girsberger

Girsberger Environmental Guidelines

Environmental and quality awareness have been part of Girsberger's corporate philosophy for over 130 years. Since 2007, we have held an EN ISO 14001 environmental certificate for a comprehensive environmental management system. This means that, in addition to legal compliance, we have committed ourselves to complying with the standard specifications, to systematically taking into account all significant environmental aspects and to continuously improving our environmental performance. Compliance with the requirements is checked annually by an external, certified body by means of an audit.

We are convinced that sustainable economic activity in harmony with responsibility for people, the environment and society is only possible by acting ethically and with integrity. We focus on sustainable solutions that reconcile economic goals and ecological aspects.

We manufacture and distribute our products in the most environmentally friendly way possible. Nevertheless, we are aware that this approach alone is not enough to limit global warming to 1.5 degrees. For this reason, the Girsberger Group has set itself the goal of actively taking responsibility and achieving net-zero emissions by 2050.

The aim of our guidelines is to formalise and describe in more detail the commitment to the environment described in the corporate mission statement "WE ARE GIRSBERGER". They form the framework for our company's attitude and responsibility to protect the environment.

The following are the most important guidelines:

- Compliance with all environmental laws and regulations.
- Environmental protection is an integral part of our business activities. We strive for high standards of environmental behaviour. The promotion of high, constantly improving environmental standards is a commitment and common goal for management and executives in all areas.
- We set ourselves annual environmental targets, monitor them regularly and disclose the targets achieved and the measures taken each year (every two years until 2025) in our "Sustainability Report". The Girsberger Group aims to achieve net zero by 2050.
- We consider environmental influences and impacts before selecting product materials and during the development of new products and processes.
- Whenever possible and economically justifiable, we prefer to choose manufacturers and raw material suppliers within a radius of 600 km of our respective production sites.
- We strive to implement the best possible processes to reduce emissions to air, water and soil and to conserve resources such as raw materials, water and energy. We select materials that can be produced in an environmentally friendly manner and disposed of according to type. We dispose of our waste sorted by material groups.
- Managers ensure that all employees are aware of these environmental policies, that they are understood and implemented and followed at all levels of the organization.
- Our special commitment to protecting the environment is also reflected in our ‘Remanufacturing’ and ‘Upcycling’ business areas. Instead of throwing furniture away and buying new, existing items are refurbished, which saves resources and avoids emissions. It does not matter which manufacturer the furniture comes from. With upcycling, old existing office furniture is transformed into new products, for example for use in the spirit of New Work.

- We offer our customers professional and environmentally friendly disposal of office chairs, regardless of whether it is a Girsberger or third-party product.

Scope of application

This policy statement covers the activities of the Girsberger Group.

Validity

This declaration shall enter into force on 1 January 2023 and shall remain valid until further notice.

Communication and implementation

This declaration is an integral part of Girsberger's management and quality management and is available to all employees in the MQM manual. It is also made publicly available on the Girsberger website for the company's external stakeholders.

At Girsberger, we see ourselves as being under an ongoing obligation to ensure that the continuing threat to the environment and the need to do business sustainably are permanently rooted in our consciousness.

Girsberger Holding AG



Danielle Quaile
CEO

For better readability, the generic masculine is used in these guidelines. Female and other gender identities are explicitly included as far as it is necessary for the statement.