



## Ethical behaviour reflects our values, and underpins and guarantees our long-term success

Since its founding, the Galeries Lafayette group has built its development on a set of ethical values that are based on compliance with laws and regulations, and are upheld by the women and men within the Group.

We encourage dialogue and all our stakeholders to express their legitimate concerns in order to ensure transparency and integrity in the conduct of our activities.

## Our whistleblowing report service

We have a whistleblowing report service **that you can all use** to confidentially and securely report any situation you have witnessed, that infringes a law, regulation, or the principles of our Code of Ethics.

Our whistleblowing report system allows you to report a concern. It is compliant with the French Sapin 2 Law of 9th December 2016 on transparency, combatting corruption and modernization of economic life, and with the French Duty of Vigilance Law of 27th March 2017 on parent and contracting companies' duty of vigilance.

This service is provided by WhistleB, an external partner, and **guarantees strict confidentiality**. The reporting process is encrypted and password-protected.

In addition, whistleblowers have **legal protection guarantees** and cannot be subject to any sanction or discrimination, **as long as they are acting in good faith** and without malicious intent, even if the facts they report turn out to be inaccurate or if no action is taken following the whistleblower's report.

## Who can use it?

This platform is available to employees, external workers, occasional workers, and third-party stakeholders.

**The Ethics Committee must be able to identify the individual that made the report.** Therefore, please include your first and last names when you send the report. Alerts that do not include this information will be

disregarded.

## When should you use it?

The whistleblowing report service can be used **to report behaviour that infringes the law, our values, and the Code of Ethics**, and behaviour that could be detrimental to our company or to the health of any employee or third party.

The Ethics Committee handles whistleblower alerts regarding:

- Finance, accounting, banking and bribery;
- Antitrust practices;
- Discrimination and harassment at work;
- Health, hygiene and safety at work;
- Environmental protection.

**The service is available 24 hours a day, 7 days a week.**

*The data collected through this service is processed and managed by Société Anonyme des Galeries Lafayette in order to report and handle whistleblowers' alerts from the Group's companies, in compliance with articles 8 and 17 of the Sapin 2 Law and with the Duty of Vigilance. You have the right to access, rectify and delete your personal data, and to oppose and limit the processing of these data. You may exercise this right by contacting us via the platform using your personal login ID and password.*

## Submit an alert

You can submit your alert easily in a secure and confidential way by following the instructions on the form. When you send the alert, you receive a personal login ID and password. Please store them securely. You will be asked for your personal ID and password every time you contact the Ethics Committee on the platform.

We will reply within 15 calendar days.

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