

Anti-discrimination and Equality 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. 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, and the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work.

GrandVision strives to maintain a working environment which enables all persons working for GrandVision to develop their full potential, irrespective of race, gender, marital status, sexual orientation, disability, age, political views, religious beliefs, ethnicity or nationality. We have established a fair recruitment and selection process based on objective criteria. Our internal grading systems are based entirely on the requirements of each position and the professional background and skills of every candidate, regardless of gender, race or social background. GrandVision supports the right of all its employees to form and join trade unions and other organizations of their choice, and to bargain collectively in support of their mutual interests.

Furthermore, we look to foster a working environment that is respectful and open to dialogue, and which enables all people to reach their full potential. This also implies a working space that is free of discrimination, harassment and victimization on the basis of:

- Gender, sexual orientation, marital or civil partnership status, gender reassignment
- Race, color, nationality, ethnic or national origin
- Hours of work
- Religious or political beliefs
- Disability
- Age

GrandVision considers all behavior that undermines the maintenance of this kind of working environment to be discriminatory behavior. In addition, GrandVision is committed to eliminating any form of bullying or harassment at work. Employees are required to treat all other persons that work for, or otherwise have a connection with, GrandVision with consideration and respect. This means, among other things, that employees must refrain from any form of bullying, harassment or discriminatory behavior. In the event that an employee becomes aware of any behavior by another person working for GrandVision that violates this principle, they are required to report this behavior to the Compliance Officer.

