

"I BELIEVE SOCIAL RESPONSIBILITY BEGINS WITH A STRONG, COMPETITIVE COMPANY. ONLY A HEALTHY ENTERPRISE CAN IMPROVE AND ENRICH THE LIVES OF PEOPLE AND THEIR COMMUNITIES."

Jack Welch



Corporate Social Responsibility (CSR)

One of LUMIN's objectives is to implement a sustainable CSR policy across all areas of business that ensures communication and participation within the communities and environment in which we operate.

Throughout 2019, LUMIN has supported 15 projects that involve local communities in Uruguay, through support to institutions, educational centres, health centres, and cultural activities, among others. These projects are grouped into three large areas:

1) Health, Wellbeing and Care

Arcoiris Care Centre, APADISTA, COPHADIM, Rivera Hospital Nursing Room, Basic Cardiac Rehabilitation Programs, Friends of Sports Association of Rivera, Celeste Foundation.

2) Education and Culture

Tree Project, Technical School of Tacuarembó, Caragatá High School, Departmental Library, Heritage Day, Project Learning Tree.

3) City and Infrastructure

Sports Court in La Matutina neighborhood, bus stop in the city of Tacuarembó, Oriental Parc.

The Arcoiris (Rainbow) Care Centre is the first of its kind in Tacuarembó and the result of a collaboration between LUMIN, the Wood Workers Union Organisation (OSTM), the National Care System (SNC) and the National Children and Adolescent Institute of Uruguay (INAU).

LUMIN will provide the resources needed for the construction and equipment of the centre to enable the child development service to be implemented and maintained. The National Care System, through the INAU provides the financial support to sustain the service on an ongoing basis. The centre will have a socio-educational environment that can accommodate up to 120 children, aiming to promote early development and improve the rights of children under three years old.

Environmental Social and Governance (ESG)

The UN has defined global priorities and aspirations regarding ESG for 2030. Many Governments worldwide, including Uruguay, have already agreed to this timing and specific Sustainable Development Goals (SDGs).

LUMIN has integrated ESG practices into the principles and activities of its businesses, the commercialization of its products, labour relations, socio-environmental responsibility and links with local organizations.

LUMIN fulfils 13 out of the 17 SDGs.

In terms of social impact specifically, LUMIN has committed to the following objectives:



SDG 3:

Ensure healthy lives and promote well-being for all at all ages.



SDG 4:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



SDG 5:

Achieve gender equality and empower all women and girls.



SDG 10:

Reduce inequality within and among countries (empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, etc.)



SDG 11:

Make cities and human settlements inclusive, safe, resilient and sustainable.

Gender and diversity

In December 2018 LUMIN reached a milestone by achieving adherence to the gender equality policies of the Women Empowerment Principles (WEPs) under the Win-Win programme: Gender Equality is Good Business, implemented by UN Women in partnership with the International Labour Organisation (ILO) to promote gender equality in the private sector.

In October 2019, 80% adherence was reached in the self-test, a 40% improvement over the previous result. The average "adherence" of the companies affiliated to the WEPs in Uruguay is only 23%, placing LUMIN in the highest category among companies known as Leaders.

One of the high points of this process is that LUMIN received an award for: "Talent has no gender, based on WEPs Principles," whose evaluation committee was composed of representatives of the Inter-American Development Bank, the European Union and UN Women (see picture opposite). LUMIN was one of the winning companies in the multinational companies' category. The Evaluation Committee stressed that this award is a recognition of the progress and good practices implemented by LUMIN in the field of gender equality and employment.

LUMIN is also recognised as playing a proactive role in labour inclusivity. During 2019, LUMIN met with authorities of the National Disability Program (PRONADIS). A work agenda was initiated with the Honorary Departmental Commission of Disability of Tacuarembó, together with civil and governmental organisations. Within this framework, LUMIN worked on awareness programmes for company workers.

Resulting from this initiative, to support two of its own employees with hearing impairment, LUMIN provided access to a formal two year sign language course for their direct supervisor and specialised training for an additional eight employees from other areas of the company. These initiatives have positioned LUMIN as a reference for many other companies regarding inclusivity regulations.



Future plans

LUMIN will continue supporting local initiatives where objectives align with the company's policies – providing additional support where positive outcomes have been achieved, exploring new opportunities, and reinforcing our commitment to innovative projects such as Arcoiris.

For example, LUMIN will be inaugurating a multi-sports field in the Tacuarembó's (local city of LUMIN plywood manufacturing site) state school "La Matutina", within the "Public Education Support Program" of the Public Education National Administration (ANEP). Approximately 600 school students will enjoy the new field which a further 130 local families will also be able to access. This inter-institutional project is a reference for the area, with the main objective to guarantee the educational continuity of young people who go from primary to UTU.

Community COVID response

Continuing with the measures to combat the Coronavirus, women from the city of Tacuarembó and Paso de los Toros, along with mothers and grandmothers of children who attend the Arcoiris Centre, will be trained in the production of washable face masks. These will be hand sewn for distribution among all LUMIN staff. It is estimated that approximately 15 women will participate with 3,000 masks being required.

The objective is for this community group to become official suppliers, stimulating local labour and work in the area, as well as providing income for the families.

"This is an opportunity to train women and energize the workforce at this difficult time. We will continue to search the community for opportunities of this type, where collective work meets needs and supports the local economy."

Mara Pisano, Human Resources Manager at LUMIN

The next Customer Bulletin will focus on some investments recently completed in our current manufacturing facility, including automation of the panel repair process.