



December 10, 2025

Managing bias and building inclusion at LVMH

This document certifies that **Gaia ZANI** 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: 9901265612198526

You can also find this document on the Internet at the following address: <https://lvmh-tclearn.360learning.com/redirect/api/certification/9901265612198526>



Vanessa Mounzar,
LVMH Chief Diversity & Inclusion Officer

A stylized, handwritten signature in black ink, likely belonging to Vanessa Mounzar.



Pascal Jouvin,
LVMH House & Executive Development Director

A stylized, handwritten signature in black ink, likely belonging to Pascal Jouvin.