



Nikon Optical Canada Inc

2023 | Modern Slavery Compliance Report

Bill S-211: Fighting Against Forced Labour and Child Labour in Supply Chains Act

ABOUT THIS STATEMENT

This Modern Slavery Compliance Report has been prepared and submitted in accordance with the requirements of the S-211 Bill, which mandates efforts to identify, mitigate, and manage the risks of modern slavery in operations and supply chains. This statement outlines the steps Nikon Optical Canada Inc. has taken for the fiscal year ending 31st December 2023.

1. INTRODUCTION

Nikon Optical Canada Inc. (“Nikon Optical Canada”) is committed to identifying and mitigating the inherent human, legal, financial, and reputational risks associated with forced and child labor within our operations and supply chains.

2. REPORTING ENTITY

In line with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, this report outlines the activities of Nikon Optical Canada Inc, as a single report.

The report covers the period from January 1, 2023, to December 31, 2023 (the “Reporting Period”).

3. OUR STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

3.1. Structure

Nikon Optical Canada Inc is a Canada-based corporation, owned by Nikon-Essilor Co, a Japanese company which is a Joint-Venture between 2 multinational companies, Essilor International and Nikon Corp.

The Company’s headquarter is located in Montreal, Canada, and it employs approximately 160 individuals across the country in 3 locations in Quebec, Ontario and British Columbia.

Nikon Optical Canada is dedicated in providing solutions for eye care professionals.

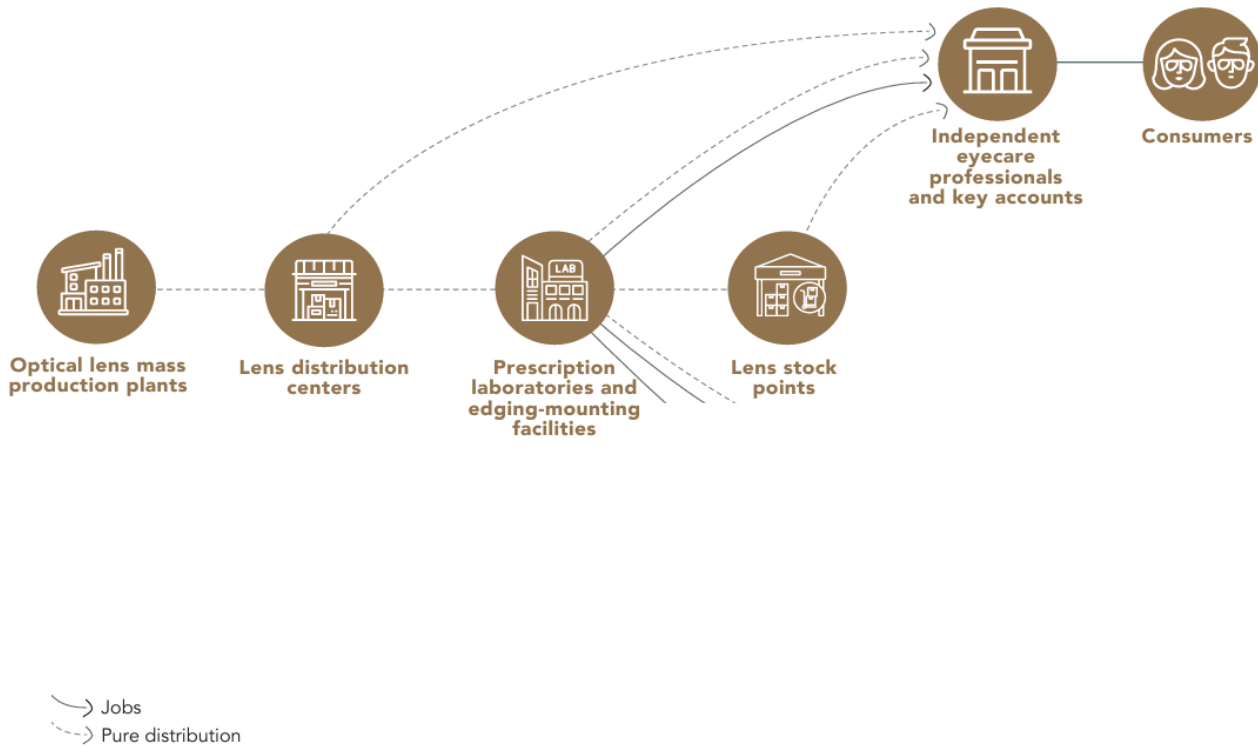
The company does not control any other entities.

3.2. Activities

Our operations include the importation, the production and distribution of ophthalmic lenses and related optical products into Canada. We operate 3 production facilities and laboratories across Canada in Quebec, Ontario and British Columbia, ensuring the highest standards of quality and service.

3.3. Supply Chains

Nikon Optical Canada's supply chain is composed of both local and international suppliers. We procure raw materials and semi-finished goods from a diverse range of suppliers globally, ensuring compliance with international labor standards and ethical sourcing practices.



Nikon Optical Canada, through Nikon-Essilor Co, operates a vertically integrated business model, from product development and manufacturing to distribution to eyecare professionals. Balancing speed, efficiency and proximity, the Company manages a global supply chain based on a network for prescription laboratories in Canada and Asia, and for lens finishing in Canada only.

Nikon Optical Canada acquires more than 95% of the semi-finished and finished products through EssilorLuxottica’s global supply chain. This facilitates business continuity and contributes to timely manufacture and delivery of products and services to its customers. The other 5% of the product portfolio is sourced from third party suppliers.

4. Forced Labour and Child Labour Assessment

Nikon Optical Canada recognizes modern slavery as a severe violation of human rights, and it is committed to respecting and promoting human rights across its entire business and value chain.

Nikon Optical Canada acknowledges that modern slavery practices are likely to be present somewhere within its supply chain and operations, and that there may be a key source of complexity in identifying and managing some of these risks. Some of these risks are influenced by a range of factors, including geography, sector, and product specific factors.

An assessment will be done in the next financial year to identify the risks and to prevent or mitigate impacts.

5. Forced Labour and Child Labour Risks

Considering some of the types of products and services that Nikon Optical Canada procures from various suppliers in geographical locations and sectors, the most relevant types of adverse human rights impacts that may exist in our supply chains include:



To address any challenges and evolving conditions related to modern slavery risks within the supply chain and operations, Nikon Optical Canada continuously adapts from its parent company ethical sourcing programs and supporting governance practices.

6. Measures Taken to Remediate Forced Labour or Child Labour

If any risks are identified after the assessment, Nikon Optical Canada is committed to act and take measures to remediate forced labour or child labour in our activities and supply chains.

7. Remediating the Loss of Income to the Most Vulnerable Families

If any risks are identified after the assessment, Nikon Optical Canada is committed to act and take measures to remediate the Loss of Income to the Most Vulnerable Families in our activities and supply chains.

8. Assessing Our Effectiveness

The company is working on steps to take to assess our effectiveness in ensuring that forced labour and child labour are not being used in their activities and supply chains.

10. Approval and Attestation

This report has been approved by the Board of Directors of Nikon Optical Canada in Company's Annual Resolutions.

To the best of their knowledge and based on reasonable diligence, the information contained in this report is true and accurate.