



# OUR RESPONSIBLE SOURCING STATEMENT

HOW WE WORK WITH OUR SUPPLIERS  
2024 | ENGLISH VERSION

# RESPONSIBLE SOURCING AT LUCRO



## Extending our commitment across the value chain.

We believe sustainability must be practiced not only in our own operations but throughout our entire value chain. That's why we have developed a Responsible Sourcing Policy—a guiding framework that ensures our suppliers share our commitment to ethical, environmental, and socially responsible practices.

This statement outlines the core principles of that policy. It reflects what we stand for and what we expect from everyone we work with, and is a reminder that real impact is built on accountability, transparency, and partnership—every step of the way.

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A “supplier” at Lucro includes anyone—individuals or companies—who provides us with goods or services. This spans across waste collectors, materials suppliers, service providers, intermediaries, and their respective sub-contractors, agents, subsidiaries, and workers—whether permanent, temporary, contractual, or migrant.

We expect all suppliers to use our policy as a living guide—one that helps them continuously improve and align with our shared goals. We recognize that not all changes happen overnight, and we are committed to monitoring and supporting progress through regular reviews and collaborative dialogue. Sourcing responsibly isn't just about compliance—it's about protecting people, supporting ethical livelihoods and minimizing environmental impact throughout the supply chain.

# OUR PRINCIPLES

Extending our commitment across the value chain



## GOOD LABOUR PRACTICES

Ensure safe and fair working conditions throughout the sourcing process.



## NO CHILD LABOUR

Ensure that all the people working with Lucro are of an appropriate age.



## BUSINESS INTEGRITY

Ensure business is conducted lawfully and in compliance with the law of the land.



## HEALTH & SAFETY

Ensure health & safety aspect are prioritized.



## TRACEABILITY AND TRANSPARENCY

Maintain a transparent chain of custody for the waste collected. Track its origin.



## AVOID UNETHICAL PRACTICES

Don't contribute to illegal waste dumping or environmentally harmful practices.



## MINIMIZE NEGATIVE ENVIRONMENTAL IMPACT

Implement practices that minimize the environmental footprint.



## MONITORING CONTINUOUS IMPROVEMENT

We expect our suppliers to work towards compliance to this policy.

# GOOD LABOUR PRACTICES

We are committed to upholding fair, safe, and respectful working conditions across our supply chain. All workers—whether permanent, temporary, or contractual—must be employed on the basis of freely agreed and clearly documented terms that comply with all applicable laws. We believe in creating a workplace culture rooted in dignity and equality. Everyone deserves to work free from discrimination, harassment, abuse, or intimidation—whether physical, verbal, psychological, or sexual. Equal opportunities must be provided regardless of race, gender, age, caste, religion, disability, role, marital status, or other personal characteristics.

Working hours, wages, and conditions must meet or exceed legal requirements. Fair wages must be paid on time, with clear information provided to workers regarding their pay and employment terms. Overtime must be voluntary and compensated fairly. Workers must receive regular rest breaks, sufficient rest between shifts, and at least one day off per week.

To support a fair and inclusive environment, accessible grievance mechanisms must be in place. These should allow all workers to safely and confidentially raise concerns and receive timely, respectful resolution—without fear of retaliation or discrimination.



# NO CHILD LABOUR & FORCEFUL LABOUR



Lucro strictly prohibits the use of child labour across its operations and supply chain. Everyone in Lucro as well as people working with Lucro have to ensure that no one under the age of 18 is employed in any capacity. Lucro also has zero tolerance for any form of forced, bonded, or trafficked labour. Employment must be freely chosen, with no coercion, withheld wages, retained identity documents, or abuse—physical, verbal, or psychological. All workers must be treated with dignity and fairness.

## BUSINESS INTEGRITY

Lucro requires all suppliers to fully comply with applicable laws and regulations, including those related to trade, data protection, and competition. We maintain a zero-tolerance policy for bribery, corruption, or money laundering and expect our suppliers to uphold the same. Suppliers must also protect all confidential information shared by Lucro and never disclose it without prior consent.



# HEALTH & SAFETY



Lucro prioritizes the health and safety of all workers across its supply chain. Suppliers must ensure safe, hygienic working conditions by following relevant regulations and WASH (Water, Sanitation, and Hygiene) principles. Where applicable, suppliers should also provide regular health and safety training to protect worker well-being and ensure compliance with occupational safety standards.

# TRACEABILITY & TRANSPARENCY

At Lucro, traceability is non-negotiable. All suppliers must create a digital footprint at the time of onboarding, including details like company information, banking, and location. This helps ensure full transparency and accountability across our supply chain from the very first step.



# NO UNETHICAL PRACTICES



Lucro enforces a strict zero-tolerance policy on illegal waste disposal and environmentally harmful practices. Suppliers must comply with all local and international environmental regulations, avoid unsafe disposal methods like open burning or dumping, and handle recyclable materials ethically. Regular audits may be conducted to ensure compliance, with non-conformance leading to corrective action or termination.

## SOURCING FROM WASTE PICKERS

Lucro promotes fair, safe, and dignified engagement with waste pickers. We ensure they are paid fair prices, advocate for safe working conditions, and encourage access to healthcare. We also strive to build transparent supply chains by understanding their collection practices and, where possible, enabling traceability from source to end product.



# MINIMIZE NEGATIVE ENVIRONMENTAL IMPACT



Lucro is committed to reducing the environmental and social impact of its supply chain by sourcing responsibly, conserving resources, and promoting sustainable materials. We prioritize local, diverse, and certified suppliers, and collaborate to lower emissions, support communities, and build climate resilience.

## CONTINUOUS MONITORING

Lucro provides employees with clear, accessible, and confidential procedures for addressing workplace concerns, ensuring fair, respectful, and prompt resolutions.





## CONTACT

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