

Corporate Responsibility and the LEDVANCE Supply Chain*

In order to continuously monitor and improve the performance of our suppliers, we utilize a consistent process by which we obtain supplier contractual commitment to responsibilities towards their stakeholders and the environment through the LEDVANCE Supplier Code of Conduct. The code addresses the following concepts:

- Legal compliance
- Prohibition of Corruption and Bribery
- Respect for Basic Human Rights of Employees (which includes to refuse to employ or make anyone work against his or her will)
- Prohibition of Child Labor
- Health and Safety of Employees
- Environmental Protection
- Promotion of the above principles in the supply chain of the supplier

The full Supplier Code of Conduct document and detailed description of the key provisions can be found under the following link:

<http://www.sylvania.com/en-us/about/compliance/Pages/default.aspx>

Once a supplier becomes part of the LEDVANCE supply chain, it then becomes subject to the compliance verification activities established by LEDVANCE and outlined in the LEDVANCE Code of Conduct. These activities may include a written self-assessment or report to certify compliance, as well as inspections or audits, conducted either by LEDVANCE or a third party appointed by LEDVANCE, to determine if the supplier adheres to the requirements outlined in the Code of Conduct.

Under this policy, LEDVANCE considers the assessment and audit findings and then employs supplier development actions which establish improvement measures to be taken by suppliers to mitigate or correct issues raised in audit findings. If a supplier fails to execute the agreed upon measures, LEDVANCE may terminate any existing business with the supplier. This termination right is established in LEDVANCE supplier contracts, Code of Conduct and purchase terms and conditions. Specific contract rights may vary.

Purchasing and supply chain personnel are trained with respect to the above policies and practices.

For more information regarding auditing practices, please visit the LEDVANCE suppliers web page.

* This information explains LEDVANCE activities in support of and commitment to the principles found in the California Transparency in Supply Chains Act of 2010, to eradicate human trafficking and slavery from supply chains.