



| Seeing the world better | 2003
Our contribution to
sustainable development

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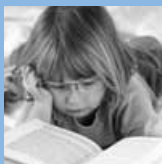
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Message from the Chairman

Xavier Fontanet



A company is what it is because of its clients, employees, shareholders, partners and suppliers... but there's one more thing. I'm talking about the adventure, history, soul, values it has experienced though time. We all know there is something else.

It's this "something else" which drives us and motivates us at Essilor. Our main responsibility, my own and that of every single employee, is to give the best of ourselves, so that Essilor, through the products and services it offers, continues to grow worldwide. Whatever people may say, the solid foundations of any company are its economic prosperity, its low level of long-term borrowing, the high quality of its market share and its creative approach to both its products and its services. Sustainable development must begin with sound economic health, without which even the most generous initiatives cannot last.

Essilor knows very well, and has known for a long time, that growth at the expense of the natural world, growth based on damage to the environment without consideration for the people who live in it, is unacceptable. Accordingly, we have been practicing the values that we are now being asked to clarify for a long time. We have been doing this without talking about it, because it has always been part of our business culture, a culture that is based on moderation.

The first area, and perhaps the most important of all, is human relations, because fundamentally, moral values prevail over everything else.

When Essilor was founded in 1972, our predecessors put the values central to our culture down in writing: respect for and trust in human dignity. We draw inspiration from this on a daily basis and are

Message from the Chairman

certain that this value is essential to the success of the company. Essilor's constant growth throughout the world has established it as one of the most international companies. This demonstrates that the human values on which we have always based our approach are, in fact, universal. The high importance we attach to these values is probably the aspect of Essilor that most appeals to employees from around the world, and drives them. And so we are very keen to talk about them in this report.

served now runs into the hundreds of millions. We know how powerful our leverage is and fully understand our responsibilities.

Because of the company's extensive geographical coverage, our products can be found virtually everywhere. We cannot fail to consider the impact that our production methods have on the environment.

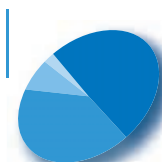
It is worth pointing out that in volume terms, our production is much smaller than that of most other industries that are comparable in terms of sales. We are talking about a production that is ten thousand times smaller than that generated by other companies with the same stock capitalization as Essilor; having said that, we have been monitoring our levels of water and energy consumption for a long time, and in this report you will find details of the measures we regularly take to lower them.

As far as production is concerned, progress is made by using increasingly sophisticated components. We realize that some components need

The products and services that we offer, the improvement of people's eyesight using ophthalmic lenses, serve human development throughout the world.

An ophthalmic lens sold in a village in India that helps a father to do his job better, a sophisticated progressive lens which gives an American retiree back the sight he had when he was twenty, or a computer lens that makes it possible to develop a program in Finland, time and again, ophthalmic lenses help people and help them grow. The number of clients we have

2003 sales by geographic area (in millions of euros)



- Europe: 1,048.0 i.e. 49.5%
- North America: 869.3 i.e. 41.1%
- Asia, Oceania and other: 149.7 i.e. 7.1%
- Latin America: 49.4 i.e. 2.3%

Group Total : 2,116.4

Essilor in figures

- 23,607 employees
- 18 factories
- 173 laboratories
- 4 R&D centers

to be handled with caution and that waste should be carefully managed. We are adopting very strict safety policies. These policies are laid out in writing and we are striving to replace the most delicate elements when we select our new monomers.

This essential work, which we started years ago, has been made considerably easier by the worldwide certification initiative that we have undertaken.

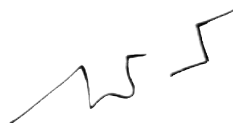
This report provides you with a summary of our current situation; improvements are still to be made throughout the Group. We will keep you posted regularly of progress as it is made.

A final word about Essilor's initiatives to help the most underprivileged people that we meet in our line of business: we don't like to talk about it too much, generosity requires deeds, not words.

But let me mention nevertheless, because it might prove useful, one particular initiative which other groups may find interesting: micro-

lending. We are absolutely convinced that in order for countries that are less developed than our own to move forward, money has to be put into financing a network of micro-companies. Living in difficult conditions, such as a shantytown, presupposes energy and talent. So we have leveraged all these examples of potential, by contributing financially to the capital of an investment structure which provides the smallest entrepreneurs from many countries with a long-lasting partnership, a partnership that gives them access to our business expertise and helps them financially. We've come a long way, although there is still a long way to go. We are not perfect, but we are sincerely striving to better ourselves year after year. And we are delighted to provide you with this first document setting out Essilor's contribution to sustainable development.

Xavier Fontanet



Employees by geographic area



- Europe: 9,399 i.e. 39.8%
 - North America: 7,438 i.e. 31.5%
 - Latin America, Asia-Pacific: 6,770 i.e. 28.7%
- Group Total: 23,607

The Group's highly developed distribution network has enabled it to establish a presence in more than 100 countries.

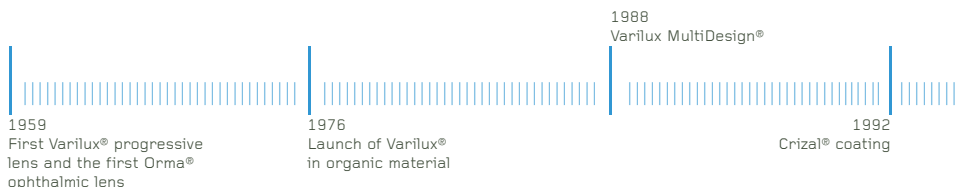
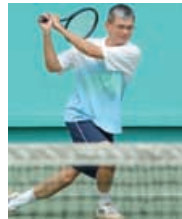
The history of corrective lenses

From the original function to more sophisticated functions

1. Vision correction

The main role of a lens is to correct the vision of people with myopia, astigmatism, hyperopia and presbyopia.

Right from the lens design phase, Essilor takes into account the wearer's needs, habits and requests, tailoring its expertise, technical advances and findings accordingly.



2. Protecting the eye

Every day our eyes are exposed to harmful rays, especially ultraviolet.

Solar lenses and Transition® lenses provide the solution by effectively filtering them out. Both prescription and non-prescription lenses are constantly being improved.

3. Visual comfort

Each day, lenses are exposed to dust particles.

Taking full advantage of technological developments, Essilor offers its clients innovative new coatings that are ever better, constantly improving visual comfort for clear and accurate vision.

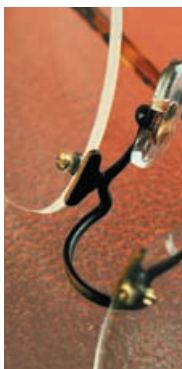


1993
Varilux Comfort®

2000
Varilux® Panamic®

1998
Recyclable Airwear®
lenses

2003
Varilux® Ipseo™, the
first customizable
progressive lens



4. Possibilities for the future

The weather forecast, your road route or a summer blockbuster scroll across your lenses: reality or science fiction?

With the help of its partnerships with companies working with cutting-edge technology, Essilor is getting ready to develop the ophthalmic lenses of the future: lenses that will have a whole new range of functions, information-related and other.

Corporate Sustainability

A voluntary initiative, firmly rooted in the Group's history

At the end of 2002, Essilor's Executive Board set up a Corporate Sustainability Department. Its strategy is based on a close relationship between vision and development.

→ Essilor's commitment

The Corporate Sustainability Department's first task was to take stock of the Group's current situation. For a long time, Essilor had been voluntarily implementing initiatives designed to promote sustainable development. But the Group had not yet acquired the means to circulate non financial information related to the corporate sustainability.

Essilor is a truly international Group, the financial reporting of which is carried out through a reliable information system covering a very wide, complex and ever expanding scope. The Corporate Sustainability Department therefore concentrated on setting up a non financial reporting system using sustainable development indicators.

The key aim is to ensure that this system is as reliable as the system used for financial reporting.

This reporting system will be implemented in 2004. For an international, decentralized group such as ours, deploying the instrument and broadening the area over which non-financial information is collected can only be done gradually.

→ Contributing to progress

Having good eyesight is vital for mankind's progress and well-being. It is vital to the development of societies. Essilor's essential contribution to sustainable development hinges on this reality.

The Group's roots and the human values that have been handed down

Easy access to knowledge and culture.



Regular vision tests: common sense.



Teaching people to read, an activity that brings generations closer together.



from various generations of entrepreneurs ensure its social cohesion. The history that Essilor continues to write every day is a tale of on-going assimilation of different skills and international cultures. These complementary skills and cultures are what make the Group so rich, guaranteeing its on-going progress.

This commitment of the Group to continuous improvement processes can be seen in the systematic implementation of quality, environmental, hygiene, health and safety management systems.

Essilor maintains cutting-edge information systems for publishing its financial information and has implemented sound corporate governance regulations by following the recom-

mendations made in the first and second Viénot reports, and after that the Bouton report, as soon as they were published.

Attached to its Board of Directors, Essilor has a strategic planning committee, an audit committee and a remunerations committee. In accordance with the financial security act, the internal audit department reports directly to the Chairman.

Essilor has structured itself to be able to report the social and environmental information required by the new economic regulations or NRE law on the scope of the parent company (French companies), and to add to this scope the environmental information reported by the production sites, whose information can be checked, verified and made reliable.

Committed to the stakeholders

Hygiene, safety and environment



A workshop
in Thailand.

In implementing its sustainable development policy, Essilor attaches considerable importance to hygiene, safety and environmental issues and bases its approach on internationally recognized documents.

Hygiene, Safety and the Environment have been key issues in Essilor's approach for a long time. They are tackled by a specialist staff and a central department tasked with encouraging on-going improvements to the various preventative measures in place. In order to ensure that recommendations found in the hygiene, safety and environment guide are systematically and automatically incorporated into all its projects, in 2004 Essilor will launch a training initiative designed to increase the eco-design and eco-efficiency expertise of those of its teams most closely involved in product, process and service development.

Essilor joined the Global Compact in 2003

This United Nations' initiative is designed to encourage businesses to support sustainable development in a truly international context. The Global Compact's guiding principles are derived from three documents:

- ↳ the Universal Declaration of Human Rights,
- ↳ the International Labour Organization's Declaration on Fundamental Principles and Rights at Work,
- ↳ the Rio Declaration on Environment and Development.

Vision screening

The first stage of vision correction



By integrating vision screening into its activities, Essilor recognizes how essential it is.



Stereo Optical, the latest generation of screening systems.

Is it possible to live without seeing properly?

The vast majority of us are worried about undiagnosed vision problems: our brains are in fact wonderfully adaptable machines that hide our weaknesses from us if we have nothing to compare them to. This does not mean, however, that we are unaffected by the consequences of these weaknesses.

Seeing better to live better

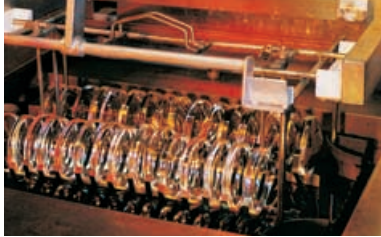
The sooner these vision problems are diagnosed, the easier it is to correct them, and the less serious their consequences. If vision defects were detected systematically, everybody would once again have the same chances as far as eyesight is concerned.

A clear vision of our mission

Given this fact, Essilor Instruments undertakes to develop simple and affordable solutions designed to detect vision defects for the various organizations that are likely to be involved in carrying out preventative tests on as many people as possible: pediatrics, people working in schools, doctors in occupational medicine, people associated with conscription, drivers and people taking driving tests, public eye-exam campaigns.

Non financial reporting on corporate sustainability

A huge quantity of data to collect



Huge quantities of data have to be collected and measured for even the simplest process.

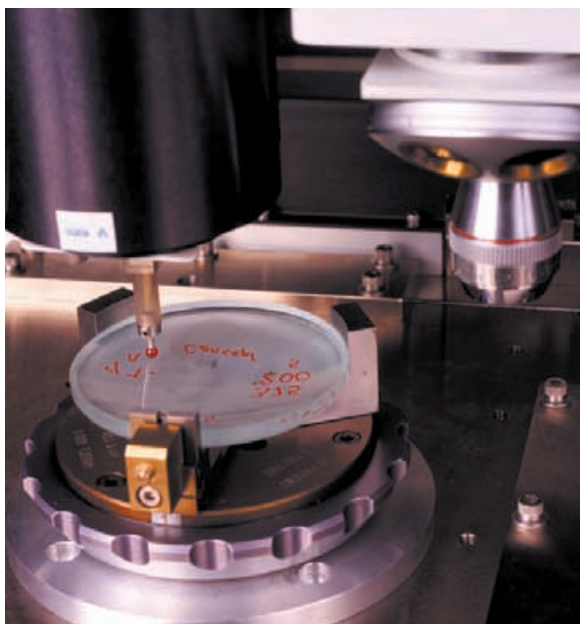
Essilor is gradually acquiring the means to gather together all the information regarding its contribution to sustainable development. A non financial reporting system is being set up.

The scope of reporting, as described in Social Indicators and Environmental Indicators in this first report on sustainable development for 2003, has been considerably increased compared with the social and environmental information published for 2002 within the framework of the new economic regulations or NRE law.

It includes the broadening of social information for all the Group's production facilities, which write up their own social reporting according to the guidelines of the French format for

annual reporting, as well as their environmental data. For future years, Essilor is considering setting up a computerized system for reporting non financial sustainable development indicators. One system, which is in the pilot stage at the moment, is being looked into. Essilor has decided to use the recommendations laid out in the Global Reporting Initiative (GRI) guidelines for publishing its non financial information on sustainable development.

Because the Group is so truly international, standardizing the way in which



Protective film,
marking ink,
data like any other.

social data is calculated cannot be achieved in the short term. Reprocessing each country's local data is a solution that can only be implemented gradually. However, the GRI's guidelines make it possible to consolidate data that have been generated using different calculation methods.

An understanding of these calculation methods is essential for explaining how the data shown in the indicator are generated, as well as for explaining differences between countries or states. The average for all countries is only

of relative significance. However, keeping with these recommendations for the forward consolidation of environmental data measured in universal units will be of total significance.

In this first report on sustainable development, we have put the emphasis on the quality and accuracy of the social and environmental information it contains, rather than the quantity.

Our intention is to gradually fill in more and more indicators as the scope of our reporting is broadened.



Our

| Economic contribution |

An essential product, a perennial activity

Economic development and access to education are closely linked. Throughout history, this access to education has been helped in developing countries by the implementation of screening systems for diagnosing vision defects in the population. The gradual development of networks of eye-care professionals has thus contributed to growth and development in these countries.

There is a clear correlation between a country's GDP and the percentage of its population equipped with glasses. This correlation partly depends on purchasing power, but it demonstrates that we all need good eyesight in order to learn, read, work and generally facilitate our activities.

A high market growth potential

Providing the world with glasses



Testing children's eyesight and providing them with glasses: the earlier this is done the better.

Ever more demanding needs, search for comfort and aesthetic appeal, market growth... Essilor's business sector is constantly developing.

In the developed world, current demographic trends and the constant search for comfort and aesthetic appeal are behind the popularity and considerable growth of progressive lenses. This new interest in visual comfort is also driving the development of surface coatings, particularly anti-reflective, anti-smudge and scratch-resistance. Nowadays, wearers expect more benefits from their lenses.

Essilor is continuing to expand its presence in Asia's developing countries, confirming its reputation as a truly international Group. In China and

India, two extremely populous countries with enormous growth potential, Essilor has set up solid foundations for its future development. Committed to serve these countries on a long-term basis, Essilor has set up production and prescription facilities, as well as services for eye-care professionals.

In those regions where a professional structure is already in place, the population can rapidly start enjoying Essilor's more sophisticated products. In regions where such structures still need to be set up, Essilor leverages different partnership systems. These



Can presbyopia really be corrected by every possible means?

are often unique and innovative, and are essentially founded on the transfer of expertise and on the provision of help in setting up or creating businesses so that they are in a position to become self-sufficient.

In both these countries, glass lenses, which are still massively used despite their fragility, are being replaced by organic lenses. Essilor products are also used by eye-care professionals in Australia, South Korea, Hong Kong, Indonesia, Malaysia, New Zealand, Singapore (the headquarters of this region), the Philippines and Thailand.

Good eyesight for everyone

Inequalities exist between peoples of the world as far as the basic need for good eyesight and the meeting of this need. Despite considerable differences by category in the quality of lenses prescribed, the eye-care needs of people living in North America and Western Europe are generally met. This is not the case for most of the other regions across the world.

Essilor Instruments is striving to level out these inequalities and is channelling a substantial part of its resources into looking into means of making vision problems easier to detect all over the world. It is doing this by investing in research into new, inexpensive screening techniques, the aim being to guarantee good eyesight for all.

A sophisticated product, intensive research

A culture of excellence



Optical inspection
instrument developed
by Essilor.

For Essilor, innovation is crucial. Every year, R&D expenditure accounts for between 4 and 5% of sales. The Group registers more than a hundred patents per year.

Essilor has signed an outline agreement with the CNRS (France's Science and Engineering Research Council) designed to pool human and financial resources over the next five years so as to be able to conduct innovative research in vision and optics. While remaining true to its core business, Essilor is gradually broadening its activities beyond simple eyesight correction: informative lenses, comfort lenses, cosmetic lenses, lenses protecting against harmful rays (UV, photochromic, etc.) as well as lenses which integrate a number of coatings (polarization, anti-reflection, customization coating, etc.).

Essilor's culture of excellence often results in task forces for developing

techniques and expertise that fall beyond the strict scope of ophthalmic optics.

→ The task force that has been entrusted with implementing a hygiene, health and safety management system in our Philippines production facility has developed a risk analysis program that is now being used at other sites. This way they can carry out their own risk analysis. Similarly, an environmental analysis program has been developed by the task force entrusted with implementing an environmental management system in a manufacturing unit in France.

→ Both of these programs have been patented.

Innovation: anticipating and inventing

A range of innovations



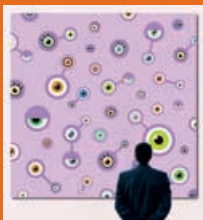
Innovations in materials:

With Airwear®, Essilor makes use of all the properties of polycarbonate, a light material well-known for its high level of impact resistance which can be totally recycled. Furthermore, constantly developing materials with ever-higher refractive indices provides wearers with more comfort, the higher a lens's refractive index, the thinner and lighter it can be made.



Innovations in surface coatings:

Essilor constantly strives to meet eyeglass wearers' requirements. For example, the Crizal® Alizé® coating, the result of R&D's expertise in functional coatings, offers the best possible performance today for an anti-reflective, anti-smudge, scratch-resistant lens which is easier to clean.



Innovations in optical design:

With Varilux® Ipseo™, Essilor is introducing a pioneering progressive lens which opens up a whole new range of possibilities in correcting presbyopia. Essilor's new Varilux® Ipseo™ personalized progressive lens is the first product in the world that can be adapted to the specific head and eye movements of individual wearers, as well as their specific prescription needs.

Innovations in protection against harmful rays:

In gaining access in 2003 to expertise concerning high value added afocal sunlenses, Essilor is enhancing its familiarity with photochromic and polarizing lenses.

Innovations in managerial methods:

Essilor is implementing a Six Sigma quality initiative in Asia. The objective is to achieve savings by eliminating mistakes and unnecessary work, thereby reducing consumption and waste. The result is the optimization of existing processes through improvements in management, operating procedures and methods.

Partnerships: strength lies in cooperation The example of Nikon and Essilor



A successful partnership

At the end of 1999, Nikon and Essilor announced a major partnership. This gave rise to a 50-50 joint venture in ophthalmic optics: Nikon-Essilor Co Ltd. Set up in a spirit of equality between both partners, the joint venture's mission is to develop sales of extremely high-index, ultra thin, ultra light lenses. The respective market shares of the two groups have made it Japan's third-largest lens manufacturing company. Nikon brought to the joint venture all its existing production and distribution-related activities, as well as a research centre for key technologies. It also granted Essilor and the Nikon-Essilor joint venture exclusive use of the Nikon brand worldwide in the field of ophthalmic optics.



Effective globalisation

Essilor's contributions to the joint venture included its Varilux Japan subsidiary and exclusive use of the Varilux® brand and the Group's products in Japan. It also provided access to its production facilities and distribution networks in Asia, thereby ensuring the effective globalization of products. The success of this partnership was confirmed by the launch of the Styliis® lens in 2001 and the Fusio® lens in 2003. Both of these ultra high-index lenses are extremely light, thin and transparent.

Numerous opportunities to take advantage of

Many different players are involved in ophthalmic optics, all with many different skills: patents and inventions, technical expertise, experience in setting up new facilities, ensuring local service quality and breaking into new markets. Essilor, constantly seeking to develop new and positive synergies, possesses an immense territory within which to find them. By setting up partnerships with other major groups, the future of its business activities is secure. Bringing together the strengths of different companies, our partnership policy provides us with extra growth opportunities.

A global approach to markets

Essilor: present throughout the world



Adapting to different markets, bringing products and services closer to customers, successfully integrating local teams, respecting and adapting to local cultures.

Essilor, the leader in ophthalmic optics, is endeavoring to bolster its position by implementing a worldwide strategy. The global approach of its worldwide production is a guarantee of economic performance, service excellence and large choice of the product offering.

This can be seen in the local approach it has adopted for its products, its distribution methods and the services it offers. The well-balanced partnerships that Essilor has entered into with other companies and groups mean it can guarantee the success of its projects abroad. For example, by carefully studying market needs and working closely with local production and distribution systems, Essilor is striving to expand

the optics market with a view to enable eye-care professionals to help as many people as possible. Essilor is a multi-cultural company with a wealth of experience in acquisitions and successfully setting up facilities around the world. Integrating new companies most often means implementing new technologies and procedures, as well as overhauling information systems.

Particular efforts in terms of information are made to ensure that new employees feel that they belong to the Group. Essilor uses a range of different methods, training programs, communication campaigns and information passed on locally, to help staff integrate into the Group, interact with it and become familiar with it.

Excellent customer relations

Meeting people's different needs and expectations

Essilor's customers are extremely varied. Its customers are made up of independent opticians, optical chains and buying groups. The prescription laboratories (that are either independent or part of chains) process the semi-finished lenses before reselling them to customers.

This means that Essilor has to meet different needs and expectations depending on for whom the lenses are being made.

Essilor's subsidiaries have a number of cooperation and customer loyalty programs based on structures designed to enable regular discussion. Each one is tailored for its particular market.



A relationship based on trust

In order for a business sector to thrive, a network of skilled, well-informed professionals is needed, working alongside suppliers of high-quality products and services. Essilor has understood this and attaches considerable importance to training, communication and information. This explains trust that has long existed between Essilor and its customers.

1998

Founding of Varilux University

2000

First meeting of the
Essilor Academy



Essilor Academy

In the US, Essilor has set up a forum for discussion and communication with its key accounts and the market opinion leaders. Through panel discussions and regular meetings, Essilor keeps abreast of market needs and expectations, as well as customer satisfaction levels.

It can also discuss the latest trends with them. In addition, it provides Essilor with an opportunity to keep its customers informed about new products and key events.



Meeting wearers' needs

The company that invented both Varilux® and Orma® lenses has learned to build relationships based on mutual trust with its clients. The launch of any new product on a market begins with an experimental phase. All the services with which clients come into contact, both internal and external, are therefore essential for consulting with, infor-

ming, listening to, explaining to, understanding and persuading the client. Currently, 50% of all the Group's sales are generated by products that were launched less than five years ago. The cumulative experience that has been acquired, launch after launch, is widely recognized. It encourages growth throughout the market, benefits eye-care professionals and meets wearers' needs.

2000

Launch in the US of VisionWeb®,
the direct order Web site

2001

Founding of
Varilux Academy

2003

Launch of M@rs Extranet,
European order-tracking system



For the magazine's 25th anniversary in 2004, two special editions with articles about the challenges of tomorrow.

Points de Vue

Points de Vue is an international ophthalmic optics magazine that Essilor publishes twice a year. Distributed by its subsidiaries, it is an educational publication aimed at eye-care professionals. Through this magazine, Essilor's aim is to carry on with its mission to serve vision specialists and to maintain close ties with them. Its articles are written by internationally renowned authors and answer clients' requests for information. Since it was first published in 1979, Points de Vue has been a huge success: today, it has a circulation of 30,000 and is published in four languages and two versions (French/German and English/Spanish).



Our

| Social contribution |

Employees at the heart of the company

Essilor was created from the merger of Essel and Silor in 1972. These two flourishing, dynamic, innovative companies were brought closer together by success. They both had their own individual culture, but they also had something important in common : the importance that they attached to the women and men working for them. Essilor's culture is based on human values of mutual respect, solidarity, the feeling of belonging, and loyalty to a community of women and men driven by a common goal. It is a culture in which enterprising minds are fostered, where creative intelligence, the pursuit of high performance and the on-going quest for progress all bring teams together.

Human policy: the legacy of a specific culture

Constantly adapting to change

A number of personnel management tools have been set up in order to support the growth of our activities.



Training to provide people with real skills.

Training: adaptability and high performance

Essilor's personnel training policy is designed to help its staff develop. Training is seen as vital to staff performance, and thus vital to the company itself. Each time a new production facility is built or acquired, or in already existing sites, Essilor provides its employees with an intensive new arrivals training programme, the aim being to develop their skills on a long-term basis. It has always tried hard to create fulfilling working conditions so as not to lose its skilled staff. For the newly opening sites, this training program has been known to account for as much as 15% of staff work time in the first year, depending on the position to be filled. Any change in position is followed by a specific training program.



Charter prohibiting all forms of illegal discrimination in the company.

Non-discrimination

By establishing rules that prevent discrimination and ensure that all employees are treated equally, Essilor is striving to prevent any incident that may result from social and cultural phenomena outside the company. In order to put this into practice, Essilor has drawn up a number of specific documents, particularly for the two countries where the Group employs the most people. In France, for example, a charter has been devised which prohibits all forms of illegal discrimination in the company. And in the United States, an Equal Employment Opportunity section has been added to the staff handbook. It spells out the company's policy against all kinds of discrimination in the various aspects of employment.



Training,
for working together
effectively.



Training, for developing
and keeping talented
employees.

Values and participative management

Valoptec Association



The Valoptec Association demonstrates the keenness of the Group's employees with management responsibility to keep the company's independent decision-making process.

The Valoptec Association brings together women and men from Essilor's managerial staff around the world who are interested in making a long-term financial commitment by putting together and maintaining an Essilor share portfolio. The Valoptec Association is Essilor's main shareholder. The association brings together all managers who own shares. They themselves can be managed as a community and their corporate savings plans can be optimized specifically to best suit each country. Under all its different forms, total employee shareholding accounts for about 9% of the capital and more than 15% of voting rights.

The members of the Valoptec Association are convinced that the continuous growth of the Group is correlated with the employees' commitment to the founding values that are behind its success. These values are set out in the

Association's charter:

- The individual is the main resource of the company and deserves consideration.
- Associates demonstrate a respect of the individual through an open management style based on dialogue, consultation, education, information, promotion and responsibility.
- Associates embrace an ethical code of business conduct both within and outside of the company.
- As the company becomes more international, understanding, consideration and respect of local cultures, habits and differences must be promoted worldwide.
- Associates embody the company's independence and the facts that it controls its own destiny through consistent improved performance thanks to their entrepreneurial and pioneering spirit.



Associates' vote at a General Meeting.

One of the key duties of the Valoptec Association members is to help the company's development by contributing, playing his or her part and taking action. Through their behaviour and their actions, they can further the development and the promotion prospects of all those for whom they are responsible. Members have a fundamental respect for other people and are driven by a desire for openness and understanding, as well as an enthusiasm for consultation. The Valoptec Association cements Essilor's corporate culture, which is based on all of these human values, together with the sense of responsibility and the entrepreneurship of employees. Valoptec members express their opinions on the company's general strategy and human policy by ballot at Annual General Meetings held twice a year. This gives its Board of Directors a unique legitimacy.

VALOPTEC IN FIGURES

- 2,500 members
- 40% in America
- 56% in Europe
- 4% in Asia

- 1972: Creation of Valoptec, the very early structure, born with Essilor
- 1998: Creation of FCPE Valoptec International
- 2000: Creation of Valoptec Association in its current form

More than 6,000 of the Group's employees own Essilor shares through one of a number of corporate savings plans.

Information, communication, consultation The CEDIE, for Europe-wide social dialogue



Europe: a daily reality for Essilor

The CEDIE (European Committee for Dialogue and Information Sharing within Essilor): this information and sharing committee met for the first time at the end of 2000. Its aim is to provide staff representatives with summary information about the results of the Group's activities in Europe and to open up a transnational dialogue on social issues. It is made up of a representative from each of the EU countries where Essilor has established a presence, as well as one from Norway. Depending on the country, the members are either elected directly by employees, or appointed by the employee's committee or trade unions. The entire CEDIE meets once a year. In order to ensure regular contact with top management, a five-member sub-committee meets three times a year. The themes tackled include the economic and financial situation, Group strategy, competition and employment prospects.

In addition to being an opportunity for discussion, CEDIE meetings can also be used to make recommendations. For example, the CEDIE's request to have all European employees given optics training met with a positive response, as did its request to have a feasibility study carried out into the expansion of employee shareholding in Europe.



A wide variety of magazines

➤ "Local" newsletters, run by the subsidiaries, disseminate information of local interest which directly concerns employees and their working practices.

➤ The "business" newsletters are aimed at particular employees and departments. Their aim is to develop synergies and encourage networking between employees involved in similar activities across the Group's various sites.



➤ The "corporate" publications Regards and The Essilor Letter are aimed at the Group's entire staff, with the intent to bring them closer together.

Corporate and internal communications

The ESSCOM network: multidisciplinary and multicultural



In 2002, a worldwide network of more than 100 communications correspondents within the Essilor group was set up by the Corporate and Internal Communications Department: ESSCOM.

This network was developed in order to make it easier to disseminate information within a highly decentralized company and to cultivate a multidisciplinary approach. It is intended to function as a tool to help integrate the cultural diversity of the Group. Its members have internal and external communications responsibilities for the Group. A bimonthly e-newsletter is sent out to ESSCOM members.

It is also available on the Corporate Intranet. Members also have a guide outlining their various missions and advantages. They meet once a year at the ESSCOM Forum.

The second ESSCOM Awards were held in 2003, rewarding particularly successful communications campaigns

that ran within the Group during 2002. An external panel made up of professionals from the advertising industry examined 43 initiatives.

This year the five prizewinners are:

- **Bhuvanaraghan Jayanth for the project "Development initiative with eye hospitals in India", Essilor India**
- **Eneida Ribas for the project "Performance evaluation", Essilor Brazil**
- **Kelly Benjamin for the project "Essilor Management Congress", EOA**
- **Koichi Komiya for the project "Varilux Ipseo Launch in Japan, The first in the world", Nikon-Essilor**
- **Sonsoles Llopis, for the project "Special Olympics, showing we care", Essilor International.**

An international survey of employees' expectations

For a better understanding of those who work within the Group

An international poll carried out in October 2003 brought to light the various perceptions and needs of Essilor's employees. It will be repeated every two years and should become a means for gauging the climate within the Group.

In order to better understand the highly rich employee community that makes up Essilor, the Corporate and Internal Communications Department carried out an international internal poll. It was carried out in two stages with the help of a multicultural and multidisciplinary steering committee. First came a qualitative phase involving interviews with individuals and groups representative of the many activities, cultures and grades within the Group. Then came a quantitative phase with questionnaires being sent out anonymously to a randomly chosen cross-section of staff. Five areas were looked into: the feeling of belonging, the level of knowledge about the Group, the daily working environment, the perception of Essilor citizenship, employee expectations regarding opportunities and personal development.

→ Initial results showed that 70% of those polled were generally satisfied in all five of the areas investigated.

→ Employees seem to be extremely

satisfied with the Group's image and their working environment, and have a lot of confidence in the future.

Indeed, 80% of employees polled responded positively about the quality of Essilor's products, its innovations, competitiveness, respect for the environment and ethics.

Relations between colleagues and across the managerial structure are also widely seen in a positive light. Working for Essilor is seen as an asset as far as an employee's personal development is concerned. Those who filled out the questionnaire expressed the need for more information about the Group's strategy and the activities of other sites. As far as HR policy is concerned, people are not fully satisfied with the opportunities offered in the areas of training and professional mobility. Employees have reported mixed feelings regarding the Group's compensation policy, a significant point in order to attract and retain skilled workers.

Social indicators

For this first report, social data from 13 production facilities were consolidated with data from the parent company within the framework of the new economic regulations or NRE law.

GRI indicators

Indicator as we have filled it in

Result *Rounded-up percentages*

LA 1 Breakdown of workforce, where possible, by region/country, status (employee/non-employee), employment type (full time/part time), and by employment contract (indefinite or permanent/fixed term or temporary) (...)	Distribution of workforce	
	• Women	5,357 57%
	• Men	3,932 43%
	• Total	9,289 100%
LA 3 Percentage of employees represented by independent trade union organisations or other bona fide employee representatives broken down geographically OR percentage of employees covered by collective bargaining agreements broken down by region/country.	Employee representation	There are many different forms of employee representation throughout the group : in Brazil, the Union of the workers of the industries of glass, crystal, mirrors, ceramic wares and porcelain of Manaus, in China, the Trade Union Committee ; in India, the Karmika Sangha ; in Ireland, Services Industrial Professional Technical Union ; in the Philippines, the Confederation of the Filipino Workers ; and at these sites and others, there are many Employee Committees, Activity Committees, Welfare Committees, Safety Committees, Communication Committees, Factory Committees or other such structures.
LA 7 Standard injury, lost day, and absentee rates and number of work-related fatalities (including subcontracted workers).	Industrial accidents	
	• Notifiable accidents	207
	• Accidents without absence	37
	Lost days	3,543
	Rate of absenteeism	4.7%
LA 9 Average hours of training per year per employee by category of employee.	Training	
	• Percentage of payroll	2.5%
	• Number of people trained	6,373
HR 4 Description of global policy and procedures/programmes (...)	Description of policy prohibiting all forms of illegal discrimination in the company.	Essilor and its subsidiary companies respect the fundamental covenants of the International Labour Organization in regards to discrimination, freedom of association, child labour and forced labour. This is guaranteed by the various procedures that are in place, together with the highest level (the Executive Committee) of HR management at an international level and its branches across different zones and activities, as well as other existing structures.
HR 5 Description of freedom of association policy (...)	Description of policy regarding freedom of association.	
HR 6 Description of policy excluding child labour (...)	Description of policy prohibiting child labor.	
HR 7 Description of policy to prevent forced and compulsory labour (...)	Description of the policy designed to prohibit forced labor.	



Our | Environmental contribution |

For lightweight products, a lightweight impact

In its identity card, a document available on CD presenting the company, Essilor has made the following written commitment:

“In its capacity as a responsible company: to take part in sustainable development initiatives by protecting the environment and endorsing recyclable products, and to strictly observe regulations in force, in all fields and in all parts of the world.”

Essilor has succeeded in replacing glass lenses by thermosetting organic lenses, and is now set about encouraging markets to use thermoplastic organic lenses, since they can be recycled and have considerably less impact on the environment.

A clean activity by its very nature

A low strain on the environment



On the left, varnishing step in the scratch-resistant coating process.

On the right, polycarbonate ophthalmic lenses.

Raise the awareness of company employees: this is what Essilor undertakes in order to install a long-term responsible behaviour towards environmental management.

Essilor's activity sector has been given the code NAF / APE 33, i.e. manufacturing of precision, medical and optical instruments (and clocks).

At the very beginning of the process, the production of what is called a blank, the manufacture of an ophthalmic lens weighing only a few dozen grams has only a very slight impact on the environment. In terms of raw materials, an ophthalmic lens uses only a small quantity of natural resources. And for the same reasons, its production does not generate large quantities of waste. Compared with heavy industry, or with industries which produce finished

products by assembling complex components made of many different kinds of material, Essilor uses infinitely less energy, less water and fewer chemicals.

In the subsequent stages, the blank is surfaced and edged to give it its final shape. The discharge and waste material resulting from the grinding down of the edge of the lens at this stage is carefully managed (abrasives). The various surface coatings are carried out as part of automated processes. They are equipped with systems to ensure that they function at optimal levels with respect to quality and safety, while safeguarding the environment and its natural resources.

Environmental management systems

The ISO 14001 standard



The Shanghai factory
one of the most recently built.

A voluntary commitment

The Group undertook a voluntary initiative very early on in a bid to find out exactly what the consequences of its various activities are. It did this by deploying environmental management systems in its production facilities using the recommendations put forward in the ISO 14001 guidelines.

A reference for professionals

This standard serves as a reference in environmental management. Essentially, it entails:

- standardizing an environmental policy,
- identifying and emphasizing all the effects that factory activities have on the environment,
- defining environmental programmes, aims and targets with respect to known impacts on the environment,
- gathering information on the various procedures and records so as to monitor the impacts that they have on the environment,
- strictly observing all the laws relating to the environment, and carrying out audits to ensure that these laws are followed and respected.

A unifying initiative

The procedures for obtaining ISO 14001 certification have a unifying effect on a factory: the entire staff pulls together with one common aim. To date, eight out of 18 sites have been awarded ISO 14001 certification (44%).

Genuine involvement, tangible results

Concrete initiatives

Our environmental management systems uncover opportunities for cutting costs in many areas. We have chosen to illustrate this with a few examples.

Three relate to our consumption of energy, water and raw materials; another demonstrates the creative potential of nature itself.

In essence, we are very keen in promoting recyclable lenses. In addition to the environmental benefits during the production phase, they may also influence wearers' behaviour, encouraging them to return their obsolete lenses when they get new ones.



Reducing electricity consumption

The Aichi Nikon factory in Japan has an autonomous energy/hot water cogeneration plant, which boasts savings of about 1 GWh per year. Improving the energy performance of our vacuum generators leads to additional savings of about 0.2 GWh per year while installing automatic programmable switches save about 0.1 GWh per year.

1998
ISO 14001 Certification
in Ireland (1 site)

2001
ISO 14001 Certification
in France (1 site)



Don't throw it away, recycle it

An example of a virtuous circle: reusing and recycling reduce the need for consumables in the production process, thereby reducing Orma® production costs. Two reusable molds, an elastomer seal and a reusable device to keep the mold closed are needed for manufacturing thermosetting plastic ophthalmic lenses. The elastomer seal is 95% recyclable. After each use, it is ground down and mixed with approximately 5% of new material. By smoothly managing its production processes, Essilor has quickly shown that recycling whenever possible can be a way to save.



View of the garden
at the OLMIL site.

An example in India

The OLMIL factory has implemented a number of systems for monitoring the impact its activities have on the environment, although this impact is very small. For example, it has built a reservoir which uses a pH control system to neutralize effluent produced by the factory. This effluent is then processed and reduced to within authorized limits. The water is treated

before being used to irrigate 1.3 hectares of garden.

In fact, the whole OLMIL site has been surrounded by a "natural biological barrier" made up of trees which are resistant to pH and salt variations, and which help slow down soil erosion. They also create a micro-climate inside the site, and make it more pleasant for the staff working there.

2002
ISO 14001 Certification
in France (2 sites)

2003
ISO 14001 Certification
in Thailand, Brazil, the Philippines
and the United States (1 site per country)



Ecologically sound products

The injection technique is used to manufacture thermoplastic Airwear® lenses. Plastic processing is a manufacturing process that does not require huge amounts of energy and water, and uses hardly any consumables.

Essilor buys the polymerized raw material in pellet form. These pellets are slowly melted, liquefied and injected into very high quality interchangeable metallic molds that are reused.



The material used during the non-productive adjusting phase of the process is recyclable, but Essilor does not reuse it for making more lenses. Instead, recyclers buy it, receiving regular deliveries of it. They use it to manufacture a range of different products, such as parts for the automotive industry or for household appliances.

The solution can be found in nature itself

An example of creativity: the Dudley facility Biofilter



At its Dudley facility in the United States, Essilor is using a new system, the Biofilter, to reduce emissions of volatile organic compounds (VOC).

The manufacturer likes to compare his system to “an indoor garden that needs the same care as any other garden”. This soft technology makes it possible to effectively reduce VOC emissions using natural methods.

The rapid growth of Airwear® lenses in the USA, together with the ever-increasing consumer demand for sophisticated coatings, has resulted in the Dudley facility becoming one of Essilor's major production sites. Increased production has resulted in the implementation of this system, if only to reduce the odors generated by the facility. The system has been designed to reduce VOC emissions by 85%. A recent test found emission reductions to be around 88%. The equipment has been

deliberately built larger than is currently needed in anticipation of future production growth.

The system is composed of a giant case comprising a bed made of a mixture of organic fibres and rocks, the humidification of which can be controlled. This bed is sown with a culture of micro-organisms that live naturally in the soil. A fertilizing agent that is rich in nutrients is scattered over it. Controlled ventilation is used to channel the emissions into the device's upper chamber where the polluted air is churned in a humid environment. It is then redistributed over the bed where the micro-organisms consume and digest the compounds, transforming them into harmless by-products.

Environmental indicators

For this first report, environment-related data from 13 production facilities were consolidated with data from the parent company.

GRI indicators

Indicator as we have filled it in

Result *Rounded-up percentages*

EN 1 Total materials use other than water, by type.	Total materials use other than water, by type	
	• CR39 monomer, standard index	4,300 T
	• CR39 monomer, other indices	1,000 T
	• Polycarbonate pellets	3,700 T
EN 3 Direct energy used segmented by primary source	Direct energy segmented by primary source	
	• Electricity (GWh)	250.3 GWh
	• Gas (GWh)	35.9 GWh
	• Liquid fuel (GWh)	3.1 GWh
EN 5 Total water use.	Total water use (m³)	1,727,820
EN 7 Description of the major impacts on biodiversity associated with activities and/or products and services in terrestrial, fresh-water and marine environments.	Description of the major impacts of the Group's activities on biodiversity	No reported impact.
		Within the context of its ISO 14001 certification, Essilor is taking measures to prevent and avoid damage to the balance of nature, the natural environment and protected animal and plant species, wherever the environmental analysis reveals the existence of a risk, even only a minor one.
EN 11 Total amount of waste by type and destination.	• Total quantity of solid waste products	6,571 T
	• Number of sites which practice selective sorting	89%
EN 13 Significant spills of chemicals, oils and fuels in terms of total number and total volume.	• Significant pills of chemicals, oils and fuels	0
	• Number of sites equipped with retention equipment	74%
EN 14 Significant environmental impacts of principal products and services.	Products that have a significant impact on the environment	All lenses that are manufactured using polycarbonate pellets, such as those in the Airwear® series, have considerable benefits for the environment. Polycarbonate is a very light material which offers extremely high impact resistance. It is heat resistant up to 125°C, offers protection against UV radiation, and is entirely recyclable.



2003 Special Olympics World Games

share the feeling ireland 2003

2003 Special Olympics World Games

share the feeling ireland 2003

2003 Special Olympics World Games

share the feeling ireland 2003



Our | Contribution to the community |

A positive influence on communities

Essilor is involved in local life and in the development of the communities where its employees work and live. It creates jobs, bringing added value to the local working population through its training programmes, the transfer of skills and technologies, its respect for local regulations, and even the introduction of policies that go beyond the requirements of local norms.

Beyond all these essential contributions which are characteristic of any socially-aware company, Essilor carries out initiatives, either on its own or in partnership with other companies, which it believes bring hope and meaning.

It arranges long-term information and expertise transfer to all professionals. Locally, permanent structures providing tailored training, information transfer and communication are set up.

Training and knowledge transfer

Setting up permanent structures



Varilux Academy: countries in Asia and the Pacific region have the same educational needs as all other markets: for example, eye-care professionals are very interested in information about progressive lenses. A representative from the Varilux Academy will visit the country in question in order to provide guidance and training in the local language.



Varilux University: Varilux University was opened in Charenton (France) in 1998 and is a training center designed for eye-care professionals interested in learning about the correction of presbyopia. Every year, it welcomes 500 eye-care professionals, mainly from Europe, but also from further away.

Although each continent has its own particular characteristics and the methods used vary, the goal stays the same: sharing experiences with local eye-care professionals, creating solid links with them and setting up local branches.

→ Varilux Academy

The course contents are tailored to suit the various levels and needs of the eye-care professionals who attend, and are adapted to their knowledge of the area in question. Over the last two years, the Varilux Academy has given training to more than 815 eye-care professionals from seven countries in the region. Furthermore, the Varilux Academy has developed the “Varilux Academy Educator Initiative”, which provides training on ophthalmic lenses to university lecturers and people teaching optics courses at specialist optics post-graduate institutes in Asia and the Pacific region. It can also issue lecturers

from universities and postgraduate institutes, as well as Essilor staff, with a diploma authorizing them to pass on Varilux Academy training to people in their own country. These qualified people in their respective countries can then create tailored, viable and self-sufficient training structures which meet specific local needs on a day-to-day basis.

→ Varilux University

The two or three day training sessions deal with technical subjects, such as optics, refraction and the aging of the eye. Significant time is also spent on marketing and communication, integrating an original approach which

The International Varilux University prize in the Optics category was awarded to Diana Stoykova (Bulgaria) and Andrea-Mihaela Dogaru (Romania) at the Silmo 2003 show. The International Varilux University prize in the Optometry category was awarded to Anna Mancas Prais (Spain) and Partha-Pratim Sarkar (India).



Glasses for Enfants des Sables, a successful campaign thanks to a lasting partnership.



focuses on the psychology of presbyopes. Each session is tailor-made, and the way in which programmes are put together takes into account the particular jobs of the people attending, as well as their levels of experience and their nationality. Varilux University is also a place where eye-care professionals from the same or different countries can have discussions and share their experiences. Each year, Varilux University holds an international competition for optometry and optics students. As part of the competition, students have to write a dissertation of about twenty pages (in French, English or Spanish) on a topic related to presbyopia or the aging of the eye.

The Enfants des sables campaign for children living in the desert

For the past 13 years, Optic 2000 and Essilor have been combining their efforts in order to provide destitute children with good eyesight. A convoy crosses through the villages of southern Tunisia during the Rallye Optic 2000. The team, made up of an ophthalmologist, six opticians and a technician, examines young children and makes them glasses for free. Two caravans are specially equipped, one as an ophthalmology office, the other as an optics shop. The children's eyesight is monitored year after year, since some types of ametropia worsen with age. Each year, around fifty children are called back and re-examined. Since the beginning of the campaign, more than 3,000 children have been given glasses.

In Europe: forming partnerships, joining associations, taking action

Working with the local community

Essilor joins forces with solid international organizations or reputable local associations. Through its membership of Comité 21 (a French environmental and sustainable development committee), Essilor shares information through working groups that focus on community issues.



In helping children develop an interest in reading, the voluntary helpers can also detect any vision defects.

Reading and Teaching People to Read (Lire et Faire Lire)

Essilor has joined forces with Optic 2000 to lend its support the Lire et Faire Lire association, a program which makes schools available for retired people to run reading groups in on a voluntary basis. Essilor's support is two-fold. It offers financial support: Essilor and Optic 2000 donate 2 euros for every spectacle fitted with Airwear® Junior lenses sold to the initiative. It also provides advertising support by publishing brochures and leaflets for the children and voluntary helpers.



The main missions of Comité 21 involve providing its members with support, identifying innovative practices and disseminating information about these practices.

Comité 21

"Comité 21, a French environmental and sustainable development committee, was founded in 1994 to facilitate the operational implementation of Agenda 21 in France (a comprehensive action plan for the 21st century) adopted during the Rio Earth Summit. It has 300 members, divided into four categories: business, local government, associations and government bodies and media. "We are particularly happy to welcome Essilor International, we should all remember that good eyesight is central to education and development. In addition to the Group's endeavours in the field of environmental management, I would like to pay tribute to Essilor's involvement in innovative solidarity campaigns. This is an indication of its willingness to shoulder responsibility at a community level. One of the projects I'm thinking about in particular is the partnership with the "Special Olympics" organization, looking after the equipment of disabled people taking part in the Olympic Games and providing them with medical care".

Anne-Marie Sacquet, Director General of Comité 21.



→ Essilor Netherlands

Since 1989, Essilor Netherlands has been working with New Look Optical Works (Ghana), which provides glasses for the most underprivileged members of the country's population.



→ Essilor Germany and UNICEF are helping children to see the world better. Essilor Germany

is partly financing a new picture book, "Kinderaugen - Spiegel, der Welt" (Children's eyes, mirrors of the world). A substantial part of the sales revenue will go to UNICEF. Similarly, Essilor Germany is also working alongside German opticians to support a project aimed at reducing blindness resulting from vitamin A deficiency (Xerophthalmia) by collecting donations.



→ UNESCO Spain

By helping to finance the UNESCO chair in the Vision and Development Department of the Technical University of Catalonia, Essilor's subsidiary in Spain has created links with the first international conference

for the improvement of ocular health, which was held in Barcelona in June 2003. The aim of this conference was to discuss initiatives being led all over the world by people working in the optics industry who understand how important good eyesight is if societies are to develop.



Projects such as screening, providing glasses for the poorest members of society and fighting against blindness were all linked by the same desire to see ocular health given a central importance by societies that want to develop on a long-term basis.

During the conference, Essilor's "Vision and Development Prize" was awarded to Jerry Vincent, OD, MPH, coordinator, for prevention of blindness within the International Refugee Committee, and to Harry Zeltzer, OD, FAAO, Chairman of VQSH™ / International.



↳ Porto Rico, Vision Project

Since 1998, Essilor has joined forces every year with a number of local bodies, both public and private, to provide glasses for underprivileged children in public schools. The aim is to make learning how to read easier for them. This year, the InterAmerican Puerto Rico School of Optometry was the partner chosen by Essilor. Both bodies are planning to set up a mobile clinic so that the whole island can eventually benefit from this initiative.



↳ Porto Rico, Ballet Salsa Sur Project

Through this project, run in conjunction with the Ponce borough council, Essilor gives young people who may be tempted by drugs and gangs the opportunity to attend Salsa classes. This opens up new horizons to them in terms of art, discipline and fun. Essilor is supporting this project and is involved in raising money for it.

↳ Brésil, Instituto Varilux® da Visão

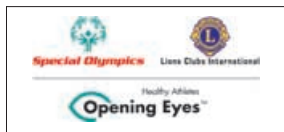
The Varilux® vision institute brings together partners such as the Lions® Foundation and the Helen Keller® Institute, as well as other local professional organizations for projects relating to vision-testing and glasses.



In the Americas: being involved, lending support, taking action

Thinking of the most disadvantaged members of society

Essilor has made a commitment to a category of people among the most disadvantaged, and provides them with lenses.



United-States: Special Olympics

"Essilor International has made the commitment to help some of the humblest people around the world by providing lenses to persons with intellectual disabilities. Through its commitment as exclusive global supplier of lenses for the Special Olympics - Lions Clubs International Opening Eyes program, Essilor International has demonstrated its commitment to help people see better and established itself as a truly concerned and good hearted member of the global corporate world. Over the years, employees of Essilor International have been involved in Special Olympics programs in local communities of various locations around the world. Special Olympics is a global organization that is committed through sports to improve the quality of life for the intellectually disabled. Special Olympics is about inclusion and acceptance. There are 1.2 million athletes competing in over 150 countries. Special Olympics-Lions Clubs International Opening Eyes is a component of Healthy Athletes and since its inception has seen 43,500 athletes. The efficient support of companies such as Essilor International satisfies this fundamental need of this population that we find is neglected throughout all nations and cultures, not exclusively in the developing world. We find that 37% of the athletes participating in the screening need new prescriptions. Some of these prescriptions are life altering. One of these athletes, in New Zealand, upon receiving his new glasses at his National Game's Closing Ceremonies, turned to his mother with his new glasses on, touched her face and said: " Mom, you are so beautiful! ". That is an example of the beauty of the contribution that Essilor International makes on behalf of persons with intellectual disabilities worldwide. "

Paul Berman, Senior Global Clinical Advisor and Founder, SOLCIOE.

In Asia: developing, working together, taking action

Helping as many people as possible

Alongside its traditional approach, Essilor is developing innovative new methods for setting up permanent structures in the emerging markets.



Dr. Govindappa
Venkataswamy, founder of
Aravind Eye Hospital,
Madurai, Tamil Nadu,
India.

India: Aravind

"Aravind eye hospital a Non profit organization situated in southern India strives to reach and provide quality eye care to a population of 100 million people. We have developed capabilities to provide quality care at an affordable cost to a large number of people with cataract blindness, we want to replicate the same for the refractive errors by providing quality spectacles to the needy people from rural areas at an affordable cost. About five years ago we came in to contact with Essilor India when we were looking for a source to get quality plastic lens. We were interested in a relationship, which will go beyond the business interest and will have a more academic and patient centered focus. We found that Essilor was the company, which had patient's interest more than the business interest. They were willing to train and establish a state of the art surfacing facility in our campus which increased the quality of our spectacles immensely. Over the years the relationship has matured and we have had the CEO of Essilor and other senior office bearers visiting us with a single vision of developing a sustainable high quality model for delivering spectacles with international quality to the people of this region. Essilor is helping us to convert the market from glass to plastic not only in the base hospital but also in the outreach camps. We hope the joint efforts of Aravind and Essilor will set a benchmark in delivery of eye care in the refractive segment in the years to come in India"

Dr. Aravind Srinivasan MS, MBA, Administrator, Aravind Eye Hospital



→ In the Philippines, Essilor is making donations to the Virliané foundation. This foundation, set up in 1992 by the Frenchman Dominique Lamay, feeds and gives shelter to children from the streets of Manila. He also set up a specialist center for disabled children, who are frequently abandoned by their families in Manila. The children follow specially tailored programs, which include in-depth psychological and psychiatric treatment. It also provides extensive legal services, free of charge, to children whose rights have been violated, and promotes the protection of children's rights.



→ In Thailand, Essilor is involved in "National Children's Day", the day when the country celebrates its children. The company makes a donation to each of the twelve schools of the communities located around the Group's production facility in the Lat Krabang region, some thirty kilometres east of Bangkok. The schools use these donations to buy materials to help develop the extra-curricular activities that children participate in alongside their regular school program. National Children's Day is celebrated on the first Saturday in January.



→ The Yangqi project is a fund-raising initiative undertaken by Project HOPE Hong-Kong in partnership with Christophe Peres. The purpose is to raise funds to help the orphans of Shanghai who suffer from complicated medical conditions that are difficult to treat. In 2001, Christophe Peres cycled the "10,000 Li of Yangqui" cross-China bicycle tour from Kashgar to Beijing via Tibet, another fund-raising initiative. The entire trip took 130 days. Essilor China is linked with a branch of the project that helps a school for the blind in which Tibetan children can learn Braille.

Essilor's Corporate Sustainability Department would like to extend its warmest thanks to all the women and men around the world who have been involved in putting together this first report. BMJ Développement Durable, consultants for sustainable development strategies, carried out an initial evaluation of Essilor's sustainability performance based on the criteria of sustainable development and provided the Group with recommendations.