



DAY-O-LITE

2023 SUSTAINABILITY REPORT

Table of Contents

Introduction/ Day-O-Lite Sustainability Statement	4
Organizational Profile	5
Company Governance	5
Company Governance: Safety	5
Labor Practices and Decent Work	6
Child Labor	6
Unionized Workforce	6
Equal Opportunity	6
Benefits	6
Right to a Safe Working Environment	6

Hazardous Materials in the Workplace	6
Environment	7
Energy Efficient Lighting	7
Fuel Consumption	7
Water Consumption	7
Waste	8
Proper Disposal of Hazardous Waste	8
Environmentally Responsible Packaging	8
Society	8
Consumer Safety	8
Conflict Free Products	8

Economy	9
Creating American Jobs	9
Charity and Foundation Support	9
Sustainability Goals	9-12
Achievements	11-12
Conclusion	13



Day-O-Lite Sustainability Statement

Day-O-Lite will employ a production process that prevents waste and reduces the manufacturing requirements for materials, energy and personnel, in order to be socially responsible. 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 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, manufactured 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 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 with Rhode Island State Child Labor Laws. A candidate for employment 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 provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to 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 terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Benefits

Day-O-Lite offers all full time employees a comprehensive benefit plan that includes, medical insurance, dental insurance TDI, a 401K plan.with employer matching.and paid time off.

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. Nonetheless, Employees are trained to handle all of the hazardous materials that they may encounter in the workplace in strict accordance with 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 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.

Fuel Consumption

Day-O-Lite continually keeps in mind fuel consumption 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 currently used for heating and in Day-O-Lite manufacturing processes. Day-O-Lite has begun to inquire on alternate heating systems with National Grid that would further reduce fuel consumption.

Water Consumption

Water is used in the pre-paint process. Day-O-lite use of water consumption in the production process is reviewed to find ways to reduce usage. This year Day-O-Lite was able to reduce usage by over 150 gallons of water by installing a new water monitoring system.. Day-O-Lite does not 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

Paint sludge and thinners are properly transported and treated to a hazardous waste facility. No hazardous waste is transported internationally.

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 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 ETL label. These labels certify that Day-O-Lite products have been inspected and meet the rigorous quality and safety standards of the respected company 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 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 checklist 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 Made in USA company in compliance to the Buy American Act statement.. 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

Short Term Goals

Update Sustainability Report Annually
Paperless Paychecks
Create a Code of Ethics for Employee Handbook
Attendance at Community Charity Events
Develop Supplier Guidelines

Medium Term Goals

Additional DesignLight Consortium (DLC) Certification
Expand LED Product Line
Install New Heating System with Greater Energy Efficiency

Zero VOC Paint (Already use low VOC paint)

Implement Use of Supplier Guidelines

Develop Sustainability Committee

Use of Biodegradable Bags in Packaging Products

Long Term Goals

Continuance of Reporting Sustainability Achievements and Goals

Supplier Transparency and Compliance with our Standards

Continuous Expansion of LED Product Line and New Technologies
in Energy Efficient and Environmentally Friendly Lighting

Continuous Efficient Use of Materials with the End Goal of Zero
Waste

Increased and Continuous Community Involvement

Becoming Completely Paperless in All Processes

Achievements

Day-O-Lite has already begun to touch upon several of the short, medium and long term sustainability goals. Day-O-Lite has gone beyond paperless paychecks. A new system was installed that omits the need for paper time cards all together. Employee badges have been issued and now scan to record working hours. With this system, safety for our employees will also be increased once it is tied into Day-O-Lite's new security system which will only allow authorized personnel to enter the Day-O-Lite facility. Day-O-Lite continues to improve its facility layout and provide extensive employee training on lean concepts. Day-O-Lite is also in the process of compiling new policies and procedures that will guide Day-O-Lite code of ethics and the employee handbook.

Day-O-Lite has replaced and retrofitted lighting throughout the facility with LED lighting and sensors. LED lighting is proven to reduce energy use and to have a positive correlation to human moods and productivity. This will allow Day-O-Lite to reduce its energy use while contributing to a more positive working environment for employees. The LED lighting in Day-O-Lite's facility is projected to consume 38% less electricity than the fluorescent lighting it replaced. Increased ventilation will also reduce energy use to cool the facility.

Day-O-Lite's product development team introduced six LED product series expansions in 2023, including the following.

PRFL: Profile Series - 4 new PRFL 1x4 profile extrusions, introduction of acoustic tiling options for sound suppression, as well as a lensed asymmetric wall washer and three new indirect optics solutions, including Bios and advanced color technology. A new PRFL 2x2 profile was also added as a suspended direct or indirect linear system.

PRYLD: Pyramid Series - a unique linear triangular system that allows for the layout of interconnected angles. Direct or Indirect mounting.

ARCL: Arc Series - four new 1x4 profile extrusion in all diameters.

COML: Compass Series - twenty new 1x4 profile extrusion in all diameters, up to 20' in diameter

EQL-SR: Equator Series - new semi recessed adjustable round luminaire in 2', 3' and 4' diameters.

STYSL: Stylite Series - six new distribution and lumen options now available.

Additional options for Day-O-Lite lighting, white tuning and color changeable LEDs, will be available in 2023. A fixture with white tuning technology, when combined with the appropriate control system, can be changed from warm to cool and all the variations of white in between. Studies conducted during the past 20 years have shown a direct link between the color of artificial light and various human factors. These include productivity, mental health, physical health, and mood. Most of these studies focus on circadian rhythm – the natural cycle of sleeping and activity at different times of the day. By matching different colors of white light to human circadian rhythm, it has been shown that human performance and wellbeing may be improved. Currently this technology is being explored for use in hospitals – specifically patient recovery rooms, mental health care applications and for dementia and Alzheimer's therapy. It is also being considered for schools and workplaces to improve productivity and learning.

In addition to increased health benefits and positive environmental impact from Day-O-Lite lighting, increased consumer confidence can be expected from the addition of new Day-O-Lite DLC listed products in 2023

Harmony Series - 3 SKUs (2x2, 1x4, 2x4), including DLC Premium for 2x2 and 2x4.

Profile Series - 6 base SKUs in all lengths, three distributions and three lens options, making it one of the few architectural linear product lines to qualify for DLC in virtually any configuration. Over 500 combinations of product that qualify.

Conclusion

Day-O-Lite will continue to strive to reach its sustainability goals in 2023. Day-O-Lite's current and future efforts will create long term sustainability for the company and its community.