



WORKTITUDE FOR LIFE

SUSTAINABILITY REPORT

2023

LAMP
Worktitude for light

“

We create lighting solutions that respond to new ways of life by providing well-being through good lighting, generating a positive impact on both people and the environment.



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WORKTITUDE FOR LIFE

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DECLARATION OF USE AND GRI INDEX

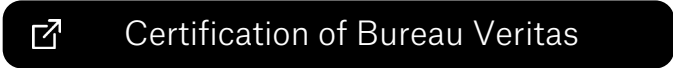
Lamp S.A.U has issued the information referred to in this GRI index for the period of 1 January to 31 December 2023, using the GRI Standards as a reference.

GRI 1 used: GRI 1: Foundations 2021.

GRI STANDARD	CONTENTS		LOCATION
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GRI 305: Emissions	GRI 305-1: Direct GHG emissions scope 1	PAGE 39	REDUCTION OF OUR CARBON FOOTPRINT
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GRI 306: Effluents and waste	GRI 306-3: Significant spills	PAGE 44	WASTE MANAGEMENT
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GRI 403: Occupational health and safety	GRI 403-5: Worker training on occupational health and safety	PAGE 29	EMPLOYEE EXPERIENCE AND WORK ENVIRONMENT
GRI 404: Training and education	GRI 404-1: Average hours of training per year per employee	PAGE 28	EMPLOYEE EXPERIENCE AND WORK ENVIRONMENT
GRI 405: Diversity and equality	GRI 405-2: Ratio of the basic salary and remuneration of women to men	PAGE 32	EQUALITY AND INCLUSION POLICIES AND EQUALITY PLAN
GRI 414: Social evaluation of suppliers	GRI 414-1: New suppliers screened using social criteria	PAGE 46	RELATIONS WITH SUPPLIERS

The scope of this sustainability report encompasses Lamp S.A.U, but does not include information related to the group’s branches in Mexico, Colombia or Chile, unless specifically indicated otherwise.

The Report has been verified by Bureau Veritas and was issued on 1 September 2024. The report shall be issued on an annual basis.



At Lamp we are work and attitude, we are **Worktitude for Light**.

In order to make our vision a reality, we work guided by our three strategic axes or Working Paths:



WORKTITUDE FOR WELLBEING

We understand lighting as a fundamental element to improve people's wellbeing, analysing the visual and non-visual effects of light.



WORKTITUDE FOR INNOVATION

We promote and adopt innovation projects aimed at constant improvement in a transversal way, understanding that innovation is a systemic and systematic process.

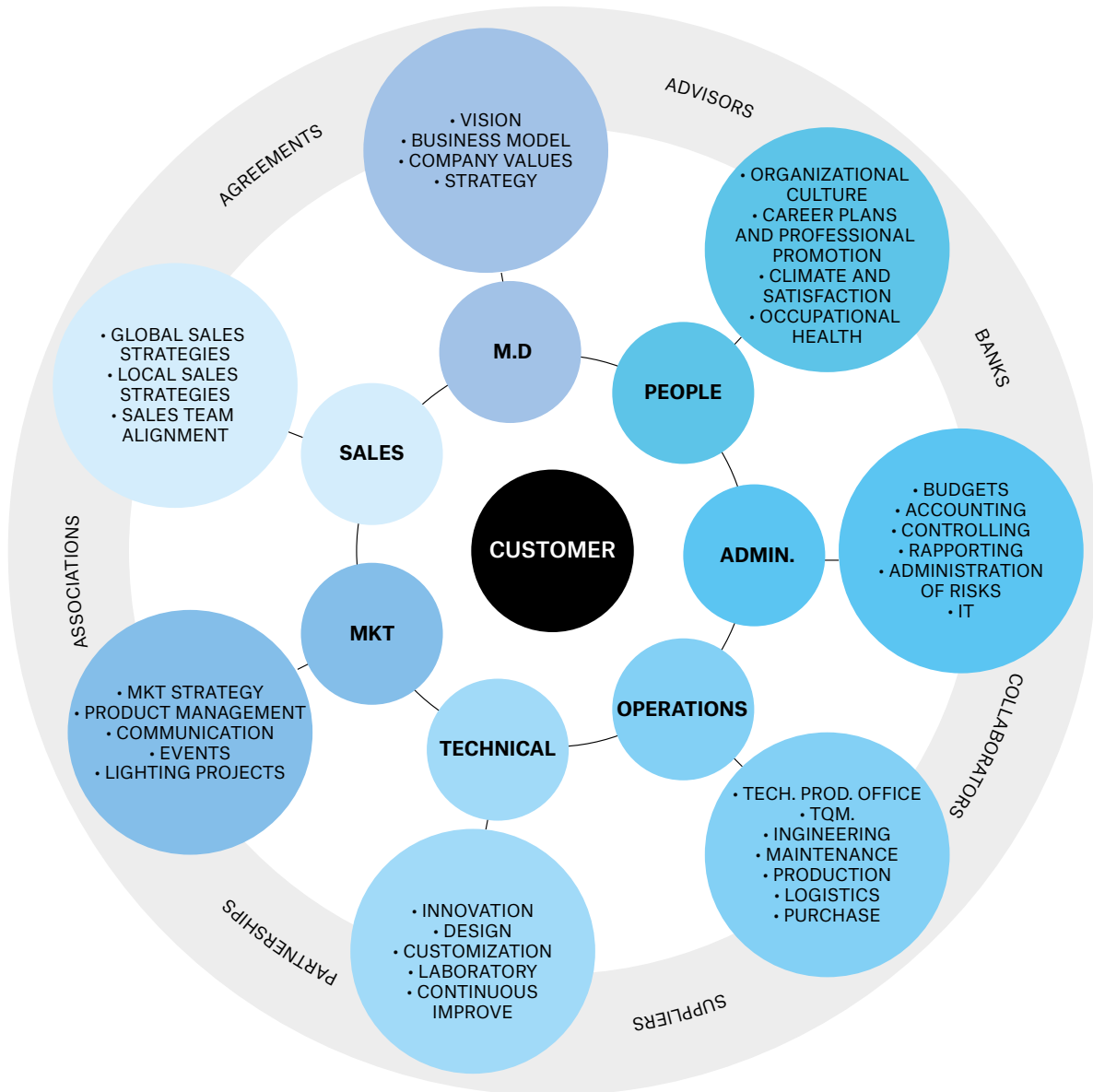


WORKTITUDE FOR LIFE

We encourage projects that have a positive impact on the environment and promote a more sustainable lighting industry.

ORGANISATION

● Organigramme





ORGANISATION

20,2m €

ANNUAL TURNOVER

We have a total turnover of €20,200,000 by 2023.
*Aggregated billing data.

125



LAMP TEAM

Engineers, designers and technicians: 125 people working together on your next project.

70



INTERNATIONAL PRESENCE

We reach 70 countries through HeadQuarters and our 5 subsidiaries.

+193K



LUMINAIRES

We manufacture a total of 193,000 luminaires during 2023.

+11,3k



PRODUCT REFERENCES

We have a total of 11,392 references.

957



WELLBEING LUMINAIRES

957 catalogue references are 100% compliant with healthy lighting criteria.

55%



PRODUCTS WITH EPD

55% of the references in our portfolio have EPD (Environmental Product Declaration) and LCA (Life Cycle Assessment).

328



ANNUAL PROJECTS

In 2023, our technical department carried out 328 lighting consultancy projects.

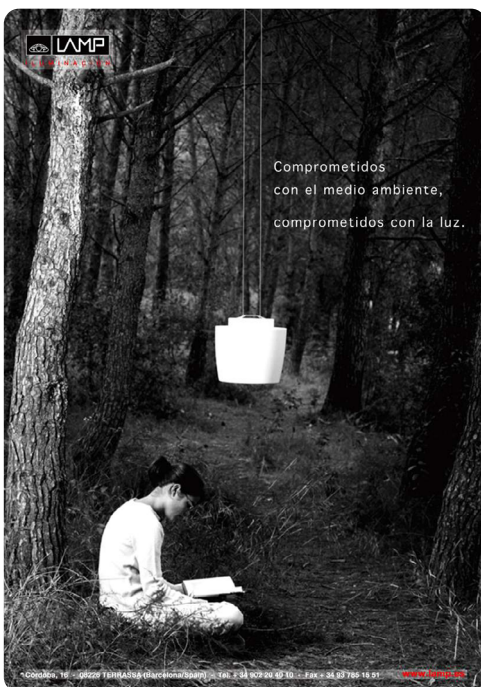
LAMP THROUGH TIME



A transformation story

For more than 50 years, we've been advising on, designing, producing, marketing and launching technical lighting projects. We're committed to bringing our customers' lighting challenges to life with a solvent, tailored response on any architectural project in the world.

At Lamp, S.A. we have our main offices in Terrassa (Spain). This centre is where we produce our light fittings while it also doubles as the headquarters for Lamp and its **affiliates located in France, Mexico, Colombia, Chile and Dubai, in addition to all our other sales offices.**



Lamp's history as a company with a strong industry tradition is a **story of transformation** running in parallel to the technological changes that have accompanied the lighting industry, as well as social shifts, since lighting supports the **transformation of spaces and the way in which people inhabit them.**

📍 1971-72

Lamp was founded in 1971 as a shop selling electrical material, although it was in 1972 when Ignasi Cusidó Sr. founded **Lamp as a company that manufactured professional luminaires, specialising in linear structures for fluorescent lights** and offering lighting solutions to local businesses initially, and national businesses later.



📍 80's

INDUSTRIALISATION AND NATIONAL EXPANSION

In this decade, the company began to expand its portfolio, designing the luminaires that are today considered classic Lamp product families: **Lamptub, Triply, Oval, Serie 1000, Basic...** These models form a part of Lamp's industrial history and shaped the brand's original logo.

The creation of Lamp's subsidiary companies Beslux and Terrallum led to an **increase in its production capacity and industrialisation**, facilitating the **integration of all production processes**: from conceptualisation to design, manufacture and delivery to the customer.



+ 📍 90's

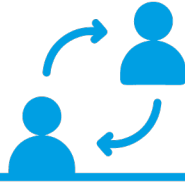
INTERNATIONALISATION AND PROCESS SYSTEMATISATION

The internationalisation process commenced with the opening of the company's first affiliate factory in Latin America in Chile. It was followed by others in Colombia and Mexico. The **quality and environment system**, based on the UNE-EN-ISO 9001:2015 and UNE-EN-ISO 14001:2015 standards, was implemented and improved, enabling a **standardisation of the company's processes and continuous improvement of the product and service** such that they are offered in an environmentally friendly way.



📍 00's

The **HQ premises** were opened on Carrer de Còrdova in Terrassa, centralising the company's production processes, logistics centre, R&D centre, lighting laboratory and administrative offices in a single location. These facilities also house **LightLAB**, a showroom and space designed to **publicise light culture**.



the succession process in the management of the business began, with the second generation of the Cusidó family joining the management team, driving a **change in the business model** to focus on providing a specifications stage support service.

The first edition of the **Lamp Awards** took place, in line with the idea of "light is a basic element in life and a key aspect in any architectural project". Thus, the Lamp Awards value **creativity, innovation and sustainability in lighting projects, regardless of the manufacturer or brand of luminaires used** in the project. More than 3,600 candidacies were received from more than 54 countries.



At this time, the **technological adaptation** of our products and production processes began, with a technology that would lead to a disruptive change in the industry: **LED** technology. The internationalisation strategy continued and crystallised in this decade, rolling out a structure that allows us to serve 70 countries at present thanks to our network of sales offices, affiliates and our HQ.

Redefinition of the value proposal "Worktitude For Light"



Lamp made a **change to its corporate image** and redefined the company's value proposal, giving rise to the phrase that encompasses our essence: **"Worktitude For Light"**. This involved the company taking its first steps towards a profound **transformation** that has led us to **be the company we are today** at Lamp.

The corporation joined the Nordeon Group (currently known as Experience Brands), an international business group specialising in lighting.

We defined **our vision and established the strategic lines "Working Paths: Worktitude For Well-being, Life and Innovation"**.

We introduced technology focused on **integrated lighting, LED Well-being**, while considering **the visual and non-visual effects of lighting**, with a high level of effectiveness in circadian activation processes. The **Lamp +** service was launched to improve awareness and the implementation of integrated lighting projects, taking into account the design of lighting itineraries, supporting calculations to ensure measurable standards, programming and the launch of projects focused on generation wellness.



CONSOLIDATION OF STRATEGIC AXES AND FOCUS ON SYSTEMIC AND SYSTEMATIC INNOVATION

We redefined our segments of application based on **light's different contributions to the user experience in each space.**

The company's cultural transformation continued with a view to generating an **internal driver of innovation** that allows us to offer a value proposal based on **innovative solutions when applying light** to satisfy user needs, new architectural spaces and new ways of living, thus implementing new ways of working such as:

Introduction of interdisciplinary work groups using agile and self-managed methodologies.

Development of internal-external collaboration ecosystems.



Formal creation of **Innovation and Sustainability Committees**, as well as **self-managed teams**, in accordance with new ways of working in order to tackle the challenges the company faces in a more agile manner.

📍 20's +

+ 📍 2022

In 2022 Lamp official joined the **United Nations Global Compact** as proof of the company's public commitment to sustainability.



United Nations
Global Compact

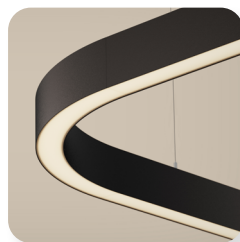
Worktitude For Future

OUR VALUES

● What defines us



Customisation



Flexibility



Empathy



Passion



Collaboration



Efficiency



Innovation



Creativity

Light is our DNA

We have been **turning our clients' lighting challenges into reality** for 50 years. We combine **experience, know-how and continuous evolution**, from our manufacturing process to our consultancy services.

International vision, local commitment

We are **present in over 70 countries** thanks to our factory and Terrassa HQ, as well as our 5 subsidiaries.

Team

Engineers, designers, technicians and a myriad of **professional profiles work together on your next project.**

Co-creation

Forming a single team with our customers to develop special lighting solutions, making **each project unique.**



APPLICATION AREAS

- **Segments**

Education

Light that cares for and improves the educational experience.

Office

Light that promotes collaboration and creativity, as dynamic as the needs of the users.

High Density Transit

Efficient and long-lasting light to commit to the highest requirements both for users and for the architectural space.

Architectural Outdoor

Light adapted to the human scale to create places with their own identity.

Healthcare & Wellness

Light focused on comfort and well-being, which improves the user's experience.

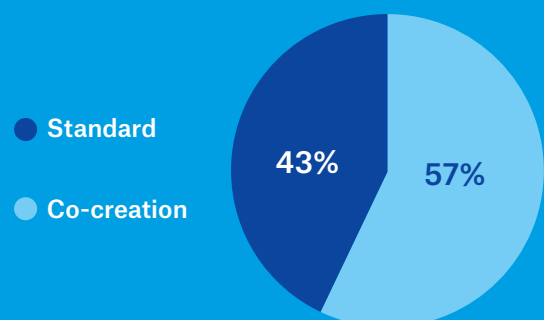
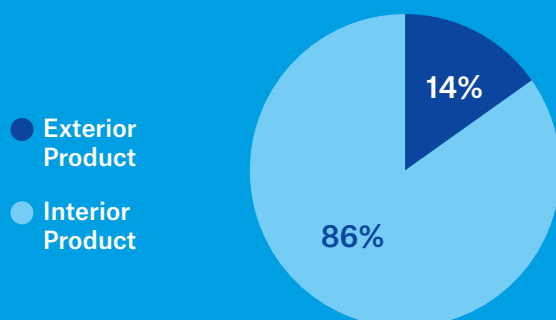
Common spaces

Light that creates a welcoming atmosphere without forgetting the technical aspects and good lighting control.

Retail

Light to highlight the essence of its products with the most appropriate lighting characteristics.

INVOICING 2023





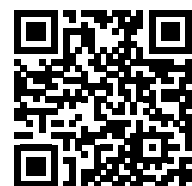
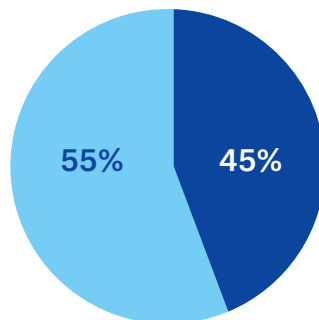
WHERE WE ARE

● International presence



INVOICING 2023

- Invoicing Nacional
- Invoicing Export



Worktitude for Life

Declaration of commitment



I'm delighted to present our **Sustainability Report 2023**, our first report to be verified by an external body, thus demonstrating our commitment to maximum transparency. In this way we share our strategy, commitments, progress

and actions for improvement to become a company that generates a **positive impact on the environment and society** by promoting a **more sustainable lighting industry**. We're keenly aware of the climate emergency, which urges us to make a change. We'll be able to do this thanks to the collective work of all agents involved in the industry.

Our strategic lines or **Working Paths - Worktitude For Well-being, Worktitude For Life and Worktitude For Innovation** - detail and guide each of the actions we undertake at Lamp, in our awareness of our impact on the planet and on the well-being of the people who comprise our community. We understand the **need to tackle the necessary changes by using innovation, creativity and collaborative work**.

Our commitment is taking on a broader vision that's seeing us set ourselves improvement goals based on the three areas that define our Sustainability Plan (**Planet, People, Prosperity**), with these guiding our actions across all areas:

- **Decarbonisation goals** aligned with the commitment defined by the European Union to achieve climate neutrality by 2050.
- **Goals to achieve a positive impact on society** through our community and our labour policies. Defending the inclusion and integration of gender, social and functional diversity to build a fair, equal, respectful society.
- **Goals to encourage the generation of healthy, sustainable, inclusive spaces**, supporting (within our scope of action) the movement led by the New European Bauhaus and commenced by the European Commission, which aims to "drive architecture and its value in improving quality of life for people and cities," based on values of sustainability, beauty and inclusion.

I'd like to invite you to find out more about our vision, goals and actions developed in this area with the view to achieving a **faster, more effective transition**.

IGNASI CUSIDÓ CODINA
CEO - General manager

CONTEXT ANALYSIS

The architecture and building industry is a huge contributor to environmental impacts. According to data supplied by the **UN Environment Programme** (UNEP), these are the impacts that have been quantified:



40%

of energy consumed



36%

energy related greenhouse gas emissions

The current situation shows extensive building stock, with a large part still expected to be used in 2050 and which, however, is not efficient from an energy standpoint.



75%

of EU buildings are not energy efficient



85-95%

of EU buildings will still be standing in 2050

For this reason, the different agents involved (governmental organisms, professional associations, educational institutions, business groups, and others) are carrying out actions to promote a more sustainable construction industry.

The European Union is developing tools and frameworks like **LEVEL(s)**, the goal of which is to establish basic indicators to be used when designing and constructing sustainable buildings, based on several strategies:

- Use **less energy, water and materials**
- Improve buildings' **environmental performance**
- Buildings that are **healthier and more comfortable** for occupants
- Make **management cheaper and maintain/improve economic value** over time

By developing Lamp's main activity, we're part of the process and one of the agents within the building supply chain, which we do by offering technical lighting solutions. For this reason, we encourage an impact analysis of our activity so we can introduce **steps** that will help us to **minimise said impact**, and we understand its dual nature, both regarding the **planet** and the impact on people's **health and well-being** (actions that we develop and implement in line with our strategic line, **Worktitude For Well-being**, and which exist in harmony with our corporate social responsibility strategy, with a clear focus on the triple balance).

Some of our actions aimed at improving people's comfort and well-being include:

Visual comfort

We create light fittings with a **low glare rating** that are specially designed to allow users to perform concentration tasks and work in spaces with high visual requirements, such as offices, classrooms, and health and wellness spaces.

Light quality

We provide "flicker-free" luminaires to prevent the flicker effect that causes eyestrain.

Technological balance

Implementing a technological gradient focused on generating well-being in accordance with the needs of each space. Taking into account the visual, emotional and physiological effects of lighting: incorporating technologies that can **emulate human beings' natural biorhythms, while also considering energy efficiency.**

Photobiological safety

We provide luminaires for spaces inhabited by a highly sensitive user type, such as children and old people, as well as spaces in which users are exposed to artificial light over long periods of time, including nurseries, educational centres, hospitals, laboratories, offices, nursing homes, etc., with light fittings classed as **"Exempt - No Photobiological Risk - Group 0"** according to the recommended standard of the UNE 62471 Standard.

● General state of the industry

Main sustainability issues in the manufacture of electrical lighting equipment

Next, the key aspects in terms of sustainability and the risks associated with the industry and the process of manufacturing electrical lighting equipment are discussed (extracted from the Sustainability Report 2022 drawn up by EcoVadis).

ENVIRONMENT

Energy consumption and GHGs ●

Energy consumption during operations and transport. Direct and indirect greenhouse gas emissions, including CO₂, CH₄, N₂O, HFC, PFC and SF₆.

Water ●

Water consumption during operations. Contaminants from discharge into water.

Materials, chemical products and waste ●

Consumption of all kinds of raw materials and chemical products. Non-hazardous and hazardous waste generated by operations. Also includes non-GHG atmospheric emissions (for example, SO_x, NO_x).

Product use ●

Environmental impacts caused by direct use of products. Can include energy, water, materials and use of chemical products.

End of product service life ●

Direct environmental impacts caused by the end of products' service life. These impacts can include the generation of hazardous and non-hazardous waste, emissions and accidental contamination.

Consumer health and safety ●

Impacts of products and services that have a negative effect on customer or consumer health and safety.



LABOUR PRACTICES AND HUMAN RIGHTS

Employee health and safety ●

Potential health and safety issues faced by employees when at work, such as during operations and transport. Includes physiological and psychological issues that arise, among other aspects, from hazardous equipment, labour practices and hazardous substances.

Working conditions ●

Encompasses working hours, remuneration and social benefits assigned to employees.

Social dialogue ●

Assessment of structured social dialogue, such as the social dialogue developed via renowned employee representatives and collective agreements.

Professional training and career development ●

This considers the main phases of a professional's career, such as recruitment, assessment, training, and dismissal management.

Child labour, forced labour and people trafficking ●

Considers the issue related to child labour, forced labour within the company's operations.

Diversity, equality and inclusion ●

Assessment of situations of discrimination and harassment in the workplace. Discrimination is defined as the different treatment shown to someone in their recruitment, remuneration, training, promotion or dismissal due to race, nationality, religion, disability, sex, sexual orientation, union membership, politics or age. Harassment can include physical, psychological and verbal abuse in the work environment.

ETHICS

Corruption ●

Problems with corruption in the workplace, including extortion, bribery, conflicts of interest, fraud and money laundering.

Anti-competitive practices ●

Anti-competitive practices, including manipulating offers in tenders, agreements to set prices, disloyal competition, setting predatory prices, artificial monopolies, dividing territories, selling combined products, limiting prices, and showing a lack of respect for intellectual property.

Responsible information management ●

This encompasses the protection and privacy of third-party data, including the protection of personal identification information (PII) pertaining to customers, and third-party intellectual property rights.

SUSTAINABLE PURCHASING

Suppliers' environmental practices ●

Environmental issues caused within the supply chain (suppliers and subcontractors).

Suppliers' social practices ●

Assessment of labour practices and human rights issues within the supply chain.

SUSTAINABILITY PLAN

● Lamp’s strategic lines

In this context, and in view of the challenges facing the building industry in general, and the lighting industry in particular, these are the main lines of action we’re tackling:

LE01 ID GOAL 1.1 / 1.2 / 1.3 / 15.1 / 15.2 / 15.3 / 3.4 / 3.5



Decarbonisation of lighting solutions - (considering absorbed and operational CO2).

LE02 ID GOAL 2.1 / 2.2 / 3.3 / 15.3



Reduction of non-renewable resource consumption.

LE03 ID GOAL 3.1 / 3.2 / 16.1



Promotion of circularity and resilience in lighting solutions, by introducing a “from the cradle to the grave” approach (assessing phases A1 to D) and implementing strategies to minimise waste at the end of a product’s life cycle.

LE04 ID GOAL 4.1/7.1/11.1



Generation of lighting conditions that improve well-being, comfort and environmental conditions for people and the rest of the ecosystem (Living Centric Light).

LE05 ID GOAL 4.2 / 5.1 / 8.1 / 8.2 / 8.3 / 8.4 / 9.1 / 12.2 / 12.2



Generating a positive impact on the community and helping to **create a diverse, ethical, inclusive community** that enables us to achieve our goals.

● Goals and commitments

The objectives and data presented in the sustainability report have been drawn up in reference to the **GRI standards** as a reference framework for their preparation, and have been presented and approved by the company's highest governing body, the management committee.

(LE01) Decarbonisation goal 2025

DESCRIPTION	VALUE 2023	GOAL 2025
Reduction of CO ₂ emissions in Scope 1 and 2	>33% - 74 Tn CO ₂ eq	53% - 60 Tn CO ₂ eq
Reduction of carbon footprint in scope 3 (kg CO ₂ e/annual turnover)	4% (0,0994 Kg de CO ₂ /€)	20% (0,0828 Kg de CO ₂ /€)
Net Zero - Offsetting of non-reduced emissions		100%

(LE02) Reduction in resource consumption 2025

DESCRIPTION	VALUE 2023	GOAL 2025
Reduction of non-separable waste (waste/sales)	0.79 Gr.	0.5 Gr.
Waste valorisation (Tn Waste Recovered/ Tn Waste Generated (annual))	85%	95%
Product sales with recycled material (of annual turnover)	59%	70%

(LE03) Promotion of circularity

DESCRIPTION	VALUE 2023	GOAL 2025
Product sales with LCA in 2022	48%	Turnover target for products with LCA 55%
Savings in CO ₂ emissions from implementation of accumulated circular lighting projects	22 Tn CO ₂ eq	40 Tn CO ₂ eq



(LE04) Generating lighting solutions for wellbeing

DESCRIPTION	VALUE 2023	GOAL 2025
Cumulative units introduced in the market	7.984 units	22.290 units

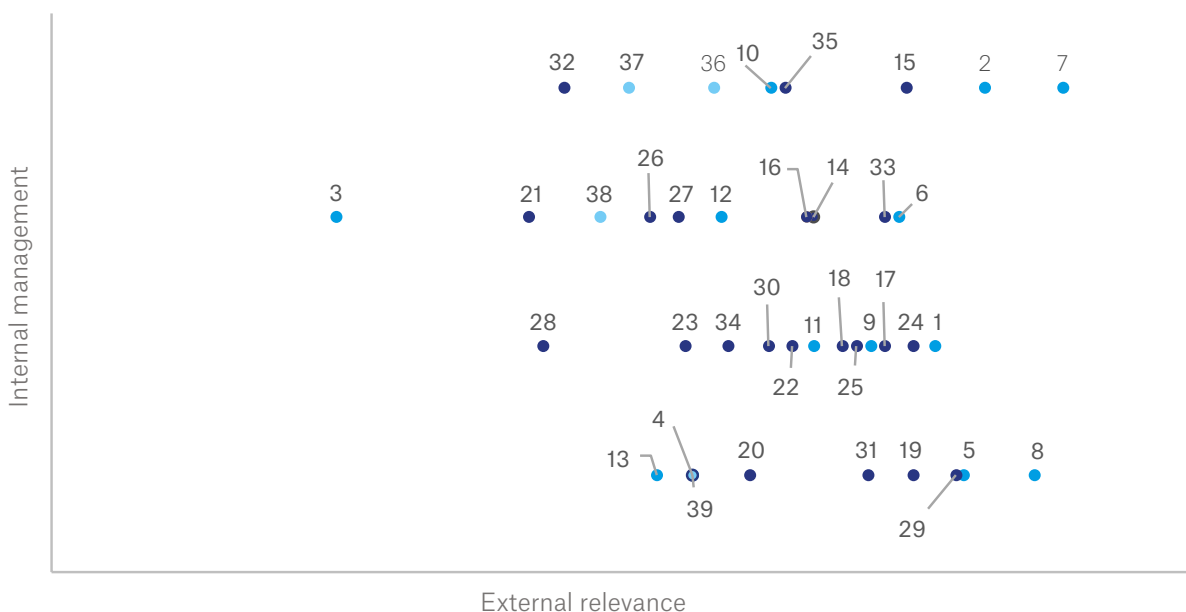
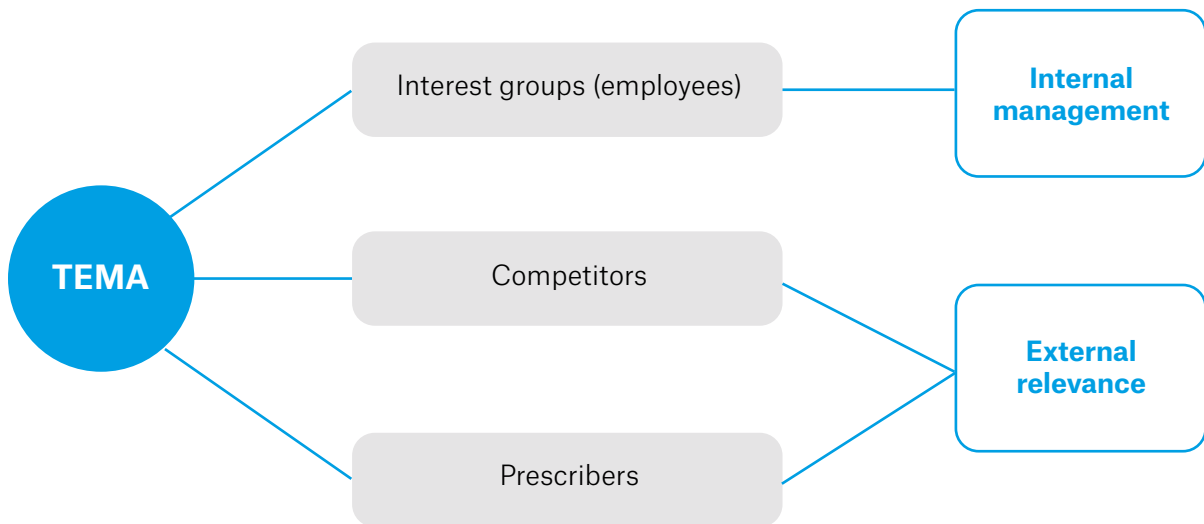
(LE05) Diverse, ethical, inclusive business community

DESCRIPTION	VALUE 2023	GOAL 2025
Welfare state in the workplace NPS	77%	80%
Current wage gap (by agreement categories) 2023	18,13%	10%
Suppliers assessed 2023 (value of purchases made)	55%	70%
Prioritisation of neighbourhood suppliers (value of purchases made)	90%	95%

● Materiality analysis

The materiality analysis performed in 2021 was the first step to identifying and assessing the most relevant environmental, social, governance and economic issues. This analysis was performed by evaluating (through qualitative surveys carried out on stakeholders and prescribers) and analysing the importance in ESG matters of other relevant agents in the lighting industry throughout the entire value chain.

MATERIALITY MATRIX



- Environmental
- Social
- Good government



PRIORITIZED MATERIALITY MATRIX

7	Waste
2	Environmental management
15	Occupational health and safety
35	Product quality
10	Environmental compliance

6	Product design and life cycle analysis
33	Innovation
14	Employment
16	Training and teaching
36	Economic performance

LIST OF TOPICS EVALUATED

1	Raw Materials
2	Environmental management
3	Energy
4	Water and effluents
5	Circular economy
6	Product design and
7	Life cycle analysis
8	Waste
9	Climate change
10	Pollution
11	Environmental compliance
12	Use of chemicals
13	Environmental evaluation of suppliers

14	Employment
15	Health and safety at work
16	Training and teaching
17	Diversity and not discrimination
18	Human rights
19	Local communities social
20	Evaluation of suppliers
21	Marketing and labeling
22	Compliance socioeconomic
23	Customer health and safety
24	Work ethics
25	Corruption and bribery
26	Labor Relations

27	Conciliation and time flexibility
28	Social benefits
29	Equality
30	Cybersecurity
31	Relationship with interest groups
32	Customer satisfaction
33	Innovation
34	Intellectual property
35	Quality of the products
36	Economic performance
37	Taxation
38	Job acquisition
39	Indirect economic impacts

● Sustainability ecosystem

The ecosystem introduced that makes it possible to define, assess, carry out, measure and communicate actions to achieve the goals outlined in our five strategic lines is comprised of a system of work groups, policies, summaries, guides, management tools and reports related to Lamp's ESG:

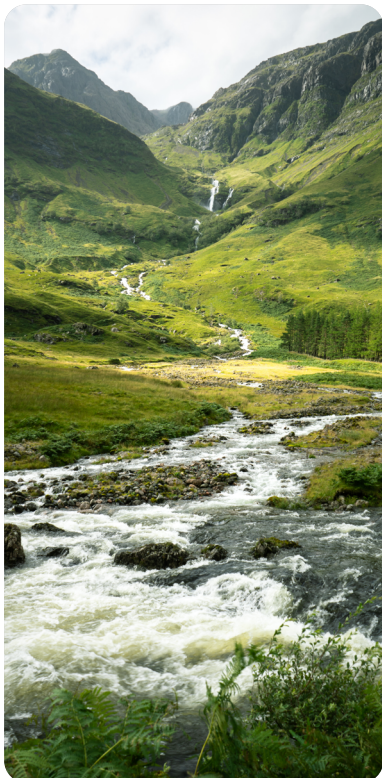
SUSTAINABILITY COMMITTEE

A stable committee within the company's organisational chart, formed by six people with interdepartmental representation, with this committee responsible for managing the Sustainability Plan, collecting suggestions, prioritising actions, monitoring, drawing up a report, and implementing corrective actions.

 [Quality and Environment Policy](#)

SUSTAINABILITY PLAN

Prepared for a three-year period, it revolves around three main pillars: **Environment** (Planet), **Social** (People, Health and Well-being) and **Prosperity** (Company, Profitability and Reputation).



EMPLOYEE EXPERIENCE AND WORK ENVIRONMENT

In addition to having labour and human rights policies in place regarding employee health and safety, we've also published policies on labour practices and human rights in matters of diversity, equality and inclusion.

At Lamp we consider other actions to build a positive work environment and ensure our employees develop personally and professionally:

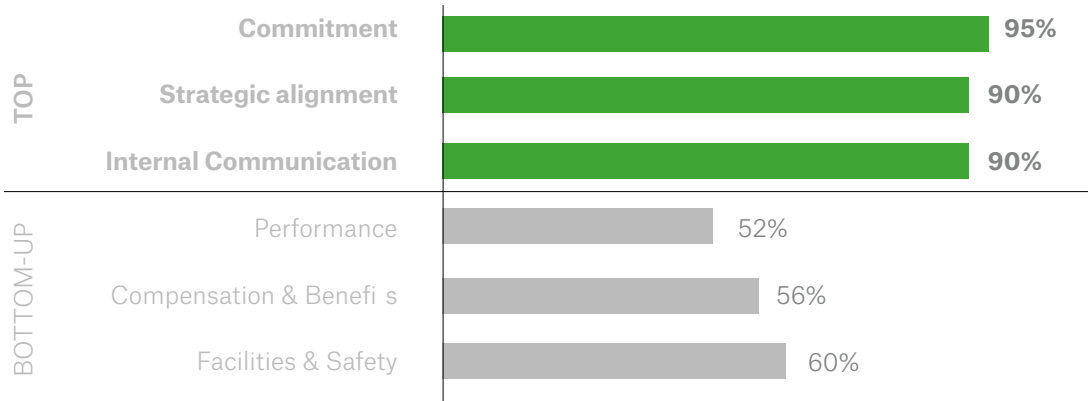
- Flexible organisation of work and introduction of measures to balance work and family life.
- Introduction of an individual career plan for employees.
- Detailed employee health and safety risk assessment, and specific health and safety risk plan, in addition to good work practices, which have seen us **achieve an accident rate of 1.18% (100% of these accidents were MINOR)**.
Actions to contribute to the well-being and emotional and mental balance of our workforce:
 - **Training:** Mindfulness, emotional management, motivation, time management.
 - **Physiotherapy service** offered at our HQ facilities.
- Inauguration of Lamp's new canteen, a space designed to enhance the social exchange of our internal team, aligned with high standards of comfort and wellness generation, equipped with dynamic lighting and a high degree of acoustic comfort:



- Periodic evaluation of the state of well-being of employees through a work climate survey, the last one carried out in 2023 obtaining the following results:

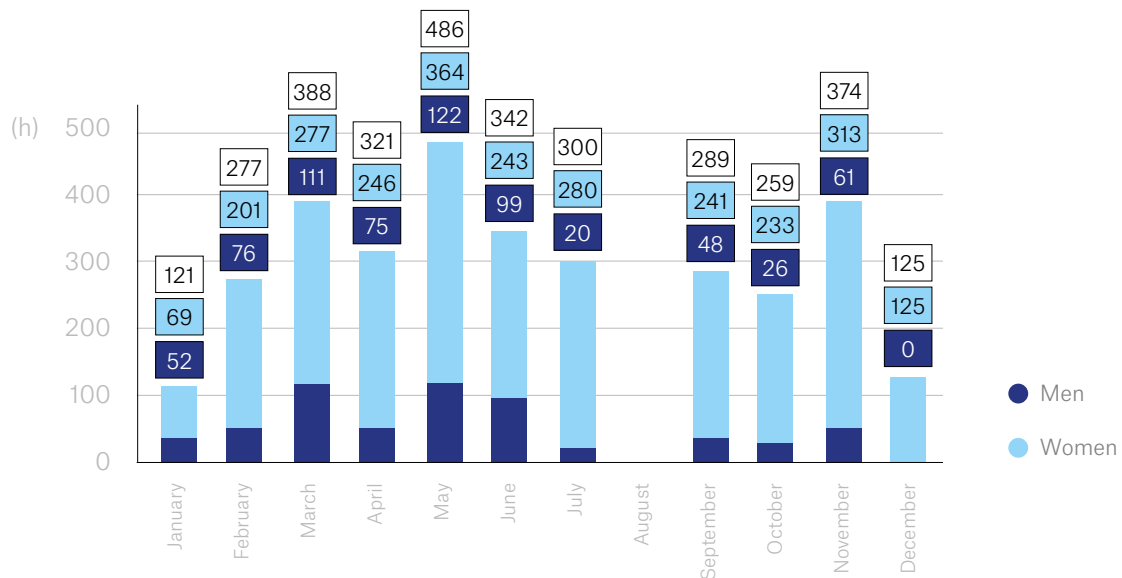
Overall satisfaction
77%

90% of LAMP employees recommend the company as a good place to work.

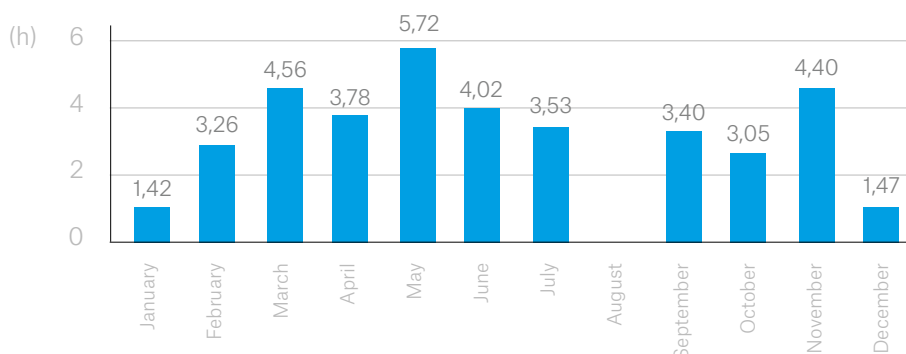


*Next climate survey to be conducted planned for 2025

MONTHLY TRAINING HOURS

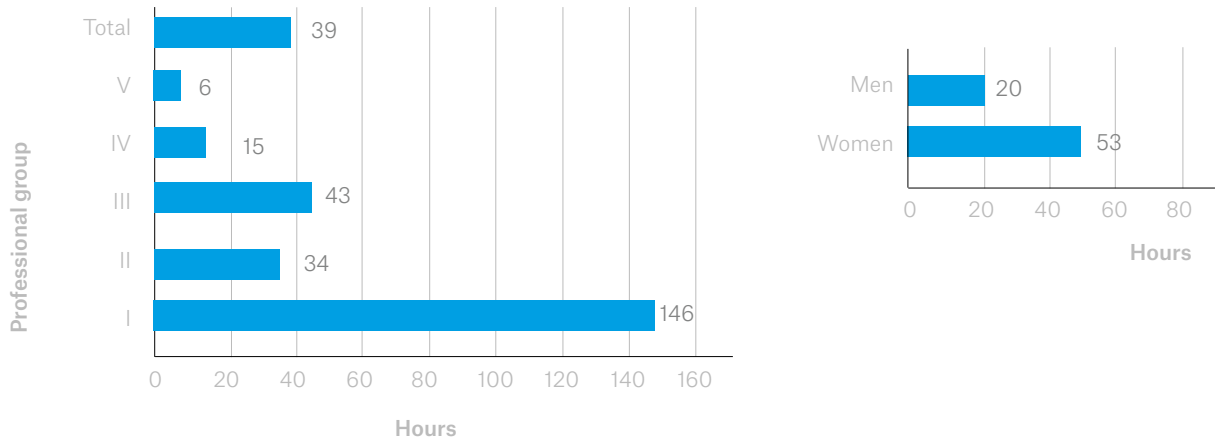


AVERAGE HOURS PER EMPLOYEE PER MONTH





AVERAGE TRAINING HOURS 2023

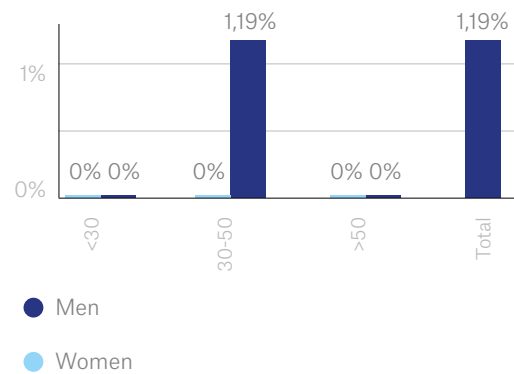


- **Employee training on health and safety at work:** 184 hours were dedicated to specific training in 2023 (5.6% of total training hours).
 - Occupational **risk prevention for area managers**
 - **Emotional self-management and motivation**
 - **Mindfulness**

NEW INCORPORATIONS 2023

	WOMEN	MEN
<30 YEARS	1	0
30-50 YEARS	2	1
>50 YEARS	0	0
TOTAL	3	1

TURNOVER RATE 2023 (TOTAL): 1.29%.



- Internship agreement with FUPAR for 44h, to host a person with functional diversity in the warehouse and production, in May 2023.
- Forecast to draw up a new internship agreement with FUPAR for 44h, to take on a person with functional diversity in the finance area, in July 2024.

HEALTH AND SAFETY MANAGEMENT SYSTEM AT WORK

Lamp, being a company with fewer than 500 employees, is not required to have its own Prevention Service.

1. To comply with the Occupational Risk Prevention Law of 1995, Lamp has an external Prevention Service, contracted with the company QUIRON PREVENCIÓN.

2. The system has been implemented based on recognized management system or risk management standards/guidelines, and the list of these standards/guidelines is as follows:

- **GENERAL CHARACTER:** Advice for the design, implementation, and application of a prevention plan, always in accordance with or limited by the budgeted activities/specialties.
- **OCCUPATIONAL SAFETY (ST):** identification, evaluation, and proposal of corrective measures as appropriate, considering all the risks inherent to the occupational safety specialty existing in the company, including those arising from the conditions of machines, equipment, and installations, and verifying their proper maintenance. This report will be carried out with accredited direct professional appreciation, allowing conclusions to be reached without the need for specific studies and/or evaluations.
- **INDUSTRIAL HYGIENE (HI):** identification, evaluation, and proposal of measures as appropriate, considering all the hygienic risks existing in the company, assessing the need or not for specific studies and/or measurements in this regard, which, if necessary, will require budget acceptance and additional contracting.
- **ERGONOMICS AND APPLIED PSYCHOSOCIOLOGY (EP):** identification, evaluation, and proposal of corrective measures as appropriate, considering all the risks inherent to the specialty of ergonomics and applied psychosociology existing in the company, assessing the need or not for specific studies in this regard, which, if necessary, will require budget acceptance and additional contracting.
- **OCCUPATIONAL MEDICINE (MT):** Collective Health Surveillance, including health promotion, preparation and proposal of medical protocols according to the evaluated job positions, and health advice.

To cover possible work accidents and occupational diseases, Lamp has contracted the Accident Mutual EGARSAT, a collaborating entity of Social Security, which operates under the supervision and monitoring of the Ministry of Labor and Social Affairs. Its main function is to manage the so-called professional contingencies: work accidents and occupational diseases.

Through the Mutual, Lamp’s staff is covered for the management of contingencies, including health care provision, and is guaranteed the management of the subsidy for Temporary Disability resulting from common illness. The entire staff contracted by Lamp within the national territory has the aforementioned services, that is, they are covered for health and safety management at work.

Improvement and/or corrective actions



- Replace lighting at the facilities with the highest comfort and well-being requirements.
- Set up new leisure areas in line with high comfort and well-being standards.
- Improve assistance and our commitment to employees in training actions.
- Introduce a system to assess the value generated and perceived by training actions.
- Implementation of the ‘Lamp Healthy Company’ programme.

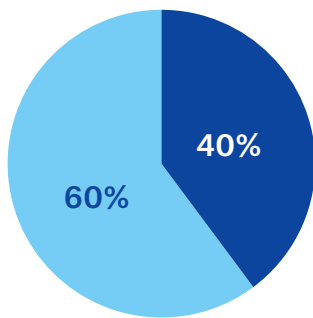
LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE04	4.1		Occupational Health and Safety	INCIDENTS AT WORK
LE05	4.2		Occupational health and safety	WORKPLACE WELFARE STATE (NPS)
LE04	7.1	401-1a	Employment	NEW EMPLOYEES
LE05	8.1		Training and education	TRAINING PLAN

EQUALITY AND INCLUSION POLICIES AND EQUALITY PLAN

The company has an Equality Plan in place that was drawn up and presented in 2022. Via this plan, the Equal Opportunities Committee was established, the aim of which is to encourage equal opportunities based on an organisational culture that favours effective equality between men and women, and which also enables a balance to be struck between people’s personal, family and work lives.

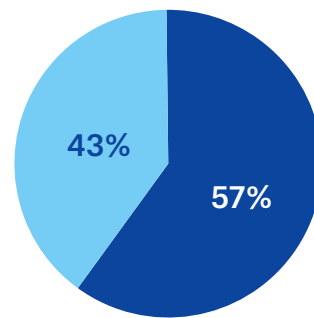
GENDER DIVERSITY - WORKFORCE(2023)

WORKERS (2023)



- Men
- Women

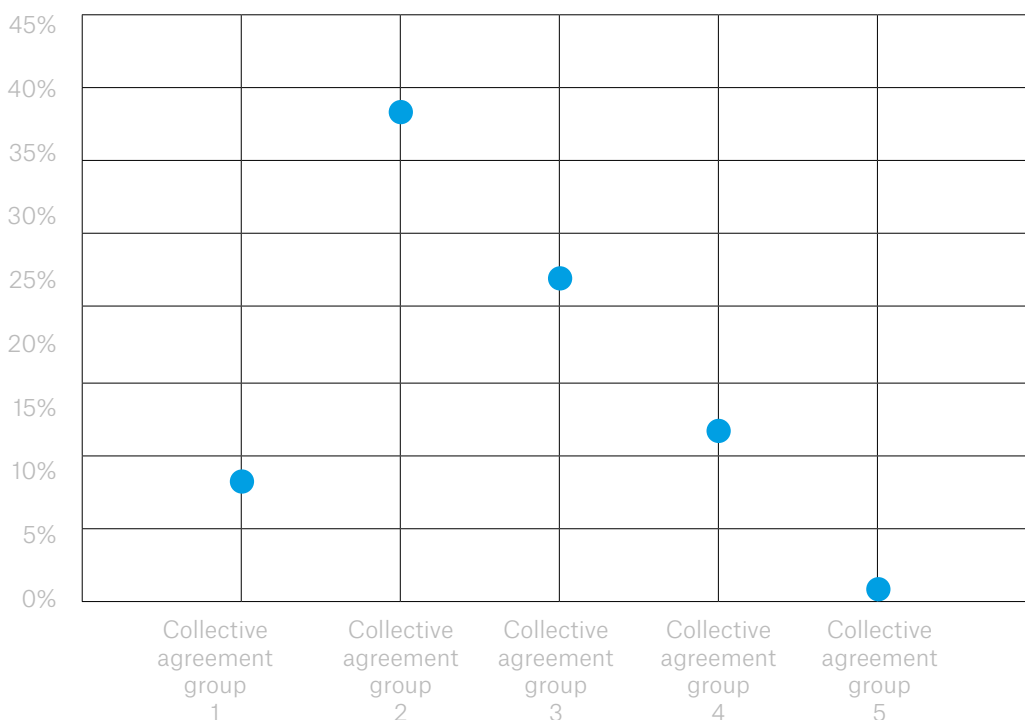
STEERING COMMITTEE (2023)



- Men
- Women

EFFECTIVE WAGE GAP BY COLLECTIVE AGREEMENT GROUP (2023)

Average wage gap: 18,13%



- Participation in the **Target Gender Equality 2022-2023** accelerator programme organised by the United Nations Pact to promote the contribution to **SDG 5 for gender equality**.
- Thanks to the internship agreement with the FUPAR association, we have incorporated staff with functional diversity in different areas of the company such as the warehouse and the production area.
- All of the management team and middle management trained in the prevention of sexual harassment and violence in the workplace.

Improvement and/or corrective actions



- Progressive reduction of the effective pay gap.
- Next publication of a Guide to inclusive language (verbal and visual).
- Extension of the functional diversity integration agreements with FUPAR in order to have diverse talent in management areas.
- Incorporate information on severity rate in the report on work-related incidents.

[Equality Plan](#)

[Sexual harassment protocol](#)

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE05	9.1	405-2	Diversity and Equal Opportunities	DIVERSITY AND EQUAL OPPORTUNITIES - REDUCTION OF THE PAY GAP

PLAN DE FORMACIÓN Y SENSIBILIZACIÓN AMBIENTAL Y SOCIAL

Training actions for employees on environmental awareness, **energy conservation, climate initiatives and social impact:**

- **Agenda 2030 and Sustainable Development Goals.**
- **Lamp’s Sustainability Plan.**
- **Towards circular architecture and decarbonisation.**
- **Environmental Product Declaration.**
- **United Nations Target Gender Equality accelerator programme.**
- **Collaboration with the Terrassa Blood and Tissue Bank in the campaign: ‘It’s time to donate, it’s time to receive life’, promoting donation among Lamp staff.**

Likewise, Lamp’s commitment to disseminate and raise awareness about the implementation of good lighting, understood as lighting that has a positive impact on people and the planet, is reflected in external dissemination actions, through the generation of specialised content, participation in forums and round tables, or the generation of its own events that promote dialogue between experts in the sector and raise social awareness. Examples:

Sponsor of the International Day of Light 2021:

Conference titled **“The importance of lighting in our daily lives”** in the Joan Salvadó Auditorium, Centro Universitario de la Visión (CUV), UPC.





Lighting for the **Light Route**: Terrassa Faculty of Optics and Optometry (FOOT) (UPC), Masia Freixa and Terrassa Local Government.

Organisation of **Worktitude Spaces round table**.

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LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE05	8.3		Training and teaching	ENVIRONMENTAL TRAINING PLAN
LE05	8.4		Training and teaching	DISCLOSURE AND AWARENESS ACTIONS ON HEALTHY AND SUSTAINABLE LIGHTING

PUBLIC COMMITMENT AND TRANSPARENCY

- Commitment to the United Nations Global Compact as a public commitment of the company's alignment to the ten universally accepted principles in the areas of human rights, labour standards, environment and the fight against corruption.
- Support for the goals of the United Nations, which are defined in the Sustainable Development Goals (SDGs).
- Commitment to preparing and publishing the Progress Report (2023).

ETHICAL GOVERNANCE SYSTEM

Lamp has a formal policy in place that includes its goals/qualitative commitments regarding the fight against corruption and bribery, signed and accepted by all of its employees.

- Responsible processing and protection of personal information and third-party data.
- Lamp has a protocol and complaints channel for environmental, ethical and social impact assessment.



Improvement and/or corrective actions

- Quarterly review of the Sustainability Plan's dashboard by the Management Committee.
- Alignment of annual KPIs set for management with the Sustainability Plan.
- Attachment of financial incentives for management to compliance with the goals of the Sustainability Plan.
- Ethics and anti-corruption training for the management team.

[Lamp Code of Ethics](#)

[Privacy Policy](#)

[Cookies Policy](#)

[Whistleblowing Protocol](#)

[Whistleblowing Channel](#)

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE05	12.1	205-2	Anti-corruption	COMMUNICATION ON ANTI-CORRUPTION POLICIES AND PROCEDURES
	12.2	205-3		ANTI-CORRUPTION INCIDENTS AND MEASURES TAKEN
	REPORT	201-4	Economic performance	REPORT FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT (subsidies, ICO grants, etc.)
	REPORT	201		DIRECT VALUE ECONOMIC
	REPORT			BUDGET ASSIGNED TO THE SUSTAINABILITY PLAN



CERTIFICATIONS AND STANDARDS

- Certifications in ISO 9001 and 14001.



- Environmental policies on:
 - Consumer health and safety
 - Product usage
 - Materials, chemical products and waste
 - Energy consumption and GHGs

- After becoming the first Spanish company in the lighting industry to achieve EcoVadis classification in 2021, assessing our corporate sustainability performance, we renewed our SILVER classification in 2022, which places us among the top 25% of companies with a better performance in terms of global social responsibility.



- Progressive publication of **Environmental Product Declarations** (EPD) for our products based on the LCA (Life Cycle Assessment), taking into account phases A1 to D (cradle to the grave). At present, **51% of the references in our portfolio have an EPD published and digitised.**

KOMBIC 100, 150 & 200



FIL 35, 45, 50, 70 & 120



- Use of recycled aluminium with the ASI seal.





Improvement and/or corrective actions

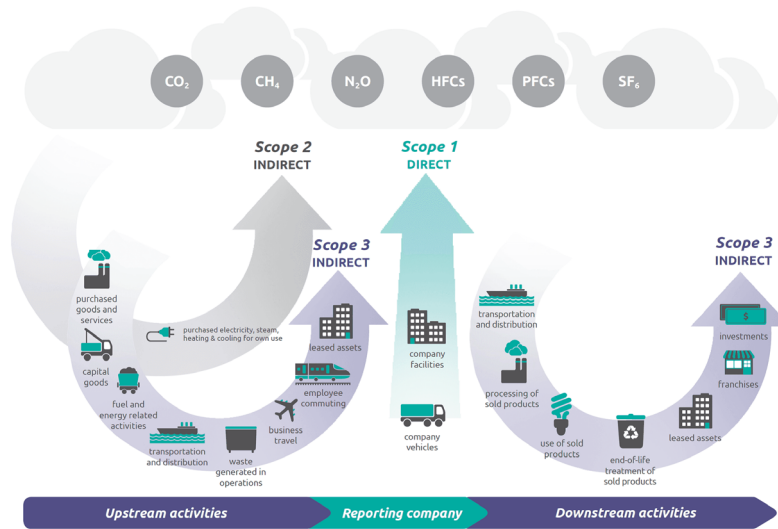
- Continue to improve our economic, social and environmental performance before the different certifying bodies.



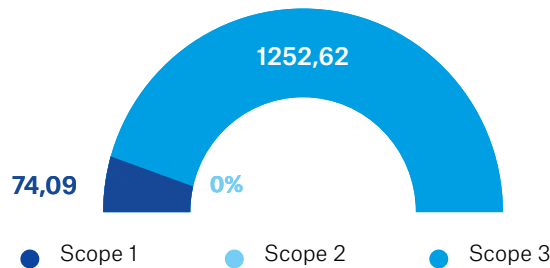
LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE03	3.1	301	Product design and life cycle analysis	LCA AND ENVIRONMENTAL PRODUCT DECLARATION

REDUCTION OF OUR CARBON FOOTPRINT

- Publication of the greenhouse gas (GHG) emissions calculation, taking into account direct emissions (Scope 1) and indirect emissions (Scopes 2 and 3) based on UNE-ISO 14069 and ISO 14064-1 methodology (2022).



EMISSIONS BY SCOPE t CO₂ eq



- Prioritising actions that help us reduce CO₂ emissions and achieve our set decarbonisation goals.
- The implementation of these actions has led us to reduce our Scope 1 and 2 emissions by 33% compared to the previous financial year 2022.

Improvement and/or corrective actions

- Progressive reduction in our carbon footprint in accordance with actions set out in our Action Plan.
- Development of a sustainable travel policy.

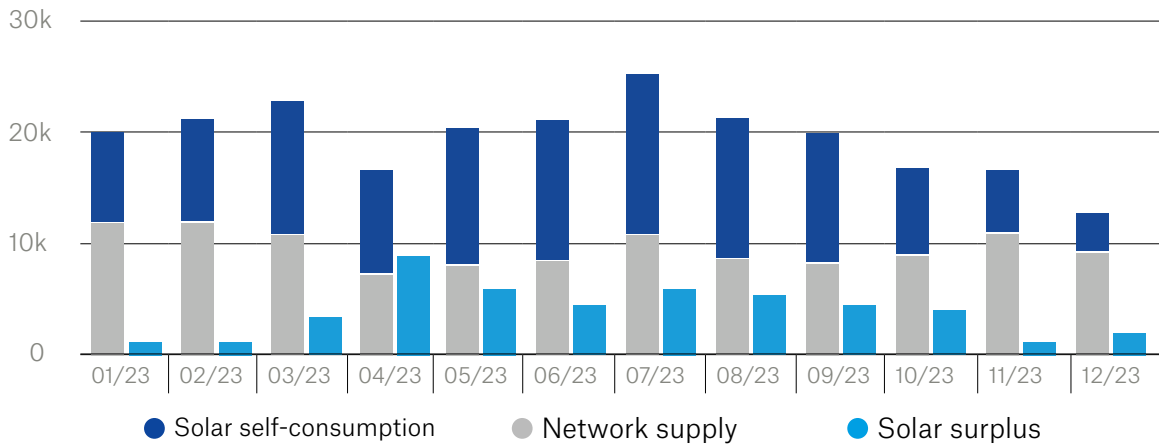


[Carbon Footprint Report 2022](#)

ENERGY TRANSITION

- Use of renewable energy sources, including 59% average self-consumption thanks to the installation of solar panels at HQ, and an excess of 28% injected into the grid. **35,620 kg CO2 emissions avoided.**

ELECTRICAL BALANCE



235,23 MWh
Total consumption

171,57 MWh
Photovoltaic production

> 120,23 MWh (51,11%)
Self-consumed photovoltaic energy

> 120,23 MWh (70,08%)
Self-consumed photovoltaic energy

> 115 MWh (48,89%)
Network supply

> 51,34 MWh (29,92%)
Photovoltaic production surplus

- Implementation of measures that improve the efficiency of operations at our HQ factory according to actions detailed in the plan, such as replacing compression equipment, substituting the painting process (replacing solvent-based paint with water-based paint), optimizing the energy consumption of the oven.
- Acquisition of 100% renewable energy.
- Commitment to the progressive electrification of the vehicle fleet, which began in 2022, and the gradual switch to vehicles with 0 or ECO labels. In 2023, 58% of Lamp's vehicle fleet had this labeling, and we aim to reach 83% by 2024.



Improvement and/or corrective actions

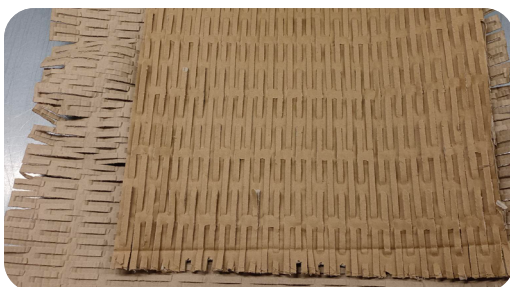


- Acquire 100% renewable energy.
- Improve the energy efficiency of our facilities according to actions set out in our Sustainability Plan.

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE01	1.1		Climate change	REDUCCIÓ PETJADA CARBONI ABAST 1 I 2
	1.2			REDUCTION OF CARBON PETRIFIED COAL ABAST 3
	1.3	305-1/2/3		CARBON FOOTPRINT REDUCTION ABAST 1,2 AND 3
	1.4			CARBON FOOTPRINT OFFSET - NET ZERO CARBON OFFSET - NET ZERO LAMP

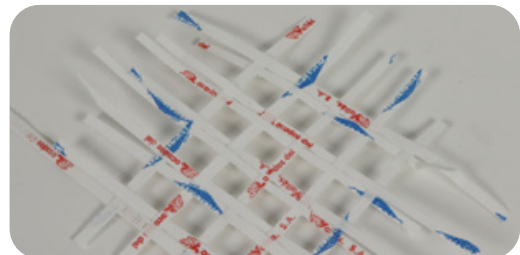
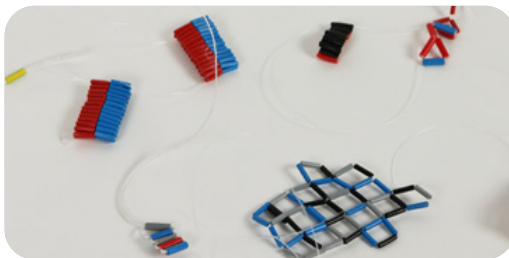
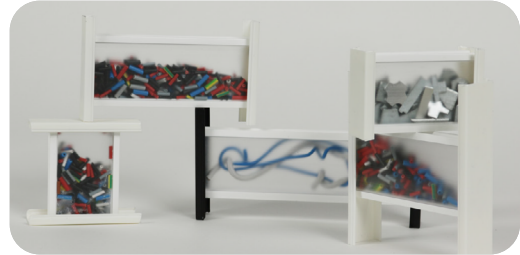
WASTE MANAGEMENT

- Constant improvement plan in waste management, such as reducing plastic packaging or eliminating hard-to-recycle waste (coffee capsules, etc.).
- Installation of filtered water devices to eliminate plastic water containers.
- Adhered to the Ecotic organization since 2011, whose main objective is the collection, treatment, and control of waste from devices, equipment, and electronic components at the end of their useful life, ensuring the optimization of resources.
- Additionally, during 2023, high-impact actions have been implemented to reduce resource consumption, such as digitization projects in purchase documents, allowing for a 32% paper saving during 2023.
- Packaging optimization plan.
Executed actions:
 - Replacement of plastic product protection packaging with recycled paper protections.
 - Replacement of labeled packaging bags with unlabeled recycled bags.
 - Replacement of plastic tape with paper tape.
 - Introduction of machinery for transforming self-generated cardboard waste into packaging material for incorporation into new packaging.
 - Customized packaging optimization service for large-volume shipments, reducing volume and waste at the destination, allowing us to achieve savings of up to 70% in high-turnover families like FIL and KOMBIC.
 - Acquisition of machines to generate our own filling material by reusing leftover cardboard.



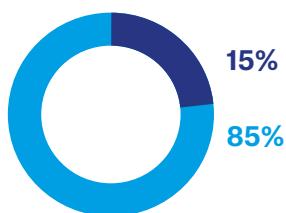
Collaboration programme with ELISAVA University for the waste re-circulation project.

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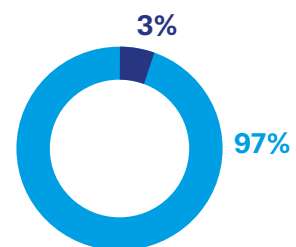
- Own Waste Management Plan approved and publication of quarterly sales information to the Producers Compliance Programme.
- Technical information to facilitate the processing of waste electrical and electronic equipment (WEEE) at reprocessing centres.

END-OF-LIFE PROCESSING METHODS



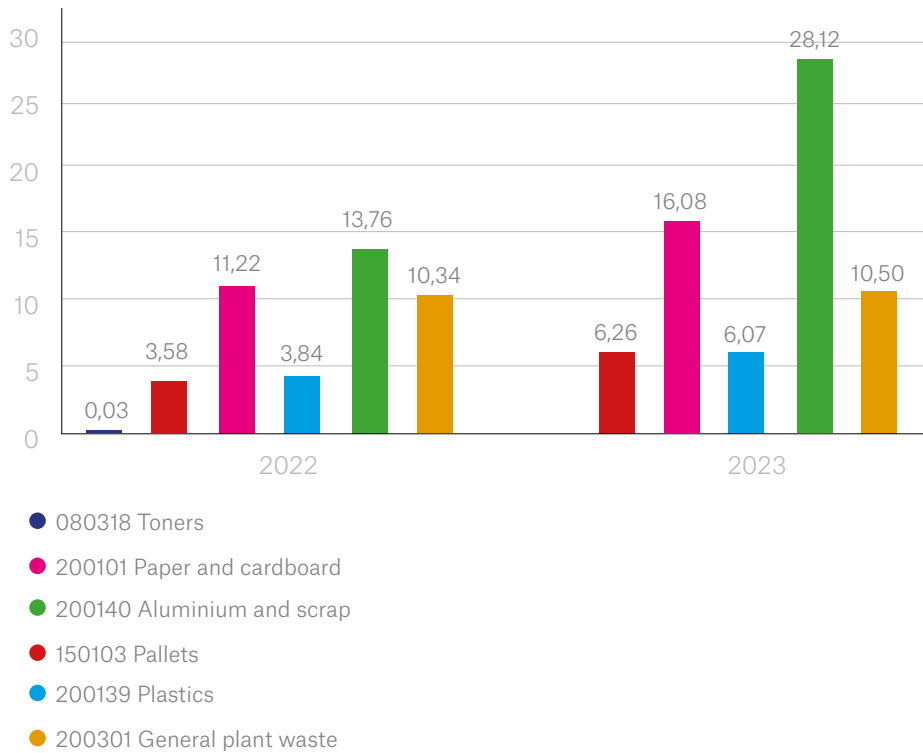
- Landfill or incineration
- Recycling

WASTE SORTING

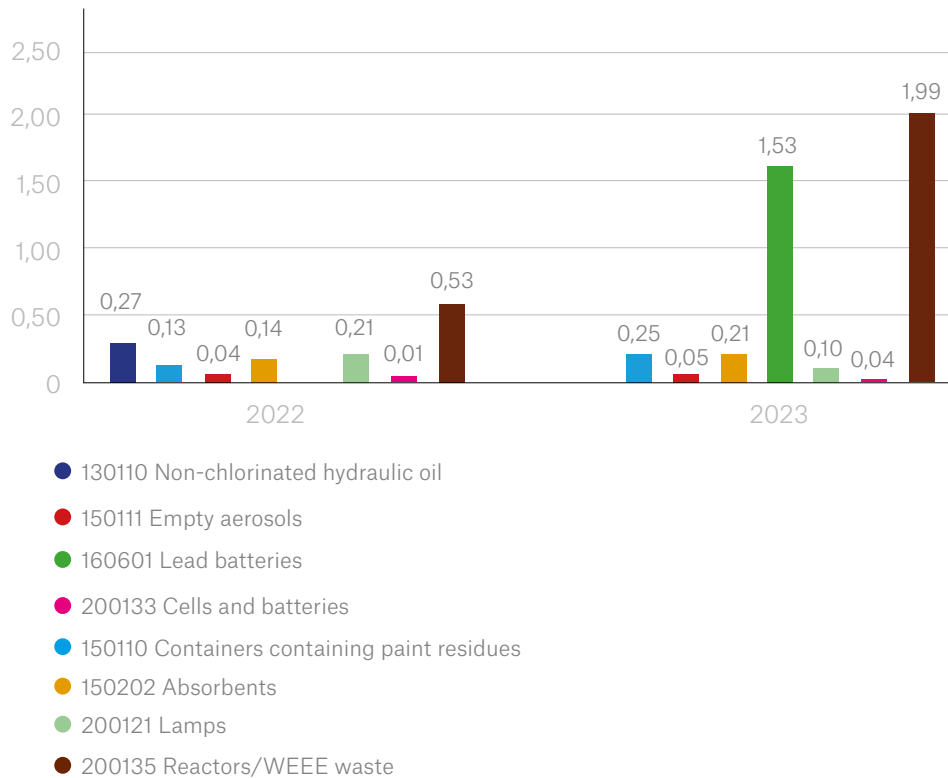


- Special (hazardous)
- Non-special

HAZARDOUS WASTE



NON-HAZARDOUS WASTE



During 2023, there is a significant increase in waste generation, both in aluminum waste classified as “Non-hazardous,” and in batteries and ballasts classified as “Hazardous” waste. This is due to the development of the technological renewal service carried out, specifically by the renovation of the “Mercado de Los Encants” in Barcelona.

At Lamp, we assume and manage the proper recycling of materials from the technological renewal of equipment installed more than 10 years ago, improving energy efficiency and renewing the infrastructure, while saving CO2 emissions by reusing already manufactured products, thus extending their useful life.

Lamp S.A.U has not incurred any breaches of legislation and regulations nor has it been sanctioned with fines during the period covered by the report.

Improvement and/or corrective actions



- Waste revaluation plan.
- Plan of actions to reduce waste that is difficult to recycle.
- Incorporation of KPIs related to the reduction and management of Waste Electrical and Electronic Equipment (WEEE).

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE02	2.1		Waste	REDUCTION OF NON-SEPARABLE WASTE
	2.2			WASTE RECOVERY
	2.3	306-3		WASTE GENERATED

RELATIONS WITH SUPPLIERS

Lamp has a Code of Ethics for its public supply chain, where it details the environmental requirements that must be met to form a part of the Lamp supply chain.

The company also performs an initial assessment via an [online form](#) where suppliers must inform of their policies and actions related to their environmental and social performance, such as carbon footprint calculations, equality plans and their promotion of diversity and inclusion, with the aim of performing an analysis prior to authorising potential suppliers, which must accept:

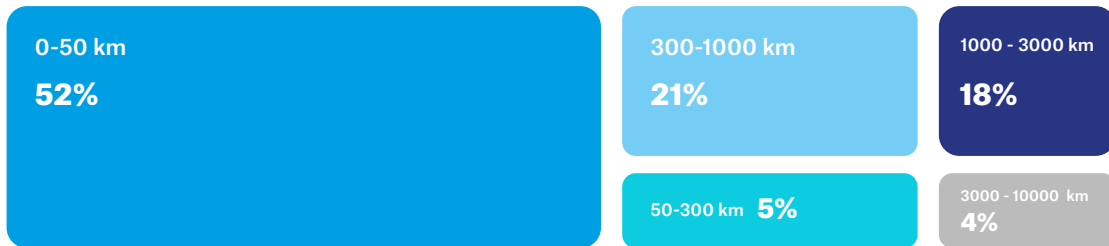
- Quality and Environment Policy.
- Sustainable Procurement Policy.
- Supplier Code of Ethics.
- Technical Specifications for Procurement and Environmental Requirements.

During the reporting period, 100% of new suppliers have passed selection filters in accordance with environmental and social criteria.

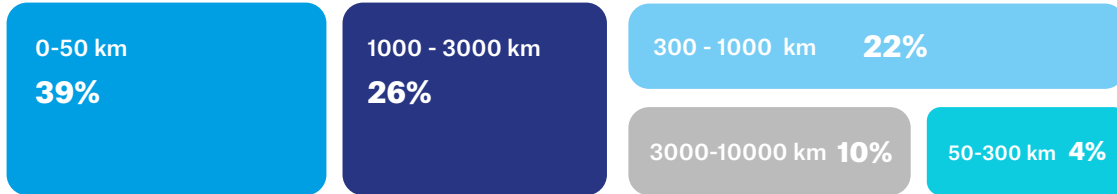
The continuous assessment for suppliers considers quality and service factors, as well as environmental aspects, such as proximity with a view to encouraging local industry (a provision in ISO 14001 on environmental management), or if they have calculated their carbon footprint, with this a key aspect in achieving decarbonisation goals. Other actions in the supply chain:

- Compliance by suppliers with environmental standards, certifying their correct management of waste by supplying receipts proving the same or the company's ISO 14001 certification.
- Optimisation of transport routes.
- Strengthening of relations in order to improve the social reality of the surrounding area.
- Sustainable supply policies regarding social and environmental factors (compliance with ISO 14001, positive assessment of environmental performance, waste reduction criteria and emissions informed in technical specifications for procurement).

DISTRIBUTION OF SUPPLIERS BY DISTANCE (NUMBER)

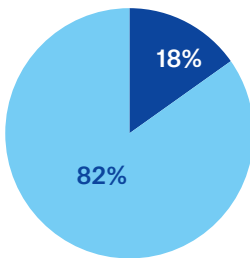


AMOUNT OF PURCHASES BY DISTANCE (VALUE)

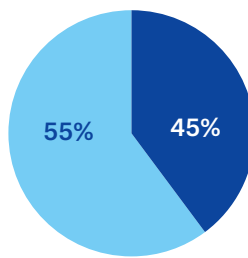


SUPPLIERS PORTFOLIO

NUMBER



VALUE



- CO₂ Calculated
- CO₂ Not calculated

Improvement and/or corrective actions



- Create a support, awareness, disclosure and tool supply campaign to encourage improved environmental performance in our supply chain.
- Publish supplier assessment criteria.

[Lamp Supplier Code of Ethics](#)

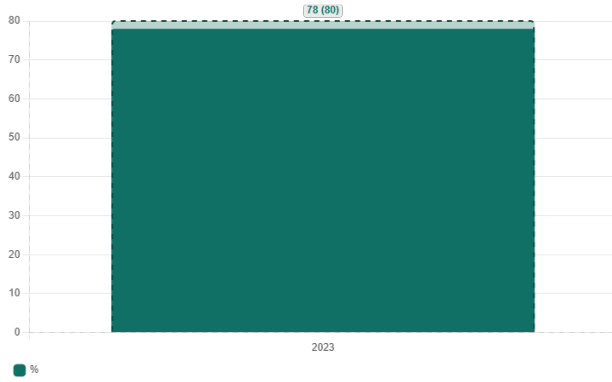
[Technical Specifications for Procurement and Environmental](#)

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE05	15.4	308-1	Environmental evaluation of suppliers	SUPPLIER EVALUATION
	15.1			EVALUATION OF SUPPLIERS WITH A CALCULATED CARBON FOOTPRINT
	15.2			EVALUATION OF LOCAL SUPPLIERS (<3000K)
	15.3			SUPPLIERS WITH APPROVED SOCIAL CRITERIA POLICIES

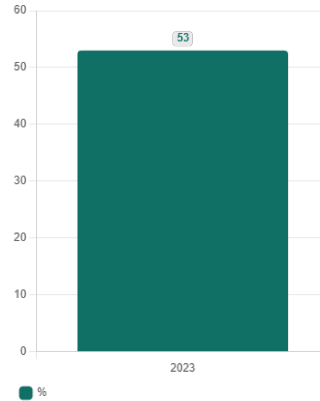
MEASURING IMPACT

- Introduction of a management platform and report to centralise information on the activity developed regarding sustainability and CSR.

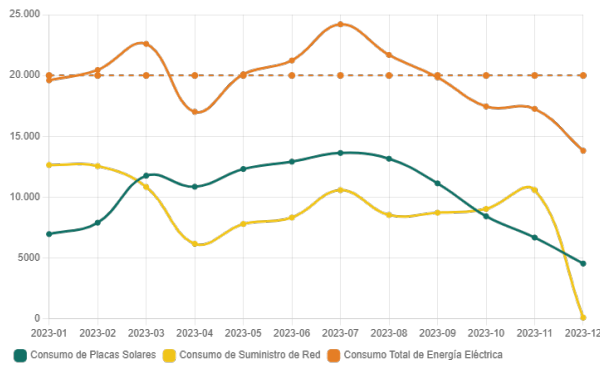
% RECYCLED ALUMINIUM IN EXTRUSION



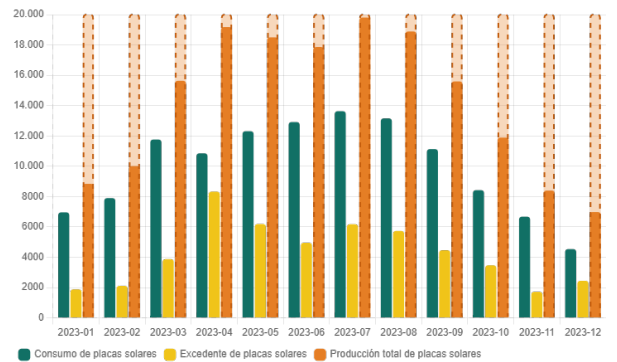
DAP / EPD



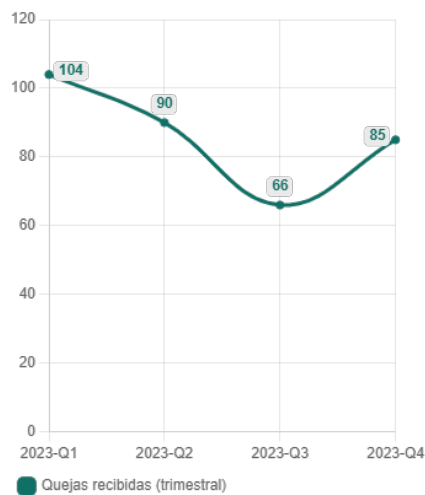
ELECTRICITY CONSUMPTION



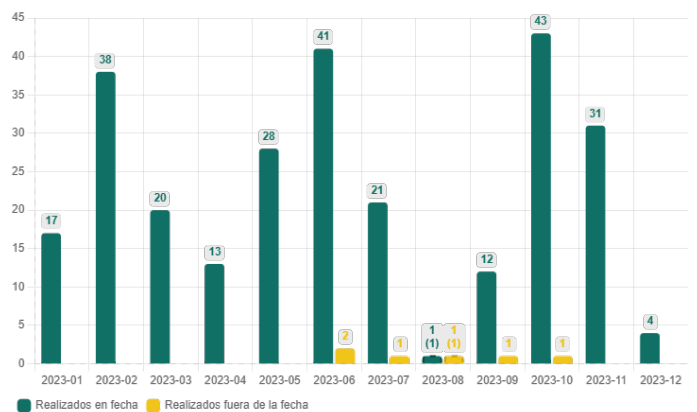
PRODUCTION OF SOLAR PANELS



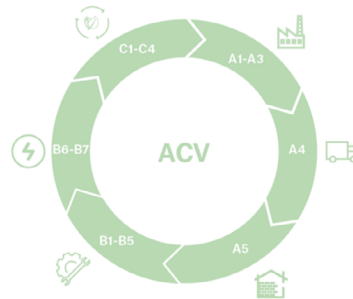
COMPLAINTS RECEIVED



ANNUAL COMPLIANCE WITH MAINTENANCE PLAN



- Progressive completion of the LCA (Life Cycle Assessment) for our product families, showing the product’s environmental performance expressed in kg CO₂.



- The main contributor is in the B6 stage of use, which accounts for between 65% and 90% of all emissions. For this reason, we work to constantly improve our luminaires’ energy efficiency so we can help in the fight against global warming and climate change.

The second contributor is the A1-A4 manufacturing phase, of which 75% is related to the consumption of non-renewable resources, while 25% is related to water consumption. Thus, carefully selecting the materials used to make our light fittings helps us to reduce their environmental impact.

Improvement and/or corrective actions

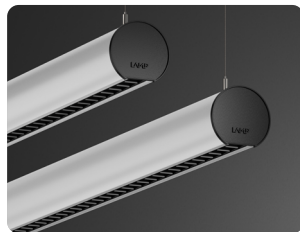
- Internal systematisation of the internal LCA assessment method.



LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE03	3.1	301	Product design and life cycle analysis	LCA AND ENVIRONMENTAL PRODUCT DECLARATION

ECO-DESIGN AND CIRCULARITY

- Implementation of design and conceptualization strategies to promote the circularity of our products and reduce their environmental impact. (EU Regulation 2019/2020).
- Migration to the use of recycled materials such as recycled aluminum with ASI certification, rPET, rCork, etc., and/or biodegradable materials.
- Design of high-durability luminaires (minimum useful life of 50,000 L80B10).
- More than 96% of the portfolio is composed of repairable and upgradeable luminaires, aligned with design criteria.
- Implementation of a project to recover defective aluminum profiles for reuse. The aluminum waste that cannot be reused is revalued through our extrusion aluminum supplier, returning the waste to the production process and thus promoting the circularity of the raw material.
- Design of new products and development of reengineering projects to ensure highly energy-efficient lighting solutions. During 2023, we significantly improved the efficiency of high-impact families, such as the HANCE family with a 30% improvement in efficiency, or B-SIDE with an improvement of up to 50%.



Improvement and/or corrective actions



- Include circularity information instructions on how to manage the product's life cycle.
- Implement an information and traceability system for our luminaires (digital passport).
- Promote circular lighting projects.

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE03	3.2		Product design and life cycle analysis	PRODUCT COMPLIANCE WITH ECODESIGN REGULATIONS
LE02	3.3			USE OF RECYCLED/RENEWABLE MATERIAL IN PRODUCTS (aluminium, polycarbonate, cork, PET, etc.)
LE01	3.4		Innovation	IMPROVE THE ENERGY EFFICIENCY OF OUR LIGHTING (Indoor)
LE01	3.5			IMPROVE THE ENERGY EFFICIENCY OF OUR LIGHTING (Outdoor)

RESEARCH AND DEVELOPMENT

R&D projects developed by internal teams and external experts to develop innovation that minimises our environmental impact (new materials, additive manufacturing, etc.).

ECONOMIC PERFORMANCE

Below we shall outline certain aspects considered relevant to provide transparency regarding our economic performance in 2023 on the generation and distribution of economic value, in addition to information about any assistance received.

DIRECT AND DISTRIBUTED ECONOMIC VALUE 2023	
Direct value generated (Revenue)	€13,447,877.00
Distributed value (operational costs, employee salaries and benefits, payments to capital providers, payments to the government (per country), and investments in the community)	- €13,250,291.97
Retained value	€197,585.03
FINANCIAL ASSISTANCE RECEIVED	
Tax allowances	€25,319.69
Tax credits	N/A
Subsidies	N/A
Subsidies for investment, subsidies for research and development, and any other relevant subsidies;	€7,200.00
Awards	N/A
Royalty exemptions	N/A
Financial assistance from export credit agencies (ECAs)	N/A
Financial incentives;	N/A
Other financial benefits received or that may be received from any government for any activities.	N/A
Information included per country	Spain



● Sustainability Plan: Targets

FOCUS	LE	ID	GRI	MATERIALITY ANALYSIS	KPI	CALCULATION METHOD	ACTUAL 2022	TARGET 2023	ACTUAL 2023	TARGET 2025
PLANET	LE01	1.1		Climate Change	CARBON FOOTPRINT REDUCTION SCOPE 1 AND 2	Carbon Footprint Calculation scope 1 and 2 (Accumulated) - Tn Co2e	111.59	33% - 75 Tn	74	53% - 60 Tn
PLANET	LE01	1.2		Climate Change	CARBON FOOTPRINT REDUCTION SCOPE 3	Carbon Footprint Calculation scope 1, 2 and 3 (Accumulated) - Kg Co2e/Annual invoices	0.1035	4% - 0.0994	0.0994	20% - 0.0828
PLANET	LE01	1.3	305-1/2/3	Climate Change	CARBON FOOTPRINT REDUCTION SCOPE 1, 2 AND 3	Carbon Footprint Calculation scope 1, 2 and 3 (Accumulated) - Kg Co2e - Detailed summary in report			1326.6	
PLANET	LE01	1.3		Climate Change	CARBON FOOTPRINT COMPENSATION - LAMP NET ZERO	Carbon Footprint Calculation scope 1, 2 and 3 (Accumulated) - % Tn Co2e compensated (NOT REDUCED)	N/A	N/A	N/A	100%
PLANET	LE01	3.4		Innovation	IMPROVE THE ENERGY EFFICIENCY OF LIGHTS (indoors)	Average energy efficiency (lm Output/Plum) (Absolute value)	93.22	97.88	101.77	107.20
PLANET	LE01	3.5		Innovation	IMPROVE THE ENERGY EFFICIENCY OF LIGHTS (outdoors)	Average energy efficiency (lm Output/Plum) (Absolute value)	86.00	90.30	87.50	95.00
PLANET	LE02	3.3		Product design and life cycle analysis	USE OF RECYCLED/ RENEWABLE MATERIAL IN PRODUCTS (aluminium, polycarbonate, rcork, PET, etc.)	% family sales that incorporate recycled material/total sales per year	40%	50%	59%	70%
PLANET	LE02	17.1		Environmental management	IMPLEMENTATION OF ENVIRONMENTAL MANAGEMENT SYSTEM	ISO 14001 certification	YES	YES	YES	YES
PLANET	LE02	2.1		Waste	REDUCE NON-SEGREGABLE WASTE	Grams of waste (banal)/sales (annual) (Absolute value)	0.88	0.67	0.79	0.50
PLANET	LE02	2.2		Waste	WASTE ASSESSMENT	Tn Waste Assessed/ Tn Waste Generated (annually) (%)	77%	80%	85%	95%
PLANET	LE02	2.3	306-3	Waste	WASTE GENERATED	Total weight of waste generated in metric tons and summary of this total according to the composition of the waste (Tn)	44.1		71.2	
PLANET	LE03	3.1		Product design and life cycle analysis	LCA AND ENVIRONMENTAL PRODUCT DECLARATION	% sale of certified products (Accumulated)	37%	45%	48%	55%
PLANET	LE03	3.2		Product design and life cycle analysis	PRODUCT COMPLIANCE WITH ECODESIGN REGULATIONS	Ecodesign compliance units/ Total portfolio units (Absolute Value)	96.20%	96.40%	96.40%	99%



FOCUS	LE	ID	GRI	MATERIALITY ANALYSIS	KPI	CALCULATION METHOD	ACTUAL 2022	TARGET 2023	ACTUAL 2023	TARGET 2025
PLANET	LE03	16.1		Circular economy	IMPLEMENTATION OF CIRCULAR LIGHTING PROJECTS	Emission savings Tn Co2 eq - Absolute value (year)	318	22	22	40
PLANET	LE04	7.1	401-1a	Employment	NEW EMPLOYEES	No. of new employee hires in one year (Total)			4.00	
PLANET	LE04	7.2	401-1b	Employment	PERSONNEL RATE	Number of workers employed at Lamp/ average total workers per year (%)	7.4%	4%	1.98%	
PLANET	LE04	11.1		Innovation	LIGHTING FOR WELL-BEING	Units introduced into the market (Absolute value)- Accumulated target	1306	1500	7984	22290
PEOPLE	LE04	4.1		Workplace health and safety	WORKPLACE INCIDENTS	Number of workplace accidents during the working day/average number of workers x100	1.30%	1.27%	1.18%	1.15%
PROSPERITY	LE05	REPORT		Environmental Compliance	COMPLIANCE WITH LAWS AND REGULATIONS	Level of compliance in the audit report with environmental and industrial safety legal requirements (Total) - 12 month audit period (carried out in current year)	92.10%		100%	
PROSPERITY	LE05	REPORT		Environmental Compliance	COMPLIANCE WITH LAWS AND REGULATIONS	Level of compliance in the audit report with environmental and industrial safety legal requirements (Environment) - 12 month audit period (carried out in current year)	92.60%		87.90%	
PROSPERITY	LE05	REPORT		Environmental Compliance	COMPLIANCE WITH LAWS AND REGULATIONS	Level of compliance in the audit report with environmental and industrial safety legal requirements (Industrial Safety) - 12 month audit period (carried out in current year)	92.70%		95.80%	
PROSPERITY	LE05	REPORT		Environmental Compliance	COMPLIANCE WITH LAWS AND REGULATIONS	Level of compliance in the audit report with environmental and industrial safety legal requirements (Facilities Regulations) - 12 month audit period (carried out in current year)	86%		93.70%	
PROSPERITY	LE05	REPORT	2.27	Environmental Compliance	COMPLIANCE WITH LAWS AND REGULATIONS	Level of non-compliance in the audit report with environmental and industrial safety legal requirements (Total) - 12 month audit period (carried out in current year)	0		0	



FOCUS	LE	ID	GRI	MATERIALITY ANALYSIS	KPI	CALCULATION METHOD	ACTUAL 2022	TARGET 2023	ACTUAL 2023	TARGET 2025
PROSPERITY	LE05	REPORT	201-4	Economic performance	REPORT FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT	Detailed information in report	211000		7200	
PROSPERITY	LE05	REPORT	201-1	Economic performance	DIRECT ECONOMIC VALUE	Detailed information in report				
PROSPERITY	LE05	REPORT		Economic performance	BUDGET ASSIGNED TO THE SUSTAINABILITY PLAN	Amount in €	14000		27662	
PROSPERITY	LE05	15.4	308-1	Environmental evaluation of suppliers	EVALUATION OF SUPPLIERS	% new suppliers screened using environmental criteria	0%	0%	100%	
PROSPERITY	LE05	15.1		Environmental evaluation of suppliers	EVALUATION OF SUPPLIERS WITH CALCULATED CARBON FOOTPRINT	% value/ total expense (Accumulated)	45%	50%	55%	70%
PROSPERITY	LE05	15.2		Environmental evaluation of suppliers	EVALUATION OF NEARBY SUPPLIERS (<3000 K)	% value/ total expense (Accumulated)	90%	90%	90%	95%
PROSPERITY	LE05	15.3		Social evaluation of suppliers	SUPPLIERS WITH APPROVED SOCIAL CRITERIA POLICIES	% of new suppliers of materials with accepted code of ethics	0%	0%	100%	100%
PROSPERITY	LE05	5.1		Product quality	FEWER INCIDENTS IN PRODUCT QUALITY	% lights reclaimed by customers	0.97%	0.95%	0.99%	0.65%
PROSPERITY	LE05	REPORT		Economic performance	COLLABORATION WITH SOCIETY: CONTRIBUTION TO THE LOCAL COMMUNITY	Number of agreements and collaborations signed.	10		6	
PROSPERITY	LE05	9.1	405-2	Diversity and equal opportunity	DIVERSITY AND EQUAL OPPORTUNITY - REDUCE THE WAGE GAP	Effective wage gap	19%	19%	18.13%	10%
PEOPLE	LE05	8.1		Training and teaching	TRAINING PLAN	Average training hours per year per employee (see summary per gender and category in report)	25	29	39	40
PEOPLE	LE05	8.2		Training and teaching	TRAINING PLAN	% attendance	65%	70%	83%	90%
PEOPLE	LE05	8.3		Training and teaching	ENVIRONMENTAL TRAINING PLAN	Sustainability training clips	1	2	2	6
PEOPLE	LE05	8.4		Training and teaching	DISCLOSURE AND AWARENESS ACTIONS ON HEALTHY AND SUSTAINABLE LIGHTING	Number of actions carried out in a year	5	5	5	6
PEOPLE	LE05	4.2		Workplace health and safety	STATE OF WELL-BEING WITHIN THE WORKPLACE (NPS)	Satisfaction index in twice-yearly work environment survey		65%	77%	80%
PEOPLE	LE05	4.3	Implement in report	Workplace health and safety	HEALTHCARE SERVICES AT WORK	Detailed information in report				
PEOPLE	LE05	4.4	Implement in report	Workplace health and safety	WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY	Detailed information in report				

SUCCESS STORIES

● Examples

RECYCLED ALUMINUM MIGRATION

70% reduction
direct emissions during manufacturing

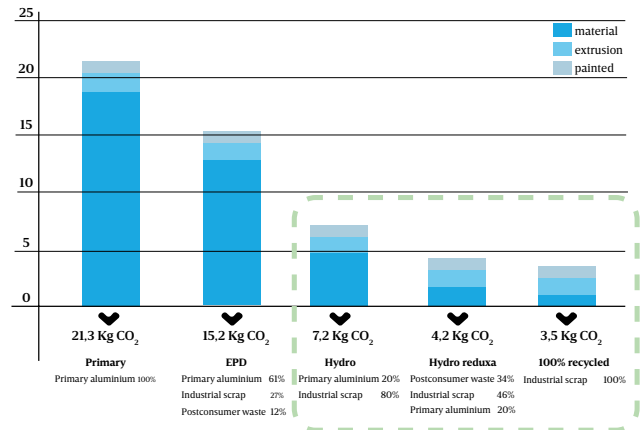
Recycled aluminum
With ASI seal



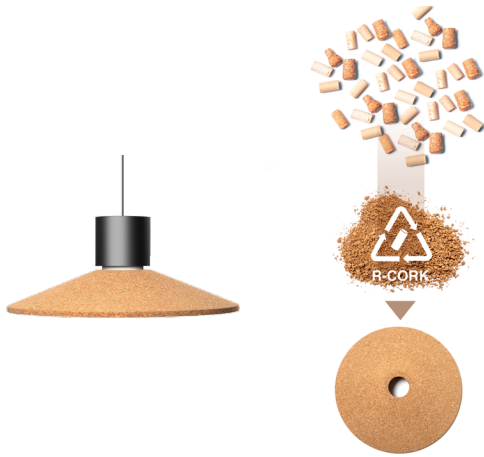
5% energy usage
compared to the original process

Savings 270 Tn CO₂
eq/year

42% CO₂ footprint
reduction



USE OF BIODEGRADABLE AND/OR RECYCLED MATERIALS



Stormbell 80 R-CORK

MATERIAL	Recycled cork
COMPOSITION	80-90% plugs cork
KG	0,227
ORIGIN	40 recycled wine stoppers



Stormbell 80 R-PET

MATERIAL	Polyester Felt
COMPOSITION	20-60% rPET (recycled bottles and other post-industrial waste)
KG	0,314
ORIGIN	4 recycled water bottles

INCORPORATION OF RECYCLED POLYCARBONATE R-PC FR WHITE TM WITH BROMINE-FREE FLAME RETARDANT

Savings 70 Tn CO₂ eq/year

96% CO₂ footprint reduction
por piece of refl ctor

+info



INACAP: CIRCULAR LIGHTING PROJECT

Technological renovation project of more than 20,000 FIL luminaires installed in IN-ACAP (National Institute of Professional Training) headquarters in Chile, updated to led technology.

WORK DONE

Recovery of obsolete light sources

(54W and 28W T5 fluorescence)

Preparation of new modules factory lighting

(24W and 14W LED technology)

Update on-site technology

Renewal of optical diffusors

RESULTS OBTAINED

+55% energy savings

with a total quantified annual savings of 1,719,000 kWh.

+25k meters of reused aluminum

Savings 318 Tn CO₂ eq

mitigating the effects of GHG emissions.

[▶ Project video](#)



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● Testimonios

“



“Lamp has gone above and beyond, performing an emissions study for scopes 1+2, showing that a broader knowledge of all aspects related to its activity and its potential impacts is an opportunity to detect areas for improvement.

By prioritising their knowledge of their activity’s impact, they selected the most demanding calculation methodology (ISO 14064-1), which means including

scope 3, with the commitment and willingness of the entire sustainability team, leading to an extremely comprehensive calculation and a strategy to achieve an emissions inventory with no exceptions.

Lamp translates its commitment into actions, assessing and selecting its suppliers, implementing improvements to its production system, and continually assessing its own work and innovation.”

ELISABETH GARCÍA PORTERO

Responsible for CO₂ projects at CECOT
Accredited Climate Change Action Advisor

“

“After working on sustainability for a time in its three main areas of Environment, Social and Good Governance, I’d like to highlight everything we’ve learned.

From the initial brainstorming session to the final definition of medium-term goals in the current plan, we’ve covered the product life cycle assessment, the organisation’s carbon footprint calculation, its Equality Plan, waste optimisation and the diversity of other actions.

We’ve learned a lot and we have data that now enables us to make better decisions when allocating resources where they’d be most beneficial to Lamp and our stakeholders.”



QUICO ESCUDÉ

Purchasing and sustainability manager at Lamp

“



“Our first collaboration with LAMP was the circular re-materialisation of the Stormbell 80 product, where we had the chance to research innovative materials that were unknown to the industry. On our next project, assessing and improving the environmental performance of the products FIL and KOMBIC, we developed a recycled material suitable for technical lighting and we collaborated with some of the company’s Spanish suppliers to introduce it effectively in their production lines. We’re delighted to be able to say that, at present, both Stormbell 80 and KOMBIC are being marketed with the materials we developed with LAMP and we hope to work with them again on future projects.”

SALVA CODINACH
JOSÉ F. LÓPEZ-AGUILAR
Oiko Design Office

“

“Lamp is an avant-garde company that’s always a step ahead in terms of environmental responsibility. When we suggested they use recycled aluminium in their products to help reduce their carbon footprint, their commitment to decarbonisation was very clear from the outset.

It’s a privilege to collaborate with innovative companies like Lamp who share our vision and ambition to build a more viable, sustainable society.”



JORDI MONTES ULLDEMOLINS
Account Manager Hydro Extrusion Spain
Hydro Iberia Ambassador for Sustainability



“The ELISAVA master’s degree in product design has been collaborating with LAMP for more than 10 years now and is a clear example of a successful collaboration between a university and a business. In the last few years, we’ve hosted briefings for students, with the main focus of these sustainability, shining a light on the circularity of post-industrial waste in our own production process.

Of course, special attention is paid when selecting materials in order to develop projects that can be carried out in collaboration with social organisations. In the high quality of final projects presented, the importance and attention offered by LAMP tutors on environmental and social aspects is evident. These tutors guide and train future professionals so they may make their own decisions in both product design and product engineering on new projects.”

XAVI RIUDOR

Director of the Master in Product Design and Development at Elisava

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LAMP
Worktitude for light

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