

# SUSTAINABILITY POLICY

LAMMHULTS DESIGN GROUP AB

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Lammhults Design Group design and produce products with respect for the environment and people. We have a long tradition of creating products with timeless design, high quality and long durability. Our aim is to integrate a forward-looking and ambitious sustainability policy into our work.

We have the ambition to hold a leading position in sustainability performance of the furniture and interior sector. To become even more sustainable, we always strive to improve our material selection, our production processes and our products. To be successful in our sustainability work, we shall possess knowledge about our environmental impact. We must also incorporate continual improvements in our work processes in a systematic and structured manner.

The companies and its employees shall act proactively, not reactively. An important part of improving the Group's sustainability performance is to raise the knowledge and awareness about sustainability among the employees. The sustainability work shall be communicated, in a relevant and suitable way, both internally and externally.

Lammhults Design Group contributes to Agenda 2030 (the United Nations Sustainable Development Goals), by influencing the furniture and interior sector to take environmental and social responsibility, by being a good employer, a responsible regional actor, and by helping our customers to become more sustainable by choosing a responsible alternative.

In our work with sustainability, we need to act in the entire value chain, from supplier to customer. Our sustainability work is governed by the ISO 26000 and we lean against the Ten Principles of the UN Global Compact. We prioritize our resources based on a risk and impact perspective according to the following factors; the degree of negative impact caused by a certain activity, the degree of positive impact that is possible to accomplish, and how much we can control our impact.

## ENVIRONMENTAL RESPONSIBILITY

Lammhults Design Group shall design high quality products with strong durability. The design should be characterized by circularity, taking the entire life cycle into account. This means that the products shall be designed to allow reuse and recycling of materials and that recycled and renewable materials should be chosen in the first place. Employees should have the competence to develop processes that continuously reduce



environmental impact from production and materials.

Lammhults Design Group will work systematically to reduce the use of harmful chemicals in production processes and materials. Pollution shall be prevented throughout the value chain and handled properly if they occur. This means that we select the materials we use with care and that we actively apply the precautionary principle. Ambitious measures that reduce the Group's carbon footprint from energy consumption, material consumption and transport shall be encouraged and systematically taken.

## SOCIAL RESPONSIBILITY

Lammhults Design Group acts responsible to promote physical, mental and social well-being. We work actively to prevent psychological illness and encourage health promoting activities. We strive to be a good employer who work with carefully selected suppliers that share our values.

Diversity and equality are important for us as an employer. We respect and take responsibility for human rights throughout our value chain and we strive for continuous improvement for our employees as well as for our supplier's employees. Human rights can be indirectly influenced by the materials that are used throughout the value chain to produce our products. This indirect impact shall be considered when we select the materials for our products.

## FINANCIAL CONSIDERATIONS

To reach a sustainable economic growth we have a long-term perspective, which means we that we enable and finance sustainability initiatives.

We strive to develop a circular business model. This means that our work is based on life cycle analyses, that we aim for circularity in our use of resources, and that we promote sustainable consumption. We see that a reduced environmental impact will bring benefits for us as well as well as creating prosperity with our customers, employees and other stakeholders. We make it easier for our customers to make sustainable choices.

All employees, and especially management, will ensure a clear link between the strategic management of our companies and actual improvements for the economy, the environment, people and society.