



HOLOPHANE[®]

An **Acuity** Brands Company


EarthLIGHT

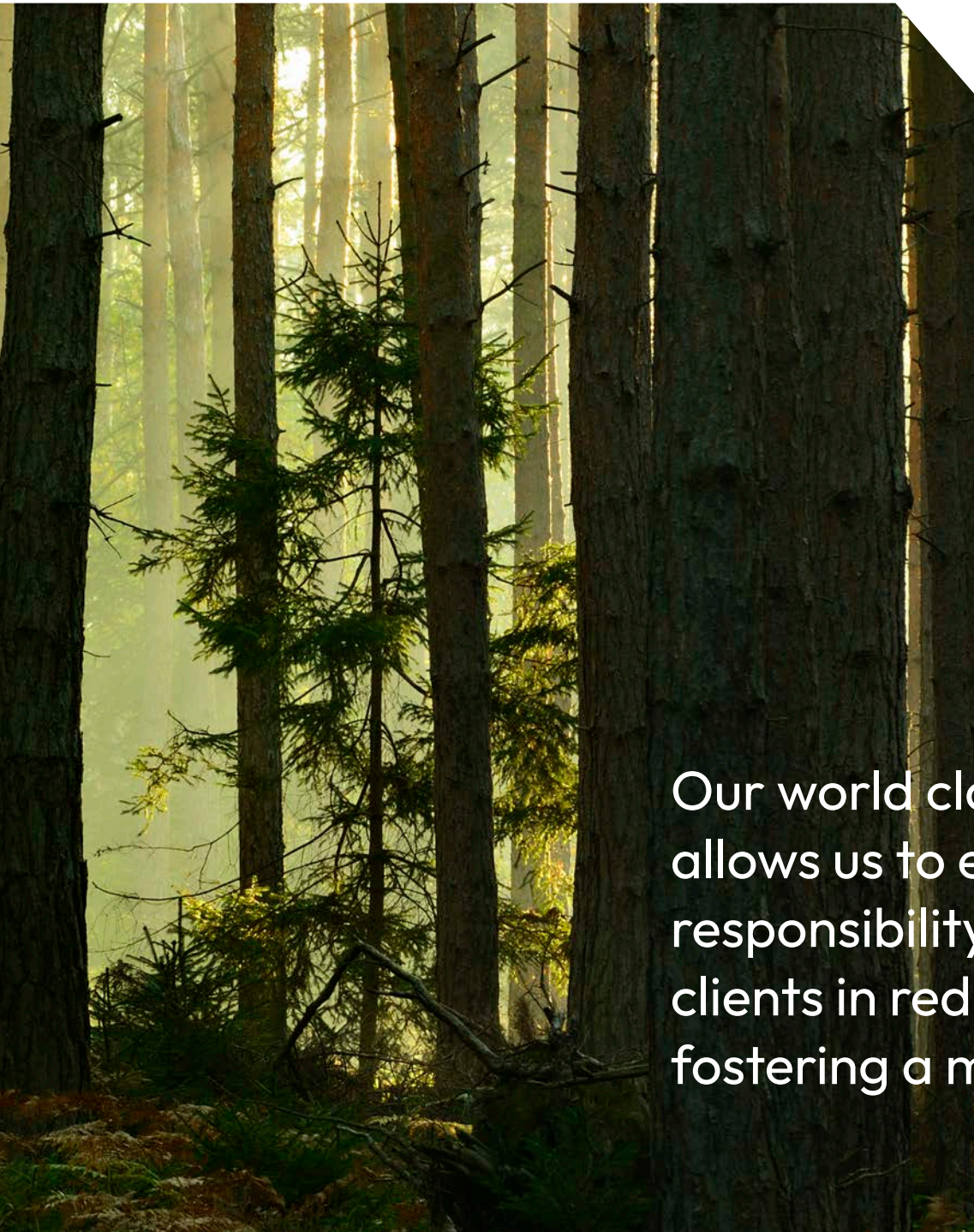
| Lighting built on sustainability

2024 / 2025

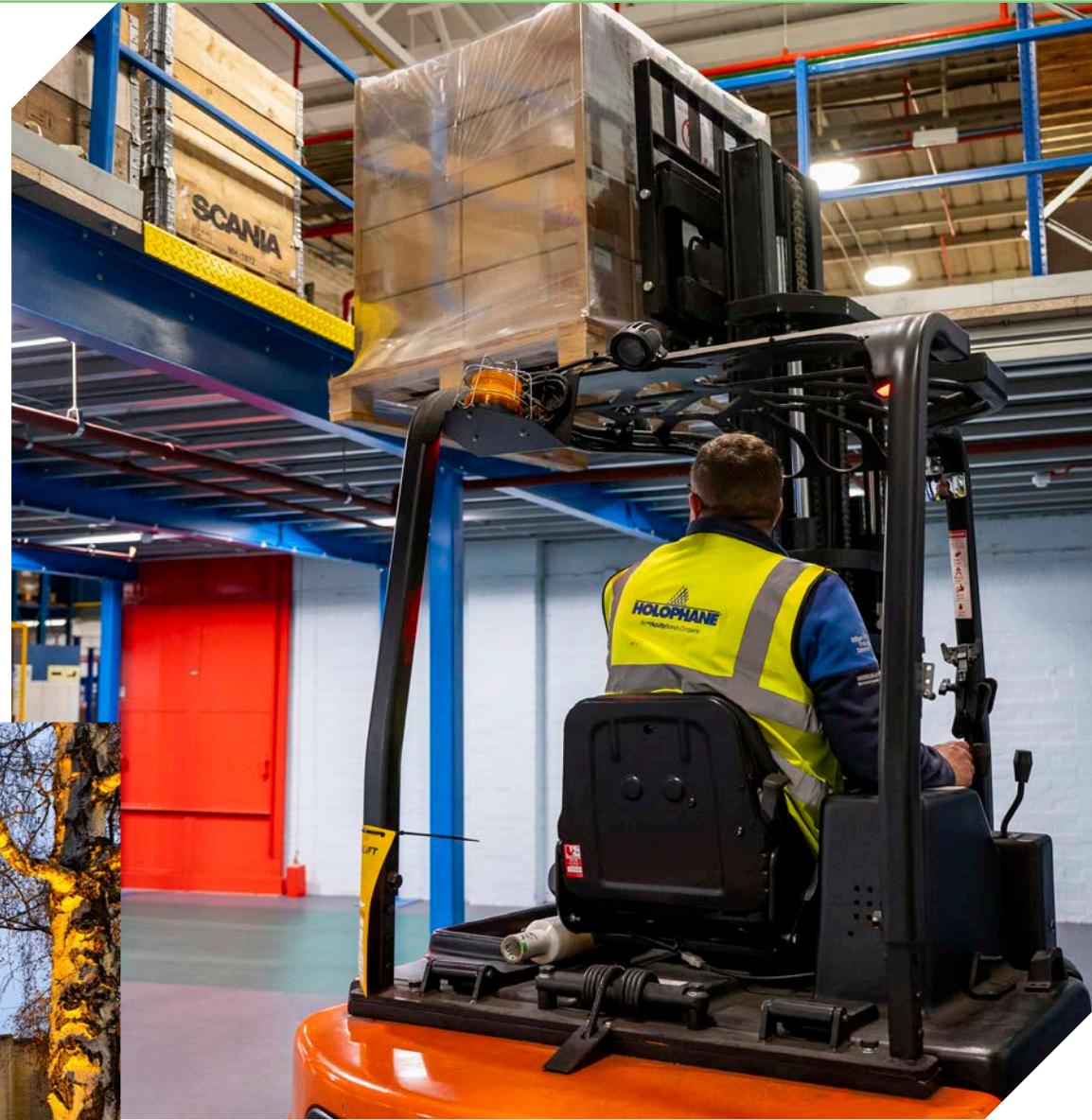
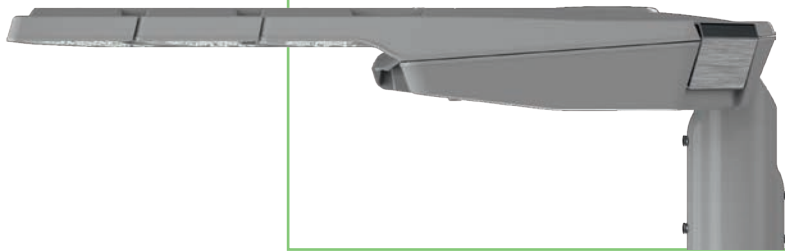


EarthLIGHT





Our world class EarthLIGHT programme allows us to enhance our operations, social responsibility, and product offerings, assisting clients in reducing their carbon footprint and fostering a more sustainable environment.



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EarthLIGHT is
a central tenet
of acuity brands'
strategy and reflects
our comprehensive
approach around
ESG topics


EarthLIGHT

Through EarthLIGHT, Holophane improves its operations, social responsibility and products to aid customers in lessening their carbon emissions and creating a more sustainable environment.

Acuity's approach to ESG

EarthLIGHT is the way we coordinate our efforts around Environmental, Social, and Governance considerations, measure our performance in key areas, and communicate about those efforts to our various stakeholders.

Our strategy and values guide us, and we are always looking for ways to improve our ESG processes and impact. Feedback from our associates, customers, channel partners, suppliers, investors, and Board of Directors helps inform our thinking and approach to sustainability.

We strive to do good things for the environment, do right by our people and our communities, and conduct ourselves in a way that makes us a trusted business partner.





Continuing to make an impact taking aim at net-zero and updating our goals and progress

What we do matters

We develop and sell products and services that help our customers save energy, save operating costs and reduce carbon emissions during usage. While building an even more valuable business, we are also reducing our carbon footprint and helping our customers do the same.

Our journey towards net-zero

In fiscal 2023, the Science Based Targets initiative (SBTi) verified our net-zero science-based targets, which will guide our efforts to reach net-zero GHG emissions across our value chain by 2040. These targets are in alignment with our goal of selling more products and solutions to help our customers save energy and reduce GHG emissions while reducing our operating costs.

**THE
CLIMATE
PLEDGE**

Acuity Earthlight 100 million pledge

Acuity has committed to 100 million metric tons of carbon avoidance as a result of projected 2020–2030 sales of LED luminaires, lighting controls, and building management systems replacing older technologies in existing buildings.

Between 2020 and 2024, Acuity have already saved 34 million metric tons of carbon avoidance.

↓100

Million

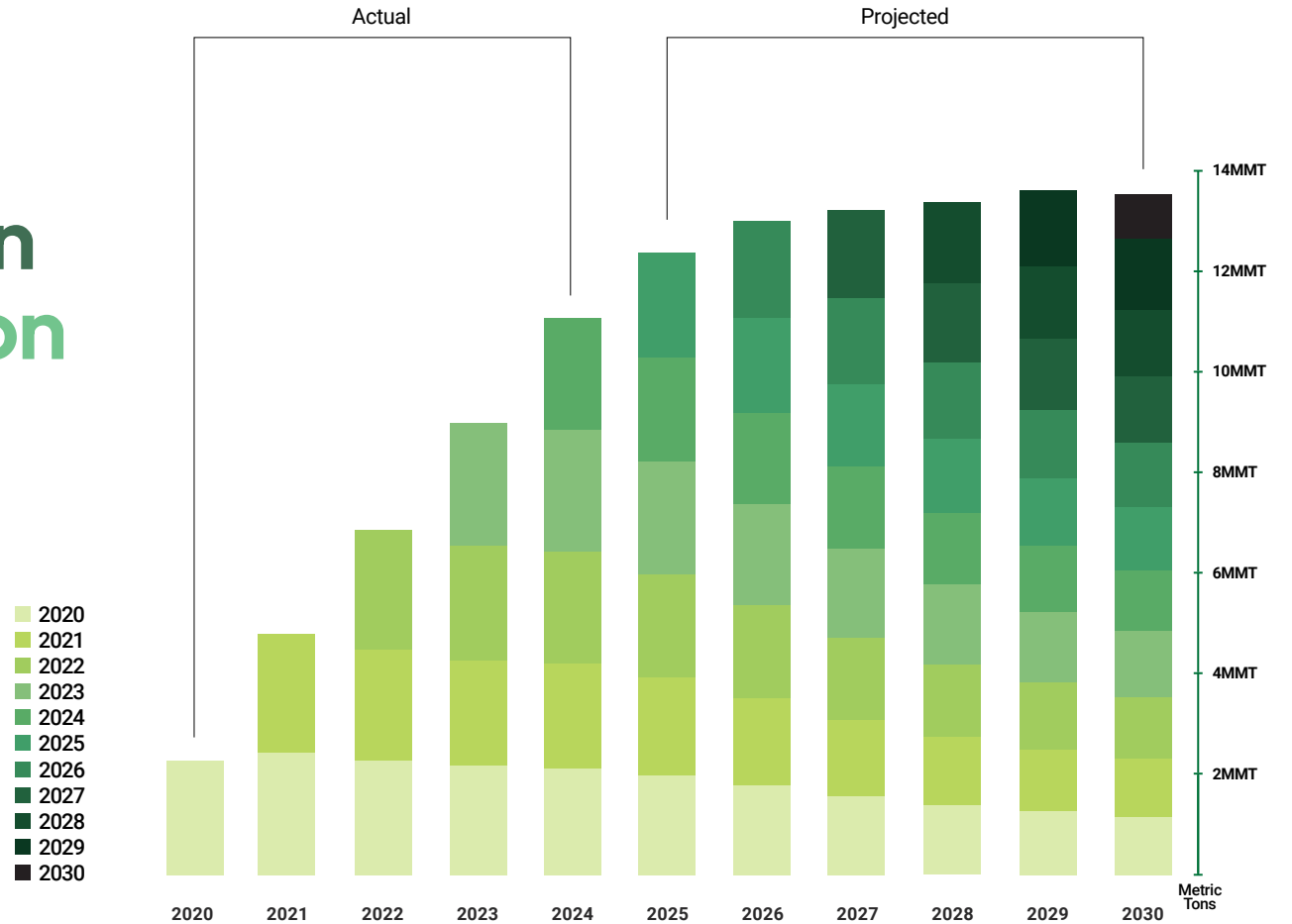


The sum of years 2020–2030 is predicted to be 113 million metric tons of CO₂ avoidance

Acuity's 100 million metric ton ambition

Acuity's goal is based on our projected sales of LED luminaires, lighting controls, and building and refrigeration controls replacing older technologies in existing buildings and on driving innovation and performance across our Company.

Our estimated progress to date is shown to the right.










The estimated cumulative impact of Acuity's contribution to reducing GHG emissions by 2030 is shown in this table. Future year contributions diminish due to the Grid Emission Factor, increasing efficiency of buildings undergoing renovation, and the expected leveling-off of LED efficiency.

Acuity's progress against the FY24 targets

*Our Emissions Intensity from the Use of Sold Products is emissions from sold products divided by net sales (kg CO₂e / \$ net sales).

**We use and consult with Willis Towers Watson for our Associate Engagement Survey. We compare ourselves to the norms provided for Manufacturing, Technology and High-Performing Companies using this extensively utilised survey instrument and associated data.

| OUR GOALS | OUR ESTIMATED PROGRESS IN FISCAL 2024 |
|--|--|
|  <p>Reduce Scope 1 and 2 Emissions by 42.8% between fiscal 2019-2029 (This target has been verified by the SBTi and is in line with a 1.5°C trajectory.)</p> | <p>We have reduced our Scope 1 and Scope 2 emissions by 24.9% overall from fiscal 2019 to fiscal 2024. Our emissions increased by 1.5% in fiscal 2024, driven primarily by operating our Santa Rosa Production Facility, which is twice the size of the facility it replaces.</p> |
|  <p>Reduce Scope 3 Emissions Intensity* Covering Use of Sold Products by 66.3% per USD value added between fiscal 2015-2030 (This target has been verified by the SBTi.)</p> | <p>We reduced our Scope 3 Emissions Intensity covering use of sold products* by 71.1% per USD value added from fiscal 2015 to fiscal 2024, and by 5.7% per USD value added in fiscal 2024.</p> |
|  <p>Enable 100 Million Metrics Tons of Carbon Avoidance by fiscal 2030 through the use of our put-in-place products and services replacing older products in existing buildings</p> | <p>We have enabled an estimated 34 million metric tons of GHG avoidance from fiscal 2020 through fiscal 2024 through the use of our put-in-place products and services, putting our customers on course for an estimated 113 million metric tons of GHG avoidance enabled by fiscal 2030.</p> |
|  <p>Reach an Average Supplier Score of 3.0 on our Responsible Sourcing Metric by fiscal 2025</p> | <p>We achieved a score of 2.79 out of 4.0, an improvement of 0.22 pts from our fiscal 2023 score (2.57). We measure our supply chain partners on a scale of 0-4 points across a variety of ESG best practices.</p> |
|  <p>Achieve an Ethical Culture Score** (Trust Index) at or above the norm for High-Performing Companies by fiscal 2025 (in 2023, this norm was 85)</p> | <p>We achieved a score of 84 — demonstrating progress from the scores we achieved in fiscal 2023 (83) and fiscal 2022 (83). Our survey results are now included in the Willis Towers Watson high-performance normative benchmark.</p> |
|  <p>Achieve a Sustainable Engagement Score** at or above the norm for High-Performing Companies by fiscal 2025 (in 2023, this norm was 88)</p> | <p>We achieved a score of 86 — demonstrating progress from the scores we achieved in fiscal 2023 (85) and fiscal 2022 (84). Our survey results are now included in the Willis Towers Watson high-performance normative benchmark.</p> |
|  <p>Maintain a Belonging and Inclusion Score** (Inclusion Index) at or above the norm for High-Performing Companies (in 2023, this norm was 84)</p> | <p>We achieved a score of 86 — demonstrating progress from the scores we achieved in fiscal 2023 (85) and fiscal 2022 (85). Our survey results are now included in the Willis Towers Watson high-performance normative benchmark.</p> |

Acuity's carbon footprint

| Scope | Category | Emissions (MT CO ₂ e) | Emissions Methodology |
|---|-----------------------------------|----------------------------------|--|
| Scope 1 | | 34,016 | |
| Scope 2 | Location-Based | 41,687 | Location-based |
| Scope 2 | Market-Based | 38,579 | Market-based |
| Scope 3 | | 21,111,730 | |
| Category 1 | Purchased Goods & Services | 600,133 | Hybrid method: Spend-based, Average-data, Supplier-specific* |
| Category 2 | Capital Expenditures | 9,576 | Spend-based method* |
| Category 3 | Fuel & Energy-Related | 17,130 | Average-data method |
| Category 4 | Upstream Transportation | 72,624 | Hybrid method: Spend-based, Distance-based, Supplier-specific |
| Category 5 | Waste | 1,246 | Spend-based method |
| Category 6 | Business Travel | 3,692 | Hybrid method: Spend-based, Average-data, Supplier-specific |
| Category 7 | Employee Commuting | 7,669 | Distance-based method |
| Category 8 | Upstream Leased Assets | n/a | n/a |
| Category 9 | Downstream Transportation | 34,768 | Allocated emissions from downstream distributors and 5 retailers |
| Category 10 | Processing of Sold Products | n/a | n/a |
| Category 11 | Use of Sold Products | 20,354,458 | Direct use-phase calculation methodology** |
| Category 12 | End-of-Life Treatment of Products | 10,421 | Waste-type-specific method |
| Category 13 | Downstream Leased Assets | 18 | Market-based electricity emissions |
| Category 14 | Franchises | n/a | n/a |
| Category 15 | Investments | 11 | Average-data method |
| Total Footprint | | 21,184,325 | |
| <p>* As of fiscal 2024, our spend-based emissions factors come from the EPA's US Environmentally-Extended Input-Output (USEEIO) Model, adjusted for inflation. These emissions factors are materially different from the emissions factors from the Greenhouse Gas Protocol and Quantis we have used until now, resulting in significantly lower emissions in these categories.</p> <p>** We calculate using actual shipments and nominal wattage for each product sold and rely on available government surveys regarding hours of product usage usage in their assumed application. We use industry studies to estimate the effectiveness of our controls in reducing our lighting hours of operation rather than actual field data. Additionally, we apply a uniform lifespan estimate across all products, regardless of their specific application or the renovation cycles of particular users.</p> | | | |

This report covers fiscal 2024 results, and includes estimates and assumptions collected from 1st September 2023 to 31st August 2024. Our greenhouse gas emissions figures have been externally verified by a third-party auditor. See verification statement on the following pages.

Update from our managing director



David Barnwell
Managing Director,
Holophane Europe Ltd.



Environmental responsibility: A necessity, not a luxury

In today's world, businesses must prioritise environmental responsibility. Committing to circular product design and reducing environmental impact brings benefits that go beyond just profits. At Holophane, we don't merely aspire to sustainability; we set the standard.

Our EarthLIGHT initiative upholds industry-leading standards that guide every decision we make, ensuring our actions reflect our values. EarthLIGHT symbolises our commitment to future-proofing our business, fostering a sustainable supply chain, driving innovation, and inspiring employees and customers who share our vision.

Our dedication to circularity permeates every aspect of our operations, from product manufacturing to company culture. We have reimaged our processes to enhance the environmental sustainability and resilience of our products and supply chain, thereby creating a strong foundation for a brighter and more responsible future.

Environmental looking to the future

We will not stop until we
are 100% carbon neutral



Holophane is committed to optimising every corner of our supply chain for sustainable and circular solutions, while challenging our suppliers to do the same. This includes the eradication of plastic and introduction of 100% recyclable packaging solutions.

ENVIRONMENTAL INITIATIVES EXTEND INTO THE RUNNING OF THE ENTIRE ORGANISATION AND OUR CULTURE

How are we doing it?

- **Photovoltaic Solar Panels:** Our solar PV installation provides us with up to 85% of our renewable energy consumption, with the remaining 15% procured from Carbon Trust accredited renewable energy sources.
- **Product Waste Reduction:** To meet our WEEE obligations, we are a member of Recolight to ensure the avoidance of end-of-life luminaires reaching landfill.
- **Flora:** To help combat climate change, we have planted 42 mature trees and various shrubs around the perimeter of our head office. Also, to enhance biodiversity, we have recently planted a wildflower seed bed.
- **Cycle to work scheme:** This reduces parking, congestion, and pollution problems, and helps contribute to a healthier and happier workforce.
- **Onsite Electrical Vehicle Chargers and EV Salary Sacrifice Scheme:** This promotes greener, zero emission producing vehicle usage.
- **Recycled staff uniforms:** Our corporate workwear is made from both sustainable and recycled materials, with all unwanted or damaged items sent to textile banks for recycling.

Along with Holophane's continuing commitment to the reduction of waste material, our EarthLIGHT initiative also prioritises the correct recycling of luminaires.

Overview of WEEE:

The **Waste Electrical and Electronic Equipment (WEEE)** directive along with the RoHS Directive became European Law in February 2003 and was introduced to the UK in 2007. Its aim is to reduce the amount of waste and the need to recycle. For Holophane, this means avoiding the end-of-life luminaires reaching landfill.

Re-use, Repair and Recycle for a circular economy.

European Commission:

https://environment.ec.europa.eu/topics/waste-and-recycling/waste-electrical-and-electronic-equipment-weee_en

UK Health and Safety Executive

<https://www.hse.gov.uk/waste/waste-electrical.htm>

WEEE Obligations:

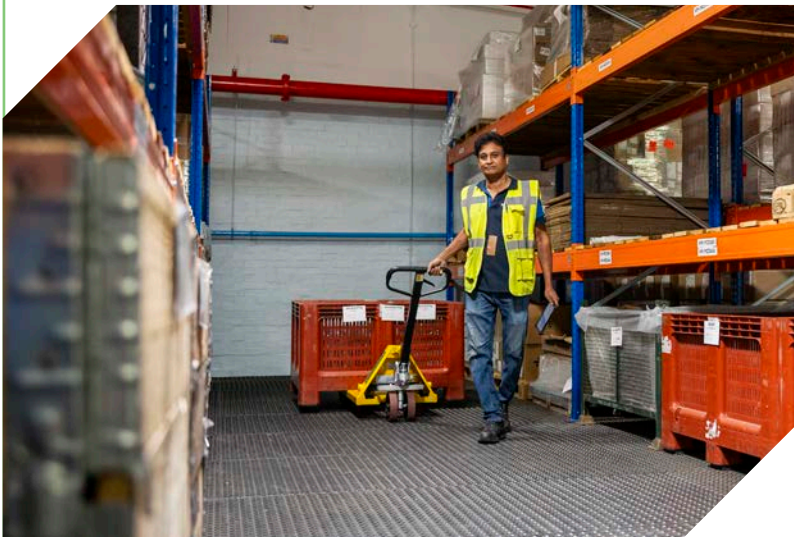
To meet our WEEE obligations, Holophane is a member of Recolight, a premier WEEE compliance scheme, specifically setup to serve the lighting industry.

Recolight offer impartial, accurate, and expert advice on WEEE compliance for both household and non-household lighting producers.



Operational initiatives

We are breeding a company culture on sustainable behaviours



A few conversations with our suppliers and we were able to shine a microscope on our supply chain, implementing circular operations wherever we can, educating and challenging our suppliers to do the same.

Each time a package is sent to us, we doubled down on what could be done to optimise the process. The same applies to our product manufacturing. It's these small incremental actions that all add up to make big change!

The reduction of our own manufacturing waste material has and always will be a high priority as we move towards completely circular operations.

HERE ARE A FEW EXAMPLES ON WHERE WE ARE MAKING AN IMPACT...

Reduction in plastic packaging usage

Between 2020 and 2024 we have reduced our purchased plastic usage from 5,500kg to 1,538kg through the following initiatives:

- **Replacing our plastic void fill machines:** replaced with recycled paper filler machines
- **Pallet wrapping machine:** has reduced our plastic wrapping consumption by 40%
- **Paper tape and document windows:** made from renewable sources, but are also biodegradable and recyclable



Reusable package usage

As part of the sustainable supply chain, we repurpose the following packaging through the following initiatives:

- **Return of packing plastic trays:** allowing our LED board supplier to reuse in repeat deliveries
- **Return of pallet boxes and crates:** allowing the transportation of goods inbound and outbound to be reused

Recycled materials

Holophane is committed to minimising waste and maximising the use of recycled content in our products and packaging. Our suppliers provide us with 100% “already recycled” cardboard, which is then recycled again at the end of its use, ensuring a continuous circular lifecycle.

In 2024, we baled all packaging around the components we procure and sent it for recycling:

- **Plastic** @ 2,720kg
- **Wood** @ 15,250kg
- **Cardboard / Paper** @ 21,380kg

Zero landfill Since 2020 our waste streams have mean that no generated waste has been sent to landfill!

An eco design that is sustainable from within

We design our products for optimal performance while promoting sustainability. Built for reuse, they enhance resource efficiency and ensure a longer, more sustainable product lifecycle.

CIRCULAR ECONOMY





Our products are just one part of our sustainability efforts, with the 4 pillars of our eco-design which constantly push us to create the most sustainable products that reduce our own environmental impact.



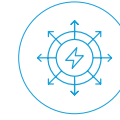


Pillar One Sustainable

Creating the best luminaires with
the least amount of resource

How are we doing it?

- To make use of recycled materials where we can
- Reducing unnecessary materials, weight and component count
- Only using components that can be used in other luminaires
- Reduce labour time and energy usage during the manufacturing process

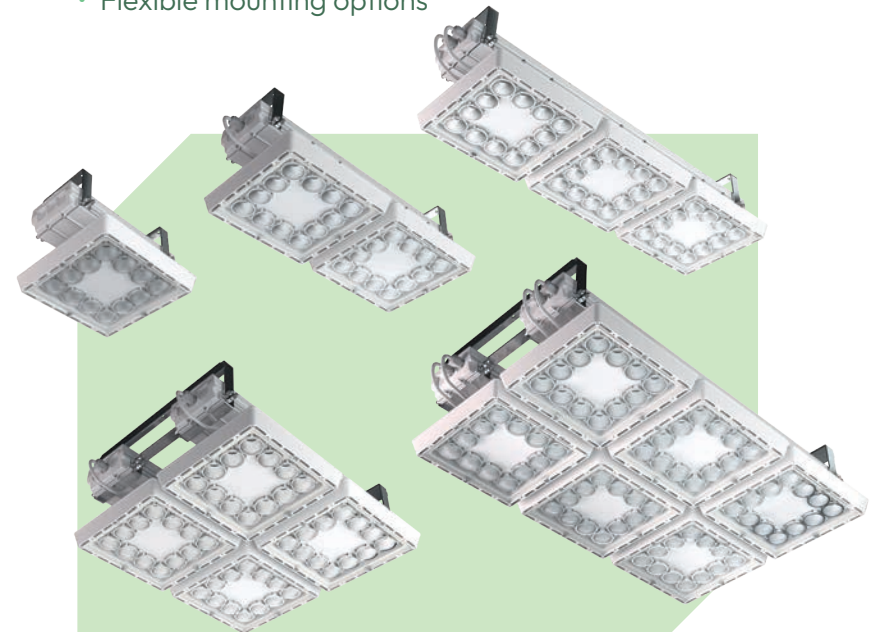


Pillar Two Scalable

Customising the product required,
exactly as its needed

We offer:

- Products that are scalable to accommodate new features
- Form-factor sizing for each application to help reduce material waste
- Flexible mounting options





Pillar Three Serviceable

We ensure the product is created with longevity in mind

All our products are:

- Upgradable
- Simple in design
- Ensure easy access to internal components
- Spares are easily available to enable customer servicing and repair



Pillar Four Separable

Our commitment is to further global sustainability

All our products are:

- Environmentally friendly
- Recyclable
- Easy to disassemble, making materials used easy to separate





Holophane's ambitious sustainable efforts have set us on a path to obtaining several accreditations with the Lighting Industry Association and Chartered Institute of Building Services Engineers' TM66 which allow us to rate our products and follow a method to design out waste.

The traditional resource consumption model is linear, where raw material is collected to make products, then often thrown away once they have served their purpose.

Chartered Institute of Building Services Engineers (CIBSE) TM66 allows us to rate our products and follow a method to design out waste, maximise value and improve maintenance so that our luminaires can be repaired, recycled, and re-used.



Following the TM66 CEAM assessment a score between 0.0 and 4.0 is generated for each luminaire. Our goal is to ensure all our luminaires achieve excellent circularity (2.5 to 4.0)

To ensure the credibility, objectivity and consistency of our own ratings, our products are independently tested and verified through the Lighting Industry Association (LIA) Assured Scheme.



CityMax (SCL)
●● 2.7
TM66
Assured score



CityMax Large (BCL)
●● 2.7
TM66
Assured score



Denver Elite Bollard (DEB)
● 2.2
TM66
Provisional score



Denver Elite Wall (DEW)
● 2.3
TM66
Provisional score



HI-BEAM (HIB)
● 2.3
TM66
Provisional score



HMAO IV (HMAO)
● 2.3
TM66
Provisional score



Metrolux (MTX)
● 2.5
TM66
Provisional score



Parkpack (PPK)
● 2.6
TM66
Provisional score



Wallpack (WAP)
● 2.4
TM66
Provisional score



Wallpocket (WPT)
● 2.1
TM66
Provisional score



Denver iD Bollard (DBD)
● 2.4
TM66
Provisional score



Denver iD Pole (DBL)
●● 2.6
TM66
Assured score



Denver iD Wall (DWL)
● 2.7
TM66
Assured score



D-Series Family (DSX)
●● 2.6
TM66
Assured score



Prismashield Elite (PSE)
● 2.4
TM66
Provisional score



Prismaspace (PRS)
● 2.0
TM66
Provisional score



Prismpack (PPS & PPH)
●● 2.7
TM66
Assured score



R-Line (RLI)
●● 2.6
TM66
Assured score

Key: ● Provisional ●● Assured

| | |
|------------|--|
| 2.5 to 4.0 | Excellent circularity |
| 1.5 to 2.5 | Definite/substantial progress to circularity |
| 0.5 to 1.5 | Some circular economy functionality |
| 0 to 0.5 | Very poor circular economy performance |



D-Series Parking Garage (DPG)
● 2.2
TM66
Provisional score



Factor Small (FTS)
● 2.3
TM66
Provisional score



Haloprism (HAL)
● 2.3
TM66
Provisional score



Signature (SIG)
● 2.2
TM66
Provisional score



Signature Bollard (SGB)
● 2.2
TM66
Provisional score



S-Line (SLI)
●● 2.6
TM66
Assured score



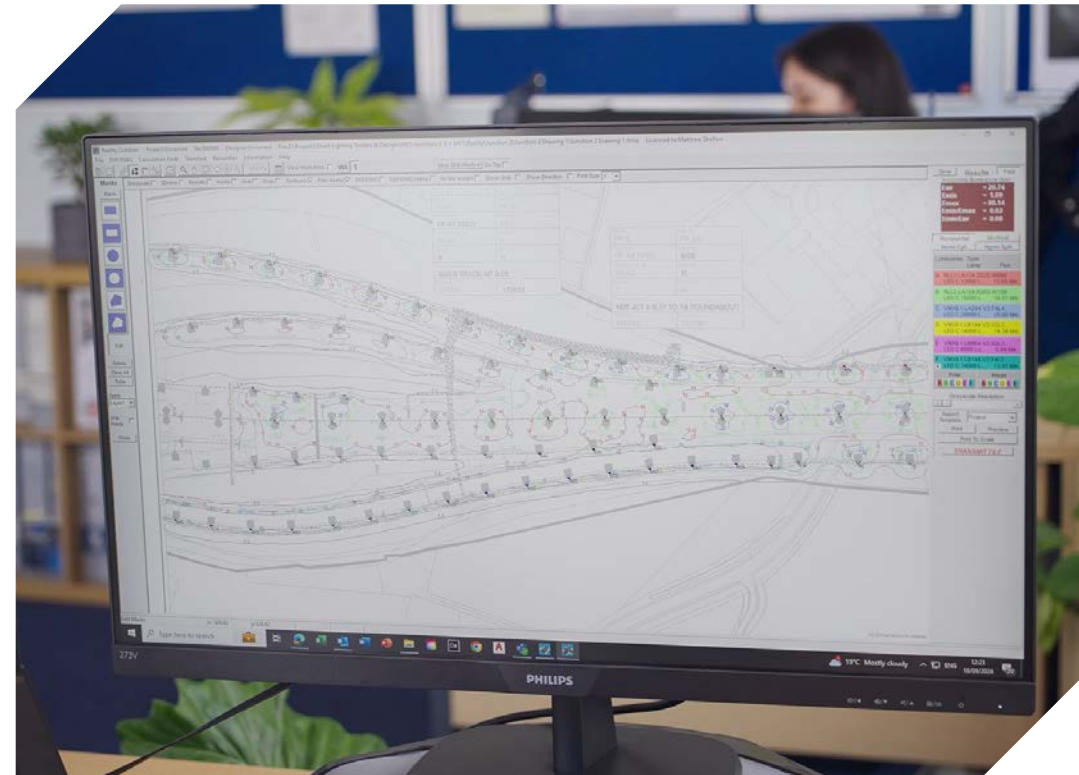
V-MAX (VMX)
●● 2.8
TM66
Assured score



Product sustainability lighting design

Holophane are renowned for our excellence and innovation in luminaires, which not only provide the best-in-class energy efficiency but are also designed with optimised optical distributions to achieve the best light performance.

However, we also recognise that considered application of our luminaires in lighting designs is of equal importance. Therefore, the EarthLIGHT initiative also flows through our highly trained lighting design team.





Designs optimised for reduced energy consumption and no. of lighting points

Our lighting design teams actively work to ensure the best whole project solution. This involves carefully considering the best range of Holophane luminaire's to utilise, to achieve the least amount of energy consumption and overall reducing the number of lighting points needed.

In doing so this helps our customers achieve reduction of carbon emissions (through energy usage) and overall costs for their project. Additionally, we actively work with our customers who are looking to achieve accreditations, such as BREEAM, in providing the most efficient solution in order to achieve the highest building ratings.

Respect to people using the area of application

Good lighting design not only lies with lighting an area to a specification, but also lighting the area in consideration of the people using the space. Certain applications require less perceived glare for example or sites where enhanced lighting is needed.

Our lighting design team will work with customers to understand the project and light the space in respect to their employee's wellbeing.

Reduction of Obtrusive light

When lighting spaces, especially outdoor designs, our lighting designers will respect surrounding areas and also the people who may be using them. Whilst the majority of our luminaires produce 0% ULOR, consideration is still needed to ensure the reduction of obtrusive light or light spill. Our team will work with customers to identify the project area and any surrounding areas that need special attention.

Consideration of Flora & Fauna

Whilst LED lighting has revolutionised lighting performance, we also recognise that this can have an effect on surrounding areas. This is especially relevant when lighting in consideration of Bat colonies, for example. Holophane has undertaken it's own research on lighting in respect to bats, to ensure we understand better the effect our products have on the environment.

Our lighting designers actively work and consult with our customers to ensure we respectfully light projects to ensure minimal impact on surrounding flora and fauna.



The International
Dark Sky Association

Product sustainability: dark skies

Holophane Europe Ltd is proud to be a member of the International Dark-Sky Association, helping to accomplish their mission to protect and restore our natural night environment.

What is the International Dark Sky Association?

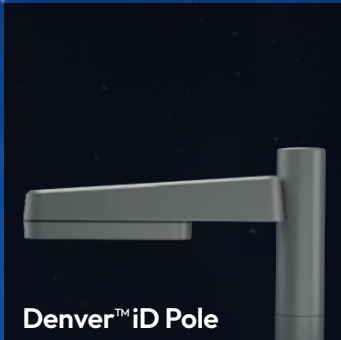
The International Dark-Sky Association (IDA) is the recognized authority on light pollution and is the leading organization combating light pollution worldwide. In part of their strategic work the IDA educates lighting designers, manufacturers, technical committees and the public about controlling light pollution.


To achieve this, the IDA has developed the 'Fixture Seal of Approval' program to provide objective, third-party certification for outdoor lighting that minimizes glare, reduces light trespass and doesn't pollute the night sky.

Under this program Holophane has successfully obtained the 'Fixture Seal of Approval' for the following products as being Dark Sky Friendly*:

* Note that only fittings specified with colour temperatures 3000K or warmer are approved under the IDA.

Dark Sky
Approved
Luminaires





Embodied carbon TM65

Embodied carbon refers to the greenhouse gas emissions arising from manufacturing, transportation, installation, maintenance, and disposal of materials of a product.

Whilst carbon footprint can be used to express the carbon of operating a building, running a car, or operating a laptop, embodied carbon cannot! Embodied carbon would instead tell you the carbon footprint on constructing the building, producing the car, or manufacturing the laptop.

For us, it's the materials and components we develop our luminaires around and utilise in the manufacturing process.

Chartered Institute of Building Services Engineers (CIBSE) TM65 provides guidance and actions for us to follow in the reduction of embodied carbon in our products. It's not a replacement, but a simplified version of the Life Cycle Assessment (LCA) and the standardised Environmental Product Declaration (EPD) and fills in the gaps when an EPD is not available.



TM65 mid-level calculations

Our TM65 mid-level calculations provide an in-depth analysis of Holophane's manufacturing process. The report outlines all factories involved in the supply chain, the final assembly location in Milton Keynes, and offers a breakdown of annual energy consumption, including gas, electricity, and renewable sources. Additionally, it assesses the total number of products manufactured in relation to the annual energy consumption.

To ensure credibility and consistency, our calculations are independently tested and verified by an external consultancy.

The following products have undergone independent testing, with their verified embodied carbon reports available upon request:



Social

The heart of Holophane is our people



The heart of Holophane has always been people.

We continue to foster a culture of respect, quality, and professional development amongst our employees.

Our Better. Smarter. Faster operating system allows our associates to develop their curiosity, encouraging them to embrace positive change and continue to search for the optimal solutions. It inspires them to take ownership and focus on the long-term sustainable value creation, seeing the world through the eyes of our customers.





Matthew Skelton

Junior Lighting Designer

After completing my BA in Architecture, I began to look for a role that would allow me to apply the knowledge and skills I had learned. This is when I came across the role of Trainee Lighting Designer at Holophane, which was an opportunity that allowed me to gain experience whilst working in a role that I find massively interesting.

Since joining, my capabilities have grown massively, and my role has expanded to include new and exciting responsibilities. Through this role I have also been able to access external training through the Institute of Lighting Professionals, which allowed me to develop professionally.

The support and guidance I have received from management is one of the many reasons that I am looking forward to exploring my career through Holophane.

Employee journeys



Gagan Gawera

Assistant Accountant

My Holophane journey began in 2017, when I was given the opportunity to join the team as Credit Controller. This was a big move for me as I had taken a career break, having been located in Thailand with my family for the previous 12 years. Through the guidance and support of the Holophane team and in particular, my management, I was quickly up to speed and delivering value in my role.

Within my first year, I was closely mentored and given lots of additional responsibilities within the finance team. As my role within the department grew, I was offered the role of Assistant Accountant to formalise the breadth of my responsibilities.

Most recently, I have been encouraged to pursue my ACCA accreditation, which has always been an ambition of mine.

Working at Holophane has helped me to gain a great level of insight and exposure, particularly working closely with the various functions across the organisation.

I have a great relationship with colleagues across every team and feel that the company fosters a healthy work environment as well as strong social dynamic.

Early careers

Developing, nurturing, passing on vital skills and knowledge are the key components of our dedication towards supporting early careers. This benefits our employees, whilst aiding in the long-term success of British engineering, business, and the British economy.

Holophane has a long history of partnering with educational institutions and trusts to provide up-and-coming talent with access to a range of apprenticeships.



Reece Peach Engineering Apprentice

I originally joined Holophane as a Cell Leader in production, after finishing sixth form in 2016.

Fast forward to 2022, I was offered a new role as an NCP engineer which allowed me to further develop my skills and understand how our luminaires actually worked. As part of my new position, it was agreed that I would study Advanced Manufacturing/Mechanical Engineering part-time at a local college.

This new opportunity has allowed me to take the information and skills that I am studying and apply them to my day-to-day work.

Now that I am near the end of my 2-year course, I will be looking to continue my studies, with the ongoing support and guidance of Holophane.

Early careers

We appreciate the value in nurturing individuals who have limited experience but are eager to learn and grow. Therefore, we have looked at creating more roles for school-leavers and university graduates.



Alexandra Liu

Product Design Engineering Graduate

Navigating the job market as a recent graduate can be intimidating. Holophane has given me an incomparable opportunity by allowing me to gain experience within the field.

Through this role, Holophane has supported me in the shift from university to a formal working environment whilst teaching me many new skills and allowing me to pursue external training.

I am excited to see what my future at Holophane looks like!

Regardless of experience, we are always looking at ways we can help our employees in reaching their full potential. There are a number of training courses and accreditations, across all departments, that we support our employees in getting. This can range from forklift training to ACCA accreditation or mental wellbeing courses to lighting design certificates through the LIA. No matter which department they are from, our biggest investment is our employees.

Culture committee: putting people at the heart of Holophane

At Holophane, we have always sought ways to give back to the community. Over the past year, we have taken this commitment to the next level by developing an exemplary Culture Committee. This group works tirelessly to ensure that our people remain at the core of everything we do.

One of the committee's primary responsibilities is overseeing Holophane's charitable activities, which include volunteering and fundraising initiatives. In 2024 alone, we raised **over £2,822 for charities globally**. Our team eagerly embraces opportunities to make a difference through various activities, such as bake sales, sponsored walks, and fancy dress days.

In our local community, we proudly sponsor several sports teams and events, including the **Milton Keynes Hockey Club** and the **MG Metro Cup Championship**. On an international scale, we support the **GI Cricket Team in Kenya**, which



helps underprivileged children in Nairobi gain access to cricket—a sport they might not otherwise be able to enjoy due to financial constraints.

Additionally, through our partnership with **MK Dons Football Club** and their Sports and Education Trust, we are creating meaningful volunteering opportunities for our employees, further strengthening our connection to the community.





EarthLIGHT

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