Zadig&Voltaire

Zadig&Voltaire Modern Slavery Statement for financial year 2025

Z&V S.A.S hereinafter "Zadig&Voltaire" or "the House"
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Slavery and human trafficking statement – relating to the financial year ended 31st February 2026.

Modern slavery is a crime resulting in an abhorrent abuse of human rights. The term 'modern slavery' is used to encapsulate the crimes of slavery, servitude, forced or compulsory labour and human trafficking.

Introduction

At Zadig&Voltaire, we ensure that our business activities are carried out with integrity, in strict compliance with national and international laws, regulations and decisions and with respect for the dignity and rights of everyone, as well as people's fundamental freedoms, their health and safety, and the environment. As such, we are striving to combat modern slavery within our organisation and supply chains.

The purpose of this slavery and human trafficking statement is to show what we did in the financial year that ended on 31 January 2026 and what we will do going forward.

Our organisational structure, business and supply chains

Zadig&Voltaire is a French leading "effortless luxury" brand, retailing fashion and accessories which was created in 1997 by Thierry Gillier. Zadig&Voltaire's head office is based in Paris, France where all the products are designed and developed by the Artistic Director, Thierry Gillier and his teams. Zadig&Voltaire has also regional head offices in New York City, USA, managing its American retail operations. The Zadig&Voltaire Group includes 1,500 employees worldwide.

The House sells products under Zadig&Voltaire trademark, including ready-to-wear and accessories (leather goods, shoes, watches, textile accessories, jewellery and perfumes) from its retail stores in Europe, including the UK as well as through its European website and marketplaces. It also sells its products in North America, through its retail stores, its US website, and US marketplaces. Finally, its products are sold in Asia, through commercial partnerships.

Zadig&Voltaire is the parent company of the Zadig&Voltaire Group which has around thirty operating subsidiaries all over the world, mainly in Europe but also in the US.

Zadig&Voltaire doesn't own any industrial or manufacturing facility. The House works with an international portfolio of suppliers that manufacture the brand's products.

Zadig&Voltaire is a member of the ICS (Initiative for Compliance and Sustainability). ICS is an international industry initiative with the aim to enhance working conditions along global supply chains of its member retailers and brands.
ICS is composed of 70 multinational retailers and brands in the sectors of textile, retail, footwear, electronics and furniture.
ICS members collaborate with common tools, to mutualize audits, contributing to the reduction of the 'audit fatigue' and share knowledge and best practices.

Our policies on modern slavery

Zadig&Voltaire has a number of policies reflecting the House's values and our culture and setting fundamental principles as well as what is expect from our employees, partners and their supply chains.

As an organisation we are committed to ensuring that there is no modern slavery:

- in any part of our supply chains; or
- in any part of our business.

1. Zadig&Voltaire Suppliers' Code of Conduct (available upon request)

Our Suppliers' Code of Conduct reflects our commitment to implementing and enforcing effective processes and controls to ensure modern slavery is not taking place anywhere in our organisation or supply chains.

The Suppliers' Code of Conduct was reviewed in 2022. It applied to all Zadig&Voltaire's suppliers who are required to sign the document, which made it mandatory for them to respect its principles in relation to human, labour and social rights as well as ethics and environmental protection.

As such, and through its Suppliers Code of Conduct, Zadig&Voltaire required its suppliers not to resort to and to contribute to the systematic elimination of:

- child labour
- slavery, human trafficking, debt bondage, forced, compulsory or unpaid labour, in any of its forms including the use of the confiscation of personal documents, the provision of a guarantee or the payment of recruitment expenses by workers as a prior condition to recruitment.
- breaches of national legislation and the ILO conventions on working hours,
- breaches of national legislation on working conditions as well as health and safety rules
- Bad treatment including harassment.

The suppliers are also required to provide:

- Fair wages and employee benefits
- Freedom of association and collective bargaining; and

- Health and safety at work.

2. Zadig&Voltaire Code of Ethics (available on the House's website)

The Zadig&Voltaire Code of Ethics reflects the House's commitment to conduct its activities and relations with its stakeholders according to the highest standards of respect, integrity, and commitment. It sets out the framework in which the House does all its business, together with the ethical framework that must guide all the actions of its employees as they go about their everyday professional activities and within their relations with Zadig&Voltaire's stakeholders.

The Zadig&Voltaire Code of Ethics is based on a number of key international reference documents which include, the Universal Declaration of Human Rights, the European Convention on Human Rights, United Nations Global Compact, the United Nations Convention on the Rights of the Child, the United Nations Women's Empowerment Principles, several conventions derived from the International Labor Organization (ILO), including conventions 29, 105, 138, 182 (child labour and forced labour), 155 (safety and health of workers), 111 (discrimination), 100 (remuneration), 87 and 98 (trade union freedom, right to organize and collective bargaining convention) and OECD guidelines for multinational enterprises;

The Zadig&Voltaire Code of Ethics applied to all Zadig&Voltaire employees, at each level of the House. Zadig&Voltaire also expected its stakeholders (suppliers, customers, contractors, all its business partners) to respect the ethical principles set out in the Code.

This latest iteration of the Code was distributed to all Zadig&Voltaire employees and provided to each newcomer.

Moreover, this Code of Ethics strongly echoes the Suppliers' Code of Conduct which also includes clear principles regarding ethics.

3. Formal commitment to respect and promote the UN Global Compact and its 10 principles.

To complement its own policies, Zadig&Voltaire formalized its commitment to respect human rights, environmental protection and ethics as a signatory to the United Nations Global Compact, thus committing to respect and support its 10 principles related to human rights, labour, environment and anti-corruption.

4. Risk Country Sourcing Management Policy (regularly updated)

Based on national / international regulations and bans, as well as on a Modern slavery index MSI (Walk Free Foundation) risk mapping, Zadig&Voltaire has decided to ban or limit the sourcing from countries linked to very high or high risk of modern slavery.

This policy has been included in the General Purchase Conditions signed by all suppliers.

In 2023, Zadig&Voltaire has released and communicated to its teams and partners

5. Zadig&Voltaire Social Compliance program

End 2022, Zadig&Voltaire reviewed its Social Compliance Program with the objective to join the ICS Initiative Compliance and Sustainability to strengthen its social audit policy and the monitoring of its suppliers' facilities.

The ICS provides its members with audit tools enabling them to have a very robust system implemented by accredited auditing partners. Moreover, the audit mutualization scheme enables the brands to share audit results and reports of common suppliers and reduce audit fatigue for them.

The Sustainability Department of Zadig&Voltaire coordinates the Social Compliance Program in collaboration with all Product department teams involved.

In parallel to social audit conducted according to ICS initiative Zadig&Voltaire also recognizes audits performed according to initiatives such as BSCI, SMETA, and SA 8000 certification scheme.

As of end 2025, 100% of the direct suppliers' production sites had a social audit.

Due diligence processes in relation to modern slavery

Zadig&Voltaire or a commissioned external partner on its behalf could conduct inspections and audits in accordance with the terms set forth in the Suppliers' Code of Conduct. In such regard, suppliers are required to cooperate in and to facilitate such inspections, to guarantee access to its manufacturing sites, documents, and records, to their personnel as well as to its subcontractors and suppliers. Moreover, by signing the Suppliers 'Code of Conduct the Supplier agrees to implement and take all the required applicable corrective measures within the time-limit determined within the audit report.

For any contractor of Zadig&Voltaire and notwithstanding any contractual clause, compliance with the Zadig&Voltaire Suppliers'Code of Conduct constituted an essential condition of the commercial relationship.

Accordingly, Zadig&Voltaire could terminate any commercial relationship if the supplier breaches the principles set forth in this Code and/or refuses to take the necessary measures to resolve any non-compliance brought to its attention.

The supplier also undertook to ensure that its subcontractors, suppliers and third parties involved in the manufacturing of the products complied with the requirements of this Suppliers'Code of Conduct.

Each supplier must provide Zadig&Voltaire with a social audit which is valid and recognized by the brand **for all its production sites** involved in Zadig&Voltaire manufacturing process. In the case where the supplier is not able to provide these documents, Zadig&Voltaire will launch a social audit following ICS methodology.

Moreover, Zadig&Voltaire has deployed a certification strategy for its products, thus ensuring the certification at each step of the supply chain of the products concerned. Under certain certifications used by the brand, such as GOTS (Global Organic Textile Standard), or GRS (Global Recycled Standards) each stage, including raw materials, dyeing, weaving, kitting, and manufacturing are audited annually, including on human rights criteria. As of end 2025, more than 60% of jersey cotton products were certified all along the supply chain.

Finally the Global Traceability Scheme implemented through a traceability platform enables Zadig & Voltaire to strengthen its due diligence and monitoring of its supply chain.

As of end 2025, almost 90% of the color models main materials were traced at least back to the weaver/knitter stage.

Whistleblowing system

A confidential whistleblowing system to report any concerns, conduct or situation that is or may be in breach of this Code of Ethics or of any contractual, legal or regulatory standard has been set up. This whistleblowing system is a website that can be accessed 24/7 and is available in several languages: https://zadig-et-voltaire.integrityline.fr/

Ethics Committee
An Ethics Committee was set up which is composed of 4 members: Human Resource Director, Legal Director, Sustainability Director, and Financial Director. Its main missions are:

- Following/ensuring the enforcement of the Zadig&Voltaire Code of Ethics
- Responding to requests / Processing any alerts
- Developing ethics policies and tools
- Evaluating annually the risks and follow up the bribery risks mapping

Training

Specific Social Compliance training, including on the risks of modern slavery in supply chains and business was provided to our Ready-to-wear and Accessories Production and Quality teams. This training is provided regularly to ensure that each newcomer is aware and understands the House's Social Compliance policy as well as the risks linked to modern slavery.

Besides this training, all the teams involved in Product Development and Quality are trained on traceability, and all minimum sourcing requirements, including ensuring that our supply chain do not involve any kind of modern slavery.

Additional future steps

Following a review of the effectiveness of the steps we took during the year to ensure that there is no modern slavery in our business or supply chains, we will take the following further steps to combat modern slavery in the next financial year:

- Zadig&Voltaire will continue the training already provided to its teams on its Social Compliance program, putting an emphasis on the risks of modern slavery in the supply chain and how to combat it. The objective is that all concerned teams are provided with this updated training.
- Launch our Social Audit scheme beyond Tier 1 manufacturing sites
- Strengthen the communication on its news whistleblowing system with a dedicated chart to be communicated to all our employees and stakeholders.

Zadig&Voltaire

This statement is made in accordance with the Modern Slavery Act 2015 section 54(1), as well as the California Transparency in Supply Chains Act of 2010 (SB 657) and constitutes the Zadig&Voltaire Group's slavery and human trafficking statement for the financial year which ended on 31 January 2026.

Date: 31st January 2026

Arnaud Gillier

Z&V SAS, CEO

