

Responsible Sourcing Policy

GrandVision NV

As a global leader in optical retailing, GrandVision 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.

As a trustworthy partner, we are committed to ensuring that we deal with suppliers who also recognize their responsibility to their employees and the communities they affect. We examine our entire value chain for opportunities to foster economic stability among our suppliers.

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

We use GrandVision's Supplier Code of Conduct to clearly communicate our expectations and assess supplier performance through a variety of measures. We look to work with suppliers to ensure the continuous reduction of any negative impacts on people and society. The policy includes mandatory requirements on the observation of human and labor rights in business relationships with GrandVision, as set out in our Code of Conduct.

GrandVision ensures that all suppliers receive and acknowledge a copy of the summary of the Policy, and clearly communicates the importance of ethical business conduct. We verify alignment to the Supplier Code of Conduct and Supplier Social Compliance Standards through regular third-party audits, using a certified grading system. All employees engaged in procurement and with suppliers also have responsibility and accountability for compliance with this policy.



Supplier Social Compliance Standards

a. Health and Safety

The GrandVision Group, at every level, guarantees the physical and moral integrity of its workers, working conditions that respect individual dignity and a safe and hygienic working environment, in full respect of the regulations in force concerning the prevention of accidents at work and protection of workers in accordance to the local laws of operations.

The supplier is committed to act fairly and with integrity towards its employees and is expected to comply with all applicable local rules and regulations.

The supplier will do all that is reasonable and practicable to:

- Protect the health and safety of employees and contract labor and minimize any adverse work conditions.
- Implement safe and healthful work practices to prevent injury, illness and property damage.
- Minimize occupational exposures to potentially hazardous materials and unsafe work conditions by maintaining appropriate safety systems and effective controls.
- Implement an emergency response program that addresses the most likely anticipated emergencies.
- Train managers and employees to assure their continued commitment to their own health and safety and that of their co-workers.
- Involve employees at all levels in the health and safety program; assure their accountability for injury and illness prevention.

b. Product Safety

The chains within the GrandVision Group purchase and sell their products not only to satisfy functional requirements and aesthetical taste, but also respecting the most strict safety and quality regulations.

c. Protection of the Environment and Sustainability

The supplier is committed to act fairly and with integrity towards its stakeholders and is expected to comply with all applicable local rules and regulations.

The environment is a fundamental asset for the community that the GrandVision Group wishes to contribute towards safeguarding. For this purpose, GrandVision undertakes its activities in such a way as to seek a balance between economic initiatives and environmental needs, respecting the requirements of the law and applicable regulations, seeking to cooperate as much as possible with Public Authorities that carry out checks, surveillance and protection of the environment.

The supplier contributes to the process of protecting the environment. In particular, if a supplier is involved in the production processes they need to pay great attention to avoid any illegal dumping or emission of harmful materials and deal with industrial waste materials that are considered most hazardous in accordance with the specific rules.

d. Labor

The supplier is committed to act fairly and with integrity towards its stakeholders and is expected to comply with all applicable local rules and regulations.

Child Labor

The supplier must not employ children in violation of convention C.138-1973 and C.182-19 of the International Labor Organization. This especially comprises the prohibition of the worst forms of child labor as defined in C.182-1999, Article 3 i.e. slavery, serfdom and trafficking of children.

The minimum age for admission to employment must not be less than the age of completion of compulsory schooling and, in any case, must not be less than 15 years. 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. In case of minor age labor, the supplier must take immediate remedial action in consultation with GrandVision, considering the interests of the children employed. This action will include:

- Minimally acceptable employment conditions for the children employed (such as education, working hours, wages, medical facilities etc.);
- The obligation of the supplier not to employ any more children;
- A time period within which the supplier will comply with the conventions mentioned above.

Forced Labor

Employment must be freely chosen. Under no circumstances will the supplier make use of forced or bonded labor (ILO Convention C029 and C105) – such as forced labor performed by persons placed in an institution, or compulsory labor including labor as a means of political coercion or education – to design, manufacture or assemble products and services for GrandVision.

Right To Organize

The supplier must recognize and respect the freedom of its employees to choose whether or not to establish or to associate with any organization of their own choosing (including labor unions) without the suppliers' prior authorization (ILO Convention C087 and C098). The employment of a worker will not be contingent upon the condition that he/she not join a union or be forced to relinquish trade union membership. Furthermore, union membership will not be the cause for the dismissal of – or otherwise prejudice against – a worker. The supplier will not interfere with or finance labor organizations or take other actions with the intent of placing such organization under the control of the supplier.

Collective Bargaining

The supplier will respect – within the framework of law, regulations and prevailing labor relations and employment practices – the right of its employees to be represented by labor unions and other employee organizations. The supplier will engage in negotiations, either on their own behalf or through employers' associations, with a view toward reaching agreement on employment.

Discrimination

The supplier will treat its employees equally in employment and occupation, and will ensure that each has equal opportunities (ILO Convention C100 and C111). The supplier will offer equal pay for equal work performed at equal levels. No form of harassment or discrimination in respect of employment and occupation will be tolerated, such as discrimination based on race, color, gender, age, language, sexual orientation, religion, political or other opinion, national, social or ethnic origin, birth, physical ability or health condition.