


Audo

COPENHAGEN



ENVIRONMENTAL POLICY

INTRODUCTION AND PURPOSE



*At Audo, we provide design solutions
that can transform how we use
space, connecting the dots between
home, work and hospitality.
We are committed to do so in a
sustainable and responsible way.*

Environmental sustainability is extremely important for Audo Copenhagen's global business, both presently and in the future. Many of our raw materials and ingredients are sourced directly from nature and the continued success of our business is causally linked to the health of the environment.

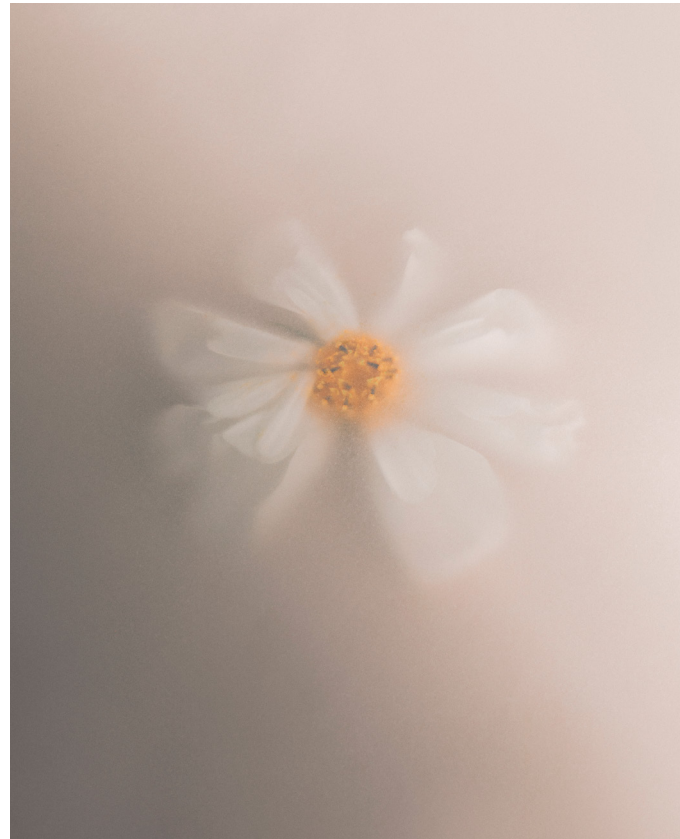
We are therefore continuously looking for ways to reduce our impact on the environment and the communities in which we operate. Audo Copenhagen understands and acknowledges the important role that we play in understanding, protecting and enhancing the underlying biodiversity.

We are therefore constantly striving to optimise our use of natural resources, to view our products and activities from a life cycle perspective and to develop and use environmentally friendly products, materials and technologies in a way that contributes to long-term sustainable development. The purpose of the Environmental Policy is to prevent and control potential risks to the environment and tackle the impacts of our activities throughout the value chain - from the sourcing of materials to packaging, production, distribution, sales and marketing to recycling and reusability. In short, this concept is a life cycle philosophy that we instil throughout our entire organisation.

SCOPE

This policy applies globally to the management, employees and contract workers of all entities in Audo Copenhagen, including sub-contractors. The policy also applies to visitors and to situations where Audo Copenhagen's employees are working at external locations.

This policy commitment will be reflected in all other policies, guidelines and procedures at Audo Copenhagen. We encourage our employees and other stakeholders to inform us of challenges to human rights, the environment or anti-corruption associated with our services, products or business relations.



We comply with all applicable regulations, wherever we operate.

COMMITMENT

Our commitment is based on the internationally agreed core principles for sustainable development: human rights (including labour rights), environment (including climate) and anti-corruption. These principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

Our commitment to comply derives from this, which means that Audo Copenhagen continuously identifies, prevents or mitigates risks of adverse impacts in relation to the core principles. We will communicate how we manage such impacts. We will seek to make a difference for sustainability where it makes most sense for us as an organisation but also as part of a larger ecosystem that is bigger than our corporation.

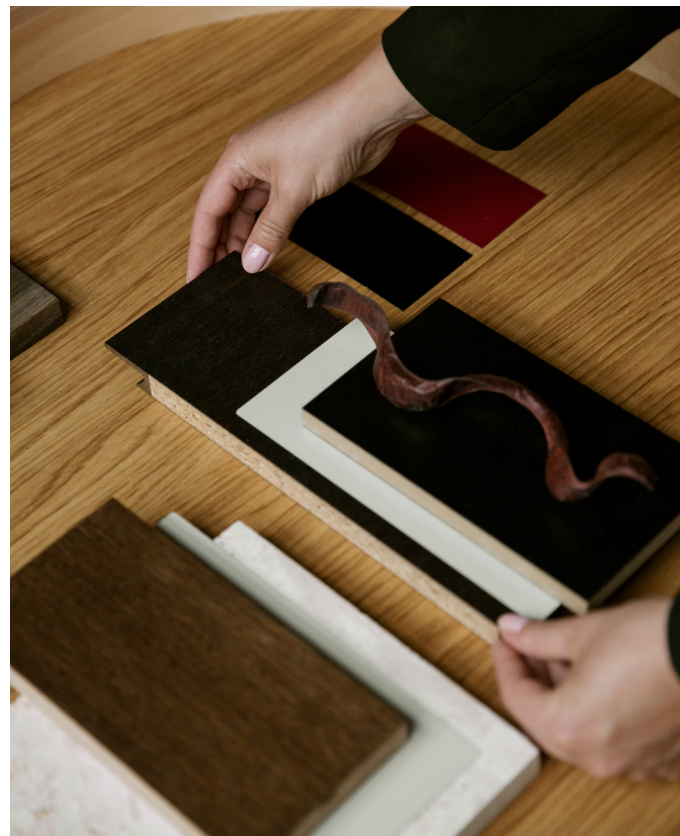
This also affects our sourcing, design and procurement, as all of these processes incorporate a life cycle-based philosophy. This ensures that no products are manufactured with parts we are unfamiliar with, including the chemical components of products, i.e., coating, foam, wiring, pigment for paint-and that the products are manageable in terms of sustainable waste handling and recycling. Together with our craftsmanship know-how and our love and passion for utilitarian design, this translates into the brand and quality we are known and loved for today.

EMPLOYEES

Our employees are key partners in helping us respect international principles for sustainable development. We expect all team members at Audo Copenhagen to assist us in honouring our commitment in their daily work. We will embed our CSR and environmental commitment in the daily work of both our employees and management through training, communication and ongoing assessments.

We always appreciate good ideas on how to prevent, mitigate or improve our impacts on sustainable development. As our employees have a crucial impact on how Audo Copenhagen acts in relation to our collaborators and business relations, it is expected that they follow our internal guidelines and procedures on how to practice and operationalise responsible sustainable development. We do this by instructing all employees on the relevant procedures in their specific area of responsibility. We also train all employees in the relevant procedures in our environmental management system ISO14001, which defines our focus and commitment in relation to avoiding and replacing chemical substances which possess newly-discovered, worrying properties - even if the substance has not been classified yet.

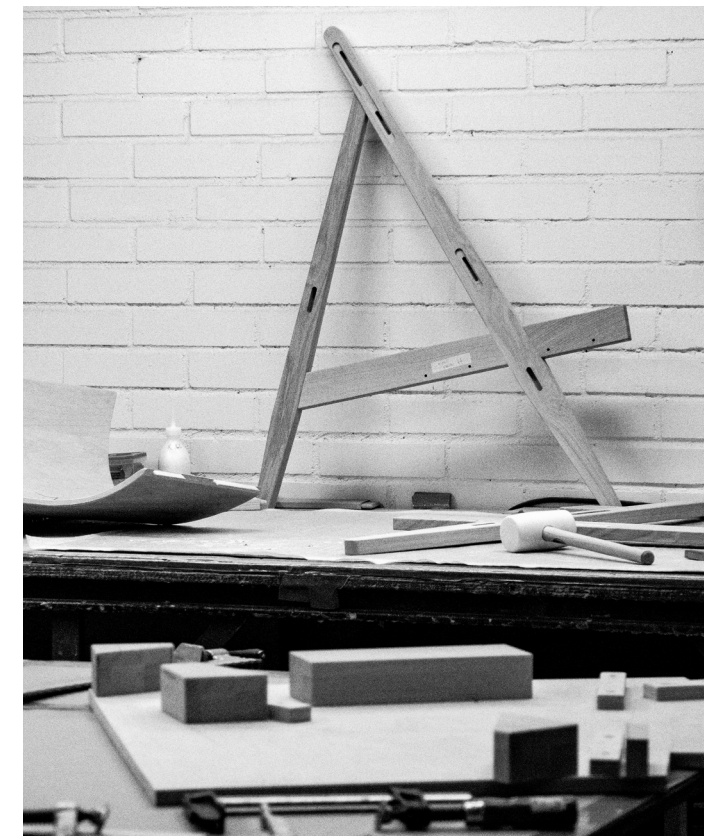
Our designers are committed to creating products with a focus on quality and longevity to assure a positive life cycle perspective whereby our products can be used for generations. Logistics are a significant part of our environmental impact; we believe that we have a responsibility to prioritise methods of transportation with the lowest possible environmental impact and all employees working with shipping share this belief.

TRANSPORTATION
AND DISTRIBUTION

At Audo Copenhagen we strive daily to improve on all areas of our business in terms of sustainable behaviour and thinking, including our approach to the transportation and distribution of our products. As a consequence of our holistic approach to product design, all of our products are packaged to use as little material as possible. The compact packaging with the relevant shock-absorbing material ensures that we do not waste space during transportation.

The choice of packaging material (cardboard boxes and shock absorbers) is under constant review for both product and environmental longevity. Should our products break during transport, they will have to be transported and packaged once, twice or three times before reaching the customer again. Selecting the packaging material that best serves both our customers and the environment is therefore paramount.

Audo Copenhagen will always strive to use the most environmental transportation mode possible and we employ several different technical solutions such as Clean Shipping Index (CSI), with the intent of aiding us in choosing the proper solution for each of our individual shipments. Furthermore, we are always in contact with our external land-based transportation agents to ensure that our products are delivered in an environmentally satisfactory manner.



SUPPLIERS AND EXTERNAL BUSINESS RELATIONSHIPS



We have a commitment to work actively with this area and set the bar higher than merely conforming to the legislation in the area. Any questions and reflections by our stakeholders are welcomed as a key element in the continued responsible development of our strategy for responsible business development.

We expect all of our business relationships to meet the globally agreed minimum standard for responsible business conduct as expressed in this policy. Business relationships shall implement the UNGPs/OECD, i.e., manage risks of causing or contributing to adverse impacts in relation to human rights, the environment and anti-corruption, address actual impacts, share their results and ask the same from their business partners. In cases where a severe risk or impact is revealed, it is mandatory that it is communicated promptly throughout Audo Copenhagen's organisation and supply chain.

At the same time, Audo Copenhagen has an increased and sustained focus on the use of chemical substances in our products. We work with specialised consultants to avoid toxic chemicals and to carefully evaluate classifications and newly identified suspected risks. We are committed to working actively in this area and set the bar higher than simply conforming to standard legislations. Any questions and reflections by our stakeholders are welcomed as a key element in the continued responsible development of our strategy for responsible business development.

Furthermore, we have requested that all our suppliers sign chemical declarations with the intention of maximising transparency, traceability and product compliance, and we have worked tirelessly - i.e., through our product design phase and choice of materials - to ensure the aforementioned compliance and environmentally-friendly concept. This is a chain that must not be broken and this policy has the intention of enforcing this throughout our entire production.