

# SUSTAINABILITY POLICY & ACTION PLAN

# Sustainability Policy and Core Pillars

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At Normann Copenhagen, we aim to take responsibility for our operations within the value chain that influences the well-being of both people and the environment. We're not perfect, but we constantly work towards fostering a more sustainable business model. Our commitment lies in making a positive social impact and minimizing our environmental footprint. Guided by our core values - **courage, quality, and responsibility** - we hold ourselves accountable for the impact on future generations. Our ambition is to challenge conventional thinking and explore innovative, circular modes of operation. We do that through three core sustainability pillars (see Figure 2).

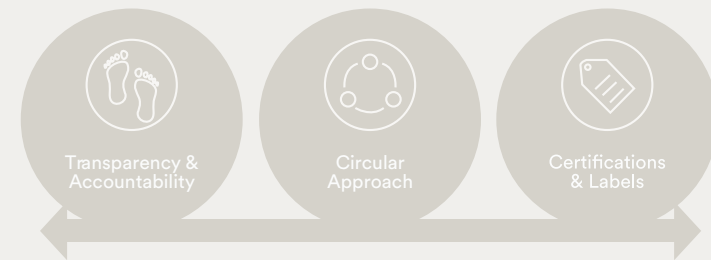


Figure 2.

# Sustainability Action Plan

Based on our core sustainability pillars and the identified SDGs, our sustainability team has developed an action plan for the period 2023-2026 encompassing four tracks of activities to improve our operations. Within each of these four tracks, a series of sub-activities are determined to better assess our performance. These are described in the following sections.

PRODUCT DESIGN	REDUCING OUR CLIMATE IMPACT	RESPONSIBLE CONDUCT	NORMANN CPH AS WORKPLACE
Creating long lasting products	Minimizing the environmental impact of our operations and activities	Ensuring transparency and proper business conduct throughout our value chain	Commitment to employee well-being
<ul style="list-style-type: none"> <li>• Environmental impact of our products</li> <li>• Life cycle assessment</li> <li>• Product warranty</li> <li>• Product longevity and end-of-life management</li> </ul>	<ul style="list-style-type: none"> <li>• Greenhouse Gas Emissions</li> <li>• Electricity</li> <li>• Heating</li> <li>• Waste</li> <li>• Transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Our supply chain</li> <li>• Proximity to markets</li> <li>• Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Normann Copenhagen HQ</li> <li>• Safety and health of employees</li> <li>• Eatery</li> <li>• Adding new knowledge through students and trainees</li> <li>• Gender distribution and inclusion in the workforce</li> </ul>
<p><b>Goal 1</b> Present a robust lineup of new products crafted from innovative and recycled materials without losing the product's key attributes.</p> <p><b>Goal 2</b> Conduct Life Cycle Assessments (LCAs) for all of our furniture collections.</p> <p><b>Goal 3</b> Offer spare parts for 100% of our furniture collections.</p> <p><b>Goal 4</b> Increase the product warranty of selected designs to 5-10 years.</p> <p><b>Goal 5</b> Become FSC® certified.</p> <p><b>Goal 6</b> Aim for 50% of our wood-based furniture to carry the FSC label.</p>	<p><b>Goal 1</b> Reduce Scope 1 and 2 emissions by 50% (baseline 2022) and complete baseline for scope 3 emissions</p> <p><b>Goal 2</b> Increase the amount of green energy used in our Danish facilities</p> <p><b>Goal 3</b> Reduce waste consumption by 5% (baseline 2022).</p> <p><b>Goal 4</b> Obtaining accurate data for freight transportation</p>	<p><b>Goal 1</b> Revise our Code of Conduct and aim to increase to 95% of the suppliers who have signed the revised Code of Conduct</p> <p><b>Goal 2</b> Communicate openly about our sustainability performance in a clear annual sustainability report</p> <p><b>Goal 3</b> Increase traceability in our value chain</p>	<p><b>Goal 1</b> Become locally known as an attractive workplace</p> <p><b>Goal 2</b> Ensure good and equal opportunities for career development</p> <p><b>Goal 3</b> Introduce more employee benefits to increase well-being</p>

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