

## Grafton Optical Modern Slavery Statement

It is our policy to take a zero-tolerance approach to any form of modern slavery which encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to ensuring effective systems and controls are in place to safeguard against any form of modern slavery taking place within our operations or in our supply chain.

We acknowledge that we have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety, and human rights laws and standards are being adhered to, including freedom of movement and communication.

Any concerns about any form of modern slavery taking place within our operations or supply chain should be reported to management and a full investigation will be completed as required.

We currently operate a supplier approval process which includes consideration of any risks of modern slavery or human trafficking and all approved suppliers are required to demonstrate they meet our requirements to ensure that slavery and human trafficking is not taking place within our supply chain. We will not have any dealings with any organisation that we suspect to be involved in slavery or human trafficking.

This policy takes into account, and supports, the policies, procedures and requirements documented in our ISO compliant Management Systems. The implementation and operation of this management system underlines our commitment to this policy including procedures to ensure that this policy, as well as all other company policies, is available and understood at all levels.

As part of our initiative to identify and mitigate risk:

- We make enquiries and meet with potential suppliers ensure optimum control of our supply chain
- We limit the geographical scope of our suppliers to reduce likelihood of modern-day slavery.
- Where possible we build long- standing relationships with suppliers and make clear our expectations of business behaviour;
- We expect these suppliers to have suitable anti-slavery and human trafficking policies and processes and adopt a 'one-up' due diligence on the next link in the chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle- blowers.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.**