

## GrandVision BV: Human Rights Policy (as of May 2022)

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As a global leader in optical retailing, GrandVision, part of EssilorLuxottica, acknowledges the responsibility we carry towards economic development, improving the quality of life of our customers and employees, and creating value in the communities in which we are present.

We are committed to business practices that do not infringe on human rights and that are aligned with various international standards of responsible business conduct, including the Universal Declaration of Human Rights, the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work and the UN guiding principles on business and Human Rights.

GrandVision's Global Human Rights Policy sets out standards, expectations and commitments in relation to its responsibility to respect human rights across its own operations, and to not knowingly contribute to human rights violations by other parties.

These commitments apply to all GrandVision operations and to full-time, part-time, and temporary employees and independent contractors. They also apply to any subsidiaries, franchisees or joint ventures where GrandVision has a majority interest or management control. In those instances where GrandVision does not have a majority interest or management control, it strongly encourages its business partners to abide by the principles in this Policy.

The following human rights principles are those that GrandVision considers the most material within the scope of its activities:

- **Child labor:** GrandVision prohibits the employment and exploitation of children within its facilities and will not engage in or support the use of child labor. A child is any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher under local legislation, in which case the stipulated higher age applies in that territory. The minimum age for admission to any type of work or employment which by its nature is likely to jeopardize the health or safety of young workers must not be less than 18 years.
- **Forced labor and freedom of movement:** GrandVision prohibits all forms of forced or compulsory labor and thus all employment relationships must be voluntary in nature.
- **Freedom of association:** All GrandVision employees have the right to form or join associations of their own choosing, and to bargain collectively. GrandVision does not accept disciplinary or discriminatory actions from the employer against employees who choose to peacefully and lawfully organize or join an association, in line with ILO Conventions 87, 98 and 135.
- **Discrimination harassment and abuse:** GrandVision prohibits all forms of abuse, harassment and discrimination based on, but not limited to, race, religion, gender, age, political opinion, national extraction and social origin.
- **Working hours, compensation, standards of living:** GrandVision respects the need for employees to have a balance between work and leisure. Working hours and overtime shall comply with applicable wage, work hours, overtime and benefits laws and regulations.
- **Living wage:** GrandVision respects the right of personnel to a living wage and ensures that wages for a normal work week, not including overtime, *shall* always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable). Wages *shall* be sufficient to meet the basic needs of personnel and to provide some discretionary income.
- **Workplace safety and health:** GrandVision strives to ensure high standards of occupational health and safety throughout the organization and has enacted the following measures:
  - i. Free access to clean toilet facilities, potable water, suitable spaces for meal breaks, and, where applicable, sanitary facilities for food storage;
  - ii. There is an emergency preparation and response procedure in place;
  - iii. There is a procedure for the handling of hazardous materials;
  - iv. There are management systems in place to address health and safety risks
  - v. Its buildings and offices meet local legislation on construction and fire safety.
- **Security:** GrandVision is committed to fostering and maintaining a secure workplace for all employees and protecting employees, visitors and assets with reasonable and responsible security systems, measures and procedures in all facilities and events.
- **Fair and ethical business practices, including anti-corruption/bribery:** Please see our Code of Conduct, chapter 6.