

EHS | JANUARY 2026

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 under Safety and Security Hub:

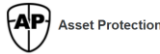
ENVIRONMENTAL HEALTH & SAFETY RETAIL

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 &](#)

<https://one.essilorluxottica.com/regional-hubs/north-america/resource/546108>

➤ In Ciao! Under AP Safety and Security Toolkit/tab:



Language ▾

Select EHS Manual Procedures button

| | |
|--|-----------------------------|
| Report a Shoplifting Incident Store Incident Report | BullsEye High Risk Audit |
| Robbery & Burglary Active Shooter & Threat ▾ | CAMS Audits |
| Workplace Violence ▾ | Who To Call ▾ |
| Injury Reporting EHS Manual/Procedures ▾ | Safety Awareness ▾ |

**Injury Reporting
EHS Manual/Procedures ▾**

Injury reporting

EHS Retail Manual

EHS Canadian Programs

EHS Procedure & Instructions

EHS Memo's & Posters

EHS Retail Labs

Choose from drop down option

- Through Monthly Memos Communications
- In Leonardo, as Training Modules
- By posters or other collateral placed at the store

SAFETY MANUAL ACKNOWLEDGMENT

From 2026, the manual will have a new format aligned with the global standard. It covers various programs streams, such as: *Hazard communication, Hazardous material shipping, Fire safety, Work related injuries or illness reporting* and much more.

We ask that you commit to understanding and follow these programs. 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.

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 with any questions.