

EssilorLuxottica

EssilorLuxottica Australia
2023 | 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) and sets out the steps taken to identify, mitigate, and manage the risks of modern slavery in the operations and supply chains of the Reporting Entities for the year ended 31st December 2023.

This is a joint Statement on behalf of Luxottica South Pacific Holdings Pty Ltd (LSPH), Luxottica Retail Australia Pty Ltd (LRA) and Essilor Australia Pty Ltd (Reporting Entities).



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

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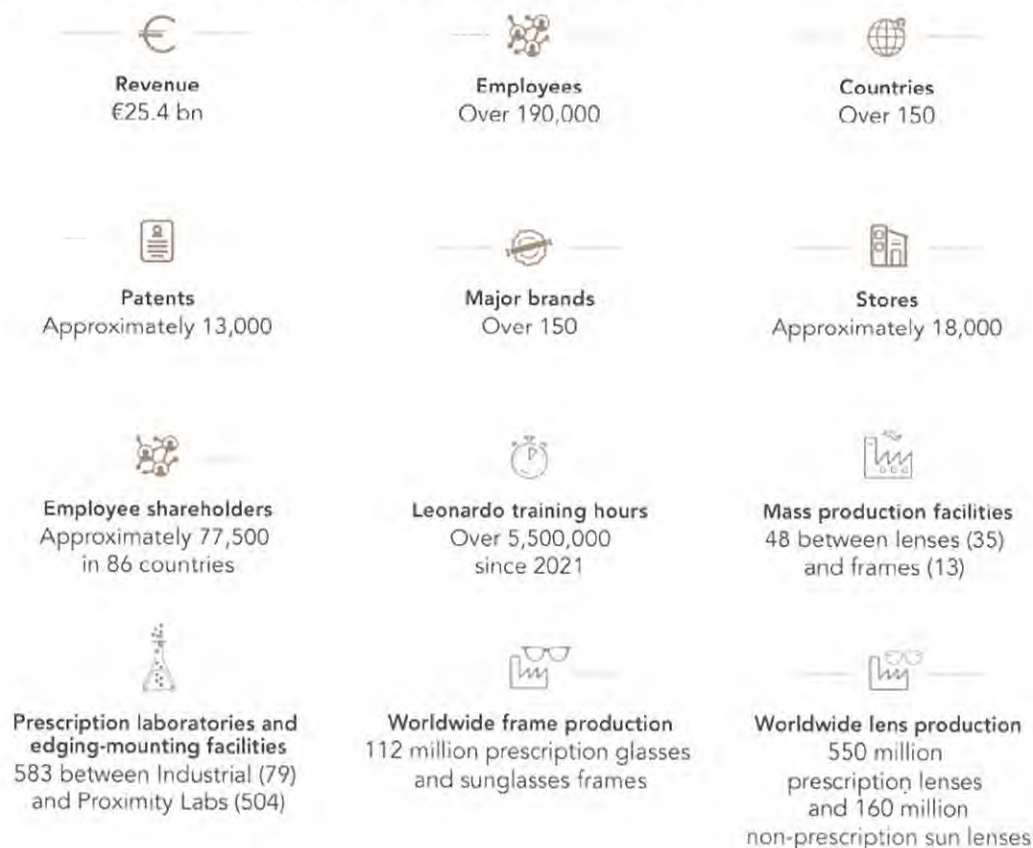
INTRODUCTION

EssilorLuxottica S.A. is a French joint-stock company registered with the Trade and Companies Registry (Registre du Commerce et des Sociétés) of Créteil under number 712 049 618 (“EssilorLuxottica”) and is a global leader in the design, manufacture and distribution of ophthalmic lenses, frames, and sunglasses. EssilorLuxottica and its subsidiaries are referred to in this statement as “the Group”. Established in 2018, EssilorLuxottica's mission is to help people around the world 'see more and be more' by addressing their vision needs and style aspirations while creating value for employees and communities.

EssilorLuxottica’s legacy is rooted in a commitment to vision care innovation and a deep understanding of the transformative power of good vision.

Group Key Figures

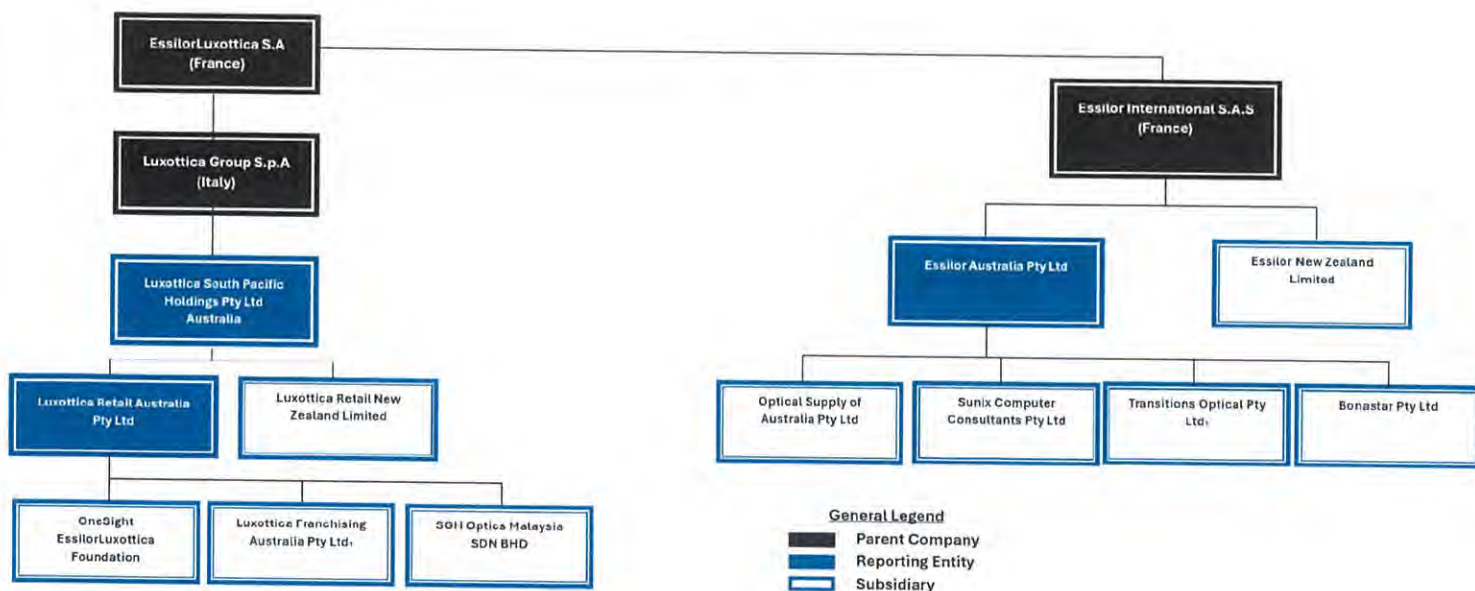
1. STRUCTURE, OPERATIONS AND SUPPLY CHAIN



a. Structure

This joint Statement has been prepared for Luxottica South Pacific Holdings Pty Ltd (LSPH), Luxottica Retail Australia Pty Ltd (LRA) and Essilor Australia Pty Ltd., the Reporting Entities for the calendar year ending 31 December 2023 (all blue in the diagram below). References in this Statement to

“EssilorLuxottica Australia” or “the Company” are references to the Reporting Entities and their owned or controlled entities.¹



EssilorLuxottica Australia’s headquarters are located in Sydney, Australia, and collectively employ approximately 5,500 individuals across the country.

Luxottica South Pacific Holdings Pty Ltd is a leading wholesale supplier of optical and sunglasses frames, serving business to business clients in Australia. In addition to Luxottica Retail Australia, its subsidiaries include Luxottica Retail New Zealand Limited, which manages the retail operations of brands such as OPSM, Sunglass Hut, Oakley, Laubman & Pank, and Ray-Ban within New Zealand.

Luxottica Retail Australia Pty Ltd is an operator of optical and eyewear retail brands, overseeing brands such as OPSM, Sunglass Hut, Oakley, Laubman & Pank, and Ray-Ban. Their network of stores caters to customers seeking eyewear solutions in Australia. Luxottica Retail Australia Pty Ltd oversees several subsidiaries in the optical retail industry, including:

- OneSight EssilorLuxottica Foundation (see page 16).
- Luxottica Franchising Australia Pty Ltd operates a franchising system whereby franchisees conduct an Optical Eyewear & Eyecare business under the OPSM and Laubman & Pank trademarks and source eyewear products from the EssilorLuxottica group.
- SGH Optics Malaysia Sdn. Bhd. which oversees the retail activities of Sunglass Hut in Malaysia.

Essilor Australia Pty Ltd is a wholesale supplier of optical lenses. They collaborate with health care professionals to advance eye care and vision health in Australia. Essilor Australia Pty Ltd has several subsidiaries that contribute to its eyewear solutions, including:

- Optical Supply of Australia Pty Ltd is an established optical lens and lens coating manufacturer serving independent optometry practices in Australia.

¹ References in this Statement to “EssilorLuxottica Australia” or “the Company” do not include SGH Optics Malaysia SDN BHD.

- SUNIX Computer Consultants Pty Ltd is a developer and distributor of optometric Practice Management Systems in Australia.
- Transitions Optical Pty Ltd specialises in distributing ophthalmic goods, frames, lenses, and sunglass lenses. The company exited the EssilorLuxottica structure in December 2023.
- Bonastar Pty Ltd is an optical wholesaler that supplies a variety of eyewear solutions, including stock lenses and custom-made single vision, bifocal, trifocal, and advanced free-form progressive lenses to independent optometrists and optical retailers in Australia.

EssilorLuxottica Australia operates in two business segments:

1. Direct to Consumer - Retail: Serving consumers directly.
2. Eyecare Technology - Professional Solutions²: Providing solutions for eye care professionals.

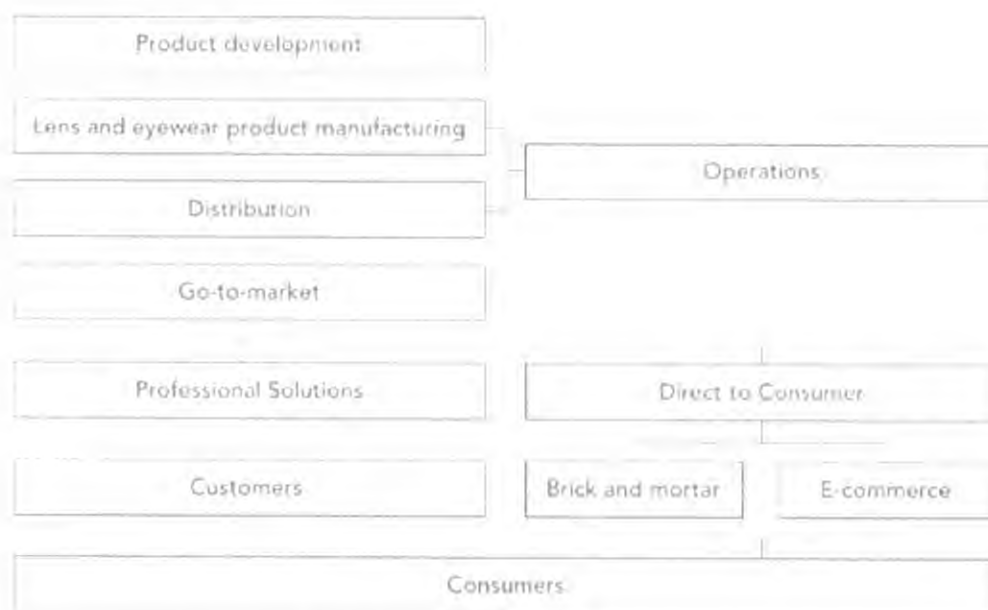
These are required to comply with EssilorLuxottica's global commitments to ethics, governance, and sustainability, as outlined in the 2023 Universal Registration Document (including the Annual Financial Report) filed with the Autorité des Marchés Financiers (AMF), the French market regulator, on 8 March 2024. 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](#).

b. Global Operations

EssilorLuxottica 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 Company 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.

1. Transitions Optical Pty Ltd exited the EssilorLuxottica structure in December 2023.
 2. EssilorLuxottica Australia has limited operational control and access to information from the franchise partners.



EssilorLuxottica has two key businesses: eyecare and eyewear. EssilorLuxottica 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 2023, this business unit rolled its latest in-store finishing systems that deliver improved precision and increased productivity even for demanding eyewear.

In addition to its key businesses, EssilorLuxottica 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. EssilorLuxottica designs, develops, sources, procures and manages distribution for these categories, whereas manufacturing is outsourced to third parties.

EssilorLuxottica has a global network of 128 distribution centres for lenses, eyewear, contact lenses, instruments, equipment, AFA, marketing materials and advertising as well as store specific furniture. Main logistics centres provide services for the entire range of product categories, ensuring comprehensive and integrated support for the supply chain.

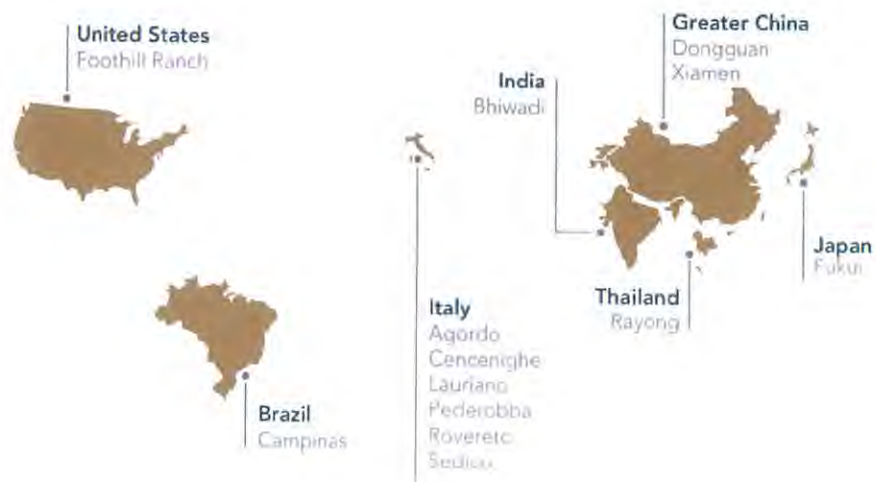
As of December 31, 2023, EssilorLuxottica and its partners operated 35 lens production facilities globally.

Operations: Global eyecare network



Frame design, development and manufacturing take place in EssilorLuxottica's production sites. They include six production sites in Italy, two in China, one in Thailand, one in Brazil, one in the US (devoted to sports and performance eyewear) and two in Japan and India, the latter serving the local market.

Operations: Global eyewear network



EssilorLuxottica Australia procures the majority of finished and semi-finished goods from these global sites, identified in the two maps above, as needed.

c. Australian Operations

Workforce

EssilorLuxottica Australia employs approximately 5,500 talented individuals, each contributing their unique competences, knowledge, and experiences. EssilorLuxottica Australia 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.

Positions within EssilorLuxottica Australia are typically filled by highly skilled professionals, often with relevant qualifications. Additionally, there are specific checks conducted, including verification of working rights, education, and previous employment, all in accordance with Australian workplace laws.

At EssilorLuxottica Australia, employment conditions are equitable and fair for all employees. Remuneration is based on factors such as position, skills, experience, and specific requirements, with most employees receiving compensation well above the minimum wage. The majority of employees hold full-time positions, and for those engaged on contract basis, the company ensures that any third-party recruitment or labour agency complies with Australian workplace laws.

Where applicable, certain employees operate under an Enterprise Agreement, which is negotiated in collaboration with relevant unions. Notably, there is minimal to no involvement of third-party agencies for manual labour or low-skilled work.

Direct to Consumer – Retail

EssilorLuxottica Australia operates approximately 583 stores and has 31 franchised³ locations in their 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 EssilorLuxottica Australia includes well-known banners like OPSM and Laubman & Pank and global banners such as Sunglass Hut and Oakley. To enhance their reach, EssilorLuxottica also maintains leading e-commerce platforms, including Ray-Ban.com, Oakley.com, SunglassHut.com, and Costadelmar.com.

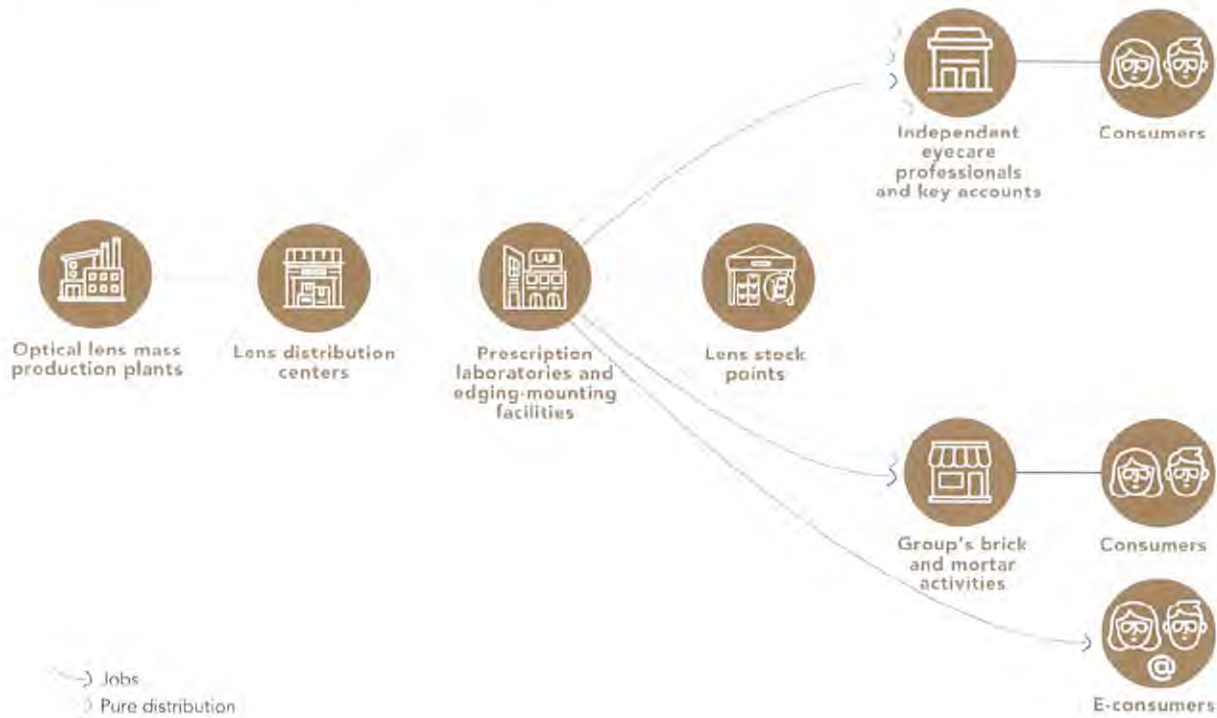
Eyecare Technology – Professional Solutions

EssilorLuxottica Australia'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.

EssilorLuxottica Australia also offers vision equipment and solutions – mainly procured within the group – used by opticians, optometrists, ophthalmologists, and optical manufacturing labs. This

³ EssilorLuxottica Australia has limited operational control and access to information from the franchise partners.

includes lens surfacing and coating equipment as well as instruments for refraction, diagnostics, imaging, measurement, edging and mounting.



d. Supply Chain

EssilorLuxottica 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.

EssilorLuxottica Australia acquires more than 95% of the finished products for the Retail business segment, through EssilorLuxottica’s global supply chain (refer to Global_EssilorLuxottica 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, EssilorLuxottica Australia sources 90% of its finished goods (specifically lenses) from EssilorLuxottica’s global supply chain (refer to Global_EssilorLuxottica 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 EssilorLuxottica entities within the Group.

To maintain and develop its operations, EssilorLuxottica Australia also undertakes indirect procurement. 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. EssilorLuxottica Australia has assessed further and identified the jurisdiction of these suppliers.

When engaging with suppliers, EssilorLuxottica Australia aims to maintain a collaborative, open and trusting relationship.

The indirect procurement figures do not include entities that of EssilorLuxottica Australia. Operation and supply chain's control on these entities began in 2023 and continues throughout 2024. Hence, EssilorLuxottica Australia will continue working with them to create awareness of modern slavery risks within their operations and supply chain.



2. RISKS OF MODERN SLAVERY

EssilorLuxottica Australia recognises modern slavery as a severe violation of human rights, and it is committed to respecting and promoting human rights across its entire business and value chain.

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

EssilorLuxottica Australia acknowledges that modern slavery practices may be present within its supply chain, and that identifying modern slavery can be challenging in long and complex supply chains.



Geographic Risks

- Higher-risk countries where modern slavery may be prevalent.



Inherent Industry Risks

- Higher-risk sectors such as manufacturing, textiles, cleaning, etc.



Services Risks

- Services reliant on a low skilled workforce that may be vulnerable to exploitation.

a. Operations

As described earlier in the Statement, positions within EssilorLuxottica Australia are typically filled by highly skilled professionals, often with relevant qualifications. EssilorLuxottica Australia's workforce profile, combined with the processes in place to validate working rights, remuneration in excess of the minimum wage and compliance with all applicable workplace laws means there is a low risk that EssilorLuxottica Australia caused or contributed to modern slavery in the direct recruitment of people.

b. Supply chain

With the Group's extended operational footprint, its suppliers may operate in jurisdictions with a higher vulnerability to, and prevalence of, modern slavery.

The two main areas of risks within EssilorLuxottica Australia's supply chain are set out below.

1

Modern slavery risks in the procurement of goods for resale in the retail and wholesale channels.

There are risks of modern slavery in the sourcing and processing of the raw materials used in the products manufactured by EssilorLuxottica and the shipping of goods to locations around the world.

2

Modern slavery through procurement of goods and services not for resale in general operations.

EssilorLuxottica Australia procures a range of goods and services to support its operations, including store design and construction, office furniture, IT hardware, facilities maintenance and cleaning, and office stationery. They are equivalent to approximately 35% of the total procurement spend.

Considering some of the types of products and services that EssilorLuxottica Australia procures from various suppliers in high-risk geographical locations and sectors, the most relevant types of adverse human rights impacts that may exist in EssilorLuxottica Australia's supply chains include:



These risks are heightened where EssilorLuxottica Australia operates in higher risk jurisdictions and its local suppliers have an inherent higher modern slavery risk, both within their own operations and supply chains.

Modern Slavery Questionnaire (MSQ)

In order to better understand the modern slavery risks in EssilorLuxottica Australia'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 allocated an overall risk rating between 1 to 10 with 1 presenting a lower modern slavery risk and 10 presenting a higher risk of modern slavery.

Based on the MSQ responses received to date, a handful of suppliers have been identified as requiring further engagement based on the heightened industry risk, operations in or sourcing from higher risk jurisdictions and the lack of adequate controls to mitigate the risks of modern slavery in their operations and supply chains. For example:

* an electronics retailer that sources electronic products from Malaysia and China was identified as a supplier for further engagement to ascertain their responsible sourcing practices.

* a construction company and a furniture manufacturing company that source high risk components such as copper, glass, steel and aluminium responded that they do not have a responsible sourcing policy, yet required its suppliers to assess and address modern slavery risks. The adequacy of their supplier management program will be the subject of ongoing engagement.

3. ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

EssilorLuxottica Australia 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 4b for more information in relation to actions taken during the reporting period to progress the goals that EssilorLuxottica Australia set for 2023.

Development of a risk assessment processes

• Internal stakeholder discussions regarding pertinent modern slavery risks and how EssilorLuxottica Australia, as an organisation, can be better equipped to assesses and manage those risks. EssilorLuxottica Australia's strategy for indirect sourcing aims to identify high-risk vendors through the use of a modern slavery questionnaire. This approach allows us to proactively address potential modern slavery risks. In 2023, we initiated a review of vendor agreements across the recently acquired entities, Optical Supply of Australia Pty Ltd, Sunix Computer Consultants Pty Ltd, and Bonastar Pty Ltd, with the aim of centralising indirect sourcing processes. This process continues throughout 2024.

Training and awareness

• Within EssilorLuxottica Australia's procurement function, training employees to recognize modern slavery red flags and understand how to escalate concerns is a crucial aspect of EssilorLuxottica Australia's risk mitigation framework. As part of this effort, EssilorLuxottica Australia previously conducted face-to-face training sessions in 2022 for key stakeholders, emphasizing the importance of combating modern slavery and complying with relevant legislation. Our awareness program extended into 2023, with the introduction of an updated Code of Ethics and Business Partners Code of Conduct that emphasises key principles related to safeguarding human rights and labor conditions, applicable to all EssilorLuxottica Australia entities.

Alert System and Reporting: SpeakUp

• Employees and other stakeholders are encouraged to promptly report any suspected wrongdoings, with the assurance that their concerns will be treated seriously, investigated appropriately, and handled confidentially. Additionally, a strict non-retaliation policy is in place. In 2023, EssilorLuxottica launched its internal reporting system, SpeakUp, where both employees and external stakeholders can report potential concerns and violations of the Groups Code of Ethics, Business Partner Code of Conduct or legal obligations (including human rights, labour laws and several other matters).

Supplier engagement requirements

• Procurement measures targeted the inclusion of standard provisions in contracts and purchase orders to require suppliers to assess and address modern slavery risks in their operations and supply chains. Our standard terms require suppliers to comply with all applicable modern slavery laws and ensure that all persons within the supply chain do not use modern slavery including by implementing appropriate due diligence procedures and using reasonable endeavours to obtain and exercise audit rights with respect to its vendors and subcontractors. EssilorLuxottica Australia remains committed to enhancing awareness of supply chain operations within the entities acquired in 2022 throughout 2023 and 2024. As part of this effort, we are reviewing third-party agreements and centralising their indirect sourcing processes.

EssilorLuxottica’s responsible sourcing approach is rooted in the principles stated in its Code of Ethics and in its new Business Partners’ Code of Conduct, as well as the respect of international regulations and local laws, including the ILO Conventions, United Nations Global Compact Principles and specific selected criteria, such as SA8000 certification.⁴ The policies most relevant to preventing modern slavery among EssilorLuxottica’s team members are set out below. References in the table to “we” or “our” are to EssilorLuxottica and its subsidiaries, including EssilorLuxottica Australia.

Policy	Purpose	F23 Actions
<p>Modern Slavery Policy</p>	<p>Establishes expectations for all stakeholders to respect internationally recognised human rights and applicable modern slavery standards and legislation</p>	<p>In its F22 publication, EssilorLuxottica Australia underscores the significance of adhering to modern slavery requirements. They remain committed to identifying and addressing modern slavery risks within their operations and supply chains.</p>
<p>Code of Ethics</p>	<p>Our Code of Ethics sets forth the principles that apply to all EssilorLuxottica employees and governs the way we conduct our day-to-day business.</p> <p>The Code of Ethics outlines concrete principles on how we embed and promote ethical behaviour in our interactions with all our stakeholders, including employees, customers, consumers, suppliers, franchisees, licensors, and shareholders. It details our commitments and expectations from employees in line with these principles, including, but not limited to:</p> <ul style="list-style-type: none"> • Respecting our people and communities • Conducting business ethically • Acting as responsible corporate citizens • Reporting violations 	<p>Reinforcing its ethics efforts, in 2023 EssilorLuxottica updated its Code of Ethics and developed a Code of Conduct for business partners to establish harmonized practices, clarify expectations and ethical principles, along with protecting human and labour rights across the entire value chain. Click here to learn more.</p>
<p>Business Partners’ Code of Conduct</p>	<p>EssilorLuxottica’s Business Partners’ Code of Conduct sets out our expectations towards our Business Partners in terms of business ethics, labour and human rights, fundamental freedom, health & safety, and</p>	<p>As a global and responsible group, EssilorLuxottica expects our business partners (such as suppliers, contractors, distributors, or franchisees) to uphold certain ethical and sustainability standards. Complementing the Code of Ethics, our Business Partners’ Code of Conduct,</p>

⁴ Universal Registration Document EssilorLuxottica 2023, 346.

environment. It applies to all our Business Partners. published in 2023, updates and replaces our former sustainability charter and responsible sourcing principles. It sets out our expectations notably in terms of business ethics, labour, human rights, health & safety as well as environment.

2. APPROACH TO ASSESSING EFFECTIVENESS

a. Progress against FY22 objectives

EssilorLuxottica Australia 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 EssilorLuxottica Australia.

2023 Goal as set out in the 2022 statement	Status	Progress	Goal for 2024
Investing in technologies that will allow the Company to methodically assess the risks of modern slavery in supply chains.		We partnered with Ethixbase360, a third-party risk management platform, to utilize their Modern Slavery Risk Assessment Questionnaire. This questionnaire helps us identify, manage, and report on modern slavery risks within our supply chains. Additionally, it enables us to plan targeted programs to address any identified risks. The questionnaire was developed by Norton Rose Fulbright Australia with extensive expertise in human rights and related environmental, social, and governance (ESG) matters.	Seek to increase the completion rate of the MSQ by suppliers. Send the MSQ to a broader vendor population. Use the MSQ as part of the supplier selection process where possible.
Bringing up to speed recently acquired subsidiaries to adopt our standards regarding supply chain and operations.		We conducted a risk assessment of the entities acquired in 2022, notably Optical Supply of Australia Pty Ltd, Sunix Computer Consultants Pty Ltd and Bonastar Pty Ltd, to better understand the nature and extent of current risks, how they are managed and identify additional assessment or mitigation needs. This evaluation included an assessment of the entities supply chain and operations.	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.

<p>Engaging with suppliers by reference to responses to our questionnaire to ascertain further information in relation to their supply chain risks and how they go about mitigating and addressing them.</p>		<p>We continue to seek to collaborate with suppliers to mitigate supply chain risks identified through our questionnaire.</p>	<p>Review the results of the MSQ and undertake further due diligence with suppliers that return potential red flags for modern slavery risks.</p>
<p>Adding standing items within senior management meetings to discuss modern slavery related issues.</p>		<p>In instances where we identify issues related to modern slavery, we are committed to promptly bringing them to the attention of relevant senior management. Our goal is to ensure that any such concerns are effectively addressed within our organization.</p>	<p>Introduce standardised modern slavery reporting, highlighting relevant risks to senior management</p>
<p>Continuous review of our integrated whistleblowing system, enabling the reporting of compliance and other violations of laws.</p>		<p>In 2023, EssilorLuxottica launched its internal reporting system, SpeakUp, where both employees and external stakeholders can report potential concerns and violations of the Groups Code of Ethics, Business Partner Code of Conduct or legal obligations (including human rights, labour laws and several other matters)</p>	<p>Monitor the reports made to the SpeakUp system.</p>
<p>Developing learning activities to create awareness of modern slavery risks within our supply chain and operations.</p>		<p>We continue to enhance our learning programs, including the introduction of new modules for all employees regarding ethics and the codification of our Code of Ethics on our learning platform, Leonardo.</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>

3. 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 EssilorLuxottica's journey to accelerate its Mission and bring vision care to those in need.

In 2023, 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 underserved communities by equipping them with eyeglasses. More than 4,900 rural optical points and vision centres were established, providing permanent access to vision care for 177 million rural community members globally.

In 2023, the OneSight EssilorLuxottica Foundation made significant strides in Australia, New Zealand, and the Western Pacific region. Some of the key achievements include:

- Working across 13 separate Oceania countries
- 765 EssilorLuxotticans participated in clinics and special skills projects
- Dispensing 42,253 pairs of life-changing spectacles to people in need
- Impacting the lives of 49,623 patients through EssilorLuxottica Australia's range of vision care programs in Australia, New Zealand and the Western Pacific

Despite the ongoing challenges and uncertainties faced by the world, EssilorLuxottica 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.

4. 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.

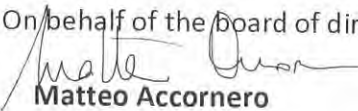
This Statement was approved by the board of the Reporting Entities and signed by a responsible member of the respective boards.

The board of Luxottica South Pacific Holdings Pty Ltd Australia approved this statement on 26 June 2024.

The board of Luxottica Retail Australia Pty Ltd approved this statement on 26 June 2024.

The board of Essilor Australia Pty Ltd approved this statement on 26 June 2024.

On behalf of the board of directors:


Matteo Accornero

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

26 June 2024


Alberto Revolfato

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

26 June 2024

