



Community and employee commitments

Occupational health, safety and well-being

Employee health and safety is a top priority for Lalique Group and its manufacturing sites. The company strives for zero work-related accidents. Its approach therefore focuses on prevention through specific training and awareness programmes. Occupational safety manuals are maintained and regularly updated to reflect the latest occupational health and safety regulations locally.

All employees at the production sites—and particularly those newly recruited—are introduced to all relevant safety measures and regularly receive further on-the-job training in health and safety matters. These training courses encompass professional prevention account training, fire evacuation drills, safe use of equipment such as overhead crane, forklift and stacker, top-up training for designated first-aiders and chemical safety training for employees exposed to chemicals.

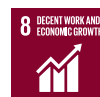
Employees at all production sites are provided with the necessary safety gear, work and safety clothing, ear protectors and ergonomic work benches and equipment.

To support the well-being of employees at the company's manufacturing sites and to avoid muscle strain and back issues, further ergonomic workplaces are being installed on an ongoing basis. Lalique Group is collaborating with the Occupational Health Service SMIT in France, ensuring that workplace practices align with the highest standards of occupational health and safety.

Employee recruitment, retention and development

Lalique Group is committed to offering a well-organized working and employment environment supported by an attractive compensation and benefits programme aligned to relevant industry standards. Employee engagement and an open dialogue are essential in order to get feedback and gain insight into how to continuously improve and to live the company's culture.

Staff turnover rates are monitored, exit interviews are conducted and annual development and performance interviews are held.



Talent acquisition and development

Subject expertise, specialized skills and capabilities are key success factors for high-quality crystalware craftsmanship. This sort of talent is scarce and difficult to recruit. Lalique Group offers a wide range of apprenticeships with temporary or permanent contracts. The internship programme aims to teach and pass on the highly specialized know-how required for handcrafting crystalware. Seven Lalique Group artisans bear the prestigious title “Meilleur Ouvrier de France” (Best Craftsman of France) in recognition of their exceptional skills in glass manufacturing

At the perfume filling and distribution centre in France, the local management has appointed a disability representative and two advisors to deal with cases of moral and sexual harassment, reflecting the company’s commitment to addressing various aspects of diversity and ensuring a safe and respectful workplace for all employees. Creating a diverse and inclusive workspace goes beyond the implementation of a Code of Conduct and policies: it is about fostering a culture that values and respects individual differences.

Diversity, inclusion, and equity

As stated in the company’s Code of Conduct released in 2023, Lalique Group does not tolerate discrimination against people based on their gender, ethnicity, race, age, religion, nationality or sexual orientation. The Code of Conduct requires all employees to act ethically and to always uphold human rights. Anti-harassment courses are an integral part of the company’s training programme and commitment to maintaining a respectful and harassment-free workplace.

810

Total number
of FTEs

21.23

Training hours
per employee

11

Male Executive Board
members






4

Female Executive Board
members

Community commitment

Giving back is a topic of increasing importance in an unsettled world. Lalique Group’s charitable and social engagement programmes around the world are an important aspect of the company’s culture.

Main initiatives and projects supported and sponsored by Lalique Group in 2023:

PARTNERSHIP	REACH	STATUS
 International Centre™ FOR MISSING & EXPLOITED CHILDREN	Switzerland	Lalique Group supports the International Centre for Missing & Exploited Children. Ongoing since 2022.
 look good feel better	Switzerland	Lalique Group supports the Look Good Feel Better foundation. Ongoing since 2021.
 Advantage Africa <i>pathways out of poverty</i>	Africa	Ultrasun UK supports Advantage Africa and donates significant quantities of high-quality sun protection products, supporting the lives of people with albinism. Ongoing since 2016.
 Crieff foodbank	Crieff/Scotland	Glenturret’s employees raise money and donate toys to those in need. Ongoing since 2022.
 PINK RIBBON SCHWEIZ	Switzerland	Ultrasun supports national charity walks and yoga events, donating sun protection samples to all participants. Ongoing since 2017.