



PEOPLE IN THE EQUATION

Empowering People: Lamberti's Commitment to Its Workforce

"Nurturing a culture of safety, responsibility and growth, empowering people to drive sustainability and innovation."

Lamberti is proud to confirm its scientific approach to sustainability and its commitment to responsible practices. This commitment reflects not only our values but also our recognition of the interdependence between economic growth, social equity, and environmental stewardship.

As we navigate the complexities of the period, sustainability remains a key driver of the company's development. In an international context that is very challenging, sustainability could appear as a pillar with less priority, but this is absolutely not the case for companies that have truly integrated sustainability within their corporate strategy.

Empowering our people is a central element of this approach. Lamberti fosters a culture of responsibility, growth, and safety. We prioritise local talent, comprehensive training, work-life balance, and equal opportunities for all employees.

Our purpose, "Designing new values in chemistry", is supported by two main pillars for our employees: health and safety, and the development of talent, wellbeing and equal opportunities. This approach ensures that our people are genuinely empowered.

We are also firmly committed to supporting local communities, both in Italy and across our global footprint.

Equal opportunities, wellbeing and skills development to support our growth

Equal opportunities and diversity are fundamental values within our Group and form the basis of our HR policy. Our recruitment process is designed to prioritise equal opportunities, focusing exclusively on the potential and skills aligned with each role. We are committed to ensuring fair access to employment and professional growth for all employees.

Our remuneration policy, and the process by which employee compensation is determined, is based on each individual's skills, capabilities and experience.

Wellbeing and work-life balance are equally essential to us. As such, we offer an extensive range of benefits, including flexible work arrangements for most employees, to create a supportive and inclusive working environment.

Continual skills development is vital to maintaining our leadership position in the markets where we operate, as well as to nurturing the potential of our people. We are constantly improving our training opportunities, which cover both soft skills and technical expertise. Through digitalisation, we are also expanding access to training and enhancing the tools available for individual development.

