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# **SEBEL FURNITURE SUSTAINABILITY REPORT 2011 LIVING IN EXCELLENCE**



**GLOBAL COMPACT ANNUAL  
COMMUNICATION ON PROGRESS**

**sebel**

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<b>Company Name</b>	<b>Sebel Furniture Limited</b>	<b>Date</b>	<b>10 January 2012</b>
<b>Unit (if applicable) Address</b>	<b>92 Gow Street PADSTOW NSW 2211</b>		
<b>Country</b>	<b>Australia</b>	<b>Membership Date</b>	<b>20 January 2010</b>
<b>Contact Name</b>	<b>Greg Welsh</b>	<b>Number of Employees</b>	<b>178</b>
<b>Contact Position</b>	<b>Chief Executive Officer</b>		
<b>Contact Telephone No</b>	<b>0419 443 999</b>	<b>Sector</b>	<b>Manufacturing</b>

### NATURE OF BUSINESS

Sebel Furniture is one of Australia's leading furniture manufacturers, specialising in the manufacture of indoor and outdoor furniture. The product range includes chairs, stools, auditorium/theatre and stadium seating, educational seating, educational furniture, tables and office seating.

Sebel Furniture is a wholly owned division of KI USA.

### STATEMENT OF SUPPORT

Sebel Furniture will continue to be committed to, and proactive in, upholding the ten principles of the UN Global Compact. We fully endorse these principles by which we conduct our day-to-day activities and place extreme importance in our continued work in promoting the highest standards in human rights, labour standards and anti-corruption. We believe that the adverse effects on the environment must be reduced as a priority. All principles of the UN Global Compact are considered when Sebel Furniture develops its policies and procedures for the future operations of our business. Sebel Furniture embraces its responsibility with regards to its activities impact on the environment and communities. Sebel Furniture proactively promotes its corporate social responsibility and continues to implement measures to improve practices and support the Ten Principles of the UN Global Compact.



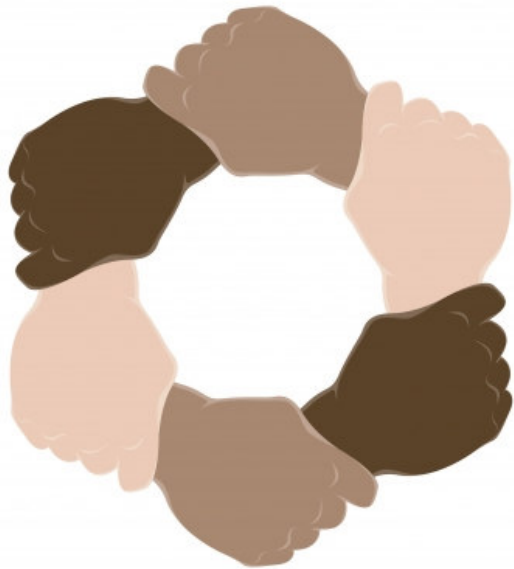
**GREG WELSH  
CHIEF EXECUTIVE OFFICER  
SEBEL FURNITURE LIMITED  
10 JANUARY 2012**



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# GLOBAL COMPACT PRINCIPLES

## **PRINCIPLE 1 Business should support and respect the protection of internationally proclaimed human rights**



### **Our commitment or policy**

Sebel Furniture is committed to supporting all aspects of human rights. It is our policy to ensure that such rights are implemented for employees at all levels of our processes and activities, by promoting a culture of respect for the law, and respect of all members within our organisation and with others with whom we interact.

### **A brief description of our processes or systems**

Sebel Furniture is ISO 9000 compliant. All employees have access to the company's comprehensive complaints and resolution procedure; beginning with informal discussions with their line manager or supervisor to formal interviews and mediation with access to the highest levels of management within the company. Should the matter not be resolved to an individual's satisfaction they can appeal at any stage. They retain the right to lodge the matter with any external tribunal dealing with employee arbitration and resolution.





### **Actions implemented in the last year / planned for next year**

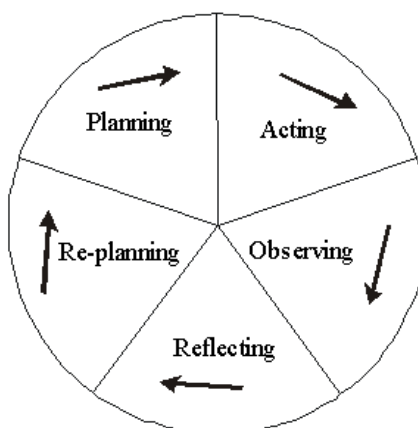
The ownership of Sebel Furniture has changed in the past 12 months and all staff policies, processes and procedures have been revisited for the new ownership structure.

Sebel Furniture is continually reviewing its policies and procedures to ensure they are suitable, relevant and up-to-date to meet the needs of the employees and the requirements of the company.

Sebel Furniture has ongoing consultation meetings between management and employee representatives.

### **Measurable results or outcomes**

Sebel Furniture has no reports of discrimination in any form or human rights abuse in its workplace.





## PRINCIPLE 2 Business should ensure that they are not complicit in human rights abuses

### Our commitment or policy

Sebel Furniture is dedicated to ensuring that they are not knowingly complacent in any Human Rights abuse. It is our policy to ensure that we do not associate, enter into a joint venture with any body, corporate, private or official whose actions are questionable in respect to Human Rights abuses.



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FURNITURE

## **A brief description of our process or systems**

Prior to formulating any agreement with a contractor or supplier, Sebel Furniture will assess and research each organisation to ensure concurrence with its own policies and procedures. Where non-compliance is identified, no agreement will be entered into, or Sebel Furniture will work with that party to improve their business practices and worker safety.

## **Actions implemented in the last year / planned for next year**

Our procedures to assess any new contractor will be reviewed on an annual basis. Procedures for re-evaluating existing contractors will be implemented.

Now that Sebel Furniture is part of KI Group, Sebel Furniture has access to more resources in China to ensure proper practices are in place at all suppliers and are monitored more frequently.

## **Measurable results or outcomes**

Whilst only a small number of agreements were entered into in the last year, no contractors were non-compliant or cancelled.





## **PRINCIPLE 3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining**



### **Our commitment or policy**

Sebel Furniture recognises the rights of its employees and sub-contractors to union membership and representation. In 2010 the Sebel Furniture Enterprise Agreement was passed.

### **A brief description of our processes or systems**

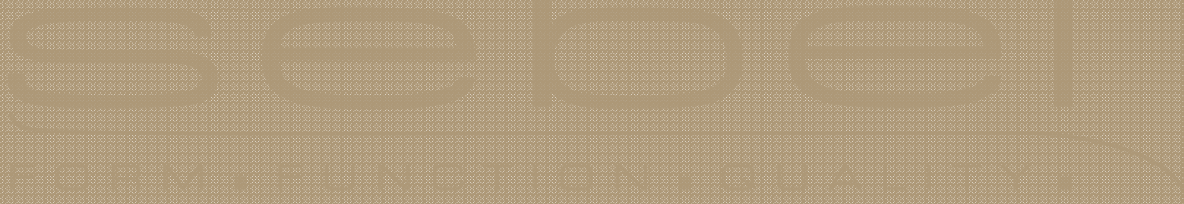
All the general requirements of the award relating to hours of employment, holidays, sick and personal leave, worker's compensation are adhered to by Sebel Furniture, and also outlined in the employee handbook that is provided to and signed by each new employee.

### **Actions implementations in the last year / planned for next year**

In 2010 the Sebel Furniture Enterprise Agreement was passed. This remains in force until 31 July 2013.

### **Measurable results or outcomes**

Staff turnover is extremely low and no disputes have arisen.





## Measurable results or outcomes

There have been no disputes in relation to forced labour.  
Between Jan 2011 and October 2011  
Staff Turnover is 2/180 Staff



2011	Turnover	Perm Staff
Jan	-2	182
Feb	-1	181
Mar	0	182
April	-4	178
May	+4	182
June	+2	184
July	-3	181
Aug	0	181
Sept	0	181
Oct	-1	180



## PRINCIPLE 4 Business should support the elimination of all forms of forced and compulsory labour

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### Our commitment and policy

Sebel Furniture is fully committed to eliminating all forms of forced and or compulsory labour. Sebel Furniture will not consider working for or with any organisation or in any environment where forced labour is condoned.



### A brief description of our processes or systems

All employees are contracted to work set hours at an agreed rate of pay and may terminate their employment with a mutually agreed notice period. Shifts can be rotated with others to ensure that no employee feels disadvantaged. Overtime is available but is not compulsory.

## Actions implemented last year / planned for next year

In 2010 the Sebel Furniture Enterprise Agreement was passed. This remains in force until 31 July 2013. All employees affected by this Agreement were consulted and a “majority rules” system was implemented.





## PRINCIPLE 5 Business should support the effective abolition of child labour

### Our commitment and policy

Sebel Furniture supports the abolition of child labour. Sebel Furniture will not condone or be complacent in any matter concerning the use of children as workers.

### A brief description of our processes or systems

Due to the nature of our business, no persons under the age of 16 years are contracted or employed by Sebel Furniture for any position whatsoever.







### **Actions implemented in the last year / planned for next year**

Following employment checklists and reviewing all potential suppliers ensured that Sebel Furniture did not employ, nor partner with an organisation that employed, on a full time basis, any person under the age of 16. Some of Sebel Furniture's suppliers provided work at appropriate pay rates for children over 14 years of age, working after the completion of their daily schooling.

Over the next year, Sebel Furniture shall be seeking renewed confirmation from suppliers, demonstrating their support for the abolition of child labour.

### **Measurable results or outcomes**

There have been no disputes regarding child labour nor any fines or judgements against Sebel Furniture in this regard.

Sebel Furniture management has been active in the UNGLA promoting and speaking on Human rights and Labor.

## PRINCIPLE 6 Business should support the elimination of discrimination in respect of employment and occupation

### Our commitment or policy

Sebel Furniture supports the elimination of discrimination in respect of employment and occupation.

### A brief description of our processes and systems

Sebel Furniture is committed to equal employment opportunity in all aspects of the employment policy including the selection, placement, training and promotion of all employees. Sebel Furniture does not discriminate on the grounds of race, sex, colour, religion, sexual orientation, national origin, age or disability. Sebel Furniture will ensure that no person is denied employment for reasons unrelated to ability.





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### **Actions implemented last year / planned for next year**

Employment policies were reviewed and updated (where applicable) ensuring that equal employment processes were adhered to.

### **Measurable results or outcomes**

No judgments were placed against Sebel Furniture for discrimination.

More females hold State management positions than last year.

## PRINCIPLE 7 Business should support a precautionary approach to environmental challenges

### Our commitment or policy

Sebel Furniture is committed to the protection of our environment and recycling where possible. Sebel Furniture accepts social and moral responsibility for a continual improvement of our impact on the environment beyond current legislation and requirements.

### A brief description of our processes and systems

Sebel Furniture applies a common environmental management methodology throughout the company. We make conscious decisions to ensure the environment is a key consideration in all activities at Sebel Furniture.

### Actions implemented last year / planned for next year

Sebel Furniture trained and motivated employees to understand their environmental responsibilities and to participate actively in all environmental programs.

Sebel Furniture made proactive efforts to assess its supply chain's environmental impact and has visited forests in overseas locations to verify the use of plantation timbers. Sebel Furniture is moving to FSC timbers in all key product over the next 12 months. In consultation with environmental experts, Sebel Furniture is moving towards certification of its environmental management system to international standard ISO14001.

### Measurable results or outcomes

A common environmental management methodology has been implemented throughout the company



## ECO DESK RANGE



**GREAT  
REASON  
TO CHOOSE  
A SEBEL DESK**

- The Eco Range desktops are made from 100% recyclable PET (Polypropylene Terephthalate) and are 100% recycled after use.



**Over 50  
recycled  
bottles in  
every  
desktop**



## PRINCIPLE 8 Business should undertake initiatives to promote greater environmental responsibility

### Our commitment or policy

Environmental protection and awareness is extremely important to Sebel Furniture. Sebel Furniture will not conduct any activity where the risk is significant in causing environmental damage. Sebel Furniture is a signatory of the Australian Packaging covenant. Sebel Furniture uses recycled materials across a large number of its products.

### A brief description of our processes or systems

Environmental impact assessments are conducted prior to any new task or activity being introduced in the company. We are doing our part for the environment by implementing “green” practices that help minimise the overall ecological footprint and reduce landfill. We contribute to more sustainable practices by encouraging our customers to return old Sebel Furniture for recycling whereby old Sebel Furniture is ground down and turned into new furniture.

### Actions implemented in the last year / planned for next year

Sebel Furniture recently reviewed all processes and identified where improvements could be made in the use of power and fuels.

Sebel Furniture is a signatory to the Australian Packaging Covenant and meets its reduction responsibilities under this agreement.

Sebel Furniture made proactive efforts to assess its supply chain’s environmental impact and has visited forests in overseas locations to verify the use of plantation timbers. Sebel Furniture is moving to FSC timbers in all key product over the next 12 months.

Sebel Furniture introduced on site regrinding to ensure lowest cost recycling of waste materials and re-use in new products.

### Measurable outcomes or results

Reductions in landfill due to recycling more products, and reduction in water and power usage. Waste removalists are now monitored and provide Sebel Furniture with volume reports on materials taken off-site, for recycling, re-use & disposal in landfill and other appropriate methods.

The advertisement features a dark grey Sebel Postura chair set against a background of a blue sky with white clouds and a green grassy field. A monarch butterfly is perched on the chair's backrest. The Sebel logo is at the top right, with the tagline 'FORM • FUNCTION • QUALITY •'. The product name 'postura' is in large white letters, with 'THE GREEN CHOICE' below it. A list of features is provided in white text on a dark blue background. Callout boxes point to specific features of the chair. At the bottom, there is a recycling symbol, the text 'RECYCLED POLYPROPYLENE', and a red wax seal with 'SEBEL LIFETIME WARRANTY'.

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# postura

## THE GREEN CHOICE

- Recycled polypropylene
- Anti static, stays cleaner
- Lower back ventilation
- Strong, durable & light
- Australian quality (AS4610)

Anti static  
Stays cleaner  
longer & retains  
that 'new look'

Manufactured in  
Australia meeting  
AS4610 quality  
standards

Lower back design  
and ventilation for  
superior comfort

Gas injected  
leg moulding  
for superior  
durability,  
less weight &  
environmental  
impact

Dual sitting position helps improve  
circulation & longer concentration

RECYCLED  
POLYPROPYLENE

SEBEL  
LIFETIME  
WARRANTY

## **PRINCIPLE 9 Business should encourage the development and diffusion of environmentally friendly technologies**

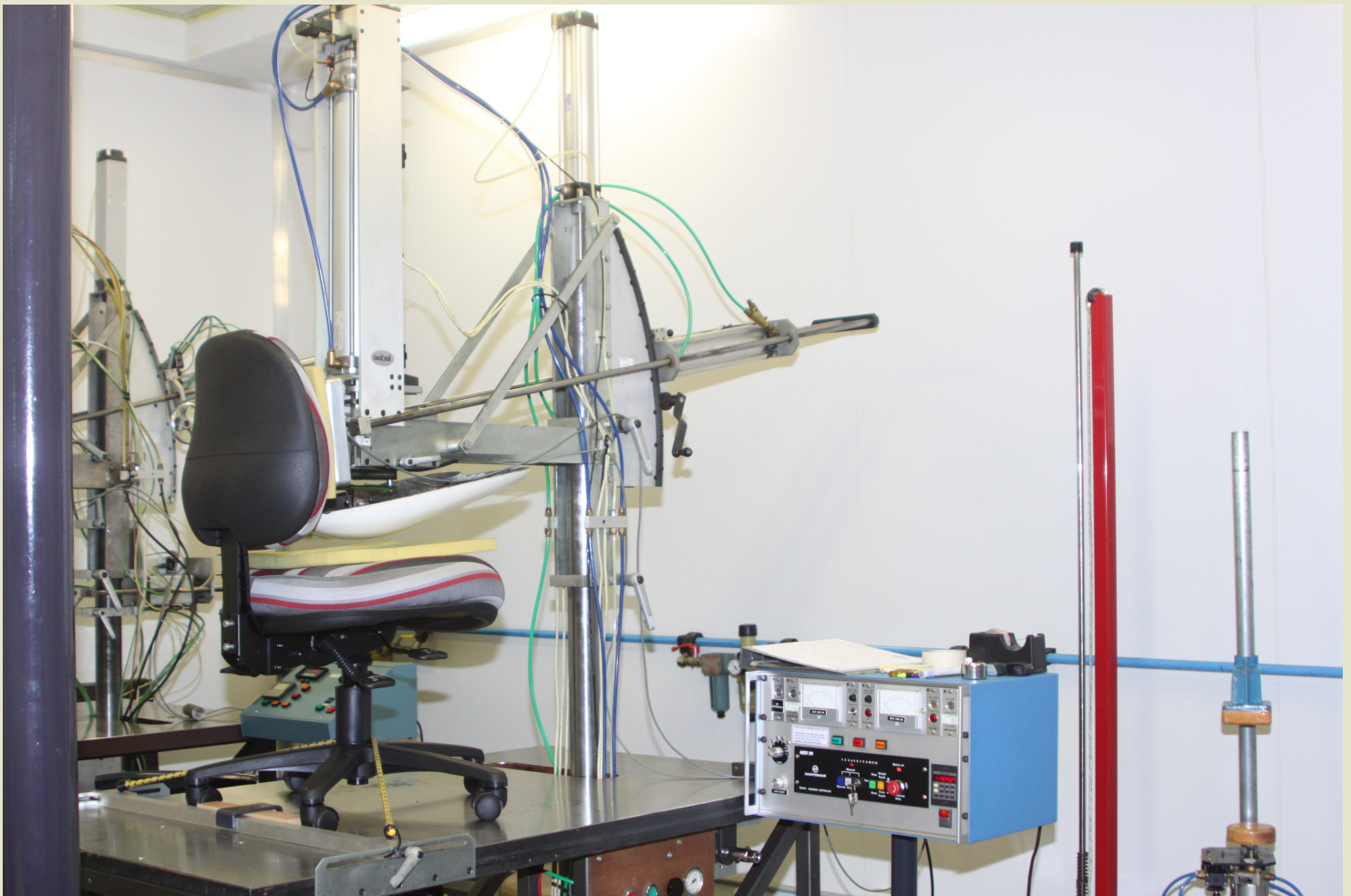
### **Our commitment or policy**

Sebel Furniture is constantly researching latest technologies to ensure we are using the most environmentally friendly systems possible.

Sebel Furniture reuses post production waste in “recycle” products and components.

### **A brief description of our processes or systems**

We are constantly challenged to improve the sustainability of the technologies and processes in the manufacture of our furnishings. Investigation of new and improved environmentally friendly technologies is paramount to our environmental success.



**Sebel NATA Testing Lab**



## Actions implemented in the last year / planned for next year

Sebel Furniture has been investing in alternative and more environmentally friendly technologies.

Sebel Furniture introduced in-house waste regrinding to permit the use of recycled materials on site. Sebel Furniture made proactive efforts to assess its supply chain's environmental impact and has visited forests in overseas locations to verify the use of plantation timbers. Sebel Furniture is moving to FSC timbers in all key product over the next 12 months. Sebel Furniture introduced on site regrinding to ensure lowest cost recycling of waste materials and re-use in new products. Sebel Furniture's aim in 2012 is to re-use 100% of post production waste in its own products. Sebel Furniture has purchased 2 onsite regrind machines, to achieve this.



## Measurable results or outcomes

Reductions in landfill due to recycling more products, and reduction in water and power usage due to introduction and training in new technologies.



## PRINCIPLE 10 Business should work against corruption in all its forms, including extortion and bribery

### Our commitment or policy

Sebel Furniture is committed to ensuring we are not involved in any corruption, extortion or bribery in any business dealings.

### A brief description of our processes or systems

Sebel Furniture is a strong believer in ethical business practices and principles. Sebel Furniture has a zero tolerance for corruption and refuses to deal with organisations where this is active or apparent. Any conflicts of interest are investigated prior to any new projects.

### Actions implemented in the last year / planned for next year

Continued vigilance and monitoring of all new projects, suppliers and employees has taken place. Sebel Furniture provides staff with briefings and regular reminders to all staff in relation to Australian Trade Practices regulations.

Sebel Furniture management have had active discussions with all staff exposed to corruption and bribery. Sebel Furniture management through the UNGCA participation have provided resources to the UNGCA to help promote active management of Principle 10.

### Measurable results or outcomes

There was one event discovered where an overseas agent had solicited a commission from a supplier, and this has been dealt with and the relationship with that agent extinguished.



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# How do you intend to make this COP available to your stakeholders?

This COP will be made available on the Sebel Furniture website.

[www.sebelfurniture.com](http://www.sebelfurniture.com)

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2011/12 Furniture Education Deals  
Education Newsletter  
\$2.5 Billion for trade centres  
Education Catalogue  
QLD DET Supplier  
IdeaPaint

Sebel are world leaders in venue fixed seating >

Education  
Hospitality  
Venue Fixed Seating  
Healthcare  
Public Seating  
Soft Furnishings  
Office

Product Range | Company Profile | What's New | Projects Gallery | Locations

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