

Environmental and climate policy

Purpose and application

This policy applies to HOLMRIS B8 A/S, company registration (CVR) no. 21320080, and all its subsidiaries. The policy is applied internally in HOLMRIS B8 as well as externally through our value chain.

The purpose of the policy is to ensure that we always act with decency and show responsibility in relation to our stakeholders – both internal and external. Stakeholders include, but are not limited to, customers, external business partners, our own employees, owners and board members, authorities, suppliers and employees in our upstream value chain.

Values and principles – *Cornerstones*

HOLMRIS B8 is built around four key cornerstones that underpin our values and business practices. These cornerstones strengthen our identity and guide us in all aspects of our business.

These cornerstones serve as our compass, ensuring that we always act with integrity, innovation, and consideration for people and the environment.



01 Room for people

We create room where people flourish, develop, and attain their full potential, with our customers as well as within the company.



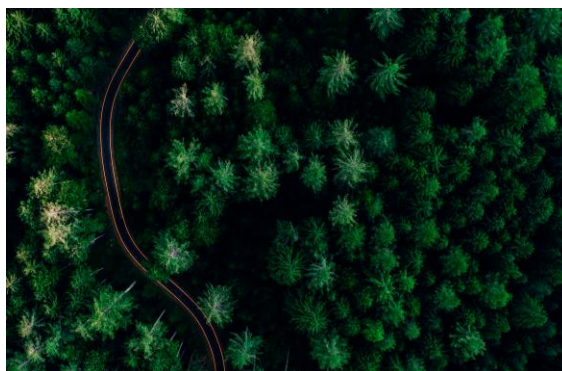
02 Sales and design

We combine aesthetics and functionality in our designs and offer customized solutions that meet our customers' unique needs and wishes.



03 Strong Danish foundation

Our roots and traditions are deeply anchored in Danish design and craftsmanship, which we proudly represent and enhance.



04 Sustainability

We are committed to sustainability and make constant efforts to minimize our environmental impact through responsible practices and innovative solutions.

01 Sustainability

HOLMRIS B8 has a vision to create sustainable furniture sourcing while showing respect for nature, resources and people.

At HOLMRIS B8, we are committed to creating a sustainable future by minimising our environmental impact and promoting sustainable practices in all aspects of our business and value chain. Our environmental policy forms an integral part of our business strategy and operations and supports our goal to achieve a 90% reduction in scope 1, 2 and 3 CO₂e emissions by 2045, validated by the Science Based Targets initiative (SBTi).

As pioneers in sustainability, we have held a market-leading position for several years. Since 1914, we have planted trees alongside our production to safeguard future resources. This early commitment to sustainability is integrated into our business model, and we work actively on the development and certification of new types of material to ensure that our products meet the highest environmental standards.

02 Environmental commitments

Legislation and future licence to operate

HOLMRIS B8 complies with all applicable environmental laws and regulations in Denmark, the EU and the countries we sell to. We strive to meet and exceed these requirements to secure our licence to operate and promote environmental sustainability.

- We comply with all applicable environmental laws and regulations and strive to go beyond these requirements to promote environmental sustainability.
- We ensure that our operations and products comply with international standards and best practice in environmental protection.
- We are preparing to comply with future EU legislation and strive to be proactive in adapting to these requirements to ensure future sustainability and responsibility throughout our value chain.
- We will continue our journey to reduce our scope 1, 2 and 3 emissions.
- We will take responsibility for our own value chain and ensure the use of best practice to fulfil our commitments.
- We focus on raw materials, responsible production, green electricity and taking responsibility for offering and selling responsible choices to our customers.

03 HOLMRIS B8 Internal responsibility

We work actively to reduce our environmental impact through a number of initiatives and actions covering different areas of our internal operations. We take responsibility by incorporating a responsible mindset into every aspect of our business. This mindset forms the basis of our sourcing decisions and the company's decisions in general, ensuring that sustainability is a central part of our strategy and day-to-day operations.

Reduction of CO2 emissions

- We will continue to reduce our scope 1, 2 and 3 CO2e emissions.
- We will develop and follow a reduction plan to ensure achievement of our science-based reduction target.

Efficient use of resources

- We work actively to reduce our consumption of natural resources by reusing, recycling and using sustainable materials.

Waste reduction and circular economy

- We are committed to minimising waste through prevention, reduction, reuse and recycling.
- We continue to develop and implement circular economy principles and solutions throughout the company and our value chain.

Chemicals and responsibility

- We ensure that all chemicals used in our products comply with applicable legislation and internal health and safety standards.
- We promote the use of certified products that fulfil high standards of sustainability and responsible production.
- We ensure a safe and healthy working environment by complying with relevant regulatory requirements and strive to surpass them.
- We continuously work to improve the working environment for our employees.

CO2e at product level

- We have introduced PEF-based CO2e measurements at product level in the furniture industry and apply this practice in our Nordic Collection, which is still in use.
- We include CO2e information in invoices and at line item level in quotes to create transparency and help our customers make informed choices.
- We are committed to continuing this work and expanding the use of CO2e measurements.

Improving data

- We continuously work to improve our data collection and reporting to ensure accuracy and transparency in our environmental performance.

Education, training, expertise and employee engagement

- We continuously work to increase our internal level of knowledge about the environment and climate.
- We have a special focus on how each function can contribute to our common goal of making a difference.
- We will motivate and involve all employees to contribute to our common goal.

Communication & transparency

At HOLMRIS B8, transparency is a core value that reinforces our commitment to social responsibility and ethical business practices. We believe that open communication and transparency are essential to maintaining trust among our employees, customers and stakeholders.

- We communicate openly about our policies, goals and results.
- We report on supporting transparent platforms such as CDP and EcoVadis.
- We offer systems for reporting non-compliance and handling complaints.

By promoting transparency in our business, we build a culture of trust and responsibility. We are committed to upholding the highest standards of transparency and integrity in everything we do.

Integration and implementation

Management actively supports this environmental policy and ensures that all employees and partners are informed of the policy through education, training and communication. We will continuously monitor and evaluate our environmental performance and make necessary adjustments to achieve our goals. We continuously monitor and evaluate the policy and its effectiveness and take corrective action where needed.

04 Suppliers Upstream value chain responsibility

We ensure that our environmental responsibility includes both our own products and products from other manufacturers. We work closely with our suppliers to promote sustainable practices and ensure that all parts of our value chain meet high environmental standards. Cooperation, transparency and continuous improvement are the way forward, and we know that openness and close co-operation with our partners are crucial to achieving our environmental goals.

Traceability for raw materials

- We ensure traceability for all raw materials and promote the use of certified materials such as FSC-certified wood.

Responsible forestry

- We are committed to fighting deforestation and work to ensure that no wood-based products contribute to deforestation. Our own wood-based products must be FSC-certified.

Water management

- We will create transparency and work with our suppliers to reduce water consumption and ensure sustainable water management throughout the value chain.

Plastics and reuse

- We will promote reuse and traceability of plastics and work to minimize the use of single-use plastics in our products and processes.

Biodiversity

- We work closely with our suppliers to ensure their practices do not contribute to biodiversity loss and support initiatives that promote ecosystem health.
- This includes requirements for responsible forest management, protection of natural habitats and minimum impact on local ecosystems.
- We will continue our work on biodiversity and analyzing our own impact through the value chain.

05 Customers Downstream value chain responsibility

HOLMRIS B8 is committed to taking responsibility for minimizing long-term environmental impacts. This includes a responsibility to guide our customers in long-term and holistic solutions, making the complexity of impact, risk and opportunities in the industry concrete and understandable. We are committed to continuing to make it easier to make responsible and informed choices.

Life extension & resource awareness

- We are committed to using the resources available to us responsibly and with an awareness of future resource shortages.
- We help our customers reuse and extend the life of their existing furniture, reducing the need for new resources.
- We convert and upcycle resources that can no longer be used to new uses through upcycling, reducing waste and saving resources.
- Responsible purchasing
- We are committed to increasing transparency and creating a holistic view of a product's impact, risk and potential.
- We help our customers make informed choices when buying newly manufactured products.

Responsible processes and use of resources

- In carrying out our tasks, we are committed to responsible use of resources, including fuel, logistics, waste management and quality assurance.
- We ensure that our direct emissions related to our customers are minimised.

Transparency and data

- We are committed to working with a high level of transparency.
- We present data, both internally and in our value chain, to our customers and enable them to make responsible and informed decisions.
- We will create and apply product passports for our products to ensure traceability and the right data in the right place.

06 Future goals and commitment

HOLMRIS B8 is committed to continue working to fulfil the goals of the Paris Agreement and to promote environmental and climate initiatives. We work continuously on projects to support the achievement of our overall objectives:

SBTi Net-Zero target

Achieve a 90% reduction in CO₂e emissions from the 2018-19 baseline by 2045.

Renewable energy

Use 100% renewable energy at all our own sites and ensure the use of renewable energy in the production of the products we sell.

Sustainable supply chain

Ensure that all our suppliers comply with our environmental standards and work towards reducing their own environmental impact towards sustainability.

Innovative solutions

Invest in and develop innovative solutions that promote sustainability and reduce environmental impact.

Transparency in the industry

Promote transparency by including CO₂e measurements at product level and work to extend this practice to the entire industry. Increase transparency by reporting openly on supporting platforms such as CDP and Ecovadis.