

## *Our partners and suppliers*

Committed to providing long-term support for all its partners and maintaining balanced relationships, Hermès ensures, in addition to quality issues, that everyone shares and respects its social, environmental and ethics ambitions.

### *Ambition*

In a context where 55% of items are manufactured internally, where production operations are primarily in France (74%), and where the share of operations outside the group and outside Europe is low, the risks of non-compliant practices are easier to manage, also due to the close relationships Hermès maintains with its suppliers.

### *2025 Key figures*

**21 years**

average length of relationship with  
the top 50 direct purchasing  
suppliers

**€47M**

in social value-added purchases  
(supported employment sector,  
social and solidarity economy), in..  
France

### *Balanced relationships*

The Group maintains balanced relationships with its stakeholders. They are particularly involved in the context of the development of joint projects benefiting both the Company and its communities (i.e. regional mobility plans, university chairs with academic bodies, supplier decarbonisation plans, etc.). Whenever necessary, the

conclusions of this ongoing dialogue with the Group's stakeholders are shared with the governance bodies.

These subcontractors and suppliers of the house are, for the most part (notably in Leather Goods and Textiles), historical partners. This stability is also evident with smaller suppliers, some of whom have been working with the house for over 60 years.

## *Organisation*

In terms of organization, indirect purchases are supervised by a group department, which consolidates certain positions (such as packaging) and manages a network of dedicated buyers within the businesses, subsidiaries, or central services. It also coordinates group action plans on major topics, such as the elimination of single-use plastics.

Direct purchases (i.e., related to production) are also supervised by a dedicated group department that manages a network of buyers within the businesses and coordinates the approach to supply chain analysis, supplier risk management, and the supplier audit program.

## *Business conduct*

Hermès is pursuing a corporate project in which respect for ethics and good business conduct are the foundations and ensure responsible and sustainable performance. Traceability software is starting to be systematically rolled out for better monitoring and control of risks,

## *Supplier Code of Conduct*

Hermès systematically requires its suppliers to formally commit to respecting their social and regulatory obligations. This commitment is formalized by signing the Supplier Code of Conduct. This code clearly and comprehensively outlines commitments regarding health and safety, working conditions, and respect for working hours. It specifically mentions forced labor, human trafficking, and child labor. It also references international standards, particularly ILO conventions. Suppliers commit to declaring their subcontractors in an annex to this code and to implementing vigilance and control measures to ensure that their subcontractors fully comply with their human rights and health and safety obligations.

[ACCESS THE SUPPLIER CODE OF CONDUCT](#)

## *Human Rights*

The group is committed to a general human rights policy applicable to its entire value chain, and particularly

monitors issues related to human rights and fundamental freedoms, working conditions (hygiene, health, safety, working hours, wages, etc.).

The group ensures the absence of negative impacts on local communities or indigenous communities in its value chain by cross-referencing risk and sector mapping data with data and analyses with a company specialized in sectoral and geographical risk analysis for over 15 years and is a market reference.

## *Organisation*

The Hermès Executive Committee supervises all ethical matters, particularly those related to human rights. It relies on an Ethics Committee established in 2018, chaired by the General Manager of Governance and Organizational Development, a member of the Executive Committee, and composed of the Human Resources Director, also a member of the Executive Committee, the Group Social Development Director, the Group Legal Director, and the Compliance Legal Director. The Compliance Legal Department contributes to identifying risks related to human rights and fundamental freedoms and to developing measures to prevent violations, particularly within supply chains.

To do this, it collaborates with the main support departments of the Group. These departments are members of the Compliance and Vigilance Committee and participate in monitoring these missions, as well as drafting the vigilance plan. Functions that are central to vigilance duties, such as Human Resources or Purchasing Departments, have their own steering bodies. They meet regularly to monitor, using indicators, the actions implemented.

In the context of respecting and protecting human rights and fundamental freedoms, the Hermès group strives to:

- Define compliance standards and recommend preventive actions;
- Ensure the monitoring of the entire group vigilance plan;
- Coordinate the consultation and involvement of stakeholders in updating the vigilance plan

## *Strategy*

Hermès is committed to promoting respect for human rights and fundamental freedoms and the group's ethical approach is in line with the universal framework of major international principles, standards and agreements. In particular, Hermès is committed to respecting:

- the Universal Declaration of Human Rights ;**
- the European Union Charter of Fundamental Rights ;**
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which covers principles grouped under the following themes: freedom of association, forced labour, child labour, discrimination;**
- the OECD guidelines**

The Hermès group is also a signatory to initiatives including the UN Global Compact. Our page on the Global Compact website attests to our membership since 2003.

In addition, it is committed to acting to protect human rights as laid out in the Due Diligence Act (Switzerland), the Modern Slavery Act (in the UK), the Fighting Against forced labour and Child Labour Act (Canada) and the California Transparency in Supply Chains Act (in the US).

- our UK subsidiary's statement concerning the Modern Slavery Act
- our statement concerning the California Supply Chain Act

the Swiss Due Diligence reports : Hermès Suisse and La Montre Hermès  
our Canadian subsidiary's statement on the Fighting against forced labour and child labour in Supply Chains Act

VISIT OUR PAGE ON THE GLOBAL COMPACT WEBSITE

## *Duty of vigilance*

In accordance with Act 2017-399 of 27 March 2017 concerning duty of vigilance, the Hermès group has drawn up a vigilance plan to identify risks and prevent serious violations concerning human rights and fundamental freedoms, the health and safety of individuals and the environment resulting from its activities and those of its suppliers and subcontractors.

REVIEW THE VIGILANCE PLAN

The Compliance and Vigilance Committee oversees the vigilance plan. It meets quarterly in order to:

- define compliance guidelines;
- recommend preventive actions;
- manage and roll out employee awareness and training campaigns;
- monitor the entire vigilance plan.

## **Regular supplier audits**

**Direct Purchases:** A procedure for conducting and monitoring external audits of Hermès suppliers, updated in August 2022, oversees the overall supplier audit program. Initiated by a voluntary approach in 2011, the process has been strengthened with the implementation of the duty of vigilance and Sapin II laws. The supplier audit program is managed by the direct purchasing department (DAD) in partnership with all the house's métiers.

**Indirect Purchases:** As with direct purchases, a risk-based approach is implemented. In line with its responsible purchasing strategy, the indirect purchasing department selected EcoVadis at the end of 2018, which offers a collaborative platform to evaluate the environmental performance and corporate social responsibility (CSR) of its suppliers on four themes: environment, social and human rights, ethics, and responsible purchasing.

## *Our themes*



### Social model

Hermès places women and men at the heart of its corporate project by recruiting diverse talents, ensuring their integration, well-being, and development

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### Environment

Hermès' environmental policy is based on commitments to climate and natural resource preservation, including biodiversity and circularity

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### Materials & supply chains

Hermès promotes sustainable practices by sharing its commitments with its supply chain and supporting its partners towards greater responsibility

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## Our policies and publications

### CSR extract - Supporting suppliers 2023

PDF | 4.11 MB

### CSR extract - Communities suppliers and partners 2022

PDF | 305.09 KB

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