



POWERING
INNOVATION.
ADVANCING
THE FUTURE.



FROM OUR CEO

At DEKKO, we are dedicated to fostering a sustainable future that aligns our business practices with the needs of our planet and the communities we serve. Our commitment to sustainability is integral to our mission, guiding us in our creation of innovative solutions that deliver long-lasting value while minimizing environmental impact. In today's rapidly evolving world, the importance of sustainability cannot be overstated. It is a critical component of our strategy and operations, influencing every decision we make. From the way we source our materials to the energy we use in our facilities; sustainability is at the forefront of our efforts to build a resilient and forward-thinking company.

OUR SUSTAINABILITY JOURNEY IS DRIVEN BY OUR CORE VALUES OF INTEGRITY, ACCOUNTABILITY, PASSION, UNITY, AND CUSTOMER FOCUS.

Our approach to sustainability emphasizes responsible manufacturing processes. We actively seek to minimize waste and promote recycling initiatives, ensuring that our operations not only meet but exceed industry standards. Continuous improvement is at the core of our strategy, allowing us to adapt and evolve our practices to reduce our carbon footprint and enhance resource efficiency. Our focus on developing

sustainable products involves sourcing environmentally friendly materials and exploring renewable energy solutions, which enable us to create offerings that support a healthier planet.

Additionally, a clean, safe, and healthy work environment is essential for our well-being. Our commitment to safety reflects our responsibility to one another, incorporating training and proactive measures to ensure that everyone returns home safe each day. A strong safety culture is fundamental to our operations and vital for the health of our community.

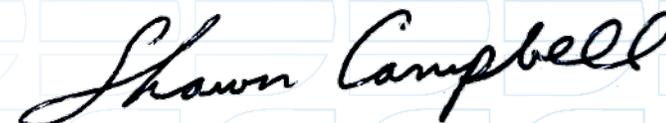
We recognize that our employees are our greatest asset, and their well-being is a top priority. At DEKKO, we encourage every employee to pursue excellence through a culture of continuous improvement. Fostering an environment where your voice is heard, and your talents are recognized as essential to our Company's success. By embracing diversity of thought and the debating of ideas we enhance our ability to innovate and tackle challenges we face. We aim to create a workplace where every individual feels valued and inspired to contribute their best work.

Every individual's collaboration and engagement are crucial to our sustainability initiatives and our overall success. By empowering every team member to contribute their unique

insights, we cultivate a sense of ownership and commitment to our sustainability journey. This collective effort not only honors our legacy but also propels us toward a brighter, more sustainable future.

We extend our gratitude to all who join us in our mission to create positive change. Together, we can make significant strides toward a sustainable future for ourselves, our communities, and the planet as a whole.

Sincerely,



Shawn Campbell
CEO, DEKKO

OUR PURPOSE

POWERING
INNOVATION.
ADVANCING
THE FUTURE.



At DEKKO, we power innovation and advance the future. We turn possibilities into reality by delivering transformative power and lighting solutions that enhance spaces and improve everyday experiences where people work, live, and connect. With our expertise in precision assembly and contract manufacturing, we provide customized, high-performance solutions that meet the unique needs of our customers.

WE ARE NOT JUST POWERING THE PRESENT;
WE ARE ILLUMINATING THE PATH TO A
SMARTER, MORE CONNECTED FUTURE.

OUR VALUES

At DEKKO, we lead with integrity, accountability, and passion, always placing our customers at the core of everything we do. Through unity and collaboration, we deliver reliable, transformative, and sustainable solutions—empowering our customers to build a more advanced, connected future.

INTEGRITY

We uphold honesty, transparency, and consistency in everything we do—ensuring our actions reflect our commitments. By building trust through ethical decision-making, we strengthen relationships with our customers, partners, and team members.

ACCOUNTABILITY

We take full ownership of our actions, decisions, and results—holding ourselves and each other to the highest standards. By following through on our commitments and embracing responsibility, we build trust, drive continuous improvement, and deliver on our promise of excellence. Our culture of accountability ensures we consistently empower our customers with dependable, high-quality solutions.

PASSION

We bring drive, enthusiasm, and creativity to every challenge, embracing new possibilities and pushing boundaries. Our passion fuels excellence, inspiring bold ideas and transformative solutions that make a lasting impact.

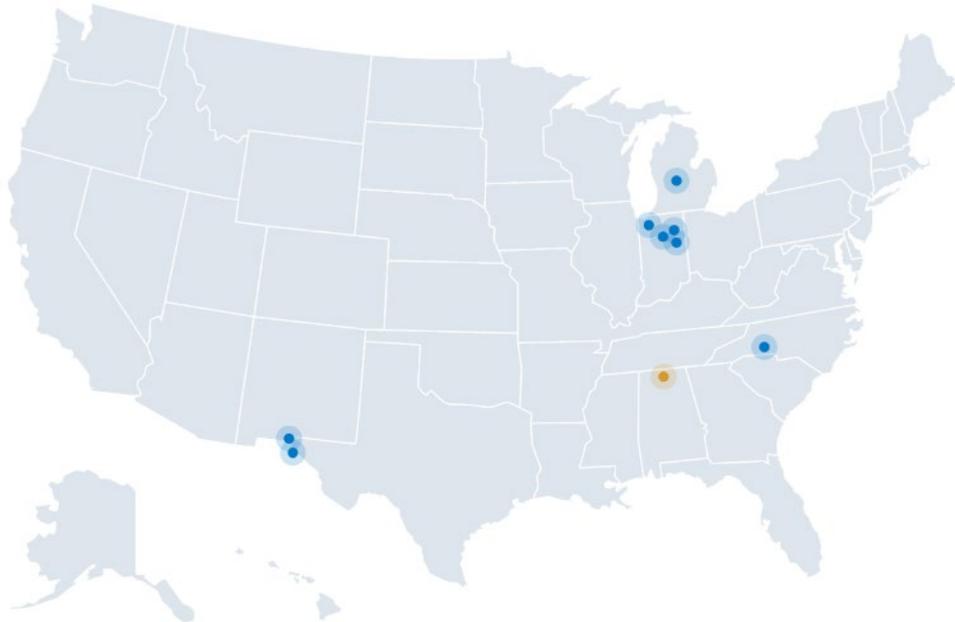
CUSTOMER FOCUS

We put our customers first, valuing their perspectives and striving to exceed expectations at every touchpoint. By listening, adapting, and delivering meaningful solutions, we create exceptional experiences that build trust and long-term success.

UNITY

We believe in collaboration, synergy, and empathy—creating an environment where diverse perspectives come together to achieve a common purpose. By supporting and uplifting each other, we strengthen teams, spark innovation, and drive collective success.

LOCATIONS



Headquarters
FORT WAYNE, IN



Sales Office
GRAND RAPIDS, MI



Power & Data Manufacturing
ARDMORE, AL
FALLSTON, NC



Lighting Manufacturing
GARRETT, IN



Assemblies & Manufacturing
AVILLA, IN
NORTH WEBSTER, IN
JUAREZ, CHIH. MEXICO



Warehousing
EL PASO, TX

ABOUT US

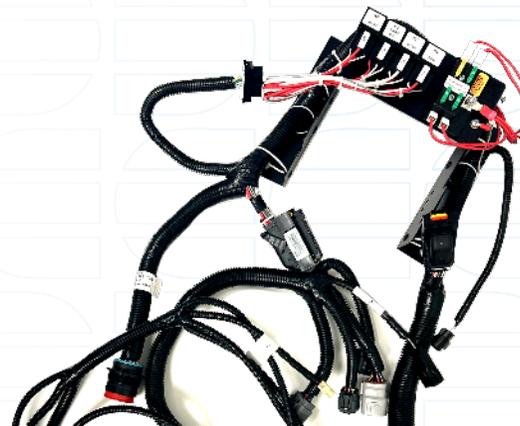
POWERING INNOVATION. ADVANCING THE FUTURE.

With over 70 years of expertise in power, lighting, and manufacturing, DEKKO has driven industries forward, empowered people, and elevated spaces. Our seasoned team combines deep industry knowledge with cutting-edge technology to create products that are both beautifully crafted and highly functional.

We are committed to designing customer-driven solutions that are adaptable and sustainable. Our products integrate seamlessly into the environments where people work, live, and

connect—enhancing everyday experiences across commercial workspaces, healthcare, education, hospitality, and more.

At DEKKO, we don't just provide solutions—we advance the future. With a focus on innovation, sustainability, and exceeding expectations, we continue to lead the way in shaping environments that inspire, create, and evolve.



OUR STORY

A LEGACY OF INNOVATION. A FUTURE OF POSSIBILITIES.



DEKKO's journey began in 1952 when founder Chester (Chet) Dekko built the company on a foundation of craftsmanship, ingenuity, and a relentless drive to solve complex challenges. Chet's goal-oriented mindset and innovative approach to management launched DEKKO into a season of growth, as he invested heavily in his employees and capitalized on strategic opportunities—establishing guiding principles that became the cornerstone of the company's success.

Originally founded as a precision manufacturing company, DEKKO evolved into a leading provider of power, lighting, and manufacturing solutions, continually adapting to the changing needs of customers and the industries it serves.

DEKKO continues to focus on innovation, driven by a deep commitment to developing customer-centric solutions that empower industries, enrich experiences, and deliver meaningful progress in an ever-evolving world.

Today, we continue to build on the legacy of our founder—leveraging innovation, engineering, and design to solve customer challenges, deliver impactful solutions, and drive progress through a customer-first approach.

OPERATING SEGMENTS

DEKKO SOLUTIONS™

DEKKO Solutions is your provider for end-to-end contract manufacturing and design services, trusted by partners ranging from Medical Device to Transportation, to Consumer Appliances, to Industrial and commercial products. We deliver innovative, scalable solutions backed by a commitment to quality and operational excellence, empowering our customers to stay ahead in an increasingly competitive marketplace.

DEKKO POWER™

Versatile and forward-thinking, DEKKO Power delivers modular, customizable solutions that seamlessly integrate into a wide range of environments. From workspaces to hospitality and residential settings, our innovative systems provide scalable connectivity wherever people work, live, and connect—empowering smarter, more adaptable spaces.

DEKKO LIGHT™

DEKKO Light delivers high-performance linear lighting solutions that elevate architectural spaces through precision design, seamless integration, and lasting quality. From recessed to surface, suspended to wall-mounted, our American-made products blend form and function to meet the demands of modern environments—offering design flexibility, responsive support, and scalable solutions that inspire.

EXECUTIVE SUMMARY & EHS COMMITMENT

OUR EHS STRATEGY

Environmental, Health, and Safety (EHS) principles are embedded into every aspect of our operations. We are committed to doing what's right for our customers, employees, and the communities we serve. Our approach guides the way we design, manufacture, and deliver our products—with a focus on safety, energy efficiency, and environmental responsibility. Through proactive measures, we strive to reduce our environmental impact, protect the health and safety of our workforce, and build a more sustainable future.



EXECUTIVE SUMMARY & EHS COMMITMENT

DRIVING RESPONSIBLE PROGRESS

DEKKO's EHS strategy is built on a foundation of operational excellence, regulatory compliance, and continuous improvement. We establish clear annual objectives, track performance through defined metrics, and provide transparent reporting. From minimizing our environmental footprint to enhancing workplace safety and health, we are dedicated to maintaining high standards and meeting the expectations of our stakeholders and regulatory bodies.



DRIVING OPERATION SUSTAINABILITY

EFFICIENT PROCESSES.
CLEANER PRACTICES.
MEANINGFUL IMPACT.



We're committed to operational excellence that not only improves performance—but also minimizes our environmental footprint and delivers long-term value to our customers. Through energy efficiency, waste reduction, water conservation, and sustainable logistics, we're building a more resilient and responsible business. These efforts reflect our belief that sustainable practices today lead to stronger outcomes tomorrow—for our partners, our communities, and the planet.

DRIVING OPERATION SUSTAINABILITY



CARBON EMISSIONS & ENERGY MONITORING

DEKKO is committed to lowering greenhouse gas (GHG) emissions and improving energy performance across all facilities. Through real-time KPI tracking and proactive equipment upgrades, we pursue continuous improvements in operational efficiency and energy conservation.

INITIATIVES INCLUDE:

- Lighting conversions to LED auto-sensing light switches
- High-efficiency appliance purchasing
- 2024 Compressed Air Leak Studies
- Energy performance evaluations

DRIVING OPERATION SUSTAINABILITY

SOLID WASTE MANAGEMENT

LEAN MANUFACTURING & PROCESS EFFICIENCY

By applying LEAN principles, we streamline operations to minimize material waste, boost productivity, and reduce environmental impact.

RECYCLING & DIVERSION GOALS

In 2023, DEKKO recycled:

- 28 tons of aluminum
- 106 tons of copper
- 211 tons of carbon steel

We remain committed to achieving 100% landfill diversion of solid manufacturing waste wherever possible.



DRIVING OPERATION SUSTAINABILITY

WATER CONSERVATION

DEKKO prioritizes the responsible use of water resources through continuous monitoring and process improvements. We regularly evaluate opportunities to reuse or recycle water within our manufacturing operations and work to prevent wasteful consumption.

DRIVING OPERATION SUSTAINABILITY

SUSTAINABLE LOGISTICS & TRANSPORTATION

We partner with a third-party logistics provider recognized for EHS leadership. Through thoughtful carrier selection, shipment consolidation, and reduced intercompany movement, we aim to minimize transportation-related emissions while maintaining reliable, efficient delivery for our customers.



HEALTH AND SAFETY

COMMITMENT TO SAFETY AND WELL-BEING

We believe that a clean, safe, and healthy work environment is essential—not only for the well-being of our employees, but for delivering the quality, consistency, and reliability our customers expect. Our commitment to safety ensures that our people are protected, our operations remain resilient, and our customers benefit from dependable, uninterrupted service.

HEALTH AND SAFETY

OUR APPROACH TO HEALTH AND SAFETY IS BUILT ON A STRUCTURED AND PROACTIVE FRAMEWORK USING THE PLAN, DO, CHECK, ACT (PDCA) CYCLE:

PLAN

We establish clear safety objectives, comply with all applicable legislation, and proactively identify risks through assessments and feedback.

DO

Our fully managed safety program includes key performance indicators (KPIs), routine safety meetings, in-depth onboarding, compliance training, and job-specific instruction. We also ensure that all new or modified equipment and processes are evaluated for safety prior to implementation.

CHECK

We monitor performance using metrics such as our Total Recordable Incident Rate (TRIR) and Days Away, Restricted, or Transferred (DART) rate, benchmarking against industry averages.

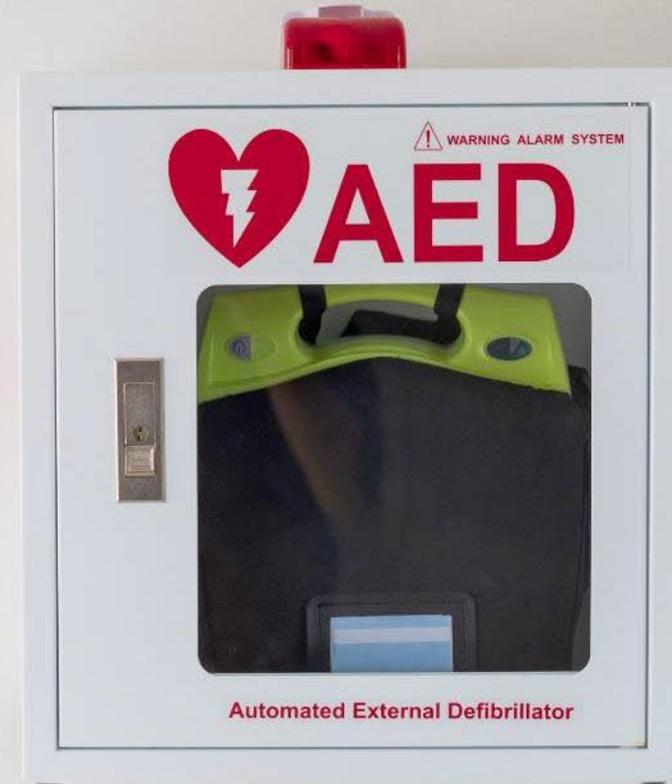
ACT

Based on performance outcomes, safety audits, and employee feedback, we implement corrective actions and continuously improve workplace safety protocols.

HEALTH AND SAFETY

EMERGENCY PREPAREDNESS

All facilities are equipped with emergency preparedness kits, including first aid supplies and trained first responders. Employees are trained in CPR, AED, and emergency response protocols to ensure rapid action when needed.



HEALTH AND SAFETY



COMPREHENSIVE TRAINING & WORKPLACE SECURITY

DEKKO provides robust training programs that include in-person safety instruction, workplace violence prevention, and cybersecurity awareness—fostering a secure and informed workforce.

HEALTH AND SAFETY

EMPLOYEE WELLNESS

Supporting employee well-being is integral to our culture.

WE OFFER:

- Access to on-site or nearby fitness facilities
- Wellness programs through our health insurance provider
- Employee Assistance Program (EAP) services
- Monthly wellness newsletters and health initiatives

HEALTH AND SAFETY

SAFETY PERFORMANCE

WE TAKE PRIDE IN OUR SAFETY OUTCOMES:

- Total Recordable Incident Rate (TRIR): 1.10 in 2023—significantly better than the industry average of 2.0
- DART Rate: 0.42—well below the national average of 1.5

These results reflect our commitment to continuous improvement and the collective efforts of our entire team to prioritize health, safety, and well-being every day.

SUPPLY CHAIN MANAGEMENT

We are committed to building and maintaining a robust, responsible, and resilient supply chain that aligns with our broader sustainability goals. Our approach ensures that every product, component, and partnership supports our dedication to environmental stewardship, social responsibility, and ethical business practices.

ENERGY-EFFICIENT PURCHASING

We prioritize quoting and purchasing products with high energy efficiency, including Energy Star-certified options, to reduce environmental impact and support our energy conservation initiatives.

SUSTAINABLE SUPPLIER PARTNERSHIPS:

We collaborate closely with suppliers to support responsible practices across all aspects of the supply chain. Suppliers are expected to align with our Supplier Code of Conduct and meet defined standards for environmental stewardship, and health and safety compliance.



SUSTAINABLE GROWTH & ACCOUNTABILITY

DEKKO is committed to responsible growth, operational excellence, and environmental stewardship. These principles guide how we do business, support our people, and deliver lasting value to our customers and stakeholders.

WE ARE DEDICATED TO:

- Driving profitable growth while returning value to our customers, employees, and stakeholders
- Listening to the Voice of the Customer (VoC) and exceeding expectations at every touchpoint
- Advancing operational excellence through collaboration and continuous improvement
- Delivering quality products with consistency, reliability, and on-time performance
- Investing in the training, development, and well-being of every employee
- Fully complying with all federal, state, and local regulations
- Reducing waste, managing resource consumption, and protecting the environment
- Setting clear goals and tracking progress through key performance indicators (KPIs)
- Operating with transparency, accountability, and integrity

SUSTAINABLE GROWTH & ACCOUNTABILITY

CERTIFICATIONS & MEMBERSHIPS

DEKKO CONTINUES TO MAINTAIN AND RENEW THE FOLLOWING CERTIFICATIONS:

- ISO 14001 (Environmental Management)
- ISO 9001:2015 (Quality Management)
- IATF 16949:2016 (Automotive Quality Management)

We are also a proud registered member of [BIFMA](#), supporting industry standards and sustainable practices in commercial furnishings.

Together, these commitments ensure we are building a better, more sustainable future—for our business, our partners, and the communities we serve.



2025 SUSTAINABILITY REPORT



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