

DARKON



CORPORATE RESPONSIBILITY

Corporate Social Responsibility Statement

Responsible business. Made locally.

Our commitment to responsible manufacturing, ethical business and continuous improvement.

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Our commitment

At DARKON, we recognise that how we conduct our business is as important as the architectural lighting solutions we create. Our responsibilities extend beyond product quality to the way we treat our people, manage environmental impacts, select suppliers, support Australian manufacturing and contribute to the communities connected with our work.

This statement sets out the principles that guide DARKON's approach to corporate social responsibility. It applies across our operations and is intended to support practical action, responsible decision-making, transparent communication and continuous improvement.

Practical action. Local accountability. Continuous improvement.

DARKON's approach is focused on the areas we can directly influence through our people, operations, products and supply partnerships.

Our principles

- Act honestly, lawfully, ethically and with respect for our stakeholders.
- Provide a safe, respectful and inclusive workplace.
- Reduce the environmental impacts associated with our operations.
- Design and manufacture products with quality, performance and longevity in mind.
- Source materials and components responsibly and respect human rights.
- Support Australian manufacturing capability, skills, employment and industry.
- Communicate accurately and avoid overstating our achievements.
- Review our performance and strengthen our practices over time.

1. Responsible Australian manufacturing

DARKON designs, engineers, manufactures, finishes and tests architectural lighting solutions from its purpose-built manufacturing facility in Melbourne. Maintaining substantial capability under one roof gives us direct oversight across design, fabrication, finishing, assembly, testing and quality assurance.

Our in-house capabilities include CNC machining, fibre laser cutting, profile processing, press brake forming, laser welding, batch powder coating, rapid prototyping and product testing. Keeping these processes in-house helps reduce unnecessary handling, improve production accuracy, minimise rework and support efficient project delivery.

We continue to invest in manufacturing technology, people and processes that improve accuracy, efficiency, consistency and product quality while supporting the long-term strength of Australian manufacturing.

2. Environmental responsibility

DARKON is working towards becoming carbon neutral by 2032. Our pathway is focused on the environmental impacts we can directly influence through local manufacturing, material recovery, packaging optimisation, water efficiency, responsible finishing, energy-efficient production methods, product performance and continuous improvement.

- Recycle 100% of post-production sheet metal and aluminium scrap.
- Use box-on-demand packaging to create right-sized cartons and reduce unnecessary packaging and empty transport space.
- Use rainwater harvesting and closed-loop systems within powder coating and pretreatment processes.
- Recover and reuse powder coating material where appropriate.
- Use a non-heavy metal / chromate pretreatment process.
- Improve production accuracy to reduce waste, rework and unnecessary material use.
- Transition fibre laser cutting to high-pressure air as a more efficient alternative to traditional nitrogen-based methods.
- Use laser welding processes that support strong, clean joins while consuming less power than traditional welding techniques.
- Review opportunities to improve energy, water, material and waste performance across our facility.

Towards carbon neutral by 2032

For DARKON, sustainability is not a single claim. It is a commitment to responsible manufacturing, practical action and ongoing improvement.

3. Product responsibility, quality and longevity

We believe responsible manufacturing includes producing lighting solutions that perform effectively and are made to last. DARKON applies design, engineering, manufacturing and quality controls throughout the production process.

Our in-house testing capability, including photometric testing, allows us to assess luminaire performance and support accurate, efficient lighting outcomes. We consider product quality, performance, durability, maintainability, material efficiency and waste reduction when developing and manufacturing our products.

4. Our people

DARKON is committed to providing a workplace in which people are treated fairly, respectfully and with dignity. Every person working for or on behalf of DARKON shares responsibility for maintaining our standards of safety, conduct, quality and respect.

- Provide safe systems of work, appropriate information, instruction, training and supervision.
- Consult with employees on matters affecting their health, safety and wellbeing.
- Promote equal opportunity and fair treatment.

- Prevent bullying, harassment, discrimination, victimisation and retaliation.
- Respect diversity in backgrounds, skills, experience and perspectives.
- Support learning, capability development and technical skills growth.
- Provide appropriate avenues for employees to raise concerns.

5. Ethical sourcing and human rights

DARKON recognises that responsible business extends beyond our own facility and into our supply chain. We seek to work with suppliers, manufacturers and industry partners that share our commitment to quality, responsible manufacturing, sustainability, ethical practices and fair business conduct.

DARKON does not tolerate forced labour, child labour, human trafficking, servitude, deceptive recruitment or other forms of modern slavery within its operations or supply chain.

We expect suppliers and business partners to:

- Comply with applicable laws and regulatory requirements.
- Respect internationally recognised human and workplace rights.
- Provide safe, lawful and fair working conditions.
- Prohibit forced labour, child labour and other forms of modern slavery.
- Conduct business honestly, ethically and without bribery or corruption.
- Manage environmental impacts responsibly.
- Cooperate with reasonable supply-chain enquiries, assessments and improvement actions.

6. Community and Australian industry

DARKON seeks to contribute positively to the communities and industries connected with our business. We support the long-term strength of Australian manufacturing through investment in local capability, manufacturing technology, technical skills and industry relationships.

Where appropriate, we will consider opportunities that support education, training, work experience, design and lighting-industry development, local suppliers and community partnerships aligned with DARKON's values and capabilities.

We acknowledge the Traditional Custodians of the lands on which we operate and recognise the continuing cultural, artistic and community contributions of Aboriginal and Torres Strait Islander peoples. Where we collaborate with First Nations artists, makers or communities, we seek relationships based on respect, consultation, consent, appropriate recognition and fair commercial arrangements.

7. Ethical business conduct and governance

DARKON expects its directors, employees, contractors and representatives to act honestly, responsibly and in the best interests of the business and its stakeholders.

- Comply with applicable laws, regulations and contractual obligations.
- Maintain accurate business, operational and financial records.

- Protect confidential, commercially sensitive and personal information.
- Identify and manage actual, potential and perceived conflicts of interest.
- Prohibit bribery, corruption, fraud and improper inducements.
- Compete fairly and treat customers, suppliers and competitors professionally.
- Provide appropriate channels for suspected misconduct or concerns to be raised and addressed.
- Communicate environmental and social claims accurately and with appropriate evidence.

Accountability and continuous improvement

Corporate social responsibility is an ongoing commitment. DARKON will periodically review this statement and its supporting practices as the business, its operations, risks and stakeholder expectations evolve.

We will seek to measure progress, address identified risks and communicate honestly about our achievements and the areas in which further improvement is required. For DARKON, responsible business means combining Australian manufacturing, quality and innovation with care for our people, our environment, our supply chain and our communities.

Approval and review

Approved by	Dean Phillips
Position	CEO
Date approved	1 July, 2026
Next review	April, 2027