

EMPOWERING DIVERSITY AT VSP GLOBAL

DE&I COMMITMENT TO OUR WORKFORCE AND STAKEHOLDERS

As a global company serving customers with a spectrum of identities, experiences, abilities, and economic situations, VSP Global® is actively committed to fostering an environment that embraces diversity, equity, and inclusion (DE&I).

This commitment enables us to create solutions that support individual healthcare needs and empower human potential within our workforce and with our stakeholders.



MISSION

We harness the power of diverse perspectives and experiences to create innovative solutions that empower human potential through sight.



VISION

By delivering innovative products and personalized experiences that meet the unique needs of the communities we serve, we create a world where everyone can bring their best vision to life.

DEFINING DE&I

At VSP Global, we define...

- **diversity** as a spectrum of identities, experiences, abilities, skills, and perspectives that are respected and valued.
- **equity** as an environment free of favoritism in which all have equal access to opportunities and are empowered to achieve their full potential.
- **inclusion** as an environment in which all are respected, able to contribute their unique perspectives, and comfortable being authentic.

DE&I OBJECTIVES

- Continue to foster a collaborative, supportive environment in which all employees are engaged and empowered to reach their full potential.
- Identify and act on opportunities to diversify the doctor network.
- Ensure that our members' needs are met with culturally competent products and services and support sales growth in multicultural markets.
- Serve our communities through outreach with under-served populations and support of diverse suppliers.

OUR DE&I FOCUS

Source and Grow Talent



Evolve Our Inclusive Culture



Accelerate Intentionality of DE&I

VSP GLOBAL DE&I PILLARS

Operations

Inclusive of

- HR
- Finance/Procurement
- Marketing
- Office of General Counsel
- Technology

Supply Chain

Inclusive of

- Marchon® Eyewear
- Eyefinity® (practice management)
- VSP Optics (lenses and coatings)

Network

Inclusive of

- the VSP® network of doctors
- VSP Ventures
- on-site clinics

Insurance

VSP Vision Care

Visionworks

Nationwide optical retail chain

International

Inclusive of all lines of business operating outside of the U.S.

DE&I STRUCTURES IN PLACE

Employee-Driven Business Resource Groups



Diversity Office led by Chief Diversity Officer



DE&I Intertwined in Values and Job Accountabilities

VSP GLOBAL BUSINESS RESOURCE GROUPS (BRGS)

- Abilities Beyond Limited Expectations (ABLE)
- Asian and Pacific Islander (API)
- Black Heritage
- Latino
- Lesbian, Gay, Bisexual, Transgender and Allies (LGBTQA)
- Military and Veterans
- Women's Inclusion Network (WIN)
- Young Professionals

ONGOING WORK SPECIFIC TO SERVING OUR MEMBERS AND DOCTOR NETWORK

- Increase member access across underserved communities.
- Continue to grow support for diverse health needs within member population.
- Support client priorities for vision insurance to serve their workforce needs.
- Focus on provider-oriented initiatives (e.g., increase the diversity of ODs).
- Educate providers around DE&I to gain stronger cultural competency when serving diverse members.
- Increase community engagement via education, participation, and support primarily focused on servicing diverse populations.
- Expand DE&I education, tools, and resources across the enterprise that will be leveraged at all levels to enhance DE&I competency and awareness of our workforce.

RECENT WORK COMPLETED: 2020 - Q1 2021

- Hired Chief Diversity Officer and built Diversity Office.
- Restructured the diversity page on www.VSPGlobal.com/diversity.
- Launched the “Authentic Conversations” program for our workforce, designed to drive transparent, respectful conversations about DE&I topics across the enterprise.
- Created a requirement for diverse interview slates for the final round of candidate interviews for all management and executive roles.
- Established DE&I messaging for employees and external networks to understand our value propositions.
- Connected our international colleagues to the diversity, equity, and inclusion work across the company.
- Launched a Women’s Business Resource Group (BRG), bringing our total number of BRGs to eight.
- Expanded the enterprise-wide training program around DE&I topics, including unconscious bias training.
- Hired a program manager focused on DE&I.
- Became a Diversity Best Practices corporate member.
- Became a corporate partner with Spectrum Knowledge.



Diversity, Equity,
and Inclusion