

# Sustainability Initiatives Summary

## Protect What Matters Most

At Luminus, we are proud to take a comprehensive approach to corporate responsibility. We address social, environmental, and ethical concerns throughout our operations and supply chain while actively encouraging employee participation in community service.

As an LED and photonics company, Luminus's core products are inherently tied to energy efficiency and sustainability, ensuring that an environmental commitment aligns naturally with our business model.

## ➔ Our Approach

- **Supply Chain Code of Conduct**
  - Compliance with local laws and environmental regulations
  - Ethical labor practices including no child/forced labor
  - Non-discrimination policies
  - Fair wages and working conditions
  - Product safety standards
  - Confidentiality protection
- **Conflict Minerals Policy**
  - Committed to responsible sourcing of minerals
  - Requires suppliers to:
    - Source from validated conflict-free smelters
    - Provide regular reporting on mineral sources
    - Adopt conflict-free sourcing policies
    - Participate in supply chain audits
    - Monitor sub-suppliers for compliance
- **Environmental Standards**
  - Maintain proper environmental controls
  - Follow hazardous material handling protocols
  - Implement environmental management systems
- **Quality and Continuous Improvements**
  - Risk management protocols
  - Regular performance monitoring
  - Supplier development programs
- **Community Engagement**
  - Offers employees eight hours of paid Community Service time off per year to volunteer with nonprofits