

Modern Slavery & Human Trafficking Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act of 2015 (the "MSA"). It describes the steps we have undertaken—and are continuing to undertake—to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

Who We Are:

JCC Lighting Products Ltd. ("JCC") is a market leader in the development of cutting-edge LED lighting technology for domestic, commercial and industrial applications. Our head office is in Chichester, West Sussex, England, and we currently have 95 employees in the UK.

The MSA:

Section 54 of the MSA imposes an obligation on certain businesses supplying goods and services in the UK to report each year on the steps they have taken to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business. This includes both adults and children being forced to work against their free will.

Our Policies on Slavery and Human Trafficking:

JCC subscribes to a zero-tolerance approach when it comes to any and all forms of slavery—whether it be inside our own facilities or in the factories and facilities of our suppliers where goods we purchase are made. Our anti-slavery position reflects our commitment to acting ethically and with integrity in all our business relationships. JCC is committed to implementing effective systems and controls to ensure, as best we can, that slavery and human trafficking is not taking place in our supply chain. We do not engage in slavery, forced labour, child labour or human trafficking and we expect the same from our supply chain. In that regard, we expect our suppliers to comply with all applicable laws prohibiting child labour, human trafficking and slavery, and to not employ children or forced labour. We also expect that our suppliers compensate their employees fairly by maintaining reasonable employee work hours and by providing wages and benefits that comply with the national laws of the jurisdictions in which they do business. JCC reserves the right to audit our suppliers to confirm that our suppliers are following applicable laws relating to slavery, forced labour, child labour and human trafficking, and we also reserve the right to request corrective action should any of our suppliers fall short of these legal requirements. JCC continues to evaluate other measures to help ensure that its operations and supply chain are free of slavery and human trafficking.

Training:

To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chain and our business operations, JCC has evaluated various MSA training programs to help ensure that appropriate personnel within JCC are aware of MSA requirements and the need to ensure, as best we can, that our supply chain is free of slavery and human trafficking. In that regard, JCC has implemented a MSA/anti-slavery training program for key employees at JCC.

Measuring Our Success:

JCC continues to review and evaluate various methods to measure our success in combating modern slavery in our supply chain and business operations. In addition to the above-mentioned training, some of the other methods implemented by JCC include, for example:

- Supply chain questionnaires to help identify suppliers who do not abide by applicable legal requirements relating to slavery, forced labour and human trafficking.
- Audits or supplier site visits to confirm supplier's compliance with applicable anti-slavery legal requirements.
- Corrective action plans and measures for those suppliers that fail to follow applicable anti-slavery legal requirements.

Other measures may be undertaken to help ensure that slavery and human trafficking is not taking place in our business or in our supply chain.

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This statement, which has been approved by the JCC board, is made and executed pursuant to Section 54 of the Modern Slavery Act of 2015 and constitutes our slavery and human trafficking statement for the fiscal year ending December 31, 2024. Our ultimate parent company, Leviton Manufacturing Co., Inc., a U.S. company, fully supports our efforts to combat slavery and human trafficking in our supply chain and business.

JCC Lighting Products Ltd.

Steve Kirby
Managing Director

A handwritten signature in black ink, appearing to read 'Steve Kirby', is written over the printed name and title.