

diptyque

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DIPTYQUE MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant of section (54)1 of the Modern Slavery Act 2015 (the “**Act**”) and constitutes our slavery and human trafficking statement for the financial year ending March 2021. It sets out the steps that DIPTYQUE has taken and will continue to take to prevent modern slavery and human trafficking from taking place within our business and supply chain.

This statement relates to business activity during the financial year ending March 2021.

Going forward into 2021/22 we will continue to undertake further detailed risk assessments of our business.

BUSINESS

Saint Germain Limited is part of the Diptyque Group of companies, whose headquarters are based in France and which is the ultimate owner of the prestigious “Diptyque” brand. The Diptyque Group sells Diptyque luxury home and personal fragrance, body and accessory skincare products in its own boutiques; selected independent boutiques and high-end department stores all over the world. These products are sold to customers in the United Kingdom through Saint Germain Limited (hereinafter referred to as ‘**Diptyque**’).

OUR POLICIES

Diptyque has built its business based on integrity and trust incorporating high ethical trading standards. Our people are at the heart of our business. The core values of Diptyque set our responsibility to respect those who work for us and those who work with us. We employ people directly; we use manufacturers and suppliers to enable us to produce our goods, and we have a distribution network to distribute our goods globally. We operate the following policies that support the identification of modern slavery and help to combat human trafficking within this infrastructure of relationships:

Whistle blowing policy

Diptyque encourages all employees, customers, business partners and suppliers to report concerns related to the direct activities of modern slavery and human trafficking.

All company employees (and agency workers) must behave honestly, ethically and lawfully during the course of their employment. Employees have a duty to report any evidence of dishonest or improper activities to management.

Since our 2019 Statement, we have instituted access to the Modern Slavery Helpline at our premises.

Recruitment/ Agency & Contract Workers Terms and Conditions

All of the recruitment agencies we work with are reputable.

Additionally we require our suppliers; manufacturers, distributors and retailers to comply with all applicable laws including labour laws. We recognise the responsibility that we share with our suppliers and partners to buy materials and sell our products in an ethical manner. As far as reasonably practicable we require our partners and suppliers to uphold our ethical values.

DUE DILIGENCE

We undertake due diligence when selecting new suppliers or when entering partnerships to ensure that Diptyque's high ethical standards are upheld. Diptyque will not knowingly work with or award contracts to third parties who do not meet these standards.

TRAINING

We make available to our staff the basic principles of the Modern Slavery Act 2015 in order to ensure our staff's awareness and we continue to focus awareness on the requirements of the Act and intend to further train staff in this area. All store managers attend HR management training courses which includes the monitoring of employee welfare.

This statement has been approved by the board of directors of Saint Germain Limited and signed on its behalf by:

Amanda Morgan, Director



29 March 2021