

Human Rights 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'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.
- **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 organise or join an association, in line with ILO Conventions 87, 98 and 135.
- **Discrimination and harassment:** GrandVision prohibits all forms of 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.
- **Workplace safety and health:** GrandVision strives to ensure high standards of occupational health and safety throughout the organization.
- **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.

