Modern Slavery & Ethical Sourcing Statement

LMXLED Ltd | Trading as LUMAX Lighting

Our commitment

LMXLED Ltd, trading as LUMAX Lighting, opposes slavery, servitude, forced or compulsory labour, and human trafficking in any form. We are committed to fair, lawful and ethical business conduct and to taking proportionate steps to identify and address modern slavery risks in our activities and supply chain.

Our business and expectations

LUMAX Lighting supplies specialist LED lighting products and associated services. We expect the organisations we work with to respect applicable labour laws and fundamental human rights, including freedom of employment, fair treatment and safe working conditions.

Ethical sourcing commitments

- Consider relevant labour, ethical and compliance risks when selecting and reviewing business partners.
- Communicate our expectation that forced labour, human trafficking and child labour must not be used.
- Raise questions or request appropriate information where credible concerns arise.
- Consider suitable corrective action, escalation or termination of a business relationship if serious concerns cannot be resolved.
- Encourage employees to raise suspected wrongdoing without fear of retaliation.

Reporting concerns

Employees, customers and business partners are encouraged to report any concern relating to modern slavery or unethical labour practices to LMXLED Ltd management using the company contact details below. Reports will be considered seriously, handled sensitively and escalated to the appropriate authorities where necessary.

Responsibility and review

The Directors are responsible for overseeing this statement, considering relevant risks and reviewing its suitability at least annually. Any specific due-diligence activities or results will be recorded internally rather than assumed or overstated in this policy.

Statement status

This is a voluntary policy statement of commitments. It is not a claim that every organisation in the supply chain has been independently audited or certified. A separate statutory annual statement will be prepared if the legal reporting requirements become applicable.

Review and approval

This document is subject to director approval and will be reviewed at least annually or following significant relevant changes.

Approved by: Darren Woodhouse Position: Director

Approval date: October 2026 Next review: _____