

# Slavery and Human Trafficking Statement

Financial Year 2018/2019

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' mission is to grow and develop our network of clinics globally and 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.

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 eyecare provider, offering a complete range of eye

care solutions including spectacles, contact lenses, laser eye surgery and lens surgery. We utilise the most advanced technology, scientifically analyse our clinical outcomes and work with the pioneers, innovators and opinion leaders in the ophthalmic industry. We rely on global suppliers to support our business, particularly in relation to diagnostic and treatment technologies and optical retail 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 managers 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.

In 2019, we intend to introduce Code of Conduct training delivered via e-learning modules, which will include guidance and insight into modern slavery and an understanding of how to identify areas of risk.

### Supply Chains

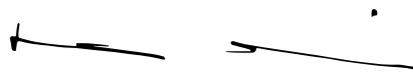
Our supply chain consists of large, reputable suppliers of industry standard goods and services (who are themselves subject to Section 54(1) of the Act), medium sized providers of specialist support services and small locally based suppliers of general services. We have reviewed our lists of suppliers 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 build on and develop our processes in the coming year. In this respect we will develop our compliance activity to include assessment of risk in relation to origin of products and to further investigate employment practices within our supply chain. Following this, we will address any concerns which become apparent. In addition we will introduce a Supplier Code of Conduct which will clearly communicate our expectations in relation to modern slavery and human trafficking.

This statement constitutes the slavery and human trafficking statement for the Optical Express Group which includes the ultimate holding company Lorena Investments Limited, its subsidiary DCM (Optical Holdings) Limited and the trading company Optical Express Limited for the financial year 2018.

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

**Signed**



**Stewart Mein**

**Director**