



EarthLIGHT

Lighting built on sustainability.

EarthLIGHT



HOLOPHANE[®]

Contents

4	Introduction to EarthLIGHT	22	Product sustainability lighting design
5	Acuity Inc.'s ESG framework	24	Product sustainability: dark skies
6	How EarthLIGHT drives environmental responsibility	26	Social responsibility at Holophane
7	Understanding Scope 1, Scope 2 and Scope 3	27	Message from our leadership team
8	From global framework to local action	28	Our social commitment
9	Update from our Managing Director	29	Wellbeing and workplace safety
10	Environmental looking to the future	30	Inclusive culture and opportunity
11	Reuse, repair and recycle for a circular economy	31	Talent and skills development
12	Operational initiatives	32	Community partnerships and local impact
14	Eco design built from within	33	People at the Heart of Holophane
18	Circular economy and TM66	34	Our values in action
20	Embodied carbon and TM65	35	Our 2026 Social Priorities

Overview

Introduction to EarthLIGHT

EarthLIGHT is Acuity Inc.'s global sustainability framework, guiding how we design products, operate responsibly and contribute positively to the environments and communities we serve.

Holophane is part of Acuity Inc., a global leader in lighting and building management solutions. Through EarthLIGHT, the group sets a clear direction for environmental responsibility, social impact and governance across its businesses worldwide.

At Holophane, EarthLIGHT shapes how we approach product development, manufacturing and social responsibility. By aligning global sustainability ambitions with meaningful local action, the framework helps us focus on the areas where we can deliver the greatest long-term impact.

“Our approach is built around three interconnected priorities: environmental responsibility, social responsibility and strong governance.”

Together, these principles guide how we reduce environmental impact, support our people and communities, and ensure responsible business practices across our operations.

This brochure outlines how EarthLIGHT is applied within Holophane, highlighting the initiatives, strategies and partnerships that contribute to a more sustainable future.

Acuity Inc.'s ESG framework

At Acuity Inc., environmental, social and governance (ESG) principles guide how we operate, innovate and create long-term value.

EarthLIGHT is the framework that brings these commitments together, aligning sustainability strategy across the organisation and providing a clear structure for environmental responsibility, social impact and strong governance.

Through this framework, Acuity focuses on the areas where it can deliver the greatest positive impact. These include reducing environmental footprint, supporting employees and communities, and maintaining responsible and transparent business practices.

EarthLIGHT provides the foundation for how sustainability priorities are embedded across Acuity's businesses worldwide, including Holophane.

“EarthLIGHT connects Acuity's global sustainability strategy with the local actions delivered by its businesses around the world.”



How EarthLIGHT drives environmental responsibility

EarthLIGHT provides a structured approach to improving environmental performance across Acuity's operations and products. The framework focuses on reducing environmental impact while supporting long-term sustainable growth.



Responsible operations

Reducing environmental impact across manufacturing and operations through energy efficiency, resource management and responsible supply chain practices.



Product performance

Designing lighting solutions that improve energy efficiency, maximise optical performance and reduce lifecycle environmental impact.



Circular design principles

Embedding circularity into product development through durability, serviceability, reparability and responsible material selection.

EarthLIGHT ensures environmental responsibility is embedded into both how we operate and the products we create.

Understanding Scope 1, Scope 2 and Scope 3

To understand and manage environmental impact across its operations, Acuity Inc. categorises greenhouse gas emissions into three recognised scopes. This framework provides clarity on where emissions occur across the value chain and helps identify where action can have the greatest impact.

SCOPE 1

Direct emissions

Scope 1 emissions are direct greenhouse gas (GHG) emissions from sources owned or controlled by the organisation.

These typically include fuel used in on-site operations, manufacturing processes and company-owned vehicles.

Reducing Scope 1 emissions focuses on improving operational efficiency, transitioning to lower-impact energy sources and optimising facility management.

SCOPE 2

Indirect energy emissions

Scope 2 emissions are indirect greenhouse gas emissions associated with purchased electricity, heating and cooling used in operations.

Managing Scope 2 emissions involves improving energy efficiency across facilities and increasing the use of renewable energy sources.

This helps reduce the environmental impact of day-to-day operations.

SCOPE 3

Value chain emissions

Scope 3 emissions occur across the wider value chain and are often the largest source of environmental impact.

They include emissions associated with raw materials, manufacturing inputs, logistics, product use and end-of-life treatment.

Addressing Scope 3 emissions requires collaboration across suppliers, partners and customers.

For Acuity Inc., this includes improving product efficiency, durability and controllability to help reduce energy use and carbon emissions throughout the life of installed lighting systems.

“Understanding Scope 1, Scope 2 and Scope 3 helps Acuity Inc. focus on the areas where it can deliver the greatest environmental impact, combining operational improvements with product-led solutions.”



EarthLIGHT



From global framework to local action

EarthLIGHT provides a shared sustainability framework across Acuity Inc., establishing common principles and direction for environmental responsibility, social impact and governance.

While EarthLIGHT sets a consistent approach at group level, its impact is delivered through local action. Each Acuity Inc. business applies the framework in ways that reflect its own operations, markets and responsibilities, translating global ambition into meaningful local outcomes.

“EarthLIGHT connects global sustainability ambition with local delivery, ensuring strategy is translated into action where it matters most.

This approach recognises that sustainability challenges and opportunities vary by region and application. By empowering local teams, EarthLIGHT enables businesses to focus on the areas where they can make the most significant contribution, while remaining aligned to shared ESG priorities.

At Holophane, EarthLIGHT shapes how sustainability is embedded across products, operations and people. It informs decisions around sustainable product design, circularity and material use, manufacturing efficiency and packaging reduction. It also underpins our approach to workplace wellbeing, skills development and community engagement.

The following sections move from framework to delivery, highlighting how Holophane applies EarthLIGHT through its own environmental and social initiatives to create safer, more efficient and more sustainable spaces across the UK and Europe.

Update from our Managing Director

At Holophane, environmental and social responsibility are fundamental to how we operate as a business.

Through EarthLIGHT, we embed sustainability into our decisions, our culture and the products we design, supporting long-term value for our customers, our people and the communities we serve.

As part of Acuity Inc., EarthLIGHT provides a clear framework that guides our sustainability approach.

At Holophane, this framework informs how we approach product design, manufacturing, operations and social responsibility, allowing us to focus on the areas where we can make the greatest and most meaningful impact.

By prioritising durability, optical performance, serviceability and circularity, we help customers reduce energy use, maintenance requirements and whole-life environmental impact. These principles guide our continued investment in innovation and responsible manufacturing at our Milton Keynes facility.

Equally important is our responsibility to our people and the wider community. EarthLIGHT supports a workplace culture focused on wellbeing, inclusion and skills development, alongside partnerships and initiatives that contribute positively beyond our organisation. This balanced approach ensures sustainability is reflected not only in how we operate, but in how we support those around us.

As we look ahead, EarthLIGHT will continue to evolve alongside our business. By translating shared ambition into practical local action, we remain focused on delivering safer, more efficient and more sustainable environments, while building a resilient and responsible future for Holophane.

David Barnwell









Environmental looking to the future

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.

“We will not stop until we are 100% carbon neutral

Reuse, repair and recycle for a circular economy

Alongside Holophane’s ongoing commitment to reducing waste and improving material efficiency, EarthLIGHT also prioritises the responsible recycling and recovery of luminaires at end of life.

By supporting established recycling frameworks and industry compliance schemes, we help ensure lighting products are managed responsibly once they reach the end of their operational life.

Understanding WEEE

The Waste Electrical and Electronic Equipment (WEEE) Directive, together with the RoHS Directive, was introduced to reduce the environmental impact of electrical products and promote responsible recycling and recovery.

First adopted as European legislation in 2003 and introduced in the UK in 2007, the directive aims to minimise waste and prevent electrical equipment from reaching landfill.

For lighting manufacturers, this means ensuring that luminaires can be properly collected, recovered and recycled once they reach the end of their service life.

Further information available via European Commission and UK HSE guidance on WEEE compliance

Meeting our WEEE obligations

To meet our WEEE obligations, Holophane is a member of Recolight, the UK’s leading WEEE compliance scheme for the lighting industry.

Recolight provides specialist expertise and compliance support for both household and non-household lighting producers, helping ensure that end-of-life luminaires are responsibly collected, processed and recycled.

Through this partnership, Holophane supports the circular economy by ensuring that lighting products are recovered, materials are recycled and waste is minimised wherever possible.



Operational initiatives

Through EarthLIGHT, Holophane is working closely with suppliers and partners to strengthen circular practices across our supply chain.

By understanding how materials and components move through our operations, we identify practical opportunities to reduce waste, improve efficiency and deliver measurable environmental progress.

Our operational model spans the full lifecycle of materials:



Here are a few examples of where we are making an impact.

Reduce material use

7,000kg  627kg

Between 2016 and 2025 we have reduced our purchased plastic usage from 7,000kg to 627kg through the following initiatives:

KEY INITIATIVES INCLUDE

Replacing plastic void fill machines

Plastic void fill systems have been replaced with recycled paper void fill machines.

Improved pallet wrapping technology

A new pallet wrapping machine has reduced plastic wrapping consumption by 40%.

Recycled packaging materials

Suppliers now provide 100% “already recycled” cardboard, which is fully recyclable again at end of use.

Paper tape and document windows

Paper-based tape and document windows made from renewable sources are used across packaging and are both biodegradable and recyclable.

Reuse packaging systems

Closed-loop supplier packaging

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

Return of plastic component trays

Plastic trays used for transporting LED boards are returned to the supplier for reuse in repeat deliveries.

Return of pallet boxes and transport crates

Pallet boxes and crates used for transporting goods inbound and outbound are returned and reused within the supply chain.

Recycle and recover materials

26,736kg total materials recovered

In 2025, we ensured that packaging materials from incoming components were collected, baled and sent for recycling.

Recovered materials included:

Plastic: 1,360kg

Wood: 14,246kg

Cardboard / Paper: 11,130kg

These measures help ensure valuable materials remain within the recycling stream rather than entering landfill.



Since 2020, our waste management processes have ensured that no generated waste from our operations has been sent to landfill.

Eco design built from within

At Holophane, sustainability begins with how our products are designed. Through EarthLIGHT, we focus on creating luminaires that deliver best-in-class optical performance while supporting long product lifecycles and responsible resource use.

By prioritising durability, serviceability and circular design principles, we ensure that materials remain in use for as long as possible and that products can be maintained, upgraded and ultimately recycled at the end of their operational life.



This approach supports the transition towards a circular economy, where resources are reused, recovered and kept within the value chain rather than becoming waste.

Our product design philosophy reflects the principles of make, use, reuse, remake and recycle, helping customers achieve reliable performance while reducing environmental impact across the full lifecycle of a lighting system.

Supporting the circular economy

Our four pillars of eco design

Our products are just one part of our wider sustainability journey.

At the heart of our approach are four pillars of eco design, which guide how our luminaires are designed, manufactured and supported throughout their lifecycle.

These principles ensure that sustainability, circularity and long-term performance are embedded into every product we create.





PILLAR 1

Sustainable

Creating the best luminaires with the least amount of resources

How are we doing it?

- Using recycled materials wherever possible
- Reducing unnecessary materials, weight and component count
- Ensuring only the components required for performance are used
- Reducing labour time and energy consumption during the manufacturing process



PILLAR 2

Scalable

Customising each product exactly as required

We offer:

- Product platforms that can be scaled to accommodate new features and technologies
- Form-factor sizing for different applications to reduce material waste
- Flexible mounting options to support a wide range of installation requirements



PILLAR 3

Serviceable

Designed with longevity and maintainability in mind

All our products are:

- Upgradeable, allowing components to be replaced or enhanced as technology evolves
- Simple in design to support efficient servicing and maintenance
- Designed to provide easy access to internal components
- Supported with readily available spare parts to enable repair and long-term product life



PILLAR 4

Separable

Supporting circular design and responsible material recovery

All our products are:

- Designed with environmentally responsible materials
- Fully recyclable at end of life
- Easy to disassemble, allowing materials and components to be separated efficiently for recycling and recovery



Traditional manufacturing models follow a linear process, where raw materials are extracted, used to produce products and ultimately discarded once they reach the end of their life. Circular design takes a different approach, focusing on reducing waste, extending product lifecycles and enabling materials to be reused or recovered.

TM66 helps us design luminaires that reduce waste, maximise value and improve maintainability, ensuring products can be repaired, reused and recycled at the end of their lifecycle.



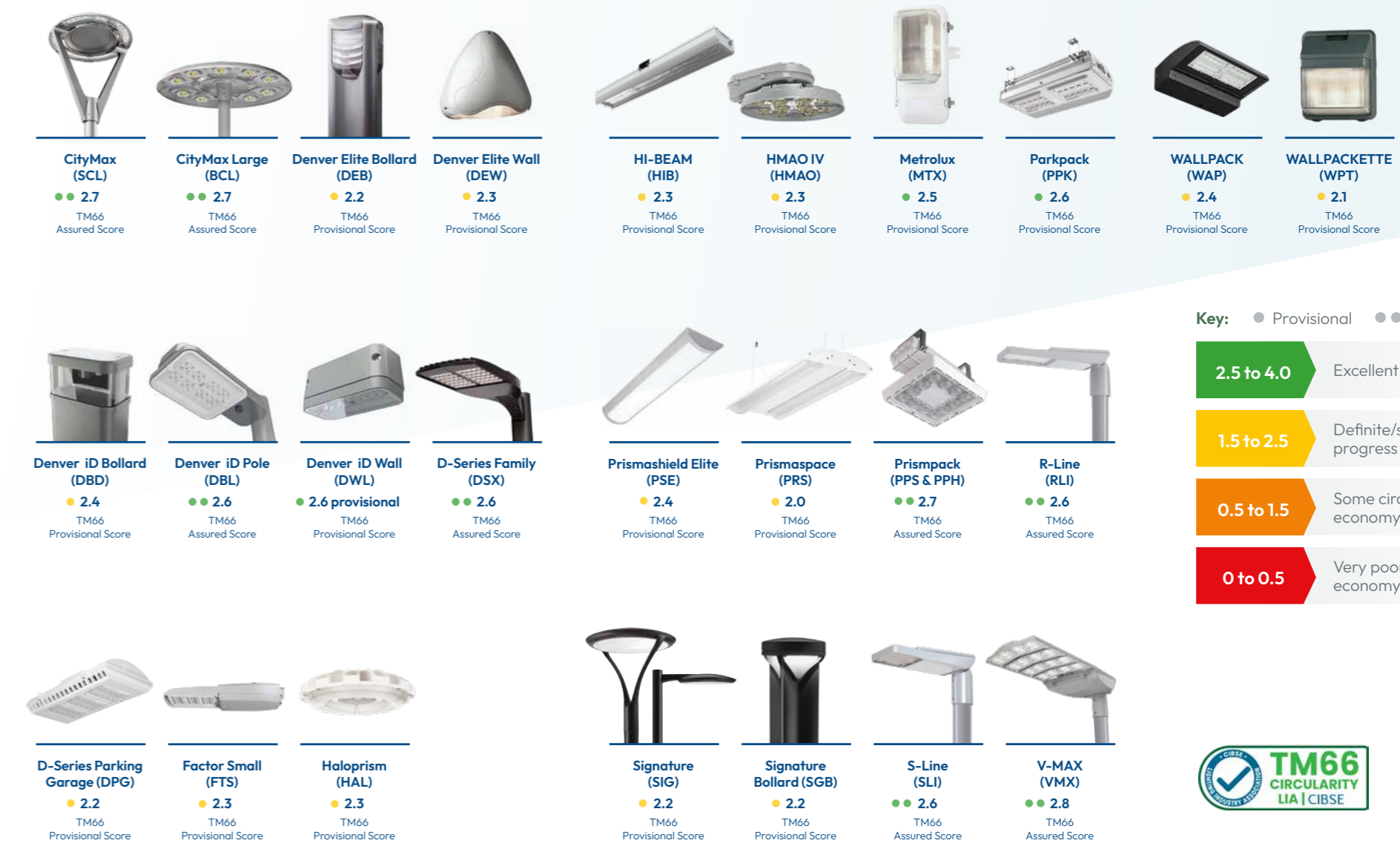
TM66 circularity assessment

Using the TM66 CEAM (Circular Economy Assessment Method), each luminaire is assessed and given a circularity score between 0.0 and 4.0.

At Holophane, our goal is to design luminaires that achieve excellent circularity scores between 2.5 and 4.0, supporting long product lifecycles and responsible resource use.

To ensure credibility, objectivity and consistency, our product ratings are independently tested and verified through the Lighting Industry Association (LIA) Assured scheme.

This approach helps ensure our luminaires are designed to be maintained, repaired, reused and responsibly recycled at the end of their operational life.



Embodied carbon and TM65

Embodied carbon refers to the greenhouse gas emissions associated with the materials and manufacturing processes used to create a product, including extraction, transportation, production, installation, maintenance and end-of-life disposal.

Whilst carbon footprint is often used to measure emissions from operating a building, running a vehicle or powering equipment, embodied carbon focuses on the emissions created before a product is even used.

For Holophane, this means carefully considering the materials, components and manufacturing processes used to develop our luminaires.

By understanding and reducing embodied carbon, we help customers make more sustainable lighting choices and support lower-carbon construction projects.

CIBSE TM65 provides a recognised methodology for assessing the embodied carbon of building services products.

It offers a simplified Life Cycle Assessment approach to help manufacturers and specifiers calculate and compare embodied carbon when a full Environmental Product Declaration (EPD) is not available.



“At Holophane, embodied carbon is considered at every stage of product development, helping reduce impact from manufacture through to installation.

Supporting sustainable product assessment

Supporting sustainable product assessment

Chartered Institution of Building Services Engineers (CIBSE) TM65 provides a recognised methodology for assessing and reporting embodied carbon in building services products.

TM65 offers a practical and consistent approach for calculating embodied carbon when a full Environmental Product Declaration (EPD) is not available. It provides a simplified method based on Life Cycle Assessment (LCA) principles, helping manufacturers and specifiers understand the carbon impact of products used within a project.

By following TM65 guidance, Holophane can provide greater transparency around the embodied carbon of our luminaires and support customers in delivering lower-carbon, more sustainable lighting solutions.



Product sustainability through lighting design

Holophane is renowned for excellence and innovation in luminaire design, delivering lighting solutions that combine best-in-class energy efficiency with highly controlled optical performance.

However, achieving sustainable lighting is not only about the luminaire itself. The way lighting is designed and applied within an environment is equally important.

Through EarthLIGHT, our sustainability approach also extends to the work of our lighting design team, who ensure that luminaires are applied effectively to deliver the right light levels, minimise energy consumption and maximise long-term performance.

By combining advanced optical technology with thoughtful lighting design, we help customers create spaces that are efficient, comfortable and environmentally responsible.



Designs optimised for reduced energy consumption and fewer lighting points

Our lighting design teams work closely with customers to deliver the most effective solution for each project. This involves carefully selecting the most appropriate Holophane luminaires to achieve the required lighting performance while minimising energy consumption and reducing the number of lighting points required.

By optimising lighting layouts in this way, we help customers lower energy usage, reduce carbon emissions and achieve lower installation and operational costs. Our team also supports projects seeking environmental certifications, such as BREEAM, by designing lighting solutions that maximise energy efficiency and sustainability.



Respect for people using the space

Effective lighting design considers not only technical performance but also the people who use the space. Certain applications require careful control of glare or enhanced visibility to support safety and comfort.

Our lighting designers work with customers to understand how a space will be used, ensuring that lighting solutions support both visual performance and user wellbeing..



Reducing obtrusive light

When designing lighting schemes, particularly for outdoor environments, our designers carefully consider the surrounding area and neighbouring communities.

While many Holophane luminaires deliver 0% ULOR (Upward Light Output Ratio), good lighting design also requires careful placement and optical control to minimise light spill. Our team works with customers to identify sensitive areas and ensure lighting is applied responsibly.

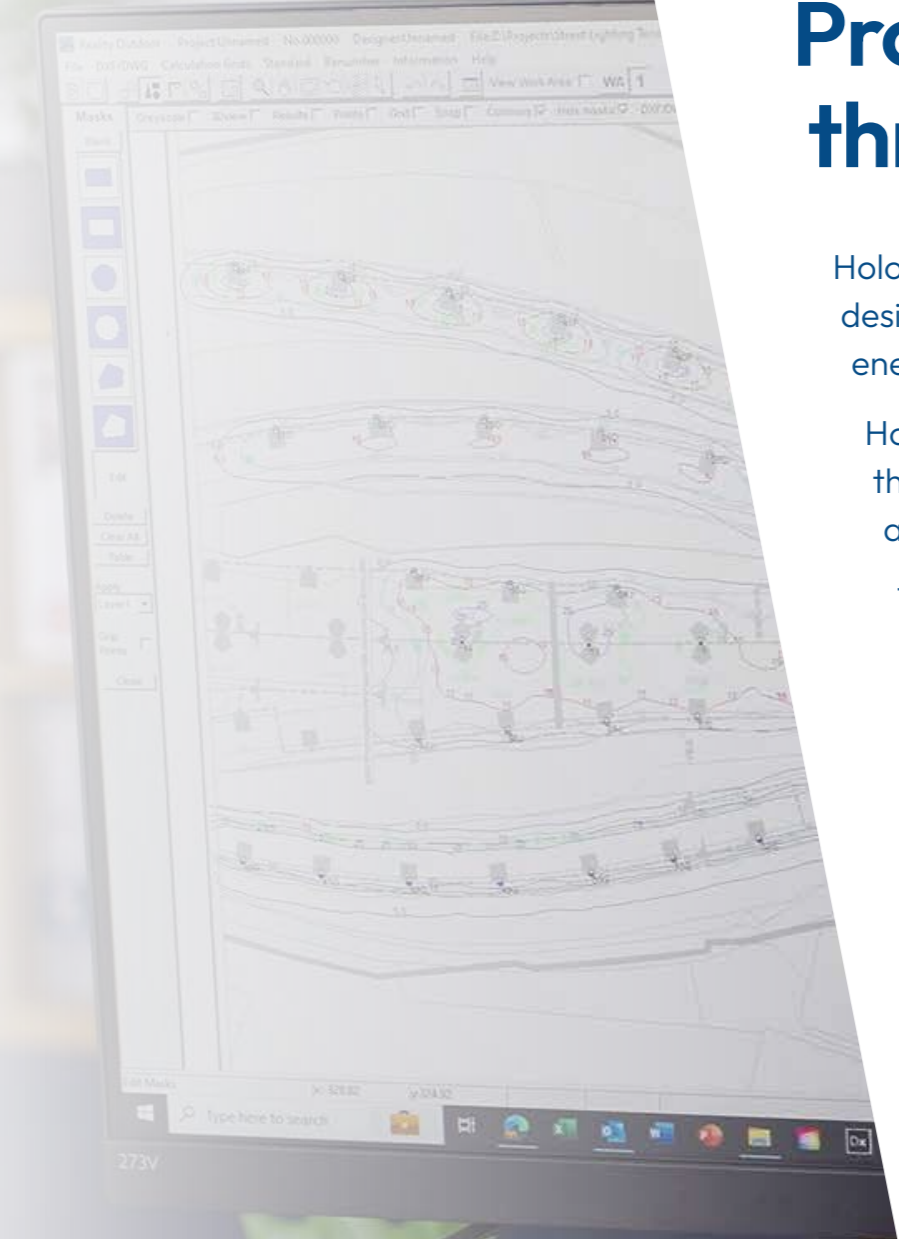


Protecting flora and fauna

Lighting can have an impact on the natural environment if not carefully considered. This is particularly relevant when designing lighting near habitats such as bat colonies or other wildlife-sensitive areas.

Holophane has undertaken research into lighting and its impact on bats to ensure our products and lighting designs minimise environmental disruption.

Through careful design and consultation with customers, our lighting teams help ensure projects are delivered with minimal impact on surrounding flora and fauna.





Product sustainability: dark skies

The International Dark Sky Association

Holophane Europe Ltd is proud to be a member of the International Dark-Sky Association (IDA), supporting its mission to protect and restore the natural night environment:

What is the International Dark Sky Association?

The International Dark-Sky Association is the recognised global authority on light pollution and the leading organisation working to reduce its impact.

Through research, education and industry collaboration, the IDA works with lighting designers, manufacturers, technical committees and the wider public to promote responsible lighting practices that protect the night sky.

Dark Sky approved lighting

To support this mission, the IDA created the Fixture Seal of Approval programme. This provides independent, third-party certification for outdoor lighting products that minimise glare, reduce light trespass and protect the natural night environment.

Through this programme, Holophane has successfully achieved the Fixture Seal of Approval for selected luminaires, confirming their compliance with Dark Sky requirements.

The following products have achieved IDA Dark Sky approval*:

“Holophane luminaires are designed to minimise light spill and protect the night environment through precise optical control.”



D-Series



Signature™
Post top and Side arm



HMAO



S-Line



Denver™ iD Wall



Denver™ iD Pole



Factor™ Small



R-Line



Wallpack



CityMAX®



V-Max™



Parkpack™



* Only fittings specified with colour temperatures of 3000K or warmer are approved under the IDA programme.

People. Community. Responsibility.

Social responsibility at Holophane

At Holophane, social responsibility is a core part of how we operate. Through EarthLIGHT, we take a structured approach to supporting our people, fostering an inclusive workplace and contributing positively to the communities in which we work.

The Social pillar of EarthLIGHT reflects our commitment to creating safe and supportive workplaces, developing skills for the future and building strong, long-term community partnerships.

This approach focuses on meaningful actions that create lasting value for our people, our partners and the communities we serve.



Message from our leadership team

At Holophane, social responsibility is a core part of how we operate.

Through EarthLIGHT, we are committed to supporting our people, strengthening an inclusive culture and contributing positively to the communities in which we work.

We take a structured approach to delivering this commitment, focusing on wellbeing, inclusion, skills development and community engagement. This ensures our actions are consistent, measurable and aligned with our long-term goals.

Our Culture Committee plays an important role in bringing these commitments to life, helping translate strategy into everyday behaviours across the business.

As we look ahead, we remain focused on creating supportive working environments, investing in our people and building strong community partnerships that deliver lasting value.

Holophane Europe Leadership Team

Our social commitment

At Holophane, our responsibility extends beyond environmental performance. Through EarthLIGHT, we support the wellbeing, development and success of our people, while contributing positively to the communities in which we operate.

Social responsibility is embedded in how we work, how we lead and how we support one another. Guided by clear priorities, we focus on creating safe and inclusive workplaces, developing skills for the future and building strong, lasting community partnerships.

Our social responsibility framework is built on four core pillars:

- 1 Wellbeing and safety**
Investing in learning, training and career development to build the skills of tomorrow.
- 2 Inclusive culture and opportunity**
Fostering a workplace where diversity is valued and everyone has the opportunity to grow.
- 3 Talent and skills development**
Investing in learning, training and career development to build the skills of tomorrow.
- 4 Community partnerships and local impact**
Supporting the communities around us through partnerships, engagement and meaningful local initiatives.

“These pillars provide a framework for action, ensuring Holophane remains a people-focused organisation driven by purpose, respect and long-term value.

Wellbeing and workplace safety

Wellbeing and safety are fundamental to our social responsibility, ensuring every associate can work confidently and safely while receiving the support they need to maintain their wellbeing.

At Holophane, we are committed to creating healthy and supportive working environments across the business. Our approach focuses on prevention, awareness and continuous improvement.

Our wellbeing and safety priorities include:

Health & safety processes

Clear and robust health and safety processes across all operations

Wellbeing support

Ongoing wellbeing communications, support resources and awareness initiatives

Ergonomic improvements

Continuous ergonomic improvements in office and production environments

Training & risk reduction

Regular safety training and a proactive approach to risk reduction

Inclusive culture and opportunity

Creating an inclusive and respectful workplace is fundamental to how we operate. We are committed to fostering a culture where every associate feels valued, supported and able to contribute.

Through EarthLIGHT, we take a structured approach to embedding inclusive behaviours across the business. This includes ensuring equal access to opportunities, actively listening to the voices of our people and creating an environment where different perspectives are welcomed and respected.

Our inclusion priorities focus on:

Embedding inclusive behaviours across teams and leadership	Ensuring equal access to training, development and career progression	Acting on feedback from engagement and inclusion surveys	Creating a workplace where different perspectives are welcomed and valued
--	---	--	---

Talent and skills development

Developing skills and creating clear pathways for growth are essential to building a resilient and future-ready organisation. At Holophane, we recognise that long-term success depends on investing in people at every stage of their career.

Through EarthLIGHT, we take a structured approach to talent and skills development, supporting early careers, technical capability and ongoing professional growth across the business. This ensures we continue building the skills needed to support UK manufacturing, innovation and long-term operational excellence.

Our wellbeing and safety priorities include:

Supporting early careers through apprenticeships, placements and entry-level opportunities	Providing structured training pathways and role-specific development	Investing in technical skills, knowledge transfer and continuous learning	Creating clear progression opportunities across functions and disciplines
--	--	---	---

Employee perspectives

“Holophane supported my development from day one, helping me gain experience while studying.”
Engineering apprentice

“Joining straight from university gave me real responsibility and the support to grow quickly.”
Graduate lighting designer

“I have been encouraged to take on new responsibilities and pursue professional training.”
Finance team member

These stories highlight the strength of our development programmes and the opportunities available across the organisation

Community partnerships and local impact

Building strong relationships within our local communities is an important part of Holophane’s social responsibility. We recognise that meaningful social value is created through long-term partnerships, collaboration and sustained engagement rather than one-off activities.

Through EarthLIGHT, we support initiatives that align with our values and allow us to make a positive contribution beyond our core business operations. Our approach focuses on responsible involvement and partnerships that deliver lasting benefit.

Our inclusion priorities focus on:

Developing long-term partnerships with local charities, education providers and community organisations	Supporting education outreach, skills awareness and employability initiatives	Encouraging employee involvement in community initiatives aligned with local needs	Contributing to local causes that reflect the priorities of the communities in which we operate
---	---	--	---

“This approach ensures community impact is driven by long-term partnerships and shared priorities rather than one-off activities or events.”

People at the Heart of Holophane



The Culture Committee plays an important role in supporting delivery across Holophane’s social priorities, helping translate our commitments into everyday workplace experience.

Through EarthLIGHT, the Committee provides a structured forum for engagement, collaboration and participation across the business.

It helps ensure wellbeing, inclusion and community involvement are not just principles, but lived aspects of our workplace culture.

The Culture Committee supports:

Encouraging employee engagement and participation across teams	Supporting wellbeing, inclusion and community initiatives	Creating opportunities for colleagues to connect beyond day-to-day roles	Providing a voice for ideas that strengthen culture and shared values
--	---	--	---

Our values in action

Our approach to social responsibility is underpinned by the values that guide how we work, make decisions and support our people, customers and communities.



Integrity

We do the right thing, every time.



Time

We focus on what matters most and act with purpose



Curiosity

We continuously seek better ways to improve and innovate.



Customer focused

We understand the needs of our customers and deliver with clarity and intent.



People

We create an environment where people can perform, grow and succeed together.



Community

We take responsibility for the environment and the communities in which we operate.



Owner's mindset

We think long-term and act with accountability to create lasting value.

Our 2026 Social Priorities

As EarthLIGHT continues to evolve, our focus remains on strengthening the areas where we can deliver the most meaningful social impact.

Looking ahead to 2026, we will build on the foundations already in place, with a clear focus on supporting our people, strengthening our culture and deepening our contribution to the communities in which we operate.



Our 2026 social priorities include:

Continuing to support wellbeing and workplace safety across all areas of the business

Strengthening an inclusive, respectful and supportive workplace culture


Investing in skills development, early careers and future talent


Building deeper, long-term community partnerships aligned with local needs




HOLOPHANE®


EarthLIGHT

 Holophane Europe Ltd. Bond Avenue,
Bletchley, Milton Keynes, Bucks, MK1 1JG

 01908 649292

 info@holophane.co.uk

 holophane.co.uk