

Luxottica
Modern slavery statement for financial year ending 2019

Modern slavery is a crime and a gross violation of fundamental human rights. Luxottica is committed to making continuous improvements to workers' employment and workplace conditions including, but not limited to, the prevention of forced, bonded and trafficked labour. This is supported by the company's policies and initiative and is endorsed by a committed organisation and leadership. We do not tolerate forced labour either within our business itself or within our supply chain. We expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps Luxottica has taken to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business. It constitutes our slavery and human trafficking statement for the financial year ending 2019.

We have reviewed our business and our supply chain. Neither we nor, to the best of our knowledge, our supply chain make use of forced labour. We have taken the following steps to assess and manage any risk that our supply chain may use forced labour:

- We have continued to apply Luxottica's Code of Ethics and Luxottica's Responsible Sourcing & Manufacturing (LRSM) Principles.
- We continue to expect our suppliers to comply with the Code of Ethics and LRSM Principles and to place similar expectations on their respective suppliers, which include requirements that suppliers must not use forced labour.
- When entering into arrangements with suppliers, suppliers undergo a supplier approval process in which we assess them from a qualitative and economic perspective. As part of that assessment, we are alert for any indicators of forced labour.
- Luxottica continues to engage a qualified third party to monitor suppliers' compliance with ethical principles and environmental and social responsibilities, as well as to implement corrective actions in the event of non-compliance with the Code of Ethics, LRSM Principles and/or local regulations.
- We may impose contractual obligations on suppliers under which they:
 - undertake to comply with our Code of Ethics;
 - warrant that their business and, to the best of their knowledge, their own supply chain do not use forced labour;
 - agree to provide us on request with responses to a self-assessment questionnaire regarding use of forced labour and steps they have taken to ensure it is not used by them or their supply chain;
 - agree to permit us and third parties acting for us to inspect their facilities, records and practices, to have access to their personnel and to audit their business for the purposes of ensuring that they comply with these obligations and that there is no use of forced labour; and
 - impose equivalent obligations on their own suppliers.

- We have reviewed statements published by our suppliers on use of forced labour to ensure that they in turn are taking what appears to us to be appropriate steps.

Covid-19

Luxottica's Modern Slavery Statement for financial year 2019 has been delayed because of disruption caused to the business as a consequence of the Covid-19 pandemic. In our Modern Slavery Statement for the financial year 2020, we will be reporting in greater detail on the steps we have been taking to identify and address any modern slavery risks in our supply chain.

We have prepared this statement for the purposes of the Modern Slavery Act 2015. References in the statement to "forced labour" mean any conduct which is an offence under Part I of that Act including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.

Approved by the directors of Luxottica North Europe Limited, Luxottica Retail UK Limited and signed on their behalf:

A handwritten signature in grey ink, appearing to read 'SM', is positioned above the printed name and title of Stefano Melani.

Stefano Melani
General Manager, Luxottica Retail UK
6th April 2021