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## ESSILOR'S LEARNING CULTURE IN THE PRODUCTION ENVIRONMENT

Explore how Essilor is expanding learning opportunities for technicians and operators across its international production network.

With 33 production sites and 490 prescription labs across the globe, technical knowledge and training is a major focus for Essilor. The Group has a growing community of experts (LOFT) who help develop skills and spread best practices to local teams through operational training on-site. To date, around 2,000 volunteer coaches and trainers have trained operational teams across 45 countries, and over the last year, the LOFT approach has been launched into production entities in Vietnam, India, Malaysia and Indonesia.

To expand opportunities to learn beyond face-to-face training, Essilor's internal experts have developed a portfolio of elearning modules in key technical procedures. One example is a module about Essilor's E-SPF index that provides a measure (from 10 to 50) of the level of protection from UV rays that a lens provides. The content has been designed to be interactive and highly visual – involving video explanations from internal trainers, diagrams, photos and quizzes, available in English, as well as Thai and Chinese.

In 2017, local teams organized learning days in many production sites to create a buzz around training and development. As part of the Group's aim to develop a learning culture at all sites, Essilor has also introduced elearning corners that give operations workers access to a computer and Essilor U – the Group's online learning catalogue of some 1400 courses, including content in seven different languages.

Essilor has also created an online platform with all the best practices identified by local teams through the Group's different continuous improvement programs. Collaborative tools like these help to pool experience and knowledge as well as build an active technical support community.

Being part of the LOFT community is a source of pride for many LOFT trainers and has enabled them to evolve their careers through developing skills and gaining experience through missions at other sites.

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The best ideas often come from collective thinking and cooperation. Meet the people behind LOFT - a growing global community of Essilor experts helping to develop people across the Group.