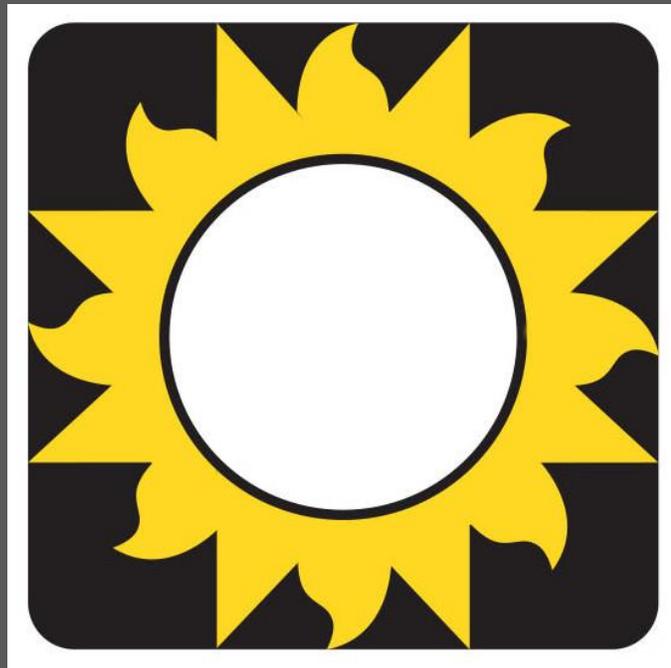


2015

DAY-O-LITE



SUSTAINABILITY REPORT

ABRIDGED VERSION

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Day-O-Lite Sustainability Statement

Day-O-Lite is committed to sustainability through its products and its continuous improvement approach to business. Day-O-Lite has an extensive selection of LED and fluorescent product lines that offer the best in energy efficient designs for interior commercial, industrial and architectural lighting. Day-O-Lite also offers the latest in integrated lighting controls to meet energy management objectives and code compliances while further reducing the amount of energy consumed.

Day-O-Lite's continuous improvement approach focuses on eliminating waste in the manufacturing process. The goal is to obtain zero net energy and waste while providing the healthiest working environment possible. Current initiatives to reach these goals are the use of natural gas, organic cleaners, and the purchasing of recycled or recyclable materials.

Day-O-Lite contributes to the sustainability of the local economy by supporting many local foundations, purchasing from regional suppliers, and working with local colleges and universities to offer employment, internships and research opportunities for students.

Day-O-Lite will remain sustainable long into the future through these continuous efforts to provide solutions for a sustainable environment, society, and economy.



Organizational Profile

Day-O-Lite is a corporation, privately owned and operated by its principals Steven Weisman and Cheryl Weisman. Day-O-Lite's core product lines consist of recessed, linear suspended, perimeter and wall mount luminaires designed primarily for schools, offices, hospitals, commercial and industrial applications and national accounts. Day-O-Lite lighting systems are

designed, fabricated and assembled at the Day-O-Lite manufacturing facility in Warwick, Rhode Island.

Company Governance

Day-O-Lite's principals Steven Weisman and Cheryl Weisman are consistently kept informed of relevant economic, environmental and social topics. They stay up-to-date on these topics by reading daily industry news articles, attendance to global industry trade shows and attendance to daily Day-O-Lite production meetings. Both principals are very actively involved in day-to-day operations at Day-O-Lite.

Company Governance: Safety

Day-O-Lite has a strong focus on the safety of its employees and has developed a safety committee to oversee that safety rules are adhered to and that all safety concerns are addressed. The safety committee is comprised of one representative from each department. Membership is voluntary and approved by the head of the safety committee.

Labor Practices and Decent Work

Child Labor

Day-O-Lite is in strict accordance to Rhode Island State Child Labor Laws. A candidate must be at least 18 years of age to be employed in the fabrication department at Day-O-Lite. For other minimum age requirements please visit the RI Department of Labor and Training website at <http://www.dlt.ri.gov/ls/childlabor.htm> for review of RI and Federal Child Labor Laws.

Day-O-Lite neither condones nor practices child labor and expects its suppliers to uphold the same standards.

Unionized Workforce

All direct production employees are unionized and are members of the International Brotherhood of Electrical Workers ([IBEW](#)).

Equal Opportunity

Day-O-Lite is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including race, color, age, sex, religion, handicap or national origin.

Benefits

Day-O-Lite offers all full time employees a comprehensive benefit plan that includes, medical insurance, TDI, paid holiday, personal, and vacation time, and a 401K plan.

Right to a Safe Working Environment

There are several regulations in place to protect employees' safety at Day-O-Lite such as wearing protective gloves and eyewear, making sure aisles are clear at all times, and the prohibition of drugs, alcohol, and tobacco on the Day-O-Lite premises. If an employee or safety committee member notices a safety violation, whether it impacts the safety of the consumer or personnel, they are to contact the supervisor of the department where the violation occurred immediately. The supervisor is to take the appropriate corrective action once informed of the violation. The supervisor also must report the violation to both the Union Steward and the head of the safety committee for documentation and to address how to avoid future violations. If determined that the violation at hand is highly serious, it will be brought to the attention of the principals.

Other measures taken to guarantee employee rights to a safe working environment are the installation of monitors that measure air quality on the production floor and the use of all natural cleaning products to clean fixtures and working materials.

Hazardous Materials in the Workplace

Day-O-Lite has a preventative approach to hazardous materials by removing processes that promote employees to favor unsafe behaviors. The notion is that if the process can be eliminated, the unsafe behavior will no longer exist. None the less, Employees are trained to handle all of the hazardous materials that they may encounter in the workplace in strict accordance to OSHA guidelines. These trainings are done on an annual basis and a test is given to employees after this training that they must pass. A material safety data sheet is also always readily available for employee reference.

Environment

Energy Efficient Lighting

According to the United States Environmental Protection Agency, electricity production is the greatest contributor of greenhouse gas emissions, while the USGBC ([U.S. Green Building Council](#)) notes that buildings are the largest consumer of electricity. Day-O-Lite works to combat these emissions through Day-O-Lite's extensive selection of LED and fluorescent

product lines that offer the best in available energy efficiency for interior commercial, industrial, and architectural lighting. Day-O-Lite's offerings of energy control systems such as dimming, occupancy sensors, and daylight harvesting sensors further reduce such impact by voluntarily or automatically controlling the amount of energy consumed by lighting.

In addition, Day-O-lite puts a great deal of emphasis on designing luminaires with superior photometric performance and improved visual comfort. This contributes to positive environments, productive workplaces and inviting spaces. These characteristics, combined with reductions in energy consumption, and the purchase of materials from regional suppliers are how Day-O-Lite LED and fluorescent luminaires achieve or exceed the requirements for accepted best practices in lighting, including [IESNA](#) guidelines and [LEED](#) (Leadership in Energy & Environmental Design) requirements.

Fuel Consumption

Day-O-Lite continually keeps in mind fuel consumption's impact on the environment. Reduction of fuel usage by Day-O-Lite purchasing from regional suppliers lessens the environmental impact from ground transportation. Day-O-Lite defines regional as being located on the east coast of the United States. Over 90% of Day-O-Lite suppliers fall into this definition of a regional supplier.

Day-O-Lite's own fuel consumption in its facilities is carefully monitored for efficient fuel consumption. Natural gas is used for heating and in Day-O-Lite manufacturing processes.

Water Consumption

Day-O-lite use of water consumption in the production process is also monitored. Water is used in the pre-paint process. Day-O-Lite is careful not to dispose of unsafe liquids into the sewer system. Day-O-Lite independently and continuously monitors the water to make sure it returns into the system uncontaminated and at the appropriate pH level. The Warwick Sewer Authority and another third party also test the water on a monthly basis.

Waste

Waste is properly disposed of by Waste Management. Day-O-Lite continually strives to eliminate waste in the production process with the long term goal of zero net energy and waste. Day-O-Lite finished products, including packaging, are currently 85% to 95% recyclable.

Proper Disposal of Hazardous Waste

Though Day-O-Lite does not provide customers with fluorescent tubes, Day-O-Lite purchases them for quality assurance purposes to test products for defects. If lamps are broken or

defected themselves in the Day-O-Lite facility, they are disposed of responsibly through the company [Office Recycling Solutions](#) in East Greenwich, RI. Paint sludge and thinners are also properly transported and treated. Purchased ballasts and drivers contain no PCB's.

Environmentally Responsible Packaging

Day-O-Lite packages its products in environmentally friendly ways. Cardboard boxes and paper packing materials are recyclable and the cardboard boxes are made from 100% recycled fibers. All packaging is toxin free. Day-O-Lite is currently researching the use of biodegradable bags in its packaging process as well.

Society

Consumer Safety

As for consumer safety of Day-O-Lite products, all products are UL or ETL approved. These companies test Day-O-Lite products on a monthly basis to make sure that they comply with safety standards. All Day-O-Lite products are marked with either a UL or ETL label. These labels certify that Day-O-Lite products have been inspected and meet the rigorous quality and safety standards of these respected companies. UL and ETL Standards provide a benchmark that enables consumers and businesses to feel confident about the quality and safety of products and services manufactured and purchased. For this reason, Day-O-Lite values meeting UL and ETL standards for all of its products for the reassurance in safety that it gives customers. Day-O-Lite employees also test and inspect products for defects and evaluate products through a quality assurance check list before products are shipped and sent to the customer.

Conflict Free Products

Day-O-Lite does not sell or support the sale of banned or disputed materials. Day-O-Lite products are free from conflict minerals. Day-O-Lite expects its suppliers to adhere to these same standards.

Economy

Creating American Jobs

Day-O-Lite strongly supports its local economy. Day-O-Lite is a proud member of the [Made in USA](#) Brand Certification Mark Directory and is in compliance to the Buy American Provision

and [ARRA](#) (American Recovery and Reinvestment Act). All value is added to Day-O-Lite products in Day-O-Lite's location in Warwick, RI. In addition, over 90% of materials purchased are from regional suppliers on the East Coast of the United States. These characteristics allow for Day-O-Lite to create American jobs, providing employment for members of its local and regional community.

Charity and Foundation Support

Day-O-Lite has supported several foundations such as the World Diabetes Foundation, MusiCares, the Robert F. Kennedy Center for Justice and Human Rights, the Jimmy Fund, Making Strides Breast Cancer Walk, the Hasbro Children's Hospital, and the J. Arthur Trudeau Memorial Center. Employees are also strongly encouraged to take part themselves in local charity events whether it be a financial or supportive role to spread awareness.

Day-O-Lite has also made a continuous effort to support local sports activities such as youth basketball, baseball and soccer teams.

Sustainability Goals

Day-O-Lite has several short, medium and long term goals.

Already, some short term goals have been completed such as the completion of this first sustainability report, paperless payroll where pay-stubs and other related information can be accessed securely online, and successful employee engagement in raising money as a team for the Making Strides Breast Cancer Walk in 2014.

Currently, Day-O-Lite continues to improve a comprehensive code of ethics for its employee handbook to update policies that will make Day-O-Lite an even healthier working environment. A supplier guideline is also being developed to make sure that Day-O-Lite suppliers fully understand the supplier transparency that is expected from them.

Day-O-Lite has gained a head start on its medium term goals as well. Two of Day-O-Lite's LED Luminaires, the NASL-2x2 and NASL-2x4, have received DLC ([DesignLight Consortium](#)) certification. DLC certification further reassures customers that Day-O-Lite products meet high quality assurance standards. In addition, research is being conducted on Day-O-Lite use of biodegradable bags in the packaging process.

Day-O-Lite long term goals include continuous reporting of sustainability achievements and goals, expansion of Day-O-Lite's highly energy efficient LED product line, and efficient use of energy and materials with the end goal of zero net energy and waste.

Day-O-Lite current and future efforts will create long term sustainability for the company and its community.

To Access Unabridged Version

Please make your request for the entirety of the 2014 Day-O-Lite Sustainability Report to diandra@dayolite.com.