

## Scope Modern Slavery Statement

### Introduction

Modern slavery is the severe exploitation of other people for personal or commercial gain. It takes place across the world, but often just out of sight. It can affect anyone, of any age, gender or nationality and is not restricted by borders.

- Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour.
- Human trafficking consists of three basic components: action, means and purpose of exploitation. All three components must be present in an adult trafficking case; for child trafficking the 'means' component is not required.
- In human trafficking cases, exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and removal of organs.
- Some people may not be victims of human trafficking but still victims of modern slavery if they have been subject to slavery, servitude and forced or compulsory labour.
- Human trafficking is not the same as human smuggling. There are common myths about modern slavery, such as misconceptions that UK nationals cannot be victims and that a person cannot be a victim if they reject offers of help.

We are committed to continuous improvement across all our practices including combating slavery and human trafficking in our company and supply chain.

### Our Company

Founded in 2009 by Tom and John Freyne, Scope is a market leading family-run eyecare and healthcare distribution and development company, operating across the UK, Ireland, and USA and 10 other international markets. It is Scope's policy to conduct all business in an honest and ethical manner.

### Our approach

Scope is committed to acting responsibly and trading ethically and ensuring that the people who work in our business, make our products and work for our external service providers are safe, healthy and free from human rights abuses.

Identifying and implementing specific actions to make a difference in the world is a priority in Scope.



## Identifying and managing risks

The Scope Quality and Regulatory Department are focused on combatting unethical practices within all areas of the Scope business.

Our Corporate Policy on Anti-Slavery and Human Trafficking sets out our expectations regarding responsible business conduct and the standards of integrity that all directors, officers, employees and subsidiaries are required to follow.

We expect that our contractors, suppliers, sub-contractors, distributors or business partners (with 50 or more employees), supplying either goods or services conform to similar behaviours.

Accordingly, our Corporate Policy on Anti-Slavery and Human Trafficking sets out our expectations for current and potential contractors, suppliers, sub-contractors, distributors or business partners. All suppliers with 50 or more employees are required to have read and complied with our policy prior to engaging in business with Scope.

## Policies and controls

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our company relationships. We commit to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Training and Awareness Raising

We recognise the importance of training, raising awareness and embedding knowledge and understanding of human rights, ethical standards and risks across all business functions.

## Our Progress

During 2023 we continued to invest in, and develop, the Scope team to ensure we have the appropriate skills and resource to deliver the Strategic Plans in relation to regulation and compliance.



## Our plans

In a continued effort to progress our commitment to ethical trading and anti-slavery we strive to

- Provide a learning module on our Learning Management System to increase awareness and understanding of Modern Slavery among our employees,
- Incorporate Modern Slavery Checks during the supplier selection process,
- Continue to monitor our direct and indirect business impact,
- Increase the visibility of data to support the business category managers to have conversations with suppliers to ensure they understand the importance Scope places on preventing Modern Slavery.

## Measuring our progress

Scope has committed to adhering to the following key performance indicators to measure the effectiveness of steps taken to tackle modern slavery and human trafficking in the Scope business:

- All scheduled audits completed in line with the Quality Management Process.
- All employees to complete Modern Slavery Learning Module on our Learning Management System.

This statement is made pursuant to the Modern Slavery Act, 2015 UK, and governs the territories in which Scope operates.

This statement constitutes the slavery and human trafficking statement for Scope for the 2022 financial year.

Signature:

A handwritten signature in black ink, appearing to read "Tom Freyne".

Date: 1 February 2024

**Tom Freyne, CEO**

