

Lumileds

Supplier Sustainability Declaration

Version 6 (June 2024)

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PREFACE

The Lumileds Supplier Sustainability Declaration sets out the standards and behaviors we require from our suppliers and their suppliers. This way, we and our supply chain actively provide fair, discrimination-free, and safe working conditions and promote a cleaner and more sustainable environment. It also describes good ethical behavior and a management system to ensure compliance with these requirements. We endorse The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct. Our Supplier Sustainability Declaration is based on the RBA Code of Conduct Version 8.0 (2024). This declaration aims to ensure constructive dialogue between employers and workers can occur at Lumileds' suppliers.

We expect all Lumileds' suppliers providing products, components, parts, sub-assemblies, materials, packaging, services, or solutions to or on behalf of Lumileds to comply with this Supplier Sustainability Declaration.

DOCUMENT VERSION HISTORY

Date	Author	Version	Changes
June 2024	RBA / Sustainability Office / Procurement	6	Revision of the policy in line with the version 8.0 of the RBA Code of Conduct February 2024
August 2023	RBA / Sustainability Office / Procurement	5	Minor revisions due to change of ownership and formatting; RBA Code of Conduct 2021 (January) remained unchanged
June 2021	RBA / Sustainability Office / Procurement	4	Revision of the policy in line with the version 7.0 of the RBA Code of Conduct January 2021
June 2018	RBA / Sustainability Office / Procurement	3	Revision of the policy in line with the version 6.0 of the RBA Code of Conduct January 2018
May 2016	EICC / Sustainability Office / Procurement	2	Revision of the policy in line with the version 5.1 of the EICC Code of Conduct January 2016
April 2015	EICC / Sustainability Office / Procurement	1	New Lumileds policy in line with the version 5.0 of the EICC Code of Conduct November 2014

RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT (v 8.0)

The Responsible Business Alliance (RBA) Code of Conduct establishes standards to ensure that working conditions in supply chains are safe and that business is conducted responsibly, ethically, and with respect for human rights and the environment.

Any business may voluntarily adopt the Code and apply it to its direct and indirect supply chain and subcontractors, including contract labor providers. To embrace the Code and become a participant (“Participant”), a business shall declare its support for the Code and conduct due diligence by the Code and its standards by establishing an effective management system.

Our suppliers must regard the Code as a total supply chain initiative. At a minimum, our suppliers shall also require their next-tier suppliers to acknowledge and implement the Code.

Fundamental to adopting the Code is the understanding that a business, in all its activities, must operate in full compliance with applicable laws, rules, and regulations¹. In alignment with internationally recognized standards as listed under the [References](#) of this document and drawing upon best practices in global supply chains, elements of this Code may go beyond legal compliance to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate applicable laws. If, however, there are differing standards between the RBA Code and applicable laws, the RBA defines conformance as meeting the strictest requirements.

The provisions of this Code are derived from and respect internationally recognized standards, including:

- OECD Guidelines for Multinational Enterprises,
- UN Guiding Principles on Business and Human Rights,
- ILO Declaration on Fundamental Principles and Rights at Work,
- ILO Fundamental Conventions,
- UN Universal Declaration of Human Rights.

The Code is made up of five sections:

- Sections A, B, and C: Standards for Labor, Health and Safety, and the Environment,
- Section D: Standards relating to business ethics,
- Section E: Elements of an acceptable system to manage conformity to this Code.

The RBA is committed to obtaining regular stakeholder input in developing and implementing the Code of Conduct.

¹ The Code does not intend to create new and additional third-party rights for workers.

A. LABOR

Our suppliers commit to respecting the human rights of workers and treating them with dignity. This applies to direct and indirect suppliers and all workers, including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are as follows:

1) Prohibition of Forced Labor

Forced labor in any form, including but not limited to bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, or trafficking of persons, is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons using threat, force, coercion, abduction, or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility and unjustified restrictions on entering or exiting company-provided facilities, including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement before the worker departs from his or her country of origin, and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Our suppliers shall maintain documentation on all leaving workers. Employers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the preceding, employers can only hold documentation if necessary to comply with the local law. In this case, workers shall not be denied access to their documents at any time. Workers shall not be required to pay employers' agents or sub-agents recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such costs shall be repaid to the worker. *ILO reference: ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105) in the context of forced labor.*

2) Young Workers

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Our suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights following applicable laws and regulations. Our suppliers shall implement an appropriate mechanism to verify the workers' age. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Our suppliers shall provide appropriate support and training to all student workers. Without local law, the wage rate for student workers, interns, and apprentices shall be at least the same as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation shall be provided. Overall, employment practices shall comply with the highest standard between local laws and international conventions. *ILO reference: Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182).*

3) Working Hours

Working hours shall be, at most, the maximum set by local law. Further, a workweek shall be at most 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days. *ILO reference: Hours of Work (Industry) Convention (No.1), Hours of Work (Commerce and Offices) Convention (No.30), Weekly Rest (Industry) Convention (No.14) and Weekly Rest (Commerce and Offices) Convention (No.106).*

4) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including minimum wages, overtime hours, and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall receive a timely and understandable wage statement with sufficient information to verify accurate compensation. All use of temporary, dispatch, and outsourced labor shall be within the limits of the local law. *ILO reference: Equal Remuneration Convention (No. 100).*

5) Non-Discrimination / Non-Harassment / Humane Treatment

Our suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers, nor is there to be the threat of any such treatment. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests or physical exams, that could be used in a discriminatory way. *ILO reference: Discrimination (Employment and Occupation) Convention (No.111).*

6) Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, our suppliers shall respect the right of all workers to form and join trade unions of their choosing, bargain collectively, engage in peaceful assembly, and respect the right of workers to refrain from such activities. Where applicable laws and regulations restrict the right of freedom of association and collective bargaining, workers shall be allowed to elect and join alternate lawful forms of worker representations. *ILO reference: Freedom of Association and Protection of the Right to Organise Convention (No. 87) and the Right to Organise and Collective Bargaining Convention (No. 98).*

B. HEALTH AND SAFETY

Our suppliers recognize that a safe and healthy working environment minimizes work-related injuries and illnesses and enhances the quality of products and services, consistency of production, worker retention, and morale. They also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

The health and safety standards are as follows:

1) Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical, and other energy sources, fire, vehicles, fall hazards, etc.) shall be identified, assessed, and mitigated using the hierarchy of controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their children, and providing reasonable accommodations for nursing mothers. *ILO reference: Occupational Safety and Health Convention (No. 155) and the Promotional Framework for Occupational Safety and Health Convention (No. 187).*

2) Emergency Preparedness

Potential emergencies and events shall be identified and assessed, and their impact will be minimized by implementing emergency plans and response procedures, including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be executed at least annually or as local law requires, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property. *ILO reference: Occupational Safety and Health Convention (No. 155, articles 18 & 19) and Recommendation No. 164.*

3) Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track, and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases, and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Our suppliers shall allow workers to remove themselves from imminent harm and not return until the situation is mitigated without fear of retaliation. *ILO reference: Occupational Safety and Health Convention (No. 155) and Recommendation No. 164.*

4) Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained personal protective equipment free of charge. Our suppliers shall provide workers with safe and healthy working environments maintained through ongoing, systematic monitoring of workers' health and working environments. Our suppliers shall provide occupational health monitoring to the Responsible Business Alliance Code of Conduct v8.0 to routinely evaluate whether occupational exposures harm workers' health. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards. *ILO reference: Occupational Cancer Convention (No. 139), Working Environment (Air Pollution, Noise, and Vibration) Convention (No. 148), and Occupational Safety and Health Convention (No. 155).*

5) Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling, heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks, shall be identified, evaluated, and controlled. *ILO reference: Occupational Safety and Health Convention (No. 155) and Recommendation No. 164.*

6) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers. *ILO reference: Guarding of Machinery Convention (No. 119).*

7) Sanitation, Food, and Housing

Workers shall be provided access to clean toilet facilities, potable water, and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the supplier or a labor agent shall be maintained to be clean and safe and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges. *ILO reference: Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) and Recommendation No. 164.*

8) Health and Safety Communication

Our suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety-related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers before the beginning of work and regularly after that. Workers shall be encouraged to raise any health and safety concerns without retaliation. *ILO reference: Occupational Safety and Health Convention (No. 155) and Recommendation No. 164.*

C. ENVIRONMENT

Across all business functions, our suppliers recognize that environmental responsibility is integral to producing world-class products. Our suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public.

The environmental standards are as follows:

1) Environmental Permits and Reporting

All required environmental permits (e.g., discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current, and their operational and reporting requirements shall be followed. *ILO reference: Occupational Safety and Health Convention (No. 155).*

2) Pollution Prevention and Resource Conservation

Pollutant emissions, discharges, and waste generation shall be minimized or eliminated at the source or by adding pollution control equipment, modifying production, maintenance, facility processes, or other means. Natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by modifying production, maintenance, facility processes, substitution, reuse, conservation, recycling, or other means. *ILO reference: Chemicals Convention (No. 170).*

3) Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented. *ILO reference: Chemicals Convention (No. 170).*

4) Solid Waste

Our suppliers shall implement a systematic approach to identifying, managing, reducing, and responsibly disposing of or recycling solid waste (non-hazardous). Waste data shall be tracked and documented. *ILO reference: Chemicals Convention (No. 170).*

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required before discharge. The Montreal Protocol and applicable regulations shall effectively manage ozone-depleting substances. Our suppliers shall regularly monitor the performance of their air emission control systems. *ILO reference: Prevention of Major Industrial Accidents Convention (No. 174).*

6) Materials Restrictions

Our suppliers shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal. *ILO reference: Chemicals Convention (No. 170).*

7) Water Management

Our suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use, and discharge, seeks opportunities to conserve water, and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required before discharge or disposal. Our suppliers shall regularly monitor the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance. *ILO reference: Occupational Safety and Health Convention (No. 155).*

8) Energy Consumption and Greenhouse Gas Emissions

Our suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Our suppliers shall establish corporate-wide initiatives/programs, including dedicated targets to reduce greenhouse gas emissions (“decarbonization”). All relevant scopes 1 and 2 greenhouse gas emissions must be tracked, documented, and continuously evaluated against the greenhouse gas reduction ambitions and targets. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and reported to us upon request. Our suppliers shall look for methods to improve energy efficiency and minimize energy consumption and greenhouse gas emissions. *ILO reference: Promotional Framework for Occupational Safety and Health Convention (No. 187).*

9) Biodiversity

The health and stability of ecosystems are essential to the well-being of our planet and all its inhabitants. Our suppliers are committed to conserving and protecting biodiversity by at least conducting operations to minimize our impact on local and global biodiversity. This commitment extends to the responsible sourcing of materials and fostering sustainable practices. Regarding applicability and materiality, particular attention must be paid to animal welfare, land use and deforestation, soil quality, and noise emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, our suppliers and their agents are to uphold the highest standards of ethics, including:

1) Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Our suppliers shall have a zero-tolerance policy to prohibit any forms of bribery, corruption, extortion, and embezzlement. This policy shall be communicated and enforced internally and externally. *ILO reference: Labour Clauses (Public Contracts) Convention (No. 94) and Tripartite Consultation (International Labour Standards) Convention (No. 144).*

2) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, providing, or receiving anything of value, either directly or indirectly through a third party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record-keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws. *ILO reference: Tripartite Consultation (International Labour Standards) Convention (No. 144).*

3) Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the business books and records. Information regarding our suppliers' labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed by applicable regulations and prevailing industry practices. Falsifying records or misrepresenting conditions or practices in the supply chain is unacceptable. *ILO reference: Employment Policy Convention (No. 122) and Tripartite Consultation (International Labour Standards) Convention (No. 144).*

4) Intellectual Property

Intellectual property rights shall be respected. Technology and know-how will be transferred to protect intellectual property rights, and customer and supplier information shall be safeguarded.

5) Fair Business, Advertising, and Competition

Standards of fair business, advertising, and competition shall be upheld. *ILO reference: Labour Clauses (Public Contracts) Convention (No. 94).*

6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers² shall be maintained unless prohibited by law. Our suppliers shall have a communicated process so their personnel can raise concerns without fear of retaliation. *ILO reference: Termination of Employment Convention (No. 158) and Workers' Representatives (No. 135).*

² Whistleblower definition: Any person who discloses improper conduct by an employee or officer of a company or by a public official or official body

7) Responsible Sourcing of Minerals

Our suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8) Privacy

Our suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Our suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared. *ILO reference: Protection of Workers' Personal Data Convention (No. 108)*

E. MANAGEMENT SYSTEMS

Our suppliers shall adopt or establish a management system with a scope related to this Code's content. The management system shall be designed to ensure (a) compliance with applicable laws, regulations, and customer requirements related to the supplier's operations and products, (b) conformance with this Code, and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

The management system shall contain the following elements:

1) Company Commitment

Our suppliers shall establish human rights, health and safety, environmental, and ethics policy statements affirming the commitment to due diligence and continual improvement endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2) Management Accountability and Responsibility

Our suppliers shall identify senior executives and company representative(s) responsible for ensuring the implementation of the management systems and associated programs. Senior management reviews the status of the management systems regularly.

3) Legal and Customer Requirements

Our suppliers shall adopt or establish a process to identify, monitor, and understand applicable laws, regulations, and customer requirements, including the provisions of this Code.

4) Risk Assessment and Risk Management

Our suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety³, labor practice, and ethics risks, including the risks of severe human rights and environmental impacts, associated with its operations. Our suppliers shall determine the relative significance of each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5) Improvement Objectives

Our suppliers shall establish written performance objectives, targets, and implementation plans to improve their social, environmental, health, and safety performance, including periodic assessments of their performance in achieving those objectives.

6) Training

Our suppliers shall establish programs for training managers and workers to implement policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

3: A risk assessment for environmental health and safety should include three areas: production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria, and worker housing/dormitories.

7) Communication

Our suppliers shall establish a process for communicating clear and accurate information about their policies, practices, expectations, and performance to workers, suppliers, and customers.

8) Worker/Stakeholder Engagement and Access to Remedy

Our suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code and foster continuous improvement. Workers shall be given a safe environment to provide grievances and input without fear of reprisal or retaliation.

9) Audits and Assessments

Our suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10) Corrective Action Process

Our suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11) Documentation and Records

Our suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements and appropriate confidentiality to protect privacy.

12) Supplier Responsibility

Our suppliers shall regard the described Lumileds' supplier sustainability standards as a holistic initiative across the supply chain. At a minimum, our suppliers shall also require their next-tier suppliers to acknowledge, implement, and conform with the Code. A process to communicate Code requirements to suppliers and to monitor supplier compliance with the Code.

REFERENCES

The following standards were used in preparing this Code and may be valuable sources of additional information.

Dodd-Frank Wall Street Reform and Consumer Protection Act

<http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>

Eco Management & Audit System http://ec.europa.eu/environment/emas/index_en.htm

Ethical Trading Initiative www.ethicaltrade.org/

ISO 14001 www.iso.org

National Fire Protection Association www.nfpa.org

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas <https://www.oecd.org/daf/inv/mne/OECD-Due-Diligence-Guidance-Minerals-Edition3.pdf>

OECD Guidelines for Multinational Enterprises <http://www.oecd.org/investment/mne/1903291.pdf>

Regulation (EU) 2017/821 laying down supply chain due diligence obligations for Union importers of tin, tantalum, and tungsten, their ores, and gold originating from conflict-affected and high-risk areas.

<https://eur-lex.europa.eu/eli/reg/2017/821/oj>

Universal Declaration of Human Rights <https://www.un.org/en/universal-declaration-human-rights/>

United Nations Convention Against Corruption <https://www.unodc.org/unodc/en/treaties/CAC/>

United Nations Convention on the Rights of the Child

<https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

United Nations Convention on the Elimination of All Forms of Discrimination Against Women

<https://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>

United Nations Global Compact www.unglobalcompact.org

United States Federal Acquisition Regulation www.acquisition.gov/far/

Responsible Business Alliance <http://www.responsiblebusiness.org>

SA 8000 <https://sa-intl.org/programs/sa8000/>

Social Accountability International (SAI) www.sa-intl.org

SUPPLIER'S ACKNOWLEDGEMENT OF THE LUMILEDS SUPPLIER SUSTAINABILITY DECLARATION

The Supplier confirms that it has received, read, understood, and agreed to comply with the requirements laid out in this document. The binding requirements are always based on the most recent version of the RBA CoC. It is the supplier's responsibility to check for changes on the official RBA website regularly and will be fully compliant within three (3) months of published changes or notification by Lumileds.

Date:

Name of the supplier:

Address of the supplier:

Name of authorized signee:

Position of authorized signee:

Signature of authorized signee: