

Anti-Slavery policy statement

Feilo Sylvania Europe Ltd ("Feilo Sylvania") has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

Company Structure

Feilo Sylvania is a leading, full-spectrum provider of professional and architectural lighting solutions. Built on over a century of expertise in lamps and luminaires, Feilo Sylvania supplies internationally state-of-the-art products and systems to the public, commercial and private sectors.

As such, Feilo Sylvania works with a wide range of different suppliers, subcontractors and partners each of which will have their own subcontractors, affiliates and associate entities. Feilo Sylvania is connected to multiple entities (for instance, China, Central and South America and mainland Europe) through numerous contractual relationships across many countries.

Due diligence processes

We have:

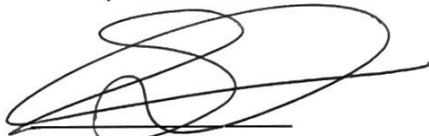
- Reviewed our Global Business Standards Policy;
- Commenced a revision of our procurement contracts and related documents to include specific prohibitions in respect of slavery and human trafficking and compliance with the legislation; and
- Introduced a secure communication channel for employees to seek advice or voice concerns for violation of policies or misconduct.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains; and
- Provide adequate protection for whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year to 31st December 2020 and was approved by the board of directors on 27. September 2021.

Feilo Sylvania Europe Limited for and on behalf of itself and its wholly owned subsidiary companies: Feilo Sylvania UK Limited and Feilo Sylvania Fixtures UK Limited.



Signed: Simon Reed
Director

Date: 27. September 2021.