



Supplier Travel and Living Policy

I. SCOPE

This Supplier Travel and Living Policy applies to Supplier personnel traveling on Company-related business. When the travel has been pre-approved (or as otherwise permitted by this policy), Company will reimburse the compliant travel and living ("T&L") expenses reasonably and necessarily incurred by Supplier in the conduct of Current's business. Company (or "Current") means Current Lighting Solutions, LLC or any of its Affiliates.

II. SUBMISSION AND APPROVAL REQUIREMENTS

Supplier's associates are expected to submit expense reports to Supplier in accordance with Supplier's company guidelines. Designated Current Project Managers will receive periodic (but not less than monthly) statements from Supplier in order to review and approve the appropriateness of trips and reasonableness of expenses for each Supplier associate. All T&L expenses are to be invoiced to Current with no markup either separately or clearly itemized on invoices. Receipts are required for all T&L expense items of \$25 or more. Any exceptions to the requirements set forth in this Supplier Travel and Living Policy require preapproval from the designated Current Project Manager.

III. TRANSPORTATION

Air Travel

- Suppliers are required to fly economy class for all flights, regardless of duration.
- Supplier is expected to take the lowest reasonable fare available.
- Associates may retain credits from frequent traveler programs. However, travel plans, routing requirements, etc., should not result in additional expense to Current nor require an increase in travel time during regularly assigned working hours.
- The cost of upgrading an airline ticket to another class is not reimbursable.
- Many airlines now charge for either the first or second item of baggage checked. Baggage fees are generally reimbursable, however Supplier is expected to minimize the occurrence of these fees and only check the fewest bags possible. Additional checked baggage as required for business needs is also allowed, but Supplier should follow the business policy and applicable laws for shipping equipment, tools and/or merchandise.
- Many airlines also charge for meals and snacks. Meal fees are generally reimbursable (see below).
- Other ancillary fees charged by airlines for optional services are considered personal charges and may not be submitted as T&L. These include, but are not limited to, fees for early boarding, assigned seats, preferential seating (aisle, window, exit or other rows), class of service upgrades, in-flight wi-fi and entertainment.

Ground Transportation

- Use hotel/airport shuttle services when practical.
- For car rental, take the lowest rate considering necessary requirements.
- Book smallest rental car practical for traveler's purpose.
- Minimize costs to Current on rental cars by, for example, returning rental cars with a full tank of gas (gas will be reimbursable).
- When using a personal vehicle, Supplier will be reimbursed at current IRS (or other applicable standard) rate per mile, which covers depreciation, insurance, and gas.
- Current will reimburse taxi, bus, shuttle or train fare to Current's offices.

IV. LODGING, MEALS AND OTHER EXPENSES

Lodging

- Reservations will be made at Current Preferred full service, moderate or economy properties, depending on the business requirements. The lowest priced option meeting Current requirements must be taken. In all cases this must be below US\$200, except in higher cost cities (e.g. Boston, London, New York, etc.) where it must be below US\$300.
- BEST PRACTICE - Lower Rates: Ask the hotel if there is a lower rate when checking in. Hotels may have special rates that may be secured simply by asking.
- Cancellation of Reservations - It is the Supplier's responsibility to be sure that guaranteed hotel reservations are cancelled if they will not be used. Itineraries should be checked for the required cancellation time. If cancellations are made directly with the hotel, a cancellation number must be requested. It is important to have a record of this number to refute erroneous "no-show" billings. If cancellation charges are due to negligence or personal preference, cancellation charges (e.g., no-show charges; non-refundable, deposit required rates) will not be reimbursed.

Personal Meals

- Meals are reimbursable provided the Supplier associate is on Current business away from the Supplier associate's normal place of business with an overnight stay.
- On a day trip, meals eaten while working in excess of normal business hours or to complete a specific project are reimbursable.
- The Supplier associate is encouraged to take advantage of any complimentary breakfasts that may be offered by a hotel.
- Daily reimbursement limits for meals, including taxes and gratuities, are:
 - Breakfast: Up to \$15.00
 - Lunch: Up to \$20.00
 - Dinner: Up to \$40.00

If, due to location or other circumstances, daily meal limits are exceeded, the expense is to be explained in the "Comments" section of the expense report for manager approval. Snacks and beverages are included in the limits listed above and need to be expensed as a meal.

Other Reimbursables

- Gratuities for bellhop, taxi, meals, etc.
- Highway tolls and parking fees.
- Laundry and dry-cleaning services if the associate is away more than five consecutive days.
- Telephone and telecom (Internet or wi-fi) for Current-related business use - avoid expensive mobile phone roaming charges and local or long distance charges from hotels and limit Internet access fees when possible.
- Prior-approved expenses incurred in the production of Current-related work

General Considerations

- If applicable, make your own travel reservations and when possible schedule meetings to allow for travel during off-peak hours.
- Take the "best buy" airfare recommended by the agent or available through alternative reservation methods, as may be applicable.
 - Book tickets as early as possible. Preferably 21 days in advance.
 - Use teleconferencing and/or videoconferencing to minimize travel costs.
 - Minimize number of associates taking same trip
 - Consider non-refundable fare for frequent trips to the same location.
- Consider staying over on Saturday night to obtain lower airfare (Current will reimburse hotel and meal costs if the total cost is lower).

Expenses Not Reimbursable

The following items are considered to be of a personal nature, and therefore are not normally reimbursable by Current.

- Membership fees for airline, hotel, rental vehicle and frequent flyer clubs
- TSA pre-check or Global Entry enrollment fees
- Air flight and other travel insurance
- Lost airline ticket application fees
- Any fees or costs associated with membership in a private club
- Incremental costs of double-occupancy over single-occupancy rates for a spouse, family member or other guest unless in connection with a Company event where Current has agreed to pay guest-related travel expenses
- Hotel charges associated with cancellation, where reasonably prudent actions were not taken to avoid such charges
- Minibar expenses
- In-room movies during hotel stays or charges for in-flight movies on airlines
- Meals provided or other gifts given to family or friends whose residence is used "*in-lieu-of*" a hotel during a business trip
- Parking tickets/traffic violations
- Roadside assistance or auto club memberships
- Rental car Global Positioning Satellite (GPS) systems
- Personal reading materials and entertainment or recreation items (e.g., newspapers, magazines, books, movies)
- Personal expenses incurred in employee's absence (e.g., lawn care, snow removal)
- Membership in health clubs and associated fees (except for fees charged by hotels for use of fitness center by hotel guests)
- Charges for barbershops, beauty salons, massages, shoeshine or similar items
- Purchase of clothing, toiletries or medicines (except for preventative medicines, immunizations, and anti-malaria supplies required for travel to specific areas by another Current policy or governmental agency recommendation)
- Adult entertainment

Unusual Expenses

- In the event there are valid business reasons to incur expenses not reimbursable under these guidelines, such expenses may be reimbursed with Current approval.
- Review unusual circumstances with the Supplier associate's manager in advance.

V. MISCELLANEOUS

For any Current-related travel involving interaction or working with government officials or healthcare professionals, Supplier personnel must fully comply with all applicable requirements set forth in the Current Travel & Living (T&L) Policy, a copy of which can be obtained from the designated Current Project Manager. For clarification, contact the designated Current Project Manager.

Supplier personnel having a Current SSO may utilize the Concur website to obtain Current negotiated rates when travelling on behalf of Current. The Supplier associate must provide a credit card for payment and process expense reporting through their employer. Arrangements may be made outside Concur only in those cases where a vendor or service is not available through Concur or a vendor offers a rate that is lower than that available through Concur.