



Current Lighting Solutions Canada, Inc.
Fighting Against Forced Labour and Child
Labour in Supply Chains Act Annual Report

2024

Current

Attestation

2024 Current Lighting Solutions Canada, Inc. Fighting Against Forced Labour and Child Labour in Supply Chains Act Annual Report

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act for the reporting year listed above.

I have the authority to bind Current Lighting Solutions Canada, Inc.

A handwritten signature in black ink that reads "Nabil Jacques Salem". The signature is written in a cursive, flowing style.

Nabil Jacques Salem

VP Sales

April 16, 2025

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This Current Lighting Solutions Canada, Inc. (“Current Canada”) Fighting Against Forced Labour and Child Labour in Supply Chains Act Annual Report is for the financial reporting year 2024 and provided under section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211).

At Current Canada, we are passionate about lighting and control solutions that produce 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 labour.

Structure and Activities

Current Canada is a Canadian corporation fully owned by Current Lighting HoldCo, Inc. (“Current”) which is based in the United States of America.

Current and its subsidiaries operate under one set of governance policies, programs, and management.

During the reporting period Current Canada engaged in the importation, sale and distribution to the professional market of LED and traditional lighting, networked sensors, and software under the following brands owned or licensed by Current: Albeo, Architectural Area Lighting, Beacon, Columbia Lighting, Compass, Daintree, Dual-Lite, Evolve, EXO, GE Lamps¹, GTX, Immersion, Kim Lighting, Kurt Versen, LightGrid, LightSweep, LiteControl, Lumination, NX Lighting Controls, Prescolite, Security Lighting, Tetra, and Thomas Research Product. Current Canada relies on a network of agents and distributors to operate in Canada.

Current Canada is headquartered and located in Lachine, QC and had 48 employees during the reporting period.

Supply Chains

Current Canada imports, sells, and distributes to the professional LED lighting, networked sensors, and software markets and its products are manufactured in plants operated by Current subsidiaries in the USA and Mexico. Current Canada sources parts and finished goods from overseas independent third-party suppliers located in various countries including China, USA, Vietnam, Malaysia, and Mexico.

Current Forced Labour, and Child Labour Policies, and Due Diligence

Current is committed to human rights and anti-human trafficking². Current respects the human rights of its employees as established in the International Labor Organization’s (ILO’s) Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibitions against child and forced labor, freedom of association and the right to engage in collective bargaining. In addition, Current adheres to anti-modern slavery and human trafficking laws around the globe, including but not limited to the UK Modern Slavery Prevention Act of 2015.

¹ GE and the GE monogram are trademarks of the General Electric Company and are used under license.

² See: <https://www.led.com/sites/default/files/documents/Current-Human-Rights-Statement-of-Commitment.pdf>

Current treats all employees fairly and with respect and bases employment decisions on job qualifications and merit, which include experience, skills, ability, performance, and integrity. Current respects human rights everywhere we work and do business with others. Current complies with all laws pertaining to freedom of association, privacy, collective bargaining, immigration, working time, wages and hours, as well as laws prohibiting forced, compulsory and child labor, trafficking in persons and employment discrimination.

Current screens supplier compliance with labor laws through its Supplier Responsibility Guidelines³ (SRG) process. 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.

It is Current's policy to do business only with suppliers that treat workers and others fairly and with respect, including abiding by laws prohibiting harassment, discrimination, bullying, human trafficking, and child labor. Current policy is reflected in section 11(d) of Current conditions of purchase⁴:

(d) Supplier represents, warrants, certifies and covenants that none of the Products and/or Services and Deliverables produced or supplied hereunder have been or will be produced or supplied (by Supplier or its sub-suppliers or subcontractors) utilizing forced, indentured, convict or child labor or utilizing the labor of persons in violation of the minimum working age law in the country of manufacture or in any jurisdiction in which services are provided, or in violation of minimum wage, hour of service or overtime laws of the country of manufacture or provided services. Supplier Personnel (as defined in Section 37) (and those of its sub-suppliers or subcontractors) are and will be provided a fair employment opportunity, protection of their basic human rights, and a clean working environment as free as practicable from health and safety hazards.

Current has also adopted a conflict minerals policy⁵ to limit risks associated with conflict-affected and high-risk areas for the procurement of tantalum, tin, tungsten, and gold that may be present in Current's products.

Risk Of Forced or Child Labour in Current's Operations and Supply Chains

The risks of forced or child labour in Current's directly managed operations is low for the reporting period. There is no known vulnerability to forced labour or child labour in its operations as Current strictly enforces its policies regarding compliance with labor and employment laws.

Complex modern supply chains are a challenge and Current acknowledges the difficulty of reducing the risk of forced or child labour throughout its entire supply chain network. Through its compliance processes, Current screens its first tier and some sub-tier suppliers for compliance with forced or child labour laws, and promotes and will continue to promote the respect of those regulations by all its sub-suppliers through use of "flow-down" requirements in its contracting provisions.

³ See <https://www.led.com/sites/default/files/documents/Supplier-Quality-Policy.pdf>

⁴ See https://www.led.com/sites/default/files/documents/Conditions_of_Purchase_11.2023.pdf

⁵ See <https://www.led.com/sites/led/files/documents/Current-Conflict%20Minerals%20and%20Policy%20Statement-20250203.pdf>

Controls to Address Current's Forced or Child Labour Risks

Current maintains a team dedicated to enforcing Current's Supplier Responsibility Guidelines. Suppliers with manufacturing locations in high-risk countries must participate in periodic site audits focused on the areas of Environmental, Health and Safety, Labor Practices, and Security. Suppliers must pass the initial audit with no unacceptable findings before inclusion on the Current Approved Supplier List. 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. In 2024, Current's SRG team completed 92 audits, of which 20 were new supplier audits. Of the 92 audited suppliers, there were five (5) negative findings identified. All negative findings were remediated in the timeframe required by Current's SRG Policy.

A key element of Current's comprehensive ethics program is 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.

This ethos of integrity and "doing right" contained within The Current Way extends to our suppliers through Current's Integrity Guide for Suppliers.⁶

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. In 2024, Current reshaped the Ombudsperson Team to reflect Current's existing operational footprint, while retaining the business's dedication to fostering a safe, inclusive, and respectful workplace where everyone feels valued and empowered.

Controls to Remediate the Loss of Income to The Most Vulnerable Families

Current is upfront with its suppliers regarding the strict adherence to labor law, including minimum wage laws, and has not encountered a situation that would involve the remediation of the loss of income to the most vulnerable families. Because of the limited applicability of this requirement, Current has not yet established a specific policy to address income loss remediation and will address such situation on a case-by-case basis.

Training

Understanding and complying with the Code of Conduct "The Current Way" is a condition of working at Current. Employees are required to be familiar with "The Current Way" and acknowledge compliance with its tenets annually.

Throughout the year, Current employee newsletter features a "The Current Way Tip" section that contains snippets of the code of conduct.

⁶ See https://www.currentlighting.com/sites/default/files/documents/Current-Integrity-Guide-for-Suppliers_0.pdf

How We Assess the Effectiveness of Actions Taken

The Current SRG team reviews the overall SRG program for adequacy at least annually and address any identified gaps. Input from SRG auditors and business sourcing leaders, as well as audit data is considered during the review process.

Current continuously refines its processes to measure and assess the effectiveness of our actions to address child and forced labour.