



Current California Transparency in Supply Chain Act of 2010 Disclosure

This Current Lighting HoldCo, Inc. (“Current”) California Transparency in Supply Chain Act of 2010 Disclosure is provided under Section 1714.43 of the California Civil Code.

Current provides lighting and controls solutions that help create beautiful, functional, and safe environments for our customers. Our company culture of integrity – a culture that has its roots and heritage in two iconic lighting businesses – is a core component of our success in delivering industry leading products to our customers. Current does business only with suppliers that treat workers and others fairly and with respect, including abiding by laws prohibiting harassment, discrimination, bullying, human trafficking, and forced and child labor.

Verification

Current monitors its suppliers’ adherence to labor laws through its Supplier Responsibility Guidelines¹ (SRG) program. This process addresses supplier compliance with local laws and Current standards in the areas of environmental, health and safety, labor practices, human rights, and security. The identification of the use of child, involuntary, indentured, or prison labor either in a prospective or existing supplier results in automatic disqualification of the supplier. New and existing suppliers may be subject to audits based on their manufacturing locations.

Audits

Current maintains a team dedicated to enforcing Current’s SRG. Suppliers with manufacturing locations in high-risk countries must participate in periodic site audits. These audits are typically announced and conducted by Current or Current’s partners trained auditors. Current reserves the right to conduct unannounced audit if Current is made aware or suspect noncompliance.

Certification

Current requires its suppliers to sign Current Integrity Guide for Suppliers² to assure their commitment to Current core integrity values including fair employment practices. Current conditions of purchase³ require suppliers to treat workers and others fairly and with respect, including abiding by laws prohibiting harassment, discrimination, bullying, human trafficking, and child and forced labor.

¹ See <https://www.led.com/sites/default/files/documents/Current-Supplier-Quality-Policy.pdf>

² See <https://www.led.com/sites/default/files/documents/Current-Integrity-Guide-for-Suppliers.pdf>

³ See section 11 of https://www.led.com/sites/default/files/documents/Conditions_of_Purchase_11.2023.pdf

Internal accountability

Existing suppliers with unacceptable findings identified during subsequent audits may be removed from the Approved Supplier List so long as the negative findings remain open. New suppliers must pass the initial audit with no unacceptable findings before inclusion on the Current Approved Supplier List.

Current maintains a comprehensive concern reporting system. Individuals may raise concerns via a toll-free, third-party managed telephone line, a special compliance website, or via email directly to their Ombudsperson or Current's Enterprise Compliance Leader. In addition, concerns may be raised anonymously or to a member of management at any time.

Training

The Current SRG team reviews the overall SRG program for adequacy at least annually and address any identified gaps including training needs.

In 2023 Current launched a refreshed version of its employee code of conduct, "The Current Way." The Current Way drives a culture of integrity beyond mere compliance with laws and regulations to always making the choice to do the "right thing" when faced with any situation. "The Current Way" reinforces compliance with fair employment practices and the compliance with laws prohibiting forced, compulsory and child labor, trafficking in persons, and employment discrimination prevention.

Current's Ethics & Integrity Team conducted live training sessions across the business that included a review of The Current Way, as well as focused on the important ethical policies that drive Current's business practices. Elements of the Current Way are periodically featured in Current internal newsletter as a constant reminder of the importance to conduct business with the utmost integrity.