



ROSENDAHL
DESIGN GROUP

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2020

ROSENDAHL DESIGN GROUP A/S
BUSINESS REG. NO.: 52 84 31 11
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FOREWORD



When entering 2020 no one anticipated that so much of what we have come to take for granted in our everyday lives would be brought to a halt. Suddenly, abruptly and with unprecedented force.

Even while watching initial events unfold no one expected COVID-19 to develop into a global pandemic that would shut down supply, markets and demand almost instantaneously. But it did and as we reached March it became startlingly clear that business as usual was a thing of the past.

I am proud to say that even during a year so heavily influenced by the Corona-pandemic, Rosendahl Design Group managed to make great strides within our efforts to bring corporate citizenship to the forefront of our work. As the report shows, COVID-19 did slow down some of our projects. Our response, however, was to make responsibility core business.

In our new overarching business strategy, approved by the Board in December 2020, Corporate Social Responsibility is one of our five prioritized areas, integrating it into our long term objectives, processes and way of working on level terms with more traditional hard goals. As the report shows we mean business when addressing responsibility.

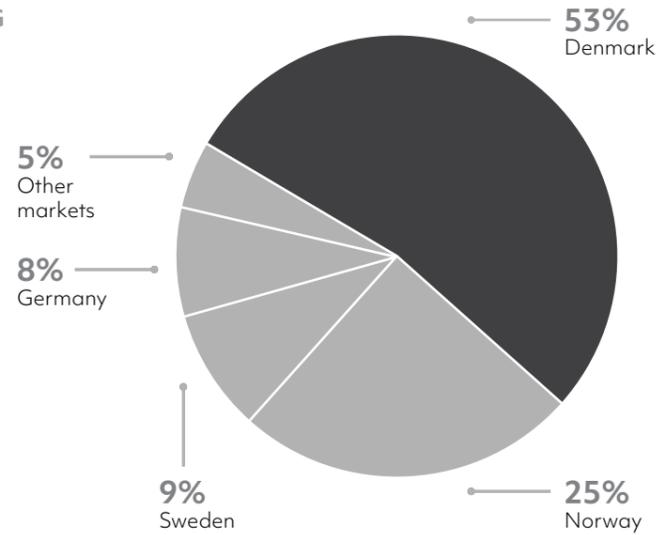
As a new feature of our reporting we have built the report around the UN Sustainable Development Goals while still using the ten principles of the UN Global Compact to further elaborate on our efforts as the report outlines our ambitions and the progress made during the past 12 months. It can be read independently or as a supplement to the Annual Report 2020.

Enjoy reading

Mette Maix
CEO, Rosendahl Design Group A/S

OUR BUSINESS

DISTRIBUTION OF NET REVENUE AMONG GEOGRAPHICAL MARKETS



COUNTRIES WHERE ROSENDAHL DESIGN GROUP GOODS ARE PRODUCED



UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

As an international design company, workplace, and business partner with suppliers around the world we work actively to take responsibility for the impacts we have on the environment and the climate as well as the people involved in our business. In 2019 we identified the UN Sustainable Development Goals (SDGs) we want to focus on (SDG 8, 12, 15).

We work eagerly to implement these goals in all relevant parts of our business. In 2020 we decided to add SDG, number 13 Climate Action. The focus we have for the future as a company will also include SDG number 13 which is elaborated on later in this report.

8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND





ROSENDAHL DESIGN GROUP, DENMARK'S LEADING DESIGN HOUSE

Rosendahl Design Group is among Denmark's leading and most influential design houses with activities across the globe and an annual turnover of approx. 600M DKK. Our goal is to develop new, sustainable design and preserve and rediscover classics, distributing them throughout Scandinavia and other selected markets.

The company is home to nine brands; Rosendahl, Holmegaard, Kay Bojesen, GLOBAL, Bjørn Wiinblad, Arne Jacobsen Clocks, JUNA, Lyngby Porcelæn and Kähler. Our designs are sold through wholesale and retail partners and increasingly by online stores to thousands of customers each year.

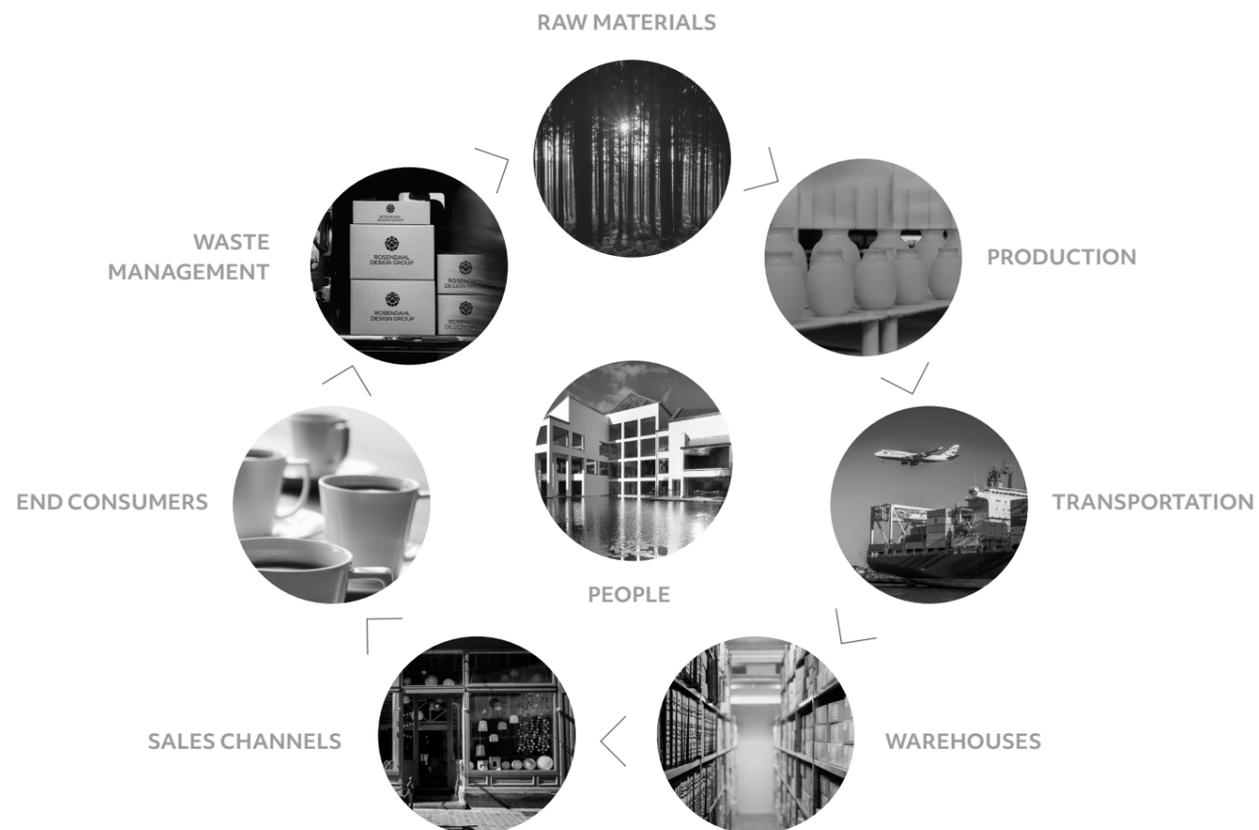
SUPPLY CHAIN AND RISKS

A core aspect of our sustainability and corporate social responsibility (CSR) work is mapping human and environmental risks associated with our activities.

The journey from raw materials to finished products is long and often involves many processes and a range of suppliers across the globe. As these processes potentially involve risks to humans and impact on the environment, we do our best to continuously improve transparency and act to minimize those risks.

Our aim is both preventive and forward-looking. We want to identify potential areas of improvement, such as production, the use of raw materials, our CO2 emissions and waste management. The figure below, as well as the following page, outlines the most important risks in our business model and where to read more about them in the COP report.

The global corona pandemic that hit the world in 2020 has had a substantial impact on our business. Sudden, all-encompassing global crises carry considerable business risks that extend beyond the risks that are described in the section below. More information about our response to navigate the corona crisis can be found in the Annual report of 2020.



RAW MATERIALS P. 20, 21, 22, 23, 38, 39

We produce in a lot of different materials. These include, but are not limited to, textiles, wood, glass, metal, and plastic. Obtaining raw materials, such as wood and cotton, can be associated with the risk of breaching human rights, negatively affecting the world's biodiversity, and the environment if the raw materials are not harvested or sourced sustainably.

PRODUCTION P. 14, 15, 16, 17, 18, 31

Our suppliers are based in different countries and use a variety of materials and manufacturing processes to manufacture our products. Potential risks may relate to human rights, employee rights, environmental issues, climate footprint, and various forms of corruption.

TRANSPORTATION P. 16, 34, 35

Our products are often transported over long distances – from production facility to warehouse, and from warehouse to customers. Regardless of where our carriers are based, there is a potential risk of breaching human rights and environmental risks and CO2 emissions associated with transportation.

WAREHOUSES P. 29, 35

The main and most visible risk associated with our warehouse is the environmental impact of the waste generated from the packaging that is needed to transport our products.

SALES CHANNELS P. 19, 25

We sell our products in intensely competitive markets and channels. This exposes us to the risk of anti-competitive agreements, such as pricing agreements, and agreements about the division of market shares or of supply chains and suppliers. This area is also associated with environmental risks due to waste generated from primary packaging and the packaging needed to transport goods to the channels.

END CONSUMER P. 26

With thousands of products under nine brands, there is a potential risk of faulty products and exposure to harmful ingredients. We must also consider the legislative requirements for new materials as well as amendments to existing legal requirements.

WASTE MANAGEMENT P. 24, 27

Generally, Rosendahl Design Group's products are durable and are designed for use over many years. Products may eventually break, requiring disposal, and incorrect disposal may harm the environment. The production processes used may also create waste that can potentially harm the environment if not correctly disposed or recycled.

PEOPLE P. 18

As Rosendahl Design Group's work is based on knowledge and creativity, we depend on the extensive expertise and ideas of highly skilled people. We focus on attracting and retaining the right employees with the appropriate skills and dedication with a large focus on employee satisfaction and well-being. We aim for our workplace whether in production, warehouses or headquarters to be safe and risk-free and urge ourselves to run them in the most sustainable way possible, from using green energy and solar panels on the roof where possible to tracking and reducing food waste in our canteen in some locations.

CSR AT ROSENDAHL DESIGN GROUP

Rosendahl Design Group's corporate social responsibility (CSR) department reports to the Vice president of Design, Product Development & Supply Chain. Our CSR Manager is in close and continuous dialogue with the Executive Management Team and CSR is also included in discussions at the Executive Management Team, as well as in board meetings. CSR KPI's are part of management's monthly business updates. Areas covered are among others; people, environment, and climate change mitigation. Together with the Executive Management Team, our CSR Manager carefully monitors progress in these areas.

During the development of the new business strategy, CSR is 1 out of 5 prioritized areas for the coming years. Likewise, CSR is an integrated part of our daily business routine. One of the main focus areas in the new strategy is to make CSR related topics top-of-mind in all parts of the company and in all decision making. Also, to communicate more openly about the CSR initiatives we work with, in what direction we aim to move as a company and the progress we are achieving.

We are members of several organizations within CSR. All memberships and partnerships contribute to keeping us updated on new developments and provide inspiration, as well as generating discussions on the sustainability agenda. 2020 presented us with a new way of interacting more digitally. Even though the CSR meetings have been held as planned the collaboration with fellow colleagues in the CSR area has not been as interactive as usual. We strive for a 2021 that will give us greater opportunities to be an active partner and contributor to the agenda at the members' meetings in some of the above mentioned organizations. To encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycles (SDG 12.6).

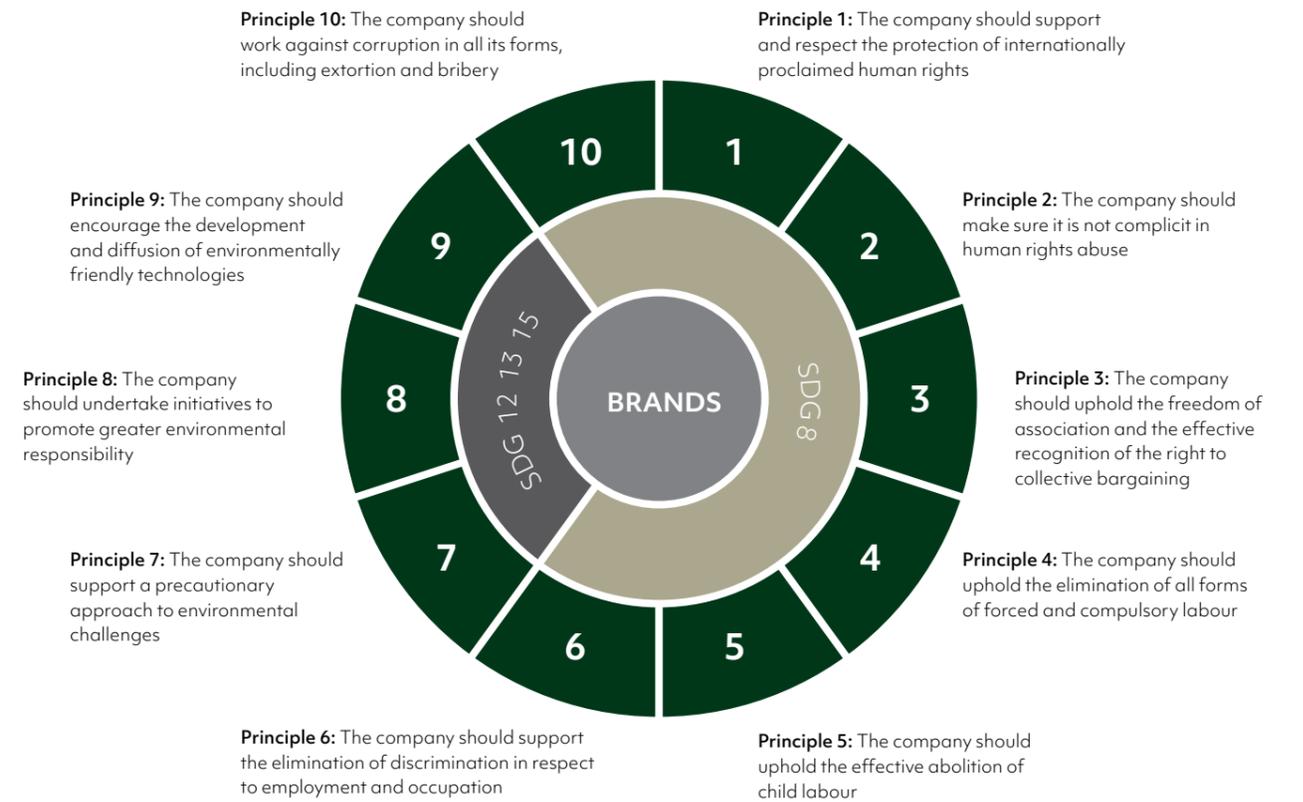
Rosendahl Design Group is an active member of the following organizations within CSR:

- UN Global Compact Denmark
- Danish Chamber of Commerce
- FSC® Denmark
- Amfori (BSCI and BEPI)
- Danish Ethical Trading Initiative (DIEH)
- Upcycling Forum
- Lifestyle and Design Cluster



In the remainder of the COP report for 2020, we will describe our policies, actions, and ambitions regarding brands, people, and the environment and climate. The figure below summarizes the UNGC principles associated with each relevant area.

At Rosendahl Design Group we use the UNGC framework as well as the UN Sustainable Development Goals as guiding principles in our work with CSR. The report is organized around the SDGs, with supplementary reference to the UNGC principles covering the following parts.



BRANDS



SDG 8 DECENT WORK AND ECONOMIC GROWTH

Our corporate social responsibility encompasses both people working at Rosendahl Design Group and those linked to our business via our global supply chain. We aim to be a workplace where employees experience opportunities to develop personally and professionally. We aim to promote respectful relationships and excellent cooperation with our business partners – regardless of where they are in the world.

Rosendahl Design Group cooperates with suppliers in many different countries. We wish to collaborate with suppliers who meet their country's requirements for employee working conditions, enforce international rules, and engage in continuous human rights improvements. We require that our suppliers' production should never take place under conditions which violate human rights. In our work with human rights and labor rights we are guided by the following targets of SDG 8 and the UNGC principles below:

8 DECENT WORK AND ECONOMIC GROWTH



<p>TARGET 8-4</p> <p>IMPROVE RESOURCE EFFICIENCY IN CONSUMPTION AND PRODUCTION</p>	<p>TARGET 8-5</p> <p>FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY</p>	<p>TARGET 8-7</p> <p>END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR</p>	<p>TARGET 8-8</p> <p>PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS</p>
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Target 8.4: Reported under SDG 12

UNGC PRINCIPLES:

- **Principle 1:** The company should support and respect the protection of internationally proclaimed human rights
- **Principle 2:** The company should make sure it is not complicit in human rights abuse
- **Principle 3:** The company should uphold the freedom of association and the effective recognition of the right to collective bargaining
- **Principle 4:** The company should uphold the elimination of all forms of forced and compulsory labour
- **Principle 5:** The company should uphold the effective abolition of child labour
- **Principle 6:** The company should support the elimination of discrimination in respect to employment and occupation
- **Principle 10:** The company should work against corruption in all its forms, including extortion and bribery



Rosendahl Design Group are members of Amfori Business Social Compliance Initiative (BSCI). The Amfori BSCI is a business association for companies and interbranch organizations that base their work in the supply chain on the 'Amfori BSCI Code of Conduct' (Amfori BSCI CoC).

AMFORI BSCI CODE OF CONDUCT

The Amfori BSCI CoC consists of 11 principles covering the prohibition of child labor, forced labor, and corruption and discrimination, among others. The Amfori BSCI CoC also stipulates requirements that safeguard labor conditions, employee rights to freedom of association, and reasonable working hours and pay. Amfori BSCI is a recognized framework applied by more than 2,000 companies in more than 40 countries. This helps us raise the standards of our business partners and promote constructive cooperation in target areas.

As part of their contract with Rosendahl Design Group, our products suppliers must sign the Amfori BSCI CoC. All suppliers in risk-areas signed the CoC in 2019 and during 2020 we have focused on implementing the Amfori CoC among all our suppliers in low-risk areas. All our suppliers have now signed the CoC and we are thereby certain that they are all clear on what we stand for and what we expect from them and their sub-suppliers, regarding social responsibility and workers' rights.

All carriers used by Rosendahl Design Group have also been presented to the Code of Conduct and signed the document in return.

AMFORI BSCI AUDIT

In addition to the Amfori BSCI CoC, Rosendahl Design Group initiates 3rd party Amfori BSCI Supplier Audits. These audits help us continuously improve the transparency of the processes in our global supply chain. With our Amfori BSCI membership, we are the responsible party for initiating Amfori BSCI audits for our suppliers and following up on remediation plans. Rosendahl Design Group generally emphasizes close cooperation through dialogue with our suppliers and supports continuous improvements.

SUPPLIER SEGMENTATION

To create an overview and prioritize initiatives in our supply chain, we systematically divide our suppliers into segments based on Amfori BSCI's global mapping of risk countries.

We have come far in the work of mapping our suppliers. Most of our suppliers are now third party audited with only a few that have not yet conducted third party audits in our supply chain. All new suppliers in 2020 placed in risk classified countries are third- party audited.

53% of our suppliers are based in risk classified countries. Out of these 95% are third-party audited (according to Amfori BSCI or corresponding standards (SEDEX, ICTI etc.)). Only 3 suppliers are not yet audited. We are in dialogue with all 3 but due to COVID-19 outbreak in 2020 the process is delayed.

- We aim to have all 3 remaining suppliers in risk-countries audited during 2021 and achieve a 100% rate for third party audited suppliers in risk classified countries.

Suppliers are prioritized for Amfori BSCI audits based on the following criteria:

1. Rosendahl Design Group volume of purchases
2. Special factors (e.g. location, importance for supply or special risks)

Suppliers who fall into the above categories are the backbone of our production. Thus, we are particularly interested in carefully monitoring these and solving any challenges through close cooperation. Our initiatives cover first-tier suppliers in our supply chain and agents' first link suppliers in their supply chain. In other words, partners with whom we have a direct relationship and whom it is easier for us to influence.

Our ambition for 2020 was to have a risk-based approach to our second- and third-tier suppliers and map the risks of the related processes in the supply chain to identify action areas. The work with mapping Tier 2 and 3 has been postponed due to COVID-19 outbreak.

- We aim to achieve full transparency of the supply chain by end of 2023. The approach will be risk-based, defined by labor rights, working conditions and climate impact. We will start with our largest suppliers in 2021, and we aim to cover these within the year.



Rosendahl Design Group suppliers as of 01/04/2020

PSYCHOSOCIAL ENVIRONMENT

As a creative design house our dedicated, enthusiastic and passionate employees are our most valuable asset. Our ambition is to create a workplace that focuses on improving job satisfaction, and developing individual talents. It is vital that our psychosocial and physical conditions enable this, as well as helping to attract and retain the best employees. We offer our employees benefits including a fitness centre, and a canteen scheme with organic, healthy and varied food. Through supplementary training and courses we focus continuously on professional and personal development.

However, the Corona restrictions left their mark on everyday life in 2020. At Rosendahl Design Group we have followed the authorities' instructions at all times and taken co-responsibility for reducing the risk of infection. Thus, protective equipment, online meetings and increased distance have also become part of workdays in Rosendahl Design Group, where

the majority of employees have worked from home for most of 2020. Employees have been continuously informed about the Corona situation and also of the importance of maintaining close contact with colleagues. Guidelines were prepared for managers and employees with the aim of ensuring continuous social contact in during workdays, even if you sit at a distance in the home office.

- Due to lock down following Corona-restrictions our organisation-wide job satisfaction survey, planned for 2020, was postponed last year. Instead, we expect to conduct it in H1 2021 in order to track our overall job satisfaction and development objectives. Furthermore, we plan to hold annual performance reviews with all employees in H1 2021 where individual development plans and programmes will be drawn up for each employee.

	2019	2020
Number of employees	151	113
Average seniority	5.5	4,9
Average age	43	42
Composition	111 women 40 men	91 women 22 men
	20 women and 12 men in management	18 women and 4 men in management
	4 women and 1 man in the Executive Management	4 women and 0 men in the Executive Management
Sickness absence	2.24%	0.90%*

Employee composition at Rosendahl Design Group

*As employees due to Corona restrictions spent most of the year working out of home the reported Sickness absence for 2020 is considered to be heavily influenced hereby, thus not comparable to previous year.

ANTI-CORRUPTION

As a member of the UNGC, we also support the anti-corruption principle:

- **Principle 10:** The company should work against corruption in all its forms, including extortion and bribery

As such, RDG condemns all forms of corruption and bribery.

ANTI-BRIBERY POLICY

Rosendahl Design Group's anti-bribery policy is simple. Rosendahl Design Group has zero-tolerance of all forms of direct and indirect bribery. Employees at Rosendahl Design Group may not offer or receive illegal or unauthorized gifts of money or other forms of payment or incentives to obtain business or private benefits. Rosendahl Design Group's stance is the same towards our business partners, who also may not receive, give or in other ways be associated with bribery.

- In 2021 we will update, and add, the policies on Human Rights, Anti-Corruption, Child labor, wood purchase, cotton purchase etc. and make them publicly available on our website.

GIFTS AND ENTERTAINMENT

In Rosendahl Design Group's opinion, employees may receive and give gifts to suppliers and customers, provided this does not generate any doubt about the employees' loyalty to Rosendahl Design Group. We also believe participation in some type of events can reinforce and/or maintain relationships and can be in Rosendahl Design Group's interests. Our gift policy specifies rules for when and under which circumstances employees may offer gifts and entertainment, as well as when and under which circumstances, gifts and entertainment may be received from customers and suppliers.

CONTINUOUS INITIATIVES TO PREVENT COMPETITION AGREEMENTS

At Rosendahl Design Group, we endorse free competition and do not accept illegal price agreements or other anti-competitive clauses under any circumstances. Our approach includes, but is not limited to, price agreements, division of supply sources and suppliers, and agreements on potential supplementary services for inclusion in a contract.

At all times, in compliance with competition legislation, dealers themselves, and market trends will determine how, where, and at what prices Rosendahl Design Group's goods are sold.

Rosendahl Design Group exclusively issues recommended retail prices and we train our sales force in compliance with competition legislation in force at any time.

Once again, no reports of corruption or bribery at Rosendahl Design Group were filed in 2020, and in 2021 we will continue to focus on maintaining our current policies and initiatives.

SDG 12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Improving production methods, exploring new more sustainable materials as well as reducing waste are some of our focus areas that are incorporated in both SDG 12 and in UNGC principles 8 and 9. Rosendahl Design Group is on a journey in regards to our production and material use, and we use SDG 12 and the UNGC principles as our targets and guidelines.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



TARGET 12-2	TARGET 12-4	TARGET 12-5
SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES	RESPONSIBLE MANAGEMENT OF CHEMICALS AND WASTE	SUBSTANTIALLY REDUCE WASTE GENERATION

UNGC PRINCIPLES:

- **Principle 8:** The company should undertake initiatives to promote greater environmental responsibility
- **Principle 9:** The company should encourage the development and diffusion of environmentally friendly technologies

SUSTAINABLE MATERIALS



Rosendahl Design Group is constantly searching for new and sustainable materials. In the course of 2020, focus has been on researching new and more sustainable materials as well as working with the existing certified materials. We launch new products twice a year and our sustainable material focus includes both new and existing products.

RECYCLE

Different new recycled materials are in pipeline. We work with recycled plastic and glass to replace virgin plastic and glass in our product development as well as existing products. We are also investigating bioplastics as an alternative to virgin plastic. With SS21 collection the first products in recycled plastic were introduced and more is to come in AU21.

CASE: ROSENDAHL FLOWERPOT IN RECYCLED PLASTIC

The Flowerpot is made in Denmark from 100% recycled plastic. It is part of the Rosendahl Reduce collection, a series of products created to make sustainable design accessible to everyone. The plastic used is recycled household waste from Danish households. The processing of the plastic (cleaning and melting) is done by Dansk Affaldsminimering and production takes place at SP Molding plant in Juelsminde. It is a local Danish setup with collecting, cleaning and melting as well as production done in Jutland, Denmark. The flowerpot is 100% recyclable at the end of life.





GRS CERTIFICATION

In March 2020 Rosendahl Design Group became certified according to Global Recycled Standard (GRS). GRS is a standard used for recycled textiles to document the flow of the material from reclaimed material to new fabrics and products. The first GRS Certified products will be launched for SS21. They include table napkins for Rosendahl as well as Lyngby porcelain and Outdoor products in the JUNA brand.

- We aim to extend the GRS certified product portfolio for coming seasons and have partnered with one of our suppliers to do so.

CASE: GRS CERTIFIED TEXTILE SUPPLIER

When Rosendahl Design Group decided to join the Global Recycle Standard (GRS) certification we were dependent on our suppliers to also join the GRS journey. Fabro Gaarden which is an Indian textile producer supplied JUNA with organic and recycled fabrics already and decided to join forces. Fabro Gaarden did not have the sufficient funds to become certified and therefore we decided to help financially in the process. Now, Fabro Gaarden is certified according to both Global Organic Textile Standard (GOTS) and GRS and is our main supplier of GRS certified products. We are very happy about our cooperation and to have Fabro Gaarden join us on this journey. The first certified products are launched with the SS21 Outdoor collection for JUNA.



CASE: THE IMPROVED ROSENDAL THERMOS

Dialogue with our partner producing Rosendahl thermosjugs led to a change in production to benefit both the environment and workers in the factory. We decided to change our paint used for the Rosendahl thermos jugs from oil-based to water-based paint. The impact of this small change in production covers many aspects. The water-based paint provides workers with a better working environment as the paint contains less chemicals. A 40% reduction in paint consumed (due to a higher density of the water-based paint) as well as a shorter transport of paint from supplier to production plant, are among some of the positive impacts. In this case we also investigated the reduction of CO2 emissions by using Målbar. The result is a reduction of 0,15 kg CO2 per thermos. This may not seem like much but taking into consideration that we sell approximately 100 000 thermos jugs a year the overall yearly effect of the change in CO2 corresponds to a reduction of 15 000 kg CO2, equivalent to 2000 days of heating consumption in an average Danish home.

LIFE CYCLE ASSESSMENT (LCA) - MÅLBAR

To be able to make informed decisions when it comes to choosing the right materials and processes for production, we have signed up to begin using a Danish CO2 screening tool, called Målbar. Målbar offers a digital solution to calculate the CO2 emissions from a specific product. Comparisons can be made between different materials and production setups and in the end an informed decision can be made using the fact-based calculation model. We plan to use this information in the product development processes moving forward to learn more about the CO2 emissions linked to various choices and will incorporate this in our decision making.

- During 2021 we aim to incorporate Målbar in our product development processes primarily within plastic materials.

UPCYCLE

The concept of upcycling is a focus at Rosendahl Design Group. A year ago we signed up as members of Upcycling Forum to be inspired and to enter into dialogue with potential partners in Denmark to either supply or buy waste fractions

from that can be given a new life. Upcycling Forum aims to take what is seen as waste in one industry and upcycle it in another where it can create value. We aim to engage in several projects with Upcycling Forum and to explore what "waste" we might have to offer other industries. Until now the upcycling concept has been practiced within our own supply chain.

- In 2021 we aim to engage in upcycling projects with external partners via Upcycling forum

In our own supply chain we focus on using the waste that cannot be avoided, to develop new products. This can be seen for example in the JUNA Wardrobe Accessory collection where unavoidable cut-offs have been used to produce smaller accessory products instead of being disposed.

Wood is a big part of several of our brands, especially Kay Bojesen. Research for buying leftover wood from external partners within our own supply chain has resulted in upcycled wood products within the Kay Bojesen brand that will be launched in 2021.

CASE: REJECTED TOWELS

JUNA has a significant focus on reducing production waste as well as giving production reject a new life. In 2020 a shipment of towels was rejected in the incoming warehouse QC due to poor quality of stitching. The towels could not be sold and have instead been subject to different upcycling projects in 2020. Bathrobes have been produced for JUNA from some of the towels, by the Swedish non-profit organization Stadsmissionen and the REMAKE brand. Others have been made into beach bags with the help of a local stitcher.

During 2020 JUNA also participated in a design challenge facilitated by the Danish Lifestyle and Design Cluster where JUNA provided so called “dead stock material” to two design teams with the task of developing new products from the material provided. The towels were used for the projects and the two teams provided great ideas and beautiful products.



PROLONG PRODUCT LIFE

At Rosendahl Design Group we sell products that are intended to last for many years and even passed on for generations. Great quality is therefore of great importance. No matter how good the quality is, it cannot be avoided that products sometimes break. In these cases, in order to prolong product life, we provide spare parts for our products. These includes everything from thermos jug lids, small wooden spoons, to a new tail for the wooden dog.

- In 2021 we aim to communicate the possibility of buying spare parts to our products more widely as we believe that more customers can benefit from it as it helps to prolong product life. We also aim to keep developing spare parts where relevant for new products produced.

END-OF-LIFE

All products reach their end-of-life point at some stage. Even though we design products that are made to last for a long time we do consider end-of-life in the design process. Products that consist of many different materials, such as our thermos jugs and our solar lamps are designed to be disassembled at end-of-life and thereby enable each component to be recycled on its own.

- We aim to develop more products that are designed for disassembly at end-of-life and in 2021 we aim to communicate this more clearly to our customers and end consumers of the relevant products



CASE: KAY BOJESEN “ANIMAL HOSPITAL”

We know that the Kay Bojesen products are often loved and cherished by people in generations. To prolong the life of these we offer spare part kits in our Webshop. If the tail of your wooden dog or the paw of your beloved monkey breaks it can be fixed by ordering the spare part and assembling it again at home to give it a longer life.

REDUCTION OF MATERIAL USE - PACKAGING

At Rosendahl Design Group we focus on reducing our material use and the impact it has on the environment. We are re-thinking packaging and changing our gift boxes to FSC® certified or recycled paper as we move forward.

We are in the process of collecting information regarding the material used for our secondary packaging by our suppliers and will continue this work in 2021. The aim is to have all suppliers that are not already using it, transition to material that is FSC® certified and/or originate from responsible and sustainable sources. This covers both paper and paper board used. In addition, we have the same aim of reducing material used as well as changing to 100% responsible sources for our plastic and textile packaging material used. This includes polybags, textile bags and bands etc.

In 2020, all plastic used in the primary packaging for the JUNA brand was removed and replaced with paper-based packaging. As it has now proven to be possible for the JUNA brand to remove plastic, we will move on and look at packaging consumption within our other brands. The aim is to remove all unnecessary packaging and change to materials from responsible sources.

Our targets for packaging are:

- All packaging materials used must continuously be replaced by packaging materials from sustainable sources. This includes (but is not limited to) paper, cardboard, plastic and textile. We aim to use only packaging material from sustainable sources in 2023.

Even though we would prefer to remove the giftboxes for several of our products to reduce material use the challenge is that most of our products are fragile in transportation, making it difficult to remove the packaging while keeping fragile products undamaged. For the product lines where it makes sense, we will remove the traditional giftbox and replace it with less material consuming solutions, such as hangtag, paper sleeve etc.

For shipments of products from the warehouse (to customers and end consumers) we use paper fill as well as plastic air pillows. In 2020 we have changed the plastic air pillows used from virgin plastic to 70% recycled plastic content, to reduce the environmental impact hereof.

- During 2021 we will look at the size of brown boxes used for shipments and optimize to reduce the use of filling materials by making sure to choose the most optimal size of box.
- In 2021 we will investigate the possibility to integrate the use of a paper based adhesive tape without the use of glue at our warehouse. This solution will make our transport boxes from the warehouse more suited for recycling at the end-of-life. It will maximize the quality of the recycled material by the removal of glue, which is a contaminant to the paperboard in recycling.
- In 2021 we plan to include an information leaflet in the parcel to encourage our web customers to reuse the transportation box, either for returns or other shipments.

We are also currently investigating the implementation of a reusable packaging solution to be used for our online orders where applicable. When the right solution is found, we will initiate a pilot project in our own web shop. Due to COVID this project did not take place in 2020 but is planned for 2021.

- We aim to have a reusable packaging alternative offered to our web customers by 2021/2022.



PRODUCT SAFETY - CHEMICALS

At Rosendahl Design Group, we accept nothing but 100% transparency from our suppliers about the substances used in our products.

We will not accept the presence of substances in our products or packaging that could harm the health of customers. All our products comply with the demands specified in the shared UN Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation.

We work continuously on certifying our textile products with OEKO-TEX, a textile label devised to safeguard consumers against exposure to toxic substances e.g., as these could cause skin irritation. Certification is obtained following an inspection of textiles for the presence of chemicals. The requirements for achieving OEKO-TEX™ certification are stricter than the legislation itself and are continuously adjusted to reflect new research-based findings.



INTERNAL PRODUCT CONTROL PROCEDURE

Our product control procedure is based on Danish and European legislation, as well as the principles of the internationally recognized "Hazard Analysis and Critical Control Points" method (HACCP). Our own-check program describes the prescribed written procedures that we follow and document to ensure food safety.

We are subject to Danish and European legislation for all products produced from plastic, porcelain, metal, and glass that will come into contact with food. Therefore, we prepare declarations of compliance and documents as evidence that our products meet the appropriate legislation*. When changing production or the materials in an existing product, new tests and documentation are required. Our product control procedure covers all the company's activities and all locations.

RISK ASSESSMENTS FOR NEW PRODUCTS

Before new products are approved for production, thorough risk assessments are conducted taking into consideration production, testing, materials, usage situation, and disposal.

*Documentation is available on our corporate website.

WASTE

As a company, it is unavoidable that we generate waste internally and externally. Nevertheless, it is our ambition to reduce total waste volumes. We have many deliveries sent to our headquarters in Hørsholm, including material samples, production samples, exhibition materials, purchases for events, and canteen deliveries. Most of our activities produce waste in the form of either packaging or food waste.

In 2020 we began introducing 2nd grade products in our Outlet store to reduce the waste generated from production. There are numerous pieces rejected in our production due to flaws. These can be big or small and to avoid these going to waste we can now sell some of them in our outlet at a discounted price. The 2nd grade products introduced to the Outlet in 2020 have been a success and we will therefore continue to add more products moving forward.

Our ambitions regarding waste management remain the following:

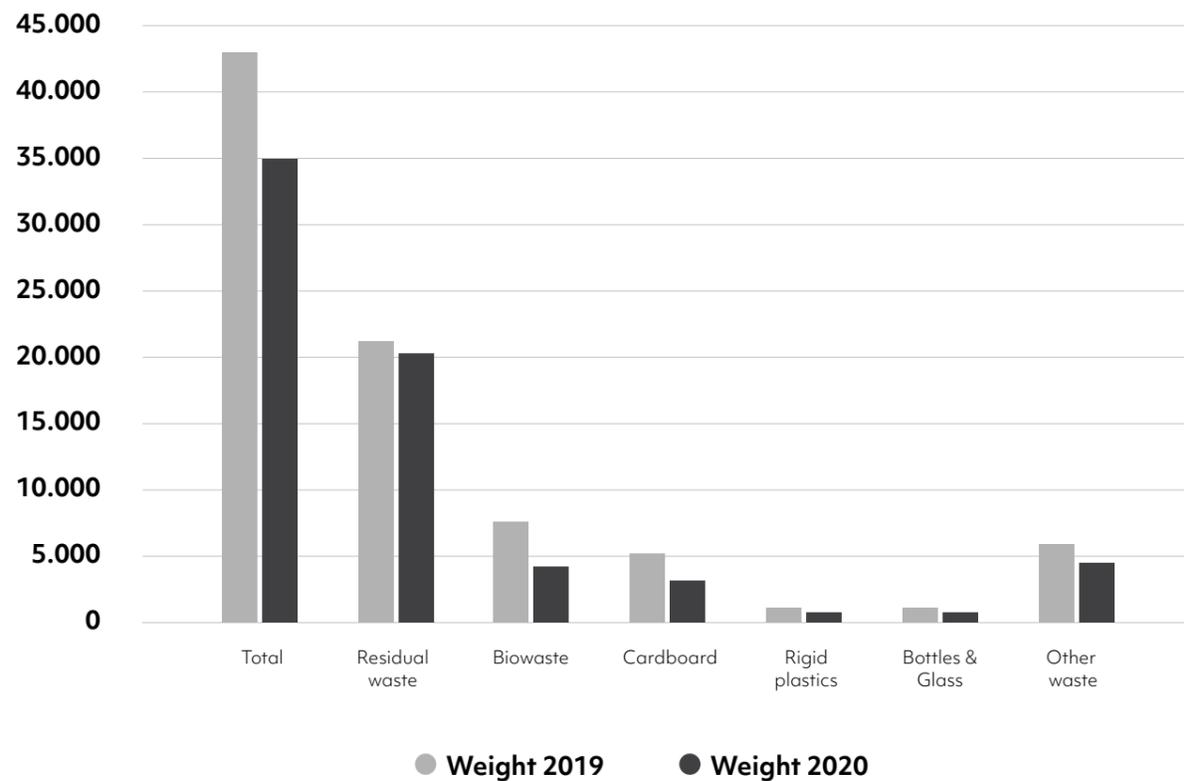
- We will continuously monitor waste volumes at our locations and launch activities to reduce these. We will commit special focus to minimizing the volume of residual waste.
- We will continuously focus on the waste management of our products in the product development phase, and design for disassembly enabling the products to be recycled at the end of their product life cycle.
- More products with minor quality deviations will be accepted for sale as 2nd grade.

CASE: ROSENDAHL SOLAR LAMPS

In 2020 we experienced that the application of paint on the metal part of some of our Rosendahl Solar lamps did not live up to our quality standard. Due to the deviation in quality being solely visual the lamps could be sold as 2nd grade. Therefore around 1500 lamps that would have been rejected otherwise, they are in the process of being sold as 2nd grade products in our outlet store in Ringsted. It turned out to be a success and we will accept more products with small flaws to be sold as 2nd grade in the future to reduce waste.



WASTE FRACTIONS HØRSHOLM



WASTE HEAD OFFICE

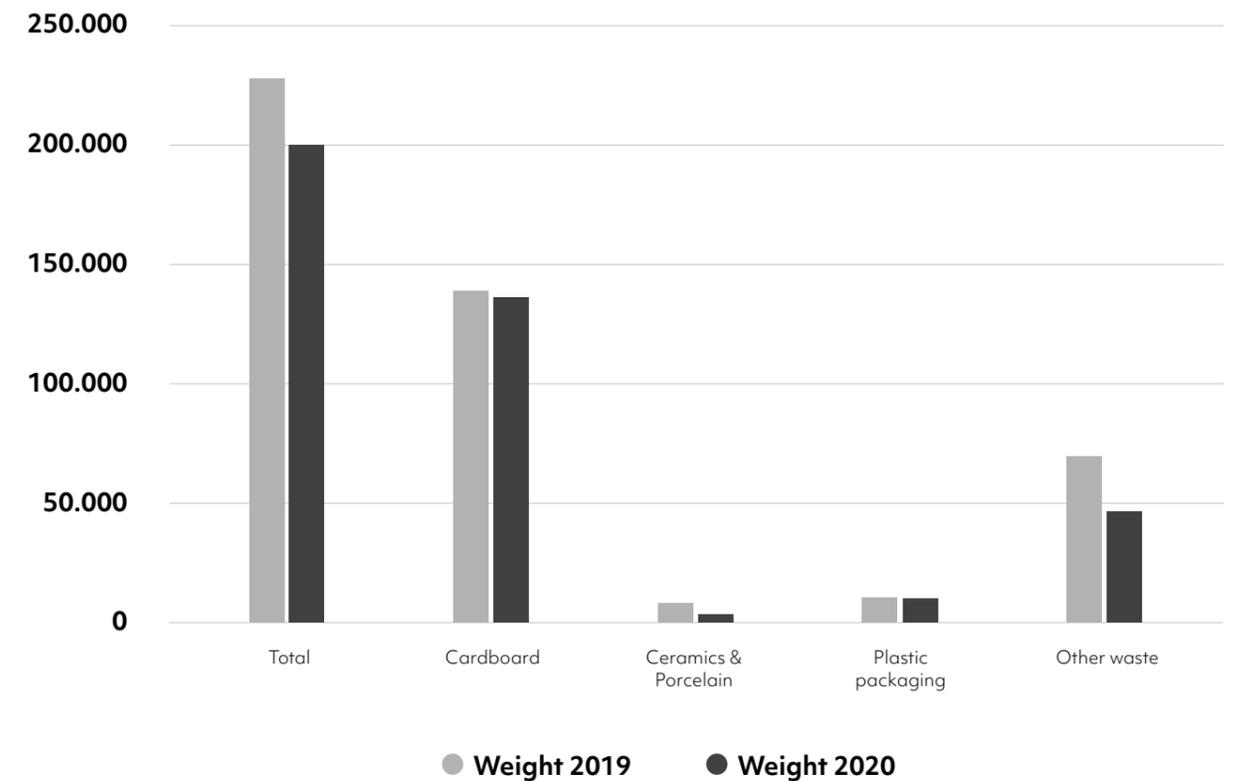
We have an extensive sorting system at the Headquarter in Hørsholm as well as at the Warehouse to minimize the volume of small flammable/residual waste, as well as landfill waste.

The total waste volume from the office has dropped by 19% (8 tonnes). The Biowaste is reduced by 46% in 2020. The reason for the reduction in waste in general is the COVID-19 lockdown which has led to less activity at the office. The reduction in Biowaste however is also caused by a higher focus on food waste reduction in our canteen as food waste is weighed and registered on a daily basis, and when possible actions are taken to use the food left from one day in a new serving the day after.

- Residual waste however, is steady and therefore represent a bigger part for 2020 compared to 2019. We will therefore enhance focus on reducing this non-recyclable waste fraction in 2021.

During 2020 we started reusing Rosendahl Design Group Brown boxes when sending goods between DK warehouse and HQ instead of sending it to recycling. It is not possible to see the effect of the initiative as COVID-19 shadows it, although we believe that this has also contributed to the drop in Cardboard waste volume.

WASTE FRACTIONS WAREHOUSE



WASTE WAREHOUSE

Cardboard is our biggest fraction of waste at the warehouse, and we are investigating several initiatives on how to better reduce or use the waste instead of sending it for recycling. The many cardboard boxes received from suppliers with goods are now sent to recycling.

- We aim to implement an upcycling/reuse solution to the cardboard waste stream in 2021. Either at the warehouse or in cooperation with an external partner.

We are also looking at upcycling partnerships for waste fractions such as glass (included in other waste) and ceramics/porcelain.



SDG 13 CLIMATE ACTION

Our corporate responsibility in terms of environmental impact has become more important for Rosendahl Design Group. This includes our local impact at our own locations in the Nordics, as well as our supply chain around the world.

Rosendahl Design Group has taken a first step to unfold and categorize the environmental impacts caused by the company, by preparing our first Carbon footprint inventory. Next step is to improve from where we are today, and track the improvements moving forward. Our work with the climate related topics are guided by the following target of SDG 13 and the UNGC principles below.

13 CLIMATE ACTION



UNGC PRINCIPLES:

- **Principle 7:** The company should support a precautionary approach to environmental challenges
- **Principle 8:** The company should undertake initiatives to promote greater environmental responsibility
- **Principle 9:** The company should encourage the development and diffusion of environmentally friendly technologies



ENVIRONMENT AND CLIMATE AT ROSENDAHL DESIGN GROUP

We run a value-based, international design company with focus on responsibility and sustainability. This means, for example, that we are working to ensure that our production processes do not harm the environment or lead to unnecessary environmental damage in areas where production takes place. The many products in Rosendahl Design Group's product range are produced from many different materials and our supply chain spans large parts of the world. We strive to continuously improve the transparency in our supply chain and among our suppliers as well as in our own operations.

A step towards more transparency is to map and report on our carbon emissions. This year our first Carbon emission report can be found on the next pages. We are proud to present it not only covering SCOPE 1 and 2 but also parts of SCOPE 3 reported on for year 2020 as well as 2019.

SUPPLIERS

Across the Rosendahl Design Group global supply chain, we strive to help raise standards among our suppliers to minimize the environmental footprint. In principle, in order to promote change and inspire progress we prefer to engage in constructive dialogue with our agents and suppliers about problematic issues, rather than immediately terminating the collaboration. However, we will terminate collaborations with suppliers who do not wish to improve conditions or repeatedly fail to respect agreements with Rosendahl Design Group on such matters. In serious cases of conscious environmental damage, we would immediately terminate the relevant collaboration.

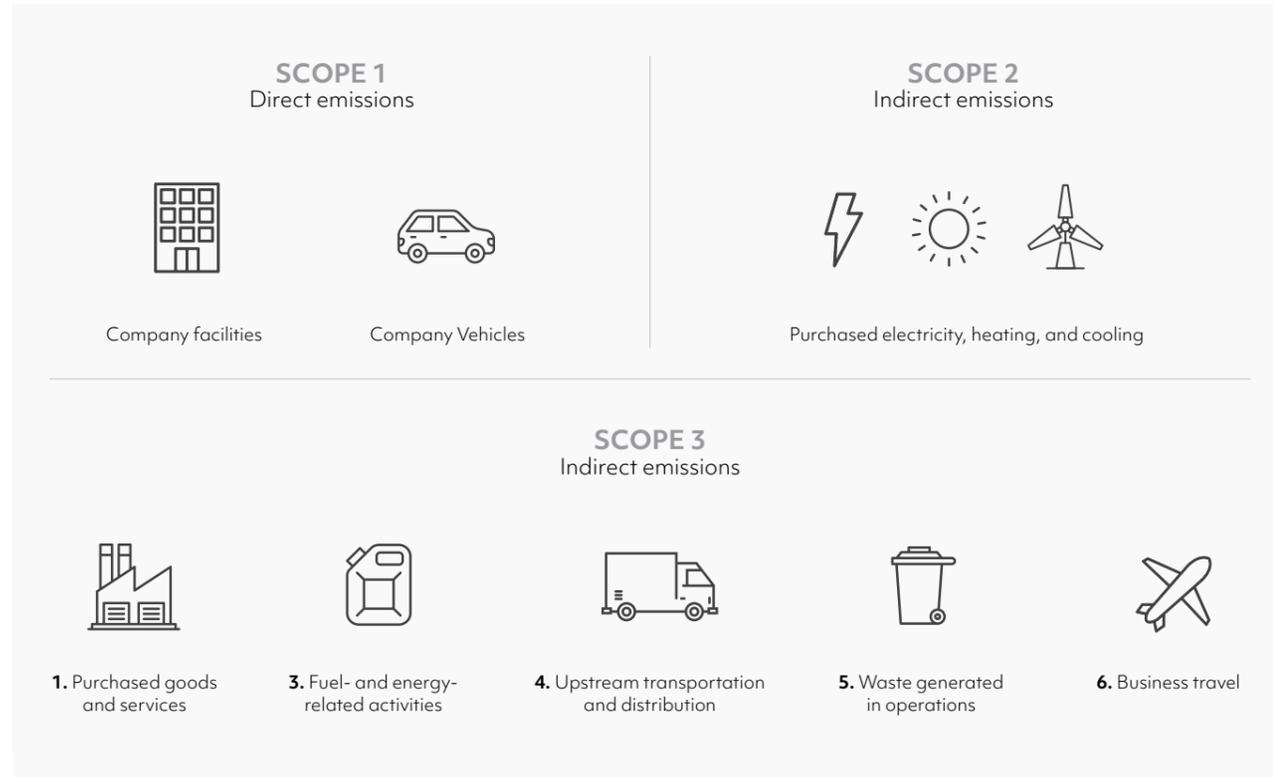
AMFORI BEPI

To be able to move forward with suppliers and enter into close dialogue on environmental and climate actions we joined the Amfori BEPI (Best Environmental Practice Initiative) in 2019. Three suppliers located in Vietnam, China and Turkey (with five sites in total) have joined the initiative together with us and we have started the journey together.

The Amfori BEPI is a tool devised to promote improvement in the supply chain within 11 environmental areas. These areas span everything from energy consumption to green-house gases to managing chemicals. The Amfori BEPI tool helps specify the most important environmental focus areas and promotes a more targeted approach to implementing specific environmental improvements.

Step one in the Amfori BEPI tool is the Self-Assessment Questionnaire (SAQ), that is used to assess suppliers' environmental standards. Amfori BEPI is a recognized system for assessing, following up, and resolving issues within environmental areas.

During 2020 the five supplier sites that engage in the Amfori BEPI initiative, have conducted the SAQ and initiated the work with BEPI implementation. All five have been given feedback and suggestions on how to proceed. Due to COVID-19 and the difficulties following the pandemic the progress has not been as expected. Therefore, the improvement phase will be continued in 2021.



CARBON FOOTPRINT

In 2019 Rosendahl Design Group decided to prepare our first report on carbon footprint, presented here in the COP for 2020. The aim was to cover SCOPE 1 and SCOPE 2 according to the Greenhouse Gas Protocol. This year we present a complete carbon footprint report covering SCOPE 1, 2 and what we regard as the most important parts of SCOPE 3. We have been able to do so with great support from the newly founded startup company and platform BEWO. Rosendahl Design Group has joined as their pilot for the platform. We look forward to continuing this journey in 2021.

The aim of the first reporting year (including 2019 as baseline) has been to create an overview of the largest impact areas in our operations. Next steps of the journey will be to dig deeper into the relevant categories and improve the input data quality to achieve the most accurate result possible. Furthermore, we will be able to set quantitative targets to reduce our carbon footprint, and closely follow up on the same via data gathering.

CARBON ACCOUNTING PRINCIPLES

The carbon footprint calculation of Rosendahl Design Group is based on the internationally known Greenhouse Gas (GHG) Protocol. The standard covers the accounting and reporting of seven greenhouse gases covered by the Kyoto Protocol which are calculated and presented in a so-called CO₂e as a common unit for all.

For the carbon accounting Rosendahl Design Group have used the Operational approach. This means that all entities for which Rosendahl Design Group has operational control are included. The head office, offices in Sweden, Norway and China, the Outlet in Ringsted, Denmark as well as the activities at the warehouse are all included in the inventory.

The carbon inventory is divided into three different scopes. SCOPE 1 covers the direct CO₂ emissions originating from sources "owned" by Rosendahl Design Group. SCOPE 2 covers the indirect energy emissions which are controlled but not owned by Rosendahl Design Group, and SCOPE 3 covers emissions related to Rosendahl Design Group activities in the supply chain, upstream and downstream. According to the GHG protocol it is mandatory to report on SCOPE 1 and 2 while SCOPE 3 is voluntary. In the report of Rosendahl Design Group all 3 SCOPES are covered, and we have focused on the upstream activities of our supply chain by including the most relevant categories for our company.

WHAT IS INCLUDED IN SCOPE 1, 2 AND 3?

SCOPE 1 – includes direct emissions from sources that are owned or controlled/leased by Rosendahl Design Group. This includes on-site fossil fuel combustion and fleet fuel consumption. In our case this is our leased and owned company cars and trucks, as well as gas, wood pellets and oil used for heating.

SCOPE 2 – includes all purchased energy for electricity, heating, and cooling. In our case this is electricity and district heating. The emissions for electricity are based on country specific electricity grid greenhouse gas emission factors, all calculated through the use of the BEWO platform. The calculations for emissions caused by heating are based on direct data from HOFOR as well as DEFRA emission factors.

Emissions for electricity are presented with a market based approach as well as a location based approach. This has been mandatory since 2015. The location-based approach presents the average emission-intensity of grids on which energy consumption occurs, while the market-based method reflects emissions from electricity that companies have purposefully chosen. In our case this reflects the green energy purchased via RECS certificates.

SCOPE 3 – includes five out of 15 predefined categories.

- Category 1 is indirect emissions from purchased goods and services. The calculation is based on spend. It includes production spend as well as all kinds of purchases of goods and services to our offices, marketing, IT etc.
- Category 3 covers fuel- and energy-related emissions that are not included in SCOPE 1 and 2. Such as emissions related to extraction, production and transportation of fuels and energy purchased.
- Category 4 is all transportation of goods to and from Rosendahl Design Group, covering both inbound and outbound transportation. It includes transport of samples to and from suppliers as well as finished goods from suppliers to the warehouse and from warehouse to customers.
- Category 5 covers the waste generated in our own operations, at the head office and warehouse. The other locations have not been included as data is not available.
- Category 6 is all business travel conducted. This includes taxi, train, ferry, flight, and km travelled in privately owned cars.



As can be seen in the table below presenting the total emissions in 2019 (base year) and 2020, our own operations (SCOPE 1 and 2) only account for 1% of the total emissions. Meaning that most carbon emissions can be found in SCOPE 3. The most important categories for Rosendahl Design Group are commented on below. These are categories where targets are set for future improvements.

SCOPE / CATEGORY	2019		2020	
	kg CO2e	Share %	kg CO2e	Share %
Total Scope 1	177.754	0,64	116.445	0,52
1. Fuel and Refrigerants	42.664	0,15	35.064	0,16
2. Company Vehicles	135.089	0,48	81.381	0,36
Total Scope 2	129.000	0,46	85.445	0,38
(Market-based)	(118.809)		(109.594)	
Total Scope 3	27.613.923	98,90	22.330.408	99,10
1. Purchased goods and services	26.171.268	93,73	21.195.036	94,07
3. Fuel- and energy-related activities	88.067	0,32	89.359	0,40
4. Upstream transportation and distribution	1.108.297	3,97	981.595	4,36
5. Waste generated in operations	5.480	0,02	4.832	0,02
6. Business travel	240.811	0,86	59.586	0,26
Total Emissions	27.920.676	100	22.532.298	100

Total CO2 emission equivalents calculated in cooperation with BEWO.
References to conversion factors can be found on p. 33.

SCOPE 1.1 – FUEL AND REFRIGERANTS

The use of fuel for heating (at the warehouse) has been steady with a slight decline from 2019 to 2020. We use oil as an extra resource for heating at the warehouse during the cold periods of the year.

- In 2021 we will look into an alternative to the oil and aim to find a more sustainable solution.

SCOPE 1.2 - COMPANY VEHICLES

Although our company vehicles are a small part of our overall carbon emissions, it is an area where we want to act.

- We aim to incorporate an environmental car policy for our company vehicles in our internal employee handbook as well as procurement guidelines to change the leasing car fleet over the coming years to hybrid or electrical cars where relevant. The project will be initiated in 2021.
- We aim to have a company policy for hybrid/electrical cars in place by the end of 2021. We also aim to install electrical charging stations at the head office in Hørsholm.

SCOPE 2

In 2020 we have changed our source of electricity at the warehouse, the main office in Hørsholm and our outlet store in Ringsted to green energy, using RECS certificates. This, to make sure that we only use renewable sources.

- Next step in taking a firmer standpoint for green energy would be to commit to a PPA (Power Purchase Agreement) and be a part of a specific green energy project. We will investigate and discuss the possibilities with the Executive Management Team in 2021.

SCOPE 3.1 - PURCHASED GOODS AND SERVICES

Included in the category of purchased goods and services are our production related purchases of goods that are to be sold on to customers as well as all other goods and services purchased. This category constitutes the biggest part of our emissions. 86% of the emissions related to Purchased Goods and Services are related to production. All other goods and services purchased which are related to our facilities, IT, promotional inventory, consultancy services etc. account for the remaining 14%.

The calculation of emissions in this category is based on spend and materials or type of service purchased. The accuracy of the CO2 calculation when using spend data is not the best as it is based on an industry average for the purchased goods. Moving on we aim to involve our biggest suppliers in reporting of CO2 emissions related to their production to base the calculation on more exact data. By involving suppliers and entering into partnerships for improvements we aim to set quantitative targets for reductions in production going forward.

SCOPE 3.4 – UPSTREAM DISTRIBUTION AND TRANSPORTATION

The Upstream distribution and transportation is our second largest contributor to the carbon emissions and constitutes 4% of the emissions in 2020. This category includes both transportation to and from our producers as well as to our customers. We transport goods from suppliers via sea, road, rail and air, where sea and road are the most used modes of transportation.

- Moving forward we will include environmental improvements in our yearly tenders with our transporters and stay up to date with the possibilities they offer to reduce the carbon footprint.

SCOPE 3.6 - BUSINESS TRAVELS

The year 2020 with the COVID-19, and the new ways of working has shown us the possibilities that digital meetings offer. We can see a large reduction in emissions connected to business travels during the year due to the pandemic.

- Moving forward we strive to use digital solutions where possible instead of travelling and thereby reduce our carbon emissions. We will also promote the use of train where possible instead of taking the car or travelling by air.

CASE: ENVIRONMENTAL IMPROVEMENTS AT THE WAREHOUSE

During 2020 we have looked at the overall packaging used to send goods from our warehouse. A reduction in material use, and footprint is on the agenda moving forward and new actions have already been taken:

- The plastic wrap used for protecting pallets in transport from the warehouse to customers has been changed from a 17um to 12um which has led to a reduction of plastic used by approximately 1500 kg/year (32%). The climate footprint is reduced by 10 200kg co2/year by this change.
- The top sheet protecting the pallets against moist and dust from above has also been changed to an option with 89,5% recycled plastic. The reduction is 2900 kg CO2/year.



REFERENCES FOR CONVERSION FACTORS

Carbon Footprint 2020
www.carbonfootprint.com/docs/2020_09_emissions_factors_sources_for_2020_electricity_v14.pdf

DEFRA 2020
Conversion Factors 2020 – Full set for advanced users
www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

DEFRA 2019
Conversion Factors 2019
www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

Energinet 2020
www.energinet.dk/Om-publikationer/Publikationer/Miljoerapport-2020

Global Warming Potential Values
Global Warming Potential Values (Feb 16 2016)
www.ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf

Hofor Vand
www.hofor.dk/baeredygtige-byer/vi-skaber-baeredygtige-byer/vand-i-verdensklasse

US EPA Supply Chain GHG Emission Factors
Supply Chain Emission Factors for US Industries Commodities
www.cfpub.epa.gov/si/si_public_record_report.cfm?Lab=CESER&dirEntryId=349324

SDG 15 LIFE ON LAND

Rosendahl Design Group is certified according to Forest Stewardship Council® (FSC®) and Global Organic Textile Standard (GOTS). These are both certifications with a system and standard protecting and promoting sustainable use of our ecosystems and forests. At Rosendahl Design Group we have a clear aim only to buy certified material when producing in cotton and wood. By doing this we can be sure that the material come from sustainable sources, and by communicating the same we can help our customers to take informed sustainable choices when buying these products.



UNGC PRINCIPLES:

- **Principle 8:** The company should undertake initiatives to promote greater environmental responsibility
- **Principle 9:** The company should encourage the development and diffusion of environmentally friendly technologies



FOREST STEWARDSHIP COUNCIL®

At Rosendahl Design group we support sustainable forestry. The majority of the wooden products we sell are made from FSC® certified wood and our aim is to phase out non-certified wood products moving forward. This aim also includes paper. At Rosendahl Design Group, we aim only to use FSC® certified paper (where available) to produce paper-based products and for internal use in the company.

- Regarding paper-based printed material we aim only to use FSC® certified paper. This includes pricelists, POS material, fair decorations, posters, and notebooks. In 2020 we have succeeded with most of it but will aim to reach 100% in 2021.

When developing new wooden products, we only buy FSC® certified wood. In most cases this is visible by a logo on the giftbox for the final product.

We still have some old products in stock (bought before we were certified in 2018) that are sold without FSC® certification, but when reordering these will be produced in FSC® certified wood.

We have products that are produced in FSC® certified wood but where the producer itself is not certified. For instance, where wood is only a component of the final product. These products are sold without the FSC® logo as they do not fulfill the criteria for logo use, although the raw material used is certified.

88% of our turnover based on wooden products in 2020 comes from FSC® certified products, accounting for 50% of our wooden products. Among the 50% non-certified products, the majority are produced in FSC® certified wood.



FSC® certified products end 2020 – 80 SKU

(50% of total wooden products offered)

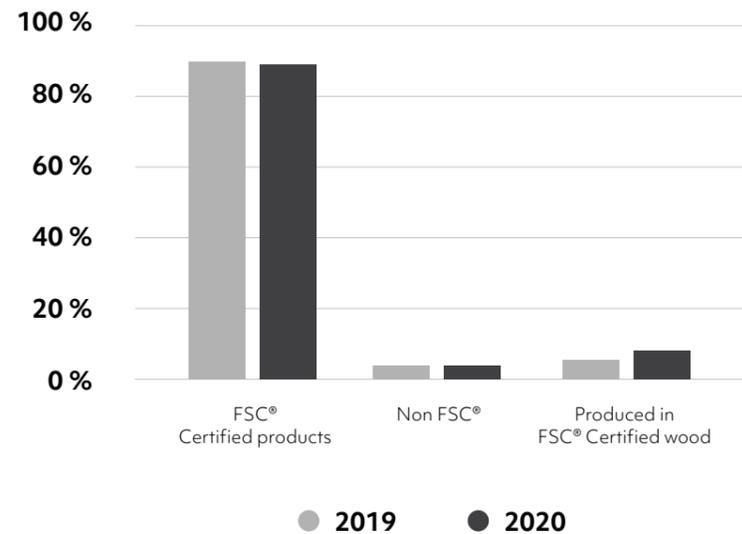
- 88% of turnover based of wooden products is related to FSC® certified products.
- 8% comes from products produced in FSC® certified wood

FSC® certified products 2019 – 62 SKU

(39% of total wooden products offered)

- 90% of turnover based on wooden products is related to FSC® certified products.
- 6% comes from products produced in FSC® certified wood

TURNOVER WOODEN PRODUCTS



GLOBAL ORGANIC TEXTILE STANDARD

In March 2020 Rosendahl Design Group became certified according to Global Organic Textile Standard (GOTS). The GOTS certification and logo tell customers that the organic product is produced in a controlled supply chain where the cotton is monitored, and the flow of cotton is documented via transaction certificates.

The GOTS logo on our organic products makes it easier for our end consumers to make sustainable choices. The first products were launched with AU20 season. Our aim for 2020 was to become certified and, that most new organic cotton products offered by JUNA and Kay Bojesen for AU20 were GOTS certified, this goal was fulfilled.

We are now proud to increase the number of cotton products offered carrying a GOTS logo. At reordering products containing 100% cotton (conventional), these products are to be reordered as GOTS certified. By 2023 we aim for all our 100% cotton products, to be produced either as GOTS Organic, or as GOTS Organic - in conversion.

We are supporting our stitcher of the JUNA Wardrobe products to become GOTS certified in the beginning of 2021. We therefore aim to offer JUNA Wardrobe garment products with GOTS certification moving forward, starting from season SS22.



GOTS certified products end 2020 – 160

Total number of 100% cotton products offered – 416

- 40% of 100% cotton products sold in 2020 were GOTS certified





ROSENDAHL
DESIGN GROUP

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