

## STATEMENT REGARDING THE FIGHT AGAINST MODERN SLAVERY

*EssilorLuxottica is a global leader in the design, manufacture and distribution of ophthalmic lenses, frames and sunglasses. Formed in 2018, its mission is to help people around the world to see more and be more by addressing their evolving vision needs and personal style aspirations. The Company brings together the complementary expertise of two industry pioneers, one in advanced lens technology and the other in the craftsmanship of iconic eyewear, to set new industry standards for vision care and the consumer experience around it.*

*Influential eyewear brands including RayBan and Oakley, lens technology brands including Varilux and Transitions, and world-class retail brands including Sunglass Hut, LensCrafters, Salmoiraghi & Viganò and GrandVision are part of the EssilorLuxottica family. EssilorLuxottica has approximately 180,000 employees. In 2021, the Company generated consolidated pro forma revenue of Euro 21.5 billion.*

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act"). The Act entered into effect on October 29th, 2015, and requires manufacturers and retailers doing business in the United Kingdom and supplying goods or services, with an annual turnover exceeding £36 million, to disclose information regarding their policies to eradicate slavery and human trafficking from their internal and external supply chains and within their businesses.

Modern slavery is a crime and a gross violation of fundamental human rights. It is a term used to encompass slavery, forced and compulsory labour, and human trafficking. It includes both adults and children being forced to work against their free will.

The Group is committed to making continuous improvements to workers' employment and workplace conditions including, but not limited to, the prevention of forced, bonded and trafficked labour. This is supported by the Group's policies and initiatives and is endorsed by a committed organisation and leadership.

We understand that our main exposure to modern slavery is in our products supply chains, where we have undertaken activity to minimise such risk. The Group does not tolerate forced labour either within its business or within its supply chain. The Group expects its supply chain (whether direct suppliers or those that directly or indirectly supply the direct suppliers) to share the same values. The Group approach of its supply chain is aimed at preventing the risk of serious cases of non-compliance with sensitive topics including child labour and use of forced work when selecting and monitoring suppliers, in any country.

The Group has taken the following steps to assess and manage any risk that our supply chain may use forced labour:

**Monitoring of our operations:** In 2021, the Group continued to monitor its subsidiaries and operations' compliance with its Code of Ethics and the implementation of related corrective actions with the support of various functions including Internal Audit and Human Resources Departments.

**Supplier sustainability standards.** In 2021, the Group continued to leverage its supplier sustainability standards and initiatives in accordance with its Code of Ethics and more specifically the Essilor Supplier Sustainability Program (SSP) and the Luxottica Responsible Sourcing and Manufacturing (LRSM) program. The Group's commitment to ensure the respect for human rights is further strengthened by the adoption of policies and procedures at local level that regulate the areas that could possibly be exposed to modern slavery. Our written policies and procedures by which our suppliers should treat employees include: (i) transparent fair behaviour, such as protecting human rights, and (ii) compliance with legislation, including fundamental rights at work – in particular freedom of association and elimination of discrimination throughout employment.

# EssilorLuxottica

**Monitoring of suppliers.** The Group also continued to monitor its suppliers' compliance with its the Code of Ethics and with the Groups sustainability standards and/or local regulations. The Group may engage qualified third parties to do so. Such monitoring is conducted either through self-assessment of suppliers or through third party audits, especially for its AFA (Apparels, Footwear & Accessories) suppliers. The Group has developed a scoring of its suppliers in four categories which are published in our Universal Registration Document.

**Training.** The Group conducts training for its employees to emphasise the importance of acting with integrity and in line with its own internal Code of Ethics.

**Regular assessment.** The Board of Directors' CSR Committee is regularly updated on specific topics including the CSR risk assessment and the management of sustainability issues. The CSR Committee also coordinates its works with the Board of Directors' Audit and Risk Committee for all matters related to the CSR Committee's areas of intervention.

**Contractual arrangements.** The Group may impose contractual obligations on suppliers under which:

- (a) they undertake to comply with our Code of Ethics;
- (b) they warrant that their business and, to the best of their knowledge, their own supply chain does not use forced labour;
- (c) they agree to provide us on request with responses to a self-assessment questionnaire regarding use of forced labour and steps they have taken to ensure it is not used by them or their supply chain;
- (d) they agree to permit us and third parties acting for us to inspect their facilities, records and practices, to have access to their personnel and to audit their business for the purposes of ensuring that (i) they comply with these obligations; (ii) that there is no use of forced labour; and (iii) they impose equivalent obligations on their own suppliers.

**Alert mechanism.** The Group attaches particular importance to ensuring that all employees are given the means to be heard when they have a question or concern about ethics, compliance or human rights. Various channels are made available to employees who witness or fall victim to a situation that could prove to be risky in order to bring it to the attention of the Company. Any employee can send an alert via the direct manager, the HR manager or the compliance department, their country or regional or business manager, a staff representative of the entity.

For further information, please refer to [the EssilorLuxottica's 2021 Universal Registration Document](#), Chapter 5 pages 340 and seq.

This Statement will be reviewed annually and updated as required.

This Statement was approved and signed on 1<sup>st</sup> September 2022 by:

Francesco Milleri  
Chairman and Chief Executive Officer

Paul du Saillant  
Deputy Chief Executive Officer