



Sustainability Report 2022

AKUJART®

About this report:

Providing a status on Akuart A/S’ work with the sustainability agenda and the UN Global Compact ten principles, from mid 2021 to end of 2022, this report functions both as an external document for stakeholders and an internal tool for continued communication and learning. The report is written in accordance with the framework for UNGC Communication on progress (COP) and provides insight into how Akuart A/S integrates the ESG agenda in the company’s strategy and day to day operations.



Approach.

Commitment.

We are Akuart.

The UN SDGs.

Principles at work.

Human Rights.

Labour Rights.

Environment.

Anti-corruption.

“WE HAVE GOT TO ACT — NOW!”

Those were the words from Akuart CEO Bjørn Berthelsen, after having read (yet another) devastating article on the consequences of climate change – And so we did!

Akuart A/S joined the United Nations Global Compact Network in 2021 as part of our strive to push the industry towards sustainability and as a help to lift our ambitions from ideas to strategy.

Sustainable transformation is a journey and we are excited for each step we take! For this, our first year systematically working with the agenda, we focused most of our attention on the urgent matters of environmental sustainability, and we are happy to experience how our entire network, both upstream and downstream, embrace the agenda and are ready to join us on the journey.

Moving forward, we are excited to see how we can take sustainability even further in our design, production and sales processes. But also how we can actively incorporate the ten principles of The United Nations Global Compact in our strategy and business conducts. A key learning from this past year is that our strive to live up to the ten principles and the Sustainable Development Goals not only makes us proud to go to work, but also that these principles are good business.

Thank you for reading and for your interest in the journey Akuart is on.

Sincerely,

Iben Sonne,
Sustainability Lead

CEO STATEMENT OF CONTINUED SUPPORT

The last year has been transformational for Akuart in many ways. We have welcomed new team members, moved our headquarters, launched new collections - and with it we have taken steps towards a new approach to design and development that makes the creative and innovative Akuart DNA and brand even stronger.

We have become familiar with the terminology and concepts of the sustainability agenda and reached an understanding of what it entails for Akuart to live up to our ambitions of offering the best acoustic products to the market and leading the industry towards sustainability. We have focused our energy on developing the company, our brand and products to fit the new market. A market that set new demands for adaptability, responsibility and sustainability.

In this transformation, The ESG standards from the UN global compact 10 principles have worked as a framework and guide to push us in the right direction. Therefore we are proud and excited to confirm our commitment to the UN Global Compact and support of the 10 principles. We are pleased to have started our journey and curious to move further with the agenda and see the calculated outcome in the years to come, as we further incorporate the principles into our strategy.

Bjørn Berthelsen,
CEO

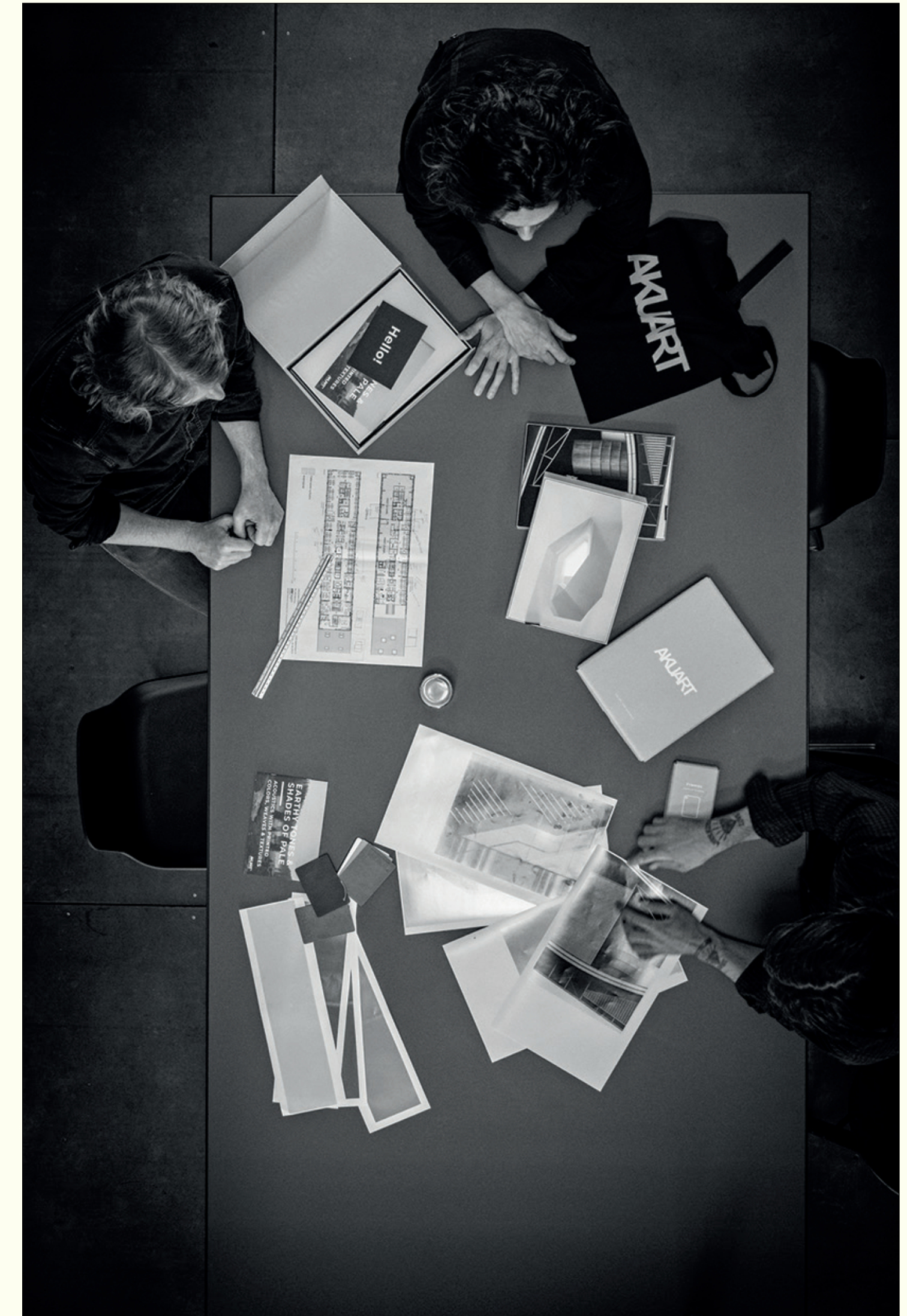
Commitment

We Are Akuart

Born out of a passion for design, good sound and well-being, Akuart exists with the ambition to create extraordinary acoustic design solutions.

Our team consists of a mix of former musicians, graphic designers, acoustic engineers, and creatives. Together, they bring a serious set of competencies and personalities to the table. An outfit that continuously challenges and advances an otherwise traditional industry.

We pride ourselves on being creative, ambitious and innovative, making Akuart a brand that pushes the boundaries and industry standards for both quality, design and sustainability.




The UN Sustainable Development Goals

Building on a long line of previous principles for sustainable development, the 17 Sustainable Development Goals were launched by the United Nations in 2015. To the new generation of employees these goals are an integral part of how they work and what they expect of their employers - but the industry reality is that there is still a long way to go, before the principles behind the goals and the positive effects of working strategically with them has infiltrated the entire industry.

At Akuart we are excited to push the agenda forward. We pride ourselves on being a small, innovative and adaptable team - and we know that this is our strength when it comes to working with the SDGs. We quickly share concerns, inspiration and ambitions, and are able to move from idea to action faster than most. Our primary focus are the SDGs that are directly related to our core activity - the design, manufacture and sale of acoustic design solutions.

8

DECENT WORK AND
ECONOMIC GROWTH



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13

CLIMATE
ACTION



17

PARTNERSHIPS
FOR THE GOALS



Principles at Work

Becoming members of The UNGC and working with The Global Compact Ten Principles has provided a framework and terminology for Team Akuart to approach the subjects of human rights, labour, environment and anti corruption in a more structured and systematic way than ever before.

The simplicity of the principles, and the balance between them, has taken the uncertainty and intangibility out of working with sustainability, and given us a very practical approach to working with sustainability in all its forms. We have on this foundation increased awareness on the ESG agenda throughout the company and been able to involve the entire team and supply chain in working towards our sustainability ambitions and goals.

Communicating our progress in this report is both a testament to our commitment to the principles and a statement to our network, but also a very important internal document, for the entire team to remember our efforts, celebrate the successes from along the way and raise the ambitions for the challenges ahead.



HUMAN RIGHTS



LABOUR



ENVIRONMENT



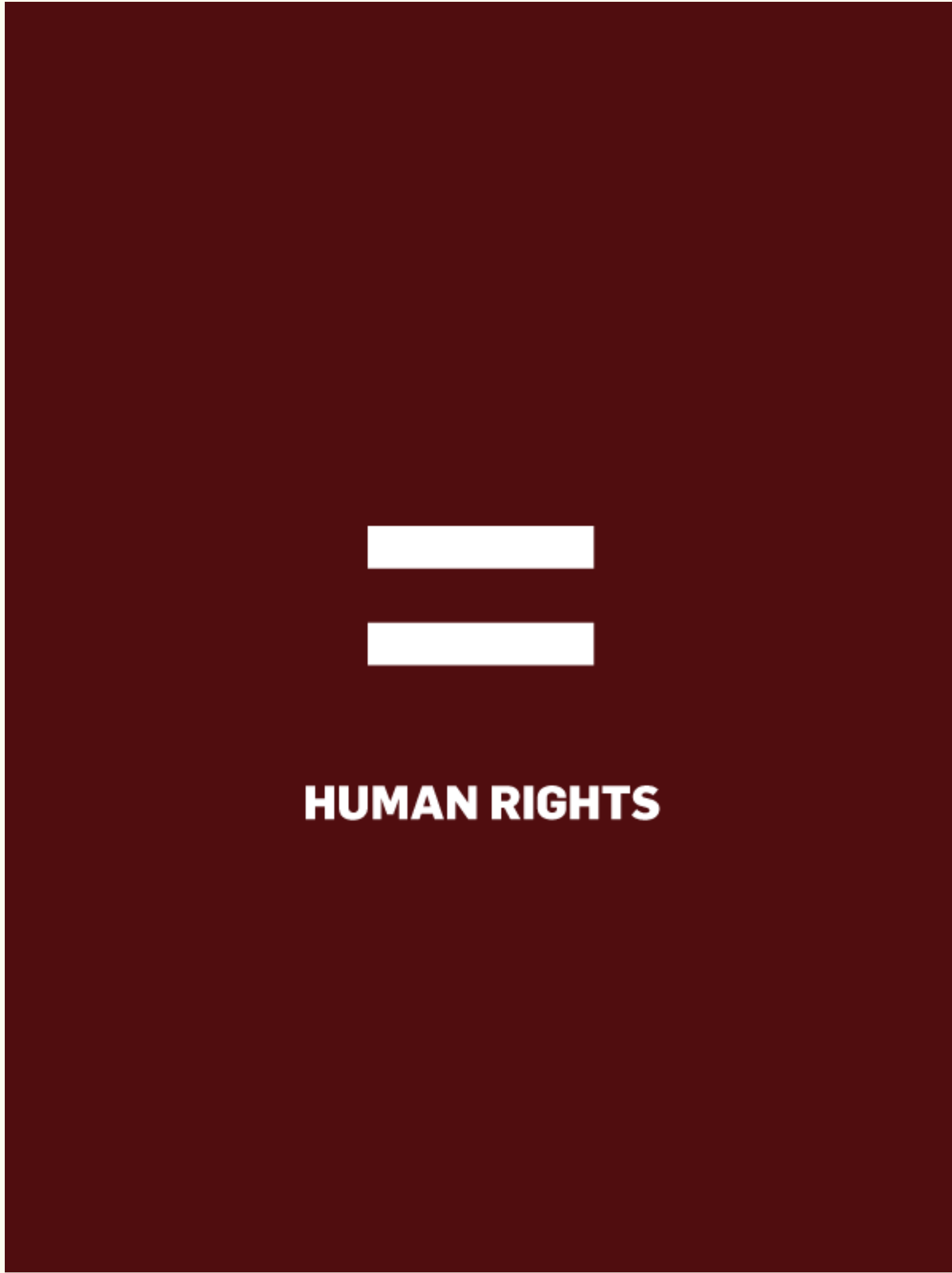
ANTI-CORRUPTION

Human rights

Principles

01–02

“Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses”.



At Akuart we put people first. We respect human rights and select partners and suppliers that share this value. Through strict selection of our suppliers, close communication and regular visits at our production site, we ensure that workers are provided safe, suitable and sanitary work facilities. We have through the past year focused on finding suppliers within the EU that naturally live up to higher standards and industry demands.

From our suppliers we have requested that all material substances and ingredients are analysed and documented, to ensure that the essential precautions are met during

the manufacturing of our products and that there is no threat to human life and health throughout the lifespan of our products.

Further, to protect workers from workplace harassment, we have completed a written code of conduct that will support our company culture and provide guidelines and stimulate a positive development as our company grows.



What's next?

As technologies and materials develop we will continue our research and push for the best, safest and most sustainable material composition, product development and production methods.

Looking at the supply chain we will continue our investigation and push the sustainable agenda throughout tier two and tier three, for all Akuart product components. Where necessary we will take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products.

Principles

01-02

Human right

Labour Rights

Principles

03–06

“Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation”.



At Akuart we have a valued, cross-disciplinary team of passionate people with invaluable experience and highly developed skills. We see employees as whole people, respect their work-life balance and strive to develop their roles, tasks and responsibilities in accordance with skills, experience and interests.

the status quo, but in a time where cases of harassment fill up the media, we have naturally reflected on how to best conduct ourselves as the company continues to grow, inviting in new team members, suppliers and partners. For this reason we have developed a written code of conduct - our House Rules.

Akuart has at all times been a workplace where employees, across functions and departments, enjoy informal, open and direct dialogue. Our company culture stems from the relations within our team, and employees have always been able to find their way through conversation and alignment. This remains



Principles

03–06

What's next?

Going forward we will work to make our values more visible throughout the Akuart value chain and perform employee workshops, both to make sure that all employees know the code of conduct by heart, but also to stimulate continued debate and development of how we best do business.

We further have an assignment ahead of us to work more strategically with diversity, equality and transparency throughout the company. We expect that this will not only create awareness, but also help us understand and value the diversity of our team.

Labour Rights

Environment

Principles

07–09

“Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies”.



Over the last year, sustainability has been integrated as a core value across departments at Akuart and we are proud to see how the entire team has a raised awareness and attentiveness to what sustainability means to Akuart, the industry and themselves.

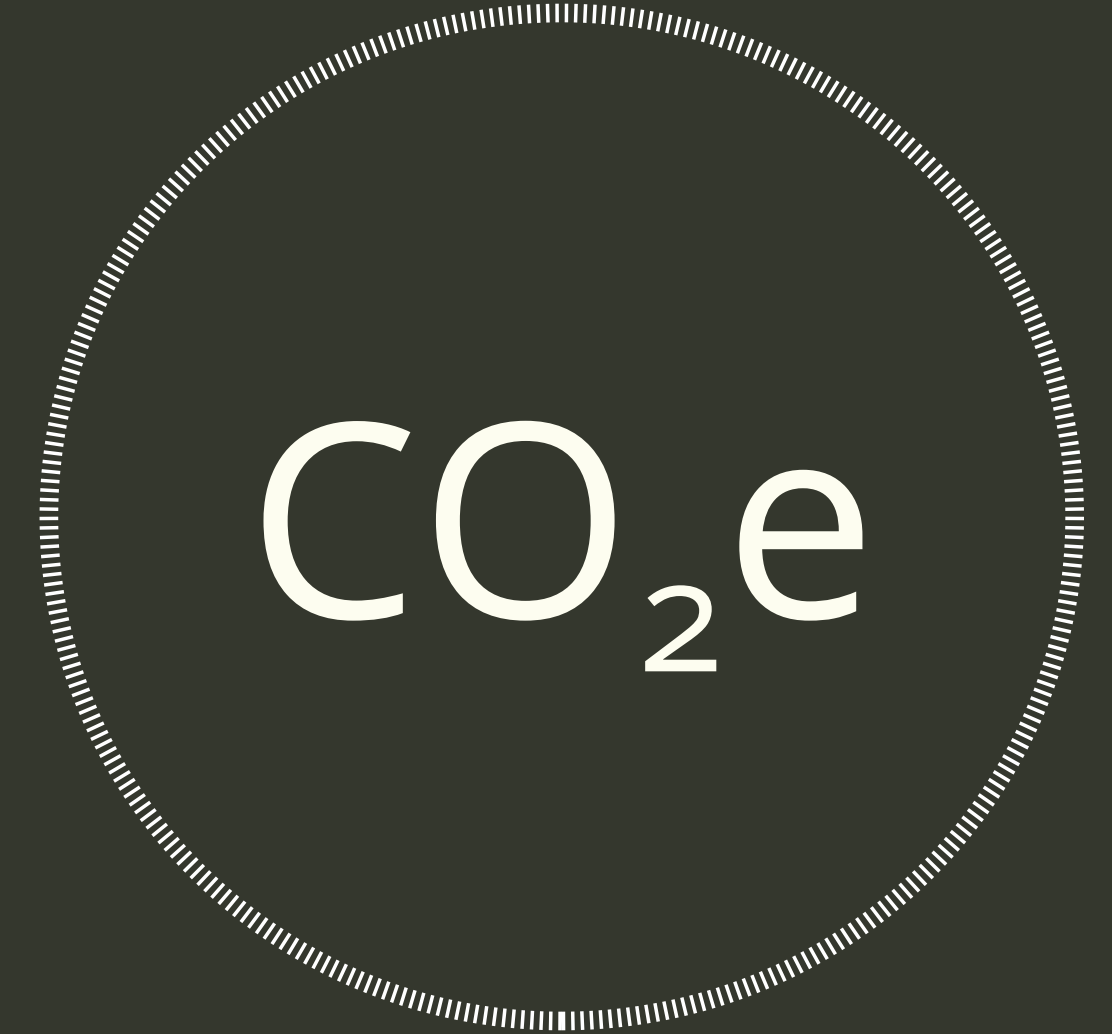
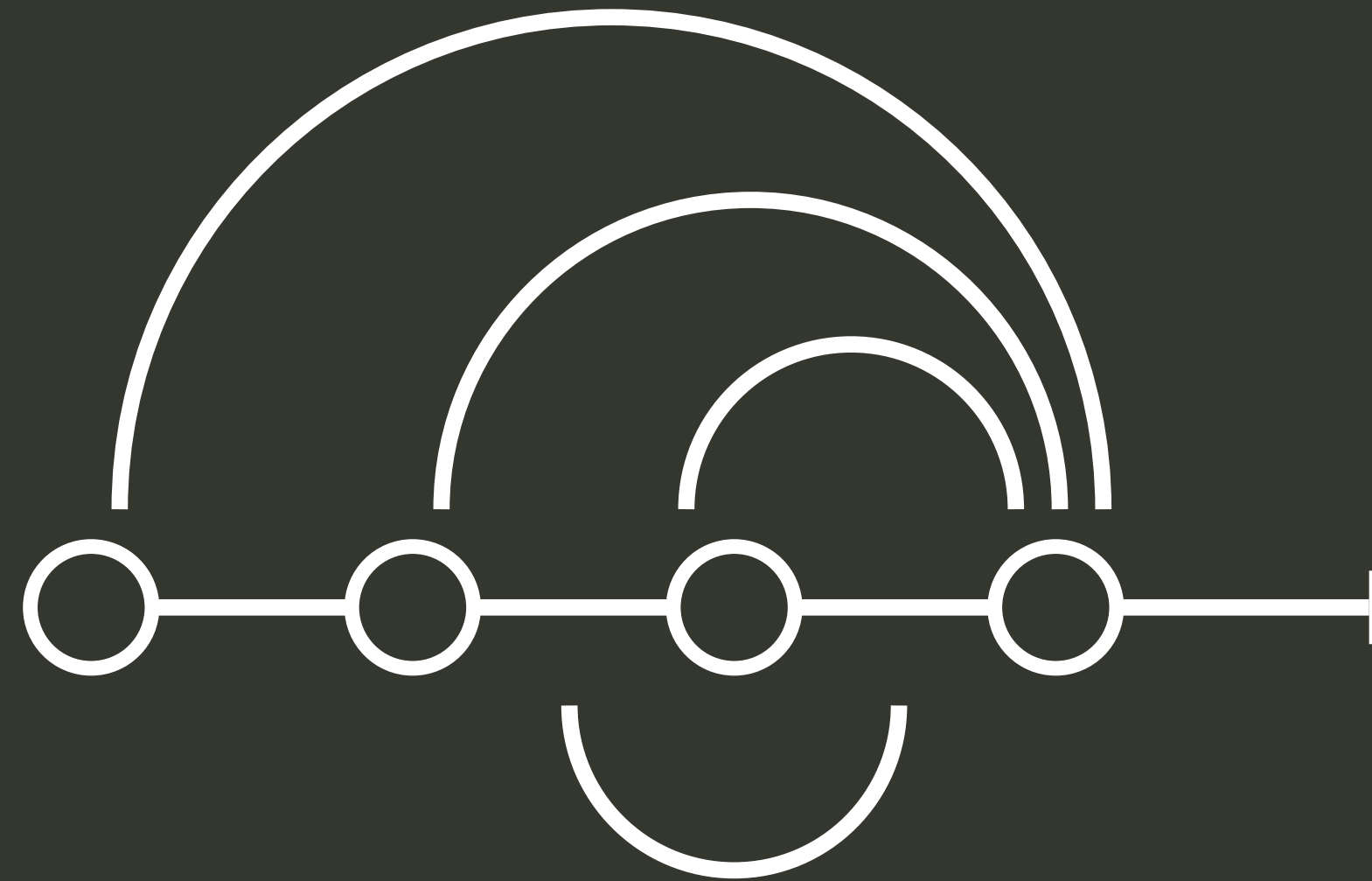
Topics such as environmental responsibilities, emissions calculations and sustainable development have become included in everyday

discussions, and we are proud to be able to present a long list of actions performed in the first year of strategically working with environmental sustainability.

Map & Measure

With the goal of transparency and understanding, we set out to map our complete value chain and measure the CO₂e emissions of our products. We commenced collaboration with the new Danish emissions calculation platform, Målbar, to calculate the complete scope 1, 2 and 3 emissions from the products in our Supersonic Collection.

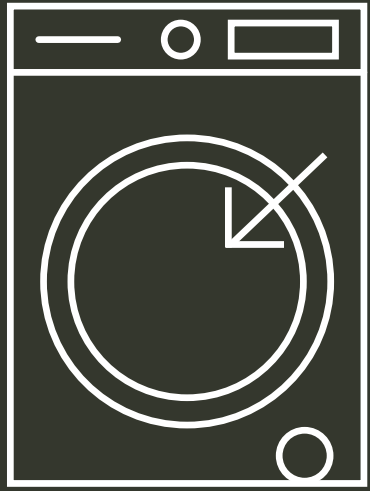
Our efforts to search out the exact data and documentation throughout our supply chain, has resulted in a much greater companywide comprehension of our products and a developed relationship with our suppliers. Further the calculations have been warmly welcomed by our resellers and customers, and have been a great way to further discuss sustainability in the industry.



Upcycle and Recycle

Working closely with our suppliers we have been able to update all core product components in our Supersonic Collection, to increase the use of upcycled and recycled materials, which both decreases the need for virgin materials, minimises the energy consumption and decreases our product emissions.

FRAME



75% recycled aluminium

CANVAS



100% recycled polyester

ABSORBER



50% recycled PET fibres

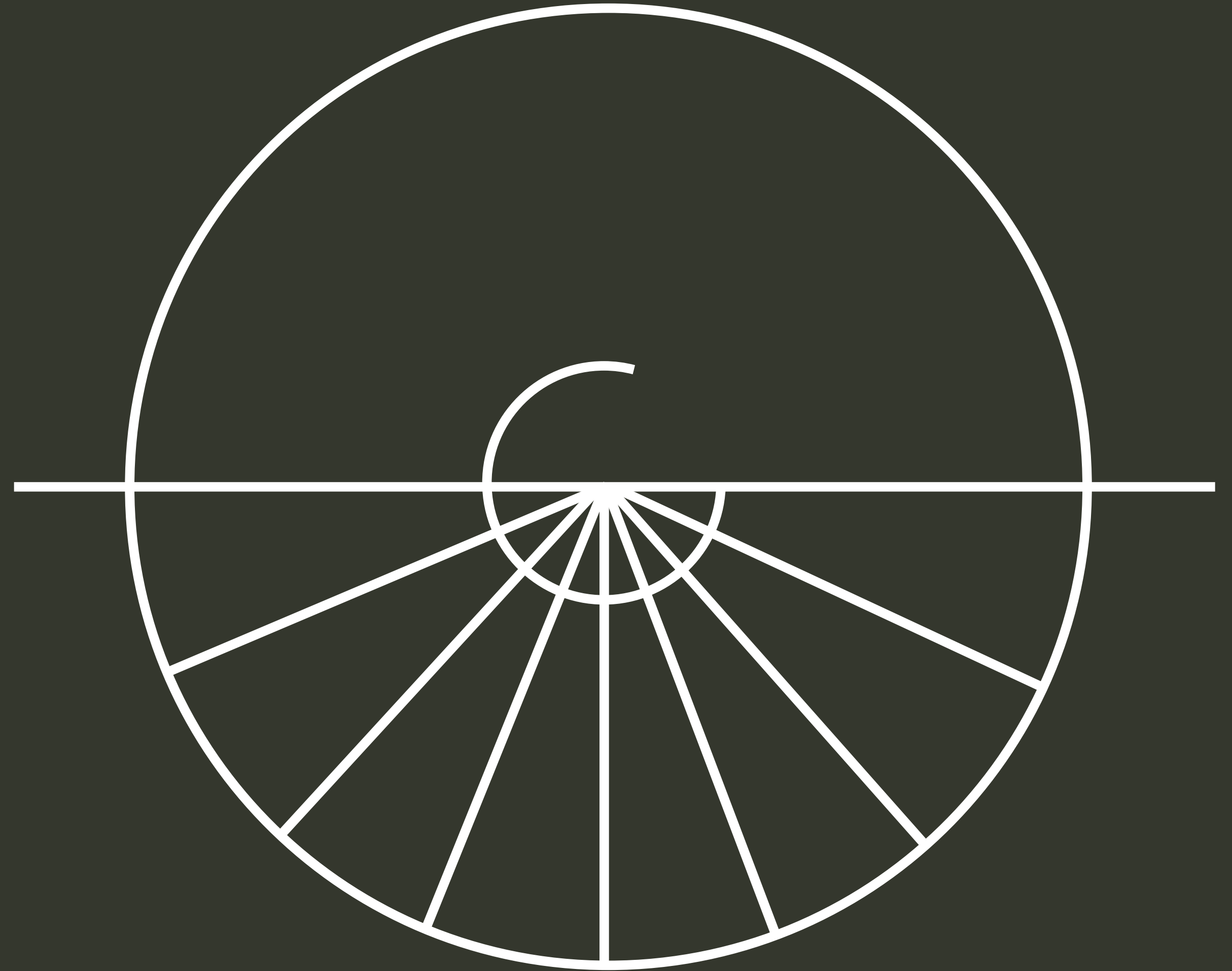
Designed for Disassembly



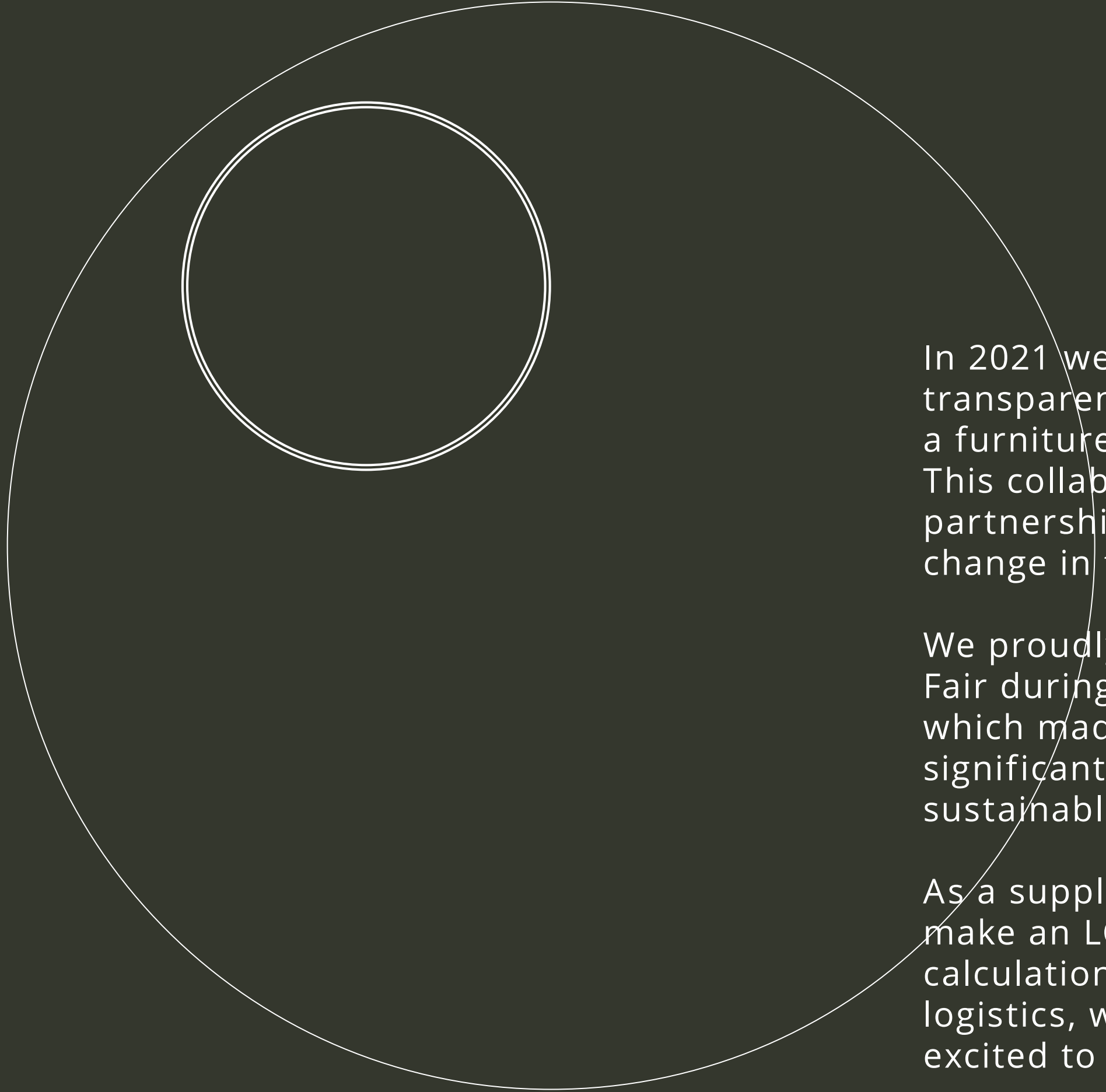
With the Supersonic Collection we further address issues of resource scarcity and promote end of life re-use of materials with a full product range that is designed for disassembly. This means that all products, by end of life, can easily and without any special tools be disassembled and, component by component, sorted into material specific recycling, with the intention that material content can live on and retain value after its life as an Akuart product.

Made to Order

Too much furniture and fashion is produced that never gets used. At Akuart, we refuse to be part of this “trend”! This is why we only produce what the customers need. We have no stock or overproduction that goes to waste, but rather sell products that are customised and individualised for the end users preferences and needs.



Industry efforts



In 2021 we were invited to join an industry collaboration, focusing on transparency and emissions from the furniture industry, resulting in a furniture exhibition of nordic brands working with sustainability. This collaboration has been a great way to work towards the SDGs in partnership with our network and push for awareness, reflection and real change in the furniture industry.

We proudly showcased The Supersonic Collection at the Circular Furniture Fair during 3 Days of Design, along with the product's CO2e emissions, which made it clear that our efforts within the supply chain have had significant results and that our new collection truly is one of the most sustainable products on the market - pushing the industry to follow suit.

As a supplement to our internal mapping, we had students from DTU make an LCA and hot spot analysis. The students confirmed our own calculations and emphasised the relevance of optimising production logistics, waste management and end-of-life recycling - issues that we are excited to continue our work with in the future.

Internal processes and governance

DOGME RULES

To secure continuous progress with the sustainable agenda, we have developed a set of dogme rules for product development, design and production. These are formulated as guidelines to increase awareness, foster innovation and debate amongst departments and allow the design process to benefit from the sustainable focus by structuring the approach to product development.

CODE OF CONDUCT

We have developed a code of conduct, based on the UN global Compact ten principles and the 17 SDGs, where our focus on environmental sustainability is further emphasised as a way to secure transparency in all decisions, as well as keep us attentive to the ethical way of doing business as the company and our product range grows.



What's next?

Though we are proud of what we have achieved in the last year, our to-do list has only grown longer. We have initiated a great deal of projects that we now need to work with systematically to establish “the new normal”.

We are investigating the jungle of ecolabels to make sure we can spend our resources in the best way - keeping actual and lasting change as our first priority, but also finding the best way to document and present our actions and live up to market expectations.

Principles

07–09

We will further educate the relevant team members within methods and frameworks for working structured and strategically with sustainability.

As we increase transparency throughout the value chain, we are further looking to develop a systematic approach to environmental risk assessment and risk management.

Anti-corruption

Principles

10

“Businesses should work against corruption in all its forms, including extortion and bribery”.



ANTI-CORRUPTION

We are committed to ensuring Akuart A/S is an ethical business that is compliant with all applicable rules and regulations. We encourage and work towards total transparency throughout the supply chain and build our value chain on strong relationships, trust and integrity.

conduct in order to prevent corruption in all its forms, as well as facilitate debate and learning on the subject amongst all Akuart employees. A supplier specific code of conduct for our suppliers will be shared with our network of suppliers in 2023.

Inspired by the efforts of other companies in the UN Global Compact Network, we have compiled our principles and practices in a written code of



What's next?

Following up on the developed House Rules, we are looking into employee education and engagement through knowledge sharing and company wide workshops. The Akuart Supplier Code of Conduct is to be accepted in writing by all suppliers and going forward the document will function as a guideline for researching, finding and onboarding new Akuart suppliers.

Thank you for your interest

We are excited for the future and push forward towards sustainable, conscious and responsible development of our industry and Akuart A/S.

If you have questions or ideas for our ESG efforts, please do not hesitate to reach out.