

Sustainability Policy

Introduction

This Sustainability Policy is underpinned by our Responsible Business Strategy, endorsed by Directors, Shareholders and Leadership Team to realise our company vision as the “Trusted, expert designer and provider of sustainable workspaces which are better for people and planet”. It is also supported by our 5 core company values of Service, One Team, Communication, Continuous Improvement and Accountability.

Impacts

Key environmental impacts from our business operation are scope 1 & 2 carbon from heating, and transport, furniture waste and scope 3 supplier spend emissions, by far our largest impact at over 90%.

Key social impacts are employee wellness and safety, EDI, ILO core labour rights, experience and engagement across our complete supply chain.

Action

We will address these impacts through focused materiality assessments with stakeholders and systemised ESG reporting and assessment. This is reflected in an Ecovadis gold medal rating and Net Zero International carbon assessment in line with GHG Protocol, reduction targets against baseline and published SECR.

Commitments

Our commitments to People, Planet and Purposeful Profit over the next 12 months include:

- Compliance with current legislation and preparedness for future legislation
- Continuous improvement and measurement of environmental, social and economic value
- Promotion of ETI Base Code as the internationally recognised ILO code for good labour practice
- Commitment to UN Race to Zero NetZero 2040 target with 50% reduction by 2030
- Reduced environmental impacts – carbon, waste, resources, biodiversity impacts
- Continued Zero-to-landfill
- Greater social value with our operation – EDI, core labour rights, wellbeing
- Greater supply chain transparency - core labour rights, modern slavery awareness H&S
- Greater supply chain transparency – materials, source of materials, chemicals, timber
- Commitment to employee Wellness
- Ongoing training and communication with all stakeholders
- Broader stakeholder engagement – staff, community, clients, industry, supply chain
- Demonstrated commitment to corporate governance, code of conduct and ethics

Approval and Review

This policy has been approved by our leadership team to ensure it is appropriate to the nature, scale, and purposes of the business. It is subject to regular review with a formal update at least once within a 3-year period to ensure continuing suitability.