy</i> ) in Africa, Asia and Latin America. The fund brings together 10 partners around these projects, for a period of 20 years	Beyond the sphere of economic influence	N/A	N/A	2020	In progress	Continuation of the collaboration with <i>Livelihoods</i>	External audit
1 2 4 8 10	<b>Raising awareness and training employees</b> Increase internal biodiversity awareness-raising actions and provide training on our biodiversity challenges and strategy	Sphere of direct responsibility	N/A	Train general managers, experts and sustainable development committees in 2021, extend to executive committees, sites and sectors employees in 2023	2023	In progress	More than 10,000 participations in the various <i>e-learning</i> courses on sustainable development provided by the group Action plan: to have 100% of employees trained in sustainable development issues by 2026	External audit
1 2 4 8 10	<b>Developing partnerships</b> Partner with WWF France for responsible sourcing ( <i>Hermès</i> ), develop best livestock farming practices in partnership with ICFA by funding new scientific research and partner with SAOBC to support responsible ostrich farming	Group	Number of projects	Continue work with these recognized organizations by 2023	2023	Closed	The action was achieved in 2023 and renewed in 2024 as part of the renewal. The work is being continued with these recognized organizations and will be renewed in 2024	External audit
1 - 2 3 - 4 6 - 10	<b>Deployment of methodologies</b> Support the development of <i>Science Based Targets</i> via a specific project	Group	% of sites diagnosed % of sectors with a sector brief	Establish action plans for 100% of the “ <i>lowest impact</i> ” sites by 2023, “ <i>high impact</i> ” sites and supply chains by 2025	2023	In progress	Biodiversity diagnostics currently being deployed at all the group’s French production sites ( <i>carried out at 19 leather goods sites and 5 other sites</i> ) 66 sector briefs deployed in 2023	External audit
1 - 2 6 - 7 8 - 9 10	<b>Extend the scope of action</b> Initiate or continue “ <i>positive</i> ” actions beyond the group’s activities	Sphere of influence	Number of <i>Livelihoods</i> projects launched	Reinvest in the <i>Livelihoods</i> fund and the Corporate Foundation ( <i>4 dedicated projects</i> )	2023	Closed	The 4 projects were launched in 2023. Investments in the <i>Livelihoods</i> fund and the <i>Corporate Foundation</i> are continuing	External audit
1 3 4 10	<b>Fresh water</b> Following the <i>Water Risk Filter</i> assessment in 2019, strengthen the action plans initiated since 2003 ( <i>URD 2019 - see p.124</i> )	Sphere of direct responsibility	N/A	100% of sites assessed by 2020. Treat sites identified as “ <i>very high risk</i> ” by 2023	2023	Closed	On-site diagnostics have been carried out Action plan: to voluntarily and intensively reduce industrial water consumption by 5% per year ( <i>m/M€ of turnover, constant scope</i> ) over the period 2018-2030, with a stronger focus on sites located in areas vulnerable to water stress	External audit
1 3 4 10	<b>Carbon</b> Integrate climate issues into the biodiversity roadmap	Group/ Sectors	Launch of a biodiversity approach integrating climate issues	Climate risk trajectory and analysis finalized in 2023, and integration of climate change pressure into the biodiversity roadmap	2023	Closed	The pressures of climate change, identified by IPBES and analyzed as part of the group carbon assessment and the study on the risks associated with the transition, are taken into account in the SBTN approach, deployed since 2023. This action was therefore continued in 2024 through the implementation of the <i>SBTN approach</i>	External audit
1 3 4 10	<b>Single-use plastics</b> Eliminate single-use plastics wherever possible	Sphere of direct responsibility	N/A	Diagnosis ( <i>operations and corporate functions</i> ) of activities in 2021. Action plan for 50% of volumes by 2023	2023	Closed	Inventory carried out in 2022 Action plan: 100% of unnecessary single-use plastics eliminated by 2030	External audit

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.

\* For more informations on *Livelihoods* Fund: [www.livelihoods.eu](http://www.livelihoods.eu)