

UNITED NATIONS  
GLOBAL COMPACT

# Our Communication On Progress 2021.



See page 19 for more information on our participation in the ride to work challenge.

## Statement of Continued Support.

To the General Secretary of the United Nations, our employees, shareholders, customers, suppliers, and partners:

Our values are who we are, and we continue to be **“A good place for all who touch it, where quality of work, products, and relationships are a priority.”** 2021 marks our 4th year supporting the **Ten Principles of the Global Compact** in the areas of Human Rights, Labour, Environment and Fight against corruption. Despite the continuing COVID-19 crisis and the semi-conductor supply issues that our industry faced in 2021, we did not slow down our efforts to improve ourselves. Our employees remained committed to sustainability and helping every day for L&L to be **“Good Citizens in Our Communities.”**

We commit to continue to practice and promote the Ten Principles in our organization aligning our efforts across global operations. In 2021, we created a multinational group of Corporate Social Responsibility Leads who are tasked to guide the continuous improvement of the CSR efforts throughout the organization.

In this Communication On Progress, you will see how together, we continue to fulfill our responsibility to the environment and the communities we live in. In addition, we included chapters highlighting local efforts illustrating how we are **Living Our Values** in our daily lives. In 2021 we updated our company vision. *“As a global technology-based company we will continue to base our success on innovation, operational excellence and market diversification while living our values.”*

This Communication On Progress will be shared with our stakeholders. As we strive for continuous improvement we welcome and encourage ideas to drive this effort.

Thank you.

Best regards,



**Christophe Carré**  
Chief Executive Officer



# Corporate Social Responsibility.

## Being part of something bigger

Our CSR efforts towards our employees and our business partners, ultimately serve one overarching purpose: to make the world a better place for everyone.

In 2018, we joined the United Nations Global Compact, the world's largest sustainability initiative with more than 10,000 companies that endorse the Ten Principles.

Each year, we publish our Communication On Progress to transparently show the areas where we improve.



**PRINCIPLE 1** Businesses should support & respect the **protection of internationally proclaimed human rights**.

**PRINCIPLE 2** Businesses should be certain they are **not complicit in human rights abuses**.

**PRINCIPLE 3** Businesses should uphold the **freedom of association**, and the effective recognition of the right to collective bargaining.

**PRINCIPLE 4** Businesses should uphold the **elimination of all forms of forced and compulsory labour**.

**PRINCIPLE 5** Businesses should uphold the effective **abolition of child labour**.

**PRINCIPLE 6** Businesses should uphold the **elimination of discrimination** in respect of employment and occupation.

**PRINCIPLE 7** Businesses should support a **precautionary approach to environmental challenges**.

**PRINCIPLE 8** Businesses should undertake initiatives to **promote greater environmental responsibility**.

**PRINCIPLE 9** Businesses should encourage the development and diffusion of **environmentally friendly technologies**.

**PRINCIPLE 10** Businesses should **work against corruption** in all its forms, including extortion and bribery.

## OUR KEY PRIORITIES:

- Continue to be a safe place for our employees in all our facilities around the world
- Strive to achieve zero waste and carbon neutrality globally
- Seek to be an advocate for the environment
- Develop and recruit passionate people

## WE CARE



**A Good Place  
for All Who  
Touch It**

**Who We Are.**



# Who We Are.

L&L Products is a family-owned company founded in a suburb of Detroit, Michigan, USA in 1958.

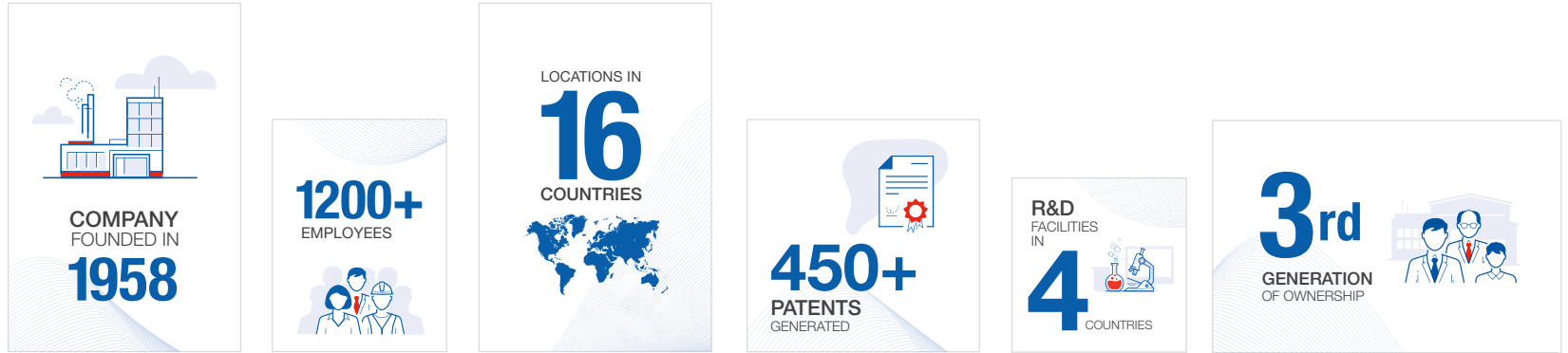
Expansion in other regions started in 1996 to support our traditional automotive customers globally.

Since then, we have opened several plants, developed new products, and began expanding to new markets.

We strive to maintain a corporate culture based on humility, respect for one another, and a hunger to achieve long-term growth.

For over 60 years, L&L Products has collaborated with customers to provide tailored solutions for challenges in sealing, acoustics, bonding, vibration management, reinforcement, thermal management, and manufacturing optimization.

**Making products lighter, stronger, and quieter.**



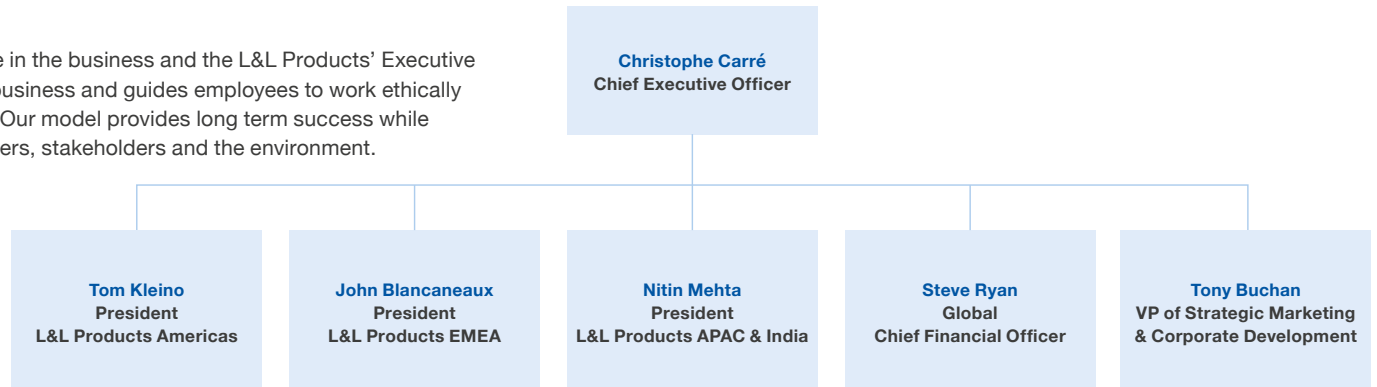
## Corporate Purpose



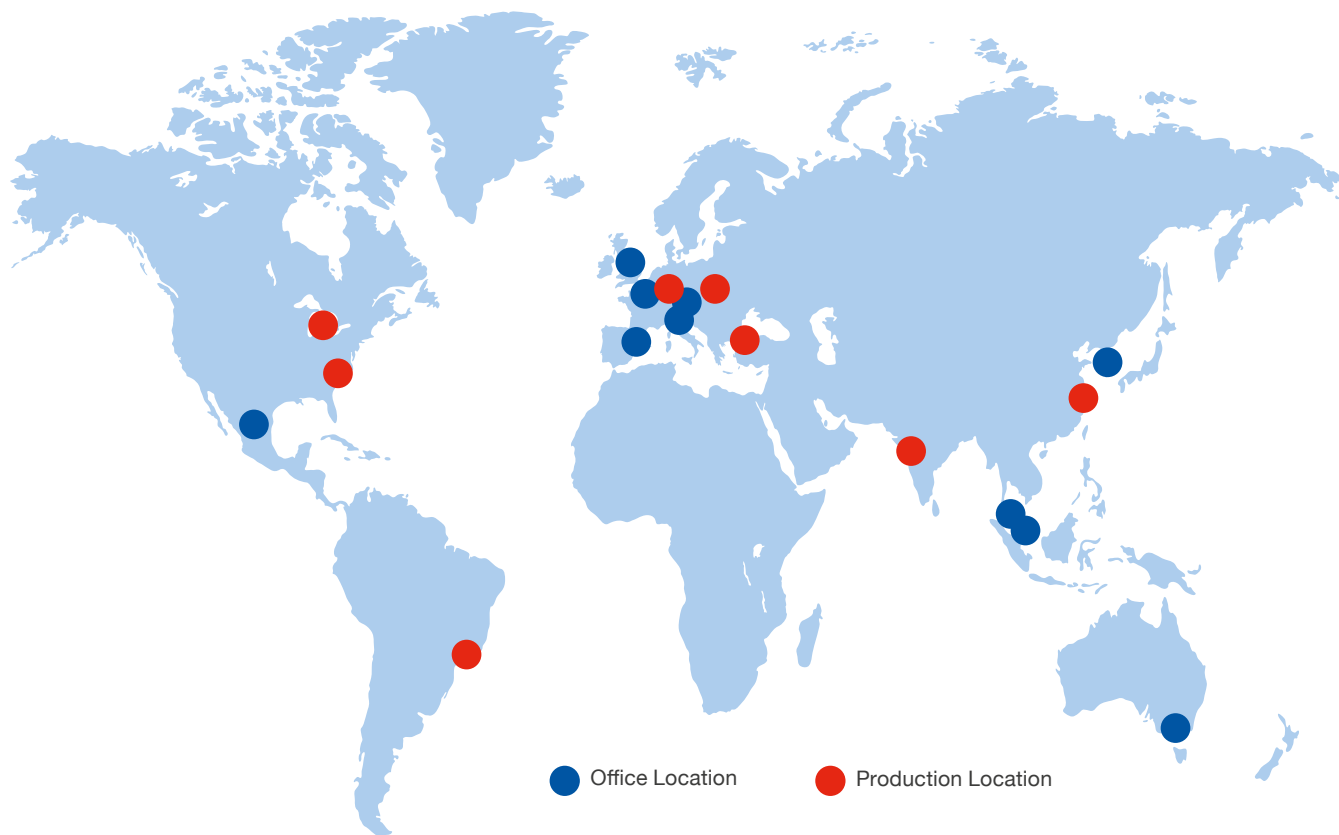
To be a good place for all who touch it, where quality of work, products, and relationships are a priority.

## GOVERNANCE

Our Shareholders are active in the business and the L&L Products' Executive Team (LLET) oversees the business and guides employees to work ethically while leading with integrity. Our model provides long term success while caring for employees, partners, stakeholders and the environment.



# L&L Worldwide.



● Office Location ● Production Location

Americas  
Founded **1958**

EMEA  
Founded **1996**

APAC  
Founded **1997**

## Local Presence.

### AMERICAS

**Production:**  
Romeo, MI, USA  
West Columbia, SC, USA  
São Paulo, Brazil

**Office:**  
San Luis Potosi, Mexico

### EMEA

**Production:**  
Altorf, France  
Rudná, Czech Republic  
Bursa, Turkey

**Offices:**  
Munich, Germany  
Barcelona, Spain  
Birmingham, UK  
Milan, Italy  
Paris, France

### APAC

**Production:**  
Qingpu, China  
Pune, India

**Offices:**  
Gyeonggi-do, South Korea  
Cheltenham, VIC, Australia  
Kuala Lumpur, Malaysia  
Singapore, Singapore

Treating all  
stakeholders  
with dignity and  
equality 

Human  
Rights 



# Human Rights.

Despite the pandemic, I am happy to see our collective resilience which translates into an ability to keep our focus on Health and Safety. In 2021, three more of our plants received their ISO 45001 certification: Columbia, SC, USA, Rudná, Czech Republic and Pune, India. 7 out of 8 of our factories are now certified – up from 4 out of 8 in 2020.

**Olivier Morisset**  
CSR Lead for Health & Safety



**92%**  
Employees covered by ISO 45001 (Global)

## COMMITMENTS ON HUMAN RIGHTS

Human rights are universal and at L&L treating all stakeholders with dignity and equality is a pillar of our core values. We put the highest value on moral and interpersonal integrity when working with our customers, partners, suppliers, and employees.

### Corporate Human Rights & Employee Policy

All our entities across the world fully comply with laws and regulations protecting human rights, notably the International Labor Organization and the International Bill of Rights. We have defined a series of guidelines that help us to remain true to the standards we have set for ourselves and are committed to not only upholding the protection of human rights but advancement throughout our global operations. We strive to create equal opportunities for all our current and future employees and provide a safe and open work environment. Every employee is treated with **Consistency and Fairness**.

### Health & Safety Policy

Health and safety for our employees, contractors, and visitors is an essential purpose as we strive to achieve zero accidents in all L&L facilities and while we are operating in the field. Our Corporate Organizational Health and Safety Policy provides guidance to eliminate and reduce risks and entails appropriate education and employee participation. Our health and safety initiatives are not limited to preventing physical injuries but also focus on mental or cognitive ill health and encouraging healthy lifestyles for our employees.

### Whistleblowing Procedure

We continuously provide guidance and information in the various areas of sustainability and take preventative actions such as training and raising awareness with the aim of ensuring a safe place to work. We train all new employees on our Code of Ethics and whistleblowing procedure, and frequently communicate our policies to all employees globally.

## IMPLEMENTATION AND OUTCOMES

### Ongoing Global Business Challenges

Despite COVID-19 challenges in 2020, and the large impact of the semi-conductor shortage in 2021, L&L retained most employees through these difficult times. We continuously analyze and adjust our policies both globally and locally to ensure our employees have a safe and supportive work environment as these unprecedented global crises persist.

### GMET Creates Health & Safety Spin Off Team

In 2021, the Global Manufacturing Executive Team (GMET) created a subgroup that focuses on the health and safety activities and procedures for all L&L Products locations. The global SAFETY FIRST mindset and best practices exchange are unified steps to keep our teams safe.

The team meets quarterly and has set out to accomplish the following objectives:

- Create a Health and Safety Road Map for each facility that identifies strengths and opportunities for improvements
- Identify major key factors for achieving zero injuries and illnesses
- Create a global standardization of communication for KPIs, toolbox talks, sharing best practices and lessons learned
- Utilize leading indicators, as well as lagging indicators to reduce risks and eliminate hazards proactively
- Adopt a way to measure the employee engagement

Members of this core team represent Brazil, France, Turkey, the United States, China, India, and Czech Republic. The team conducted a Strength, Weakness, Opportunity, and Threat (SWOT) analysis for each region in 2021. The team identified the top three areas and prioritized addressing them. The same exercise will take place in 2022. As a result of the global safety team's collaborative efforts, they are proud to celebrate the achievement of becoming ISO 45001 certified in multiple regions!





In 2021, we focused on LOTO (LockOut - TagOut) of equipment. LOTO ensures that the equipment being locked out (controlled) cannot be operated until the lockout device is removed. This contributes to the safety of our teams by preventing any restart or re-energize of the equipment while it is being repaired, maintained, or serviced. We elaborated procedures and added lock identification labels on the lockout locks to clearly identify the associate performing the LOTO procedure.

**Safety week in EMEA**

In 2021, we updated our emergency plan for Altorf, France. We conducted a real-life exercise with several units of local firefighters, as well as with the chemical team of Strasbourg firefighters. Thanks to this exercise, we practiced working together with the emergency services to take care of injured people, to treat a pollution risk and to extinguish a fire. These exercises are also very useful for the emergency services to better understand our site, its risks and means of prevention.



**Promoting Wellness**

In 2021, the Romeo, MI, USA facility partnered with Oakland University's Wellness and Health Promotion (WHP) to help us promote and improve our wellness engagement and stretching program. We saw positive outcomes from the partnership and therefore continued supporting this in 2021.

Close to 95% of all our employees (global) are covered by a health insurance that covers medical treatment and dental care above local standards.



L&L First Responders in South Carolina, USA

Every employee  
deserves to  
work in an  
equitable  
environment 

Labour 



# Labour.

Topics regarding labor and human rights are very important to us at L&L Products because we think every voice matters and we want to provide the best possible working conditions and environment for all employees to feel welcome, heard and to be a place where all employees can thrive. One of our core values is pride and belonging and we acknowledge the uniqueness of each person and the value that each brings to our organization.

**Jay Krawczyk**  
CSR Lead for Labour and Human Rights

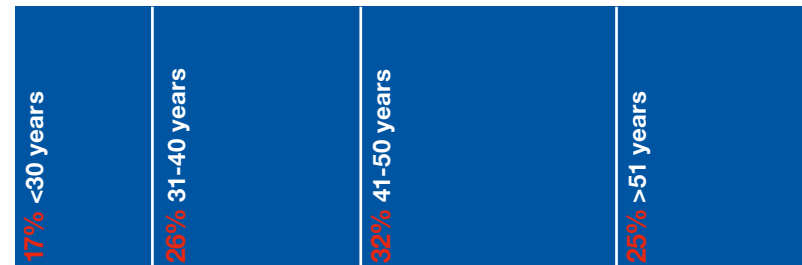
## COMMITMENT ON LABOUR

L&L Products firmly believes every employee deserves to work in an equitable environment where they have **Pride in Belonging**.

We continue to support our Global Human Rights & Employee Policy and comply with internationally recognized labor and human rights standards. This policy includes commitments such as fighting against discrimination and harassment, supporting our employees, and developing their talents. Every employee has the right to **Honesty and Respect** and L&L Products is dedicated to eliminating discrimination and providing liberties for all our employees in our workplace.

## IMPLEMENTATION AND OUTCOMES

### Distribution of Workforce by Region, Gender, and Age (Global)



## Cultural Diversity

**Creativity, Innovation & Entrepreneurial Spirit** is a fundamental value at L&L. We believe workplace diversity and cross-cultural collaboration embodies who we are as a company and appreciate the individualistic attributes and ideas every person in the L&L Family contributes to our overall success. Cross cultural teams provide increased opportunities for professional and personal development. Diverse perspectives and skills drive innovation, build relationships, and improve productivity across our organization.




**Equal Opportunities**

L&L Products does not tolerate discrimination and we are devoted to offer equal opportunities to all our applicants and employees based on skills and abilities. We ensure recruitment, promotion, training, compensation, disciplinary actions, and termination are unbiased without regard to age, race, color, gender, sexual orientation, ethnicity, religion, disability or any other criteria or protected status.

**13%**  
**Women in executive positions** (Global)





**67%**  
**Employees have been trained to a CSR-related topic in 2021 (on discrimination, sexual harassment, or other similar topics)** (Global)



**Employee Retention + Training**

Our best assets are our people. Our corporate purpose is “To be a good place for all who touch it where quality of work, product and relationships are a priority”. Our structure allows for open communication, mutual trust and respect, and fosters partnerships across all sectors of the business. All managers lead by example and continuously motivate the organization. **Success Defined in Our Own Terms** is a value we live by every day. Our voluntary termination rate remains very low because every employee has a sense of empowerment and is highly regarded for their contribution to the success at L&L. We encourage continued professional development to broaden skill sets to retain high performers. The investment for our employees to receive internal and external training to facilitate advancement within the organization has a positive impact on employee satisfaction.

**38%**  
**People trained by a qualified external training agency** (Global)



**67**  
**Apprentices and trainees** (Global)



**Training Next Generations**


L&L Products partners with local schools and universities to build valuable connections within the communities where we operate. The investment in teaching and offering training opportunities through internships and apprenticeships have a positive impact to the growth of our organization and attracting future talent.

**FOCUS**

L&L Products Romeo has partnered with Cornerstone Charter schools in Detroit, Michigan for many years.

In 2021 Craig Knepper, Automation Technology Leader continued representing L&L and supporting this underserved community by providing 4th grade students an opportunity to learn about business. The curriculum focused on entrepreneurship while sharing work experiences.

The program ran for 3 months with weekly one-hour lessons. The partnership continues to be rewarding for L&L as much as the students we mentor.



**Aiming to  
minimize our  
environmental  
footprint** 

**Environment.** 

# Environment.

L&L Products is committed to the journey of decarbonization. I am proud to be part of this project and thus take care of our planet and our future generations.

**Olivier Morisset**  
CSR Lead for Environment

## ENVIRONMENTAL COMMITMENTS

At L&L we aim to minimize our environmental impact throughout the entire organization. We focus on practical procedures to create better solutions for our planet now and for future generations. From product design and packaging to the transportation loops needed to distribute our products, every aspect of our workflow is considered from the perspective of sustainability. We recognize protection of the environment is essential to the quality of well-being for our people and the communities we serve. L&L Products is committed to continuously finding innovative solutions to reduce our footprint while targeting zero environmental incidents and zero waste.

## Environmental Policy

L&L Products Corporate Environmental Policy fulfills all applicable, local environmental laws and regulations while proactively refining processes anticipating future environmental issues across all entities globally. We continuously identify and optimize ways to reduce energy consumption in our facilities, find better ways of sorting our waste for recycling as well as increasing the recoverable part of our waste. We encourage employees to contribute ideas to continue to improve.

## IMPLEMENTATION AND OUTCOMES

### Towards Carbon Neutrality

It is part of our corporate values to take care of our planet for future generations.

What does Carbon Neutrality mean? Decarbonize our activities by reducing the use of energy, replacing the energy source, using green or renewable energy, and by engaging the supply chain towards carbon emissions reduction.

Although L&L Products is not required to perform carbon reduction directly by the government, we have committed on this journey to carbon neutrality with the intention to be carbon neutral by 2050 and understand which reduction trajectory we should define to be in line with the PARIS agreement limiting global warming to a level of 1.5°C (34°F).

A program has been launched to reduce our carbon footprint in 2021 which relates to greenhouse gas emissions directly within all L&L Products facilities globally as well as indirectly through our purchased utilities.

Looking forward we are laying the groundwork to make our first carbon footprint assessment relating to all other indirect business activities.

**Prevention of Pollution**

Training of our employees on such topics as adequate storage and management of raw materials and products in our facilities as well as our customers with appropriately labeled products and Safety Data Sheets has allowed us to reach our target of Zero Environmental incidents globally.

**ZERO Waste Target**

In our efforts to achieve zero waste globally, we are taking actions to optimize our manufacturing processes and sorting our waste to be reprocessed. We recycle cardboard, stretch wrap, metal, and mixed plastics, as well as recover and reuse many of our materials. For resources we cannot reuse internally, we work with external recycling facilities and have ongoing projects to further conservation efforts.

**2.43%**

**Waste to landfill** (Global)  
Total weight of waste to landfill over total weight of parts produced



**There's an App for That**

L&L Products is living our values in France by taking the steps to reduce our environmental impact and target zero waste. The team stopped printing receipts at the company restaurant thanks to a new app. Per year this is equivalent to 420m<sup>2</sup> or 6700 sheets of A4 paper saved. Well done!



**Ride to Work**

L&L Products France participated in Au Boulot A Vélo (Ride to Work Inter-Company Challenge) – an initiative in France to promote commuting by bike instead of car. Throughout the course of the month, the 55 person L&L team reached over 10,000km / 6,214 miles.



**FOCUS**

In France, we organized events during Environmental Week.

We have an active volunteer team that organizes awareness actions throughout the year. The team lead a project to remove plastic bottles from the restaurant L'Alsacienne de Restauration (a meal provider in France) and helped us organize the logistics around filling and emptying bottles of water to replace plastic ones. We had fun workshops on how to make your own laundry detergent and how compost works. We also organized coffee breaks where each day we brought in the most creative employees' homemade cakes where leftovers were incorporated in the recipes. We tasted battlemon (where you replace flour with dry bread), banana peel cake, and chocolate-mayonnaise cake. This created a great opportunity to talk about the improvements we have made in our own private lives to reduce our personal waste.

In France, the Zero Waste Target has clearly inspired changes in employees' habits, even at home.

**Improving our Surroundings**

In India, we planted 1360 trees & shrubs to increase green space around our facility.



Valuing  
moral and  
interpersonal  
integrity 

Business  
Ethics.





# Compliance.

We have built a compliance program keeping in mind the size and risk exposure of our organization, aiming at always acting with integrity. We aim to be successful, ethically.

**Pauline Leman**  
CSR Lead for Ethics

## COMMITMENTS ON ANTI-CORRUPTION

At L&L our Employee Code of Ethics represents our strong stance on operating with business integrity. We are committed to competing fairly, everywhere we do business. Avoiding conflicts of interest is key to ensuring decisions are made in the best interest of our company and does not undermine the business environment. We continuously train our employees on our Whistleblower Policy and Gift and Invitation policy and standards of behavior expected from all employees to make ethical choices. We do not tolerate corruption or bribery in any form. Any unjust behavior either witnessed or brought to our attention through our Whistleblowing procedure will be disciplined appropriately according to our Code. We are committed to our value **Authority, Responsibility, and Obligation to Listen** while conducting business with integrity and transparency.

## Whistleblowing Procedure

The whistleblower procedure is in place in all L&L entities, and we regularly encourage our employees to raise concerns to their management, HR, Legal, employee representatives or to the Speak Up Line. With zero reports through the speak up line we interpret as our employees having confidence to report through the other channels. In France, we also appointed key contact people for sexual harassment. Their role is to help prevent sexual harassment in the workplace, guide and inform victims and witnesses and also ensure issues are addressed.



## IMPLEMENTATION AND OUTCOMES

In 2020, the Legal & Compliance team started reviewing potential business partners (joint-ventures, acquisition targets, etc.). We worked closely with purchasing and sales teams across the world to implement a procedure that is both efficient and achievable for the teams. In 2021, we focused on fine-tuning the third-party due diligence procedure that we implemented. This work will continue in 2022 as we expand this process to other third parties including suppliers and customers.



# Responsible Procurement.

The purchasing team is fully committed to lower the impact of procurement on the environment and spread the values of L&L Products over the supply chain. It is key for the future of our company, our children and humanity to take care of the impact of our purchasing activities.

**Franck Milon**

CSR Lead for Sustainable Purchasing

## COMMITMENTS ON RESPONSIBLE PROCUREMENT

L&L Products is mindful of the **Importance of Our Partner Relationships** and we work closely with our suppliers to ensure they fully comply with all applicable laws and that their operations align with our corporate and social responsibility initiatives. Furthermore, we require our suppliers to cascade these efforts down the supply chain.

### Considering Sustainability as part of our Purchasing Strategy

We are committed to our customers, suppliers, partners, and stakeholders and are conscious that we all have to work together to support sustainability targets to preserve and better the environment in our communities and for the planet. We expect our suppliers to take actions to properly manage and reduce waste and not voluntarily pollute. Furthermore, we ask our suppliers to follow our Supplier Code of Conduct and provide their employees with a safe and healthy working environment and respect human rights, have high business ethics, prevent all forms of corruption, compete fairly, avoid conflicts of interests, protect personal and company data, respect other's intellectual property rights and comply with export control laws and regulations. L&L Products favors suppliers that comply with ISO standards such as ISO 9001, IATF 16949, ISO 14001, EN/AS 9100, ISO 45001, and the Ten Principles of the United Nations Global Compact.

## IMPLEMENTATION AND OUTCOMES

Thanks to all efforts made globally we improved the global purchasing rating with Ecovadis from 40 to 60, contributing to obtaining Gold Status at Company level in 2021.

Over the past 2 to 3 years, actions we took to achieve this result include:

- Formal corporate sustainable policy defined, and associated targets deployed globally
- Deployment of a supplier Corporate Social Responsibility (CSR) related risk analysis, prior to supplier assessment or audit and global mapping of supplier CSR related risks (process tool, procedure, deployment and management of evidence)
- Corporate alignment on sustainable procurement management (common dashboard and reporting base)
- Updated supplier contracts with CSR requirements
- In EMEA additional efforts were taken including onsite or reported evidence during supplier risk assessment for CSR criteria, business reviews with evidence of CSR status and targets, and corrective action plans for CSR deviation with scorecard performance impact.



Good citizens  
in our  
communities 

Living Our  
Values. 



# Core Values.

That L&L upholds and lives by every day



Honesty  
& Respect

We are honest with all people in our organization and all people we come in contact with from outside the organization. We are reliable to our word. We are respectful of others. We work to build trusting relationships.



Success Defined in  
our own Terms

Always underlying our business decisions is the understanding that growth without corresponding profit is not healthy.



Creativity, Innovation &  
Entrepreneurial Spirit

By sharing information, seeking input and collaborating together, we create an exceptional entrepreneurial environment where people put ideas to work.



Consistency & Fairness

We make every effort to be fair with people and consistent in application of our policies.



Authority, Responsibility  
& Obligation to Listen

We align authority with responsibility. Where decision authority ultimately resides depends on who has responsibility to achieve results. We expect decisions and actions to be consistent with our overall strategy and in concert with our values.



Pride in  
Belonging

We acknowledge the uniqueness of each person and the value that each brings to our organization. We recognize individual and team efforts made toward answering our challenges and achieving our objectives. We take time to celebrate our successes.



Importance of  
our Partner Relationships

We recognize the vital importance of our outside partner relationships, which include our customers, suppliers, advisors, alliance partners, and other stakeholders. It is in our long-term best interest that our partners are successful, just as it is in their interests that our Company remains strong.



Good Citizen in our  
Communities

We respect our environment and encourage efforts to make the communities in which we operate better places for all who live in them.

# Living Our Values.



### Brazil Gives Back

This year L&L **Brazil** worked with the city of Indaiatuba and collected winter clothing donations to support the needy communities in the area. The same effort was made with food collections by the L&L Brazil team and their families. The city hall donated all of the charitable items before the winter season.

### Spreading Holiday Cheer

Employees in **US** joined together in various office fundraisers to support the *Adopt-A-Family* foundation. *Adopt-A-Family* disburses the funds to local organizations to help needy families around the holidays. Local organizations include Holiday Depot, Sharing Tree, LACADA in Lapeer, Romeo Lions Charities, Lapeer County Foster Care, Berville Lioness Club, and Forever Tails Rescue. Employees also help shop for families to purchase holiday gifts with a portion of the proceeds.

### Promoting Literacy

L&L Products is living our values in **China**. In order to promote literacy in a rural area, the L&L Products China team assembled 218 reading bags containing books, reading ledgers, badges, and postcards to encourage children ages 3-14 to enjoy reading.



### No One Sleeps Hungry

L&L Products is living our values in **India**: L&L Products India recently teamed up with the AANADA organization to support its *No One Sleeps Hungry* campaign. The campaign provides ratio kits to families spread across locations in Raigad, Thane, and Mumbai. With so many vulnerable families facing hunger and starvation since being disconnected from their source of income and no access to food, the *No One Sleeps Hungry* campaign was successful in helping 435 families. We are extremely honored to be able to support this initiative.



## Living Our Values.

### Opération Vélo Solidaire (Solidarity Cycling Operation)

L&L Products **France** created an internal challenge with our participation in *Au Boulot A Vélo (Ride to Work Inter-Company Challenge)* to donate 1€ for every 1km ridden by bike by L&L EMEA employees and their families during the last week of the challenge. The money funded the purchase of specialized bikes for disabled children and adults. Employees rode over 5000km for this event. Due to the infatuation, L&L decided to double the amount to reach enough money to buy two bikes.



### Structural Bonding for Student EV Challenge

Employees from L&L Products **Turkey** participated in the 17th Efficiency Challenge Electric Vehicle Races – an event aimed at educating students on new vehicle technologies, gaining experience, opening opportunities, and encouraging them to follow related technology developments all around the world. The race aim is to popularize the use of alternative and clean energy sources in the automotive industry.

The competition includes two categories:

- 1) Electromobile (battery powered electric vehicles) and
- 2) Hydromobile (hydrogen powered electric vehicles).





**L&L Foundations: Supporting the Career Ambitions of L&L Family Members**

The L&L Foundations provide scholarships to L&L Products employee family members to support post-secondary education taken to prepare for a job or career.

The **L&L Educational Foundation** provides scholarships to employee family members in the United States. In 2021, 115 scholarships were awarded.

The **L&L Products Foundation** provides scholarships to our global employee family members. In 2021, 32 scholarships were awarded. Scholarship applications become available during the 1st quarter of each year.

Check us out at [lplfoundations.org](http://lplfoundations.org)

Some of our 2021 scholarship recipients, from left to right: **Mireia Morral Ponce**, Spain, **Keith Firestone**, USA, **Beatriz Horschutz Tocachelo**, Brazil, and **Osman Gullu**, France



**Supporting STEM Education in our Communities**

In addition to scholarships, the **L&L Educational Foundation (LLEF)** provides STEM (Science, Technology, Engineering, Mathematics) grants to local schools. These are intended to support hands-on experiential learning that encourages critical thinking, problem solving, decision making, and teamwork. 7 STEM Grants, renewable for 3 years, were awarded in 2021.

LLEF was thrilled to support a STEM Night program for elementary school student families



# Global Recognition.



## ECOVADIS GOLD ACHIEVEMENT

L&L Products has been awarded a GOLD medal by EcoVadis in recognition of its ongoing commitment to sustainability. This puts L&L Products in the top 5% of the companies in its industry. Thanks to the commitment of our employees and management, we have increased our score in all the assessed categories: Environment, Human Rights & Labour, Ethics, and Sustainable Purchasing.

## INDIA QUALITY AWARDS

India Quality Circle Form is an excellent platform for presenting the best work done by various quality practicing organizations. The L&L team achieved GOLD and SILVER recognition at the event. The Gold Award focuses on improving quality by process parameter reassessment and optimization for expandable non-tacky sealant for static sealing products (L28xx Series) on an extrusion machine. The Silver Award focuses on implementation of the energy conservation projects across the plant.

## CERTIFICATIONS

L&L Products operates in compliance with Quality, Environment, and Health & Safety Management systems: we control risks in these areas and commit to continuous improvement. As safety is our top priority, we aim to protect our employees and therefore continued our efforts to get ISO 45001 certifications in several of our entities – now covering 92% of our employees.

### QUALITY:

All our factories comply with ISO 9001 requirements.

### INDUSTRY-RELATED:

All our factories are IATF 16949 (Automotive sector) certified.

Our French factory is AS/EN 9100

(Aviation, Space, and Defense sector) certified.

### ENVIRONMENT:

7 out of 8 factories are ISO 14001 certified (representing more than 97% of our employees).

### HEALTH & SAFETY:

7 out of 8 factories are ISO 45001 certified (representing close to 92% of our employees).

**This report is based on information and indicators for the year 2021.**

For more information on our sustainability strategy, check out our webpage dedicated to Corporate Social Responsibility. We would be happy to hear what you think!

[sustainability@llproducts.com](mailto:sustainability@llproducts.com)

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