

The Modern Slavery Act 2015 (the “Act”) came into effect on October 29, 2015, and requires those entities carrying on a business or part of a business in the UK, supplying goods or services, and having an annual turnover of £36 million or more to disclose information regarding the steps they have taken to eradicate slavery and human trafficking from their supply chain as well as within their own organization during the previous financial year.

Musco Corporation (“Musco”) publishes this Modern Slavery Act Statement on its corporate website in the name and on behalf of itself and all its subsidiaries for the fiscal year ended December 31, 2019. For the avoidance of doubt, this Statement applies to Musco Corporation, Musco Sports Lighting, LLC, Mahaska Communications Group, LLC, Musco Sales and Services Corporation, Musco Finance, LLC, Musco World S.a.r.l., Musco International, LLC, Musco Korea, Ltd., Musco Lighting (Shanghai) Co., Ltd., Musco Lighting Europe, Ltd., Musco Lighting Ireland Limited, Musco Lighting South Africa (Pty) Limited, Musco Lighting Mexico LLC, S. de R. L. de C.V., Musco Lighting (Cyprus) Limited, ML Cyprus Limited, Musco Gulf Lighting and Contracting LLC, Musco Sports Lighting Canada Co., ML Gulf, Limited, Musco Lighting Middle East, LLC, Musco Lighting Australia Pty, Ltd., Musco Lighting Germany, GmbH, and all other subsidiaries of Musco Corporation that may be created in the future. Although subject to review annually, the statement will also apply to subsequent fiscal years unless and until withdrawn, superseded, or modified by Musco.

Modern Slavery Act (“MSA”) Statement

Musco is committed to good corporate citizenship, human rights, and the highest ethical standards. To fulfill these commitments, Musco has established controls to safeguard against slavery, forced labor, child labor, and related human trafficking in the supply chain of products it purchases from suppliers and products Musco manufactures directly.

BUSINESS AND ORGANIZATION

Musco is a corporation organized under the laws of Iowa, USA with subsidiary companies in Canada, Luxembourg, Germany, Ireland, the United Kingdom, South Korea, China, South Africa, Cyprus, the United Arab Emirates, Qatar, Mexico, and Australia. Since 1976, Musco has specialized in the design and manufacture of sports and transportation/infrastructure lighting solutions around the world. Musco has pioneered systems using metal halide and LED technologies that have made dramatic improvements in energy efficiency and provided affordable ways to control spill light and glare. Musco’s global team partners with customers to plan, complete and maintain a cost-effective, trouble-free lighting solution for their facility.

OUR SUPPLY CHAINS

Musco has a substantial number of suppliers globally. The raw materials, parts and services that we purchase are varied and sourced from suppliers across the globe that support the various segments of Musco’s business. Musco actively seeks to do business with suppliers that

are strategic partners and industry leaders and that share Musco's commitment to doing business responsibly.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Musco is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Team Manual reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery, forced labor, child labor, and human trafficking is not taking place anywhere in our supply chain. All new hires receive training on the Team Manual and any updates are circulated to all Team Members when they occur.

SUPPLIER ADHERENCE TO OUR VALUES

As part of our initiative to identify and mitigate risk, Musco includes a representation with respect to ethical behavior and compliance with laws as a standard part of Musco's contract terms and conditions. Musco requires suppliers to share our commitment to promote acceptable working conditions and ethical behavior. We also selectively audit supplier compliance depending on the risk profile of the supplier. We have zero tolerance to slavery and human trafficking.

Musco Corporation

Reviewed and Approved by the Board of Directors on November 9, 2020.

James M. Hansen, Secretary