

## Hermès International Individual Commitments to act4nature international

Hermès continues its biodiversity commitments with a 5 years plan. It concerns its activity in France (80% of the production) and internationally. The subject is supervised by the Sustainable Development Committee (2 members of the Executive committee) and it will be managed by a dedicated biodiversity committee.

### Train:

- Increase internal actions to raise awareness about biodiversity
- Train employees about our stakes and biodiversity strategy.

#### → Objectives:

Train general managers, experts and Sustainable Development committee members by 2021, extend to the Management Committees, all employees at production and suppliers' level by 2023, then all Hermès employees by 2025.

### Collaborate:

- Partner with the WWF France for responsible supply chains ([Hermès website](#))
- Develop best farming practices in partnership with ICFA by financing new scientific researches ([ICFA](#))
- Partner with the SAOBC to support responsible farming for ostriches ([SAOBC](#)).

#### → Objectives:

Continue such collaborations with recognized organizations by 2023.

### Evaluate:

- Build a salient impact analysis matrix based on the company's value chains mapping
- Measure Group's biodiversity footprint (IPBES pressures)

#### → Objectives:

Measure the biodiversity footprint, notably in the supply chain (leather, silk, cashmere, wood and cotton) by 2025 in partnership with WWF France. Integrate the most significant impacts in the company's reporting tools by 2025.

### Act:

- Establish action plans according to the impact's levels on all sites and raw materials supply chains
- Support the development of SBT for biodiversity ([Fashion Pact](#))
- Continue «positive» actions beyond the group's direct operations.

#### → Objectives:

Certify 100% of the ostriches' supply chain by 2022. Establish action plans on 100% of our sites considered as «lower impact» by 2023, sites with «higher impact» and the supply chain by 2025.

Reinvest in the Livelihoods Fund and the Fondation d'Entreprise Hermès (4 dedicated projects by 2023).

### Transversal topics:

- **Fresh water:** Following the water risk assessment («Water Risk Filter») in 2019, reinforce the action plans initiated since 2003 ([URD 2019 – see page 124](#)).

#### → Objectives:

100 % of the company's sites assessed by 2020. Build a mitigation plan for all sites identified with «high risk» by 2023.

- **Carbon:** Integrate climate topics into the biodiversity strategy.

#### → Objectives:

Carbon trajectory and climate risk analysis finalized by 2023 and integrate the climate change pressure into the biodiversity strategy.

- **Single-used plastic:** Eliminate single-used plastic everywhere it is possible.

#### → Objectives:

Analyze own operations and corporate functions activities by 2021. Action plan on 50% of our volumes by 2023 and finalized by 2025 (BtoC) and 2030 (BtoB).



The filtering gardens at the Cristallerie de Saint-Louis