



May 9, 2024

Managing bias and building inclusion at LVMH

This document certifies that **Justin SMITH** has completed the training "Managing bias and building inclusion at LVMH"

Course summary: Completion of Managing bias and building inclusion at LVMH course.

provided by LVMH

Reference Number: 7718523127523646

You can also find this document on the Internet at the following address: <https://lvmh-tclearn.360learning.com/redirect/api/certification/7718523127523646>



Vanessa Mounzar,
LVMH Chief Diversity & Inclusion Officer

A handwritten signature in black ink, appearing to be "V. Mounzar".



Pascal Jouvin,
LVMH House & Executive Development Director

A handwritten signature in black ink, appearing to be "P. Jouvin".