



Sustainability report and integrated environmental statement 2022

(second update of environmental statement 2020)



Promotion of biodiversity: pond and surroundings



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Environmental Report

Environmental statement

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A. Foreword by the Management

People – as customers, partners and employees – are the focal point of all our activities. Environmental and health and welfare protection are more than just keywords at Viasit and form an integral part of our corporate strategy.

We are convinced that our responsible conduct contributes to a sustained increase in the company's value. Thereby, we apply our knowledge and abilities to maximise the benefit for both our environment and for our company.

At Viasit the meaning of sustainability is that we operate in a manner viable for the future, leaving behind an intact ecological, economic and social environment for future generations.

We voluntarily introduced a certified integrated management system (IMS) according to specifications of references to ISO 9001 and ISO 14001.

A voluntary expansion of IMS by the requirements of the EU regulation EMAS (Environmental Management Audit System) approved in 2016 aims to help us continuously improve our environmental performance.

EMAS is the world's most stringent system of sustainable environmental management, which also contains, among other things, the complete requirements of the ISO 14001, revised in 2015, due to the amendment made in 2017.

An update of appendix IV of EMAS released in December 2018 changed the guidelines for the structuring of the environmental statement, and these has been taken into account in the present version.

The company policy shown in the following section, which we have expanded this year to include the topic of "sustainability", documents our commitment to the requirements of the management systems.

Our 2022 Environmental Statement accurately sets out our environmentally relevant activities and environmental data such as resources and energy consumption, emission and waste, etc. Its purpose is to inform interested parties such as our customers, partners, employees, suppliers, users, and residents on the environmental relevance of our company's site and facilities and to present the amendments in comparison with the previous year.

The accuracy of all the information has been evaluated by an independent, government-approved environmental expert and declared to be valid.

At Viasit we look forward to impressing you with our environmental activities!



B. Corporate Policy

Viasit's business is the design, development, manufacture and sales of office seating, equipment, and soft seating solutions and related products such as steel modular furniture, tables, and acoustic modules. We also support our clients in planning and assembly of the office equipment.

Satisfying customer desires

We want to deliver products, which fully meet the desires and expectations of our customers and remain usable for a long time.

Our actions are geared towards long-term customer relationships and we achieve this through the high quality of our products. As a competent, innovative and responsible partner our aim is to always meet the expectations of our customer expectations and, whenever possible, to surpass them.

Sustainability

Our products are designed for long-term use. Our chairs are manufactured using state of the art methods and machinery, especially with regard to the environmental impact.

Already during product development, we pay attention to the suitability of the products for repair, problem-free separability and the recyclability of the materials used.

The product components are standardised and thus enable easy maintenance, service or restoration.

We are committed to the protection of the environment and prevention of environmental pollution. For this reason, we have met the requirements of ISO 14001 since 2006 and the requirements of EMAS certification since 2017.

We aim to continuously improve our environmental performance by assessing, controlling and reducing environmentally relevant impacts. We see our employees as the decisive factor in achieving our goals. Therefore, we involve our employees centrally in environmental management. Furthermore, we strive to continuously improve the effectiveness of the management system.

Through regular assessments, we ensure that this policy is adhered to. Any deviations identified are corrected immediately.

Social responsibility

Out of responsibility for the environment and society, we commit ourselves in our Code of Conduct to the ethical principles we have established, which focus on people and the environment.

We are in constant, open dialogue with the public, with our customers and all interested parties.

The fulfilment of customer requirements and the achievement of a high level of satisfaction are not possible without healthy and motivated employees.

Aware that every employee is important to the sustainable operation of the company, we actively promote our staff in terms of qualifications and health.

We continuously reinvest in the site to create more secure jobs.

We respect and protect workers' rights locally, nationally and globally. We do not tolerate involuntary labour and child labour, including in the supply chain.

Compliance with binding obligations

We regard applicable legal regulations at local, national and international level, requirements of the employers' liability insurance association, relevant national and international safety regulations and standards as well as

the latest ergonomic findings for the furniture we manufacture as binding obligations which we undertake to comply with.

All new products are submitted immediately after development to a neutral, specialised testing institute for verification of conformity in

accordance with the leading current national and international standards.

Neunkirchen, 31 March 2022

Thomas Schmeer
Werner Schmeer



C. About Viasit



Viasit Bürositzmöbel GmbH, hereafter referred to as “Viasit”, was **founded** in **1980** by Alfons Weber and Werner Schmeer, and is still **owned by the founding families** today.

In 2011 Thomas Schmeer joined the management team when Alfons Weber retired.

Viasit specialises in the **design, development, production and distribution of office seating furniture** and related products.

With 147 employees and a daily single shift production of approximately 600 units, the company has an annual turnover circa. €35,000,000 with 45% exported.

In Germany, Viasit’s products are available from approximately 300 specialist dealers, of which around 30 are premium partners. Planning and installation are part of the services offered. An in-house service and logistics team takes care of delivery,

repair and replacement, cleaning and recycling.

The **scope of Viasit’s IMS** includes the headquarters and factory in Neunkirchen, where the factory was built in 1990 and extended in 2000.

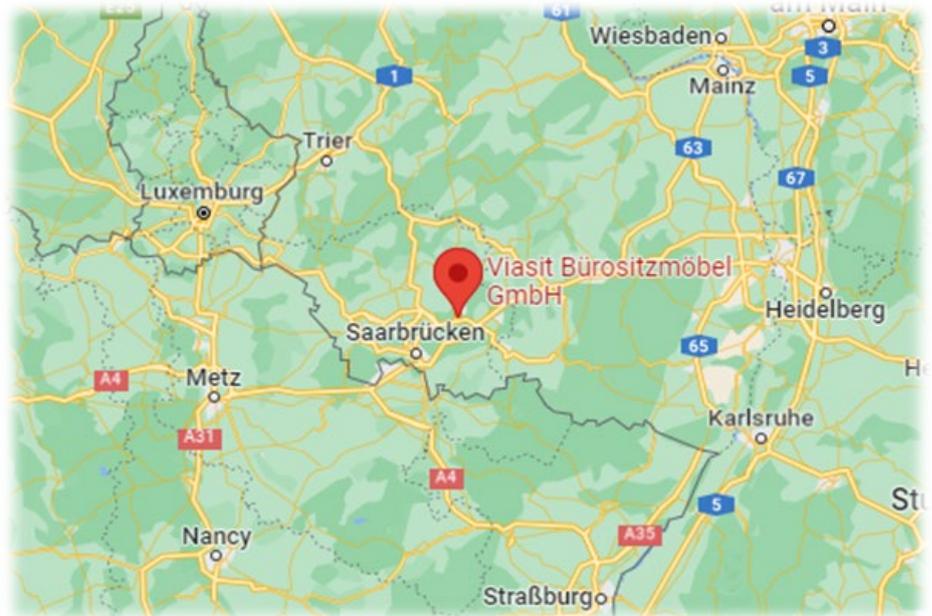
The scope of the IMS excludes overseas activities which are managed by the subsidiary Viasit International Limited with its headquarters in London, and Viasit showrooms in Frankfurt, Munich, Paris and Stuttgart.

Furthermore, there are exclusive partners and licensees in Canada, Colombia, Egypt, India, and many other countries.

The **Viasit site** is located on the outskirts of Neunkirchen in the Boxberg industrial estate, which belongs to the nature conservation association "LIK-Nord" (Landschaft der Industriekultur) and is not designated as a water protection area.

The nearest nature reserves are to the south-east (Kasbruch) and to the north (Bliesau in Wiebelskirchen), each about two km away. The nearest body of water is the Heinitzbach which runs in the immediate vicinity of the site and flows into the Blies, a tributary of the Saar, after about 400 metres. To the north, the site is bordered by the grounds of a former smelting plant which is now occupied by a Supermarket which opened in March 2022.

There are other commercial enterprises such as shopping centres, metal trades, fast food, and restaurants and a medical centre in the direct vicinity. The nearest residential building on Königstraße is only 50 m away.



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The **total area** of the site is: 25,126 sq. mtrs. of which 14,443 sq. mtrs. is occupied with 10,683.32 sq. mtrs. set aside as a **natural area** with measures to **promote biodiversity**.

The floor area of the buildings is estimated at 8,700 sq. mtrs. (1,400 for offices, showroom and a conference centre, 7,300 for warehouse, logistics and production).

Essentially, the following areas are located at the site: Offices (administration, work preparation, sales / calculation, development, marketing) with meeting rooms, test laboratory, incoming and outgoing goods, production (commissioning, gluing, and upholstery, cutting and sewing, final assembly), warehouse

for products, raw materials and packaging, kitchen, and break rooms.

Viasit's experience and expertise lie in the product design, development, manufacture, and distribution of world class office seating and metal furniture.

Almost all of our products are tested and certified to the required international safety and environmental standards.

Description of the on-site production processes

Seating production

Our suppliers manufacture many bought-in parts with the tools that we have designed with them or together with other partners during the development phase. This allows us to influence the ecological design of the components.

Only tried and tested components of the highest quality are used for Viasit products, including all other supplied parts. All raw materials are delivered by truck. The parts required for production are supplied either directly from the incoming goods or from our warehouse.

At Viasit, all products are manufactured to order. Chair production starts at the material picking stage, where we pre-assemble components and fasteners for specific features of the chairs. Our seat and back cushions are fixed to the underlying load-bearing components exclusively with solvent-free adhesive before upholstery.

Fabric and leather processing

Our fabrics, mesh and faux leather are precisely cut to size on our CNC machines in single layer cutting. The built-in software ensures efficient fabric use. The genuine leather parts are punch cut using templates. The covers finished in the sewing department reach the upholstery

department, where they meet the prepared components from the material picking department and are finished upholstered there. These semi-finished parts continue to our final assembly department where they are “married” to the substructure at ergonomically designed assembly stands, i.e., assembled into the final product as ordered by the customer.

Each chair is checked for its functions after assembly. After assembly, the chairs move on to the quality control and to the packing stations. Whether and how the chair is packed depends on what the customer wants as the packaging and shipping method.

Steel system furniture production

Viasit has an extensive range of metal furniture in stock at the factory. This metal furniture is commissioned by us on an order-by-order basis and shipped securely packaged as individual parts. In addition, we also offer our customers these systems partially assembled or fully assembled. The size of the assembled superstructures depends on the local conditions at the end customer.

Distribution

Our logistics department plans deliveries in a route-optimised manner. This planning ensures optimal vehicle

utilisation and, as a result, low CO2 emissions. In order to avoid packaging waste when delivering the furniture and at the same time to protect our products, all products are transported with reusable furniture packing covers wherever possible.

Viasit has its own fleet of four trucks and seven vans in order to deliver the end products according to the customer’s requirements and to carry out assembly on site, in the customer’s office. For deliveries to other European countries and overseas, we use robust and transport-safe packaging that is also environmentally conscious. Our customers can choose to receive their goods “unpacked” (with transport blankets), “KDpacked” (partially assembled), or “assembled packed”

Environmental protection has always had a high **priority** in our company. A fact that is also reflected in these key points:

- Materials purchased almost exclusively from European suppliers with consequently short transport routes
- Suppliers are evaluated according to existing environmental management systems
- Environmental management system according to ISO 14001 and EMAS
- Careful selection of materials according to environmental considerations
- Ecological product development:
- Long service life, easy material separation, recyclable raw materials
- Good convertibility, upgradeability, reparability of our product
- Resource-saving use of materials through lightweight construction, cutting optimisation, etc.
- Ecologically sensible waste management
- Reusable packaging for supplier parts
- Use of incoming packaging parts as outgoing
- Purchase of district heating from the Neunkirchen waste-to-energy plant as a lower CO₂ heating energy compared to other options, such as oil.
- Low proportion of leather in the cover materials
- Leather offcuts are recycled
- Use of water-based adhesives
- Fulfilment of the requirements of the eco-label
- “Blauer Engel” (blue angel) for numerous products
- FEMB level certification implemented
- For all Level-certified products, we guarantee the availability of original spare parts or parts with the same function for ten years after the end of production.
- Route-optimised and environmentally friendly logistics concept
- Reusable product packaging
- Continuous review of the packaging policy with regard to savings
- Participation in the RESY system for packaging
- Lifetime extension through repair and environmentally friendly cleaning service
- Taking back the chairs at the end of their lives
- Feeding reclaimed chairs into the Second-Hand market
- Professional dismantling of returned products for recycling
- Nearly 100% of the individual parts can be recycled in cooperation with our suppliers

D. Management System

Viasit's **quality management system** was certified according to **ISO 9001** as early as 1996. In 2005, preparations began for the **integration of the environmental management system**, which was then certified according to **ISO 14001** for the first time in 2006. We have been **EMAS-certified** since 2017.

Environmental management is the part of our integrated management that deals with the effects of our processes, activities, services and products on the environment. For example, the use of resources (energy consumption, raw materials) or the disposal of production waste.

In the documentation (management manual), the most important components of the system are described and adapted if necessary. The manual provides a guideline for each employee to ensure that the requirements are met. This also describes responsibilities and competences, as well as the regulations for important production or service activities.

This also includes, for example, the ecological procurement of parts, materials and aids for production and the recycling of production residues with the aim of resource-saving production. In order to maintain, continue and further develop the IMS, the management has appointed the Head of Quality and Environment, Michael Schmitt, as management representative in 2019 as successor to Hartmut Feis.

The head of quality and environment sets the environmental objectives together with the management, and is also responsible, among other things, for reviewing the system, as well as for initiating corrective measures, tracking set targets, and improving environmental performance. A crucial point in this context is also the verification of compliance with environmental regulations and other binding obligations.

Compliance is given. Regular audits and environmental audits are used to check that all processes are functioning in compliance with the requirements. Any need for action is included in the action plan and processed within the specified period.

The implementation of the measures is carried out by the respective heads of the organisational units together with the employees in their area.

To implement EMAS, we first identified the interested parties and determined the external and internal issues that have a positive or negative impact on our environmental management system.

Interested parties:

- Customers,
- Neighbours, Residents,
- Legislators, Authorities,
- Professional associations,
- Banks / Insurance Providers,
- Local Mayor,
- Staff,
- Suppliers,
- Owner / Managing Director.

Their requirements and expectations have been assessed, taking into account the environmental risks / opportunities. From this, we have derived concrete measures and obligations that we consider binding. Furthermore, we have examined the stages of the life cycle of our products from the extraction of raw materials to their return to the raw material cycle after use in more detail to determine whether they can be influenced (see section E).

Based on EMAS, an environmental statement is prepared to inform the public about all relevant activities, data, and facts as well as the targeted goals and measures. Building on our corporate strategy, targets and measures for their implementation are defined. This is intended to further increase environmental performance, achieve savings, and utilise potential for improvement.

The last step is the verification of the management system, the legal conformity, and the environmental statement by an independent and accredited environmental verifier. The verifier's written declaration of validity confirms the information we have provided.

E. Environmental aspects

The component of activities, products or services, which influence or may influence the environment is designated by EMAS as “an environmental aspect”

We have conducted an evaluation of the potential effects on the environment (= each positive or negative change to the environment which, in whole or in part, leads back to Viasit activities, products or services) described in this section and have thereby discovered the significant direct and indirect environmental aspects. In doing so, we have considered to what extent the reduction of the potential can be

influenced. Unintended circumstances and emergency situations are also taken into consideration. The evaluation is kept up to date and updated at least once a year.

When recording the direct and indirect environmental aspects, we also take into consideration, among other things, the life cycle of our products by investigating the stages of the life cycle and testing to see where we can take corrective action.

It should be recognised that the influenceability of the environmental aspects of each stage of the life cycle,

which takes place under the direction of Viasit, can be controlled. However, potential points for optimisation can also be derived from the indirect environmental aspects.



Stage of the life cycle	Ability to be influenced	Note
Production of raw materials (e.g. the production of metal, wood, textile, leather, plastic)	medium	The supply of non-toxic raw materials is demanded.
Production of components (e.g., parts made of metal, plastic, wood)	medium	Preference for EMAS/ISO 14001 certified manufacturers.
Construction of tools (e.g., adhesives, lubricants)	moderate	
Trade of components/tools	moderate	Most traders are not environmentally certified.
Logistics incoming	medium	
Viasit Bürositzmöbel GmbH	large	Direct environmental aspects can easily be influenced.
Viasit Bürositzmöbel GmbH	medium	Shipping
Waste management	medium	Only specialist disposal firms are commissioned. Groups are collected separately.
Consumer / customer	moderate	Reusable packaging is used.
Recycling facilities	moderate	Specialist disposal firm certification can be demanded. Valuable materials are sorted and returned to the production of raw materials.

Direct environmental aspects

Since the activities of Viasit are not subject to the respective clauses of section 4 of the Federal Emission Control Act (BImSchV), we do not need an emission protection permit. The permit for our premises was therefore subject to regional building regulations. There are no emissions into the air, either from production or heating systems, since the premises have district heating. The emissions produced by district heating, which certainly contribute to the greenhouse effect, can only be influenced by Viasit through lower consumption.

Since there are no noisy production facilities, our only noise emissions are due to arrival and departure of vehicles which do not occur at night and is below the noise level of the adjacent roads. In monitoring this the following applicable noise limits measured at the nearest residential building in the Königstrasse for the daytime: 54 dBA and at night: 39 dBA are adhered to.

According to REACH in view of the chemical law requirements Viasit is a so-called “downstream user”, meaning that essentially the handling requirements of the Ordinance on Hazardous Substances must be adhered to. The latter is made known to the employees in the form of user instructions. Hazardous substances or water-endangering substances are only stored in small amounts (< 100 L) and are not subject to any environmental permit. We observe basic obligations according to sub section 17 of the Ordinance on Handling and Storage of Hazardous Substances (AwSV) by handling chemicals above the

permitted catch basins. Since our products are not dangerous goods, the hazardous goods law only applies to us as recipients of small amounts thereof, which are unloaded onto firm surfaces. No land contamination with chemicals has become known and as such the topic of chemicals and ground & water pollution control associated therewith does not constitute an essential environmental aspect for us.

The main types of **waste** are normal office waste, cardboard packaging and other waste subject to the Commercial Waste Ordinance. We also dispose of cardboard packaging, empty recipients and commercial waste. Dangerous waste (aerosol cans, lead-acid batteries) does not occur regularly and only in small amounts. Although the quantity of waste currently disposed of **only amounts to 5%** of the amount of **purchased components**, we believe that the **issue of waste** is **significant** at this time. We consider the **minimisation of packaging waste** (see target 4) and the maintenance of the **separate collection rate** of 100% to be especially important.

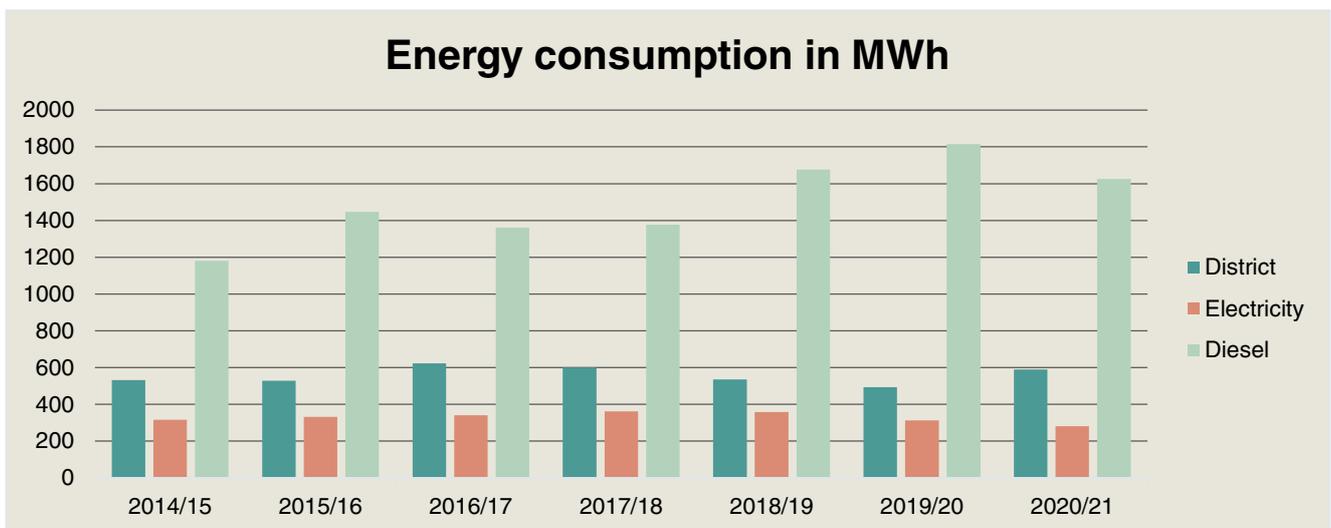
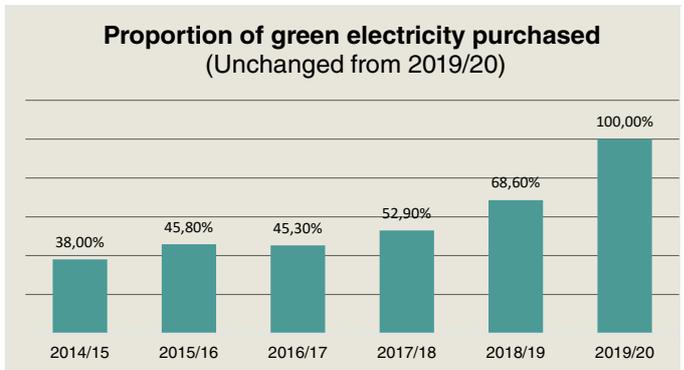


In addition, we continuously strive to reduce the amount of packaging we use, for example through reusable systems, or to reuse it as outgoing packaging. In this way, we make a direct contribution to the **conservation of natural resources**.

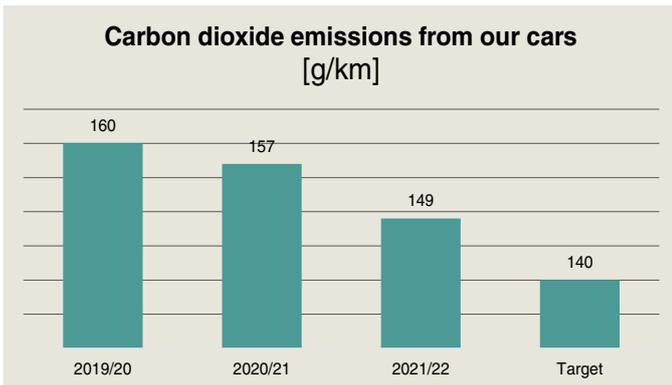
Our **water wastage** consists exclusively of sanitary wastewater and rainwater. Sanitary wastewater is discharged into the municipal sewage system and rainwater into the adjacent Heinitzbach stream, which flows into the Blies (tributary of the Saar) after only about 400 meters. Since there is a risk that the water-endangering substances (due to e.g., leak of the vehicle tank), may reach the storm sewer and could cause water pollution, we have installed gully sealing cushions in the riskiest locations, which in an emergency should prevent liquid infiltration until local emergency services arrives to deal with the issue.

Energy consumption is an **important environmental aspect** for us, which is why we have formulated two goals (2 and 3). As the historical data here show, electricity has always accounted for the smallest share of energy consumption, fuel the largest. The remaining (district) heating energy heats all our premises. The current consumption data can be found in detail in sections F and G.

The environmental impact is not only the emissions from energy generation and the associated greenhouse effect, but also the emissions from our vehicle fleet, which can lead to environmental and health damage along the roadways. We have been able to reduce **CO2 emissions from electricity generation to zero since 1 January 2019** by purchasing **green electricity** from our energy supplier KEW.



Currently, all our **16 passenger cars** meet the Euro 6 emission standard. The average **CO2 emissions** (measured according to WLTP) for the 21/22 financial year are 149 g/km, i.e. **8 g lower than in the previous year**. When renewing the vehicle fleet, **more attention must be paid to CO2 emissions** in order to achieve an average of less than 140 g/km (see measure 5 / 12).



Occupational health and safety protection is managed by an external service (occupational safety specialists and occupational doctor). The requirements of the current SARS-CoV-2 occupational health and safety standard and the other regulations for pandemic control could therefore also be fully implemented without any problems.

Due to the quantity of combustible raw and auxiliary materials (e.g. textiles, wood, plastics, cardboard) stored, we consider fire in particular to be a potential **hazard**.

Since our office, production and storage areas are connected to a sprinkler system with the total of 475 m³ extinguishing water, we have a state-of-the-art fire-fighting protection system and currently see no need for action here.

Our workplace areas are equipped with extinguishers according to the relevant provisions.

Our **emergency procedures** are managed by the Management Board. The order of actions and steps required in an emergency including escape and rescue plans, locations signs for escape routes are available to all employees and visitors. The meeting point is designated and in such an emergency warning is given by siren which is audible in all sectors of the company site. In addition to this in sectors with high noise level the siren is supported

by an additional optical signaling system. Fire protection and first-aid officers as well as two safety officers have been appointed from among the staff. Regular drills are arranged.

Furthermore, an **occupational safety committee (ASA)** was formed, which meets once every quarter and handles the subjects of environmental, fire, occupational and health protection. Risk assessment is also updated on a regular basis. Our risk assessment considers all workplace-related risks and measures for their minimisation.

Indirect environmental aspects

Through holistic thinking and approach to the entire value creation chain, Viasit strives to deliver, with ever lower resource use products that are made to last, which will not end up in landfill but can be used as raw materials for new products.

Development efforts are processed in the form of individual projects by the members of the “Product Engineering” organisational unit. Environmental aspects are already considered at the stage of choosing raw materials, for example only secondary aluminium, recyclable. This is also where our new goal #1 comes in: We want to increase the proportion of recycled materials by a further 5% by 2024. Our first step towards this is to use cover materials that are made from 100% recycled Polyester.

Production oriented on preservation of the environment and health has shapes our work. The Product Engineering team, when creating the new product concept, factors in its entire lifecycle. Our goal is always a high-quality, long-lasting product, which can be fully recycled after the end of its lifecycle. Most of our products go to the second-hand market after use. In parallel, we offer to take back our products for recycling.

The experts at RAL gGmbH, who carry out the testing and awarding of the Blue Angel on behalf of the German Federal Environment Agency, put our Toleo, Drumback, Impulse, F1, F2 and Klikit chair ranges under the microscope and awarded them the “Blue Angel for low-emission upholstered furniture” seal. Viasit products have been carrying the eco-label since it was first introduced. In the future, we will also ensure that further new

developments are free of pollutants by using first-class materials and prove this by means of the strict pollutant tests carried out by our partners TÜV Rheinland and TÜV Süd.

Since February 2021 the **FEMB** (Fédération Européenne du Mobilier de Bureau) **level certification** for sustainably produced office furniture (target 5).



To achieve this, **several product lines**, our company and **the suppliers** where our individual parts are manufactured have been **rigorously assessed** for **sustainability criteria** in the following four areas: **energy, atmosphere, human and ecosystem health** and **social responsibility**. The further objective includes the continuous confirmation of the certification and its extension.

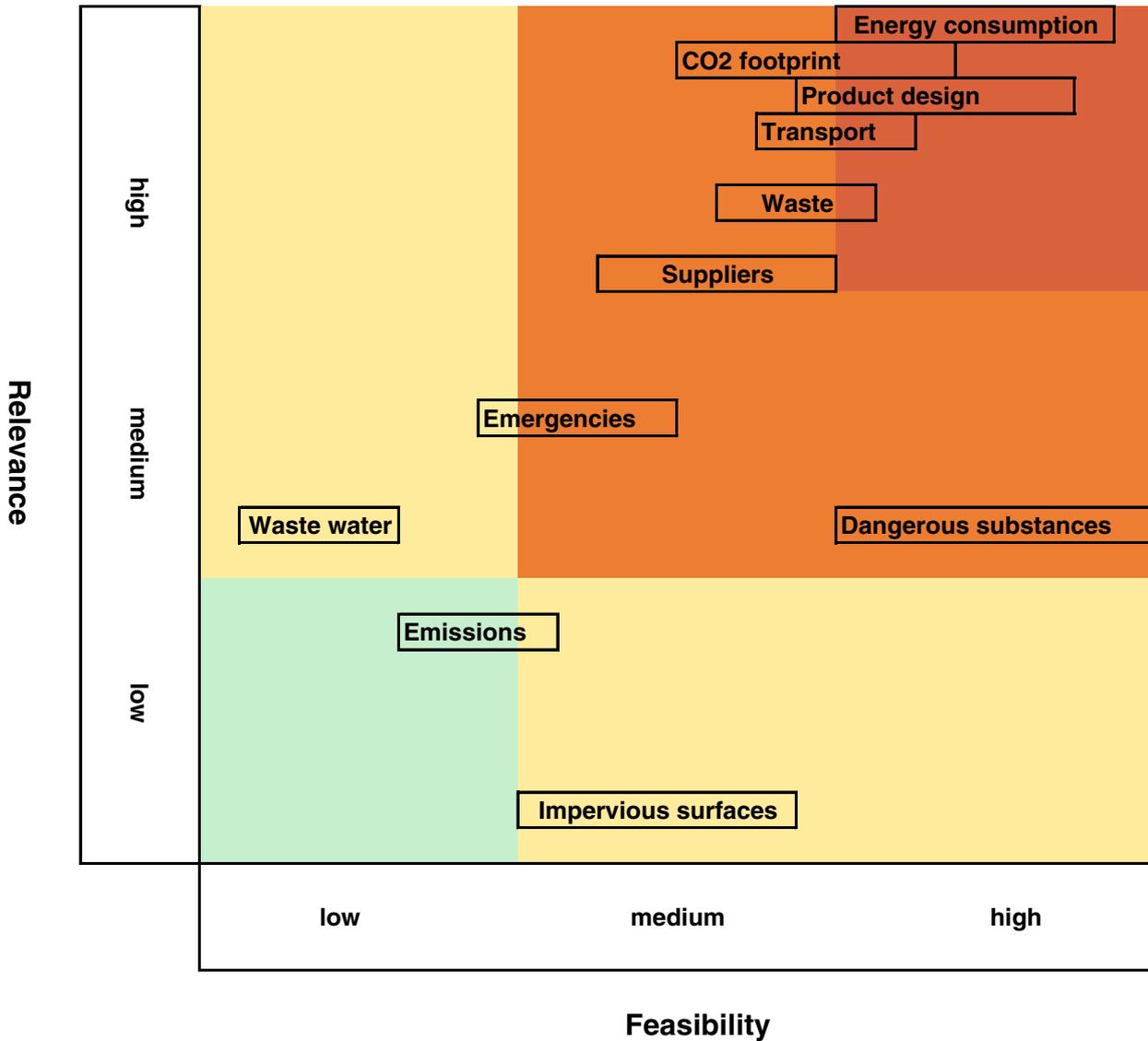
All **procurement processes** are handled centrally by the "Materials management" department, which evaluates our main tier A suppliers based on defined specifications.

It is checked **annually and for new partners** whether a **certified environmental management system** according to **EMAS** or **ISO 14001** is in place.

Most recently, this applied to **74.07%** in terms of purchasing volume. Furthermore, **58.0%** of the suppliers had a certified **energy management system**. These are respectable results of already successful discussions and efforts. Nevertheless, we continue to hold talks with our partners in this regard so that the **share of environmentally certified suppliers can be increased even further**.

In the following presentation of the environmental aspects, we have summarised the **evaluation of environmental aspects** described in this chapter. In the top right corner, you can find the environmental aspects that we believe have a high priority in terms of targets (see Section G).

Environmental aspects



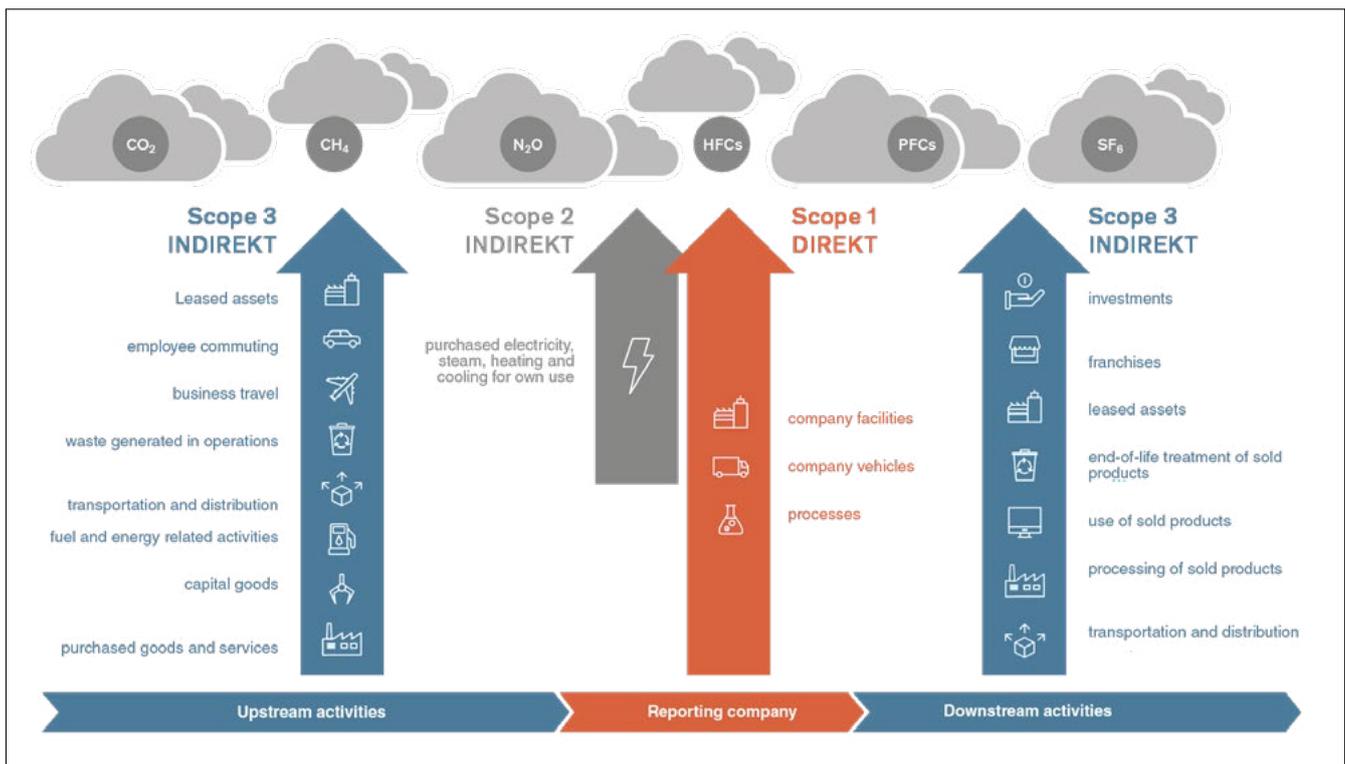
Priorities:

- Priority 1** for establishing environmental targets
- Priority 2** for establishing environmental targets
- Priority 3** for establishing environmental targets

U1. CO2 Footprint of Viasit GmbH

During the last few years, we have already implemented numerous direct and indirect reduction measures, but without explicitly focusing on CO2 emissions. To this end, we will proceed in a different way from 2022 onwards.

We consider our carbon footprint according to the Greenhouse Gas Protocol (GHG) in three scopes:



Source: myclimate.org

For Scopes 1 and 2, we have valid basic data from the past EMAS-certified years, which we use for the CO₂ calculation.

Scope 3 is somewhat more difficult, as we currently do not have sufficiently detailed data for all questions.

At Viasit, we don't want to appear "green" at any price. We actually want to act responsibly. That is why we

collaborate exclusively with renowned partners about CO₂, which enables us to have correct calculations, external verification of the calculations, well-founded approaches to further reduction and compensation programmes with an actual positive effect, certified and monitored according to the highest standards. We have deliberately designed our environmental target 15 to show a separation between Scopes 1/2 and

Scope 3. This supports us in being able to improve the emissions of the scopes in a targeted manner.

We will publish the individual reports successively as they are completed.

F. Environmental performance

Environmental performance is assessed at least once a year. On the basis of the input/output data, we form specific core indicators standardised to a reference value, against which we assess the performance. Using the number of chairs produced as a reference enables transparent, “tangible” statements that can be directly related to the individual product manufactured:

Key data

Fiscal year (01.04.-31.03.)		2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Output (number B) Number of units production	Unit	147,332	164,081	175,723	154,057	140,241
District heat	MWh	600.40	535.50	493.00	590.10	603.70
Current	MWh	361.87	358.93	312.24	281.01	329.81
Diesel fuel	MWh	1,376.57	1,677.07	1,815.12	1,625.62	1,513.20
Total energy	MWh	2,338.84	2,571.49	2,620.35	2,496.72	2,446.71
Sustainable energy share	%	8.18	9.58	11.92	11.25	13.48
Sustainable energy share (= electricity consumption)	MWh	191.43	246.22	312.24	281.01	329.81
Total input material	t	2,740.30	3,051.01	3,156.11	2,807.55	2,881.54
Iron metal	t	1,108.06	1,227.81	1,280.71	1,027.97	936.93
Wood	t	278.40	301.96	297.89	236.95	251.42
Textiles	t	55.13	60.42	73.21	67.93	69.42
Leather	t	1.73	1.28	1.85	1.45	1.60
Plastics	t	882.36	1,034.45	1,082.72	1,071.73	1,154.76
Packaging	t	187.64	178.02	168.88	141.14	186.11
Light metal	t	66.82	68.32	64.29	102.21	106.09
Adhesives	t	2.00	3.09	3.07	2.50	2.51
Glass components	t	2.78	2.13	3.41	2.49	2.71
Foam parts	t	155.38	173.52	180.07	153.20	170.00
Water consumption	cbm	719.00	702.00	868.00	738.00	728.00
200301 Mixed municipal waste	t	49.920	38.190	34.130	9.800	2.774
150101 Paper and cardboard packaging	t	77.960	90.530	102.260	89.440	84.640
200138 Wood	t	14.100	17.390	32.300	28.750	33.340
200140 Scrap metal	t	30.480	4.840	12.910	10.990	6.890
200111 Textiles	t	0.000	0.000	0.000	13.140	13.930
200199 Toner cartridges	t	0.000	0.000	0.000	0.058	0.034
070213 Plastics	t	3.760	0.000	0.000	7.550	12.910
150102 Plastic foil	t	3.680	5.080	11.540	8.800	8.360
200136 Electronic waste	t	0.000	0.520	0.000	0.000	0.000
160103 Used tires	t	0.000	0.000	0.620	0.000	0.000
Waste / Non-hazardous waste	t	179.900	156.550	193.760	168.528	160.104
160213* Devices with hazardous components	t	0.00	0.00	0.00	170.00	80.00
200121 Fluorescent tubes	t	0.00	0.00	330.00	0.00	0.00
150110 Aerosol cans	t	120.00	180.00	151.00	120.00	120.00
Waste/ Hazardous waste	t	120.00	180.00	481.00	290.00	200.00
Total waste	t	180.020	156.73	194.241	168.818	160.304
Total area consumption	qm	25,126.00	25,126.00	25,126.00	25,126.00	25,126.00
sealed surface	qm	14,442.68	14,442.68	14,442.68	14,442.68	14,442.68
near-natural area location	qm	10,683.32	10,683.32	10,683.32	10,683.32	10,683.32
Greenhouse gases (CO ₂ equivalent)	t CO ₂	431.40	494.96	568.83	509.45	474.22
Total emissions (SO ₂ , NOx, PM)	t	1.29	1.57	1.70	1.52	1.42

Overview of the core indicators

	Unit	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
District heat	MWh / 1,000 units	4.075	3.264	2.806	3.830	4.305
Current	MWh / 1,000 units	2.456	2.188	1.777	1.824	2.352
Diesel fuel	MWh / 1,000 units	9.343	10.221	10.329	10.552	10.790
Total energy consumption	MWh / 1,000 units	15.875	15.672	14.912	16.206	17.446
Renewable energy share	MWh / 1,000 units	1.299	1.501	1.777	1.824	2.352
Total input material	t / 1,000 units	18.599	18.595	17.961	18.224	20.547
Iron metal	t / 1,000 units	7.521	7.483	7.288	6.673	6.681
Wood	t / 1,000 units	1.890	1.840	1.695	1.538	1.793
Textiles	t / 1,000 units	0.374	0.368	0.417	0.441	0.495
Leather	t / 1,000 units	0.012	0.008	0.011	0.009	0.011
Plastic	t / 1,000 units	5.989	6.305	6.162	6.957	8.234
Packaging	Kg / unit	1.27	1.08	0.96	0.92	1.33
Water consumption	cbm / 1,000 units	4.880	4.278	4.940	4.790	5.191
200301 Mixed municipal waste	t / 1,000 units	0.339	0.233	0.194	0.064	0.020
150101 Paper and cardboard packaging	t / 1,000 units	0.529	0.552	0.582	0.581	0.604
200138 Wood	t / 1,000 units	0.096	0.106	0.184	0.187	0.238
200140 Iron metal	t / 1,000 units	0.207	0.029	0.073	0.071	0.049
200111 Textiles	t / 1,000 units	0.000	0.000	0.000	0.085	0.099
070213 Plastic	t / 1,000 units	0.026	0.000	0.000	0.049	0.092
150102 Plastic foil	t / 1,000 units	0.025	0.031	0.066	0.057	0.060
Non-hazardous waste for recovery	t / 1,000 units	1.221	0.954	1.103	1.094	1.142
Hazardous waste for recovery	t / 1,000 units	0.814	1.097	2.737	1.882	1.426
Total waste	t / 1,000 units	1.222	0.955	1.105	1.096	1.143
Total area consumption	qm / unit	0.17	0.15	0.14	0.16	0.18
sealed surface	qm / unit	0.10	0.09	0.08	0.09	0.10
near-natural area location	qm / unit	0.07	0.07	0.06	0.07	0.08
Greenhouse gases (CO ₂ equivalent)	t CO ₂ / 1,000 units	2.928	3.017	3.237	3.307	3.381
Total emissions (SO ₂ , NO _x , PM)	t / 1,000 units	0.009	0.010	0.010	0.010	0.010

G. Environmental objectives

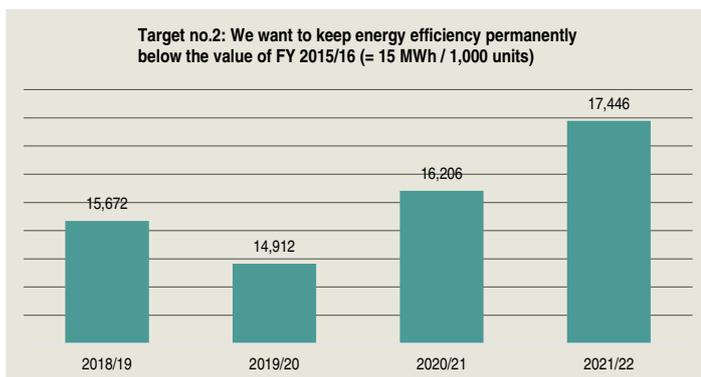
Here we present an overview of our current environmental goals, which we continuously update, supplement and adapt. These goals were formulated on the basis of key

indicators. Measures completed and targets achieved are marked in green. We have refrained from presenting targets without environmental relevance here.

Target no.1: We want to increase the share of recycled materials in our products by 5 percentage points compared to 2019/20.	Target date:
	31.03.2024
Programme for the achievement of objectives	
Determination of the share in 2019/20	
Targeted marketing	
Check purchase of suitable materials	
Testing technical problems	
Solution-/idea finding with suppliers	

This target was defined in 2020/21. Since then, progress of 4% has already been achieved through numerous individual measures. We continue to work on this and are certain that this target will be achieved as planned.

Target no.2: We want to keep energy efficiency permanently below the value of FY 2015/16 (=15 MWh / 1000 units)	Target date:
	31.03.2024
Programme for the achievement of objectives	
Use LED lighting	
Optimisation of air conditioning systems	
Gradual reduction of CO2 emissions from the passenger car fleet	
Renewal of compressed air components	
Logistics optimisation	
Energy audit according to DIN EN 16247	
Review and implementation of proposals from the energy audit	

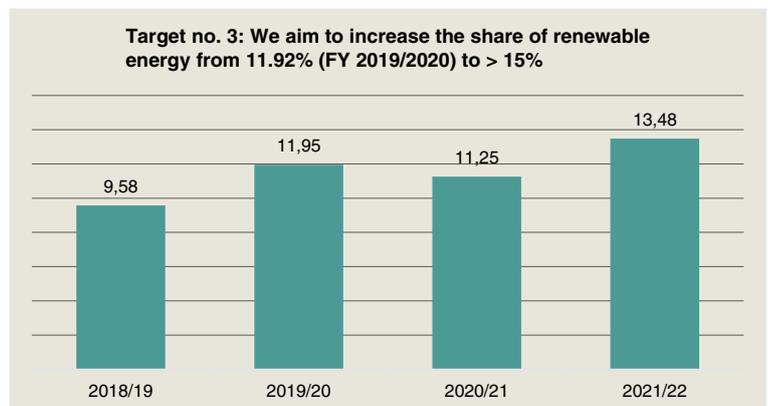


After a positive development since 2016/17 up to the achievement of the target in 2019/20, the set target of not exceeding 15 MWh / 1000 units has not been achieved since then. This is primarily due to the unexpectedly sharp drop in the total number of units in the last two years. The installation of a server cooling system in 2021 with the additional electricity demand also has a noticeable effect here.

It has been shown that this target is too dependent on volatile unit numbers and is not a useful energy target. We formulate a new target in the next statement, do not continue this one.

Target no.3: We aim to increase the share of renewable energy from 11.92% (FY 2019/2020) to >15%.	Target date:
	31.03.2024
Programme for achievement of objectives	
Photovoltaic system	
Green electricity	
Reduction of diesel consumption of trucks through further optimised logistics	

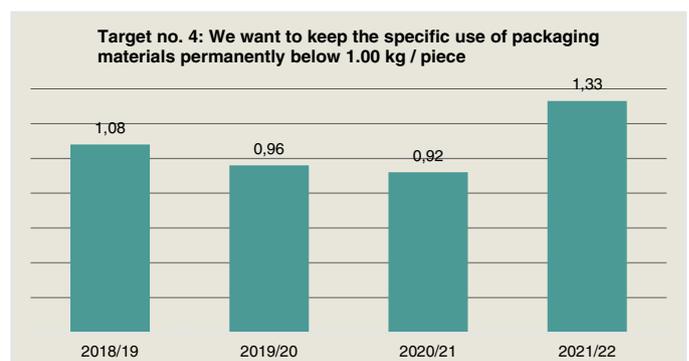
Goal 3 shows our efforts to steadily increase the share of renewable energies in total energy consumption increase. Our electricity demand is already covered 100% by renewable energies. This and other measures (see table) produced the above result. It is clear that the fuel demand, which is also part of the total energy consumption, makes this project challenging. For example, in 2020/21, an unexpectedly high fuel consumption despite 100% green electricity procurement led to the reduction in the percentage of renewable energy shown. The reduced demand in 2021/22 has the effect shown.



Our total energy consumption: 100% green electricity; district heating from waste incineration; fuel consumption

Target no.4: We want to keep the specific use of packaging materials permanently below 1.00 kg / piece.	Target date:
	31.03.2024
Programme for achievement of objectives	
Increase the share of reusable packaging through targeted customer information	
Logistics optimisations	

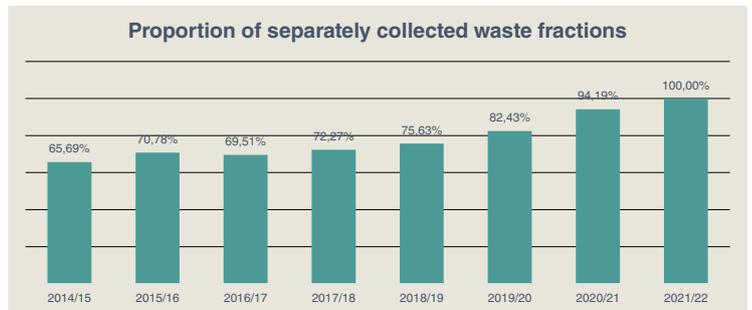
The specific use of packaging materials had already decreased by almost 4% from 2017/18 to 2018/19. The success of further packaging optimisations, as well as the consistent striving for as many “unpacked” deliveries as possible, was evident by 2020/2021. In the past business year, the high impact of the increased share of deliveries by parcel service to the home office is evident.



Target no.5: We want to obtain the FEMB's level certification for sustainably produced office furniture.	Target date:
	01.02.2021
Programme for the achievement of objectives	
Checking the requirements	
Finding external support for the implementation	
Implement the demands that have not yet been met	
Completion of the initial certification	

Target no.13: Increase the separate collection rate of waste in the business year to > 90%.	Target date:
	01.04.2021
Programme for the achievement of objectives	
Determination of the quota for 2019/20	
Complete renewal of the disposal concept	
Continuous monitoring	

The measures taken and the participation of all managers and employees as a whole make it possible to show such a result. Now we are working to maintain it at 100% if possible.



Target no. 14: We want to extend the FEMB's level certification for sustainably produced office furniture to level 2.	Target date:
	01.09.2022
Programme for the achievement of objectives	
Checking and implementing further requirements, auditing	

Target no.15: Viasit is to become climate neutral.	Target date:
Programme for the achievement of objectives	
Optimisation of route planning / utilisation of all own trucks and transporters	
Medium- and long-term strategy on climate issues with clearly defined milestones	
No liquid gas/diesel powered forklifts at Viasit	
Car policy for company cars	
Optimise air conditioning systems	
Reduce indirect emissions from purchased electricity to 0	
Reduction of indirect emissions from purchased district heating to 0, if necessary, compensation	
Confirmation of emissions from purchased district heating by energy supplier	
Reduction of emissions from upstream and downstream value chain	
Calculations CO2 incl. indispensable compensation / external verification of calculation	
Determine and define / start compensation measures	
Confirmation Viasit climate neutral	

Conclusion:

As can be seen above, the development of environmental performance on the topics can be assessed positively overall, even if not all targets could be achieved, see energy efficiency (target 2) and use of packaging materials (target 4).

The proportion of suppliers with certified environmental management systems has been significantly

increased again in 2021. CO2 emissions from passenger cars are also moving in the right direction, although there is still potential here.

The upcoming challenges clearly lie in the topics of expanding level certification (Goal 14) and the issues of climate neutrality (Goal 15).

Overall, the past business year has been successful from the point of view of environmental performance.

We will continue to work on existing and new targets and are confident of further improving environmental performance in the current fiscal year.

H. Validity statement

The signatory hereto, Dr. Andreas Riss, environmental expert of EMAS with the registration number DE-V-0115, accredited or licensed for the area NACE Code 31.01.1 "Manufacture of office furniture," confirms herewith having examined the company site of Viasit Bürositzmöbel GmbH, as specified in the present consolidated environmental statement, for compliance with all requirements of the Decree (EU) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on voluntary participation of the entities in the Community Environmental Management and Audit Scheme (EMAS), last amended by commission regulation (EU) 2018/2026 of 19 August 2018. It is confirmed by signature hereof that:

- the appraisal and validation, was carried out in full compliance with the requirements of the Decree (EU) No. 1221/2009, last amended by Regulation (EU) 2018/2026, has been executed,
- that no evidence of violation of the applicable environmental regulation has been found,
- data of the consolidated environmental statement for the company site provide reliable, credible and true image of all activities of the company site within the area specified in the environmental statement.

This statement cannot be equated with the EMAS registration. The EMAS registration can only be performed by a competent agency, according to the Decree (EU) No. 1221/2009. This statement may not be used as an independent basis for informing the general public.

The next consolidated environmental statement will be published in June 2023.

The present consolidated environmental statement in question has been examined and declared as valid.

Werder/Havel, June 16, 2022

Dr. Andreas Riss
Environmental Expert



U2. Recycling content and recyclability of products

Recycled content

In addition to the general reduction of material use ("lightweight construction"), efficient material use (less material waste during production), which can be achieved, for example, through intelligent manufacturing methods (computer-aided cutting optimisation, elimination of machining, etc.), resource conservation also clearly includes the preferential use of recycled materials.

The use of recycled materials can sometimes pose problems, for example when it comes to certain safety-relevant components or optical requirements. Nevertheless, we have in some cases specified the exclusive use of recycled materials (e.g. secondary aluminium), as well as collaborating with our partners to increase the recycled content in our components and materials. We continue to do this with the aim to maximise the content of recycled material in our products.

Although the share in the total weight of the product is very low, the use of upholstery materials made of 100% recycled polyester is an obvious sign in this respect and is also supported by a German global corporation as our customer through a framework supply agreement.

Recyclability

Viasit always strives to produce high-quality and durable products which, at the end of the first life cycle, can be used in the second-hand market or, through recycled components, can serve as a 100% raw material basis for the manufacture of new products.

For this reason, we pay attention to easy separability and material labelling as well as to the reusability of the materials themselves already in the development stage.

Recycling and upcycling in practice

Our trained employees take back the products at the end of their life cycle, bring them to the second-hand market via partner companies and our own sales campaigns or dismantle them professionally, separate the materials, almost 100% of which go to our suppliers and to specialised recycling or upcycling companies and are reused there.

For example, our plastic components are shredded and used as granules to form new parts, the gas springs of our chairs go back to the manufacturer and are recycled there, leather scraps are given to a special company where

they are turned into key rings and similar products, and our wood and wood-based materials go as raw material via Remondis, for example to chipboard production.

Material origins

Approx. 70% from Germany, 27% from Europe, 3% worldwide.

Main product components

What are our products mainly made of? What is the recycled content of the material? Can they be recycled and if so, what percentage?

A general overview is given in the following table. Detailed information for an individual product is shown in the table "Recycling content and recyclability of products" in the Annex.

1. Plastics

Average recycled content: 26.8%
 Recyclability: 100% (we mainly use polyamide and polypropylene).

2. Metals

Average recycled content: 94%
 Recyclability: 100%. (we mainly use low-alloy steel).

3. Light metals

we use aluminum alloys exclusively from secondary aluminum)
 Average recycled content: 100%
 Recyclability: 100%.

4. Wood

Average recycled content: 2%
 Recyclability: 100%.
 (we mainly use moulded chipboard which, unfortunately do not allow the use of recycled content due to explicit requirements in the manufacturing process. These, as well as all other woods used, originate from FSC or PEFC certified timber industries and meet the highest emission regulations, but cannot offer a recycled content. The existing recycled content comes from wood-based panels, which do not represent a sizable proportion of our output).

5. Foam

Average recycled content: 0%
 Recyclability: 100%

(we use high-quality polyurethane predominantly moulded foam, and a small proportions of cut foam. There is not yet a reliable method to achieve a recycling content while maintaining the high-quality requirements. However, our foam can be 100% reused as filling material, etc.

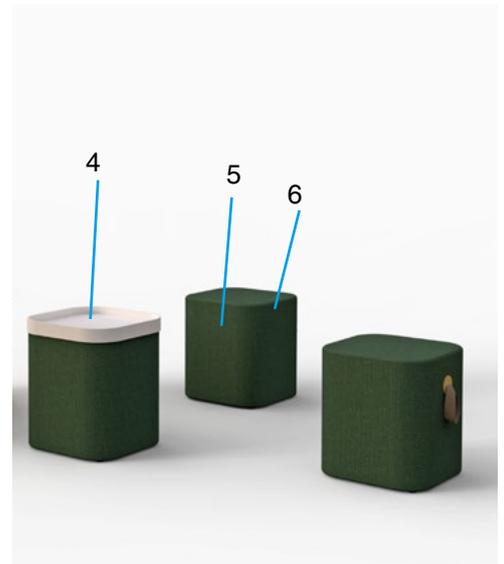
6. Textiles and cover materials

Average recycled content: 31.3%
 Recyclability: 100%.

(we use leather and classic textile fabrics with animal and plant fibres, but considerably more cover materials made of polyester in a wide variety of appearances).

7. Packaging

Average recycling content: 86%
 Recyclability: 100%



Social Report

S.1 Social responsibility

Viasit has great social responsibility, we are aware of this and act accordingly.

Viasit upholds its commitment to its Neunkirchen location and consistently provides local employment, the preservation of which has been secured in economically challenging times in the past and will continue to be one of our main goals in the future.

We respect and protect workers' rights locally, nationally, and globally. We do not tolerate involuntary adult and child labour, including in our supply chain. We have included this in our own Code of Conduct, compliance with which we also demand in writing from our suppliers, both nationally and internationally. Approx. 0.5% of turnover is invested in social commitment.

Viasit is committed to its own employees, and supports and promotes them, for example, by:

- Free mineral water for employees
- Induction programme for new employees
- Regular health at work days
- Reintegration programme following absence
- Further training opportunities
- Individual promotion and support programmes and opportunities

Locally and regionally, Viasit is committed to social, cultural, economic, and ecological issues, for example by

- Promoting and supporting several youth teams in the sports clubs SV Elversberg, 1. FC Saarbrücken, FV Bischmisheim, Borussia Neunkirchen
- Membership of the Saar Pfalz Moselle Economic Club
- Membership of the "Arbeitskreis Wirtschaft" (AKW)
- Environmental Pact Saarland
- Supporting membership in the Neunkirchen Tourist Office to promote the development of the town
- Participation in the annual Rotary Club internship programme for the benefit of foreign students
- Sponsorship of the Graduation night at the University of Applied Sciences in Saarbrücken

The transport of emergency relief supplies to Ukraine should also be mentioned at this point (see Annex 4).



S2. Occupational Health and Safety

Healthy and motivated employees are of fundamental importance for sustainable corporate success. Therefore, we at Viasit attach the highest importance to occupational health and safety.

Viasit has commissioned an external engineering office for occupational safety to perform and organise all occupational safety tasks. The occupational safety specialist provided by the engineering firm is supported by several safety officers at Viasit. Numerous first aiders and fire protection assistants complement the concept.

At least four times a year, the occupational safety committee, consisting of the safety specialist, safety officer, environmental management officer and management, meets under the direction of our company doctor to deal with all occupational safety and health protection issues.

S3. Health promotion

A shortage of skilled workers and changing age structures are just two important criteria that make it clear how important it is to have a modern human resources policy that focuses on keeping employees healthy.

At Viasit, employees participate in the planning and design of the working environment from the very beginning. For example, workplaces should be designed ergonomically so that they offer employees optimal conditions.

Should optimisation potential become apparent at a later stage, all department heads are direct contacts for this. Numerous measures have already been implemented, for example

- Height-adjustable desks
- Height-adjustable workstations
- Less tiring lighting solutions
- Noise reduction measures
- Modern computer monitors
- Machine guidance supported by balancers
- Reduction of loads to be lifted by roller conveyors etc.
- And much more.....

Regular health days are held in the company in cooperation with health insurance companies to sensitise our

employees in all areas to take care of their health. The offer ranges from back training to nutritional advice to stress-reducing relaxation techniques.

Viasit has installed a company reintegration management system for employees who are unable to work for a longer period.

Our company doctor offers special consultation hours for this and all other health topics.

S4. Training and further education

Since 1980, the year Viasit was founded, we have made considerable progress. The garage-based company of yesteryear has grown respectably and can boast many a success.

In order to continue on this path, we also need qualified and motivated colleagues in the future, whether in production, construction, logistics or elsewhere. That is why we train people.

We devote lot of attention to the quality of our training, for example by using training programmes. The training aptitude test is just as much a prerequisite for our trainers as sound experience and a high level of motivation to help guide our trainee colleagues to success.

We assign projects to our trainees at an early stage, which they work on independently. In this way, we encourage them to take on responsibility and show the confidence we have in their performance. We also hold regular feedback discussions at eye level so that no one is left alone with questions or difficulties.

However, we do not only pay attention to good training for our young colleagues. Our employees and managers who already have professional experience are also promoted. This is the only way to maintain a qualified team and achieve sustainable success for the company.

The spectrum here ranges from training in specific work by experienced colleagues to externally conducted further training, for example to become an "internal auditor", technician and comparable.

S5 Suggestion scheme

Our suggestion scheme enables all employees to contribute their ideas effectively and profitably for all concerned. Suggestions for product improvements, simplification of production processes, potential savings in packaging... The range is almost unlimited, and many ideas have already been implemented, which has had a positive impact in many areas, also from an environmental and sustainability point of view.

S.6.1. Flexible working time models

The employees at Viasit who are not directly employed in production can work in the so-called flextime model, which improves the compatibility of family and career.

In addition, Viasit has had a working time account system for a very long time. This makes it possible to react flexibly and in favour of the security of all jobs to seasonal fluctuations or those caused by the general economic situation in the increasingly dynamic national and global markets. Stable wages and a firm commitment to the Neunkirchen site in the future can also be seen as the result of such solutions.

S.6.2 Employee involvement and equality

Viasit centrally involves its employees. They help determine company goals and policies as equal partners. The elected works council ensures that employee interests are safeguarded in a dialogue based on partnership between the parties involved. Achieving sustainable corporate success is not possible without healthy and motivated employees.

S.6.3 Proportion of employees of foreign origin

Our international colleagues are an important part of our corporate culture. At Viasit, a member of the "Diversity Charter", it is understood there is no place for discrimination.

The proportion of employees of foreign origin at Viasit is 14.4%.

S.6.4. Proportion of female employees

Qualified, committed, motivated and healthy employees are the focus at Viasit. It is not a question of whether they are male or female. We have female colleagues employed in every position in the company, including management positions, who are of course equal to their male colleagues. The proportion of female colleagues at Viasit is 25.8%.

S.7 People with physical or mental disabilities

Not all people are lucky enough to be able to live without a handicap. The percentage of colleagues at Viasit who are not so fortunate is 4.4%.

Our commitment and awareness on this issue is also expressed in our cooperation with DPS Saarwork GmbH. Saarwork is an institution of the Diakonie and supports people in the development of their personality who, due to the nature or severity of their disability, cannot, not yet, or not yet again be employed on the general labour markets.

Saarwork GmbH has been working for Viasit for many years, sometimes on large-volume orders planned over an extended period (separating batches, repackaging and re-packaging, producing film packaging, re-labelling, and re-labelling, packaging, pre-assembly of parts...).

S.8 Our precautions that safeguard our customer interests

We supply our customers with products that fully meet their wishes and expectations that are intended to remain usable for a long time. Immediately after development, our products are submitted to a neutral, specialised testing institute for verification of conformity in accordance with the leading current national and international standards. In addition, we have our products continuously monitored on this basis for as long as we offer them. An example of our activities in this regard is as follows: Testing and continuous monitoring of our products regarding the relevant safety and durability requirements based on current standards, as well as to the conformity with product safety legislation.



Testing and continuous monitoring of our products regarding the relevant safety and durability requirements based on current standards, as well as to the conformity with product safety legislation.



Fulfilment of the highest ergonomic demands of the product.



Compliance with legal regulations and the extended requirements of the TÜV about harmful substances.



This label identifies environmentally friendly products, promotes ecological product innovations, and reduces environmental pollution. The Blue Angel has stood for independent, transparent, and ambitious labelling for over 40 years. It is the environmental label of the German government.



Certification of the Viasit company and products according to the FEMB sustainability standard.



Use of wood from sustainable forestry.

S.9 Local organisations, citizens, residents and Viasit

Through a direct connection with the tourist office, a wide range of activities arise which, from a local perspective, can be attributed to social commitment.

For more than thirty years, the work of the Neunkirchen Tourist Office, in which Viasit regularly participates both directly and indirectly, has enabled the organisation of Christmas concerts, monthly flea markets, the Neunkirchen Wine Lounge, the Neunkirchen Fair, the Neunkirchen Oktoberfest, exhibitions on local history and local artists. Situational individual commitments, such as equipping the local vaccination centre during the Corona pandemic, may also be mentioned here.

The Viasit premises with its recreational areas for employees and elements for the promotion of biodiversity, such as the pond or the wild meadow, are open to walkers via the circular path and are often used for recreation in the middle of the city.

Economic Report

Ö.1 Basic information

Sustainability must also be thought of in terms of economic stability.

"We operate in a sustainable manner and want to leave our children and grandchildren an intact ecological, economic and social environment."

This statement has been written in our environmental statement since 2017.

Equally consistent is the commitment of the company management to the Neunkirchen site as the headquarters of Viasit, which is still managed by the founding families today. This means that we will continue to secure jobs at the site in the future.

Through healthy, organic growth, the turnover is set to increase to €45,000,000 per year by 2025.

Ö2. Shaping finances

Viasit is also securely positioned in finances. The detailed business plan helps to secure long-term profitability.

The economic equity ratio was recently 36%. Our liquidity planning is accurate to the day. Thanks to our long-standing partnerships with regional and international financial institutions, we can guarantee stable fixed interest long-term financing. We have sufficient liquid funds to cushion even major fluctuations and simultaneously additional liquidity would be available due to unused overdraft facilities.

Ö3. Investment activities

At Viasit we consistently reinvest in our business. In recent years, this has primarily been in production, logistics and IT infrastructure. Large sums are also constantly invested in the development of new products and the continuous adaptation of existing product lines with, in the last 5 years, a total of approximately €4,000,000 has been put back into the business. The same levels of investment will be made in the future.

Investment decisions are always based on a sustainable approach. Thus, an investment decision is made even if the socially and ecologically positive sustainable effects are offset by a less attractive economic return. (Such as a long-term return).e.g., the return on investment would be rather longer-term.

Every year, Viasit invests approximately 0.5% of its turnover in programmes and measures that voluntarily benefit the common good and the well-being of its employees, thus fulfilling its social responsibility.

Ö4. Consideration of risks, opportunities, important impacts

We are already adaptable and resilient due to flexible capacity tools, working time models, constructive works council work, a motivated team, stable financial and liquidity concepts..

Notwithstanding this, the commercial management reports daily to the executive board on defined points with the purpose of early recognition of the need for action in the event of unplanned negative developments, thus ensuring, among other things, the control of economic risk.

Such risks can also develop in parts supply, for example due to economic difficulties of a supplier or due to a supply situation in the world market in general. This is controlled by our purchasing department using several strategies, such as long-standing close relationships with partners, secondary suppliers, daily demand, and situation analysis. Here, too, daily reports are made to the management.

Compliance with safety, quality and environmental requirements is essential to avoid failure and the resulting claims, which can also be an economic risk. These issues are the responsibility of the Quality and Environment Department, which reports to management weekly.

Ö5. Corruption

According to data from the European Commission in 2014, corruption damages the economy in the European Union by €120 billion euros per year. While the IMF estimates the global annual damage caused by corruption at around \$2000 billion dollars, the OECD even comes to the amount of \$4000 billion dollars. Internationally, corruption undermines the rule of law and faith in democracy.

In the area of public administration and the judiciary, corruption leads on the one hand to high material damages and on the other hand to immaterial effects such as loss of trust of citizens in state organisations.. For example, contracts may be awarded to companies even though they provide more expensive or inferior services than those companies that would be selected in an objective and transparent tendering process. The financial burden is ultimately borne by the taxpayer.

Corruption and the fight against corruption are central issues today in both industrialised and developing countries. At Viasit, corruption has no place and we are committed to fair competition and report any suspicions to the relevant authorities

Ö6. Membership and involvement in associations and focus groups



Annex

Anhang 1: GRI-Index on Content

Criterion GRI	Information on	Notes	Item in the report
102	General Information		
102-1	Name of organisation		Imprint
102-2	Activities, brands, products, and services		C
102-3	Headquarters of the organisation		C
102-4	Operating sites		C
102-5	Ownership and legal form		Imprint; C
102-6	Markets served		C
102-7	Size of the organisation		C
102-8	Information on employees and other personnel		C; D; S6.3; S6.4; S7
102-9	Supply chain		C; E; U1
102-10	Significant changes in the organisation and its supply chain	None during the reporting period	
102-11	Precautionary approach or principle		D; S8
102-12	External initiatives		Ö6
102-13	Memberships in associations and interest groups		Ö6
102-14	Statement by the chief operation decision maker		A
102-15	Significant impacts, risks, and opportunities		B; E; F; U1; U2; S1-S8; Ö4
102-16	Values, principles, standards, and norms of behaviour		A; B; S6.2-S6.7; Ö5
102-18	Governance structure		D
102-40	List of stakeholder groups		D
102-41	Collective agreements	none	
102-42	Stakeholder identification and selection		D
102-43	Approach to stakeholder engagement		D
102-44	Key issues and concerns raised		D
102-45	Entities included in the financial statements		C
102-46	Approach to determining report content and delineation of topics		A; D
102-47	List of significant topics		E
102-48	Restatement of information	none	
102-49	Changes in reporting	none	
102-50	Reporting period	annually	D
102-51	Date of most recent report	none	
102-52	Reporting cycle	Annual at the end of the fiscal year	
102-53	Contact person for questions regarding the report		Imprint
102-54	Declaration on reporting in accordance with the GRI Guidelines		Imprint
102-55	GRI Content Index		Annex 1
102-56	External audit		H

Criterion GRI	Information on	Notes	Item in the report
103 Management approach			
103-1	Explanation of the main topics and their delimitation		A; D
103-2	The management approach and its components		A; D; E; S6.1; S6.2; Ö1
103-3	Assessment of the management approach		A
201 Economic performance			
201-1	Direct economic value generated and distributed		C; Ö2; Ö3
204 Procurement practices			
204-1	Proportion of spending on local suppliers	50% of purchasing volume was purchased in Germany	E
205 Fight against corruption			
205-3	Confirmed incidents of corruption and actions taken	None during the reporting period	
206 Anti-competitive behaviour			
206-1	Legal proceedings due to anti-competitive behaviour, cartel, and monopoly formation	None during the reporting period	
301 Materials			
301-1	Materials used by weight and volume		F
302 Energy			
302-1	Energy consumption within the organisation		F
302-3	Energy intensity		F
302-4	Reduction of energy consumption		F; G
302-5	Reduction of energy demand for products and services		F; G
303 Water and wastewater			
303-1	Water as a shared resource		F
303-2	Managing the impacts of water recycling		E; F
303-3	Water withdrawal		F
304 Biodiversity			
304-2	Significant impacts on activities, products, and services on biodiversity		C; F
305 Emissions			
305-1	Direct GHG emissions (Scope 1)		E; F; U1
305-2	Indirect energy related GHG emissions (Scope 2)		E; F; U1
305-4	Intensity of GHG emissions		E; F; U1
305-5	Reduction of GHG emissions		E; F; U1
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions		F

Criterion GRI	Information on	Notes	Item in the report
306 Wastewater and waste			
306-1	Wastewater discharge by quality and point of discharge		E
306-2	Waste by type and disposal method		E; F
306-4	Transport of hazardous waste		E
307 Environmental Compliance			
307-1	Non-compliance with environmental regulations	None during the reporting period	
308 Environmental assessment of suppliers			
308-1	New suppliers assessed against environmental criteria	All suppliers are assessed against environmental criteria at least once a year	
308-2	Negative environmental impacts in the supply chain and measures taken	All suppliers are assessed at least once per year according to environmental criteria; packaging savings, etc.	
400 Social			
401	Employment		
401-3	Parental leave	Implementation of applicable law at Viasit	
403 Occupational health and safety			
403-1	Occupational health and safety management system		E; S2
403-4	Employee participation, consultation and communication on occupational safety and health		E; S2; S3
403-5	Employee training on occupational safety and health		S3
403-6	Employee health promotion		S3
403-7	Prevention and mitigation of occupational safety and health impacts directly related to business relationships		S1-S3
403-8	Employees covered by occupational safety and health management system	Occupational safety and health management system covers all employees	
403-9	Work-related injuries	None during the reporting period	
403-10	Work-related illnesses	None during the reporting period	
404 Training and development			
404-2	Programmes to improve employee skills and transition assistance		S4
404-3	Percentage of employees receiving regular performance and career development reviews	All employees	
405 Diversity and equal opportunities			
405-1	Diversity in supervisory bodies and among employees		S6.3-S7
406 Non-discrimination			
406-1	Incidents of discrimination and remedial action	None during the reporting period	

Criterion GRI	Information on	Notes	Item in the report
413 Local communities			
413-1	Operations involving local communities, impact assessments and support programmes		S9
414 Social assessment of suppliers			
414-1	New suppliers screened against social criteria	All suppliers must commit to the Viasit Code of Conduct	
414-2	Negative social impacts in the supply chain and measures taken	None during the reporting period; All suppliers must commit to the Viasit Code of Conduct	
415 Political influence			
415-1	Political party donations	None during the reporting period	
416 Customer health and safety			
416-1	Assessment of health and safety impacts of different product and service categories		E; S8
416-2	Violations related to health and safety impacts of products and services	None during the reporting period	
417 Marketing and labelling			
417-2	Violations related to product and service information and labelling	None during the reporting period	
417-3	Violations related to marketing and communication	None during the reporting period	
418 Protection of customer data			
418-1	Substantiated complaints related to breaches of customer data protection and loss	None during the reporting period	
419 Socio-economic compliance			
419-1	Non-compliance with laws and regulations in the social and economic sphere	None during the reporting period	

Annex 2: Code of Conduct

1. Avoidance of child labour

We reject child labour. Suppliers must also avoid any kind of child labour in their companies. The definition of child labour is based on the core labour standards of the International Labour Organisation (ILO) and the principles of the UNGC. If a local law prescribes a higher legal minimum age for workers or a longer compulsory schooling period, the higher age applies.

2. Free choice of employment

We do not tolerate slavery, servitude, forced labour, human trafficking or involuntary prison labour. Practices such as withholding personal property, passports, wages, training certificates, employment or other documents for unreasonable reasons are not acceptable.

3. Working hours, wages, and other benefits

We and our suppliers must comply with the applicable legal regulations and the regulations on working hours specified by ILO standards. Compensation must be paid to employees regularly, on time and in full in accordance with applicable laws and must be following applicable national laws. Remuneration and other benefits shall provide employees and their families with an adequate standard of living. Suppliers are also expected to provide fair and competitive remuneration and other benefits to their employees and to promote equal pay for work of equal value. It is recommended that suppliers provide adequate training and development opportunities for their employees.

4. Inclusion and diversity

Equal treatment of all employees must be a key management principle. Viasit and suppliers must ensure that their employees are not discriminated against or harassed in any way based on age, disability, ethnic origin, marital status, gender, gender expression and identity, genetic information, national origin, physical characteristics, political affiliation, pregnancy, religion, social origin, sexual orientation, trade union membership or any other unlawful criterion.

5. Health and safety

Physically demanding activities and conditions in the workplace, as well as risks arising from the use of the infrastructure available in the workplace, must be managed in such a way that employees are protected from hazards. We and suppliers must provide adequate controls, safe work practices, appropriate maintenance, and the necessary protective measures to reduce health and safety risks in the workplace and to prevent accidents and occupational diseases.

Safety information on identified workplace risks or hazardous substances - including components in intermediate products - must be made available to employees for training and protection. Minimum requirements for a safe and healthy working environment include the provision of drinking water, adequate lighting, appropriate room temperature, good ventilation, sanitary facilities and, where appropriate, safe, and healthy company accommodation.

6. Compliance with the sustainability principles in the supply chain

Suppliers must also implement the sustainability principles set out in this Code of Conduct in their upstream supply chain.

7. Integrity in business transactions

We and suppliers must prohibit and not practice or tolerate corruption, extortion, embezzlement, misappropriation, and money laundering in any form. No bribes or other unlawful inducements (e.g., kickbacks) may be offered or accepted in business dealings with business partners or public officials. Suppliers may not offer Viasit employee's gifts or other benefits for personal gain that could be considered a bribe. As a matter of principle, gifts or hospitality must not be used to unfairly influence a business relationship and must not violate applicable laws or ethical standards.

Annex 3: Table of recycled content and recyclability of the products

The products are calculated including the most frequently used packaging. Since it is almost impossible to cover all variants with all options, representative models were determined from the individual product lines analogous

to the FEMB specifications for the worst-case analysis during the FEMB level certification and calculated on their material basis.

Product	recycled content %	recyclable %	Product	recycled content %	recyclable %
Calyx	42.11	99.92	Organic Lite		
Cloonch	48.13	99.95	OLT2	29.74	98.95
Coloq	4.93	99.59	AB2	4.47	99.97
CoreChair	51.20	99.8	Organic Office		
Com4Lounge	21.08	99.96	Module 1, 2, 4, 5	21.43	99.98
Drumback / -Too	39.30	99.99	Modul 3	13.44	99.96
Drumback Visitor	76.73	99.92	Organic Work		
Drumback Conference	44.65	100	OW 01	6.43	99.97
F1	54.44	99.92	OW 05	3.66	100
F2	54.60	99.93	OW 07	2.10	100
Impulse / -Too	62.46	99.92	Pure	54.70	99.88
Impulse Visitor	67.97	99.87	Repend	68.42	100
Klikit	75.45	99.84	Scope	80.26	97.09
Linea	49.42	99.89	Scope Visitor	74.08	99.93
Linea Visitor	67.65	100	Scope Conference	74.59	99.89
Newback / -Too	45.40	99.92	Solix	80.26	99.82
Object	61.73	99.99	Start	67.35	99.73
Organic Link			System4	92.80	100
OL2	22.75	99.95	Tika	58.60	99.85
CB2	5.53	99.97	Toleo	45.05	99.87
			Toro	55.70	90.95

Weekly News

18 March 2022 - KW 11

Ukraine

Thank you! The relief action for Ukraine continues



We managed to support the relief action of the Ukrainehilfe Hülzbach e.V. with donations and collections of essential items including first aid kits, hygiene articles, and tinned food delivered them to the central collection point.

We delivered them to a central collection point in 2 of our on-off containers which were then loaded with other donations.

We drove them to the Polish/Ukrainian border where the relief goods were reloaded into vans and taken directly to the Ukraine destination.

Thanks to Thomas Schmeer and many of our colleagues who helped us achieve this, no matter in what way!

Please coordinate further donations through me or take them directly to:
Ukrainehilfe, Werner-von Siemens-Str. 26, Saarwellingen.

Michael Schmitt

Imprint

Responsible: Thomas Schmeer

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This report is guided by the Global Reporting Initiative (GRI) in observance of its reporting principles.



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