

## SUSTAINABILITY REPORT

**1. Organization Profile:** Day-O-Lite is a privately owned corporation led by principals Steven Weisman and Cheryl Weisman. The company's core product lines include recessed, linear suspended, perimeter, and wall-mounted luminaires, designed primarily for schools, offices, hospitals, commercial, and industrial applications, as well as national accounts. Day-O-Lite's lighting systems are designed, manufactured, and assembled at its facility in Warwick, Rhode Island.

1.1 Company Governance: The principals of Day-O-Lite, Steven Weisman and Cheryl Weisman, stay informed on relevant economic, environmental, and social issues. They keep up-to-date through daily industry news, attending global trade shows, and participating in Day-O-Lite's daily production meetings. Both principals are actively involved in the day-to-day operations of the company.

1.2 Safety: Day-O-Lite prioritizes the safety of its employees and has established a safety committee to ensure compliance with safety regulations and to address any safety concerns. The committee consists of one representative from each department. Membership is voluntary and approved by the head of the safety committee.

### 2.0 Labor Practices and Decent Work

2.1 Child Labor: Day-O-Lite fully complies with Rhode Island State Child Labor Laws. To work in the fabrication department, candidates must be at least 18 years of age. For additional information on minimum age requirements, please refer to the Rhode Island Department of Labor and Training website at <http://www.dlt.ri.gov/ls/childlabor.htm>, which provides details on both Rhode Island and Federal Child Labor Laws. Day-O-Lite neither supports nor engages in child labor and expects its suppliers to adhere to the same standards.

2.2 Unionized Workforce: All direct production employees at Day-O-Lite are unionized and are members of the International Brotherhood of Electrical Workers (IBEW).

2.3 Equal Opportunity: Day-O-Lite is committed to providing equal employment opportunities to all employees and job applicants, and it strictly prohibits any form of discrimination or harassment. The company does not discriminate based on race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all aspects of employment, including recruitment, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

2.4 Employee Benefits: Day-O-Lite offers a comprehensive benefits package to all full-time employees, which includes medical and dental insurance, Temporary Disability Insurance (TDI), a 401(k) plan with employer matching, and paid time off.

**2.5 Right to a Safe Working Environment:** Day-O-Lite has several regulations in place to ensure the safety of its employees, including the mandatory use of protective gloves and eyewear, maintaining clear aisles at all times, and a strict ban on drugs, alcohol on company premises. If an employee or safety committee member notices a safety violation, whether it affects employees or customers, they must report it to the supervisor of the department where the violation occurred immediately. The supervisor is responsible for taking corrective action and must also inform both the Union Steward and the head of the safety committee to document the violation and prevent future occurrences. If the violation is deemed serious, it will be escalated to the principals for further attention.

To further ensure a safe working environment, Day-O-Lite has installed air quality monitors on the production floor and uses all-natural cleaning products for fixtures and materials.

**2.6 Hazardous Materials in the Workplace:** Day-O-Lite takes a preventative approach to hazardous materials by eliminating processes that may encourage unsafe behavior. The goal is to remove any processes that could lead to risky actions. In addition, employees receive annual training on how to handle hazardous materials according to OSHA guidelines. After the training, employees must pass a test to confirm their understanding. Material safety data sheets are always available for employees to reference.

### **3. Environment**

**3.1 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 product lines that offer the best available energy efficiency for interior commercial, industrial, and architectural lighting. Day-O-Lite's offerings of energy control systems such as dimming, fixture integrated occupancy and daylight harvesting sensors, and wireless networked control systems further reduce such impact by voluntarily or automatically controlling the amount of energy consumed by lighting. Several Day-O-Lite luminaires are DLC listed and qualify for rebates from power companies that use the DLC performance standard.

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 luminaires achieve or exceed the requirements for accepted best practices in lighting, including Bios technology, Declare International Living Future Institute, IESNA guidelines and LEED (Leadership in Energy & Environmental Design) requirements.

**3.2 Fuel Consumption:** Day-O-Lite closely monitors fuel usage at its facilities to ensure efficient consumption. Natural gas is used for both heating and manufacturing processes. The company is also exploring alternative heating systems with RI Energy to further reduce fuel consumption.

**3.3 Water Consumption:** Water is used in the pre-paint process, and Day-O-Lite regularly reviews its water usage to identify opportunities for reduction. In 2023, the company cut its water consumption by over 150 gallons by installing a new water monitoring system. Day-O-Lite ensures that no unsafe liquids are disposed of in the sewer system. The company independently monitors the water to confirm it is returned to the system uncontaminated and within the proper pH range. Additionally, the Warwick Sewer Authority and a third-party agency test the water monthly.

**3.4 Non-Hazardous Waste:** Day-O-Lite ensures that waste is disposed of properly through Waste Management. The company is committed to reducing waste in its production processes with the long-term goal of achieving zero net energy and waste. Currently, between 85% and 95% of Day-O-Lite's finished products and packaging are recyclable.

**3.5 Hazardous Waste:** Day-O-Lite properly transports and treats paint sludge and thinners at a hazardous waste facility. Day-O-Lite does not transport hazardous waste internationally.

**3.6 Environmentally Responsible Packaging:** Day-O-Lite uses environmentally friendly packaging for its products. The cardboard boxes are made from 100% recycled fibers, and the paper packing materials are recyclable. All packaging is free of toxins. Additionally, Day-O-Lite is researching the use of biodegradable bags in its packaging process.

## **4. Society**

**541 Consumer Safety:** All Day-O-Lite products are ETL and CSA certified, meeting UL1598 safety standards. Tested by Intertek laboratories, each product is labeled with the ETL/CSA mark, ensuring compliance with strict quality and safety requirements. Day-O-Lite places a high priority on these certifications to guarantee product safety and quality for customers. Additionally, all products undergo internal testing and quality assurance checks before being shipped.

**4.2 Conflict-Free Products:** Day-O-Lite does not sell or support the sale of banned or disputed materials. All Day-O-Lite products are free from conflict minerals, and the company expects its suppliers to uphold the same standards.

## **5. Economy**

**5.1 Creating American Jobs:** Day-O-Lite is committed to supporting the local economy. As a "Made in USA" company, Day-O-Lite complies with the Buy American Act. All value-added processes for Day-O-Lite products are carried out at its facility in Warwick, RI. Additionally, more than 90% of the materials used are sourced from regional suppliers on the East Coast of the United States. This approach helps Day-O-Lite create American jobs and provides employment opportunities for members of the local and regional community.

**5.2 Charity and Foundation Support:** Day-O-Lite actively supports several foundations, including the World Diabetes Foundation, MusiCares, the Robert F. Kennedy Center for Justice and Human Rights, the Jimmy Fund, Making Strides Breast Cancer Walk, Hasbro Children's Hospital, and the J. Arthur Trudeau Memorial Center. Employees are also encouraged to participate in local charity events, whether through financial contributions or by offering support to help raise awareness.

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Additionally, Day-O-Lite is committed to supporting local sports activities, such as youth basketball, baseball, and soccer teams.

## **6. Sustainability Goals**

### 6.1 Short Term Goals:

- Update Sustainability Report annually
- Paperless paychecks
- Code of ethics for Employee Handbook
- Attendance at community charity events
- Develop supplier guidelines

### 6.2 Medium Term Goals:

- Expand LED product line
- Additional Design Light Consortium (DLC) Certification
- Install new heating system with greater energy efficiency
- Zero VOC Paint (we already use low VOC paint)
- Implement use of supplier guidelines
- Develop Sustainability Committee
- Use of biodegradable bags in packaging products

### 6.3 Long Term Goals:

- Continuance of reporting Sustainability achievements and goals
- Supplier transparency and compliance with our standards
- Continuous expansion of LED products and new energy efficient technologies.
- Environmentally friendly lighting.
- Continuous efficient use of material with end goal of net zero waste
- Increased and continuous community involvement
- Becoming completely paperless in all processes

## **7. Achievements**

Day-O-Lite has made progress on several sustainability goals, including transitioning to paperless paychecks and eliminating paper time cards. A new system uses employee badges to track working hours and will integrate with the facility's security system to restrict access to authorized personnel only. The company is also enhancing its facility layout and developing policies to guide its code of ethics and employee handbook.

7.1 Declare: In 2024 all Day-O-Lite products received Declare Red List Approved status, meaning they contain no more than 0.01% by volume of Red List materials. Declare is a product of The International Living Future Institute, a global program in which manufacturers voluntarily divulge the material and chemical composition of their products. Declare allows architects, builders and contractors to select products that are environment-friendly to meet various Well Building requirements. Day-O-Lite was the first manufacturer of commercial lighting in North America to have all of its products declared as Red List Approved.

7.2 Day-O-Lite Factory Lighting: Day-O-Lite has replaced all lighting with LED fixtures and sensors, reducing energy consumption by 38% compared to fluorescent lighting. This also boosts employee mood and productivity, while increased ventilation lowers cooling energy use.

7.3 New Product Development: In 2024, Day-O-Lite's product development team introduced eight new LED product series:

MCRL: MicroLux Series - A miniature linear system in Direct/Indirect format, with plans for a direct-only version in 2025.

OVNL: Ovation Series - A small linear product with a decorative perforated shade.

HXL & QDL: Hex & Quad Series - Linear hexagonal and square systems for interconnected angles, available in Direct or Indirect mounting.

ARCL-22: Arc Extrusion - A smaller profile (1 7/8" x 2 1/2") in Direct and Direct/Indirect formats.

COML-22: Compass Extrusion - A small profile (1 7/8" x 2 1/2") in Direct and Dir/Ind formats.

EQL-SL: Equator Series - A new "Slim Line" in 2', 3', and 4' diameters.

ELTL-S: Elite Series - w/eight distribution and lumen options (Direct, Indirect, Dir/Ind).

7.4 Tunable White Solutions: In 2025, Day-O-Lite will offer white tuning and color-changeable LEDs. These fixtures, when paired with the right control system, can adjust from warm to cool white light, with all variations in between. Research over the past 20 years has shown that the color of artificial light affects human factors such as productivity, mental health, physical health, and mood, with a focus on circadian rhythms—the natural cycle of sleep and activity. Matching light color to circadian rhythms can improve performance and well-being. This technology is being explored for use in hospitals, particularly in patient recovery rooms, mental health care, and therapy for dementia and Alzheimer's, as well as in schools and workplaces to enhance productivity and learning.

7.5 DLC: Day-O-Lite's new DLC-listed products will not only offer health and environmental benefits but also increase consumer confidence and reduce energy. In 2025 we will look to identify more products that can be DLC V5.1 qualified. Current DLC products include:

- Harmony Series: 3 SKUs (2x2, 1x4, 2x4), with DLC Premium for 2x2 and 2x4.
- Profile Series: 6 SKUs, available in various lengths, distributions, and lens options, offering over 500 combinations that qualify for DLC.
- NASL-2062 Series: Zero Plenum troffer (1x4, 2x2, 2x4) designed for shallow or cluttered plenums; often occurring in laboratories, hospitals, old buildings or any building with a significant amount of HVAC or other systems in the plenum.

7.6 Testing to UL1598: In 2025 Day-O-Lite will be conducting a full updated of products and critical components on our product safety listing reports. Testing and evaluation will be done by Intertek Laboratories, ensuring all products are compliant with the 5th Edition of UL-1598, and CSA C22.2 NO.250.0. consumer safety standards.

## **8. Conclusion**

Day-O-Lite is dedicated to advancing its sustainability goals in 2025 and beyond. Through both current and future initiatives, the company aims to foster long-term sustainability for itself and its surrounding community.

For questions or additional information on our Terms and Conditions, please contact us:

Day-O-Lite Manufacturing  
126 Chestnut Street  
Warwick, RI 02888

401-467-8232  
[www.dayolite.com](http://www.dayolite.com)  
[sales@dayolite.com](mailto:sales@dayolite.com)