





# SMETA Corrective Action Plan Report (CAPR)

Version 6.0



Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	Not known		Sedex Site Reference: <i>(only available on Sedex System)</i>	Not known
Business name (Company name):	Lübbbers Lufttechnische Anlagen, Schallschutz und Heizungsbau GmbH & Co.KG			
Site name:	Lübbbers Lufttechnische Anlagen, Schallschutz und Heizungsbau GmbH & Co. KG			
Site address: <i>(Please include full address)</i>	Im Kamp Hoog, 49808 Lingen		Germany	
Site contact and job title:	Rene Werner, Buyer			
Site phone:	+49 591 9636012	Site e-mail:	<a href="mailto:info@luebbbers-lta.de">info@luebbbers-lta.de</a>	
SMETA Audit Type:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety	<input checked="" type="checkbox"/> Environment	<input checked="" type="checkbox"/> Business Ethics
Date of Audit:	11-12.03.2019    30.07.2019			

<b>Audit Company Name &amp; Logo:</b> Intertek Certification GmbH  	<b>Report Owner (payee):</b>   Lübbbers Lufttechnische Anlagen, Schallschutz und Heizungsbau GmbH & Co KG , Lingen
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Audit Conducted By					
Commercial	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			



## Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.0 April 2017 was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

### 2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
  - Universal rights covering UNGP
  - Management systems and code implementation,
  - Responsible Recruitment
  - Entitlement to Work & Immigration,
  - Sub-Contracting and Home working,

### 4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

### SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Any exceptions to this must be recorded here (e.g. different sample size): None

Auditor Team (s) (please list all including all interviewers):

Lead auditor: Petra Katzenberger

Team auditor: N/A

Interviewers: Petra Katzenberger

Report writer: Petra Katzenberger

Report reviewer: Rama Rao

Date of declaration: 12.03.2019

Auditor Team (s) (please list all including all interviewers):

Lead auditor: Hans- Joachim Meier

Team auditor:

Interviewers: Hans- Joachim Meier

Report writer: Hans- Joachim Meier

Report reviewer: Rama Rao

Date of declaration: 30.07.2019

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

*This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.*