

# FHCM and CNMI Announce a Shared ESG Harmonization Framework to Support the Fashion Supply Chain

The Federation de la Haute Couture et de la Mode (FHCM) and the Camera Nazionale della Moda Italiana (CNMI) announce the realization and publication of a voluntary framework structured around environmental, social and governance business conduct principles and training initiatives to support the implementation along the value chain.

Finalised in April 2026, this ESG Harmonization framework marks the first step a Franco-Italian initiative launched in 2024.

The initiative responds to a concrete reality: the fragmentation of differing approaches creates an increasing administrative burden for suppliers, in particular small workshops - the guardians of the artisanal expertise underpinning luxury excellence - placing disproportionate pressure on the sector's most vulnerable structures.

In this context, the two institutions aim to ease the burden on suppliers by establishing a common language and a shared Harmonization framework of business conduct principles and supporting documents aligned with the ESG priorities of the sector. On this basis, each operator is then entrusted with the freedom and responsibility to independently shape its due diligence approach to ESG topics across its supply chain.

The framework covers business conduct principles that reflect main national and international laws, regulations, standards, and good practices that should guide suppliers in managing correctly in the field of the following areas:

- **Governance**
- **Health and Safety**
- **Human rights and labour conditions**
- **Environmental compliance**

The framework is anyway accompanied by a list of suggested documents that suppliers may consider having in place or available where applicable.

By providing a common language, and a minimum common set of business guiding principles, the reference framework offers a sound methodological basis on which each operator may, autonomously, develop its own approach to environmental and social responsibility within its supply chain — recognising that the wider the diffusion of sound sustainability practices across the sector, the greater their overall effectiveness. In any case the adoption of this framework does not relieve supplier to comply with applicable laws and regulations.

The framework is available online.

The two institutions will continue working to bring the framework to life among different kind of stakeholders. They will constitute a consortium of universities and schools so as to support the development of ESG best practices and skills throughout the whole supply chain.

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# Essential Commitments

**1.** The Business Partner strictly prohibits or bans child Labour.

**2.** The Business Partner strictly prohibits or bans forced labour.

**3.** The Business Partner shall guarantee that there is no severe and immediate impact on the health and safety of workers and individuals in line with the laws applicable from time to time.

**4.** The Business Partner shall guarantee that its practices are in line with all laws regulating pollution and environmental policies in general.

**5.** The Business Partner pays its workers no less than the legal minimum wage. The Business Partner does not falsify records pertaining to working hours. All working hours are transparently and reliably recorded. There are no excessive working hours based on the applicable laws.

**6.** The Business Partner does not tolerate or take part in discrimination, violence or harassment, either physical or psychological.

**7.** The Business Partner complies with all laws and regulations and conducts its business ethically and upholds the highest transparency in its business relationship with the Client , including, but not limited to sharing complete, accurate, lawful and legitimate information and documents pertaining to Client Supplier Standards for Governance and Sustainability.

# 1. GOVERNANCE

## Expectations

- |   |           |   |
|---|-----------|---|
| COMPLIANCE MONITORING                                       | <b>01</b> | The Business Partner has the legal right to perform the activity.   |
|   | <b>02</b> | The Business Partner accepts and acknowledges the principles set in Client's Code of Conduct or its equivalent, and Client's Standards for Governance and Sustainability.   |
| ENVIRONMENT, SOCIAL, AND CORPORATE GOVERNANCE DUE DILIGENCE | <b>03</b> | The Business Partner is compliant with legally required social contributions, as well as fiscal local rules.  |
|   | <b>04</b> | The Business partner is responsible to guarantee that its supply chain meets legal, ethical, social, and environmental standards. The Business partner shall also guarantee its collaboration to assess and prevent any violation of those standards. |
|   | <b>05</b> | The Business Partner ensures that the principles set in Client's responsible procurement documents are shared within the value chain.   |
| PRODUCTION CAPACITY   | <b>06</b> | The Business Partner can demonstrate that its production capacity is sufficient to fulfil accepted orders.  |
| BUSINESS ETHICS   | <b>07</b> | The Business Partner adheres to the applicable laws and regulations on anti-corruption and bribery, anti-money laundering.  |

**Expectations**

BUSINESS ETHICS

- 08** The Business Partner ensures that all relevant documents, records, reports, related to the Client's Standards are complete, transparent, accurate, and reliable.

## 2. HEALTH AND SAFETY

HEALTH AND SAFETY MANAGEMENT SYSTEM

- 09** The Business Partner responsibly manages the health and safety risks of its facilities and operations.
- 10** The Business Partner ensures that workers have the necessary knowledge to operate their tasks in a safe way.
- 11** The Business Partner ensures that machines and equipment are safe to use and properly maintained.
- 12** The Business Partner ensures that protective equipment is used adequately.
- 13** The Business Partner ensures that buildings where the business are hosted, and anyway any work environment, are compliant with all laws and regulations applicable from time to time.
- 14** The Business Partner analyses and acts upon safety hazards.

EMERGENCIES READINESS

- 15** The Business Partner identifies and mitigates emergency risks.
- 16** The Business Partner implements firefighting systems.
- 17** The Business Partner ensures evacuation will always be safe and quick.

**Expectations**

**HEALTHY AND HYGIENIC  
WORK ENVIRONMENT**

- 18** The Business Partner ensures a healthy work environment.
  
- 19** The Business Partner implements proper measures to maintain a clean and safe work environment.
  
- 20** The Business Partner ensures the availability of first aid equipment and persons trained in first aid.
  
- 21** The Business Partner monitors the occupational impact on the workers' health.

**CHEMICAL MANAGEMENT**

- 22** The Business Partner understands the risks linked to the chemicals used and manages them responsibly in compliance with applicable laws and regulations.
  
- 23** The Business Partner ensures chemicals are stored, handled and transported in a way that prevent risk to the health and safety of workers, the environment, and of ignition/explosion.

**HOUSING FACILITIES**

- 24** The Business Partner must demonstrate that if they provide housing facilities for their employees, these facilities comply with applicable local laws and regulation.

**LEGAL COMPLIANCE**

- 25** The Business Partner adheres to applicable laws and regulations pertaining to health and safety.

# 3. SOCIAL LABOUR CONDITIONS

## Expectations

### LABOUR RIGHTS

- 26** The Business Partner strictly prohibits or bans child Labour.
- 27** The Business Partner has a system in place to prevent from recruiting child labour.
- 28** The Business Partner strictly prohibits or bans forced labour.
- 29** The Business Partner has a system in place to prevent forced labour.
- 30** The Business Partner condemns all forms of discrimination, bullying and harassment, which can be verbal, physical, sexual, psychological, or online through digital means and shall adopt appropriate measures to prevent them.
- 31** The Business Partner guarantees and respects freedom of association in its workplace.

### EMPLOYMENT LIFE

- 32** The Business Partner ensures recruitment is done in compliance with all the applicable laws and regulations.
- 33** The Business Partner establishes written contracts in compliance with local law and regulation for all workers.
- 34** The Business Partner ensures that disciplinary measures are consistent, measured and clearly communicated.

### WORKING HOURS (SYSTEM TO COMPLY WITH WORKING HOURS REGULATIONS)

- 35** The Business Partner monitors and documents working hours accurately.
- 36** The Business Partner ensure workers with rest periods in compliance with local law and regulation.

**Expectations**

WAGES

- 37 The Business Partner pays wages accurately, in compliance with local law and regulation.
- 38 The Business Partner provides the employees with payslip which includes all relevant detail in compliance with local law and regulations.

LEGAL COMPLIANCE

- 39 The Business Partner adheres to applicable laws and regulations pertaining to labour rights.

## 4. ENVIRONMENT

ENVIRONMENTAL IMPACT MONITORING

- 40 The Business Partner strives to understand the negative environmental impact of its operations
- 41 If applicable, the Business Partner ensures the application of all applicable laws and regulations on air pollution emissions to its operations.
- 42 If applicable, the Business Partner ensures the application of all applicable laws and regulations on noise pollution to its operations.
- 43 If applicable, the Business Partner ensures the application of all applicable laws and regulations on treatment of wastewater.
- 44 If applicable, the Business Partner ensures the application of all applicable laws and regulations on ground contamination in its operations.

WASTE MANAGEMENT

- 45 The Business Partner manages its waste properly on site in compliance with all applicable laws and regulations.
- 46 The Business Partner manages and disposes of waste responsibly and in accordance with applicable laws.

**Expectations**

REDUCTION OF NEGATIVE ENVIRONMENTAL IMPACT

**47** The Business Partner strives to seeks opportunities to reduce its environmental impact including energy efficiency and resource conservation.

ENERGY MANAGEMENT

**48** The business partner aims to manage responsibly its energy use.

NATURAL RESOURCES

**49** The business partner commits to sourcing raw materials in full compliance with the law, while being encouraged to continuously reduce any negative impacts on the environment and people.

LEGAL COMPLIANCE

**50** The Business Partner has adhered to applicable laws and regulations pertaining to the environment.

# Glossary

BUSINESS PARTNER	— All entities and individuals engaged in business activities with The Maison/Group, including suppliers, service providers, manufacturers, and others, independent of the tiers.
CHILD LABOUR	— As per the definition of International Labour Organization, it means work performed by children under the minimum legal working age (15 or higher in certain countries) that deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work. It includes work done by any person under 18 years of age if the work or working conditions are unsafe, if performed at night or for more hours than legally allowed.
FORCED LABOUR	— As per the definition of International Labour Organization, it refers to all work or service which is exacted from any person under the threat of a of punishment, confiscation of personal belongings, or bonded by financial debts, loans or deposits and for which the person has not offered themselves voluntarily.
KEY SUPPLIERS, SUB-CONTRACTORS AND SERVICE PROVIDERS	— Entities involved in the Maison/Group value chain that are essential for the completion of the goods or service by their volume, nature or sole source of procurement.
PROCESS	— Set of interrelated or interacting activities that use inputs to deliver an intended result (output). It follows a logical sequence to transform resources or information into a final product or service.
POLICY	— A set of rules, principles or guidelines defined by an organization to regulate behaviors, to guide processes and decisions on specific issues and achieve rational outcomes.
SUB-CONTACTORS	— Entities hired by a Supplier to perform a specific task in relation to the manufacturing of products or services. The subcontractor is not directly hired by the Maison/Group who originally ordered the product or service.
SUPPLIERS	— An individual or legal entity that directly supplies products or services to the Maison/Group.
VULNERABLE WORKERS	— Workers from highly vulnerable groups, including Indigenous peoples, women, children, persons with disabilities, migrants, and various minorities, ethnic, religious, or linguistic.
WORKER	— Any individual engaged in professional activities, regardless of their status (full-time, part-time, temporary, or permanent). This encompasses freelancers, outsourced personnel, piece-rate workers, trainees, and employees on probation.
YOUNG WORKERS	— Any individual engaged in professional activities, regardless of their status (full-time, part-time, temporary, or permanent). This encompasses freelancers, outsourced personnel, piece-rate workers, trainees, and employees on probation.