



WORKTITUDE FOR LIFE

SUSTAINABILITY REPORT

2022

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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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.

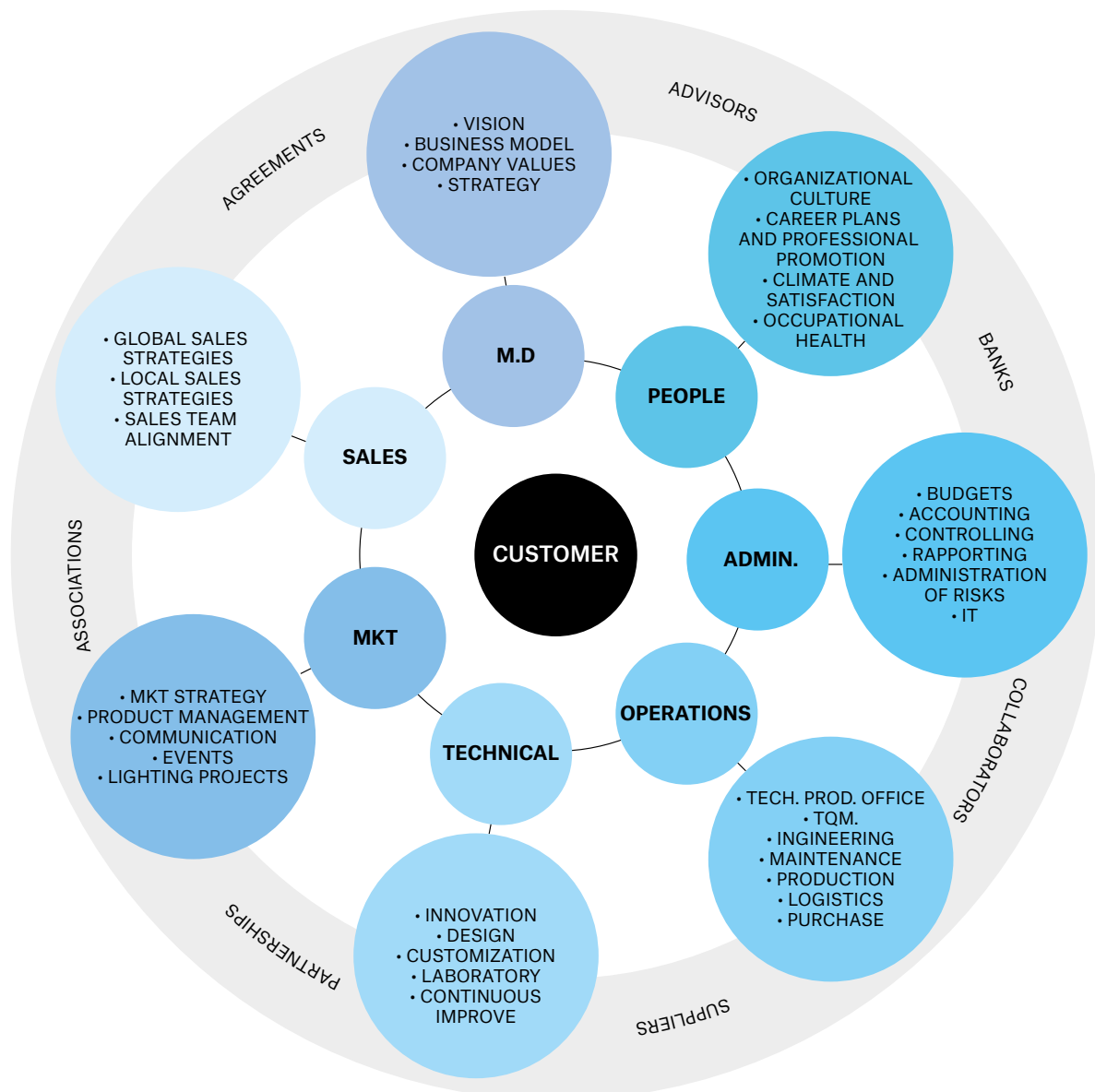


WORKTITUDE FOR LIFE

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

ORGANISATION

● Organigramme



ORGANISATION

11,7m €

ANNUAL TURNOVER

We have a total turnover of €11,700,000 by 2022.

82 

WORKERS

Engineers, designers and technicians: 82 people working together on your next project.

70 

INTERNATIONAL PRESENCE

We reach 70 countries through HeadQuarters and our 5 subsidiaries.

+94K 

LUMINAIRES

We manufacture a total of 94,015 luminaires during 2022.

+11,3k 

PRODUCT REFERENCES

We have a total of 11,392 references.

954 

WELLBEING LUMINAIRES

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

51% 

PRODUCTS WITH EPD

51% of the references in our portfolio have EPD (Environmental Product Declaration) and LCA (Life Cycle Assessment).

377 

ANNUAL PROJECTS

In 2022, our technical department carried out 377 lighting consultancy projects.

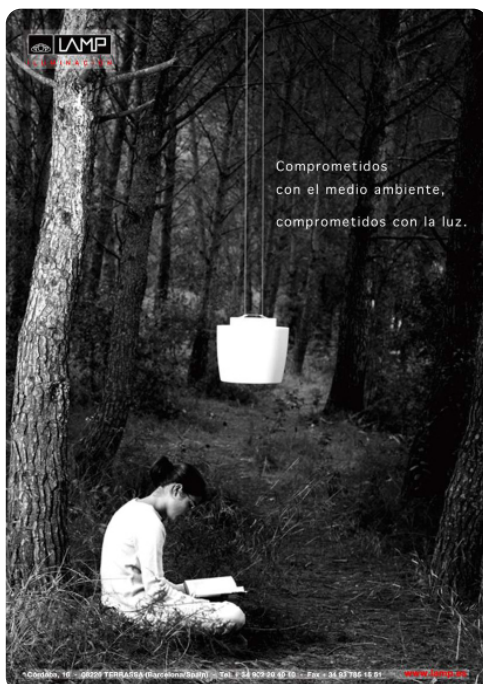
LAMP THROUGH TIME



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 Besltux 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.



LAMP +

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:

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.

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

Development of internal-external collaboration ecosystems.



📍 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

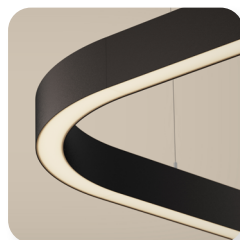
Worktitude For Future

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.

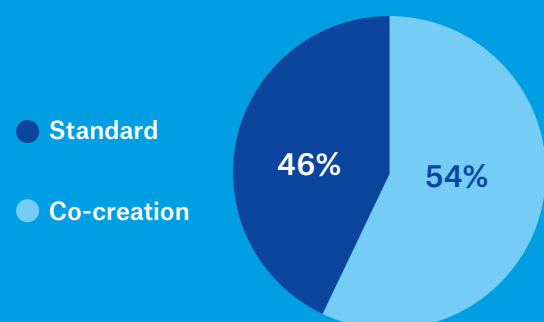
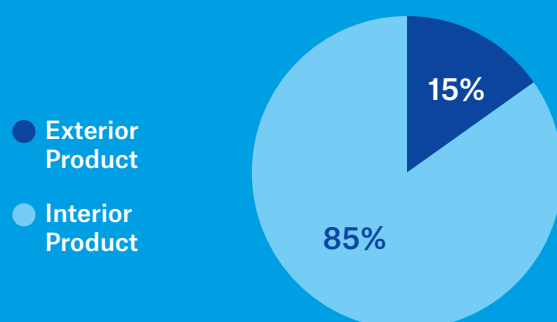
Common spaces

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 2022

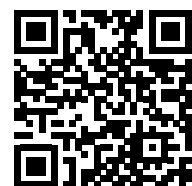
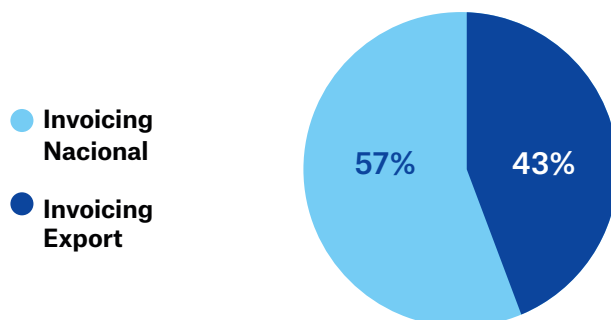


WHERE WE ARE

● International presence



INVOICING 2022



Worktitude for Life

Declaration of commitment



I'm delighted to present our first **Sustainability Report 2022**, which shares our strategy as well as our commitments, progress and improvements actions, with the goal of being a company that has 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.

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

(LE01) Decarbonisation goal 2025:

DESCRIPTION	VALUE 2022	2025 GOAL
Reduction of CO ₂ emissions in Scope 1 and 2		100%
Reduction of CO ₂ emissions in Scope 3		50%
Net Zero - Offsets remaining 50% in Scope 3		Zero
Carbon footprint 2022	1.207,56 Tn CO₂ Eq	

(LE02) Reduction in resource consumption 2025

DESCRIPTION	VALUE 2022	2025 GOAL
Reduction in non-separable waste 50%		4,43E-04 Tn/eur
Non-separable waste 2022	2,20E-03 Tn/eur	
Use of recycled or renewable material in product portfolio		70% of annual sales
Sales of products with recycled material 2022	40%	

(LE03) Promotion of circularity

DESCRIPTION	VALUE 2022	2025 GOAL
Development of LCA and publication of Environmental Product Declarations in portfolio		Sales goal for products with LCA 55%
Sales of products with LCA in 2022	37%	
Savings on tons of CO ₂ eq via implementation of circular lighting projects (Upgrade As a Service)		390 Tn CO₂ eq
Savings in 2022	318 Tn Co₂ eq	

(LE04) Generación de soluciones lumínicas para el bienestar

DESCRIPTION	VALUE 2022	2025 GOAL
Installed solutions fully aligned with healthy (Wellbeing) lighting solutions		2.000 units
Units introduced to the market in 2022	1.306 units	

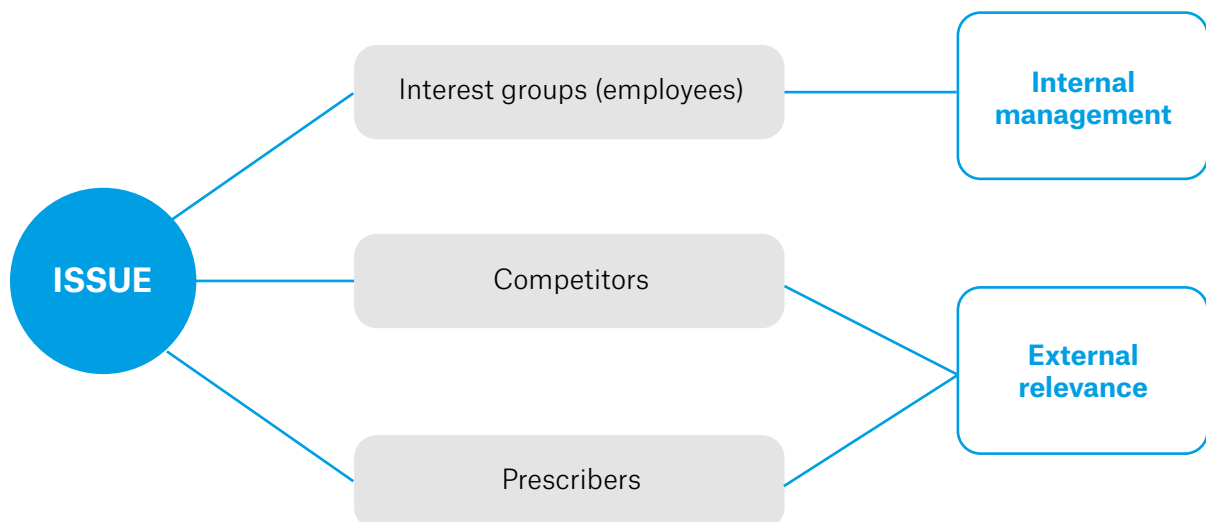
(LE05) Diverse, ethical, inclusive business community

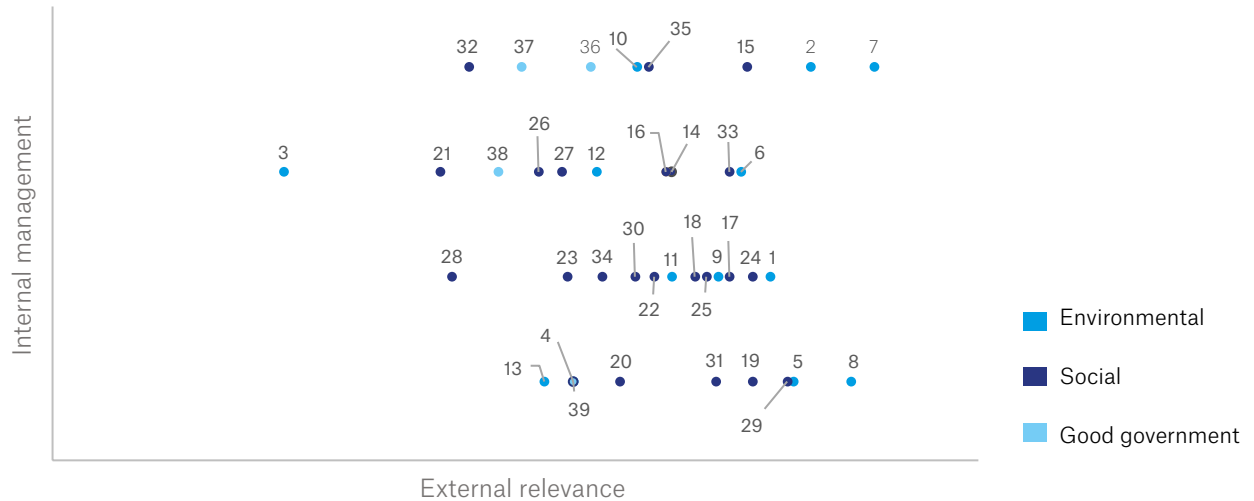
DESCRIPTION	VALUE 2022	2025 GOAL
Well-being in the workplace NPS		70%
NPS 2022	65%	
Effective reduction in the gender pay gap		10%
Current gender pay gap (by agreement categories) 2022	19%	
Supplier environmental assessment (calculated carbon footprint)		90% - purchases made
Suppliers assessed 2022	45%	
Prioritisation of local suppliers		95%- purchases made
Local suppliers 2022	90%	

● 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





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

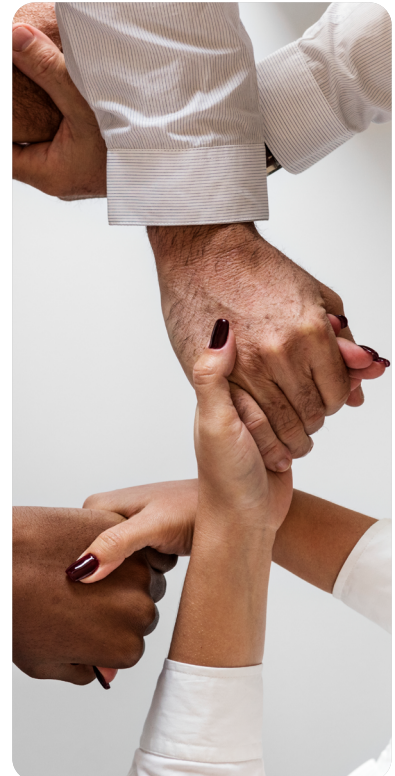
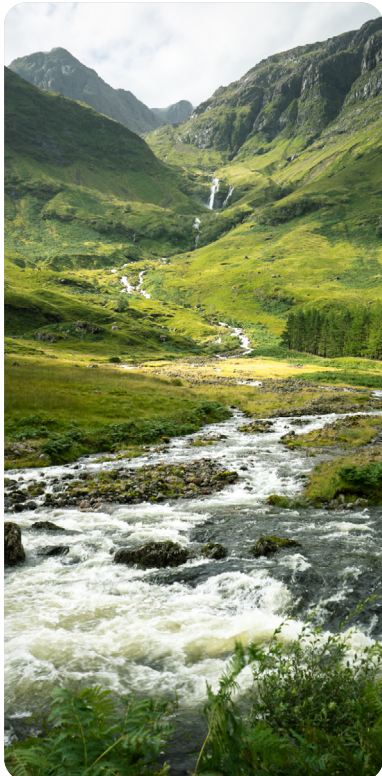
A stable committee within the company's organisational chart, formed by six people with interdepartmental representation, with this committee responsible for managing the Sustainability Plan, collecting suggestions, prioritising actions, monitoring, drawing up a report, and implementing corrective actions.



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 1.30% (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.
 - **Periodic assessment of employee well-being** through a work climate survey, the last of which was carried out in 2018 with the following results:



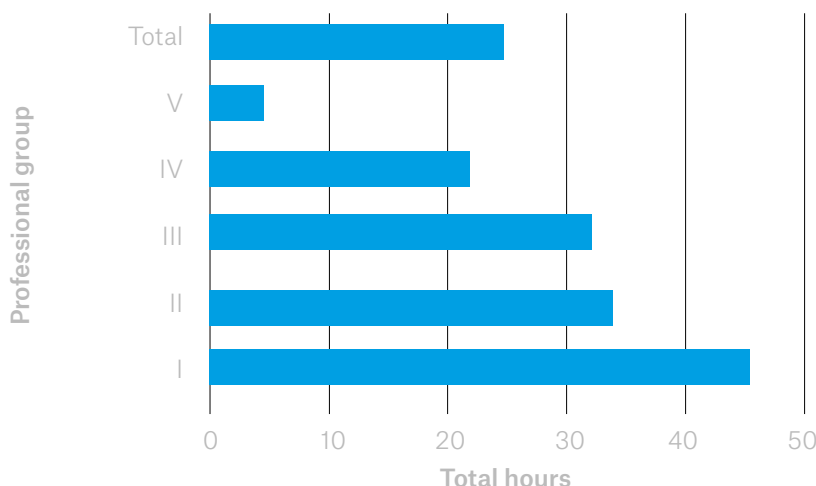
68% **Motivation**



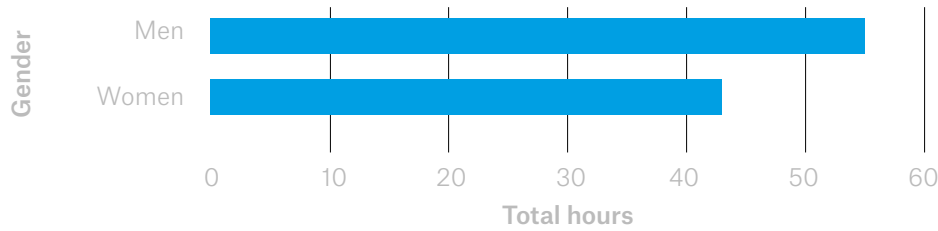
68% **Satisfaction**

*Next work climate survey planned for 2023

AVERAGE TRAINING HOURS 2022



AVERAGE TRAINING HOURS 2022



Improvement and/or corrective actions

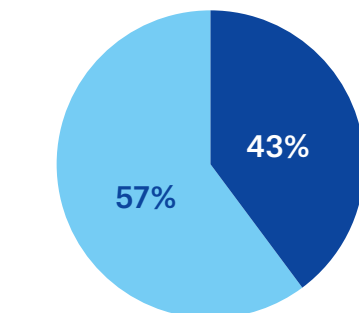
- Replace lighting at the facilities with the highest comfort and well-being requirements.
- Set up new leisure areas in line with high comfort and well-being standards.
- Improve assistance and our commitment to employees in training actions.
- Introduce a system to assess the value generated and perceived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



EQUALITY AND INCLUSION POLICIES AND EQUALITY PLAN

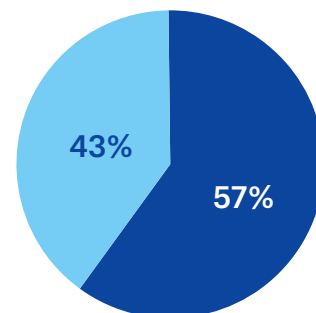
The company has an Equality Plan in place that was drawn up and presented in 2022. Via this plan, the Equal Opportunities Committee was established, the aim of which is to encourage equal opportunities based on an organisational culture that favours effective equality between men and women, and which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

WORKERS (2022)



- Men
- Women

STEERING COMMITTEE (2022)

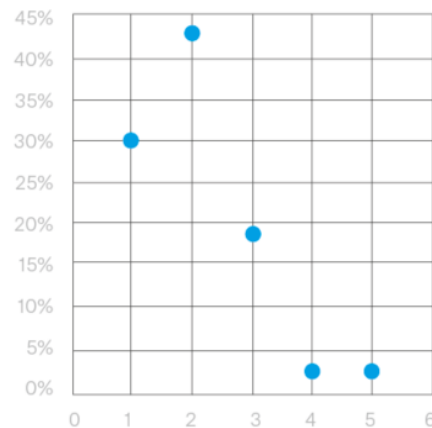


- Men
- Women

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE05	4.2	403	Workplace health and safety	WORK INCIDENTS
LE05	4.2		Workplace health and safety	STATE OF WELL-BEING WITHIN THE WORKPLACE (NPS)
LE04	7.1	401	Employment	STAFF RETENTION RATE
LE05	8.1	404	Training and teaching	TRAINING PLAN
LE05	REPORT		Training and teaching	TRAINING ACTIONS AND CONTRIBUTION TO THE COMMUNITY
	REPORT	201-4	Economic performance	REPORT FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT
	REPORT	201	Economic performance	COLLABORATION WITH SOCIETY - LOCAL COMMUNITY

EFFECTIVE WAGE GAP (2022)

Average wage gap: 19%



- Participation in the **Target Gender Equality 2022-2023** accelerator programme to drive our **contribution to SDG 5 for gender equality**.
- All members of senior management and middle managers trained in the prevention of sexual harassment and violence in the workplace.

Improvement and/or corrective actions

- Progressive reduction in the effective gender pay gap.
- Upcoming publication of an Inclusive Language (Verbal and Visual) Guide.
- Inclusion of information on the severity rate in the occupational incident report.



Equality Plan



Sexual harassment protocol

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE05	9.1	405	Diversity and equal opportunity	DIVERSITY AND EQUAL OPPORTUNITY - REDUCE THE WAGE 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.**

Furthermore, Lamp's commitment to publicising and raising awareness of the introduction of good lighting, which is lighting that has a positive impact on people and the planet, is reflected in external publication actions, which it achieves through the generation of specialised content, engagement in forums and round tables, and the hosting of its own events that promote dialogue between industry experts and improve 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.

+info



Organisation of **Worktitude Spaces** round table.

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.



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.
- Introduce and develop a whistleblowing protocol and channel to assess the environmental, ethical and social impact of breaches.

[Lamp Code of Ethics](#)

[Privacy Policy](#)

[Cookies Policy](#)

[Whistleblowing Protocol](#)

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		COLLABORATION WITH SOCIETY: CONTRIBUTION TO THE LOCAL COMMUNITY
	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

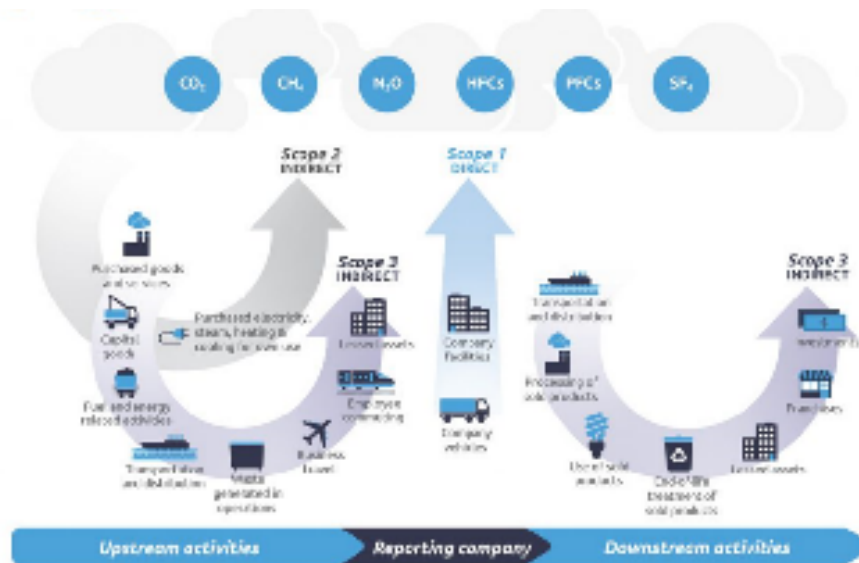
- Continue to improve our economic, social and environmental performance before the different certifying bodies.



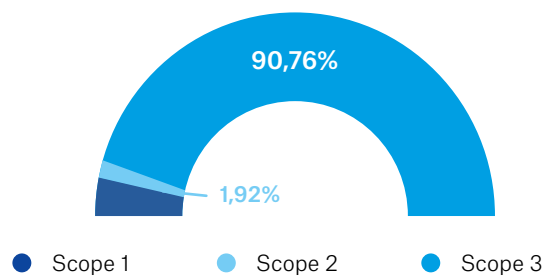
LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE03	3.1	301	Product design and life cycle analysis	LCA AND ENVIRONMENTAL PRODUCT DECLARATION

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.

Improvement and/or corrective actions

- Progressive reduction in our carbon footprint in accordance with actions set out in our Action Plan.



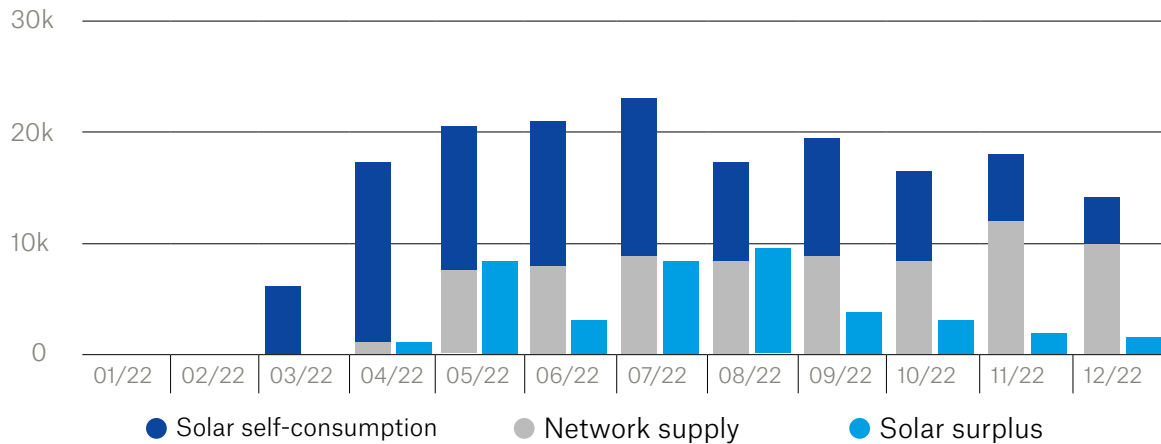
[Carbon Footprint Report 2022](#)

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



172,42 MWh

Total consumption

142,48 MWh

Photovoltaic production

> **102,13 MWh (59,23%)**
Self-consumed photovoltaic energy

> **102,13 MWh (71,68%)**
Self-consumed photovoltaic energy

> **70,29 MWh (40,77%)**
Network supply

> **40,35 MWh (28,32%)**
Photovoltaic production surplus

- Commitment to progressive electrification of our vehicle fleet, which began in 2022.
- Commitment to progressively change vehicles to the 0 or ECO label, which began in 2022.

Improvement and/or corrective actions

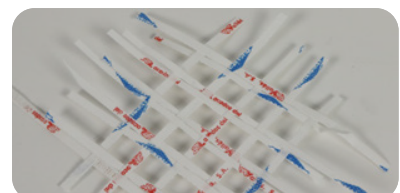
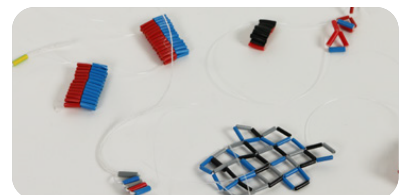


- Acquire 100% renewable energy.
- Improve the energy efficiency of our facilities according to actions set out in our Sustainability Plan.

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE01	1.1	Environmental management		CARBON FOOTPRINT REDUCTION SCOPE 1 AND 2
	1.2			CARBON FOOTPRINT REDUCTION SCOPE 3
	1.3			ZERO IMPACT - NET ZERO

WASTE MANAGEMENT

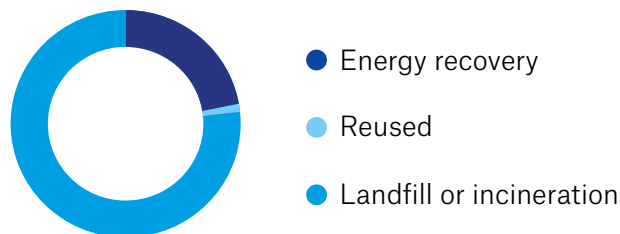
- Plan for constant improvement regarding waste management, including a reduction in plastic packaging, or the removal of waste that is difficult to recycle (coffee capsules, etc.)
- Installation of filtered water devices to cut out plastic water containers.
- **Packaging Optimisation Plan.** Actions undertaken:
 - Replacement of plastic products' protective packaging with protective elements made from recycled paper.
 - Replacement of labelled packaging bags with recycled unlabelled bags.
 - Replacement of plastic seal with paper seal.
 - Introduction of machinery to transform self-generated cardboard waste into packaging material to be used in new packaging.
 - Personalised packaging optimisation service for large-volume shipments, reducing the volume and waste at the destination.
- Collaboration programme with ELISAVA University for a waste re-circularisation project. [+info](#)



- 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.

FR. RAEE	TITLE	TN	IR%
FR 4	42.0 Large appliances (Rest)	0,100	90,33
FR 5	52.0 Small appliances (Rest)	0,433	91,52

END OF LIFE PROCESSING METHODS



Improvement and/or corrective actions



- Waste Recovery Plan.
- Plan with actions to reduce waste that is difficult to recycle.
- Inclusion of KPIs related to waste electrical and electronic equipment (WEEE) reduction and management.

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE02	2.1		Waste	REDUCE NON-SEGREGABLE WASTE
	2.2			WASTE RECOVERY - Reduce waste destined for incineration

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,

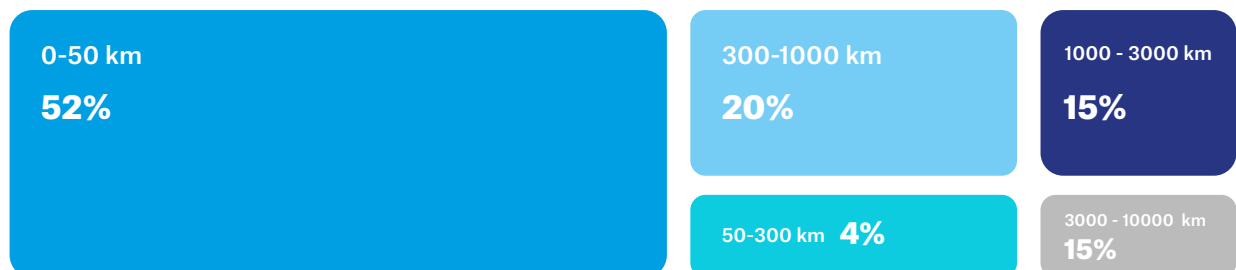
such as carbon footprint calculations, equality plans and their promotion of diversity and inclusion, with the aim of performing an analysis prior to authorising potential suppliers, which must accept:

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

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 140001, positive assessment of environmental performance, waste reduction criteria and emissions informed in technical specifications for procurement).

DISTRIBUTION OF SUPPLIERS BY DISTANCE (NUMBER)

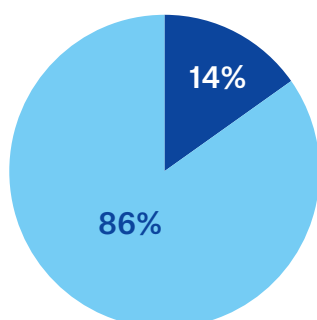


AMOUNT OF PURCHASES BY DISTANCE (VALUE)

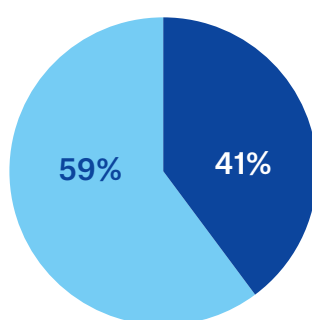


SUPPLIERS PORTFOLIO

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](#)

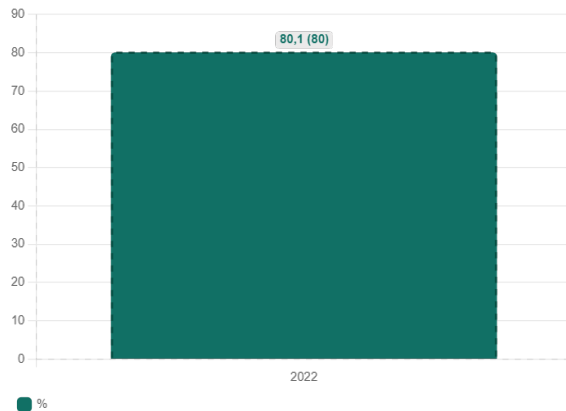
[Technical Specifications for Procurement and Environmental](#)

LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE01	15.1	308	Environmental evaluation of suppliers	SUPPLIERS WITH CALCULATED CARBON FOOTPRINT
	15.2			NEARBY SUPPLIERS (<3000 K)
LE05	15.3	414-1	Social evaluation of suppliers	SUPPLIERS WITH APPROVED SOCIAL CRITERIA POLICIES

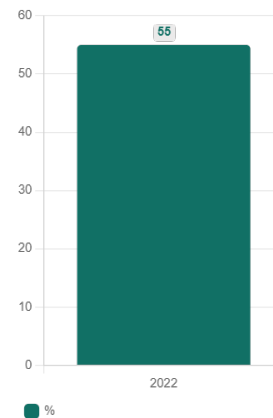
MEASURING IMPACT

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

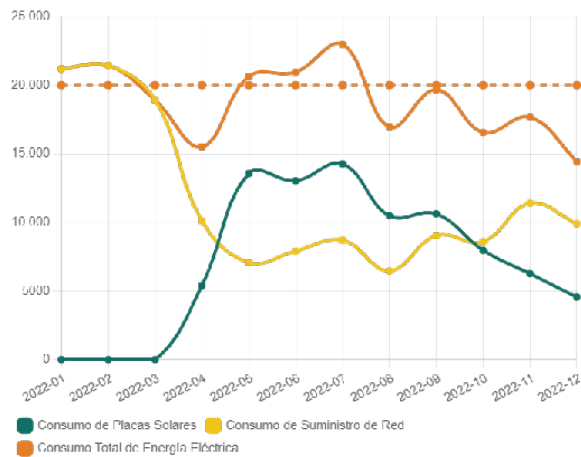
% RECYCLED ALUMINUM IN EXTRUSION



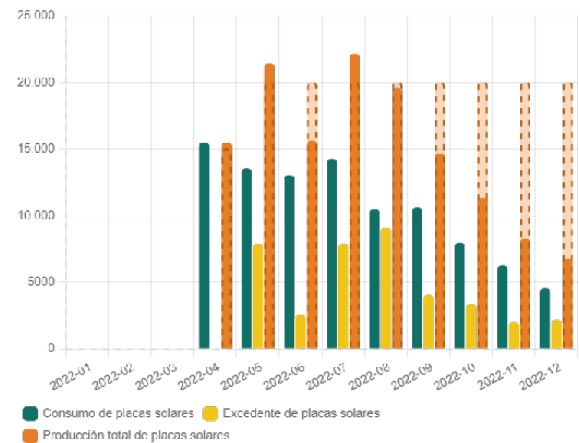
DAP / EPD



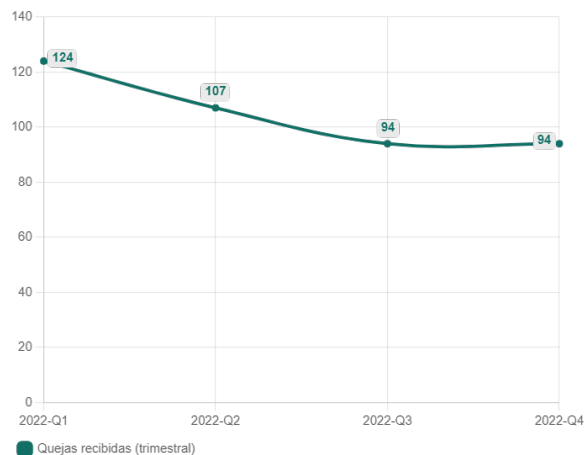
ELECTRICAL CONSUMPTION



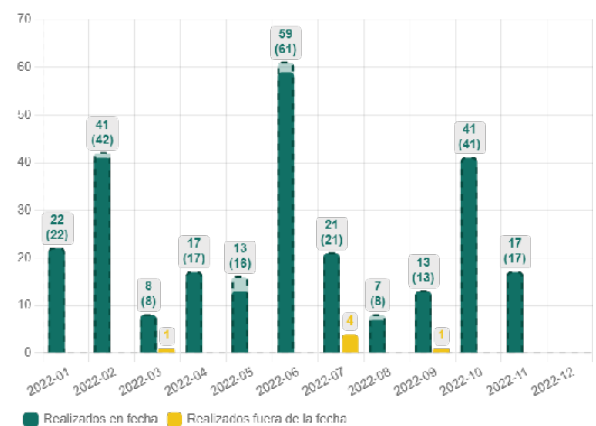
SOLAR PANELS PRODUCTION



COMPLAINTS RECEIVED

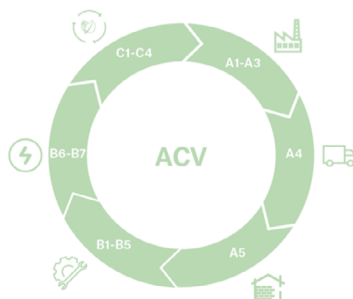


COMPLIANCE WITH ANNUAL PLAN MAINTENANCE



*Aplanet Atlas graphics.

- 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.

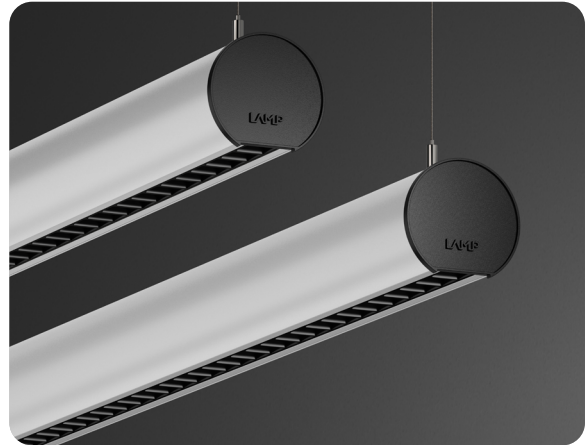


LE	ID	GRI	MATERIALITY ANALYSIS	KPI
LE03	3.1	301	Product design and life cycle analysis	LCA AND ENVIRONMENTAL PRODUCT DECLARATION

ECO-DESIGN AND CIRCULARITY

- Introduction of design and conceptualisation strategies to encourage circularity in our products and reduce their environmental impact. (Regulation EU 2019/2020).
- Migration to the use of recycled materials, such as the use of recycled aluminium with the ASI seal, rPET, rCork, etc., and/or biodegradable materials.

- Design of highly durable light fittings (minimum durability 50000 L80B10).
- 100% of our product portfolio comprised of luminaires that can be repaired and up-dated.
- Design of new products and re-engineering work to ensure lighting solutions with high energy efficiency.



- Implementation of circular lighting projects based on a technological update service for luminaires that have already been installed.

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	301	Product design and life cycle analysis	PRODUCT COMPLIANCE WITH ECODSIGN REGULATIONS
LE02	3.3			USE OF RECYCLED/RENEWABLE MATERIAL IN PRODUCTS (aluminium, polycarbonate, cork, PET, etc.)
LE01	3.4			IMPROVE THE ENERGY EFFICIENCY OF LIGHTS (indoors)
LE01	3.5			IMPROVE THE ENERGY EFFICIENCY OF LIGHTS (outdoors)

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.)

SUSTAINABILITY PLAN - GOALS

AXIS	LE	ID	GRI	MATERIALITY ANALYSIS	KPI	CALCULATION METHOD	REAL 2022	GOAL 2023
PLANET	LE01	1.1	305	Environmental management	CARBON FOOTPRINT REDUCTION SCOPE 1 AND 2	Carbon Footprint Calculation scope 1 and 2 (Accumulated) - Tn Co2e	111,59	33% - 75 Tn
PLANET	LE01	1.2	305	Environmental management	CARBON FOOTPRINT REDUCTION SCOPE 3	Carbon Footprint Calculation scope 3 (Accumulated) - Tn Co2e	1095,97	15% - 930 Tn
PLANET	LE01	1.3	305	Environmental management	ZERO IMPACT - NET ZERO	Carbon Footprint Calculation scope 1, 2 and 3 (Accumulated) - Tn Co2e	1207,56	1005 Tn
PLANET	LE01	3.4	301	Product design and life cycle analysis	IMPROVE THE ENERGY EFFICIENCY OF LIGHTS (indoors)	Average energy efficiency (lm Output/Plum) (Absolute value)	93,22	97,88
PLANET	LE01	3.5	301	Product design and life cycle analysis	IMPROVE THE ENERGY EFFICIENCY OF LIGHTS (outdoors)	Average energy efficiency (lm Output/Plum) (Absolute value)	86,00	90,30
PLANET	LE01	15.1	308	Environmental evaluation of suppliers	SUPPLIERS WITH CALCULATED CARBON FOOTPRINT	% value/total expense (Accumulated)	45%	50%
PLANET	LE01	15.2	308	Environmental evaluation of suppliers	NEARBY SUPPLIERS (<3000 K)	% value/total expense (Accumulated)	90%	90%
PLANET	LE02	2.1	306 / 301	Waste	REDUCE NON-SEGREGABLE WASTE	Grams of waste (banal)/sales (annual) (Absolute value)	0,88	0,67
PLANET	LE02	2.2	306 / 301	Waste	WASTE RECOVERY - Reduce waste destined for incineration	Grams of waste/sales (Absolute value)	3,77	5,31E-04
PLANET	LE02	3.3	301	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%
PLANET	LE03	16.1		Circular economy	BILLING FOR CIRCULAR LIGHTING PROJECTS	Emission savings Tn Co2 eq - Absolute value (year)	318	22
PLANET	LE03	3.1	301	Product design and life cycle analysis	LCA AND ENVIRONMENTAL PRODUCT DECLARATION	% sale of certified products (Accumulated)	37%	45%
PLANET	LE03	3.2	301	Product design and life cycle analysis	PRODUCT COMPLIANCE WITH ECODSIGN REGULATIONS	Ecodesign compliance units/Total portfolio units (Absolute Value)	100%	100%
PEOPLE	LE04	11.1			LIGHTING FOR WELL-BEING	Units introduced into the market (Absolute value)	1306	1500
PEOPLE	LE04	4.1	403	Workplace health and safety	WORKPLACE INCIDENTS - Number of workplace accidents during the working day/average number of workers x100	Number of workplace accidents during the working day/average number of workers x100	1,30%	1,27%
PEOPLE	LE04	7.1	401	Employment	STAFF RETENTION RATE	Number of workers who maintain their job in Lighting/media total workers year (%)	95,50%	96,00%

PROSPERITY	LE05	12.1	205-2	Anti-corruption	COMMUNICATION ON ANTI-CORRUPTION POLICIES AND PROCEDURES	Percentage of employees and government bodies that have accepted anti-corruption policies	100,00%	100%
PROSPERITY	LE05	12.2	205-3	Anti-corruption	ANTI-CORRUPTION INCIDENTS AND MEASURES TAKEN	Number of incidents	0	0
PROSPERITY	LE05	15.3	414-1	Social evaluation of suppliers	SUPPLIERS WITH APPROVED SOCIAL CRITERIA POLICIES	% Suppliers with an accepted commitment letter	0%	0%
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%
PEOPLE	LE05	5.1		Product quality	FEWER INCIDENTS IN PRODUCT QUALITY	% lights reclaimed by customers	0,80%	0,75%
PEOPLE	LE05	8.1	404	Training and teaching	TRAINING PLAN (average hours of training per year per employee)	Hours/employee	25	29
PEOPLE	LE05	8.2	404	Training and teaching	TRAINING PLAN (improved use of training actions)	% attendance	65%	70%
PEOPLE	LE05	8.3		Training and teaching	ENVIRONMENTAL TRAINING PLAN	Sustainability training clips	1	2
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
PEOPLE	LE05	9.1	405	Diversity and equal opportunity	DIVERSITY AND EQUAL OPPORTUNITY - REDUCE THE WAGE GAP	Effective wage gap	19%	19%
PROSPERITY		REPORTE	201-4	Economic performance	REPORT FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT (subsidies, ICO grants, etc.)	Report	211.000€	
PROSPERITY		REPORTE	201	Economic performance	COLLABORATION WITH SOCIETY: CONTRIBUTION TO THE LOCAL COMMUNITY	Number of agreements and collaborations signed.	10	
PROSPERITY		REPORTE		Economic performance	BUDGET ASSIGNED TO THE SUSTAINABILITY PLAN	Amount in €	14.000€	

SUCCESS STORIES

● Examples

RECYCLED ALUMINUM MIGRATION

70% reduction

direct emissions during manufacturing

Recycled aluminum

With ASI seal

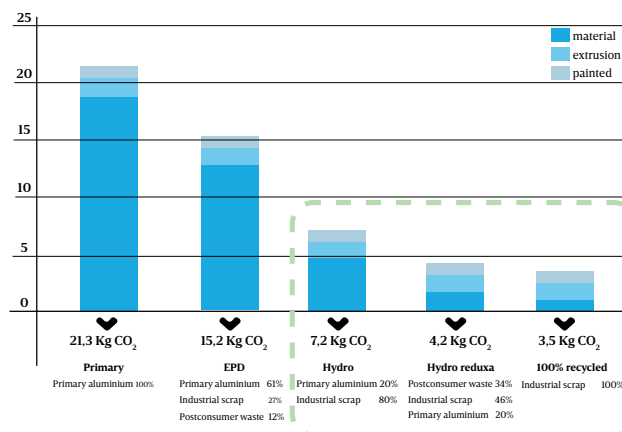


5% energy usage

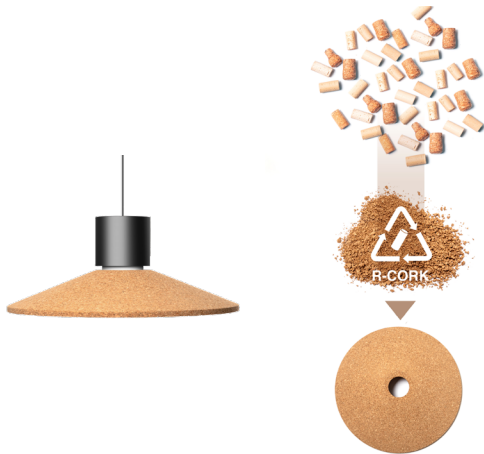
compared to the original process

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 reflector

+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 diffusers

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



● 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 KOM-BIC, 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

SUSTAINABILITY REPORT 2022