



# OUR SUSTAINABILITY POLICY



Lamitech






DRIVEN BY INNOVATION.  
WORKING TOWARDS A CARBON  
NEUTRAL FOOTPRINT







We are a source of innovation for our customers in their challenge of creating memorable spaces to live and work. **We inspire our customers and partners to work together, "wisely" for the future.**





1

Business

2

Our employees

3

Our neighbors

4

The environment

5

Our customers  
and partners.



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1

## RESPONSIBLE BUSINESS: WHAT WE DO AND OUR PRODUCTS



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**We implement actions that allow us to achieve profitability and growth to ensure technological, commercial and administrative development and generate economic value in the industry.**

We are a company that respects and supports practices.  
Based on two key disciplines:

- Innovation to develop better products, processes and services.
- Compliance to deliver quality in reliable products and services.

We work collaboratively with governments on programs and policies that guide Responsible business with the environment.

We encourage process management allowing all our activities, products and services to meet high environmental standards, through the commitment and effort of all our employees, transferring our culture and interest for environmental responsibility to our stakeholders.

At Lamitech we work under a commitment to business continuity, ensuring compliance with legal requirements, prevention, mitigation, risk control and management of opportunities to maintain and improve continuously the quality of our products and services, the protection of the environment, work safety, the health of our employees and the security in the supply chain, controlling illicit activities, such as money laundering, financing of terrorism, terrorism, proliferation of weapons of mass destruction, arms trafficking, narcotics, substances for the processing of narcotics, smuggling, bribery, transnational bribery and corruption, trust and confidence in all our stakeholders.

- Environmental Certification through ISO 14001, ensuring a adequate management and contributing to sustainable development, understood as as a model that seeks to meet the needs of the present without affecting the needs of the future.
- FSC chain of custody certification ensuring the use of the materials we use come from responsible and sustainable sources. The products delivered to our customers, come from certified managed forests.
- Green Guard certification ensuring that our products designed for indoor applications comply with the strictest limits of emissions, which contributes to healthier interior environments.
- BASC certification: to ensure safe trading practices in cooperation with governments and international organizations.
- Quality certification under ISO 9001, providing consistent products that meet the needs of our customers and other interested parties.
- CE MARK certification: demonstrates compliance with the construction standards in the European economy, allowing the free commercialization of our laminates.





A close-up photograph of a desk. On the left, a portion of a green hat is visible. In the upper right, a red notebook with white pages is open. A black pen with a green grip lies on the desk surface. The desk has a textured, woven fabric top with horizontal stripes in green, dark purple, and light beige.

2

## RESPONSIBLE WITH OUR PEOPLE, OUR EMPLOYEES:

We know that best results are obtained when you put together the efforts of each and every one of our members to the interior and outside the company.



## A SAFE AND HEALTHY ENVIRONMENT:

We implement a predictive decision model for the management of occupational risk which measures attitudes, beliefs, habits, values and customs of our employees in occupational safety and health, to preserve the life of our community with practices that allow us to maintain profitability.

Four steps are done on a permanent basis to achieve OSH (Occupational Safety and Health) goals:

- Compliance with applicable legislation.
- Prevention of occupational injuries and illnesses, through priority risks control, the promotion of healthy lifestyles and work environments
- Continuous improvement of the OSH Management System, through the Implementation of targets and the required allocation of the resources.
- In-depth research into Accidents and incidents, to determine causes and prevent them from happening



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In addition to accident and disease prevention in our working population, we carry out talent development and social environment practices to generate growth opportunities for our people and commitment to community development around us:

#### KITCHENS TO REWARD PERFORMANCE:

We reward our employees who have contribute to improve our production chain thanks to their efforts and ideas, or which have been highlighted in their daily duties.

At the end of the year, we balance and review employee performance together with their conditions at home, to choose those who will be rewarded with a new kitchen. We deliver at least three per year.



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## **CHANGE BEGINS AT HOME:**

We support programs that allow growth and closeness within the company to make employees feel proud of working with us.

We are committed to helping our employees and their families to accomplish a dignified life for them, define their own trajectory and reach their full potential:

### **1. WIVES PROGRAM:**

One of the main reasons to come to work is to sustain their families. That's why we help our employees in their goal giving their wives several training courses in beauty, culinary, dressmaking, decoration and crafts to get basic knowledge to be applied to business and generate additional income to their families.

### **2. SCHOLARSHIPS FOR THEIR CHILDREN:**

We are aware that education is the future. That's why we reward excellence of our employee's children who are in primary and secondary school. We encourage students to give their best in their studies and reward their efforts giving an average of 8 to 10 scholarships per year in technological careers, in agreement with the mamonal foundation.



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## LAMITECH AMBASSADORS:

We train our staff with special sessions in the plant on all Lamitech products and to let them get deeper knowledge of our products, processes and take ownership of what we do and the benefits we offer.



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3

## OUR NEIGHBORHOOD

Our efforts are also focused on minimizing social impact. We support programs that benefit neighboring communities.



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## **RESPONSIBLE WITH OUR NEIGHBORHOOD**

Lamitech promotes special attention to early childhood in risk areas of the city of Cartagena.

Our efforts are focused on minimizing the negative social impact. That's why we work on programs to support our communities.

We encourage our corporate family to support all initiatives in any possible way in order to amplify the impact and make the dream of creating better spaces possible; a better company and a better community!

## **"A BIT OF MYSELF"**

In partnership with the Mamonal and Genesis Foundations we develop this program in which our employees participate as volunteers for a transformative cause throughout the year, donating their time and / or providing a monthly donation of a fixed amount as a contribution to the children who need it the most. An initiative that LAMITECH manages to add by contributing \$ 1 COP for each COP donated by its employees.

Those who donate their time, participate in integrated support activities in the curriculum during the school day and at extracurricular talent clubs, promoting the integral development of children and young people in different disciplines.

Our Neighborhood







## WORD AND NUMBER

We participate in the "Palabrario & Numerario" program of teacher training in methodologies and use of didactic resources, which seeks to qualify their pedagogical practices to improve reading, writing and mathematics of preschool and elementary students.

We work with the "El Rosedal" School, which has the following characteristics:

- Mega school
- Located in a vulnerable neighborhood
- Students belonging to families with very low economic resources
- It is one of the schools with the lowest P & N test results.

In addition, we contribute with our products to the improvement of facilities:

In the production of our materials, waste is generated and products that are discarded at the end of our quality validation processes. However, they are products that work perfectly and can help us to supply basic needs of our communities.

Our Neighborhood







4

## RESPONSIBLE WITH THE ENVIRONMENT

We visualize the role of each of our laminates in the future, if we work responsibly in their production from **today**.



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## THE ENVIRONMENT AROUND US

We recognize our debt with water and Wood, materials that have allowed us to design memorable spaces for people to enjoy. We take it as our duty to protect these spaces as well as to be catalysts for others to do the same.

We work hard to keep responsible practices from the selection of our raw materials and those produced in our plant to minimize the impact and focus on an environmentally responsible innovation.

We visualize the role of each of our laminates in the future, if we work responsibly in the production from today.



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At Lamitech we contribute to respect and favor the environment during each stage of the productive chain.





# 01

## RAW MATERIALS

We increase the use and application of FSC standards (Forest Stewardship Council) in the selection of our materials to ensure that the wood and paper used in our production processes adopt the most responsible practices in the forestry sector and the processing of wood and wood products throughout the chain of custody.

We use FSC certified kraft and decorative Papers.

Choosing our High Pressure Laminates as furniture surfacing and enhancing materials, reduces Illegal logging of forests in developing countries.

- We minimize the use of short life cycle Texturizing paper
- We avoid VOC's systems, using water-based resins.

## PRODUCTION

# 02

We offer greater efficiency: implementing major GMP's (Good Manufacturing Practices) for the efficient use of water and energy in our production process.

- ▶ We don't use nuclear energy
- ▶ We use at least 85% of renewable energy.
- ▶ We use texturizing steel plates used in our manufacturing process, avoiding the use of short life cycle texturizing papers which are very difficult to reuse / recycle.
- ▶ We reduce the use of air conditioning systems and limit it only to acclimate reduced spaces under extreme temperatures.
- ▶ There is no heating.
- ▶ 100% reuse / recycling of dust sanding and laminates rejected in durable products.
- ▶ We control our type E0 formaldehyde emissions, fulfilling the ULEF (Ultra Low Emission Formal Dehyde) regulated by the world's most demanding entity; CARB (California Air Resource Board).



- ▶ We design thinking of durability as an attribute of the product as opposed to the planned obsolescence. We create for products to last in time.
- ▶ We favor the use of digital marketing on traditional printed media and materials.
- ▶ We use Antimicrobial as an attribute of our products.

We design thin HPL sheets of wood/APLICACIÓN/stone as a substitute for wood veneer supplied by the harvesting of non-renewable forests or of granite and marble extracted from quarries of non-renewable minerals.

- ▶ We offer a more durable product compared to others surfacing materials. Therefore, the useful life is higher. And the waste, replacement and maintenance costs are lower. Producing a product with long lasting product, we use less materials, we reduce our footprint, we make less volatile emissions, we deforest less.
- ▶ Our High Pressure Laminate is the best barrier against Formaldehyde release on E1 and E2 Wood panels, which contributes positively on its final applications to ensure better air quality inside. Quality validated and certified By GREENGUARD.
- ▶ We take care of our product's performance in the space where they are applied: We offer a responsible product from their raw materials up to the final application, offering our Antimicrobial attribute to get greater hygiene and health.



## WE WORK IN FAVOR OF THE ENVIRONMENT

Our Laminates (VGP, VGS, HGO, HGS) branded Formica in Colombia and Ecuador and Lamitech in the Global markets, are produced under a verified system from the supply of raw materials, the manufacturing, transportation as CARBON NEUTRAL According to study and Inspection conducted by Price Water House Coopers (2016-2017).

Take a look to our initiative to contribute positively to the preservation of our planet clicking the link below :

[www.lamitech.co/bighouseproject](http://www.lamitech.co/bighouseproject)





5

## RESPONSIBLE WITH OUR CUSTOMERS AND PARTNERS

Discovering and sharing our knowledge and innovation.





In our tireless search for innovation, we travel around world looking of new technologies and designs that obey the trends in international markets, making it possible to streamline processes improve the quality of all our products and provide new possibilities to our customers.

We integrate our clients and allies In this process , sharing our experience, validating our ideas and working together to accomplish the same objectives.

We invite to discover a world of designs, textures and possibilities to motivate inspiration in the creation of better spaces:

### **LAMITECH TALKS**

A yearly program of presentations and talks with our experts and allies to present the latest trends that define our products, their uses, applications and training on their best performance.

We become a source of learning and inspiration about the industry we belong to.



Our Customers And Partners







## **PRODUCT TRAINING:**

We also offer training programs to our costumers about the products we produce and sale and their installation systems to achieve better Performarmance.

Our Customers And Partners







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A stylized, handwritten signature in white ink, likely belonging to the CEO, positioned in the bottom left corner of the page.

CEO  
LAMITECH SAS

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