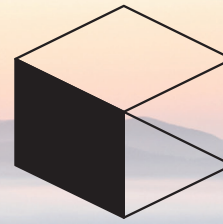




89th
percentile



COOLEDGE™

Ecovadis is an independent sustainability monitoring platform that has evaluated more than 100,000 organizations in over 160 countries and in over 200 industries.

Based on 21 criteria, the rating assesses a company's performance in four categories: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

COOLEDGE MAINTAINS ELITE RANKING IN 2023

In 2022, Cooledge established itself as a leader in sustainability and corporate social responsibility (CSR). In 2023, the number of companies in our industry that were assessed grew by 20% and Cooledge maintained its elite level, ranking in the top 11% of the nearly 300 lighting companies that were assessed globally.

“Sustainability has become a critical element of operating a responsible business and adds tremendous value to our brand equity. It has grown substantially in importance for our customers and has become a key value enhancer to our already substantial competitive advantage.”

- William J. Sims, Cooledge CEO.

COOLEDGE ACHIEVES CARBON NEUTRAL STATUS IN 2023

- In 2022, Cooledge communicated a target to achieve operational carbon neutrality in 2025.
- In 2023 - **2 years early** - the company achieved that goal for Scope 1 & 2 GHG emissions.

OTHER HIGHLIGHTS FROM THE PAST YEAR

- The company completed 18 Sustainability initiatives with a focus on the Environment category.
- Company management took part in a Climate Fresk – a climate awareness workshop that raises awareness of the complexity of climate change and identifies ways to improve the company's performance.

COOLEDGE & CORPORATE SOCIAL RESPONSIBILITY (CSR)

ECOVADIS EVALUATION CRITERIA

21 Sustainability Criteria			
ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
Operations <ul style="list-style-type: none"> Energy Consumption & GHGs Water Biodiversity Local & Accidental Pollution Materials, Chemicals & Waste Products <ul style="list-style-type: none"> Product Use Product End-of-Life Customer Health & Safety Environmental Services & Advocacy 	Human Resources <ul style="list-style-type: none"> Employee Health & Safety Working Conditions Social Dialogue Career Management & Training Human Rights <ul style="list-style-type: none"> Child Labor, Forced Labor & Human Trafficking Diversity, Discrimination & Harassment External Stakeholder Human Rights 	<ul style="list-style-type: none"> Corruption Anticompetitive Practices Responsible Information Management 	<ul style="list-style-type: none"> Supplier Environmental Practices Supplier Social Practices

Courtesy Ecovadis

Cooledge's overall rating across the four categories ranks in the top 11% of companies in its industry, with its scores in labour & human rights, ethics, and sustainable procurement placing in the top 10%.

KEY ACHIEVEMENTS

18 CSR initiatives were completed in the past year including:

Environment:

- Released a new version of TILE with increased efficacy of up to 34%
- Implemented new policies for sustainable product design
- Achieved operational carbon neutral status

Labour & Human Rights:

- Implemented three training initiatives

Ethics:

- Implemented new policies and procedures for information security

Sustainable Procurement:

- Revised supplier contracts and procurement policies

COOLEDGE AND THE ENVIRONMENT

- Comply with environmental regulations in all jurisdictions into which the company sells
- Implement product improvements to increase energy efficiency for our customers
- Reduce energy use and emission of GHGs (as calculated annually on a per employee basis)
- Achieve operational carbon neutral status by 2025

ACHIEVED IN 2023!

- Use bio degradable or recyclable materials wherever possible
- Encourage and support employees to adopt behaviors that reduce their individual impact on the environment (eg. recycling, electric vehicles, reduced waste, etc)