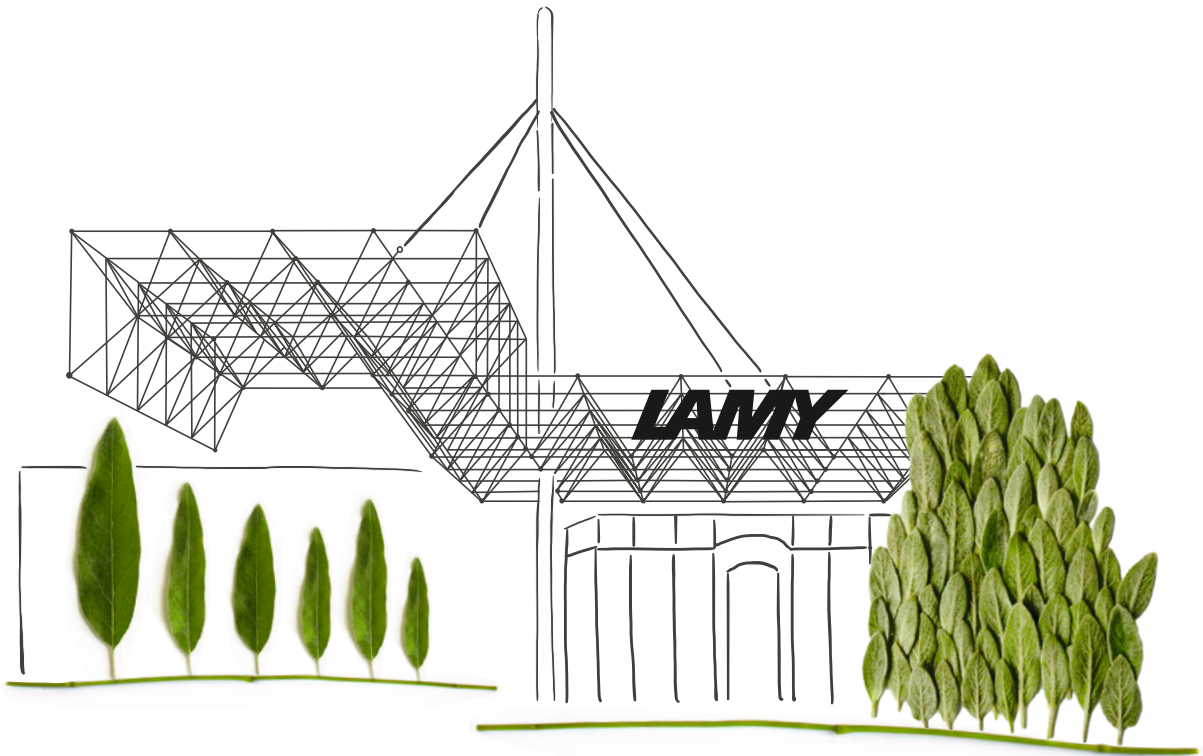


TAKING RESPONSIBILITY –
Shaping the Future





PRACTISING **Responsibility**

Sustainability stands for constant values, timeless ideas, continual benefits and long-lasting products. At Lamy this is not only a promise, sustainable practices are a matter of course. They form the basic principles of the company philosophy which we have practiced at Lamy from the very beginning – for the good of the environment and society, for people and products.

The timelessly modern aesthetics of the Lamy design in connection with highest levels of quality has always guaranteed the most effective form of sustainability: lasting enjoyment of our products and thus their long-term usage. The liberation from fashionable embellishment as well as the commitment to using only those details which serve a specific function ensure: Lamy writing instruments are not disposable products. They accompany people throughout the years and decades of their lives.



TWO COLUMNS of Sustainability

At Lamy, we understand sustainability to be a continuous process and a clear obligation to the constant further development of the company and the brand – on economic, ecological and social foundations.

In this way, we safeguard economic efficiency under ecologically justifiable manufacturing conditions. Simultaneously we put socially supportive and equitable activities at the centre of all company activities.

ECONOMIC-ECOLOGICAL Responsibility

The development and manufacturing of timeless products with exceptionally long lifespans – physical as well as visual – this takes a centre stage at Lamy. The standards for responsible, future-oriented behaviour are set by resource-friendly and energy-efficient manufacturing with short supply chains for ecologically sustainable business. The integrated quality-control requirements for every single product – and the work entailed therein – is perceptible in the high regard in which Lamy writing instruments are held worldwide.

Since its founding in 1930, Lamy has been an independent medium-sized family company loyal to its sole production site in Heidelberg. With more than 95% of in-house production and the compliance with the highest environmental and industrial safety standards, Lamy can guarantee continual *Made in Germany* exceptional quality.



Quality. Made in Germany.

- High-precision manufacturing and the highest level of quality materials
- Best processing quality
- Exceptionally long lifespan
- Certified quality management according to *DIN of ISO 9001:2015*
- Majority of work with German suppliers
- Repair service

Design.

- Timeless, not trendy or decorative
- Longest possible physical and visual longevity

Product development.

- Mindful use of resources
- Regular evaluation of applicability of recycled materials

Product marketing.

- Packaging contains no adhesives and uses a large amount of recycled paper
- All displays for product presentation are *Made in Germany*
- Printed material is certified and made in collaboration with regional suppliers

Product manufacturing.

- Production, research and development: all in one place
- More than 95% of in-house production at sole site in Heidelberg
- Long-term investments in in-house manufacturing
- Shortest possible delivery routes via regional suppliers
- In-house recycling

Energy consumption.

- Use of renewable energy sources (100% green electricity)
- CO₂ analysis to assess saving potentials
- Use of electrical injection moulding equipment
- Use of heat generated by production processes

Product delivery.

- Environmentally friendly packaging
- Cardboard filling material from recyclable paper

Biodiversity.

- Roof greening and sculpture garden
- Beehives on the company premises

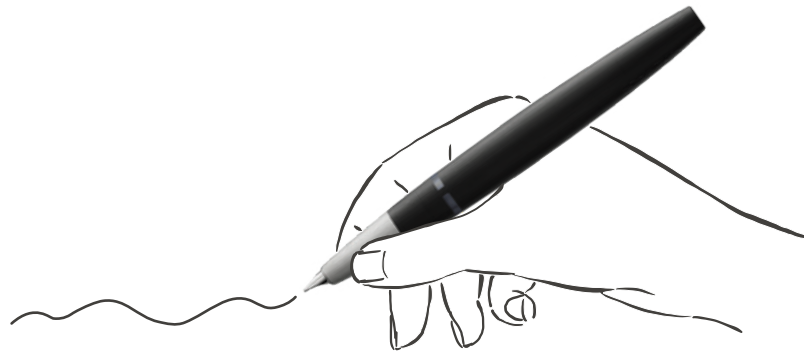
Generated waste material.

- Sorted recycling

SOCIAL Responsibility

As a family company, Lamy values fair partnerships and socially just activities on all levels – with employees, customers and suppliers. Lamy is also firmly committed to its responsibilities towards society. Company culture is shaped by focusing on the qualitative growth of the company, treating employees and partners with respect, and instilling mutual confidence in one's own abilities.

Handwriting is a visible expression of one's own personality. For Lamy, it is also an important cultural asset for which the company advocates to preserve and promote. Lamy writing instruments inspire people all over the world to further develop their intellectual, creative and communicative abilities. That's why at Lamy, we call our writing instruments thinking tools: tools for writing, painting and drawing that help people to shape and access their thoughts.



Employees.

- Secure jobs and minimal employee turnover
- Employee discount for the Lamy products (employee flea market)
- Training in employees' own teaching workshop
- Employees' own canteen: 'Lamyteria'
- Training leave programme
- Health programme: physical wellness activities offered during breaks, e-Bike promotion
- Job tickets

Partnerships.

- Cultivation of long-standing partnerships with customers and suppliers
- Allocation of assembly work to sheltered workshops
- Loyalty to specialist trade

Company culture.

- Independent German and medium-sized family company
- Clear long-term loyalty to the company headquarters and manufacturing site in Heidelberg
- Proactive onboarding
- Suggestions for improvement by employees
- Focus on stable growth

Society.

- Instructional material and participatory activities for schools
- Promotion of learning and maintaining of handwriting



SHAPING THE FUTURE **Economically-Ecologically**

The innovation workshop – a futuristic building in which Lamy has been designing, testing and producing new products since 1996 – represents the clarity of the Lamy design and reflects the high levels of innovation and environmental awareness the company strives for. Photovoltaic modules on the façade supply the building with solar power while a reservoir of collected rainwater is used to help lower water consumption.

- Long-term investments in in-house manufacturing support the use of regenerative sources of energy (100% green electricity) while at the same time saving energy and CO₂ (since 2018, 50% electricity savings by using LEDs; since 2021, CO₂ analysis with subsequent appropriate measures).

Adaptation of the packaging design to environmentally friendly materials with no compound adhesives and with a high content of recycled paper was already carried out at the beginning of the 1990s.

- On-going examination of further reduction of plastic components in all packaging.

Mindful selection of material and use of resources, as well as the permanent evaluation of applicability of recycled materials – these are fixed components of product development.

- In 2021, a production conversion took place for LAMY aquaplus opaque watercolour paint-boxes and opaque white – now with no titanium dioxide and in compliance with future limit values for aluminium.



SHAPING THE FUTURE

Socially

Using innovation to shape the future of writing – this corresponds to the pioneering spirit at Lamy. That is why the correct writing instruments are so important in supporting children in their development and in helping adults express their personality and vision.

- Analogue and digital writing are not opposites – they complement each other productively for more creativity, focused thinking and problem-solving in complex contexts. Thus Lamy thinking tools are indispensable companions for those who want to shape their own future with their own handwriting.

Lamy's own high quality standards are passed on to future top specialists in industry and tool engineering in the company's own training workshop. In company administration, industrial clerk trainees become acquainted with all facets of the company.

- This is how a solid foundation is laid for Lamy employees to become the best in their fields – a good transition into professional life as strong personalities.

Fulfilling social responsibility means having the right to participation in majority society. That's why Lamy actively involves specially challenged people in the value creation of the company.

- There are long-term cooperative agreements in place with local sheltered workshops for large amounts of the assembly work.



*In order to adopt an attitude towards something,
you first need education, knowledge and awareness.*

*Today, we all bear responsibility for what we produce and consume.
Most things are not disposed of because they are actually broken – but
because people are bored of looking at them and want something new
or seemingly better. Lamy writing instruments, however, accompany
millions of people over years and decades.*

*We are pleased that they share this sustainably
responsible attitude with Lamy.*

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Modifications and errors excepted



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