



# Policy for child and forced labor

Lamberti ensures *respect for human rights* and does not tolerate child labor or any form of slavery, as stated in its Code of Ethics.

Child and forced labour are pervasive and extremely severe problems throughout the world. Ending child labour and all forms of forced and compulsory labour is integral to the Ten Principles of the UN Global Compact initiative.

The *Lamberti Group*, as a global employer and player in the chemical specialties industry, *is committed to operating responsibly and sustainably throughout the world as well as throughout its entire value chain.*

For this reason, we have adopted formal policies both at global and local level. In addition, we have also promoted local initiatives aimed at having an indirect impact on child labour reduction.



A woman with dark hair in a braid is seen from the side, writing on a large chalkboard. The chalkboard is filled with handwritten text in white chalk. The scene is dimly lit, with a warm, blue-toned light source from the left, creating a focused and professional atmosphere.

# Policies and Governance

## Policies and Governance at Group level

In our **Group's Code of Ethics** we firmly and clearly condemn all types of discrimination and refuse to use child labour under any circumstances. These principles are the subject of our **Group's Procurement Policy** and our **Suppliers' Code of Conduct** which are made available to all our suppliers.

The individual suppliers, when establishing contracts, declare that **they share the same principles** and that they **undertake to comply with it**.

We plan to conduct **regular reviews** based on sustainability risk assessments either by third-party evaluation or by on-site audits. We reserve the right to terminate an agreement with any supplier that cannot demonstrate that it is upholding these principles.

## Policies and Governance at local level

The Group's code of Ethics has been made widely available and proactively promoted within all our geographies and affiliates.

The promotion has been first of all undertaken through the translation in nine different languages to make it easily available to all the employees working in our affiliates.

**The Directors of all the geographical regions** where we operate (**Americas, EMEA, APAC and India**) **have personally committed themselves to actively promote the Code of Ethics throughout their entire organization including all new employees**.

In addition, they constantly monitor and ensure that our own and those of our partners are fully in compliance with our standards.

# Local initiatives

In our Group we are driven by a profound sense of responsibility towards all the communities in which we operate.

For this reason, we have defined a detailed program of activities to involve them, with the aim of creating shared value and generating a positive social, economic and environmental impact.

Since 2021 in India we are promoting the “**She Dares**” initiative which is **dedicated to women of Ramsar Palawa**, a farmers’ village in the state of Rajasthan. This initiative, inspired on SDG 5 “Gender Equality”, aims **to empower and motivate women to pursue basic formal education and make them financially stronger to support their family needs, advance gender equality and positively impact their child’s education.**

Thanks to our contribution, we had a **positive impact on 32 families in 2021** and on **77 families in 2022** allowing them to increase their income.

In 2023, the project evolved into We Dare, with a focus on improving not just women’s but also farmers’ life that took part into the She Dares project. Ten farmers received sponsorship and training to enhance their agricultural practices.

Combining income from labor works and earnings from guar farming, both the pillars of the family contribute to building an ecosystem of sustainable rural life for themselves and future generations.

**She Dares indirectly impacts also children of these households.** Since Lamberti is promoting this initiative, experienced that 11 women from different households resumed their education and reached secondary education in 2022. This brought a mindset change in these communities and in particular motivated children to prioritise education over manual labour work.

**We are glad to claim that 100% of children beneficiary of She Dares study either in government or private school.**

We also support local communities in Brazil, where we established our very first foreign affiliate back in 1981. “**Lamberti Transforma**”, inspired by SDGs 1, 4, 5 and 10, **aims to support local women, providing them with technical tools and personal coaching to empower their decision to be an entrepreneur and helping them to take more control of their lives.** Throughout **2021 and 2022, 50 families** were directly assisted and benefited by the projects.

In 2023 this project evolved into “**Lamberti Acelera**” and aimed at promoting and enhancing the businesses of the Lamberti Transforma I and II phases.

This initiative also impacted on planning and work organization. This is due to the need for women to manage their time and activities better and is reflected in the guarantee of more intense attention to the family, which in turn helps **to prevent children from getting involved in their parents’ work** or having to look for other sources of income to complement the family income.

In Brazil, according to official data from 2019, it is estimated that around 1.7 million children and adolescents are in situations of child labor exploitation. Therefore, Lamberti’s work in partnership with Aventura de Construir plays an important role in combating child labor, encouraging parents and families to manage their businesses well, avoiding the need for children to work.



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