



Communication On Progress

2022 - Tikamoon

CONTINUED SUPPORT

August 18, 2022

To our stakeholders:

I am pleased to confirm that Tikamoon reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Arnaud Vanpoperhinge

Tikamoon CEO

Summary

- Tikamoon
- Environment
- Labour
- Human rights
- Corruption
- SDG

Tikamoon

At Tikamoon, we've always been green at heart: we've been offering solid wooden furniture that's designed to last since 2008. While many people today claim to be sustainable, sometimes in a vague or unproven way, we remain faithful to our values which we communicate without exaggeration and with complete transparency.

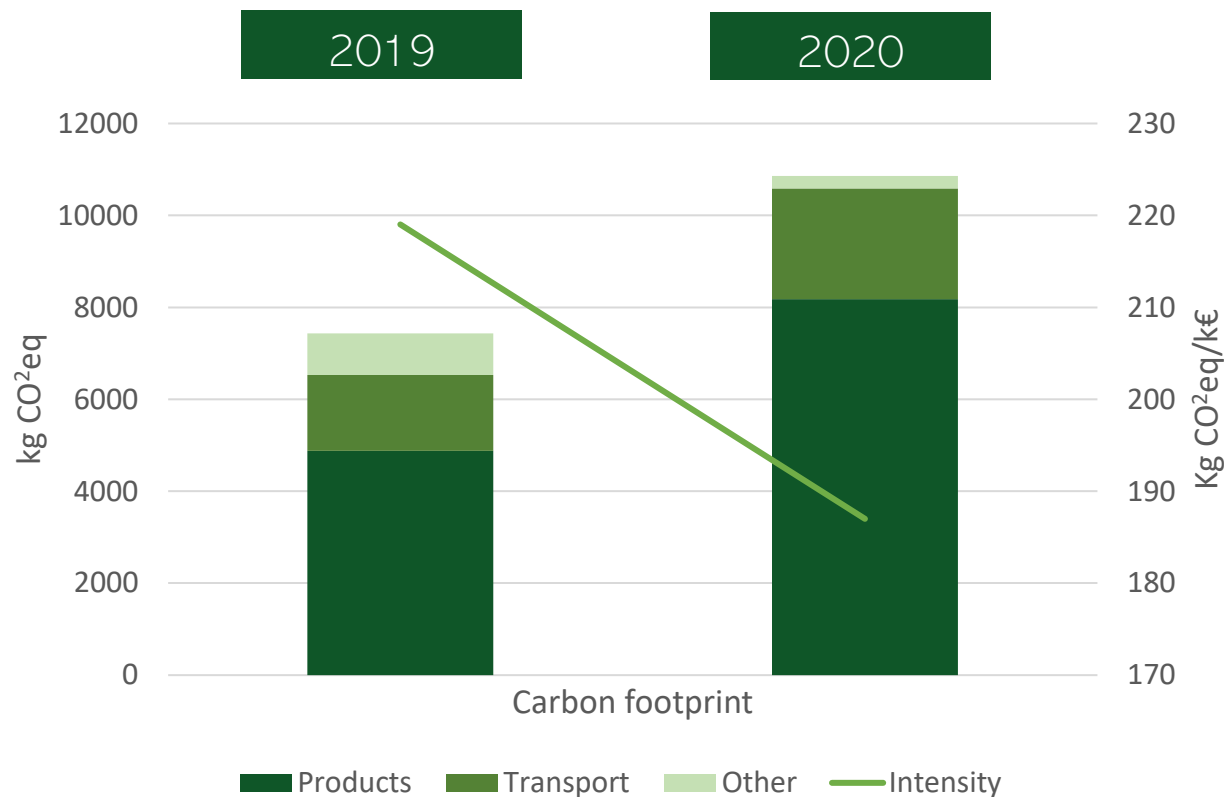
This plan is built on four main principles: Measure, Improve, Certify, and Discuss.

First, measure to know the current state and create a plan based on science and quantifiable steps. Then improve, finding better ways to create furniture and to collaborate is at the core of Tikamoon's employee day to day job. Certify, as having an outsider look and evaluation helps to broaden our vision. Lastly but not least, discuss with institutional partners, NGO's, local communities, internally, ... Keep the dialogue flowing to stay in this virtue loop and reach a positive impact.

Environment



In order to understand our impact and take action where it matters Tikamoon realized it's first carbon footprint in 2020, with the support of Carbone 4, measuring the emission made in 2019. This showed the two major actions to be taken were on product design and on transport.



Moreover, the 2020 year saw a decrease in the carbon footprint intensity of -14%.



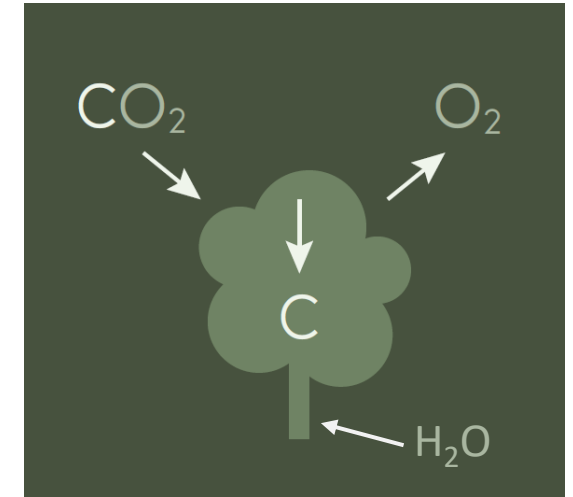
Environment



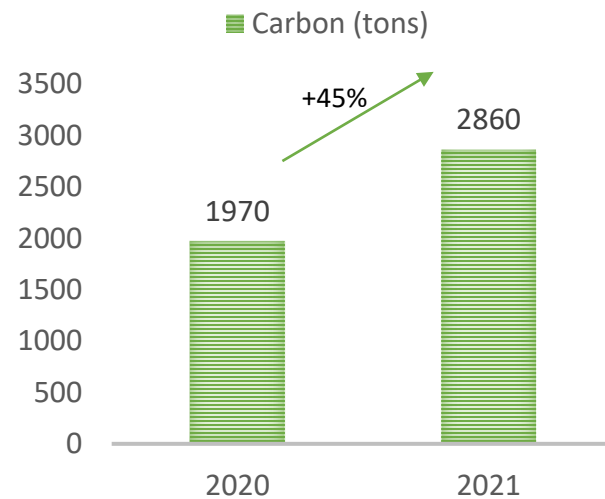
Our furniture journey start with a forest, and a tree. To grow, the tree captures carbon dioxide and transforms it in cellulose

This is called the short carbon cycle.

Wood locks away carbon, and the challenge is to keep it there, prevent it from returning to the atmosphere.



SEQUESTRETED CARBON (TONS)

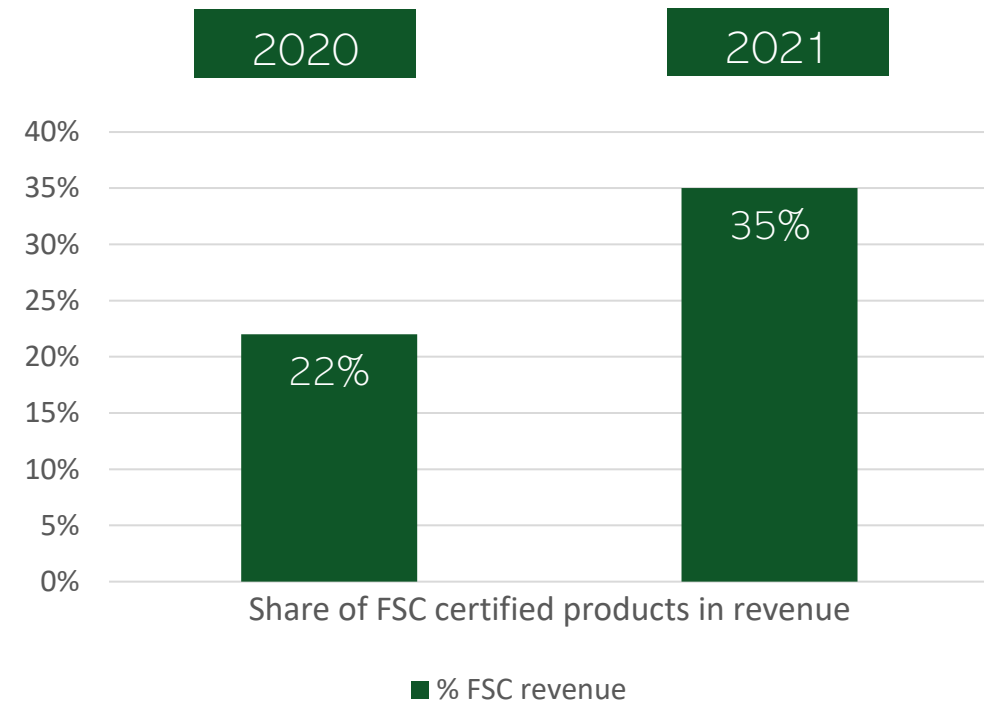
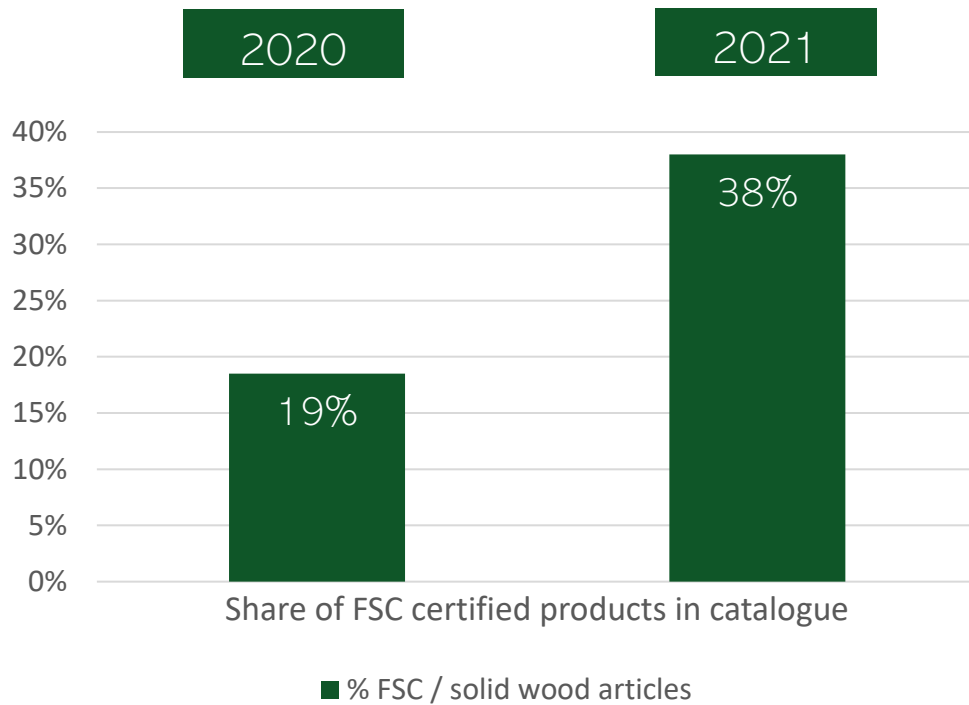


In 2021, Tikamoon's furniture sold hold 2 860 tons of carbon, which represent 10 580 tons of CO₂eq. Most of it is from the main material used, teak, and is being diversified with other essences such as oak and sheesham.

Environment



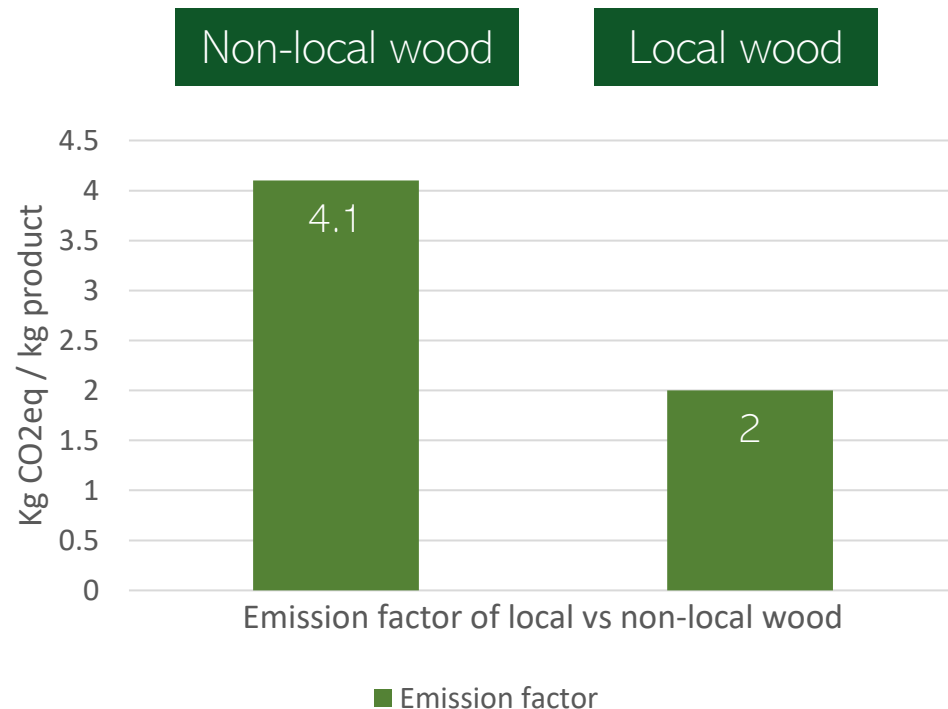
The way the forest is managed is important. In the first place a forest needs to stay a forest. And then, biodiversity and the people living there have to be protected. That's why Tikamoon is an FSC France and International membre, COC certified since 2018 and has an objective of 50% of solid wood product made from FSC certified wood in 2023.



Environment



On our product Tikamoon decided to go deeper in the understanding of the environmental footprint. So LCAs were realized on different product in different production areas. 120 LCA have been realized since august 2021, a 410% increase from last year.



These LCA show the importance of local wood transformation, as well as the amount of material used. It highlighted also the immense importance of the number of years the product will be used.

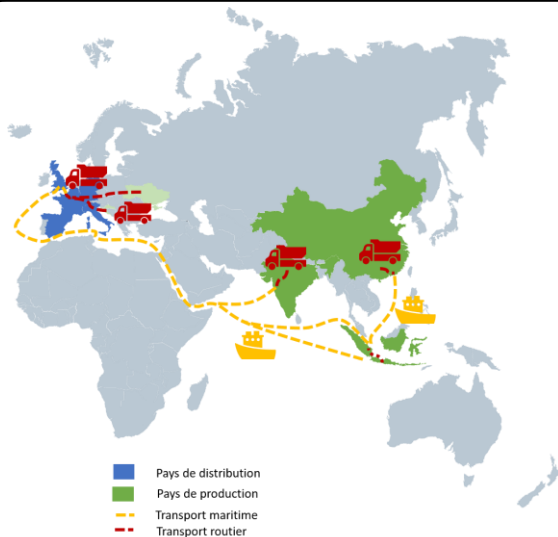
Environment



On transport, we monitor our actions with the labialization Fret21, part of the French government plan EVE. We are involved on 4 actions: Bulk loading, Barge transport, European production relocation, and sustainable transport partners.



Upstream



Barge



Downstream



Sustainable transport

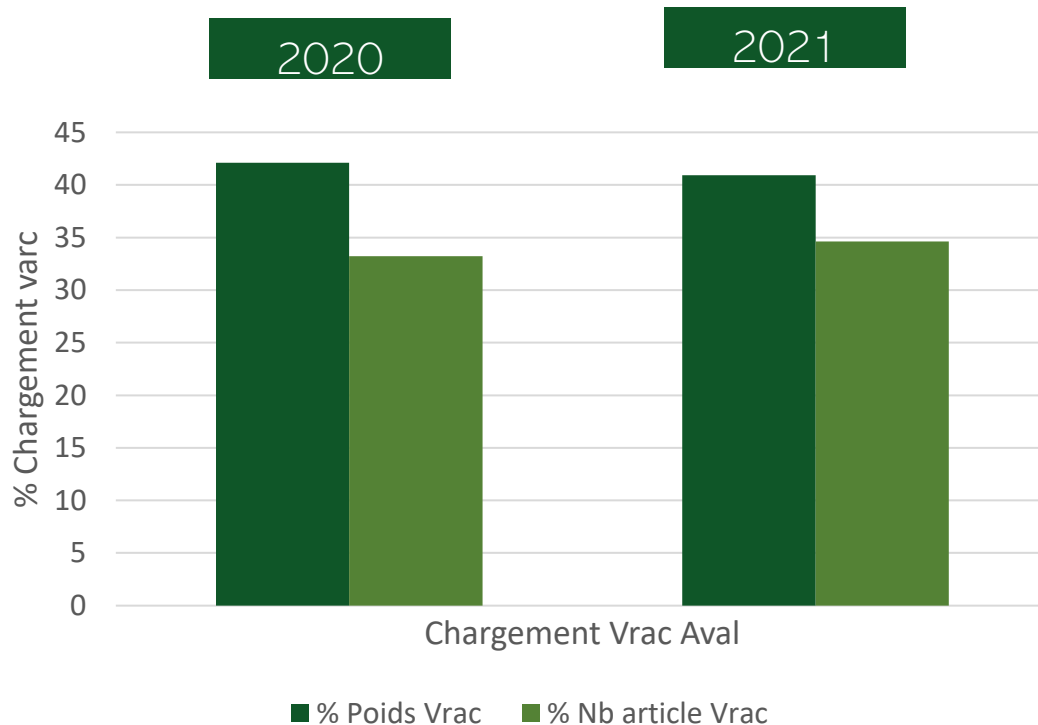
Environment



We reduced by 38% our CO2 emissions link to road transport, and avoided the emissions of 247 tons of CO2eq

2021

-38% CO2eq
-247 tonnes CO2eq



The bulk loading allows us to divide by two the number of trucks put on the road by loading 2,4 more furnitures in a truck. The share of the transport made in bulk loading stayed stable between 2020 and 2021, with 80% of the French transport covered. In May 2022 the Spanish transport was converted in bulk loading.

Environment

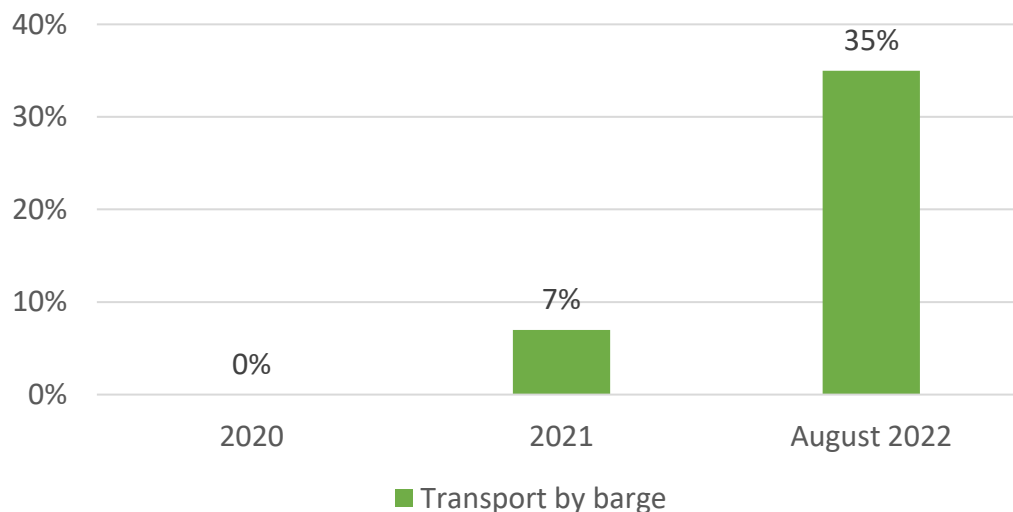


October 2021
- August 2022

Transport by barge is a challenge by adding intermediaries in the discussion, and more transshipment. Nevertheless, it allows a major reduction of the CO2 emissions.



Share of transport by barge

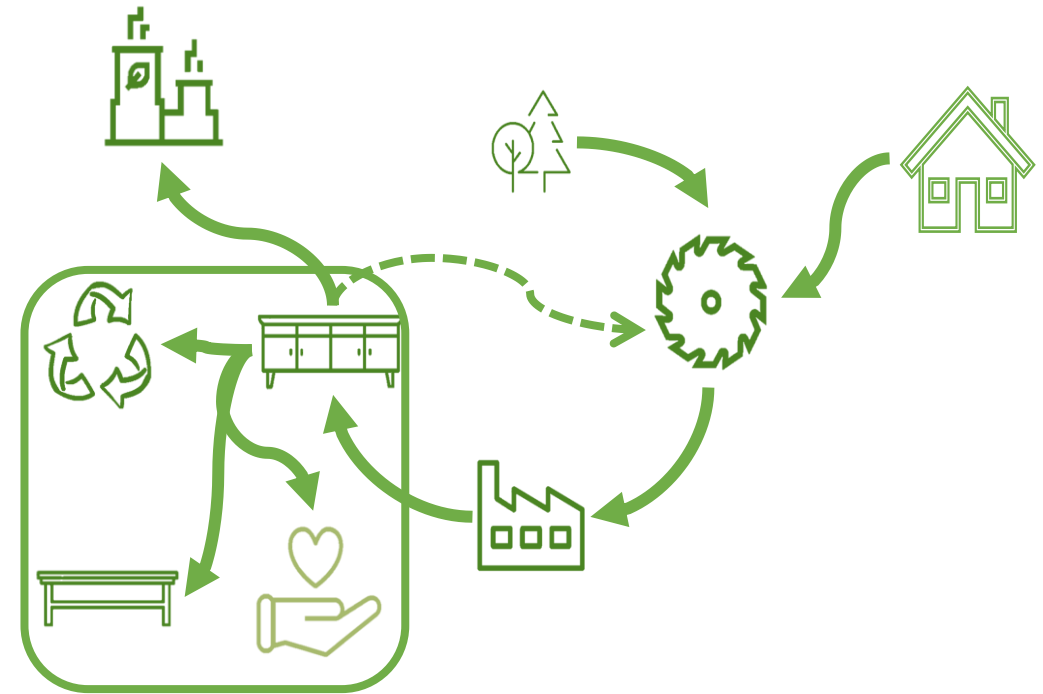


In 2022, Tikamoon reach 100% of its transport from Dunkerque to Santes by Brage instead of by road.

Environment



Attach to all these actions, Tikamoon is creating a plan to integrate the circular economy. The goal is to help the current actions to grow and to develop new ideas which will change the paradigm. Move from a linear product life to a circular one



Environment



This plan includes the repair and revalorization of furniture. Wood workers are evaluating and repairing furniture which are then sold at a discount price. Parts of too damaged furniture are also gathered to be reused.

2 500

furniture repaired in 2021

6 000

furniture repaired in 2021

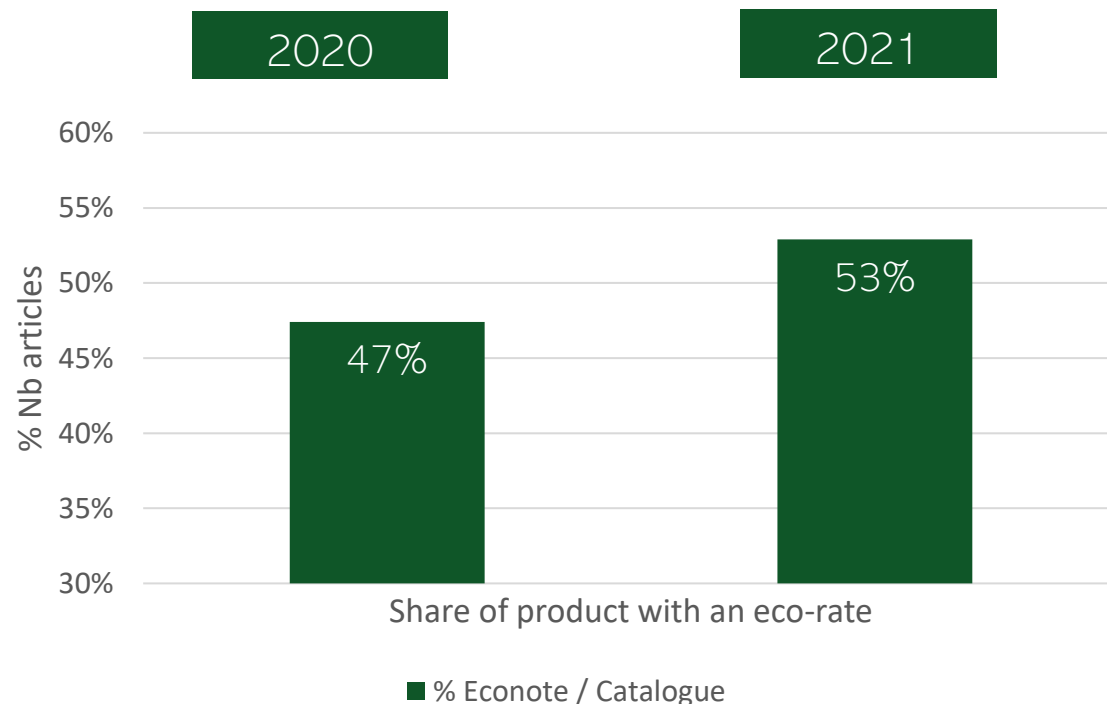
Tikamoon is also donating furniture. These furnitures are going towards Emmaüs Défi, which help people far from employment to find a project, and families which access to a first home to furnish it at a social price.

Partnership are created with local association to reach a zero-wood thrown away. The end goal is to keep the carbon inside the wood as long as possible. And help alleviate the burden of climate change

Environment



At Tikamoon, we are also working on the pedagogy towards our consumers. A sustainable grade has been created and displayed on our website to help our customer to make an informed choice. This grade is based on qualitative criterion chosen for their high impact on a furniture use time, and material origin. The LCA results is also displayed on the product webpage.



Environmental impact

At Tikamoon we calculate the environmental impact of our furniture based on the three criteria recommended by the French Agency for Ecological Transition (ADEME):

Carbon footprint

47,24 g CO₂-eq per functional unit

Water footprint

0,47 mg P eq per functional unit

Air footprint

0,31 mmol H⁺ eq per functional unit

Find out more :

[See what we have been doing to measure our environmental impact](#)
[View the summary sheet \(FR\)](#)

Eco-filter ^ Eco-rating v

- ☐ Solid wood FSC certified (27)
- ☐ Indoor air quality (1)
- ☐ Solid wood (54)
- ☐ Traditional assembly (54)

[See more](#)

Environment



Other actions:

We are also working on our electricity consumption and our waste production. We are monitoring our electricity consumption and are working to engage new contracts to supply electricity produced from renewable energy. A project is ongoing to evaluate the potential of renewable energy production on our warehouse lot.

Environment



- KPI followed
 - Carbon footprint and intensity
 - % of FSC certified products
 - % of eco-design furniture
 - % of Ecolabel EU certified furniture
 - % of furniture with a sustainable packaging
 - Transport carbon footprint
 - % of delivery in bulk loading
 - % of furniture produced in Europe
 - Transport attached to an official sustainable plan
 - Electricity consumption
 - Wood waste production
 - Recyclable waste production
 - Other waste production
 - Number of furniture part of the donation program

Labor



Providing a healthy and positive workplace and work environment is central to Tikamoon. We are working towards this goal internally and with our suppliers.

A committee is in place in Tikamoon allowing a dialogue between employ representative and Tikamoon board representative. Work life and environment as well as issues and conflict can be discussed there.

Inside Tikamoon, the following criteria are monitored: the number of accident at work, the number of training followed by employee, the turnover.

We are also working to have gender equality, and so we are calculating an equality index which will be monitored every year. Tikamoon got a 96/100 score on the latest one.

An ethical guide is in place at Tikamoon guiding the employee in their day-to-day work life. 100% of the employee signed it.

Labor



We are also working to uphold high standards at our supplier level regarding their employee and the working environment.

We have created a supplier code of conduct regrouping all the requirement regarding labor and employee treatment. This code is based on the ILO guideline, ensuring employees are treated fairly, without discrimination. In 2021, 100% of our suppliers have signed the code of conduct.

To assess the implementation of this code and improve our suppliers' employee condition, we are planning to do social audit in all our rank 1 suppliers. 10 audits have been conducted up to August 2022, with a medium result of B 80%.

Labour



- KPI followed:
 - % of supplier signed the code of conduct
 - Nb of accident at work
 - Woman/Man Equality Index
 - Training
 - Turnover
 - % of supplier social audit
 - Compliance of social audit

Human rights



Regarding human rights, the code of conduct is also covering this area. Our employees are informed and aware of the non-acceptance policy at Tikamoon for any behavior going against human rights. The social audits will as well assess the compliance of our rank 1 suppliers.

Inside Tikamoon, a harassment internal procedure has been implemented. A point of contact is in place with all the employees informed about it and the confidentiality of all the reports.

Tikamoon is audited yearly on the human right related aspects due to the FSC COC certification.

Human rights



- KPI followed:
 - Nb of harassment reports
 - % of supplier signed the code of conduct
 - % of rank1 supplier social audit
 - Compliance to the social audit

Corruption

Regarding corruption, the code of conduct is also covering this area. Our employees are informed and aware of the non-acceptance policy at Tikamoon for any behavior related to corruption. The social audits will as well assess the compliance of our rank 1 suppliers.

Inside Tikamoon, a corruption internal procedure has been implemented. A point of contact is in place with all the employees informed about it and the confidentiality of all the reports.

Corruption is also considered in the evaluation of the sourcing countries opening procedure. Actions are then put in place to ensure the application of Tikamoon's commitment, through social audits and training of the local teams.

Corruption



- KPI followed:
 - Nb of corruption reports
 - % of supplier signed the code of conduct
 - % of rank1 supplier social audit
 - Compliance to the social audit
 - PESTEL ranking of the sourcing countries

SDG

- Tikamoon's activities are directly linked to 8 of the 17 UN SDGs. Work has started and an action plan is in place on the 7 SDGs in question.



- We are deeply involved for the SDG 12. We are working to push for sustainable consumption by creating long lasting product, and sustainable production by changing our design process and involving our suppliers in this project. Our commitment to reduce the already sensible impacts of climate change is on SDG 13. We are aiming to reduce the intensity of our carbon footprint with a sensible and scientifically based plan. Our Work with FSC and for sustainably managed forest, is linked to the SDG 15.
- All the work implemented in Tikamoon and for Tikamoon employee, and moreover with the involvement towards our suppliers and the support to improve the working conditions have an impact for the SDGs 3, 5, 8, 10 and 16.
- We are also working for SDG 17, as we are involved in the Net Zero Initiative, in the creation of the French government environmental rating, and as an FSC International member. The other SDGs are also important for Tikamoon. They are not directly in Tikamoon scope because of Tikamoon products and Tikamoon business model but are still monitored to ensure any impacts will be detected, monitored and worked on.