

H-Alert

In accordance with the laws and to strengthen the fight against breaches of ethics and integrity, the group has implemented a global reporting system, H Alert

Ambition

Hermès maintains relationships with its employees and partners based on trust and open communication.

Employees and external stakeholders of the Hermès group, such as its suppliers and partners, who are aware of violations or risks of violations of the group's commitments, policies, and applicable laws, are encouraged to report these situations via the H-Alert reporting system.

This system includes several channels, including the traditional communication channel of human resources and managers, as well as a dedicated platform. It is intended to allow its employees worldwide, external and occasional collaborators, as well as all external stakeholders, to report these breaches and violations.

Organisation

Available seven days a week, 24 hours a day and operated by an external service provider, the H-Alert! platform makes it possible to report facts that may constitute a violation of any law or regulation, or a violation of the Group's codes, procedures and ethics standards, as well as to report the existence of risks or violations of human rights and fundamental freedoms, the health and safety of people or the environment resulting from the activities of the Group and/or its subcontractors or suppliers.

Group employees can report the irregularities or breaches to their immediate supervisor, the human resources manager, or members of the Ethics Committee.

External stakeholders of the Hermès group can address their reports directly to their usual contact. In addition to this channel, Hermès group employees and external stakeholders can submit their reports confidentially and securely using the H-Alert platform. This platform is available 24/7.

This platform is accessible via the following link

[H-ALERT PLATFORM](#)

Protection of whistleblowers

The H-Alert! global whistleblowing system was updated in 2022 and 2023 in accordance with French law no. 2022-401 of 21 March 2022 and the decree of 3 October 2022, in order to :

strengthen the protection of whistleblowers against any form of retaliation;
give suppliers, service providers and distributors, and in general, the Hermès Group's co-contractors, access to the H-Alert! whistleblowing system.

In terms of whistleblower protection, the Group has introduced effective measures guaranteeing the confidentiality of information and processing of reports at all times.

For more information regarding the reporting system, the group's vigilance plan is available on the website and is regularly updated.

[REVIEW THE VIGILANCE PLAN](#)

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

CONSULT



Environment

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

CONSULT



Materials & supply chains

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

CONSULT

Our policies and publications

To go further and discover our main policies on sustainable development and our recent publications

CONSULTER



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