

EssilorLuxottica

A pair of dark, rectangular sunglasses with gold-colored temples and frames is resting on a magazine. The magazine is open, showing a textured, greyish surface. In the background, a bowl of dark, granular material is visible on a wooden table. The overall scene is dimly lit, with a warm, brownish tone.

EssilorLuxottica Australia
2024 | Modern Slavery Statement

ABOUT THIS STATEMENT

This Modern Slavery Statement (the 'Statement') has been prepared and submitted in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act) and sets out the steps the EssilorLuxottica Australian Companies have taken to identify, mitigate, and manage the risks of modern slavery in their operations and supply chains for the year ended 31st December 2024.

This statement is submitted as a joint statement on behalf of all reporting entities (Page 4)



Our statement is structured across seven sections to meet the seven mandatory reporting criteria.

Contents	Criteria 1 Identify the reporting entity Pages 1 & 4	Criteria 2 Our structure, operations, and supply chains Pages 3 - 11
Criteria 3 Risks of modern slavery practices in our operations and supply chains Pages 12 - 14	Criteria 4 Assessment of our modern slavery risks and actions to address them Pages 14 - 16	Criteria 5 Assessing the effectiveness of our actions Pages 17 - 19
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INTRODUCTION

EssilorLuxottica S.A., and its owned or controlled entities, referred to as “the Group”, is a global leader in designing, manufacturing, and distributing ophthalmic lenses, frames, and sunglasses. Established in 2018, its mission is to address vision needs and style aspirations while creating value for employees and communities.

The Group operates a collaborative business model, partnering with key industry players to elevate quality vision care through superior products and services. With a vertically integrated business model and a strong presence across all regions and trade channels, the Group is well-positioned to meet evolving vision needs.

The Group is committed to vision care innovation and understands the transformative power of good vision. By combining expertise in lens technology and eyewear manufacturing with a beloved brand portfolio and global distribution capabilities, the Group enables people globally to "see more and be more" by ensuring access to quality vision care.

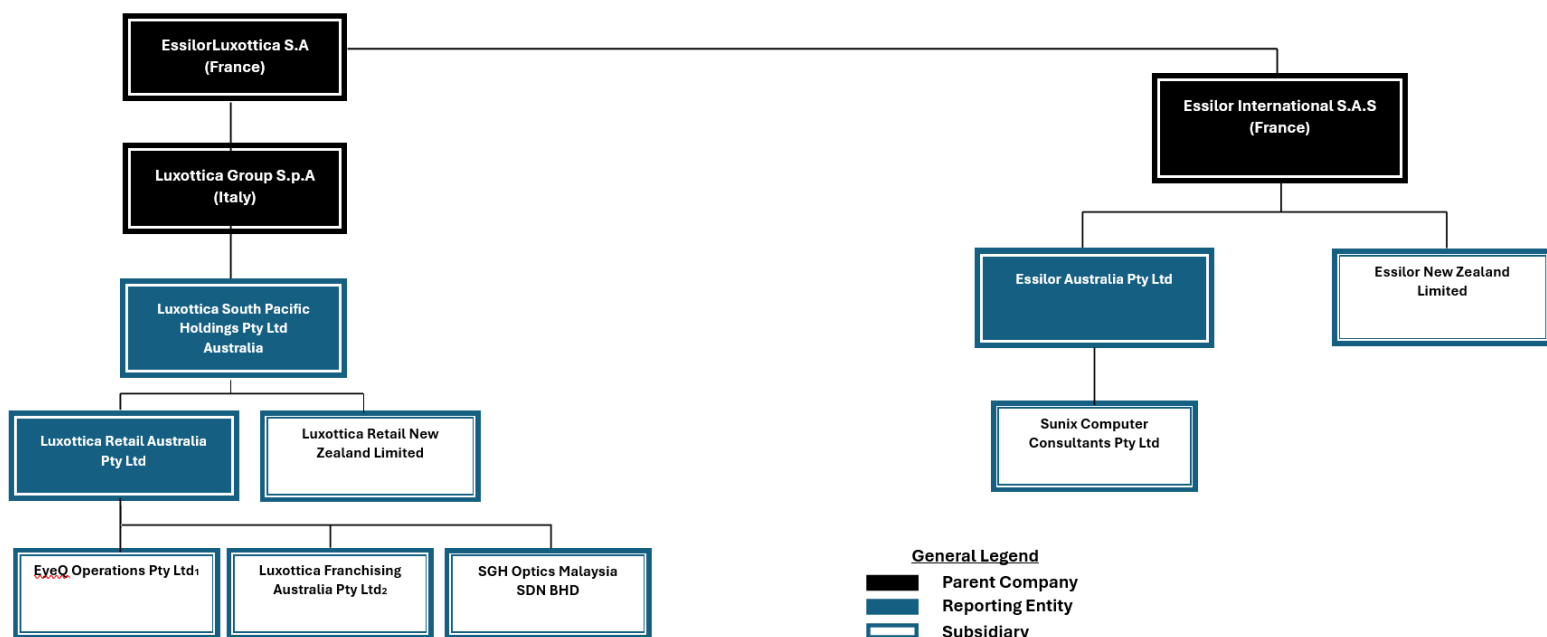
STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Group Key Figures



Structure

This joint statement has been prepared covering Luxottica South Pacific Holdings Pty Ltd (LSPH) and Luxottica Retail Australia Pty Ltd (LRA), the reporting entities that met the criteria under the Modern Slavery Act, and Essilor Australia Pty Ltd., a voluntary reporting entity (collectively “**the Company**”). All three companies are subsidiaries of the Group. This statement covers the calendar year ending 31 December 2024. References in this statement to “we”, “us” or “our” are references to the Company and entities owned or controlled by the Company.¹



The Company is headquartered in Sydney and employs approximately 5,748 people nationwide.

Luxottica South Pacific Holdings Pty Ltd is a major wholesale supplier of optical and sunglasses frames, serving B2B clients in Australia. Its subsidiaries include Luxottica Retail New Zealand Limited, which manages retail brands like OPSM, Sunglass Hut, Oakley, Laubman & Pank, and Ray-Ban in New Zealand.

Luxottica Retail Australia Pty Ltd operates several optical and eyewear retail brands, including OPSM, Sunglass Hut, Oakley, Laubman & Pank, and Ray-Ban, catering to Australian customers. It oversees subsidiaries such as:

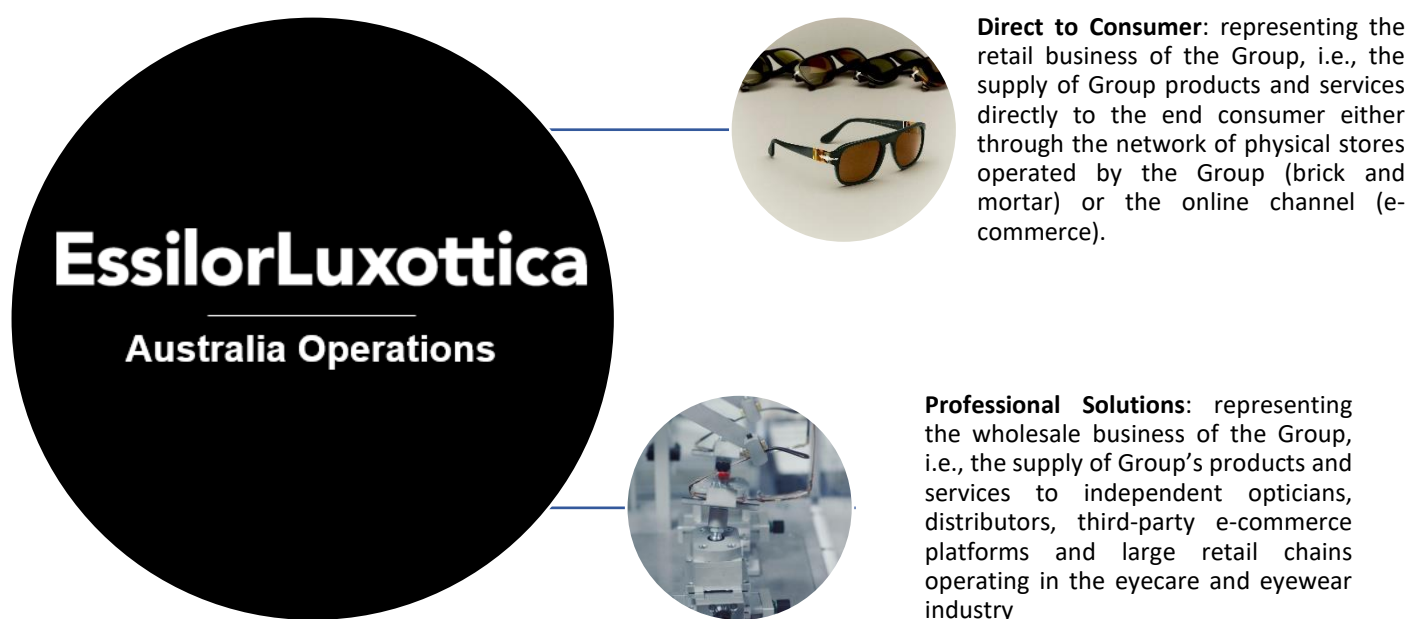
- Luxottica Franchising Australia Pty Ltd, which runs a franchising system for OPSM and Laubman & Pank.
- SGH Optics Malaysia Sdn. Bhd., managing Sunglass Hut's retail activities in Malaysia.
- EyeQ Operations Pty Ltd, a collective of 25 optometry practices across Australia, which joined the Company on February 1, 2024.

Essilor Australia Pty Ltd is a leading wholesale supplier of optical lenses, committed to advancing eye care and vision health in partnership with healthcare professionals across Australia. Essilor Australia's

¹ References in this statement to “the Company” do not include SGH Optics Malaysia SDN BHD.

operations include distributing optical lenses and coatings, as well as supplying a comprehensive range of eyewear solutions, including stock and custom-made lenses, to independent optometrists and optical retailers. Additionally, Essilor Australia Pty Ltd has a subsidiary, SUNIX Computer Consultants Pty Ltd, which specialises in developing and distributing optometric practice management systems.

The Company operates in two business segments:



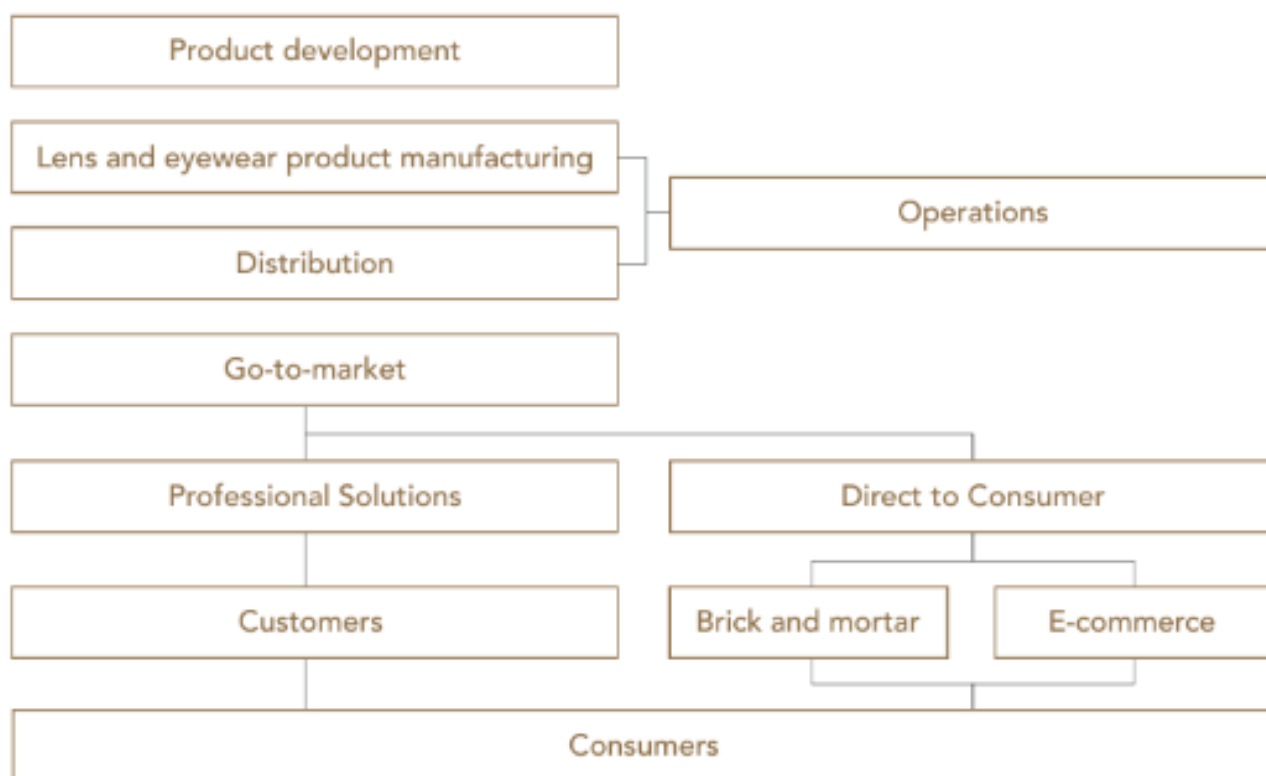
These operations integrate the Group's Eyes on Ethics approach, ensuring a fair and ethical practices and standards wherever the Group has a presence, as outlined in the 2024 Universal Registration Document (including the Annual Financial Report) filed with the Autorité des Marchés Financiers (AMF), the French market regulator, on 10 March 2025. A non-certified translation into English of the Universal Registration Document (including the Annual Financial Report) issued in French, can be found following this [link](#).

Global Operations

The Group operates an open, non-exclusive business model (network company), that creates value for all stakeholders, including customers, consumers, employees, shareholders, business partners and suppliers as well as the communities in which the Group operates. This business model is in line with the Group's core business activities, by providing centralization when required (particularly for global frame brands and retail banners) and decentralization when appropriate (for prescription lenses, which cater to multiple individual patients' needs at a local level).

The Group oversees every aspect of both its lens and frame businesses, from production plants to prescription labs through to retail eyecare locations. It provides centralization for eyewear manufacturing and a decentralized approach for prescription lens production, simultaneously managing flows of stock lenses (finished lenses completed in the Group's production plants) and

custom prescription lenses (semi-finished lenses produced in plants and sent to prescription labs for surfacing and coatings). Direct oversight of the entire production platform makes it possible for the Group to verify the quality of products and processes, introduce innovations and identify synergies and new operating methods, as well as optimize service, quality, and costs.



The Group has two key businesses: eyecare and eyewear. The Group also designs, develops, markets and maintains a range of optical instruments in two main specialty segments: (i) lens edging and mounting instruments for opticians and prescription laboratories, and (ii) optometry instruments for eyecare professionals, schools, occupational medicine centers, the military and other institutions.

In addition to its key businesses, the Group operations also include other categories: apparel, footwear, and accessories (AFA) for both Oakley and Costa, as well as specific accessories related to the Group's Direct to Consumer network; point-of-purchase (POP) material, including marketing material and advertising to be used in both the Group's retail stores and by professional solutions partners; and store-specific furniture. The Group designs, develops, sources, procures and manages distribution for these categories, whereas manufacturing is outsourced to third parties.

Geographical Distribution of the Group's Global Distribution Network as of December 31, 2024

	Total	North America	Latin America	EMEA	Asia-Pacific
Distribution centers ^(a)	118	24	19	43	32
handling multiple product categories		5	15	24	11

The Group has a global network of 118 distribution centers for lenses, eyewear, contact lenses, instruments, equipment, AFA, marketing materials, advertising and store-specific furniture. Main

logistics centres provide services for the entire range of product categories, ensuring comprehensive and integrated support for the supply chain.

In early 2024, a new fulfilment center in Sydney was opened to boost operational efficiency and customer service. This facility, which merges several warehouses, combines automation and streamlined processes for quicker order processing and delivery. This strategic move is intended to foster the Group's growth in the Asia-Pacific region and strengthen supply chain resilience.

Operations: Global eyecare network

As of December 31, 2024, the Group and its partners operated 33 production facilities across the world. Of these 33 plants, 25 produce prescription lenses and eight specialize in non-prescription sun lenses.



Operations: Global eyewear network

Frame design, development and manufacturing take place in the Group's production sites across the world, which include six production sites in Italy, which in 2024, represented 55% of the Group's global production value. Other manufacturing facilities also exist in Greater China, Thailand, India and Japan, along with factories in the US, Brazil and Mexico, producing the remaining global eyewear output.



The Company procures the majority of finished and semi-finished goods from these global sites as needed.

Australian and New Zealand Operations

Workforce

Direct employment

The Company employs approximately 5,748 employees, all of whom are directly employed by the Company. This ensures complete transparency regarding our employment terms and conditions, which are detailed in employment contracts and align with relevant industrial instruments governed by Australian employment laws, such as the Luxottica Retail Enterprise Agreement 2015 and the General Retail Industry Award 2020. A significant portion of the workforce comprises skilled professionals often with relevant qualifications.

Employment conditions are equitable and fair for all employees at the Company. Remuneration is based on factors such as position, skills, experience, and specific requirements, with most employees receiving compensation above the minimum wage. The majority of employees hold full-time positions, and for those engaged on a contract basis, the Company ensures that any third-party recruitment or labour agency complies with applicable workplace laws. Additionally, approximately 29.61% of employees in Australia and New Zealand are covered by enterprise agreements.

The Company has implemented controls and governance arrangements to make sure that we meet our legal and policy requirements in the employment of our team members. This includes the utilisation of monitoring systems and enhancing guidelines so that our team members are paid correctly in accordance with applicable industrial instruments and legislation. These systems are supported by annual compliance reviews on payroll, legislation, and policy reviews.

The Company places great emphasis on fostering a culture of learning, diversity, and safety among its employees, with a zero-tolerance policy toward discrimination, intimidation, or harassment. These values are anchored in the Group's Code of Ethics, which was introduced in 2023 to define a shared culture and values for all employees.

Direct to Consumer – Retail

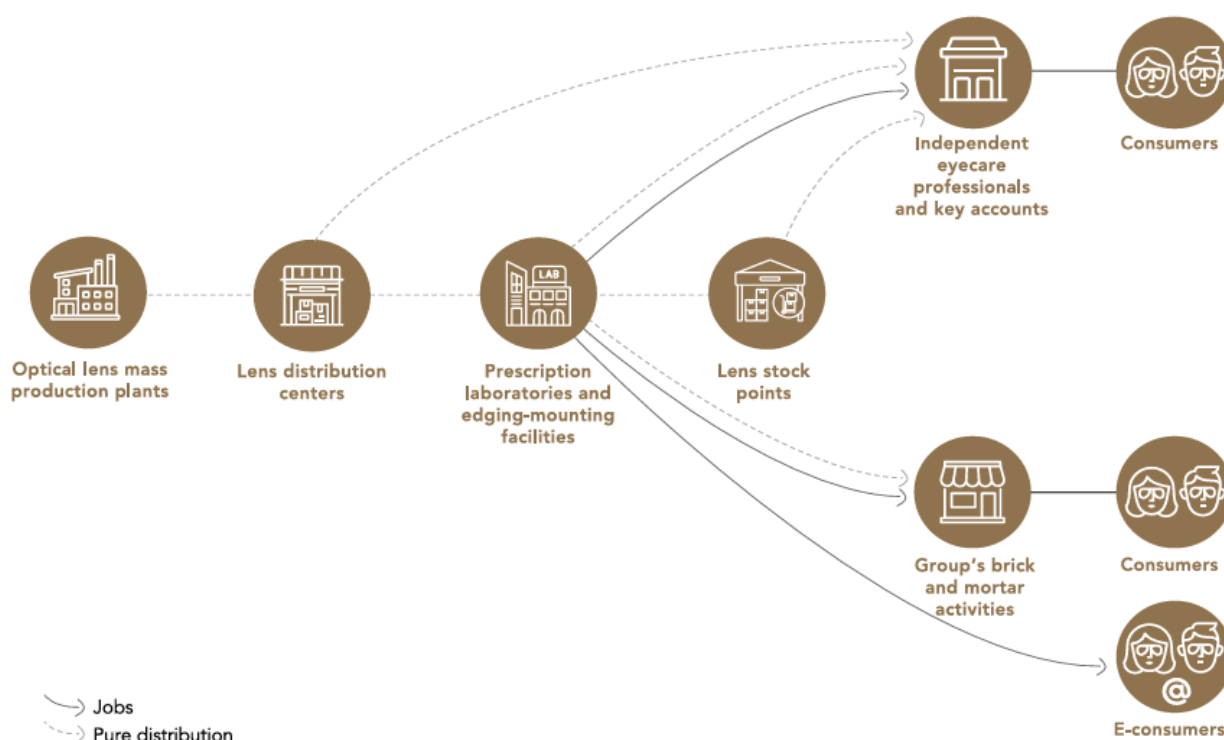
The Company operates approximately 633 stores and 28 franchised locations in its Direct-to-Consumer network. These locations offer high-quality vision care services and exceptional shopping experiences, including cutting-edge digital eye exam technology and the latest eyewear trends.

The extensive brick-and-mortar retail network operated by the Company includes well-known banners like OPSM and Laubman & Pank and global banners such as Sunglass Hut and Oakley. In February 2024, EyeQ Optometrists, with its network of 25 optical practices, also became part of this store network. To enhance its reach, the Group also maintains leading e-commerce platforms, including Ray-Ban.com, Oakley.com, SunglassHut.com, and Costadelmar.com.

Eyecare Technology – Professional Solutions

The Company's portfolio includes globally lens brands such as Essilor, Varilux, Crizal, Eyezen, Stellest, Xperio, Transitions, Ray-Ban, Oakley, among others, allowing it to distribute specialized technologies to best serve specific consumer eyecare needs.

The Company also offers vision equipment and solutions – mainly procured within the Group – used by opticians, optometrists, ophthalmologists, and optical manufacturing labs. This includes lens surfacing and coating equipment as well as instruments for refraction, diagnostics, imaging, measurement, edging and mounting.



Supply Chain

The Group operates a vertically integrated business model directly covering every single step of the value creation process, from product development and manufacturing to end-consumer sale. Balancing speed, efficiency and proximity, the Group manages a global supply chain based on centralization for frames, and on a capillary network for lens finishing and prescription laboratories.

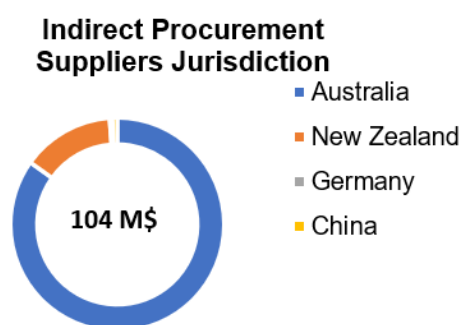
The global supply chain of the Group is governed by the Responsible Sourcing and Manufacturing program (**ELRSM**). This program seeks to ensure the Group's value chain adheres to international standards, applicable laws and regulations, and the Group's Code of Ethics. The ELRSM audit checklist includes four main sections:

- Labor & Human Rights (covering topics such as working hours, wages and benefits, child and forced labour, freedom of association, and collective bargaining)
- Occupational Health & Safety
- Environment
- Governance and Ethics (including bribery and corruption, whistleblowing procedures, etc.)

The Company acquires more than 95% of the finished products for the Retail business segment, through the Group's global supply chain (refer to Global_Operations maps above for operating locations). This facilitates business continuity and contributes to timely manufacturing and delivery of products and services to customers. The other 5% of the product portfolio is sourced from third party suppliers – generally large medical device companies that import goods into Australia and are sold in stores as items and accessories.

In the Professional Solutions business segment, the Company sources 90% of its finished goods (specifically lenses) from the Group's global supply chain (refer to Global Operations maps above for operating locations). The remaining 10% is produced locally. Notably, a significant portion of local production utilizes semi-finished raw materials from other entities within the Group.

To maintain and develop its operations, the Company also undertakes procurement for goods and services not for resale. The considerable majority of spend is domestic and concentrated primarily in store design and construction, consulting services (i.e., Marketing, IT and Legal), IT software and facilities maintenance. The Company has assessed further and identified the jurisdiction of these suppliers.



The Group fosters collaborative relationships with its suppliers, guided by a Business Partners' Code of Conduct (**the Code**). This Code sets out the Group's ethical principles, and expectations in relation to human rights, labour standards, and health and safety. The Group expects suppliers to adopt ethical business practices including vigilance against bribery and corruption and makes available the SpeakUp whistleblowing system for suppliers. The Code is published on the Group's website and on the Group intranet site, making it accessible to all employees and stakeholders.

Additionally, the Group implements programs to uphold the standards espoused by the Code. They strive to include contractual obligations for business partners to adhere to the Code in new standard contracts and terms.



RISKS OF MODERN SLAVERY

UNDERSTANDING OUR MODERN SLAVERY RISKS

The Company recognises modern slavery as a severe violation of human rights. The term 'modern slavery' is an umbrella term used to describe situations where coercion, threats or deception are used to exploit people and deprive them of their freedom, and it includes:

- Slavery
- Servitude
- Forced labour
- Deceptive recruiting for labour or services
- Forced marriage
- Trafficking in persons
- Domestic trafficking
- Child trafficking
- Organ trafficking
- Debt bondage

The Company acknowledges that modern slavery practices are likely to be present somewhere within its supply chain. Some of these risks are influenced by a range of factors, including jurisdiction and industry risk.



Geographic Risks

- Sourcing or manufacturing in higher-risk countries where modern slavery may be prevalent.



Sector Risks (Goods)

- Sectors with inherently heightened risks such as manufacturing, textiles, IT hardware etc.



Sector Risks (Services)

- Services reliant on low skilled and migrant workers on temporary visas with limited bargaining power.

From the information gathered from our discussions with high-risk suppliers and modern slavery questionnaires, the two main areas of risks within the Company's supply chain are described below.

MODERN SLAVERY RISKS WITHIN OUR SUPPLY CHAINS

1

The Company's supply chain mainly comprises the finished products manufactured via sourcing from the Group global supply chain. Like all global supply chains, the Group's supply chain may be linked to modern slavery in the raw materials used to manufacture finished products.

A small percentage of the total procurement spend relates to goods for resale in the bricks-and-mortar and e-commerce channels manufactured by third party suppliers, including products such as optical accessories and textile products. For reasons similar to the above, the sourcing of raw materials, such as cotton, and manufacturing in countries with a higher vulnerability to modern slavery could result in the Company's supply chain becoming linked to modern slavery via the operations and supply chains of our suppliers.

2

The Company may also be linked to modern slavery through procurement of goods and services not for resale in general operations.

The Company procures a range of goods and services to support its operations, including store design and construction, furniture, signage, shipping, IT hardware, facilities maintenance and cleaning, and office stationery.

Although the majority of our suppliers in this category are Australian based companies, it is likely they will have global supply chains where they source products ultimately sold to us. For suppliers of services reliant on base skilled labour, there may be increased risks of modern slavery in complex subcontracting arrangements, using workers on temporary visas with limited bargaining power and knowledge of their workplace rights.

Considering the Company's supply chain, the following types of modern slavery may exist in our supply chains:

Forced labour



Deceptive recruiting



Debt bondage



Worst forms of child labour

Modern Slavery Questionnaire (MSQ)

In order to better understand the modern slavery risks in the Company's supply chain, a MSQ was sent to suppliers that provided goods or services during the reporting period. The responses to the MSQ are weighted based on analytics driven by global indices on modern slavery and human rights risks. The scoring focusses on five areas: jurisdiction, policies and controls, industry risk, workforce profile and human rights. Upon completion of the MSQ, suppliers are assigned an overall risk rating between 1 to 10 with 1 indicating a lower risk of modern slavery and 10 indicating a higher risk of modern slavery.

Based on the responses to the MSQ in 2024, there were four suppliers that received a high risk rating. The suppliers operated in retail construction, machinery manufacturing and signage. The risk profile

of these suppliers were largely driven by sourcing from, or operating in higher risk countries, using high risk raw materials such as aluminium, copper, glass (silica sand), rubber and steel without a responsible sourcing policy and their limited visibility in relation to supply chain mapping and utilisation of base skilled workers and labour hire that may be an indicia of modern slavery in the absence of adequate controls.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

The Company seeks to identify, assess and address potential modern slavery risks in its supply chain and operations through the ongoing implementation of procedures, policies, trainings and grievances mechanisms, as set out below, in addition to group-wide controls in place to manage the risk within the supply chain of related-entity suppliers. Refer also to Part 4 for more information in relation to actions taken during the reporting period to progress the goals that the Company set for 2024.

Expansion of risk assessment processes

- Regular internal stakeholder discussions focus on pertinent modern slavery risks and how the Company can better equip itself to assess and manage these risks. Our criteria for indirect sourcing aim to identify high-risk vendors, enabling us to address potential modern slavery risks, supported by the Modern Slavery Questionnaire. The Group's approach to supply chain due diligence is set out on page 43 of the [Code of Ethics](#). The Company relies on the Group's responsible sourcing program to mitigate the risks of modern slavery in the finished products it provides to us.

Training and awareness

- Within the Company's procurement function, training employees to recognize modern slavery red flags and understand how to escalate concerns is a crucial aspect of their risk mitigation framework. To support this, the Company has conducted dedicated face-to-face training sessions for key stakeholders in procurement and other relevant functions highlighting the importance of combating modern slavery and adhering to legislation. Communications to all third party suppliers about the Business Partners Code of Conduct have also been carried out, raising awareness of the standards expected from suppliers.

Alert System and Reporting: SpeakUp

- Employees and other stakeholders, including suppliers, are encouraged to report any suspected wrongdoings, assured that their concerns will be treated seriously, investigated appropriately, and handled confidentially. The Group's SpeakUp system ensures complaints are received and investigated while maintaining confidentiality. To raise awareness, communications and posters were provided to employees, face-to-face training sessions were conducted for eligible recipients, and dedicated communications with links to the SpeakUp service were sent to all third-party suppliers.

Supplier engagement requirements

- Procurement measures include contractual provisions requiring suppliers to assess and address modern slavery risks. Suppliers must comply with applicable modern slavery laws, implement due diligence procedures, and exercise audit rights with their vendors and subcontractors. We are actively consolidating suppliers, including recently acquired vendors, to ensure these provisions are consistently applied across relevant vendor agreements.

In relation to its own workforce, the Group has corporate policies and commitments as well as regular engagement. The corporate policies aim to safeguard human rights and promote principles established by international instruments and organizations. The relevant policies and commitments that continued to apply during the reporting period are outlined below. References in the table to “we” or “our” are to the Group, including the Company.

Modern Slavery Policy

The Modern Slavery Policy sets out expectations for all stakeholders to uphold internationally recognised human rights and comply with modern slavery standards and legislation, aiming to prevent modern slavery within our supply chains.

This policy outlines the Company’s obligation to identify and address modern slavery risks in its operations and supply chains, including conducting risk assessments, engaging with suppliers, and reporting on the effectiveness of actions taken to mitigate these risks. This policy applies to all Company personnel, subsidiaries, and business partners, including employees, contractors, suppliers, and franchise partners.

Personnel and business partners are expected to align with the Company's values, report any suspected modern slavery issues, and cooperate in mitigating risks.

Code of Ethics

The [EssilorLuxottica Code of Ethics](#) outlines principles on how the Group embeds and promotes ethical behaviour in the interactions with all stakeholders. It is applicable to all Group employees and contains rules designed to protect human rights and labour conditions including, but not limited to:

- prohibition of any form of discrimination, harassment, bullying, intimidation or violence;
- fair competition;
- zero tolerance principle for bribery and corruption;
- fair working conditions of migrant workers, and
- fair remuneration.

The Group aims to ensure that its activities comply with the International Bill of Human Rights and the principles on fundamental rights set out in the Declaration on Fundamental Principles and Rights at Work of the ILO. The document was submitted and approved by the Chairman & CEO and the Deputy CEO of the Group.



Growing our People & Talent,
Promoting their Well-Being



Promoting and Respecting
Diversity, Equity & Inclusion



Ensuring Health & Safety
at Work



Fighting Harassment, Bullying
and Violence at Work



Respecting The Principles of
Freedom of Association &
Collective Bargaining

Business Partners' Code of Conduct

The [Business Partners' Code of Conduct](#) reflects the Group's commitment to respecting and promoting Human Rights across its entire value chain as per the International Bill of Human Rights, International Labor Organization (ILO) Conventions, the United Nations Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises. It sets its expectations from its business partners including suppliers, distributors, franchisees, consultants, agencies, service providers, outsourcing partners, hiring agencies, licensing partners, landlords and aims to ensure that they uphold the Company's commitment in areas of ethics, Human Rights and labour standards, environment, Health & Safety. The Group also expects its suppliers and subcontractors, to the extent possible, to ensure the application of this Code of Conduct or similar ethical standards to their own suppliers and subcontractors, and to take reasonable steps to cascade this Code of Conduct or similar principles to them.

Indirect Procurement Policy





The Indirect Procurement Policy, introduced in September 2024, aims to regulate the management methods and parties involved in Indirect Procurement by outlining roles and responsibilities, defining control principles, and establishing rules and guidelines for processes such as the Code of Ethics and Business Partner's Code of Conduct. Indirect procurement refers to procurement from vendors who provide goods or services that are not part of our finished products. The policy requires personnel with a procurement function to incorporate modern slavery clauses in agreements with indirect suppliers wherever possible, requiring suppliers to comply with the business partners' code of conduct, ensure they protect human rights, respect people and the environment, conduct business ethically, perform due diligence, address suspect violations, and report any violations to us.





APPROACH TO ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Progress against our goals for 2024

The Company is committed to making continuous progress and is aware that its human rights approach requires ongoing monitoring, review and regular improvement to ensure that it continues to identify risks, to mitigate any potential risk within its supply chain and operations.

References in the table below to “we”, “us” or “our” are specific to the Company.

2024 Goal as set out in the 2023 statement	Status	Progress
Seek to increase the completion rate of the MSQ by suppliers.		We have increased the volume of communications to vendors and introduced automatic follow-ups at various intervals throughout the year. These measures are designed to remind and assist vendors who have yet to complete the MSQ.
Send the MSQ to a broader vendor population.		We have expanded the distribution of the modern slavery questionnaire to a broader range of vendors, resulting in approximately a 78% increase in recipients.
Continue to centralise the operations of the entities acquired in 2022, including a review of their suppliers and, where relevant, introducing our standard contract terms and policies.		The centralisation process for the entities acquired in 2022 (Optical Supply of Australia Pty Ltd, Sunix Computer Consultants Pty Ltd, and Bonastar Pty Ltd) is still underway. We have additionally extended this process to the suppliers of EyeQ, the entity we acquired in 2024. New agreements incorporate standard contract terms, including clauses pertaining to compliance with modern slavery obligations, and the Business Partners Code of Conduct. For vendors that could not be replaced, we have applied our standard contract terms and will continue to do so upon agreement renewals.
Review the results of the MSQ and undertake further due diligence with suppliers that return potential red flags for modern slavery risks.		We have collaborated, and continue to collaborate, with vendors with higher risks. This includes working directly with them to request risk assessments, undertake training, update policies and procedures, and, in some cases, deciding not to onboard vendors who are unwilling to cooperate.

<p>Introduce standardised modern slavery reporting, highlighting relevant risks to senior management</p>		<p>Modern slavery is a regular agenda item in the periodic briefings between our compliance function and local company directors. These discussions involve the identification of high risk vendors and the measures implemented to address high risk findings.</p>
<p>Monitor the reports made to the SpeakUp system.</p>		<p>We continue to monitor reports submitted through the Speak Up hotline. Additionally, we have informed all Company employees and indirect goods and services suppliers, where feasible, about the availability of this service to our third-party partners and their employees.</p>
<p>Provide bespoke Modern Slavery training to staff with a procurement function on how to assess modern slavery risks as part of the procurement process.</p>		<p>Conducted an in-person training session specifically designed for employees with a procurement function. This session focused on the critical aspects of modern slavery, emphasizing the obligations, roles, and responsibilities of each employee. The training aimed to enhance awareness and ensure compliance with our ethical standards and legal requirements related to modern slavery.</p>
<p>Use the MSQ as part of the supplier selection process where possible.</p>		<p>The MSQ has been distributed to selected vendors during the onboarding process. This has enabled us to collaborate with vendors during onboarding to address identified risks, and in one case, discontinued their onboarding due to the vendor's unwillingness to cooperate with us.</p>

Goals for 2025



Standardise Periodic Reporting

Implement a consistent reporting framework to ensure periodic updates are provided to a broader base of relevant senior management and other relevant team members.



Integrate MSQ into Vendor Management System

Embed the Modern Slavery Questionnaire (MSQ) into our vendor management system, Ariba. Vendors will be required to complete the MSQ and confirm its completion as part of their onboarding and ongoing compliance processes.

Continue supplier engagement with vendors that receive a high risk rating to determine whether the risks are capable of being mitigated (in particular those with overseas sourcing and manufacturing and high risk supply chains)



Incorporate Business Partners Code of Conduct

Integrate the Business Partners Code of Conduct within the Ariba platform. Vendors will be required to accept and acknowledge our ethical standards and expectations, particularly in areas such as business ethics, labour practices, human rights, and health & safety.



Increase visibility of the supply chain of finished products manufactured by the Group

Ascertain information from the Group regarding the supply chain of the raw materials used to manufacture the finished products.



Standardise and disseminate a dedicated Modern Slavery module

Create and integrate a standard Modern Slavery Module into our learning management system, Leonardo, making it readily available to all Company employees at any time. The objective is to enhance awareness and understanding of modern slavery issues among our staff, ensuring that everyone is equipped with the knowledge to identify and address potential risks.



OTHER RELEVANT INFORMATION

OneSight EssilorLuxottica Foundation

The launch of the OneSight EssilorLuxottica Foundation in 2022 - the largest foundation in the world driving inclusive vision care access - marked a new chapter in the Group's journey to accelerate its Mission and bring vision care to those in need.

In 2024, the OneSight EssilorLuxottica Foundation continued to spearhead the actions of the entire group around its Mission, positively impacting the lives of more than 14 million people in need by equipping them with eyeglasses, more than 5,600 rural optical points and vision centres were established, providing permanent access to vision care for 216 million rural community members globally.

In 2024, the OneSight EssilorLuxottica Foundation made significant impacts through its programming and charitable activities in Australia, New Zealand, and the Western Pacific regions. Some of the key achievements include:

- Working across 17 separate Oceania countries
- 671 EssilorLuxottica's participated in clinics and special skills projects
- Dispensing 72,543 pairs of life-changing spectacles to people in need

Despite the ongoing challenges and uncertainties faced by the world, the Group remains resolute in its commitment to providing access to vision care in the most vulnerable communities, for the well-being of society. [Click here to learn more.](#)

CONSULTATION PROCESS & APPROVAL

During the reporting period, there was engagement and consultation with all Reporting Entities, and their owned or controlled entities, in the development of this Statement. Further discussions were held to address the reporting requirements of the Modern Slavery Act 2018 including compliance requirements, existing initiatives, and ongoing efforts to be implemented.

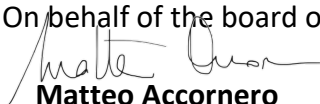
This Statement was approved by the board of the Reporting Entities and signed by a responsible member of the respective boards.

The board of Luxottica South Pacific Holdings Pty Ltd Australia approved this statement on 30 June 2025.

The board of Luxottica Retail Australia Pty Ltd approved this statement on 30 June 2025.

The board of Essilor Australia Pty Ltd approved this statement on 30 June 2025.

On behalf of the board of directors:



Matteo Accornero

General Manager ANZ
Director
Luxottica South Pacific Holdings Pty Ltd
Luxottica Retail Australia Pty Limited
Essilor Australia Pty Limited

30 June 2025



Alberto Revolfato

Chief Financial Officer ANZ
Director
Luxottica South Pacific Holdings Pty Ltd
Luxottica Retail Australia Pty Limited
Essilor Australia Pty Limited

30 June 2025

