



Lammhults Design Group.

SUSTAINABILITY REPORT 2019

Sustainability Report

Lammhults Design Group is engaged in active, long-term ownership of a group of furniture and interior design companies in northern Europe with a focus on profitable growth. Thanks to its strong financial position, the Group will be a stable partner for its customers and partners, generating value for shareholders while being an attractive employer and an interesting actor for new acquisitions. Financial goals and governance are reported in the Group's Annual Report.

The Group's management of social and environmental sustainability is mainly regulated by the Codes of Conduct and policies laid down by the Board. Lammhults Design Group conducts its operations in line with the ten principles of the UN Global Compact and applying the leading standard for social responsibility, ISO 26000, and its principles regarding ethical behaviour, respect for the rule of law, respect for international standards and expectations, respect and consideration for the requirements and expectations of stakeholders, responsibility, transparency, the precautionary principle and respect for human rights. These fundamentals are to pervade the entire organisation, the value chain and our products and services.

Lammhults Design Group's products have a tradition of responsible and sustainable design and production. The quality of our products, their long lifetime and design for circularity, are prerequisites for sustainable consumption. Our ambition is to be a trailblazer while complying with international standards and legal and market requirements. Business ethics, high morals and integrity are integrated into the operations of Lammhults Design Group and our constant endeavour to develop sustainably. We take environmental, social and financial aspects into account when creating and offering products and services. We examine the environmental, social and economic impacts and reduce risks in our own organisation, in our products and in the value chain. At the same time, the quality of our products must always meet our customers' requirements and expectations. Work on sustainability is well integrated in the companies' business processes and forms part of the companies' management systems. We want to ensure a clear link between the

strategic management of our companies and actual improvements in financial, environmental, human and societal terms. Direct responsibility for the environment, health and safety and ethics is taken locally by each company.

All Group companies in Sweden, Norway and Germany meet the requirement of certification in accordance with the ISO 14001 environmental management system, with the exception of Morgana AB, our most recent acquisition. The management systems at Lammhults Möbel and Abstracta are certified and approved in accordance with ISO 9001, ISO 14001 and OHSAS 18001, which will transition to ISO 45001. Fora Form was already certified in accordance with ISO 45001 in 2018.

Morgana AB conducts coating operations subject to legal reporting requirements. The operations have previously transitioned to UV-cured coatings, markedly reducing the use of solvents.

Lammhults Design Group contributes to Agenda 2030 (the UN's Global Sustainability Goals), both by influencing the furniture and interior design industry to become more environmentally and socially responsible, but also by being a good employer and local player, and finally by helping our customers become more sustainable by offering a more responsible alternative. The Group focuses on five of the 17 goals. During the year, the previous materiality analysis was updated. The results provide the basis for the current priorities and how individual targets have been broken down. A balanced scorecard is used, with regular follow-ups to achieve results.



LAMMHULTS DESIGN GROUP'S SUSTAINABILITY VISION

Our ambition is to be a trailblazer while complying with international standards and legal and market requirements. Business ethics, high morals and integrity are integrated into the operations of Lammhults Design Group and our constant endeavour to develop sustainably. Our goal is to have completely CO₂-neutral production units by 2030, to have full traceability for wood raw materials, and for new products to be designed for reuse using renewable raw materials or able to be reused or recycled into new products, forming the basis of a circular economy.

A word from the CEO on sustainability in 2019

Design for a circular economy

Design for a circular economy represents one of the most pressing realignments of our times. Leading a group in which design has always been one of the guiding principles and in which innovation and entrepreneurship are cornerstones, provides energy and confidence in the future. And these provide scope not only for creativity and innovation, which are both prerequisites for the transition to circularity and sustainable growth. They are also cornerstones for Lammhults Design Group and our development of products and services.

The transition to supporting a circular economy is a key element in our strategy. In leading the transition with products and solutions that meet stringent requirements, we perceive favourable business opportunities.

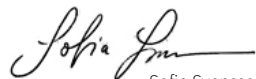
Increased awareness of the importance and influence of furniture results in further consideration when choosing furniture. This means that furnishings for the conference facilities and workplaces of the future will be subject to increasingly stringent requirements. Furniture shall not only meet demands on function, quality and useful lifetime. To extend their useful lifetime, it should also be possible to upgrade items of furniture with reusable materials and components. For us, an important driving force is being able to provide furniture and fittings that, besides meeting requirements of circularity, contribute to a pleasant and creative working environment for our customers. We develop furniture that makes for productive meetings, which are, in turn, pieces of the transition puzzle. This is an urgent mission, in which we perceive favourable opportunities for growth. Customers, employees and partners are all participating in the transition and appreciate our core values.

The essence of circular design entails creating products using renewable, recyclable or recycled materials, to extend the useful lifetime of the products, making them repairable and reducing waste in materials, energy and chemicals in production. With our roots

in the Swedish province of Småland, famous for its traditions of frugality, housekeeping with resources is in our DNA. This is true in all areas. To limit the environmental impact from the company's vehicle fleet, approved models are now restricted to hybrid or fully electric cars. All aspects of our operations are to be pervaded by the insight and consideration that continue to make us an attractive choice for our customers, employees, as well as for our planet.

In our sustainability work, we act throughout the value chain, from suppliers to customers. Our sustainability work is governed by ISO 26000, while the ten principles of the Global Compact also provide a base. We prioritise our resources based on a perspective of risk and impact.

Sweden's newly formed Delegation for Circular Economy has staked out the path for continued efforts for sustainable and innovative business. The Delegation prioritises three areas: plastics, public procurement and design for circularity. The EU Commission that took office in December has chosen to prioritise a "Green deal for the EU", in which the transition to a circular economy forms one of the cornerstones. Our ambition is to continue being part of the solution.



Sofia Svensson
President and CEO





Overarching sustainability objectives

Lammhults Design Group's strategy for the immediate years ahead selects five of the 17 Sustainable Development Goals where we are best placed to make a difference. These are SDG 3 (Good health and well-being), SDG 5 (Gender equality), SDG 8 (Decent work and economic growth), SDG 12 (Responsible consumption and production) and SDG 15 (Life on land). We work in accordance with the established sustainability targets and the associated key performance indicators to achieve sustainable development in business and society. Alongside the established Codes of Conduct and policy documents, these are used to guide and prioritise the sustainability efforts of the companies.

Of the 169 sub-goals that comprise AGENDA 2030, our strategy focuses on ten of them, which can be summarised under three points

- Products with superior environmental performance and circular design
- Environmentally-intelligent and climate-intelligent operations and suppliers
- Favourable working environment

AGENDA FOR TRANSITION TO CIRCULARITY

A central element of the sustainability agenda for all of Lammhults Design Group's subsidiaries involves transitioning to increased circularity. The foremost aspects are:

- Timeless design
- Design for a long useful life
- Design enabling disassembly, reuse and repair to extend the useful life of the products
- Components being based on renewable or recycled materials
- Design for resource efficiency and for reducing waste, use of chemicals and energy consumption in production

Some examples are presented in greater detail in the following sections of this report.



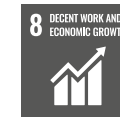
GOOD HEALTH AND WELL-BEING

Ensure a healthy life and promote well-being for all and for all age groups



GENDER EQUALITY

Achieve gender equality and empower all women and girls



DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns



LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Progress in 2019

PRODUCTS WITH SUPERIOR ENVIRONMENTAL PERFORMANCE AND CIRCULAR DESIGN

Design for circularity is high on the agenda throughout the Group. Over the year, Abstracta developed products with increased circularity by using former waste as a material resource. Products launched at the Stockholm Furniture Fair in February 2020 are described in detail on page 6. Ragnars Inredningar works closely with its customers and in dynamic partnerships in developing circular solutions. You can read more about this on page 8. In September, Fora Form launched a cover for one of its classic conference chairs. This solution gives an extended useful life to conference chairs in use out in the market. This project is described on page 7. There are many more good examples within the Group. Lammhults has initiated a process to compile a price list for spare parts, which also clarifies the renovation possibilities in Lammhults' product range. Another good example is Lammhults' Penne chair by Julia Läuffer and Marcus Keichel, which uses a patented solution to allow it to be fully disassembled, extending Penne's useful life.

Fora Form reports the climate footprint for much of its collection, with a total of 45 declarations currently available. The recently-launched "Knekk" stool, designed by Jon Fauske, is based on oak, which is a renewable raw material.

The number of products bearing the Möbelfakta label now totals 98, an increase of nine since last year. The number of products now approved according to the criteria of the Nordic Swan ecolabel totals 29, an increase of seven since last year.

ENVIRONMENTALLY AND CLIMATE-INTELLIGENT OPERATIONS AND SUPPLIERS

During the year, Ragnars Interiors invested in a heat pump plant, which has reduced electricity consumption. This was brought online in the spring of 2019, when a photovoltaic cell facility was brought on line. Ragnars also switched to ecolabelled electricity as of January 2019. Combined, this has helped reduce the impact on the climate through lower CO₂ emissions. Overall, the Group's CO₂ emissions from heating and electricity have been reduced by 34 percent compared with 2018.

Ensuring the wood raw material is purchased from sustainable forestry (FSC, PEFC certified or equivalent) is a criterion for approval in accordance with the Möbelfakta label and the Nordic Swan ecolabel. Since 2018, the Library Interiors business area has been certified for the FSC® traceability standard.

Solvent emissions continue to decrease. Such emissions derive primarily from coating. Emissions totalled 7.3 tonnes, a decrease of 22 percent since last year.

FAVOURABLE WORKING ENVIRONMENT

Employee satisfaction surveys were conducted during the year. These are conducted every second year and form the basis for our continuous improvement efforts.

Staff turnover attributable to resignations among employees was 7 percent for the year, a decrease from the preceding year (9 percent). Absence due to illness amounted to 4.7 percent, which is a decrease from the preceding year (5.1 percent). It is short-term absence that has decreased. Short-term absence was 1.6 percent (2.0 percent).



ARCHAL

Conference chair, designed by Johannes Foersom and Peter Hiort Lorenzen for Lammhults Möbel

DECO

Table, designed by Julia Prytz for Lammhults Möbel



dB PILLAR

Designed by Thomas Bernstrand
Abstracta



Interview with Erik Graesén,
Product Development
Manager and Åsa van Drumpt,
Marketing Manager



Abstracta Zero tolerance of waste

Abstracta has developed a zero tolerance of waste. This even applies to waste from trade fairs. For this reason, we will be reusing almost all of the materials we used to build our stand at Stockholm Furniture Fair 2020. Åsa van Drumpt, who was responsible for the stand, explains that the only exception is a wall that will instead be recycled as energy.

Åsa also explains that we are now increasing the pace at which we seek to achieve our ambitious sustainability objectives. We are opening a 1,000 square-metre VR showroom allowing customers worldwide to experience our products without having to travel. We are also launching a recycling service for our customers that entails us collecting products that have reached the end of their useful lifetime to prevent them from being discarded as rubbish.

Erik Graesén, who is responsible for the product development department explains that there is feverish level of activity in the department, where sustainability efforts are also pervasive. In recent years, Abstracta has worked intensively with circular flows for its products. The objective is to quickly transition from traditional linear flows to circular flows, further extending the useful lifetime of the products, which has traditionally already been long. We also seek to transition to a larger proportion of renewable or recycled materials among the raw materials used in the products. Accordingly, we have, in recent years, focused considerably on the waste materials incurred in our processes. For a long time, classic industrial waste materials,

including metal, wood, plastic and paper have been returned for material recovery. Today, we have circular flows for our acoustic fillings, which were previously sent to landfill or incineration, entailing all waste being returned to the supplier to be recycled into new products. Avoiding sending textile waste for combustion, has been a challenge however. The notion of an absorber specifically suited to lower frequencies has been germinating for some time at Abstracta. In purely technical terms, producing such an absorber would be relatively straightforward. The challenge was to design a product particularly well-suited to be placed in corners and with a thickness of up to 500 mm, rather than the 50 mm thickness that is more common of sound-absorbing wall coverings, and that nonetheless feels natural and offers functionality beyond the acoustic. Accordingly, when designer Thomas Bernstrand presented his idea for acoustic pillars, we realised this would be a perfect product to optimise for low frequencies. We have, since then, developed the idea in several stages and introduced it in various product categories. The dB Pillar complements several of our products, including Airflake, absorbing lower-frequency sounds – an important acoustic feature in rooms where favourable audibility for speech is sought.

Having tested various waste materials for the pillar, we concluded that the best solution from the perspective of circularity was to use textile waste. Each year, Lammhult's production of Softline acoustic screens alone generates some 15 tonnes of textile waste and we now expect the range of pillars to transform that waste into a valuable resource.

Fora Form

Sustainable design over time

The Clint chair, designed by Atle Tveit and Lars Tornøe, was launched by Fora Form in 2009. The following year it received “Awards for design excellence”, which are awarded annually by Design og Arkitektur Norge (DOGA). The chair has been a major success, with more than 50,000 having been sold. Ten years later, in September 2019, Clint Cover was launched in connection with Designers Saturday in Oslo. Clint Cover is available in many different colours and materials, the purpose of which is to extend the useful life of Clint chairs while encouraging more sustainable consumption with regard to furniture.

UP-CYCLING IS MORE THAN A TREND

“Up-cycling” means reusing a product for a new purpose or adding new to create a new product. Clint Cover gives an existing chair a new function, while also restoring the aesthetic value of the chair. “In furniture otherwise manufactured for a long useful life, textiles are often the weakest link,” says Lars Tornøe, one of the two designers.

“If you are restoring furniture, some of the climate benefits will be lost in logistics to and from the factory. With new textiles that customers themselves can fit onto a chair, extensive savings can be made,” adds the other designer of Clint Cover, Atle Tveit.

By buying a Clint Cover, as much as 83 percent of carbon dioxide emissions can be eliminated compared with buying a brand new chair. The upholstery, fabric or leather in the case of Clint, is usually what wears the most – and it is this that can now be replaced easily by the customer, at the place where the chair is located. But that does not necessarily mean that the fabric has been worn out. When moving to new premises or renovating old ones, updating choices of colours on wall and floor coverings, furniture has generally been replaced to match the overall scheme.

A FUNCTIONAL AND AESTHETIC LIFE

Society's increased focus on sustainability requires a growing number of companies to rethink their choices and business models. In taking up this challenge, Fora Form has found its approach, starting with the long functional life of the product. A product has a functional life and an aesthetic life. The functional life span is very long while the aesthetic life span is shorter.

Clint Cover gives the customer the opportunity to recreate the product at its original value, while also making a sustainable choice. Fora Form manufactures furniture that will last for a long time in the hope that the wear and tear mentality is on the way out.

To date, Fora Form has sold more than 50,000 Clint chairs. There are many other future potential up-cycling projects around the world for Fora Form.



CLINT

Conference chair, designed by Atle Tveit and Lars Tornøe, for Fora form



Interview with
Johan Ragnar



Ragnars Living close to the customer

Ragnars lives very close to its customers. Although this is demanding, it is also what drives development forward stimulates innovation. Johan Ragnar, CEO of Ragnars Inredningar explains that aspects of sustainability are so important that he is assigned direct responsibility for them.

You made certain specific investments during the year:

We invested in new, further-reaching partnerships and new products able to make a difference in a circular economy. We call these “Collaborations” and they form an important element of our business concept. New products and concepts will be launched gradually! We also encourage our customers to reuse. For this reason, we offer a cost-free, non-binding service to produce, together with the customer and the architect, an inventory of existing components, and a proposal for their reuse. We prepare a quote for new components needed to assemble the whole.

During the year, Ragnars also invested in various efficiency improvement projects. One investment involved procuring a heat pump plant to meet our heating needs. This is intended to be able to reduce the electricity we use for heating by 65 percent. We have also installed a photovoltaic cell facility on the roof of our factory in Forserum. This initial installation comprises 100 photovoltaic panels. This can provide about 10 percent of the energy needed to run the operations. Ragnars invests at least 2 percent of preceding year’s EBIT earnings towards attaining self-sufficiency in electricity. This is achieved by generating electricity with photovoltaic panels and reducing consumption by means of new technologies and efficiency enhancements. We aim to be self-sufficient in electricity by 2028

Ragnar’s production units are located outside the town of Jönköping in the southern Swedish province of Småland. Suppliers located within a 100-kilometre radius of the factory account for 70 percent of our total purchasing costs. The lorries carrying deliveries from the factory are powered by Euro 6 engines. Products can be delivered knock-down to minimise the impact of the transports on the climate. This also minimises packaging needs.

Stakeholder dialogue and materiality analysis

The most important stakeholder groups are found within and surrounding our value chains. Our primary identification of stakeholders is based on this view. They are shareholders, customers, employees, suppliers and partners, as well as society in the form of authorities, the educational system, the media and the local communities in which we operate. With regard to the environmental aspects, the Global Sustainability Goals have also been viewed as stakeholders.



TIND

Designed by Lars Tornøe
Fora Form

Our relations with key stakeholders

INVESTORS AND SHAREHOLDERS

As a listed company, we are subject to strict requirements and high expectations with regard to transparency and correct and clear information. Shareholders and investors expect long-term value growth. Our design group generates profitable and sustainable growth through strong and well-positioned brands with an attractive product portfolio and cutting-edge innovative solutions. In this context, sustainability is both a hygiene factor and a differentiator. Profitability is a prerequisite for continued investment in new products and strengthened international marketing. Group management holds regular meetings with investors and stakeholders in the capital market. Lammhults Design Group has been a member of Nasdaq Nordic's ESG portal for sustainability data since 2019.

EMPLOYEES

Among employees the importance of continuing to develop how work is organised, internal career paths and the working environment are emphasised. Employee interviews are to be conducted annually and provide a method of structured dialogue and improvement work. The Group applies a zero vision with regard to accidents. Workplace accidents are reported at both the company and Group levels. Regular employee surveys are conducted in each company every second year. These surveys provide useful data and insights regarding improvement measures that are followed up at the company and Group levels. Lammhults Design Group values ethics, diversity and equality. We want the composition of our workforce to reflect the external community and our customers.

CUSTOMERS

Public authorities and organisations are important end-customers. Public procurement, in particular, imposes very high demands in terms of the environment, function, durability, safety and ethics. Procurement requirements corresponding to extensive demands with regard to quality, the environment and social responsibility, in accordance with Möbelfakta or the Nordic Swan ecolabel are standard. Products and solutions for a circular economy are prerequisites for a sustainable society and thereby entrepreneurship. Customers' demands regarding material selection, renewable raw materials, components based on recycled materials and disassembly for repair, replacement or material recovery are all factors that are continuing to increase in significance. Fact-based environmental performance based on lifecycle analyses are also growing in importance.

Major library projects impose strict environmental demands. The Library Interiors business area delivers customer-unique solutions meeting these demands in the global market. In Sweden, one public procurement initiative is the "Green List" which imposes stringent environmental requirements. The requirements correspond to the criteria of the Nordic Swan ecolabel. During the year, the "Green List" introduced, as planned, circularity criteria in its updated requirements. Working with demanding customers drives positive and sustainable development. The companies maintain close dialogues with retailers, consultants and end-customers. Important forums include exhibitions, display rooms and our production facilities. Factory visits in particular, as well as visits among suppliers, provide opportunities to deepen relations, and the mutual exchange is significant. Customer satisfaction surveys are conducted regularly. These surveys are included as a natural part of our quality assurance efforts, aimed at ensuring customer satisfaction.

COPENHAGEN

Designed by Lars Tornøe
for Fora Form

THE PLANET AND AGENDA 2030

The Global Sustainability Goals and Agenda 2030 represent a global, national and local driving forces for sustainable development. As part of its materiality analysis, the Group has identified five of the 17 "Agenda 2030 goals" as being of greatest importance for the Group and where we can exert the greatest influence. These five are:

- Goal 3 (GOOD HEALTH AND WELL-BEING)
- Goal 5 (GENDER EQUALITY)
- Goal 8 (DECENT WORK AND ECONOMIC GROWTH)
- Goal 12 (RESPONSIBLE CONSUMPTION AND PRODUCTION)
- Goal 15 (LIFE ON LAND)

FINANCIAL VALUE GENERATED AND DISTRIBUTED, SEK million

	2019	2018	2017	2016	2015
Directly generated financial value					
Income	1022.1	964.5	929.8	794.3	701.3
	1022.1	964.5	929.8	794.3	701.3
Distributed financial value					
Operating expenses, most of which are paid to our suppliers	672.6	632.4	618.9	517.2	460.8
Salaries and remunerations to employees	224.1	232.4	211.6	187.7	174.8
Payments to financiers, net	5.5	2.2	3.0	2.8	0.1
Social security contributions to the public sector	48.3	45.0	52.0	41.5	31.9
Payments to the public sector in the form of taxes	16.6	12.7	10.8	9.4	6.9
Total distributed financial value	967.1	924.8	896.3	758.6	674.5
Net financial value	55.0	39.7	33.5	35.7	26.8
Dividends to shareholders	8.4	16.9	16.9	16.9	14.8
Retained in the operations	46.6	22.8	16.6	18.8	12.0

SUPPLIERS

The Group has production and warehousing centres in Sweden, Norway, Denmark and Germany. To a large extent, local suppliers are used in each country and these are listed in the results section.

The suppliers provide materials, components, semi-finished products, services or finished articles.

Skills, quality, delivery time and cost, as well as ethical, social and environmental aspects are the main criteria in selecting suppliers. Möbelfakta's requirements regarding social responsibility in the supply chain are extensive and also require that systematic efforts in mapping, risk analysis and follow-up are established. These procedures are subject to regular external audits.

Some of the companies have suppliers in risk countries according to Amfori/BSCI's classification. These countries were China, Romania and Turkey. The total share of purchasing from these countries amounted to 3 percent. The Group's suppliers in risk countries are monitored regularly by means of external or internal inspections.

ANTI-CORRUPTION AND HUMAN RIGHTS

The Group applies zero tolerance of corruption, discrimination and other deviations. A whistleblower function is in place.

Among Group companies, a risk analysis has previously been conducted regarding violations of the Code of Conduct relating to bribery and legal and regulatory breaches. The risk analysis also includes the risk of improper gifts or other actions offering personal gain or benefiting another and that are not in the company's best interests. A risk analysis regarding violations of human rights, freedom of association, child labour and forced labour forms part of the systematic risk analysis. For Group companies with proprietary production in the Nordic region and with 99 percent of their supplier base in Europe, where human rights and freedom of association are protected by law, no substantial risk is deemed to exist. None of the companies was subject to judicial review or investigation in 2019.

SCHOOLS AND UNIVERSITIES

Several Group companies have previously-established partnerships with schools and universities regarding study visits, internships and degree projects. These partnerships are of considerable value, affecting our business operations and future development. Several good examples exist of the significance of these networks for recruitment, as well as product and service development.



ELEMENTS

Design Daniel Lavonius Jarefeldt and Josef Zetterman
Morgana, 2018



TRUMPET

Lamp with acoustic qualities, designed by Cutu Mazuelos and Eva Prego. Abstracta

JETTY

Table with acoustic function, designed by Staffan Holm

Materiality analysis

We focus on generating value by prioritising what is of material importance for our stakeholders. The transition to a circular economy is one of the cornerstones. International efforts have been initiated to develop a new ISO standard for the Circular Economy concept, aimed at establishing shared definitions and concepts, as well as uniform measures.

Efforts in industrial organisations and in working groups within the EU for environmentally appropriate procurement of furniture has resulted in several reports and analyses of the requirements and priorities that have the greatest effect on the environment and climate, and of the criteria that should apply to furniture.

Group companies are members of industrial associations in the countries in which we operate. In Sweden, TMF (an association of woodworking and furniture companies) is conducting extensive efforts on environmental and sustainability issues.

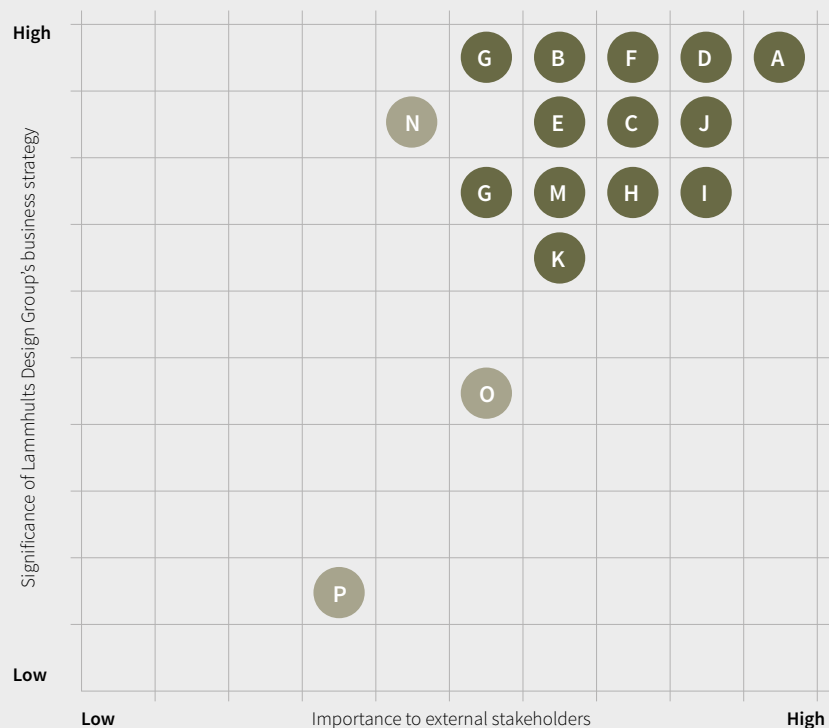
Möbelfakta is an established and updated reference and labelling system for furniture imposing strict demands on function, longevity, environmental consideration and social responsibility. The environmental demands reflect stringent external requirements that are updated regularly and the technical requirements are based on international product standards (CEN and ISO), while the social responsibility requirements are based on the directives of the UN Global Compact.

Since 2014, Lammhults Design Group has supported the UN Global Compact in its work on human rights, working conditions, the environment and anti-corruption, which is crucial for sustainable development.

The results of our materiality analysis indicate three areas of focus for the strategy period, relating to the identified global sustainability goals.

- Products with superior environmental performance and circular design
- Environmentally-intelligent and climate-intelligent operations and suppliers
- Favourable working environment



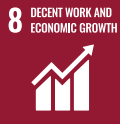


Materiality analysis for Lammhults Design Group cross-referenced with Agenda 2030



High impact for business success and of high importance to external stakeholders

Code	Aspect	Global Goals
A	Useful life, quality and function of product	12
B	Supplier base in compliance with the Code of Conduct (social and environmental responsibility)	8
C	Traceability of wood raw material from sustainable forestry (FSC or equivalent)	15
D	Non-toxic environment and non-toxic products, phasing out of classified chemicals (CLP Regulation, Faro classifications)	3
E	Favourable choices of materials (renewable, recycled materials, environmentally friendly processes)	12
F	Circular product solutions (disassembly options/substitution/spare parts, reusability, ...)	12
G	Waste is primarily a resource (material recovery)	12
H	Solvent-free manufacturing processes	3
I	Reduced climate impact (CO ₂ footprint) and energy-efficient production units	12
J	Product labelling for furniture (Möbelfakta, Nordic Swan, EU Ecolabel)	12
K	Environmentally friendly transports	12
L	A favourable working environment that is safe, secure and offers equal opportunities	8
M	Skills development and development opportunities	8
N	Efforts in innovation and entrepreneurship	8
O	Local commitment	11
P	Water usage	12

Lammhults Design Group Sustainability Strategy and Targets 2020-2025

Global Goals	Target description	Sub-goals of the Global Goals	Lammhults Design Group's targets	Action	KPIs
Goal 3 	Good health and well-being	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Non-toxic products Solvent-free production 2030 Increased attendance in good health Satisfied employees Satisfied customers	Phase out classified chemicals (*) Phase out organic solvents Action plans Action plans Action plans	Number and quantity of classified chemicals (hazard classes) VOC emissions ** (kg/year) Absence due to illness (%) Satisfied employee index and staff turnover CSI
Goal 5 	Gender equality	End all forms of discrimination against all women and girls everywhere Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	Equal-opportunity employees, work teams and management groups	New and updated Code of Conduct applies since 2018. This also details requirements of fair treatment, gender equality and diversity. Each company must have plans for skills development, career development and recruitment.	Gender distribution, blue-collar employees Gender distribution, white-collar employees Gender distribution, management groups Gender distribution, Board of Directors
Goal 8 	Decent work and economic growth	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the ten-year framework of programmes on sustainable consumption and production, with developed countries taking the lead	Safe workplaces. Zero vision for accidents. Competitive supplier, supporting sustainable environmental and social responsibility.	Learning through active incident reporting and risk analysis. Prioritise supplier collaboration with selected suppliers. Prioritise suppliers working systematically with environmental improvements. Suppliers shall work in accordance with the Code of Conduct and comply with its requirements. Work primarily with local suppliers.	Incident reporting Workplace accidents Days of absence due to illness attributable to accidents Systematic supplier assessments and development partnerships with selected suppliers. Proportion of ISO 14001-certified suppliers of significance (80% of purchasing volume) Proportion of local suppliers (%) Number of suppliers in risk countries (BSCI/Amfori) and proportion of purchases Proportion in risk countries with audits performed
Goal 12 	Responsible consumption and production	By 2030, achieve the sustainable management and efficient use of natural resources By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Products designed for circular furniture flows Energy efficient facilities Fossil-free production units before 2030 Climate intelligent suppliers Production units sending zero waste to landfill by 202x Waste comprises resource for other products Ecolabelled furniture	Design and redesign for circularity. Systematic work on energy efficiency (energy mapping implemented) Reduce CO ₂ by means of origin-labelled electricity and heating without fossil fuels, and transition to electric cars, etc. Suppliers with long-term action plans Materials and process development Maximise recycling through reuse, material recovery, reducing waste for incineration All volume products are to bear Möbelfakta or EU Ecolabel labels	Weighted Circular Material Index (TBD) volume products Energy consumption (normalised in relation to net sales) CO ₂ emissions Suppliers with significantly reduced CO ₂ footprints Waste to landfill (kg) Waste for material recovery and incineration (amount and proportion of total) Ecolabelled furniture (Möbelfakta, Nordic Swan, EU Ecolabel labels)
Goal 15 	Life on land	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	All wood raw materials from sustainable forestry	Traceability requirements and follow-up	Proportion of wood raw material with documented traceability (FSC or equivalent)

* Classified chemical substances are those with Faro classifications in accordance with the CLP regulation

** VOC, Volatile Organic Compounds (in common parlance "organic solvents") – included among solvent-based coatings and adhesives.

Result

ENVIRONMENT

By means of a higher proportion of renewable energy and the effect of energy savings, the Group's companies have reduced their CO₂ emissions from electricity and heating by 34 percent compared with the preceding year. Overall, renewable sources now account for 80 percent of the Group's total energy requirements for electricity and heat. This share will continue to increase.

The Group's total energy consumption (electricity and heat) decreased by 6.5 percent for comparable units compared with the preceding year. In this context, it should be taken into account that the Group's net sales grew organically by 11 percent. Heating energy has not been normal-year adjusted.

The production unit in Norway and three of the four factories in Sweden are heated with bio-based district heating. Electricity consumption in Sweden, Norway, Denmark and Germany is mainly based on electricity from renewable sources (hydroelectric power and wind power). Ragnars has invested in heat pumps for heating the factory in Forserum, which was previously heated using an electric boiler. The investment is expected to reduce the electricity requirement by 65 percent, corresponding to approximately 650,000 kWh/year. The installation was completed in April 2019. Ragnars has also invested in photovoltaic cells, with the first stage operational in the spring of 2019, with an estimated annual production of 32,000 kWh. Total energy consumption will therefore decrease over the upcoming years thanks to the energy-saving measures implemented.

To be able to label a furniture with the Möbelfakta or the Swan label requires that wood and wood-based materials are traceable and come from legal forestry (FSC or PEFC certified or equivalent). Most of the larger-volume products are Swan and Möbelfakta-approved. Wood raw materials used by Lammhults are 90 percent traceable. The number of Möbelfakta-approved products increased over the year and now amounts to a total 98 products (increasing by 9). The total number of products approved in accordance with the Swan ecolabel is now 29 (increasing by 7). Work continues in 2020 to obtain additional ecolabels, such as the Swan and Möbelfakta. An example of the significance of these ecolabels are the new regional council offices in Gothenburg that the Council moved into during the spring of 2019. Lammhults has been tasked with furnishing this highly environmentally-profiled project. Labelling requirements combined with a product range meeting the interior

designer's overarching themes, which were "Welcoming, Inspiring, Functional and Sustainable", were crucial. Fora Form presents complete environmental declarations based on lifecycle analyses for a large part of the collection and there are now a total 45 reports in accordance with ISO 14025, available from epd-norge.no. Accordingly, there is an account of each product's climate footprint.

Painting operations are conducted at three of the Group's production facilities: Morgana, Lammhults Möbel and Ragnars. Morgana has previously reduced solvent emissions by investing in UV-curing. Lammhults uses a small amount of solvent-based lacquer for tables requiring a highly resistant surface. Metal coating at Lammhults involves completely solvent-free powder coating. Total solvent emissions for Morgana in 2019 amounted to 5.2 tonnes; for Ragnars 1.7 tonnes and for Lammhults Möbel 0.47 tonnes. In total, this is a reduction from the preceding year of 22 percent.

Material recovery is the dominant method for waste management, which is important for a sustainable society. Of total waste, material recovery amounted to 81 percent during the year. Long-term efforts are also conducted in the product development departments to establish conditions allowing products to be disassembled and materials separated out to an increased extent, supporting a circular use of materials.

Water is a cyclical resource. The Group uses water to only a very limited extent. The production units use water mainly for sanitation and household purposes, such as washing dishes and making beverages. The level of consumption is shown in the table on page 16.

Not all carriers are able to submit emissions reports. Our freight carriers must regularly report on their progress on transitioning to more environmentally friendly engines (EURO classes). Several of the foremost freight carriers now have 100 percent Euro 6 engines, currently the highest environmental classification. The transition to Euro 6 is now progressing quickly for the remainder, with most believing they will reach 100 percent in 2021.

Packaging materials consist mainly of renewable raw materials, such as corrugated cardboard and wood. Plastics are also used. The proportion of renewable packaging materials amounted to 93 percent in 2019.

EMPLOYEES

The average number of employees in the entire Group in 2019 was 412, of whom 40 percent were women and 60 percent men. Staff turnover attributable to resignations among employees was 7 percent, which was lower than for the preceding year (9 percent).

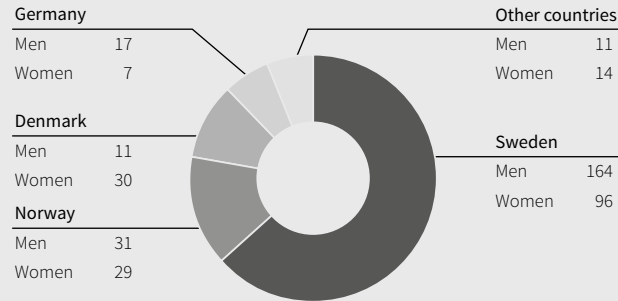
The proportion of permanent employees amounts to 98 percent. Of the employees, 86 percent work full time, with 75 percent of women working full time and 93 percent of men.

Total absence due to illness decreased from the preceding year, amounting to 4.7 (5.1) percent, of which short-term absence due to illness amounted to 1.6 (2.0) percent.

Incidents and accidents are monitored and reported by all of the companies. The number of incidents during the year amounted to 31, including 17 workplace accidents, resulting in a total of 32 lost working days. Because a zero vision is applied regarding workplace accidents, the priority focus is on analysing risks and incidents.

Lammhults Möbel and Abstracta use management systems certified in accordance with OHSAS 18001 regarding the workplace environment. There will be a transition to the new ISO 45001 standard. Fora Form has been certified in accordance with ISO 45001 since 2018. As usual, regular employee surveys were conducted regularly during the year. Central areas covered are working conditions, health, the environment and motivation. These are conducted on a company-by-company basis and are also followed up at the Group level. Employee interviews are an established annual routine. During the year, employee interviews were conducted with 73 percent of the employees. Of the white-collar employees, employee interviews were held with 68 percent, and of the employees subject to collective bargaining, employee interviews were held with 80 percent.

AVERAGE NUMBER OF EMPLOYEES PER REGION



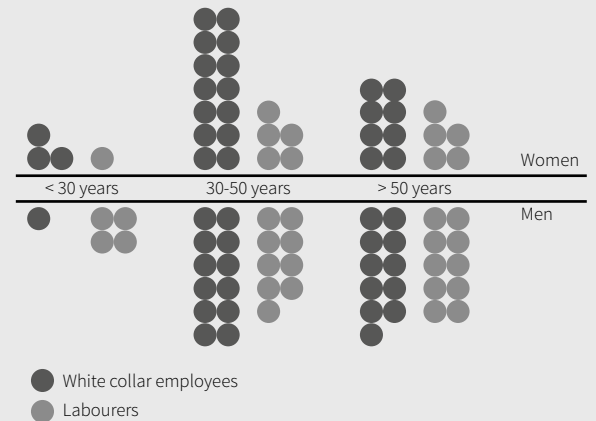
FORM OF EMPLOYMENT

	Total	of whom, men	of whom, women
Permanent employees	402	229	173
Temporary employees/contracted staff/staffing through temporary employment agencies	10	6	4
Total	412	235	177
Full-time employees	352	219	133
Part-time employees	60	16	44
Total	412	235	177

PERSONNEL TURNOVER IN NUMBER PER AGE GROUP

	Beginning employment	Ending employment	of whom, resigned	of whom, terminated by the company	of whom, retired
< 30 years	11	9	5	7	0
31-50 years	34	26	11	14	0
> 50 years	3	10	11	6	6
Total	48	45	27	27	6

AGE DISTRIBUTION



ABSENCE DUE TO ILLNESS IN SWEDEN, DENMARK, NORWAY AND GERMANY

	Percent
Absence due to illness < 14 days	1.6%
Absence due to illness > 14 days	3.1%
Total	4.7%

BOOM BIBLIOTEK

Belgium, 60/30 classic shelving system, BCI



SUPPLIERS

Supplier collaboration in improving results, both financially and environmentally, is a theme that is growing in importance and that will help increase circular handling of materials. Abstracta is working actively with this as a good example, as is shown on page 6.

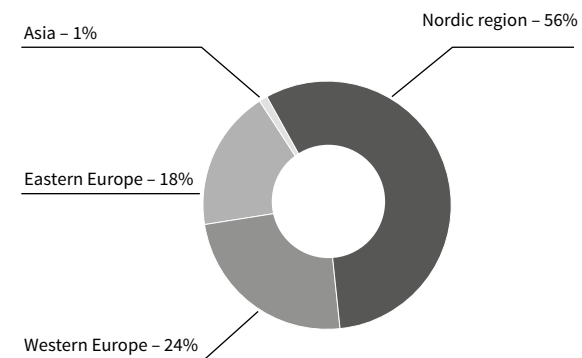
In total, 134 suppliers accounted for 80 percent of the value of input materials and components used in 2019. This is a decrease by 28 suppliers on the preceding year. A process of consolidation is in progress. A large part of the external purchases involve unique components for specific products. In several cases, tool-specific production explains the low degree of labour intensity, enabling local production. For the Group as a whole, local suppliers (national) account for 59 percent of the purchasing value in 2019. The table below presents an overview for each of the companies.

Proportion of purchasing from local suppliers*	Proportion (%)
Abstracta AB (Sweden)	65%
Fora Form AB (Norway)	50%
Lammhults Möbel AB (Sweden)	74%
Morgana AB (Sweden)	95%
Ragnars Inredningar AB (Sweden)	100%
Lammhults Biblioteksdesign AB (Sweden)	20%
Lammhults Biblioteksdesign A/S (Denmark)	26%
Schulz Speyer Bibliothekstechnik AG (Germany)	80%
Total	59%

* "Local supplier" denotes domestic (national) supplier

Of the Group's external purchases of materials and components, suppliers in the Nordic countries accounted for 56 percent, other Western European countries for 24 percent, Eastern European countries for 18 percent, while purchasing from Asia (China) accounted for 1 percent. The Group has suppliers in a total of 25 countries. Of these, three countries are ranked as risk countries in Amfori BSCI's list of risk countries as of January 2020. These are China, Turkey and Romania. Combined, these three supplier countries account for 3 percent of purchasing. During the year, a planned factory inspection was performed by a third party at one of the suppliers in China. In-house inspections were conducted at one supplier company in Romania and one in Poland. This work forms part of the follow-up programme included in the working method regarding social and environmental responsibility. A specific procedure is in place, according to which the Managing Director of each company must approve new suppliers.

REGIONAL FOOTPRINT OF SUPPLIER BASE



Materials use and energy consumption

	Lammhults Möbel AB 2019	Abstracta AB 2019	Lammhults Biblioteksdesign AS 2019	Schulz Speyer Bibliothekstechnik AG 2019	Fora Form AS 2019	Ragnars Inredningar AB 2019	Morgana, 2019	Total 2018	Total 2019	Index 2019/2018 for comparable units
PACKAGING MATERIALS										
Corrugated cardboard (kg)	71,617	29,996	18,156	6,842	51,215	8,113	10,046	244,694	195,985	80%
Plastics (kg)	7,187	1,374	4,019	1,781	1,200	6,080	6,091	27,969	27,732	99%
Wood (kg)	0	37,666	30,460	747	0	47,940	52,000	173,847	168,813	97%
ENERGY										
Oil (kWh)	0	0	0	139,803	0	0	0	172,666	139,803	81%
Natural gas (kWh)	0	0	788,623					813,186	788,623	97%
Electricity (kWh)	905,154	693,048	144,485	34,913	327,926	1,286,568	1,124,086	4,805,608	4,516,180	94%
District heating (kWh)	1,420,000	1,243,450	0	0	398,690	0	1,793,000	5,226,410	4,855,140	93%
Energy intensity (MWh/SEK million, net sales)	14.9	10.0	5.1	2.2	3.9	16.0	38.3	11.5	10.1	88%
CO₂ reporting from heating and electricity (kg)	20,803	18,217	163,386	45,650	8,443	0	173,748	654,357	430,246	66%
Standardised CO₂ emissions (kg CO₂/SEK million, net sales)	133	94	893	575	45	0	2,283	682	421	62%
Water (m³)	746	374	na	180	325	267	na	na	1,892	
WASTE										
Hazardous waste (kg)	16956	3,005			168	2,157	3,400	30,894	25,686	83%
Landfill (kg)	0	4684	0	0	0	0	264	1,034	4,948	479%
Recovery (waste for sorting) (kg)	31	8,247					2,252	17,374	10,530	61%
Material recovery of steel (kg)	38900	11,740	9,520		5,060	9,480	2,160	67,002	76,860	115%
Material recovery of aluminium (kg)	1876	5,074				541	0	12,499	7,491	60%
Material recovery of wood (kg)	32820	22,540	15,440	6,830	10,330	314,800	224,780	572,391	627,540	110%
Material recovery of plastics (kg)	2810	0	2,460			910	778	6,830	6,958	102%
Material recovery of corrugated cardboard (kg)	18750	11,220	3,880	4,480		4,370	4,215	49,425	46,915	95%
Material recovery of paper (kg)	1040	610	62		13,040	525	470	25,290	15,747	62%
Combustible waste (energy recovery) (kg)	39671	38,375	5,020	4,950	15,540	21,390	17,260	139,618	142,206	102%
KEY FIGURES, RECOVERY										
Proportion of waste for material recovery (%)	63%	49%	86%	70%	64%	93%	91%	80%	81%	
Proportion of packaging materials that are renewable (%)	91%	98%	92%	81%	98%	90%	91%	94%	93%	

About the report

This Sustainability Report has been prepared in accordance with GRI Standards (core level). Lammhults Design Group reports annually on its sustainability work, simultaneously with the production of the Annual Report for the preceding calendar year. Reading references appear in the appendix (see GRI-Content Index) to this report by means of a GRI cross-reference table. Parts of the information can be found in the Annual Report and reference is made to this where appropriate.

Financial and social indicators encompass the entire Group. For environmental aspects, all production and distribution units are included. The sales companies have only a marginal impact on the environmental indicators. The environmental impact of subcontractors' factories is not covered by the report. The Sustainability Report at hand has not been subject to external review. Morgana AB conducts operations subject to a duty of notification under the Swedish Environmental Code, the Ordinance concerning environmentally hazardous activities and the protection of public health (1998:899). Environmental impact primarily constitutes emissions of solvents from the coating process. A transition to UV-cured coatings has reduced solvent emissions. None of the Group's other companies is engaged in operations that in themselves may be classified as particularly hazardous to the environment, and as a result no duty of licensing or notification under the Swedish Environmental Code applies.

Please refer to Sven Lindberg, Purchase and Sustainability Manager, with any questions. His contact details are available on the Lammhults Design Group website.



GRI INDICATORS
LAMMHULTS DESIGN GROUP
2019

GRI Content Index

GRI STANDARD	DISCLOSURE		PAGE NUMBER(S) AND/OR URL(S)	PART OMITTED	OMISSION REASON	EXPLANATION
GRI 101: Foundation 2016						
General Disclosures						
GRI 102: General Disclosures 2018	Organisational profile					
	102-1 Name of the organisation	AR (Annual Report)	45			
	102-2 Activities, brands, products, and services	AR	4-5, 10-37			
	102-3 Location of headquarters	AR	45			
	102-4 Location of operations	AR	82			
	102-5 Ownership and legal form	AR	45			
	102-6 Markets served	AR	4-5, 14-17			
	102-7 Scale of the organisation	AR	4-5			
	102-8 Information on employees and other workers	SR (Sustainability Report)	16			
	102-9 Supply chain	SR	17			
	102-10 Significant changes to the organisation and its supply chain	SR	No significant changes during 2019			
	102-11 Precautionary Principle or approach	SR	2			
	102-12 External initiatives	SR	10, 12			
	102-13 Membership of associations	SR	12			
	Strategy					
	102-14 Statement from senior decision-maker	SR	3			
	Ethics and integrity					
	102-16 Values, principles, standards, and norms of behaviour	SR	2			
	Governance					
	102-18 Governance structure	AR	90-92			
	Stakeholder engagement					
	102-40 List of stakeholder groups	SR	9			
	102-41 Collective bargaining agreements	SR	16			
	102-42 Identifying and selecting stakeholders	SR	9			
102-43 Approach to stakeholder engagement	SR	10-11, 14				
102-44 Key topics and concerns raised	SR	12-13				

GRI STANDARD	DISCLOSURE		PAGE NUMBER(S) AND/OR URL(S)	PART OMITTED	OMISSION REASON	EXPLANATION
GRI 102: General Disclosures 2018	Reporting practice					
	102-45	Entities included in the consolidated financial statements	AR	82		
	102-46	Defining report content and topic Boundaries	SR	12-13, 19		
	102-47	List of material topics	SR	4, 14		
	102-48	Restatements of information	SR	No Restatement due to no changes.		
	102-49	Changes in reporting	SR	No changes		
	102-50	Reporting period	SR	Calendar year		
	102-51	Date of most recent report	SR	Previous year		
	102-52	Reporting cycle	SR	Annual reporting		
	102-53	Contact point for questions regarding the report	SR	Sven Lindberg		
	102-54	Claims of reporting in accordance with the GRI Standards	SR	This report has been prepared in accordance with the GRI Standards: Core option		
	102-55	GRI content index	SR	Actual document		
102-56	External assurance	SR	19			

GRI STANDARD	DISCLOSURE	INTERNAL NOTE SOURCE/COLLECTION	PAGE NUMBER(S) AND/OR URL(S)	PART OMITTED	OMISSION REASON	EXPLANATION
Material Topics						
GRI 200 Economic Standard Series						
Economic Performance						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	AR	90-92			
	103-2 The management approach and its components	AR	90-92			
	103-3 Evaluation of the management approach	AR	90-92			
GRI 201: Economic Performance 2018	201-1 Direct economic value generated and distributed	SR	11			
Procurement Practices						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	11-13			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 204: Procurement Practices 2018	204-1 Proportion of spending on local suppliers	SR	17			
Anti-corruption						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	11-13			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 205: Anti-corruption 2018	205-1 Operations assessed for risks related to corruption	SR	11, 17			
	205-2 Communication and training about anti-corruption policies and procedures	SR	11			
Anti-competitive Behaviour						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	11-13			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 206: Anti-competitive Behaviour 2018	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	SR	11			

GRI STANDARD	DISCLOSURE	INTERNAL NOTE SOURCE/COLLECTION	PAGE NUMBER(S) AND/OR URL(S)	PART OMITTED	OMISSION REASON	EXPLANATION
GRI 300 Environmental Standards Series						
Materials						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	13-15, 19			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 301: Materials 2018	301-1 Materials used by weight or volume	SR	18			
	301-2 Recycled input materials used	SR	4-7			
Energy						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	13-15, 19			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 302: Energy 2018	302-1 Energy consumption within the organisation	SR	18			
	302-3 Energy intensity	SR	18			
	302-4 Reduction of energy consumption	SR	18			
Biodiversity						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	13-15, 19			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 304: Biodiversity 2018	304-2 Significant impacts of activities, products, and services on biodiversity	SR	15			
Emissions						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	13-15, 19			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 305: Emissions 2018	305-1 Direct (Scope 1) GHG emissions	SR	18			
	305-2 Energy indirect (Scope 2) GHG emissions	SR	18			
	305-3 Other indirect (Scope 3) GHG emissions	SR	15, 18			
	305-4 GHG emissions intensity	SR	18			
	305-5 Reduction of GHG emissions	SR	18			
Environmental Compliance						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 307: Environmental Compliance 2018	307-1 Non-compliance with environmental laws and regulations	SR	11			

GRI STANDARD	DISCLOSURE	INTERNAL NOTE SOURCE/COLLECTION	PAGE NUMBER(S) AND/OR URL(S)	PART OMITTED	OMISSION REASON	EXPLANATION
GRI 400 Social Standards Series						
Employment						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	11-14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 401: Employment 2018	401-1 New employee hires and employee turnover	SR	16			
Occupational Health and Safety						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 403: Occupational Health and Safety 2018	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR	16			
Training and Education						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 404: Training and Education 2018	404-3 Percentage of employees receiving regular performance and career development reviews	SR	16			
Diversity and Equal Opportunity						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 405: Diversity and Equal Opportunity 2018	405-1 Diversity of governance bodies and employees	AR/SR	94-95 / 16			
Non-discrimination						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 406: Non-discrimination 2018	406-1 Incidents of discrimination and corrective actions taken	SR	16			
Freedom of Association and Collective Bargaining						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 407: Freedom of Association and Collective Bargaining 2018	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR	17			

GRI STANDARD	DISCLOSURE	INTERNAL NOTE SOURCE/COLLECTION	PAGE NUMBER(S) AND/OR URL(S)	PART OMITTED	OMISSION REASON	EXPLANATION
Child Labour						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 408: Child Labour 2018	408-1 Operations and suppliers at significant risk for incidents of child labour	SR	17			
Forced or Compulsory Labour						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 409: Forced or Compulsory Labour 2018	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	SR	17			
Human Rights Assessment						
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	SR	2, 4, 14			
	103-2 The management approach and its components	SR	2			
	103-3 Evaluation of the management approach	SR	2			
GRI 412: Human Rights Assessment 2018	412-1 Operations that have been subject to human rights reviews or impact assessments	SR	17			

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