

# EHS | JANUARY 2025

## HEALTH & SAFETY MANUAL ANNUAL UPDATE

### SAFETY

At EssilorLuxottica, safety is integral to our business. It's embedded in our products and must be embedded in the way we work.

We are committed to running our business in a manner that meets or exceeds compliance with Federal, State and local Environmental, Health & Safety (EHS) regulations, and strive to embed sustainability at the core of our activities to reduce adverse environmental impacts from our businesses.



### EHS PROGRAMS

EssilorLuxottica has many EHS programs to support this commitment, and has laid out guidance through a variety of mechanisms:

#### -At One Essilor Luxottica Hub:

##### Retail Environmental, Health and Safety Manual

#### ENVIRONMENTAL HEALTH & SAFETY RETAIL

Your health and safety in the workplace are critical, and being aligned with regulatory programs is essential for proper prevention of accidents and injuries. Learn more about EssilorLuxottica's commitment to developing and maintaining safety awareness for all employees through the resources detailed below and on the [documents tab](#).

- [EHS Retail Manual](#): The [Retail Environmental, Health and Safety Manual](#) details the minimum OSHA and Federal requirements for EHS compliance and prevention, and provides employees basic information needed to stay safe, compliant, and meet safety expectations. Additionally, search for the latest [Environmental, Health & Safety](#)

#### -In Leonardo, as Training Modules

#### -Through Monthly Memos Communications

#### -By posters or other collateral placed at the store

### SAFETY MANUAL ACKNOWLEDGMENT

The "Environmental, Health and Safety Manual Acknowledgement" in Leonardo can help you understand the basic requirements of safety in our company and can walk you through the various programs. We ask that you commit to understanding and follow these programs.

#### ENVIRONMENTAL HEALTH & SAFETY RETAIL

Your health and safety in the workplace are critical, and being aligned with regulatory programs is essential for proper prevention of accidents and injuries. Learn more about EssilorLuxottica's commitment to developing and maintaining safety awareness for all employees through the resources detailed below and on the [documents tab](#).

- [EHS Retail Manual](#): The [Retail Environmental, Health and Safety Manual](#) details the minimum OSHA and Federal requirements for EHS compliance and prevention, and provides employees basic information needed to stay safe, compliant, and meet safety expectations. Additionally, search for the latest [Environmental, Health & Safety Acknowledgement on Leonardo](#), and complete the training module in conjunction with reviewing the EHS

### REMINDER

If you come across information that you don't understand, be sure to reach out and ask questions. You can contact the Luxottica EHS team directly with questions or suggestions by scanning the QR code below.



Don't forget to share your feedback and suggestions on how we can improve our health and safety programming! Contact [RetailSafety@luxotticaretail.com](mailto:RetailSafety@luxotticaretail.com) with any questions.