

# Responsible Business Strategy

## *Furnishing with purpose*



## Our Vision

“To be the trusted, expert provider of sustainable workspaces which are better for our people, better for our environment and better for our planet.”



# Introduction

The purpose of JPA Workspaces is to make a positive difference to people and planet as a consequence of our business activity. It is our reason for being, reflected in our company vision, framed by NetZero Leadership and the UN Sustainable Development Goals.

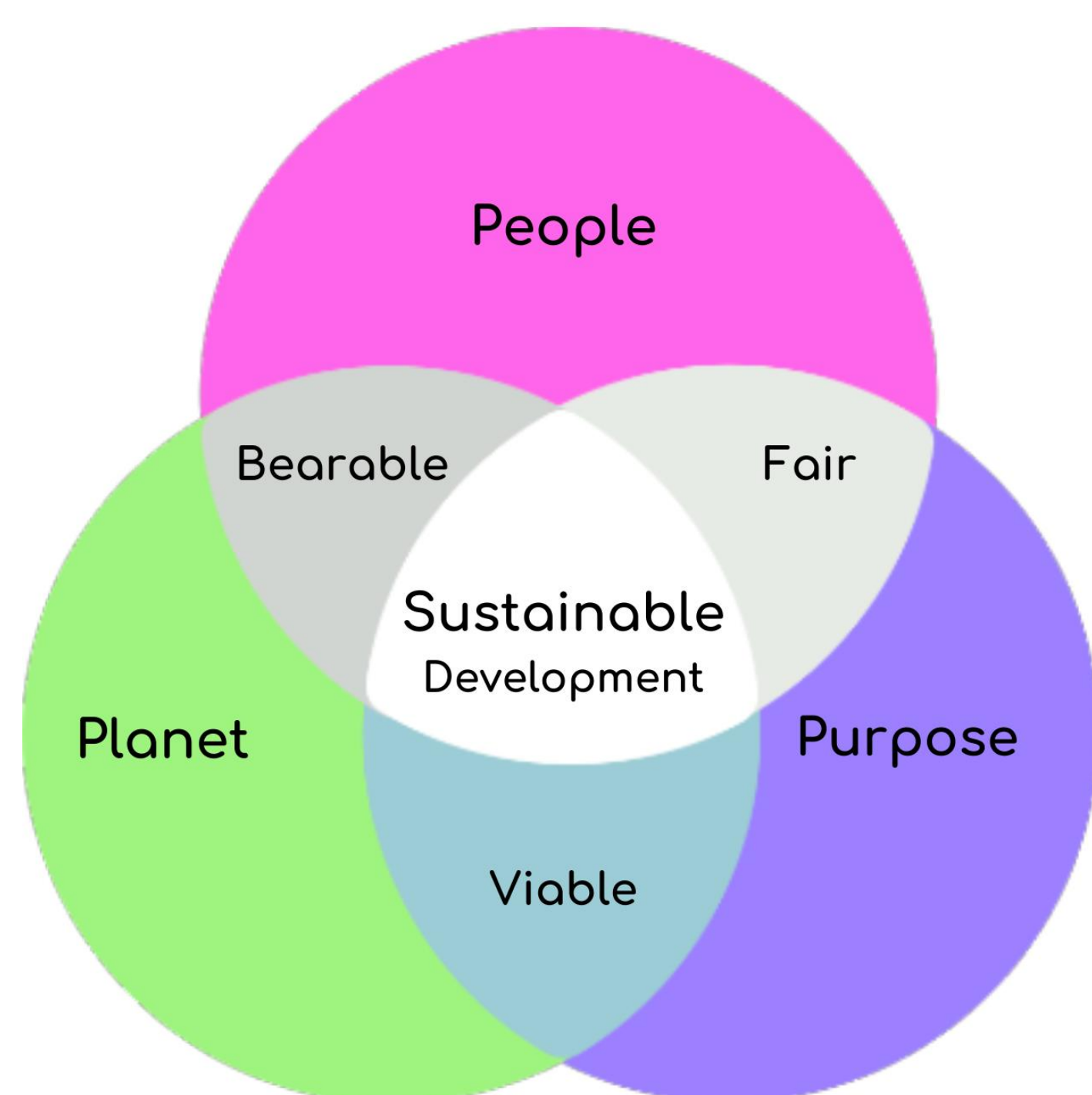
We are committed to achieving this through ethical, responsible behaviours and practices ensuring sustainable development across three key areas:

- \* Upholding fairness, inclusivity and core labour rights
- \* Climate Change, reducing emissions and waste
- \* Responsible growth and governance

In 2020, for the first time ever, the World Economic Forum identified the top 5 global risks as environmental and social, reinforcing previous calls to action and the need for an immediate response.

*“Sustainable development is development that strives to meet the needs of developing countries seeking to achieve a more sustainable world. Sustainable development addresses the needs of the present moment without compromising current and future generations to meet their own sustainable lifestyles.”*

Gro Harlem Brundtland, Prime Minister of Norway, Chair of the UN World Commission. The “Brundtland Report” 1987.



The 3 pillars of sustainability:  
Social, Environmental and Economic  
...also known as People, Planet and Purpose

# Fairness, Inclusivity & Core Labour Rights

JPA are committed to values that promote equality and respect for individual rights.

- **Combatting social exclusion and discrimination:** helping with reintegration, supporting gender equality, reducing the gender pay gap, promoting the real living wage, encouraging training, encouraging dialogue, and applying global social rights.
- **Promoting solidarity:** helping to reduce social inequalities by collaborating with local and international associations and projects, and prioritising fair trade products. Creating healthy and environmentally sustainable environments where people feel included and which promote activity and connection.
- **Contributing to the well-being of stakeholders:** developing social dialogue, encouraging the exchange of information and transparency, adapting flexible working hours for differing needs, and making workspaces accessible and inclusive.
- **Sharing resources:** supporting communities and social networks to come together to help each other. dealing with resources in an entirely different way, moving beyond traditional, linear approaches to more circular, networked, shared and community-led approach.

*Simply asking more questions about the organisations we deal with can influence behaviour and help to re-shape our world.*





# Climate Change, Reducing Emissions & Waste

Extra Greenhouse Gases in our atmosphere are the main reason the Earth is getting warmer. This is because, greenhouse gases, including carbon dioxide (CO<sub>2</sub>) and methane, trap the sun's heat in Earth's atmosphere.

The Climate Change Act 2008 targeted reduced carbon emissions by at least 80% by 2050. To achieve this we need to halve emissions by 2030.

JPA address Climate Change through every area of its business activity – its operation, services and products.

Operationally the company has pledged to NetZero, been assessed to a recognised standard and published independently verified carbon reduction targets. Scope 1 & 2 emissions are offset whilst working to our reduction plan, enabling all installations to be carbon neutral. Our local approach contributes to reduced emissions whilst simultaneously improving service response times.

A unique set of circular services enable JPA to support furniture supplied across its entire lifespan, optimising initial investment, reducing carbon cost and waste. These include repair, refresh, reupholstery, re-working, reconfiguration and recycling services, all carried out by JPA's in-house teams.

JPA support clients for refurbishment work through due diligence and the provision of furniture products to make least environmental impact through BREEAM, LEED, Ska and WELL standards. Our projects promote ethical sourcing, a reduced carbon footprint and healthier working environments.

*In all cases we encourage clients to consume less, buy better and creatively re-use existing furniture into second and third lives, an easy route to saving carbon and reducing procurement budgets.*



# Responsible Growth & Governance

The economic purpose of sustainability is for a business to be profitable so it can contribute to economic development and growth, but not at the expense of the other two pillars of people and planet.

Activities that fall into this focus area include compliance, regulation governance and risk management.

The vision and strategy of JPA’s board of directors, management, staff and shareholders’ is agreed and implemented by our leadership team, supported by a robust organisational structure and clear messaging.

Our business has the support and approval of its staff, stakeholders and community with shared values, common purpose and culture. We actively seek out like-minded clients where we can deliver and report the most value across the 3 pillars of sustainability.

We select suppliers who also evidence this commitment, procuring goods and services from those who reflect our values and compounding the impact made, adding multiple layers of value to company and client purchases.

Cross-department teams work together to formulate a cohesive, focused CSR engagement strategy to ensure that JPA integrate and impact positively in our operational communities across a spectrum of activities and events.

*We believe that collaborative partnerships hold the key to growth development and more effective circularity outputs and measurable impacts.*





# Responsible development strategies bring multiple benefits for all stakeholders:

## Including:

- Attracting and retaining the best talent
- Reducing operational costs
- Creating innovative local partnerships
- Improving the health and wellbeing of teams
- Extending core labour rights and social governance through supply-chains
- Reducing furniture carbon and waste
- Reducing unnecessary use of virgin materials
- Eliminating landfill
- Encouraging local service innovation and excellence



As consumers and procurers, we can create social, environmental and local legacy through our purchases, contributing seamlessly to people, planet and purpose.

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