

# Slavery and Human Trafficking Statement

Financial Year 2021/2022

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and describes the actions taken to ensure that Lorena Investments Limited and subsidiaries trading as Optical Express, and its supply chains, are free from slavery and human trafficking. The Group trades in the United Kingdom, Ireland, Germany and Croatia.

## Introduction

Optical Express is focused on delivering exceptional patient care, outstanding clinical outcomes and continued investment in our people and technology. For over 30 years, millions of patients have trusted Optical Express with their eye care. From specialised refractive surgery, pre and post-operative care to routine eye and contact lens examinations, Optical Express provide the highest quality science based, technically superior, products and services that enhance people's lives. We deliver this by fostering a work environment that values and rewards integrity, respect and performance while contributing positively to the communities that we serve. We influence positive change and we lead the decarbonisation of our industry, helping to protect our planet for future generations.

There is no place for illegal, unethical or unprofessional conduct in our business. We do not condone or permit the use of modern slavery, human trafficking, involuntary or child labour in any area of our business. We encourage all team members to speak up if they become aware of any activity that is not representative of our mission, vision and values.

The business practices of our suppliers and the relationships and knowledge which we have of them have led us to believe that the likelihood of slavery or human trafficking being present within our supply chain is low.

## Our Business

Optical Express are a leading eye care provider, offering a complete range of eye care solutions including laser eye surgery, lens replacement surgery, private cataract surgery, glasses, sunglasses and contact lenses.

We utilise the most advanced technology, scientifically analyse our clinical outcomes and work with pioneers, innovators and key opinion leaders within the ophthalmic industry. Global suppliers support our business, particularly in relation to diagnostic and treatment technologies and ophthalmic products.

## Assessing and Managing Risk

We have established and continue to develop a comprehensive range of policies and operating procedures covering the recruitment, employment and conduct of employees within our business. We ensure that we comply with all relevant legal duties within the countries that our business operates and have established arrangements through which we can access specialist advice and support. Our expectations are clearly outlined in our Code of Conduct, which applies to all employees, and our employees are supported by policies covering Equal Opportunities, Grievance, Whistleblowing, Health & Safety, Anti-Bribery and Corruption and Working Hours.

Because of the nature and structure of our business, and the relationships our management have with our employees, individuals are able to voice concerns and to speak up if they become aware of any activity that is illegal or is not consistent with our vision and values.

We are confident that the practices we adopt and the terms on which we employ, manage and organise our workforce are of a high standard and effectively safeguard against the abuse or exploitation of the people we employ. Policies and procedures will continue to be reviewed and developed to ensure that this position is maintained.

We carry out our Code of Conduct training delivery via e-learning modules, which includes guidance and insight into modern slavery and an understanding of how to identify areas of risk.

### Supply Chains


Our supply chain consists of large, reputable suppliers of industry standard goods and services (who are themselves subject to Section 54(1) of the Act), medium sized providers of specialist support services and small locally based suppliers of general services. We have reviewed our lists of suppliers and all of our current suppliers are based in countries, which are identified as low risk on the Global Slavery Index.

We recognise the need to continue to build on and develop our processes in the coming year. In this respect, we will continue to enhance and provide awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking. We will address any concerns, which become apparent. In addition, we will continue to review our Supply Chains and ensure that the necessary risk assessments are completed to ensure that we are able to assess our exposure to slavery or human trafficking risks.

This statement constitutes the slavery and human trafficking statement for the Optical Express Group which includes the ultimate holding company Lorena Investments Limited and its subsidiaries DCM (Optical Holdings) Limited and Optical Express Limited for the financial year 2022.

The board of directors of Lorena Investments Limited have approved this statement.

Signed



**Stewart Mein**

Director