



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (FY 2016)

This statement is made on behalf of Lutron EA Limited pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2016. It sets out the steps that we have taken and are taking to ensure that slavery and human trafficking are not taking place in our supply chain or in any part of our business.

About Lutron

Lutron Electronics Co., Inc. ("Lutron") is a global manufacturer of lighting control devices and window shading systems headquartered in Coopersburg Pennsylvania, USA. Lutron is the parent company of Lutron EA Limited ("Lutron EA"), a private limited company registered in England and Wales (Company No: 01925140) and whose registered offices are at 6 Sovereign Close, Wapping, London, E1W 3JF. Lutron EA is a distributor of Lutron lighting controls and window shades in the UK and Europe.

The entire Lutron organization operates under five principles and philosophies:

- I. Take care of the customer with superior goods and services;
- II. Take care of the company;
- III. Take care of the people;
- IV. Innovate with high-quality products; and
- V. Deliver value to the customers.

Lutron products save energy by reducing electrical consumption.

Our Supply Chains

Lutron EA's focus to date for the purposes of ensuring modern slavery and human trafficking is not taking place in its business and supply chain has been on Lutron as its key supplier and therefore the highest source of such risk. Lutron's policies and processes, both as Lutron EA's key supplier and as its parent company are therefore fundamental considerations in Lutron EA's efforts to identify, tackle and prevent modern slavery and human trafficking in its business and supply chain.

Policies on Slavery and Human Trafficking

Lutron EA is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

1. Supplier Code of Conduct

Lutron's Supplier Code of Conduct reflects our expectation for all suppliers to act with integrity in all business relationships and a commitment toward effective controls to ensure slavery and human trafficking is not taking place in supply chains.

Link to: [Supplier Code of Conduct](#)

2. Conflict Minerals originating from the Democratic Republic of the Congo

Lutron supports ending the violence and human rights violations, to include forced and child labor, that are associated with the mining of certain minerals in the Democratic Republic of Congo and surrounding countries.

Link to: [Conflict Minerals Policy](#)

3. California (USA) Transparency in Supply Chains position statement.

Since 2011, Lutron has publicly posted on its US website the steps it has taken in its supply chain to address human trafficking.

Link to: [Lutron's California Transparency in Supply Chains Act of 2010 statement](#)

Due Diligence Processes for Slavery and Human Trafficking

1. Sourcing from reputable suppliers.

The vast majority of electrical components are sourced from distributors which are large publicly traded multi-national companies. In addition to Lutron's due diligence on these suppliers, Lutron relies on their respective Modern Slavery and Human Trafficking Statements as endorsed by their executive teams.

2. Sourcing from suppliers adopting the EICC Code of Conduct.

Lutron sources select components from suppliers that participate in third party verification programs and/or have adopted the Electronic Industry Citizenship Coalition's (EICC) Code of Conduct.

Link to: [EICC Code of Conduct](#)

3. Sourcing from suppliers participating in Conflict Free Smelter program.

Solder used in Lutron's manufacturing process is purchased exclusively from suppliers who participate in the Conflict Free Sourcing Initiative's (CFSI) Conflict Free Smelter Program.

Link to: [CFSI Conflict Free Smelter Program](#)

Supplier Adherence to Our Values

Within the entire Lutron organization, there is a zero tolerance for slavery and human trafficking. Lutron performs both on-site and off-site audits of key suppliers for multiple factors. Metrics of the audits include a review for indicia of slavery, human trafficking, child labour, and payment of fair wages. The frequency and scope of these audits are based on past performance reviews and the level of supplier risk.

Staff Training

To ensure a continuous level of understanding of the possibility of modern slavery and human trafficking in Lutron's supply chains and business, since 2011 Lutron has provided training to group employees responsible for product supply chain management on how to identify and respond to supply chain issues.

This modern slavery and human trafficking statement for the financial year 2016 has been adopted on behalf of the board of directors of Lutron EA Limited.



John R. Woodman, Managing Director
for Lutron EA Limited