

Supplier Code of Conduct

Lugaia supports the sustainability of its processes, products and solutions.

Lugaia is committed to respecting social and environmental values and strives to implement responsible management in the areas of ethics, labor law, health and safety and the environment. Lugaia complies with local legislation and client codes of conduct.



Lugaia assumes responsibility for the implementation of ethical, social and ecological standards within the company. Lugaia also expects its suppliers to observe and comply with all the principle expressed herein and to implement these standards in the upstream supply chain.

Ethics

- Corruption, extortion, embezzlement, and money laundering in any form are prohibited and may not be practiced or tolerated. Supplier employees may not offer or accept bribes or other illegal inducements to business partners or public officials.
- The supplier behaves fairly in competition and respects the applicable antitrust laws and the rules of trade control.
- The supplier will use confidential information in an appropriate manner and will protect them accordingly.
- The supplier ensures that data and the valid intellectual property rights of its own employees and business partners are secured.
- The supplier implements an appropriate compliance management system that supports compliance with applicable laws, rules and standards.



Behavior towards employees and other people

- The supplier avoids any kind of child labor. The definition of child labor is based on the core labor standards of the International Labor Organization (ILO) and the principles of the UNGC. If a local law prescribes a higher legal minimum age for workers or longer compulsory education, the higher age applies.
- The supplier does not tolerate slavery and forced labor - in any form whatsoever - and trafficking in human beings.



- The supplier complies with the legal regulations concerning working hours. Remuneration and other benefits are intended to provide an adequate standard of living for employees and their families.
- The supplier promotes equal opportunities and equal treatment of its employees regardless of their skin color, race, nationality, social background, possible disabilities, sexual orientation, political or religious convictions, gender or age.

Health & Safety

- The supplier protects its employees from chemical, biological and physical hazards. Physically strenuous activities and conditions at the workplace, as well as risks arising from the use of the infrastructure available at the workplace, are managed in such a way that employees are protected against hazards. The supplier ensures adequate controls, safe work procedures and necessary technical protection measures to reduce health and safety risks at the workplace and to prevent accidents and occupational diseases.
- The supplier provides training to its employees to ensure that all employees are competent in occupational safety.
- The supplier guarantees the establishment and application of an appropriate occupational safety management system.



Environment



- The supplier guarantees safety and compliance with regulations in the handling, storage, transport, disposal, recycling and reuse of waste, exhaust gases and waste water. Activities that may have negative effects on human health or the environment are handled, measured and controlled in an appropriate manner.
- The supplier uses natural resources sparingly. Lugaia uses resources, energy and environmentally friendly technologies efficiently.