

Edsbyn Senab

# Sustainability report 2018

# Agenda 2030

## - An Introduction

The Global goals and Agenda 2030 is a commitment of world countries to eradicate poverty and hunger. It is also an undertaking to combat inequalities, build peaceful, just and inclusive societies. Protect human rights, promote equality and the empowerment of women and girls, and ensure protection that is lasting for our planet and its natural resources.

To achieve this, the world's leaders have committed themselves to 17 global goals and 169 subgoals. By doing this, we will abolish the extreme poverty in the world, reduce inequalities and injustices and solve the climate crisis.



At Edsbyn Senab sustainability is central to both our history and our future, and our sustainability agenda was formulated in close consultation with our employees. Basing our efforts on global goals, we are working rapidly towards ambitious environmental, social, and economic goals. Our highest aspirations are to assume responsibility for our impact, inspire trust in our business, and ensure its farsightedness.

With the classic definition of sustainable development, which was established 1987 in the UN report "Our common future" and the Global goals as a guiding tool, we want to guide our business towards a more sustainable future.

”Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs”

This is our second sustainability report as a group. This report is established in accordance with the Swedish ÅRL, chapter 6 and covers all companies in the Group.

Edsbyn Senab Sustainability group

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Photo: Pia Ulin

Photo: Maria G Nilsson



# Previous year 2018

Even with a much weaker start of the year than we had expected, in 2018 Edsbyn Senab continued the journey towards our long-term objectives, strategic as well as business oriented. These objectives were decided a few years ago in the Group Management and the Board of Directors.

We are convinced that we, by manufacturing high quality furniture and providing our customers with robust interior solutions, contribute in creating better functioning and more sustainable work environments in the markets where we are active.

In our Edsbyn factory, located in the heart of the county of Hälsingland, we have during a number of years undertaken a comprehensive change of the factory layout and simultaneously upgraded our production equipment in order to decrease waste, when it comes to raw material, lead times and energy.

During the last years the group has showed significant growth in the Chinese market. In order to minimize transport costs and to be a more local player after carefully having selected Chinese subcontractors we have started local manufacturing during the year. These are clear examples of the intensified sustainability focus of the group.

The circular economy is another area where we have seen a much higher interest from the market. Office furniture is being produced to very high quality standards and could be refurbished and reused to a much higher degree. We are involved in a number of projects both internally and together with external expertise in order to find commercially viable solutions to these topics.

We have also seen very good result from our business concept Senab Workplace Strategy. Our ambition is to help customers fulfilling their ambitions with their workplaces. By doing so our customers can decrease the office spaces and hence decreasing their energy consumption and their office costs without sacrificing the organizational performance.

As these concepts sometimes can increase the sound level in the offices we are also funding research aiming at finding solutions to these problems. We are financing a PhD project based on the hypothesis that we by adding carefully customized sound actually can reduce the stress level amongst the people in these offices.

The above examples are all important areas but it is in the end the company culture that will determine how successful the long term sustainability focus will be. It is therefore as important to continue to work with our values as it is to develop products and solutions for the market. This is also work that is constantly being conducted in all group companies.

To us diversity equals strength and it is something we constantly strive for. Our overall ambition is to always try to contribute to a sustainable society

*Bengt Nilsson, President & CEO, EDSBYN SENAB AB*



# About us

## OUR BUSINESS

The Edsbyn Senab Group consists of a manufacturing unit, Edsbyverken (turnover app. SEK 400 million) and a number of sales companies under the Senab brand (app. SEK 1600 million). Our customers are located all over the world since we follow our customers to their markets. Sales are mainly in Sweden and Norway, but we also export a significant proportion outside of Sweden and Norway (about 20%).

We offer in addition to self-produced interiors and the market's widest portfolio of brands as well complementary services such as project, workplace analysis and logistics.

## EMPLOYEES

Today we have 550 coworkers, represented in 14 locations i Sweden. From Luleå in the north to Malmö in the south. We are represented in 14 locations in Norway and have operations in Shanghai and New York.

## OWNERS

- Skräddarbo Förvaltning AB & Lillrösten Förvaltning AB	<b>62%</b>
- Ljusdals Invest AB	<b>21%</b>
- Management and staff	<b>17%</b>

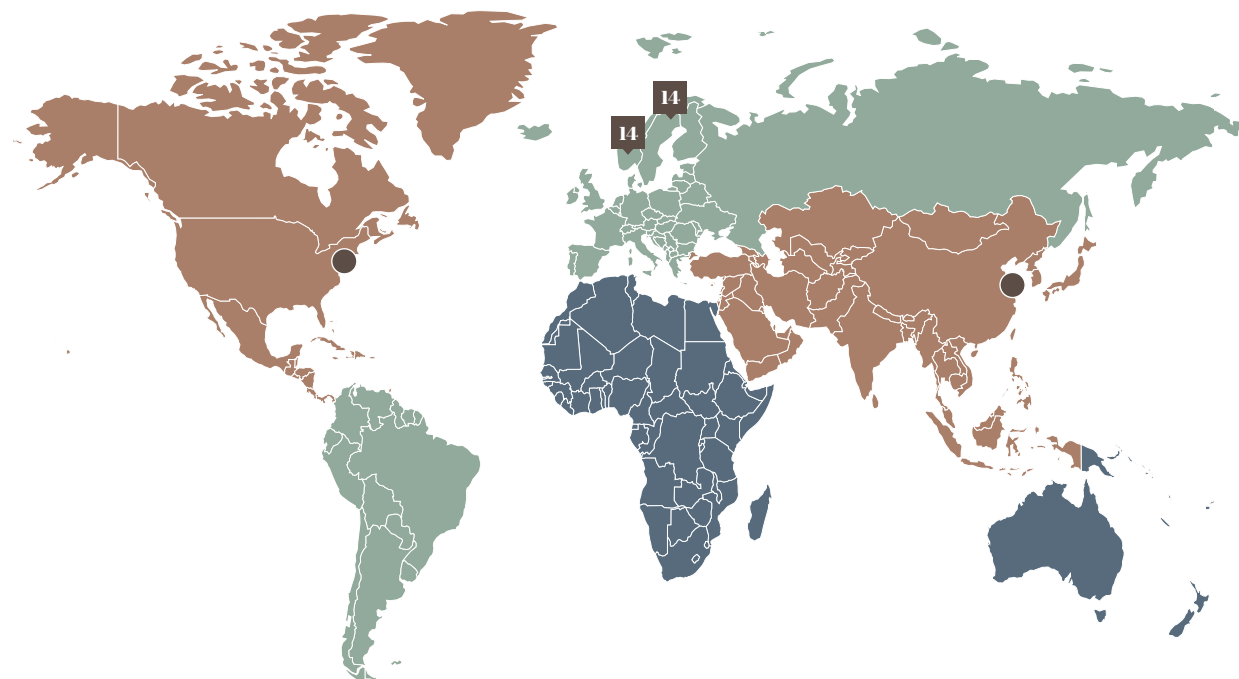
Edsbyn Senab AB, is the parent company in the group and it owns 100% of the shares in all subsidiaries with the exception of Senab Eikeland, Norway, where it owns app. 67% of the shares.

## SUPPLIERS

Edsbyn Senab works annually with about 450 different suppliers. The largest share are Swedish and Scandinavian. Others are from the Baltic countries and Central Europe as well as China and North America.

## CUSTOMERS

- Small, medium and large size companies
- Public organizations
- Hotel & Restaurant
- Private customers



# Product Labels & Certificates



For us, it is important that our products are of high quality and are made from the best possible consideration for the environment. A large part of our assortment are certified according to Möbelfakta and the Nordic Swan Ecolabel.

The products are developed and manufactured in accordance with current national and international product requirements regarding quality. They have been tested by accredited test institutes and comply with applicable standard requirements for public use regarding ergonomics, adjustability, safety, strength, surface resistance and stability.

We have been working actively with environmental questions for many years and the company has been certified according to ISO 14001 & 9001.

In 2015, Edsbyn Senab merged its Norwegian subsidiary Edsbyn Senab AS with Magnar Eikeland Gruppen's interior business, forming Senab Eikeland AS. This company is today one of the country's largest and leading actor in furniture and interior design solutions for offices, schools, kindergartens, health, offshore and public environments.

They are today certified with the Norwegian "Miljøfyrtårnet" and have a quality and environmental management system according to ISO 14001 and 9001 standards.



The company is connected to Förpackning och tidningsinsamlingen (FTI) and Der Grüne Punkt and pays annual fees for packaging.



# SSR - supplier sustainability

## BACKGROUND

Social responsibility is an important part of Edsbyn Senab's work towards becoming a more sustainable actor within the business. According to the Corruption perceptions Index 2018, published by Transparency international, 2/3 of a total 100 countries show an high level of public sector corruption. The average score i 43/100 and the majority of these countries have done very little or in some cases no progress.

At Edsbyn Senab, we constantly review our suppliers to counteract corruption. We put extra focus on supplier that are located in countries that, according to sources like BSCI, have a high level of corruption.

Another important part of the work is also to ensure that our products are manufactured with respect for human rights. We therefore make our demands according to UN:s "Global Compact" and all our partners/ suppliers must certify and support the requirements set out in the specification..

We have a holistic approach when we do our risk assessments and look at the suppliers own procedures and routines. This includes the supplier's own systematic work within the business but also with their supply chain. There are several sources for gathering information but we are today working with Business Social Compliance Initiatives (BSCI) platform.

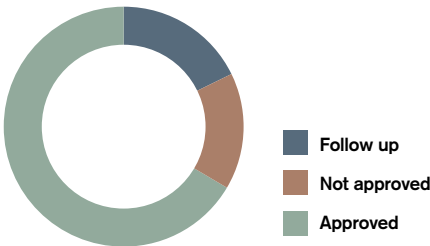
The risk analysis and evaluation is the basis for the prioritization and follow-up. If a supplier is considered high risk, a follow-up is prioritized and action is taken in order to gather more information about the actual situation. These actions often consists of some sort of self-evaluation, but trained auditors and / or third party audits can also be used in some cases.

In the event of any deviations, an action plan must be prepared. This should contain a description on how this deviation is going to be addressed.

One of the most important aspects with risk assessments and continuous improvement is good communication. This applies both internally to our own operations but also externally to our suppliers and other stakeholders.

## WHAT'S NEW?

During 2018 we have focused a great deal of energy on mapping our supply chain and making risk assessments. We have now developed a new tool, called SSR, Supplier Sustainability Report. This is an initial screening of the company that will give us better insight in how our suppliers work with environmental, social and economic sustainability. SSR makes the process of mapping easier, more structured and more effective due to its consideration of the different aspects.



## WHAT WILL HAPPEN NOW?

Even though we have come a long way, the journey is far from finished. We will continue to map and risk assess our supplier chain during 2019. Our goal is that we will do at least a hundred more, but also make an action plan for the 16 % that didn't get approved according to our standards

REQUIREMENT	RISK ANALYSIS	EVALUATION OF SUPPLIER	SUMMARY AND PRIORITIZATION	IMPROVEMENT AND DEVELOPMENT OF SUPPLIERS
<ul style="list-style-type: none"><li>- Human rights</li><li>- Working conditions</li><li>- Working environment</li><li>- Environment</li><li>- Anti-corruption</li></ul>	<ul style="list-style-type: none"><li>- Country</li><li>- Production/service</li><li>- Production/business</li></ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"><li>- Business Social Compliance Initiatives (BSCI/AMFORI)</li><li>- Ministry of Foreign Affairs' reports on land risks and human rights</li><li>- International Trade Union Confederation (ITUC)</li></ul>	<ul style="list-style-type: none"><li>- Social and ethical responsibility</li></ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"><li>- Supplier Sustainability Report (SSR)</li><li>- Subcontractor certificates, Social responsibility (Möbelfakta)</li><li>- On-site visit (Basic social compliance checklist)</li></ul> <p><b>Suppliers own systematic work:</b></p> <ul style="list-style-type: none"><li>- ISO 14001, - EMAS, - OHSAS</li><li>- 18001, - SA 8000, - Other</li></ul>	<ul style="list-style-type: none"><li>- High or low risk (SSR)</li></ul> <p><b>Tools and methods:</b></p> <ul style="list-style-type: none"><li>- Supplier summary is reviewed and graded</li><li>- Training of our own auditors</li><li>- Third party audits</li></ul>	<ul style="list-style-type: none"><li>- In the case of any deviations a plan of action must be established:</li><li>- The deviations</li><li>- Root cause analysis</li><li>- Appoint a person with responsibility/authority</li><li>- Time schedule</li></ul> <ul style="list-style-type: none"><li>- Constant communication with supplier</li><li>- Information/Education</li></ul>



# Our responsibility

For Edsbyn Senab, all forms of social responsibility are an important part of our everyday lives. Our sustainability work is extensive and there the social aspects are central and ever-present.

Our work environment, our working conditions and our health and well-being are important factors for our operations and for the actors we interact with. Our employees are our biggest asset so shortcomings and risks within this are highly prioritized for our group. In the report, we describe how we ensure that this is complied with at all levels.

In addition to the UN's 17 global goals, we lean on our social work towards the guidelines of our social organization, TMF and Möbelfaktas, for social responsibility. These guidelines are adhered to in all our operations and in our turn we place the same demands on our subcontractors. We review this annually and follow up as needed. We call this our Supplier Sustainability report (SSR).

## INTERNAL

At Edsbyn Senab, several central functions work to ensure our social responsibility. Our lines are ultimately responsible, but the HR function drives most internal processes such as our work within diversity, equality, integration, offensive treatment and work environment. Our Code of Conduct and our other policies are available in our personnel manual that deals with all of our business regulations.

In our endeavor to be the best employer in the industry, in 2018 we have continued the work of increasing the involvement of our employees in several different ways. We have continued to work on cultural and valuation issues together with our employees to further strengthen the brand.

Of the issues that are followed up in the Group's large employee survey, 75% have achieved a higher result than in 2015. Specifically regarding Gender Equality, within the Senab companies we now have reached a 50/50 representation men/women in the management teams. We have also made great progress in the experience of whether men and women, regardless of ethnicity, sexual orientation or religion, have the same opportunity for career and competence development. Furthermore, in 2018, we have placed great emphasis on clarifying routines and strengthening the competence of managers on how we should handle situations during offensive treatment.

## NMI

This is an extensive survey and we can gladly see that about 75 % of the questions have a higher score compared to 2015. In 2018 we also had a really high response rate of 91 %.

## EXTERNAL

Social consideration is not only important for us internally but also externally. We engage in most activities to create better conditions, both in our environment and in our neighborhood. For example, we are an advocate for increased demands in our procurements. Where "lowest price" has previously been the most important competitive factor, we want to work to ensure that important issues such as social responsibility are highly valued and demanded.

For several years now, Edsbyn Senab has, for the benefit of those in need in vulnerable areas, refrained from handing out eg Christmas gifts both internally and externally. The Group has also had a great commitment to sports and health. Sponsorship for both elite and youth sports is common. Edsbyn Senab also encourages other health-promoting activities where initiatives are often taken from their own employees, but other organizations' initiatives are also supported.

## PARTICIPATION

We have started a lot of improvement programs where co-workers themselves can take initiatives towards improvements. This can for example be improvements of our own processes within our company or give suggestions on activities that will promote well-being.

# In practice

## REUSE IS GOOD USE

Cecilia Sjöblom delivered 2018 furnishings to Hotel Winn in Gävle. When the procurement of a new interior went on, calls were made about how the old interior could be taken care of in the best way. With a wide network and great commitment, a collaboration was initiated that led to the old hotel room interior being reused for an HVB home, where the need really was of newly furnished rooms. Edsbyn Senab provided resources both in the form of staff and money to enable this project to be implemented.

## RECYCLE FOR CHARITY

Urban Khemi is the property caretaker in our own factory in Edsbyn. He has taken the sustainability issue into his own hands and made a collection for charitable purposes. He has collected aluminum cans and glass bottles here in the factory and the money gathered from the collection and recycling was donated to charity. The money will go to helping women and children in need in Bunia.

We are incredibly proud of his drive and commitment. We believe that this type of work needs to be highlighted and we hope that this will inspire more people within the organization.

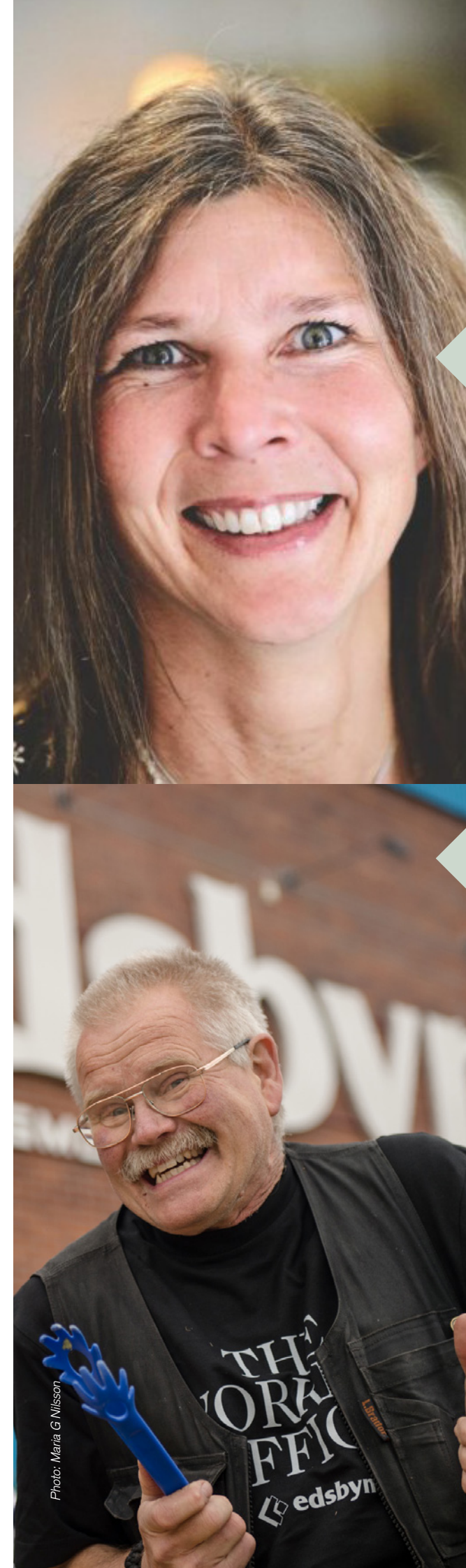
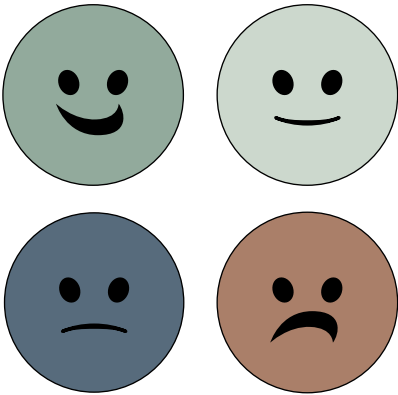


Photo: Maria G Nilsson



# How was your day?



The company has overall responsibility for the work environment, but all employees also have a responsibility as part of their colleagues' work environment. We have been searching for a method which gives us quick feedback and enable us to capture any changes.

In order for us to raise the issue and to work with it more actively, we have installed a Happy or Not panel at both entrances in the factory.

Of course, it is anonymous and you just click on the "Smiley" which best suits the question "-How was your day?"

With that question in mind we wanted to capture the feeling of every employee. The feeling should be based on;

1

TYPE OF WORK

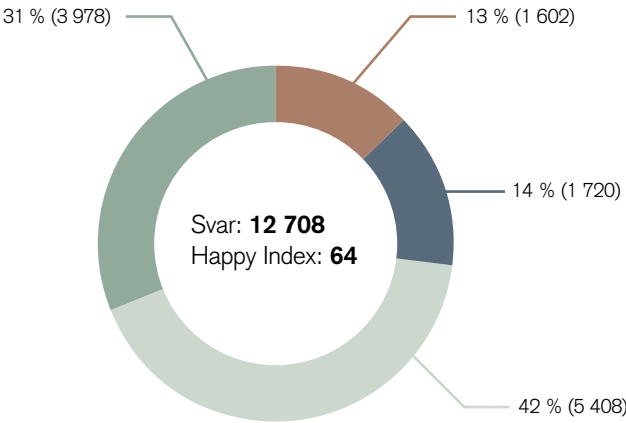
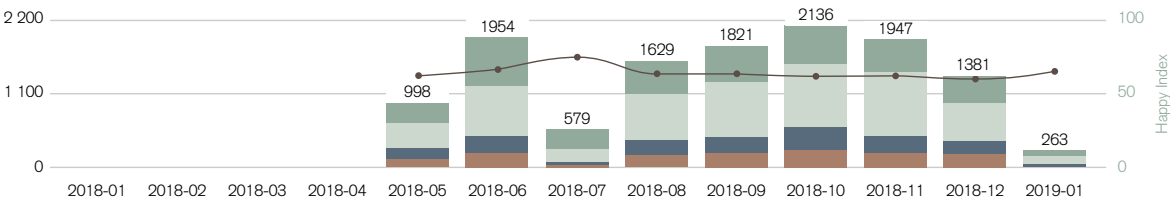
2

COLLEAGUES AND

3

MANAGERS

The goal is to create a better and more pleasant work environment within the company.



# Coworking

Coworking means that several companies share an office space. Instead of long lease contracts, agreements are signed that are flexible for both the landlord and the tenant. The idea of coworking originally emerged as an answer to the need for small companies and startups to have cheap and flexible workplaces in central locations in large cities.

**The development that takes place in the real estate industry is that the area goes from being a product to becoming a service; wanted at a reasonable cost.**

Another advantage of coworking is that it encourage meetings, collaborations and knowledge exchanges between people from different industries and with different backgrounds. Coworking is sustainable from several different perspectives. The social and economic aspects described above, but also from an ecological perspective. Our properties consume a lot of energy and by sharing the resources; coworking contributes to a sustainable society ecologically.

At Edsbyn Senab, we create spaces for big ideas, where people can grow and reach their full potential! We provide our centrally located showrooms for coworking and have already seen very positive effects from this. In Umeå, Gothenburg and Stockholm, this is already a natural part of our everyday life and several places are soon to come.





# My soundspace

In the modern, emerging office environments, we are seeing more and more emphasis placed on open-concept environments, which provide a new world of opportunity for spontaneous meetings, promote the exchange of knowledge, and naturally facilitate collaboration.

However, one challenge presented by the open-concept office environment is the noise level, which can cause disturbance and make it difficult for some individuals to concentrate. This is a problem area that inspires us at Edsbyn to work hard to find a good, practical solution.

The solution we present, which is being examined in the My Soundspace research project, is a collaboration between Edsbyn and Martin Ljungdahl Eriksson, an Industrial Doctoral student at University College West, and centers around the creation of personal sound environments adapted to the situation and user. In user-centered studies in real office environments, we have developed and tested prototypes that created a local and individualized sound environment. Our studies have shown very promising results over the short term. A large majority of users reported that My Soundspace improved the sound environment and enhanced their focus and concentration within their own work tasks.

We tested our My Soundspace prototype over a three-month period with very good results. The test asked 43 subjects to work from their work spaces on their typical work assignments while choosing between five different sounds from our prototype.

Below is their perception compared to working in their typical work spaces:

**74.4% Better**  
**16.3% No difference**  
**9.3% Worse**

Photo: John Hagby





# Preparing for the future!

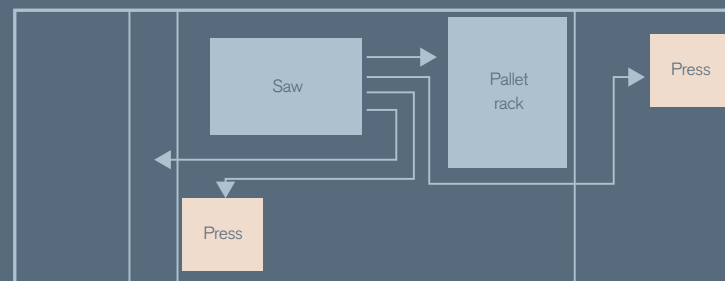
In order to prepare for the future, we have invested in new equipment to meet the requirements. In 2018 we invested in a new saw in our factory in Edsbyn.

Since 2014, we have worked hard to optimize the flow in the factory and this investment is a giant leap forward in the larger conversion project. Through this investment we have created a completely new linear flow. This entails savings, not only in terms of material but also time and energy.

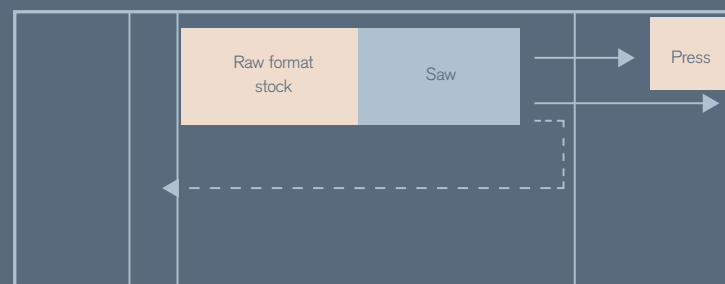
The old sawing machine was constantly running two shifts and at higher occupancy and we often needed people to work overtime. During periods of high occupancy it often happened that we also needed to use up to 3 shifts and buy finished materials. The handling of all the material was manual and very resource-intensive and there were no links between the machine and the business system, which meant that it was difficult to optimize.

With this new, automatic system we have a connection to the business system and now have the possibility to optimize our processes. We can now also manage a lot of new different materials, which creates new opportunities for us in future projects and gives us a precision like never before.

## Flow before installation



## After installation





# Energy

## BACKGROUND

The usage of renewable energy is an important part towards reducing greenhouse gas emissions and our dependence of fossil fuels. Incineration of fossil fuels such as oil, coal, natural gas have a strong impact on the climate, give rise to problems such as acidification of land and water and can cause a variety of health problems

Improvements regarding reduction of our energy consumption is an important part of minimizing our impact on the environment. We have for many years worked with questions regarding energy. During both year 2016 and 2017 we have carried out extensive mappings over our energy use, which is compiled in a separate report. This is a useful and powerful tool in mapping sources and identifying flows where we have the most energy consumption. Based on this we can take action and make improvements.

The energy mapping from both 2016 and 2017 shows that the AB Edsbyverkens Factory in Edsbyn stands for most of the energy consumption. That is why we put most of our focus and efforts in this area.

46 % of the total electrical consumption comes from the wood chip fans and about 20 % from other sources, which includes machines within the production line. About 13 % comes from lighting and the remaining 21 % are from the head office, ventilation fans, presses in the factory, engine heaters and compressors.

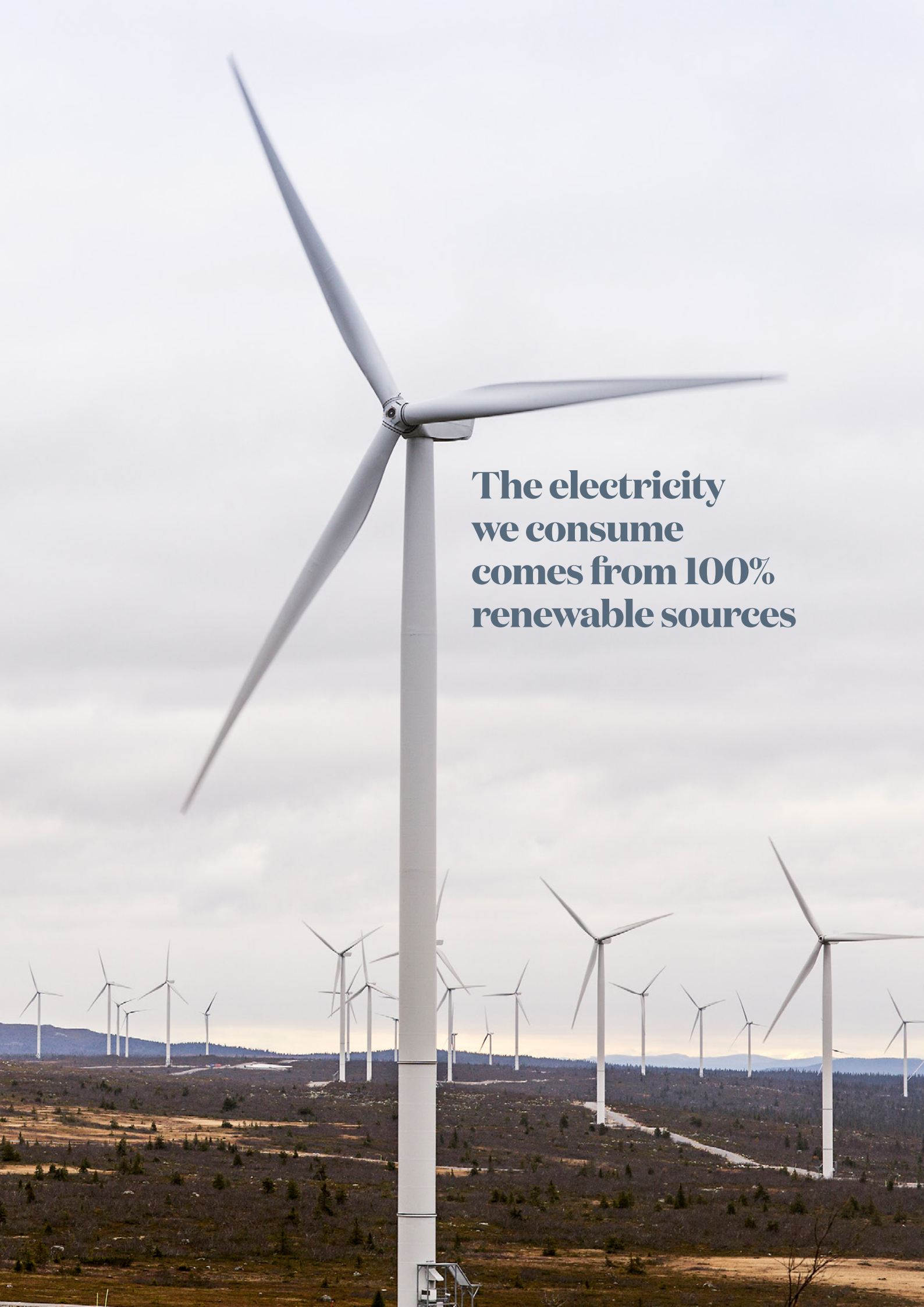
## ENERGY IMPROVEMENTS 2018

V 38	V 39-40	V 43	V 44-46	V 47
20 windows have been changed on the backside of the factory.	Replacing valves for radiators Head office.	<ul style="list-style-type: none"><li>Replacing 11 lighting fixtures large staff parking (ca 15000 kWh/år)</li><li>Change one section of glass concrete to new windows in the façade.</li><li>Changing the control to the TA2 HK ventilation unit</li></ul>	<ul style="list-style-type: none"><li>Sealing of walls at head office.</li><li>New engine heater system installed at large staff parking. Saving about 80,000 kWh/year.</li></ul>	<ul style="list-style-type: none"><li>Installation of 3 air heaters above unloading ports.</li></ul>

## WHAT WILL HAPPEN NOW?

We are now in the phase of taking our factory into the future and develop our machinery and processes even further. We are optimistic about the future and are counting on make huge savings in the upcoming 2 years.

The goal for 2020 is to reduce our electrical consumption with 8 % and our heat with 5 %.



The electricity we consume comes from 100% renewable sources



## VOC - VOLATILE ORGANIC COMPOUNDS

Organic compounds that evaporates in room temperature are called volatile organic compound, abbreviated VOC.

This can in many cases be found in different paints and varnishes and can have negative effects on both health and the environment. When the paint dries these compounds releases into the air and the chemical reactions contribute to the formation of ground level ozone.

We want to minimize the use of these types of compounds in our products and reduce our emissions. We therefore set very high demands on the types of adhesives and varnishes we use in our own production.

### ECHA'S CANDIDATE LIST & SVHC (SUBSTANCES OF VERY HIGH CONCERN)

None of the products we manufacture and sell contains chemicals found on ECHA's candidate list of SVCHs in concentrations greater than 0.1% by weight.



# The new management system

## BACKGROUND

As a company we are responsible for our own use of chemical products but also that our partners comply with current laws and regulations. One of the obligations is that Safety data sheets (SDS) needs to be complete and up to date.

As a user of a chemical product, you have the right to know whether an article contains any of the substances that are included in the European Union's Candidate list of substances that are of very high concern (SVHC).

## WHAT'S NEW?

During this year we have implemented a new system for managing chemical products in our business. This is a cloud-based tool, which gives us a good overview of our business and it's safety data sheets. The goal is to be more effective in mapping chemical use, risk assessing the products and take action. This is an important part of the systematic work towards creating a safer work environment for all our co-workers.

## WHAT WILL HAPPEN NOW?

We are now in the start-up phase and will continue to work with the Chemical register and update this with the products we use. Chemical products will also be continuously evaluated with this new tool regarding health, safety and environmental aspects.



# Chemical management

Chemicals are available in large quantities in our society today and these substances can be used for various applications.

Many studies indicate that people have several chemicals in them every day, all year round. An individual chemical may not have a negative impact, but when they interact, they can have a potentially devastating consequences for both our health and the environment. Some chemical substances can for example be allergy inducing, affecting the brain or be endocrine disruptive.

REACH, is the European Union's chemical legislation that came in the force in 2007. This is the first legislation in the world that has the ambition to cover virtually all chemicals. The goal is cover all chemicals regardless of where they occur and how they are used.

We as a company not only have responsibility for our own chemical handling but also that our partners follow current laws and regulations. We work continuously to analyze and evaluate the chemical products that we use in our business. At Edsbyn Senab we see this as a very important question when talking about Sustainability.

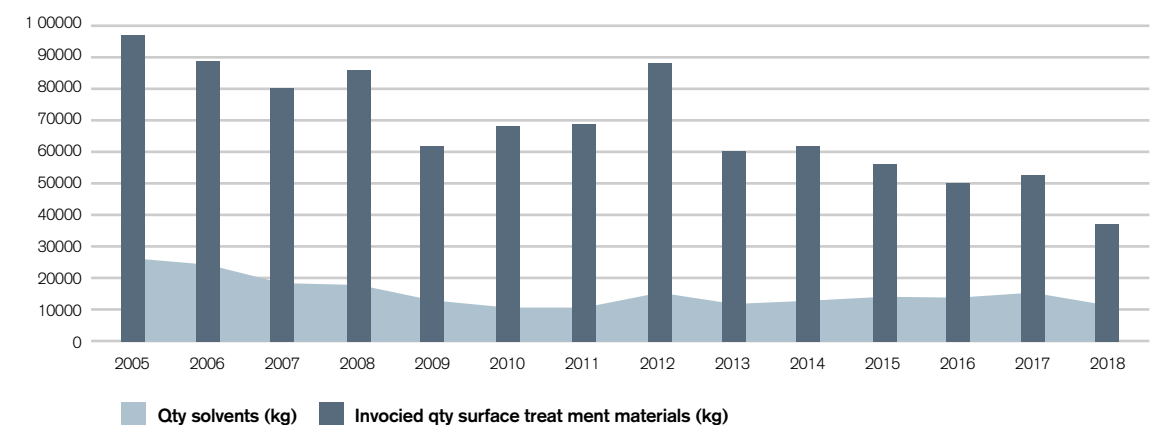
## OUR SURFACE TREATMENT

The lacquers we use are of one-component type, which is applied with rolling machines and cured by irradiation of ultraviolet light. The varnish we use in our manufacturing process contains very small amounts of solvents. Water based clear coatings are used for spraying edges containing about 5 % solvents in the form of PH-regulating additives, anti-corrosion agents and preservatives.

When we coat a product with covering topcoats, UV coatings are mainly used. With some special colors on the other hand, solvent-based paints are used. These are free of formaldehyde.

When staining, water based stains are used, completely free of solvents, these are then over coated with UV lacquers.

We always strive to minimize our use of solvents. Over the years, we have seen a strong downwards trend in our use of solvents. From year 2017-2018 we see a reduction of about 27 %.







# Transportation

One of the biggest climate issues today is the release of Carbon Dioxide and other greenhouse gases into our atmosphere. Road transportation stands for about one fifth of the European Union's total emissions of greenhouse gases. Light vehicles stands for 15% and heavy, which is trucks and busses for about 6 %.

Through our logistics partner Fraktus, we ensure that **95%** of all our cargo that takes place from our suppliers to our customers is quality-audited, environmentally-audited and also climate-compensated.

At Edsbyn Senab we want to reduce our emissions of greenhouse gases from our own transportation. We have seen a positive trend regarding our own travels and more of our own employees are more willing to travel by train rather than car or flight.

The trend is however negative when it comes to the total emissions of carbon dioxide. We have increased our total emissions with about 11%. This I probably due to the expansion of our operations to other parts of the world, which leads to longer travelling distances. However, we look positively on the future and we are certain that we can reduce our emissions and increase the number of trips traveled by train even further.

In accordance with our travel policy, we work actively to reduce the number of trips in favor of increased use of the video meetings. By questioning whether a physical meeting is necessary, in many cases we can replace travel with video and reduce our negative impact on the environment.

**We have increased the number of travels by train during 2018 with 6%**

**We have reduced the number of flights during 2018 with 5%**

**We have increased the number of video meetings during 2018 with 15%**





# Circular material flows - reuse

Sweden has a strong furniture industry and the market for office furniture are estimated to be as large as 7 billion. There is currently no statistics on what happens to this furniture when they are no longer used, but it is clear that many of them are thrown away when businesses move or when their needs change. At the same time, there is a clear development towards customers increasingly demanding recycled or refurbished furniture as part of their sustainability work.

The second-hand market is growing and in a change. Large customers are demanding re-used furniture when establishing offices. It is a changing market, where new ways of doing business take shape.

## The fact is that:

**"There is no deficit of used furnishings"**

**"There is a great need for the same furniture"**

## OUR PROCESS

Edsbyn Senab has during the year worked out an offer to meet the market's increased need for circular furniture flows and reuse. Based on the process described below, we can enable fully functional interior design not to end up at the dump in the first place without other alternatives being evaluated in several steps before that. Our commitments in this area are continuously increasing and we are now further gearing ourselves to meet future needs.



## Resale

- Reseller
- Direct customer
- Auction



## Reuse

- Upcycling
- Donation
- Auction



## Recycle

- Extraction
- Phasing
- Waste



## Report

- Process description
- Budget
- Profit / Loss



# Wood

In the world today forests are under threat from deforestation and we are losing 18,7 million acres of forest every year. The deforestation comes in many forms, such as clear cutting for agricultural use, fires, logging for timber etc.

As a manufacturer and retailer of furniture we are handling large amounts of wooden products. This is one of the major components in our furniture. We have a responsibility as a company to ensure that wood that we use in our furniture comes from sustainable sources.

We are now looking at a new solution for reusing our raw material. We are testing this process during 2019 and we hope that we can reuse some of our raw material up to 3 times.

We are also looking into the possibility that under 2019 certify AB Edsbyverken and the factory in Edsbyn according to a forest management system.



Photo: Philip McCann



Photo: Maria G Nilsson



Photo: Stina Stjärnkrist



Photo: Stina Stjärnkrist



Photo: Maria G Nilsson







# Our goals?

## ENVIRONMENTAL

- ☒ All adhesive we use in our own presses should be PVAc adhesive.
- ☐ Electricity & heat savings equivalent to 3 %
- ➡ Reduce our emissions of CO2 from our transports
- ↗ Review our systems and introduce a new tool for chemical handling

## SOCIAL

- ➡ Sick leave due to high workload must be reduced to 0
- ☐ NPS scores in the NMI survey should increase from 11 to 25
- ☒ Increased gender equality from 20/80 to 60/40 in our management teams.
- ☒ Review the supply chain at a faster rate and reduce the number of suppliers

## ECONOMICAL

- ☐ Increase the proportion of reused furnishings from about 3% to the target of 10% by 2020.
- ↗ Increase our NPS score in our customer satisfaction survey from 15 to 25

- ☒ **Completed**
- ☐ **Not completed**
- ↗ **Positive trend**
- ➡ **Unchanged**
- ↘ **Negative trend**



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## EDSBYN SENAB



Photo: Maria G Nilsson





Our sustainability work is always present  
in everything we do.

In recent years, we have worked hard to make visible  
and accessible our work within sustainability. Today,  
sustainability is not a subject that a specific person  
owns, but something we all are responsible for.

As a group, we have great influence on our industry, but  
also on the communities in which we operate. Our intention  
is to ensure sustainability and responsibility in all situations.

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**EDSBY SENAB**