

Corporate Social Responsibility Report

2025



TABLE OF CONTENTS

A Word From Our CEO 03

About Our CSR 04

Employment & Labor Conditions 05

Environmental Commitment 06

Our Standards & Goals 07

Our Promise 08

Support & Share 09

A WORD FROM OUR CEO



"Integrity is the foundation"

"Prosperity through people"

"Shining Brighter, Together"

Ever since I first heard the term Corporate Social Responsibility while studying in school, that idea shaped how I view business. The idea that businesses should turn a profit, but never at the expense of people or society has always resonated deeply.

Today at Primus Lighting, I'm proud to see that principle lived out in what we do. For us, CSR is not just a program, it's a responsibility. Guided by integrity and a commitment to helping those around us, we focus on making decisions that strengthen communities, respect the environment, and support people in meaningful ways.

"Shining Brighter, Together" is more than a slogan, it's a principle that guides us. From food and clothing drives, to donating our recycling income toward carbon credits and global causes like St. Jude and UNICEF, we work to reduce our environmental impact while uplifting those in need.

CSR is who we are. By staying true to these values, we ensure that our impact reaches far beyond lighting and contributes to a brighter, more sustainable future for everyone connected to Primus.

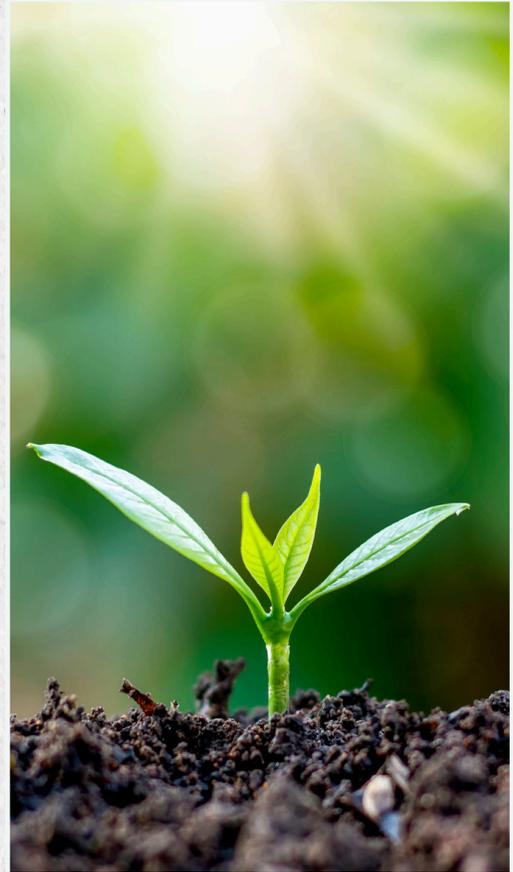
Jimmy C

OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

At Primus Lighting, corporate social responsibility (CSR) is more than a policy, it's a reflection of our core values. Our CSR program includes a wide range of initiatives aimed at reducing our environmental footprint, supporting local and global communities, and ensuring ethical practices throughout our operations. From sustainable packaging to meaningful community outreach, we actively pursue practices that create a lasting, positive impact. Transparency is central to our approach, allowing us to share our goals, progress, and challenges openly. This honesty builds trust and reinforces our accountability to all stakeholders.

Why CSR Matters to Us

CSR is essential to Primus Lighting because it builds trust, strengthens our brand, and supports long-term sustainability. By embedding CSR into our business model, we align our operations with our responsibilities to both people and the planet. This commitment empowers us to better serve our customers and partners, support local economies, and respond to evolving environmental needs. We believe that doing the right thing isn't just good ethics, it's good business. Through responsible practices and open communication, we continue to make a meaningful contribution to the lighting industry and the communities we serve.

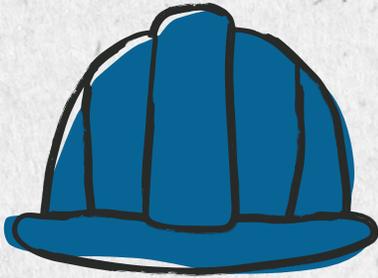


*"Transparency
is central"*

*"lasting,
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EMPLOYMENT & LABOR CONDITIONS

Safety



We believe a safe and supportive work environment is essential to the well-being of our entire team. From ergonomic workspaces to clear safety protocols, we prioritize the health, comfort, and peace of mind of everyone at Primus Lighting.

Fair Wages & Benefits



We believe in fair compensation and comprehensive benefits that support our team's well-being. While base salaries are competitive, we place a strong emphasis on performance-based pay, creating opportunities for employees to directly benefit from their contributions and growth. Retirement plans, paid leave, and other benefits further ensure a balanced and supportive work environment.

Professional / Personal Growth



Primus supports personal development, wellness, and continuous learning through team-focused programs like the Primus Olympics, company-wide fitness challenges, monthly family-style barbecues, and a book club dedicated to personal development and professional skills. All of these initiatives are designed to keep employees connected, healthy, and growing both personally and professionally.



We have developed a comprehensive sustainability strategy at Primus Lighting that integrates energy efficiency, responsible sourcing, and recycling to reduce our environmental impact.



ENVIRONMENTAL COMMITMENT

We reduce waste in our manufacturing by recycling aluminum, wire, cardboard, plastic, and ink cartridges, ensuring our operations remain efficient and environmentally responsible.

We proudly use SFI-certified paper made in the USA, sourced from responsibly managed forests. Our packaging is being redesigned with fully compostable and recyclable materials, protecting both the environment and the products we deliver. Sustainability never comes at the expense of quality.

Recycling is part of our everyday operations, with dedicated stations for paper and plastics throughout our facility. We've also adopted paperless invoicing and invest in carbon credits to help offset our footprint.

Together, these efforts reflect our commitment to resource conservation and environmental responsibility, while continuing to deliver the trusted quality our customers rely on.

OUR STANDARDS & GOALS

At Primus Lighting, we are committed to upholding high environmental and sourcing standards at every level of our operations.

We require our suppliers to meet rigorous environmental standards, including avoiding hazardous substances identified on the Living Building Challenge Red List, such as phosphoric acid, lead, mercury, and asbestos, all of which pose serious risks to human health and the environment.

These standards are non-negotiable, and we regularly monitor supplier compliance to ensure alignment with our core values. Supplier relationships may be reevaluated if expectations are not met.

We are proud to be Buy American Act (BAA) certified and Build America, Buy America (BABA) certified and are actively working toward Buy American Act (BAA) compliance for at least 75% of our products by 2029. This is a key step in aligning our production with national sourcing standards and our broader mission of responsible, ethical manufacturing.



We believe responsible manufacturing starts with responsible partnerships and we hold ourselves and our suppliers to that standard every day.





Our Promise

All proceeds from our recycling efforts are split evenly. Half goes to certified carbon offset programs such as Global Greengrants Fund and Terrapass to reduce our carbon footprint. The other half is divided equally between St. Jude Children's Research Hospital and the UNICEF Children's Fund, supporting children's health and global humanitarian work.



Caring for the planet and supporting people are central to what we do at Primus Lighting. Every year, we organize three community drives: a Back-to-School Supply Drive in July to help local students prepare for the school year, a Holiday Food and Clothing Drive in November to provide warmth and support to families during the colder months, and a Toy Drive in December to bring joy to children and families during the holiday season.



We believe in being transparent about our efforts and results. Representatives and stakeholders who want to get involved are welcome to contribute on a voluntary basis. There is no pressure or expectation, but every contribution helps extend the reach of our recycling efforts and community programs.



Together, we remain committed to protecting the environment, supporting communities, and lighting the way to a better future.

Jimmy C

BE PART OF SOMETHING GREAT. SCAN TO JOIN US!

Together, we can do more. Get involved now.



Each year, we host a Back-to-School Drive in July, a Holiday Food and Clothing Drive in November, and a Toy Drive in December to support local families and students in need. We invite our stakeholders and representatives to take part, whether by donating, volunteering, or spreading the word. Your involvement, in any form, helps make a meaningful impact.

1

Scan the QR Code.
Use your phone's camera to scan and open our engagement page.

2

Get Involved.
Explore our mission, access resources, and discover how you can make a difference.

3

Make an Impact.
Donate to support children in need, and stay connected with all things Primus.



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