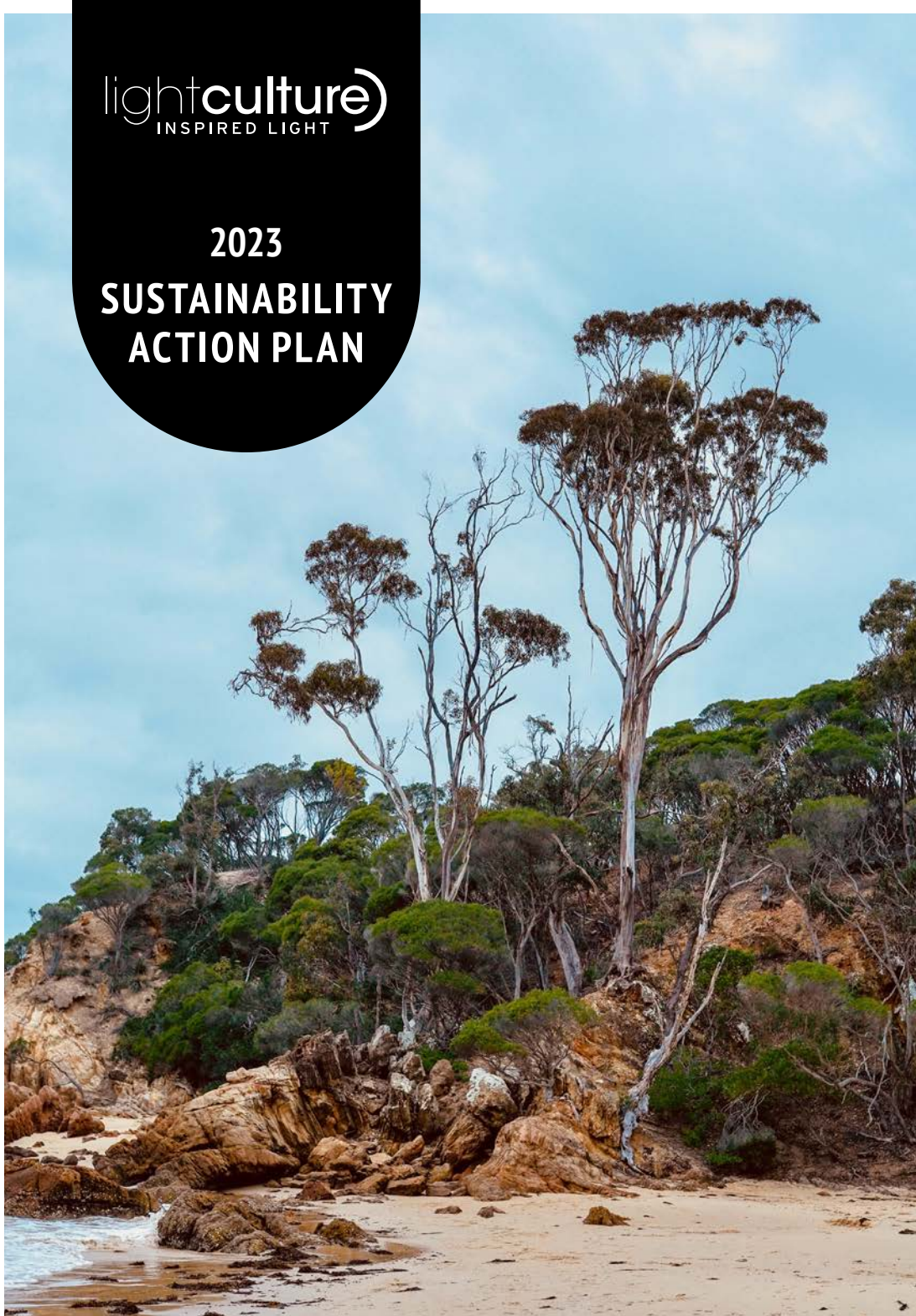




2023
SUSTAINABILITY
ACTION PLAN



**THIS IS AN OPPORTUNITY
FOR US TO ENHANCE THE
QUALITY OF LIFE AND
PROTECT THE ENVIRONMENT
BY ALTERING HOW WE
PRODUCE AND UTILISE LIGHT.**

OUR MISSION.

FOR LIGHT, THROUGH
SUSTAINABLE SOLUTIONS
WITH RELAXED
PROFESSIONALISM



At Light Culture, we manufacture licensed, quality products from around the world for companies regarded as leaders in their areas of expertise.



When you specify Light Culture products, you are helping protect the jobs of Australian workers and support local innovation.



The AP, as we like to call it, means we have designed, prototyped, tested and manufactured products wholly in Australia.

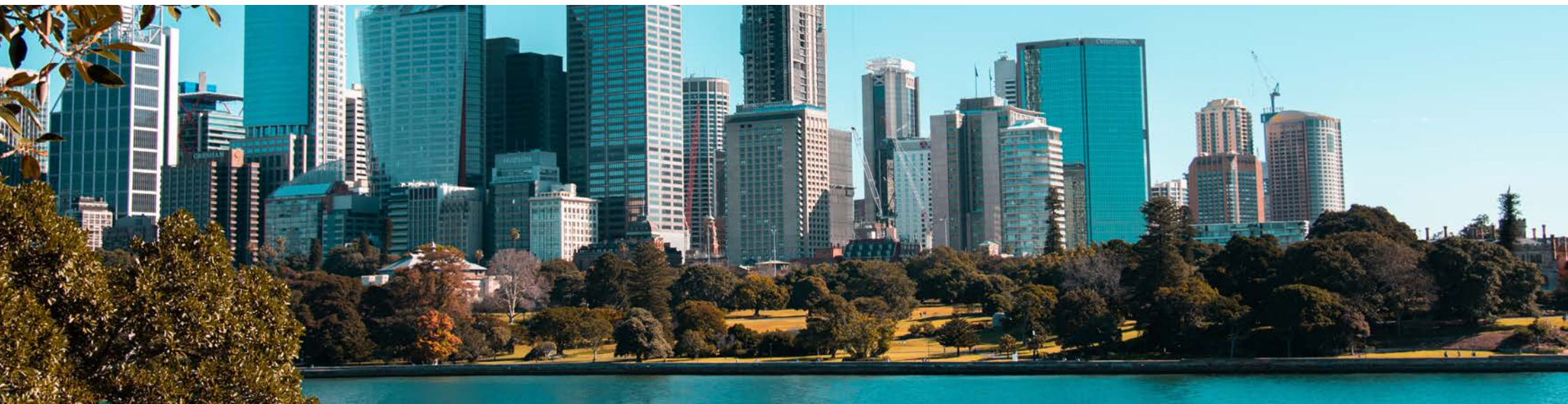
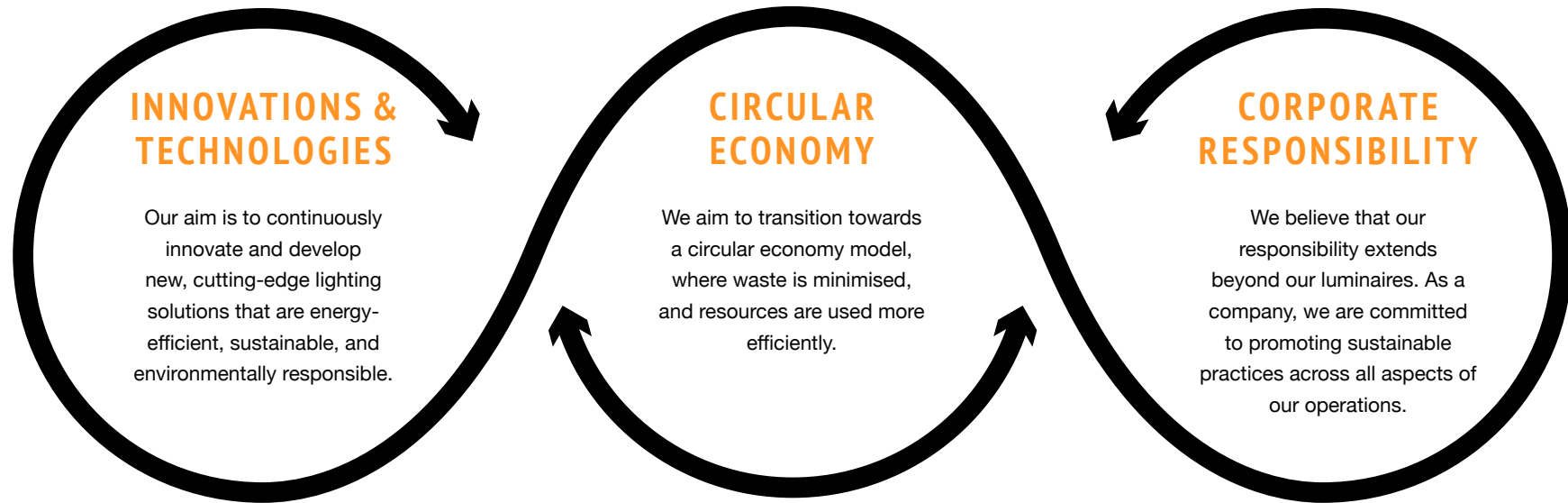


At Light Culture, we are committed to providing holistic lighting solutions that meet the needs of our clients, whether they are architects, designers, or engineers. We understand the impact that the right lighting can have on a project, which is why we supply luminaires for both performance and visual impact. Our team has the technical expertise and specialised knowledge necessary to meet the unique needs of every project.

We recognise that sustainable solutions are no longer just a value add-on but a requirement. That's why we have carefully selected brands at the forefront of energy-efficient lighting to offer our clients access to the latest green technology. We also manufacture locally to ensure optimal quality, exceptional response, and lead times.

When you work with Light Culture, you can expect lighting solutions that make a visual statement and deliver high-end, long-lasting performance. We are committed to sustainability, and our Sustainability Action Plan outlines our commitment to reducing our environmental impact and contributing to a better future for all.

OUR PLAN.





UNITED NATIONS SUSTAINABILITY GOALS.

Our vision and values are reinforced through the United Nations Sustainable Development Goals (SDGs). The SDGs are a universal framework of 17 goals aimed at achieving ambitious sustainability targets at a national and global level. The SDGs focus on environmental, social, and economic sustainability. After discussion with key stakeholders across multiple silos within the business, we assessed which of the SDGs best related to our value chain, areas of influence, business operations, and the needs and expectations of our customers. We decided on a focus of six core SDGs. By using the UN SDGs as a platform, we have been able to develop a structured and transparent sustainability action plan.



SDG 7: AFFORDABLE AND CLEAN ENERGY

Provide reliable, affordable and energy efficient lighting products and technologies.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.



SDG 10: REDUCED INEQUALITIES

We give preference to suppliers who demonstrate active management and promotion of, human rights, legal and fair operating practises, ethical conduct, and community investment in their businesses and supply chain.



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

Support the sustainability resilience and safety of places for people through the consistent development of sustainable innovations and technologies.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We focus on products that are developed to lower impact to both the environment and people and to support the circular economy.



SDG 13: CLIMATE ACTION

Help to reduce global warming impacts by lowering net carbon emissions in both production and operational phases.

ESG

SCORECARD.

SDG TARGET	DESCRIPTION	LIGHT CULTURE'S OBJECTIVE	UPDATE
7.2 Affordable & Clean Energy	By 2030, increase substantially the share of renewable energy in the global energy mix	100% of electricity from renewable sources	ACHIEVED
8.2 Decent Work & Economic Growth	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	Have 70% of all sales with controllable luminaires.	In November 2022 we launched LC Connect to coincide with our strategic partnership with WTEC. We are currently auditing our prodWuct portfolio to ensure compatibility via CASAMBI, WTEC and/or DALI 2.
9.4 Industry, Innovation & Infrastructure	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Have a retrofit solution for the top 80% of products sold by Light Culture	All BEGA products have a 20-year availability guarantee for LED modules
11.7 Sustainable Cities & Communities	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	To have strong business relationships only with those suppliers who are committed to SDG 10 and 11.	We have made it a mandatory requirement for all of our suppliers to have a Modern Slavery Act statement and are looking at additional ways to ensure transparent operational practices.
12.5 Responsible Consumption & Production	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	1. At least 90% recycled and recyclable packaging by 2023 2. Progressively decrease the amount of waste classified as "mixed waste" that is produced in our factory.	1. ACHIEVED 2. Implementation of more recycling bins in both the factory and offices. Looking into ways of measuring waste output.
12.2 Responsible Consumption & Production	By 2030, achieve the sustainable management and efficient use of natural resources	Have a "Circular Economy Assessment" document for 100% of our locally manufactured products	Set to begin 2023. We are in the process of creating the assessment which will cover Materials, Manufacturing, Packaging, Delivery, Flexibility, Maintenance, Monitor and End-of-life, as well as accumulating documentation from our suppliers.

OUR RECENT HIGHLIGHTS.

Our factory has run on **100% renewable** energy since 2022

We are a “**leading performer**” in the Australian Packaging Covenant for **circular economy packaging**

Environmental and sustainability management are institutionalised in the company structure including Quality ISO 9001:2015

We have developed **strategic partnerships** with like-minded organisations to drive sustainability practices

Our exterior range contains at least **91% recycled** aluminium

We’re **enabling our customers** to reduce emissions by offering energy-efficient and connected lighting solutions

AUSTRALIAN MADE.



We are avid supporters of local businesses and home-grown products, and although we take great pride in the products that we are able to bring to the Australian market from our overseas suppliers, we saw an opportunity to use the knowledge and craftsmanship of our team to manufacture and design our own range of Australian products.

Australian Made products hold a sense of quality and longevity which customers look for. In addition, we are very conscious of using local raw material and/or Australian services wherever we can.

Through this process we are able to ensure optimal quality and exceptional response times, while also allowing us to be more environmentally conscious.



**LIGHT CULTURE
IS PROUDLY AN
AUSTRALIAN
OWNED
COMPANY AND
LICENSEE OF
THE ICONIC
AUSTRALIAN
MADE
CAMPAIGN, A
TRUE MARK OF
AUSTRALIAN
AUTHENTICITY
AND QUALITY.**

ENVIRONMENTAL RESPONSIBILITY.

OUR FACTORY & HQ

Light Culture takes its corporate responsibility in this regard very seriously – some of the measures to reduce our impact at our factory include:

- Our factory is powered by 100% renewable energy.
- We use rainwater tanks for gardens and bathroom amenities.
- Separate bins are used in the office for waste-paper and cardboard, plastic and glass
- By producing our products locally from sea freighted components we are able to reduce emissions, as sea freight produces 20 to 30 times less environmental impact than the air freight.
- Light Culture is a member of the Australian Packaging Covenant. Yearly audits are done to review and optimise the company's packaging and recycling target. Light Culture uses biodegradable packaging materials, including shrink wrap, pallet tops and shipping satchels for smaller deliveries. We continue to research and test more sustainable and optimised packaging options.
- Where practical, all incoming cardboard is reused for repackaging and non-recyclable materials including bubble wrap, plastic bags, foam padding, paper wrapping, and polystyrene are reused in our packaging for goods dispatched.



ISO9001:2015 QMS

In 2022 Light Culture was certified ISO9001 – beginning the next exciting chapter in our quality management process. We see this as an opportunity to continue to increase efficiency, productivity and profit, while also improving customer retention and acquisition.

SYDNEY OFFICE

Our Sydney office is based out of a shared workspace. At its foundation, these types of office set ups support the sharing of space, supplies and other resources, thereby cutting down on basic wastefulness. More specifically our location was built within the existing building structure, reducing the consumption of new materials. The interior fit out was created using environmentally friendly materials wherever possible, such as using acoustic carpet tiles by EcoSoft which contain the equivalent of 50 recycled standard 550ml PET bottles per square metre.

Other sustainable initiatives include

- The recycling of paper, cardboard, batteries, printer cartridges and shipping pallets using local recycling services.
- The installation of an Earthkynd's Oklin Composting Unit – that turns food waste into soil enriching compost in 24 hours.
- All postage from the office is done using a 100% carbon neutral service.



Light Culture was born and raised on the Central Coast of NSW, Australia. Currently we have 35 people working with us, in our factory in Somersby and our offices in Sydney, Brisbane and Melbourne.

PEOPLE.

The people who work for, and with Light Culture, are our greatest assets. All workers, collaborators, suppliers, sub-suppliers and consultants involved with Light Culture's production are carefully chosen based upon their mindset and competences.

SAFE AND HEALTHY WORKING CONDITIONS

At Light Culture we aim for all employees to be skilled and dedicated, but also happy and healthy. We promote opportunities to grow and develop skills, and to balance private life with work tasks. We believe that it is best for our employees and believe that what is good for employees is good for business.

Our Commitments:

- Provide work injury insurance for all employees
- Provide work equipment that respects employees' individual needs
- Provide data security
- Provide opportunities to grow and develop skills
- Promote work-life balance: working from home, maternity/paternity leave
- Offer no unpaid jobs or unpaid internships
- Promote a culture of respect, openness and empowerment
- Utilise the newest technology to ensure a lighter work process at our factory

DIVERSITY, NON-DISCRIMINATION, EQUAL OPPORTUNITIES

Diversity, non-discrimination and equal opportunities are a norm at Light Culture. We embrace humanity in all its forms and our factory and offices are safe places for everyone.

Our Commitments:

- Respect and promote diversity in regard to gender, sexuality and nationality
- Guarantee freedom of association
- Visit and communicate with all collaborators and suppliers regularly (where possible) to get a personal impression of working conditions and to strengthen the relationship
- Ensure that the code of conduct is communicated and respected among our production partners
- No forced, compulsory or child labour

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