



# Corporate Social Responsibility Statement 2021

# Employee Health & Safety



Luminit understands that employee health and safety is a top priority, and we strive for an accident-free work environment. Management fosters injury prevention by encouraging employees to report potential safety issues so we can prevent injuries before they happen. Luminit conducts regular risk assessments, on-going safety trainings, and makes regular adjustments to processes and operations to ensure that every employee feels safe in their job. Our compliance and safety director ensures that all federal, state, and local regulations are followed and takes a structured approach to hazard/risk assessment, training, and communication. Luminit's health and safety policy is updated regularly and is accessible to all associates in the company. New employee orientation includes a discussion of our safety and health policies and an introduction to our Illness and Injury Prevention Program (IIPP). We maintain Hazard Communication and Emergency Response training to ensure that all employees are prepared should an emergency occur. All Luminit employees who come in to contact with hazardous materials are given Hazardous Communication Safety training and access to Safety Data Sheets (SDS) that are regularly updated. Personnel Protective Equipment (PPE) is provided free of charge to all employees including hazmat coveralls, safety glasses, respirators, and industrial rubber gloves.



Luminit believes in taking an incentive approach to encouraging safe work practices by rewarding employees who exhibit safe practices and re-educating employees who do not. Only if an employee continues to exhibit unsafe behavior after re-training will disciplinary actions occur. We also believe in empowering employees by rotating two employees into the safety committee meetings, so management receives critical input from the people who are affected the most. Examples of specialized trainings include:

- First aid trainings
- Fire protection trainings
- Behavior Based Safety (BBS)
- Safety Awareness Trainings
- Log-out Tag-out (LOTO) trainings on electrical safety
- Machine safety trainings
- Chemical safety trainings

# Employee Engagement & Work Diversity

Luminit understands and appreciates the advantages of employee engagement and workforce diversity. A diverse workforce leads to broader communication and understanding of our customers' needs and increased productivity. Luminit and its spinoffs are proud to be Equal Opportunity and Affirmative Action employers, and we do not discriminate based upon race, religion, national origin, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, or transgender status. We encourage veterans, individuals with a disability, or other applicable legally protected characteristics to apply to our posted positions and consider qualified applicants with criminal histories consistent with applicable federal, state, and local law. Luminit is committed to providing reasonable accommodations for candidates with disabilities in our recruiting process.

Luminit enforces a strict policy that sexual harassment of any kind will never be tolerated. It is unlawful to harass a person (an applicant or employee) because of that person's sex and any confirmed case of sexual harassment is confronted swiftly and fairly. All Luminit employees are required to attend bi-annual sexual harassment training as required by California state law.



# Ethics & Integrity



Luminit and its spinoffs endorse a culture of uncompromising ethics and integrity in all business dealings. This includes holding customers and vendors to the same high standards. We also understand that a fair wage for honest work is essential to productivity and employee wellbeing. Luminit instituted a \$15 minimum wage two years before it was required by California law because we know that recruiting and maintaining a strong and ethically-conscience workforce requires respect and fair compensation. All full-time Luminit employees can enroll in Luminit medical, dental, and vision health plans and our 401K. Luminit matches employee's deferrals up to 4% of annual salary and pays 90% of employee insurance premiums and 65% of dependent premiums.

Ethical business practices are the foundation on which Luminit stands. All new employees are required to read and sign the employee handbook which explicitly outlines company policies on fraud, honesty, and false statements, as well as conflicts of interests, gifts, and gratuities. Financial auditing of our business practices is performed by an outside accounting and tax firm that Luminit uses to prepare its annual audited financial statements and tax returns. As part of our annual financial audit, time is spent reviewing practices to recognize and combat potential fraud, bribery, or other unethical or illegal business practices.

# Environmental Sustainability

Luminit remains committed to doing our part to address climate change and achieve a low carbon footprint. As a manufacturer, we continue to reduce our operational impact by pursuing comprehensive programs to improve the efficiency of our facilities, lowering energy use, reducing waste, and reducing negative impacts from chemical processes. From large steps such as replacing gas lasers with solid state lasers that consume less power, to small steps like sensor-activated office lighting, Luminit believes that these measures can make a difference.

Any hazardous waste generated by our manufacturing processes is sealed, labeled, and disposed of in accordance with California law. In accordance with California Proposition 65, visitors and contractors of Luminit are informed of the existence of hazardous chemicals with postings located at our building entrances.

Conflict minerals are natural resources that ethical companies avoid purchasing because they have been extracted in conflict zones and are used to finance and perpetuate armed conflicts. Commonly mined conflict minerals are tin, tungsten, tantalum, and gold. As outlined in our Conflict Minerals Position Statement, Luminit purchases only plastics and common float glass, borofloat glass, or fused silica glass and none of our materials contain tantalum, tin, tungsten, or gold. Furthermore, Luminit's Conflict Minerals Reporting Certificate is available to download directly from our website.



# A Responsible Supply Chain



Luminit's commitment to the environment extends to our vendors and suppliers who are also held to the same standards of compliance. Our purchasing procedures including a careful review raw material supplier's declarations and go a step further by testing of polycarbonate parts with an outside SGS US testing company. Luminit is committed to manufacturing its products in an environmentally responsible manner, and in compliance with both the letter and the spirit of all applicable regulations. As a policy, Luminit reviews all chemicals in its products against the updated list of SVHC every six months. New updates to RoHS regulations are also monitored. Materials used to manufacture Luminit products contain:

- No halogens above permissible limits
- No conflict minerals per CFSI/CMRT5.12
- No materials of animal origin

# Human-Centric Products

Light Shaping Diffusers, our core product, contribute globally to mitigating climate change and improving the well being of the end user. Our Light Shaping Diffusers make it possible for manufacturers to design highly efficient LED fixtures that reduce power consumption. In fact, the Department of Energy predicts that by 2027, widespread use of LEDs could save about 348 TWh (compared to no LED use) of electricity. This is the equivalent annual electrical output of 44 large electric power plants. Unlike competitors, our diffusion technology uses surface-relief structures that are highly efficient. The low back-scatter of these structures are anti-reflective in nature and utilize light that would otherwise be wasted due to Fresnel loss. Luminitt Light Shaping Diffusers also help companies design Energy Star-rated products which reduces energy use and cost to the consumer. Our products also support health and well-being by creating Human Centric Lighting (HCL) that considers the emotional and biological needs of humans.

Luminitt technology is also helping to improve road safety with our automotive Head Up Displays (HUDs) film that allows transparent, full color images to be displayed on the windshield. Originally designed for military avionics where a split-second distraction to look down at gauges can be fatal, our Holographic Optical Element technology is being designed into vehicles to avoid momentary distractions that can also be fatal.

