

Social Responsibility

- We create a positive atmosphere for all employees and their families.
- We treat everyone with respect and appreciation, regardless of origin, nationality, culture and religion.
- We show zero tolerance towards discrimination and racism.
- We support the social commitment of our employees in youth work projects.
- We promote creativity, education and training and work closely with schools and universities.
- We maintain a cooperative management style and create interdepartmental working groups.

Lightware as a global company is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.



Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

Almost 40% of the sales came from the Live and Event sector before 2019, and we the sales of Lightware were quite severely shaken by the consequences of the Covid pandemic, but we still decided to keep all our colleagues as long as possible, and we did our best to regroup our market in some way, and the lost income with some new product range, new we can replace it with markets. Fortunately, we managed to perform well in recent years, and due to the crisis, we did not have to send a single person away, and with our new, corporate market products, we were able to support the ever-increasing demand for our products related to hybrid working.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. Lightware diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs. (home office possibilities)
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.



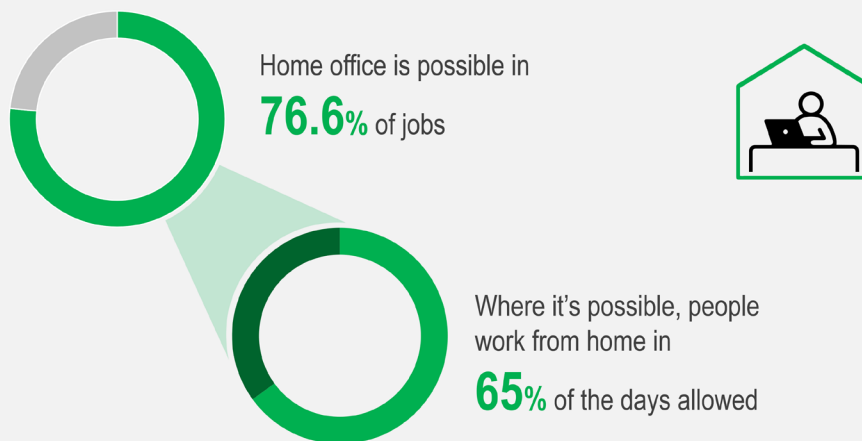
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All employees of Lightware have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Home Office Statistics



Commuting Habits of the Average Lightware HQ Employee

