



interstuhl

ENVIRONMENT





SUSTAINABILITY REPORT WITH INTEGRATED
ENVIRONMENTAL STATEMENT 2020

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»COMMITTED TO EFFICIENCY«

Efficiency is the key to success for any company. For us at Interstuhl, however, efficiency means more than just economic success. An efficient approach to every type of resource makes our work not only economically but also socially and ecologically sustainable. Efficiency – as we understand it – is an expression of an uncompromising acceptance of responsibility for humans and the environment. Interstuhl is an international company that is still firmly rooted as a third-generation family company. Working and living conditions form an inseparable entity for us. We therefore see it as our task to be proactive players in keeping equilibrium in the world: socially, economically, culturally and ecologically. This applies wherever we do business, on both a local and a global scale. We want to do more than create excellent products. We want to leave our children and grandchildren with an environment that is economically, ecologically and socially intact. This conviction is not new to us. As far back as 1993, Interstuhl was the first company in the industry to be certified in accordance with DIN EN ISO 9001. In 1994, we received an award from the Baden-Württemberg Ministry of the Environment for “outstanding achievements in the promotion of corporate environmental

protection and environmentally conscious business management”. In 1996, we were granted initial certification for our environmental management system in accordance with ISO 14001. We were one of the first companies in the furniture industry to achieve EMAS certification and we became a pioneer in Blue Angel certification for our products. In 2016, we received the Baden-Württemberg Environmental Award for the second time – for social commitment and outstanding entrepreneurial achievements. 2013 saw the successful certification of our occupational health and safety management system in accordance with BS OHSAS 18001:2007. In May 2019 the system was certified according to ISO 45001:2018. Our energy management system was certified in accordance with ISO 50001:2011 in 2014 and is recertified on an annual basis (monitoring). In 2016, we were awarded the Baden-Württemberg Jury-Umweltpreis (Environmental Jury Award) for entrepreneurial achievement and social commitment. The ministry also commended us on our EMAS management approach in 2016. Sincere commitment means acting on a voluntary basis. Doing significantly more than is required by law is for us a measure of sustainable entrepre-

neurship. At Interstuhl, our integrated sustainability management system, developed in pursuance of the precautionary principle, forms our strong focus on, and continuing development of, social and ecological concerns. Effective environmental protection is only possible within a company if all employees are actively involved. We promote environmental awareness among our employees at Interstuhl by providing comprehensive information and opportunities for further training. Environmental protection is a process that must be continuously expanded. Environmental protection and sustainability require open dialogue with all parties concerned. It is for those parties – our employees, customers, business partners, suppliers, authorities and the general public – that we have created this sustainability report with integrated environmental statement 2020. As with previous sustainability reports, we have covered the topics that have been brought to light by these stakeholders. The report is intended as an invitation not only to discuss these matters but to become actively involved in a continuous improvement process. This process can only succeed if we work together. Please show us your support!


Helmut Link


Joachim Link


Lenore Link





Innovation from tradition:
Brothers and Managing Directors Helmut Link (left) and Joachim Link (above) are leading Interstuhl in the third generation.

interstuhl

bimos

BACKFORCE



ENVIRONMENTAL STATEMENT

2.1 COMPANY PRESENTATION

FROM VILLAGE SMITHY TO POWERHOUSE OF IDEAS: INNOVATIONS FOR LIFE

Interstuhl's story of success began in 1961, when two blacksmiths started to revolutionise the world of work. With their inventive spirit, a lot of hard work and a clear view for the needs of the people around them, they created the first workplace chair, the Bi-Regulette.

To this day – nearly 60 years and more than 30 million sold chairs later – our passion for innovative solutions that make people's lives and work easier is what drives us. Interstuhl now does business worldwide, is one of the leading European chair manufacturers and employs 850 committed members of staff. Our Active Sitting Solutions make an important contribution to the health of the people using our products. We build chairs that take the strain off our bodies and keep people moving while they work.

With SPLACES, we are expanding our horizons, taking a holistic view of work processes and creating individual office landscapes for successful communication and productivity.

Technical perfection, uncompromising quality, design you can experience with all your senses and the careful handling of all resources are what characterise every Interstuhl product. People are our reference point for everything we do. Our aim is still to offer the best possible solution to our customers' requirements.

THE LOCATION

Anyone who wants to succeed internationally needs strong roots. Ours lie in the small town of Tübingen in the Swabian Jura. More than sixty years ago, we built the first chairs here in Wilhelm Link's blacksmith workshop. Today we supply the entire world from Tübingen with chairs and furniture "Made in

Germany". What has never changed is our clear allegiance to our origins. We are a part of Tübingen and Tübingen is an important part of us. We are proudly expanding our site here on a continuous basis and are thereby investing not only in the locality but also in the people who live here.

THE PEOPLE

We are a locally rooted family company. We do not have the anonymity of metropolitan businesses or companies that are managed on a national level. For us, personality is key. Every individual contributes to the success of Interstuhl in their own unique way. Many of our employees live in or near Tübingen. We are therefore a family company in more ways than one – family-managed but also characterised by a family atmosphere.

ENVIRONMENTAL STATEMENT

2.2 STRATEGIC AREAS OF BUSINESS

We operate with three strong brands:

Interstuhl for the office environment, Bimos for industry and laboratories and Backforce for professional gaming. The three brands serve different target groups but pursue the same goal: to increase people's success, productivity, health and motivation with high-performance, ergonomic, comfortable and well designed seating solutions and room systems. We supply practically every industry, from the automotive industry to the biotechnology sector, financial and insurance service providers, the IT industry, the food industry and medical engineering all the way through to the water, wastewater and disposal sector, to name just a few. Our customers include private-sector companies as well as authorities and public institutions. We offer a total of 1,000 basic models from 26 different collections.

THE INTERSTUHL BRAND: ENJOY SEATING PERFORMANCE

The Interstuhl brand covers all types of seating for the office. We look at work holistically and think about rooms and their function. We create "SPLACES" for all types of work, for Welcome, Meet, Work, Relax, Lead and Learn. HUB is our unique space-structuring system that enables us to design these SPLACES as creative office landscapes. All seating solutions from Interstuhl are based on innovative and sophisticated engineering with a striking aesthetic that can be experienced with all the senses and maximum ecological, economic and ergonomic efficiency. They are sold exclusively through specialist retailers who have the requisite consultancy expertise.

THE BIMOS BRAND: SPECIALIST KNOWLEDGE, TECHNICAL EXPERTISE AND A PASSION FOR THE BEST INDUSTRIAL AND LABORATORY CHAIRS

Bimos is the leading brand of industrial and laboratory chairs in Europe. We develop activity-specific solutions to ensure employees are sitting in a productive, healthy and comfortable position in any workplace. The Bimos brand comprises highly specialised and high-performance seating solutions for work in the production area, in the laboratory, in the cleanroom, at ESD workplaces and for standing work. Thanks to special ergonomic concepts, materials and technical solutions, Bimos chairs are tailored precisely to both the employee and the area of application.

THE BACKFORCE BRAND: BETTER SEATING FOR BETTER GAMING

As the youngest brand in the Interstuhl family, Backforce is dedicated to professional gaming. Our goal is to give eSports players the best possible gaming experience. Design and ergonomics play just as great a role in this as uncompromising quality. Thanks to a large number of configuration and personalisation options, every player can find just the chair they need – and one that fits them perfectly. The brand is firmly anchored in the world of professional gaming, adapts to new trends and is continuously evolving with the eSports community.

AT A GLANCE

COMPANY

Owner-operated family business
Management board:
Helmut, Joachim Link
Founded: 1961

HEADQUARTERS

Meßstetten-Tieringen, Germany
Total area: 56,000 square metres

SUBSIDIARIES

GB/ES/AT/NL/DK/MEX/USA/GCC/CN

GROUP SALES

2019: 160 million euro
Export ratio: 42 %

PORTFOLIO/3 ACTIVE BRANDS

Interstuhl

Seating solutions and space-structuring
systems for offices

Bimos

Seating for industry and laboratory

Backforce

Seating solutions for the gaming industry



ENVIRONMENTAL STATEMENT

2.3 LOCATION AND SCOPE

Interstuhl is based in the Zollernalb District of Germany in a suburb of Meßstetten by the name of Tieringen, which is located on the Swabian Alb mountain range around 80 km south of Stuttgart.

COMPANY MANAGEMENT:

Joachim Link as the Managing Director for Development, Production, Logistics and Purchasing, Finance and Controlling, Quality and Environment, and Helmut Link as the Managing Director for Marketing, Sales, Human Resources, IT and Organisation.

PRODUCTS:

Office seating
Conference furniture
Communication facilities
Boardroom furniture
Regeneration furniture
Space-structuring systems
Industrial chairs
Laboratory and cleanroom chairs
Gaming chairs

COMPANY DATA:

Interstuhl Büromöbel GmbH & Co. KG
Brühlstraße 21
72469 Meßstetten-Tieringen

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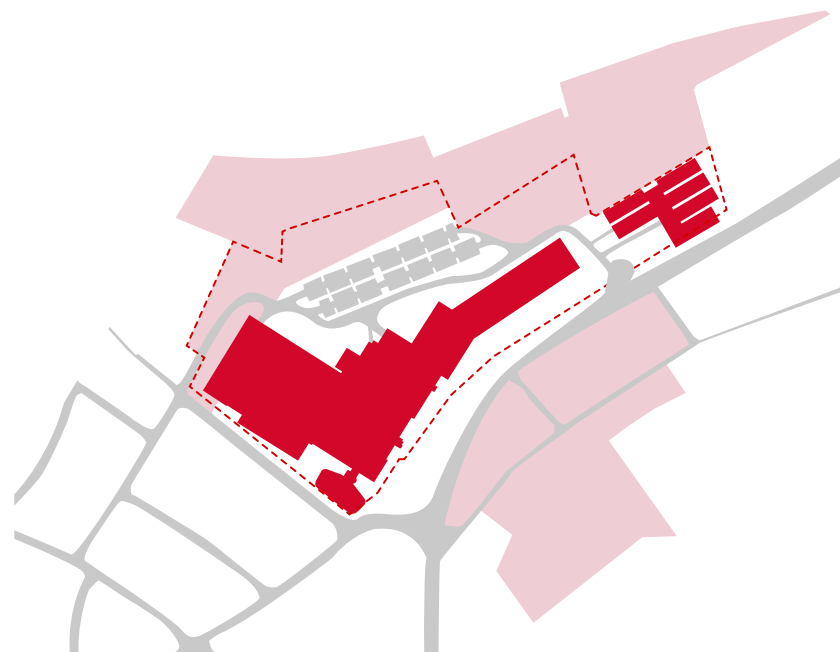
FOUNDED:

1961

SUBSIDIARIES / BRANCHES:

Closely meshed network of specialist dealers in German speaking countries.

Branches and sales offices in Spain, France, Austria, the UK, Italy, Denmark, the USA and Mexico. Active network of importers and partners worldwide: Interstuhl (Shanghai, Switzerland and the Netherlands), Inter Technic (Slovakia), Inter Transpo (Germany)



ENVIRONMENTAL STATEMENT

2.4 MISSION AND VALUES

Interstuhl is the reliable partner for enjoyable and performance-enhancing seating at the workplace. Our products are characterised by ecological, economic and ergonomic efficiency, an aesthetic that can be experienced with all the senses and the highest level of technical innovation and quality. With our interpersonal and company relationships we can be trusted as a fair and reliable family business. Interstuhl follows clear environmental policies. This is based on our desire to serve both people and the world we live in. We are convinced that products can only truly be good if they are produced well. At the beginning of the 1990s, the first binding guidelines were put into place, which continue to be expanded on to this day. We are committed to consistently meeting statutory requirements and exceeding them on a voluntary basis. Our environmental officer ensures compliance with internal or externally prescribed environmental regulations across all areas of activity. Open improvement processes and intensive communication ensure the sustainable success of our environmental management system. Environmental protection is firmly anchored in the employee

suggestion scheme and in the continual improvement process. All environmental protection measures are communicated transparently and comprehensively – for example in the annual environmental statement, the regular company magazine or during company tours. This applies equally to employees and to our specialist retailers or members of the public. As with all other corporate decisions, our environmental policies are also based on seven clear values:

OUR INDEPENDENCE

We are an independent, autonomous and owner-managed family business.

OUR ROOTS

We are committed to our fully integrated headquarters in Meßstetten-Tieringen and actively support the local area.

OUR EMPLOYEES

Our employees are the foundation for the success of our business. Openness and honesty are guiding principles in our communication. We involve our employees in the success of our company.

OUR SOCIAL RESPONSIBILITY

We reconcile economic and social aims. We are also committed to ensuring the prosperity of our region.

OUR EFFICIENCY

Our objective is always to do more with less. We have a sensitive and sustainable approach to all resources – ecological, economic and human.

OUR AESTHETIC

Our aesthetic encompasses more than excellent design. Our aim is to develop design that you can experience with all your senses – a comprehensive, innovative and technically appealing experience.

OUR ENGINEERING

We combine technical sophistication with innovation, surprising and clever solutions and uncompromising quality standards. We are committed to "German Engineering". This is at the heart not only of our product development but also our manufacturing processes.



ENVIRONMENTAL STATEMENT

2.5 OUR STAKEHOLDERS

Within the scope of a stakeholder analysis, we identified the key Interstuhl stakeholders.

The most important stakeholders for us are

- Our employees
- Partners and managers
- Our customers
- Suppliers and service providers
- State, authorities and parties

Further stakeholders we identified include

- Banks and insurance companies
- Educational establishments
- Local residents
- Trade unions
- Trade associations

We publish an annual sustainability report with integrated environmental statement for these stakeholders.

Employees have various means of voicing their concerns, either through the works council, the sustainability team, their managers or of course directly to the Executive Board.

We use trade fair contacts and voluntary disclosure questionnaires, which we complete in conjunction with customer enquiries, to identify the most pressing issues for our customers. With a sales team that is available day in, day out, we can also respond quickly to our customers' needs.

Dedicated Interstuhl contacts communicate regularly with our suppliers. They also discuss issues affecting suppliers that go beyond their day-to-day business.

What's clear is that environmental issues such as climate change/greenhouse gas emissions, resource scarcity and recycling as well as social and societal matters such as demographic change, equal opportunities and the changing world of work including occupational health and safety are becoming more and more important across all groups.

For us, the added value chain for our products starts long before the material is procured or the products are physically manufactured and doesn't end until as much as possible has been recycled. In essence, it comprises:

DEVELOPMENT / ENGINEERING / DESIGN

Here, the foundation is laid for the sustainability of our products through the selection of the most environmentally friendly, recyclable materials possible (see product groups, measured according to value of goods). It is also where the repairability, dismantlability and durability of the products are determined.

SUPPLIERS

When selecting our suppliers, we make sure we keep transport routes as short as possible and take measures to optimise deliveries. We procure (measured according to value of goods) approximately 53% of the material from Germany, a further 30% or so from elsewhere in Europe and only around 17% from Asia.

We reduce packaging waste by means of a return and refill system, which is used by most of our suppliers.

ENVIRONMENTAL STATEMENT

2.6 ADDED VALUE CHAIN

All new suppliers are initially assessed with regard to environmental and social aspects.

PRODUCTION

A particular advantage of Interstuhl is the high level of vertical integration, which is unique in the sector. We operate, among other things, an in-house steel construction department, a welding shop, powder coating, an upholstery shop with attached sewing workshop and foaming division, in addition to various pre-assembly and final assembly departments. This not only reduces transport requirements but also ensures that our demand for sustainability is directly implemented in large parts of the added value chain.

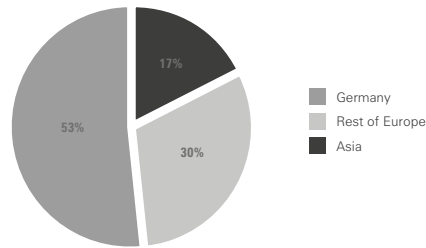
DELIVERY LOGISTICS AND USE

Our product packaging is 100% recyclable. We also sometimes offer our customers the option of no packaging. Transport journeys to customers are optimised by a piece of logistics software. Our products are designed to be durable. To make this possible, we guarantee the availability of spare part for 10 years.

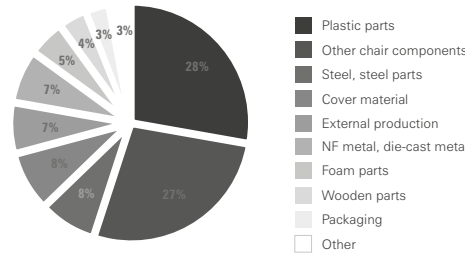
RETURN AND DISPOSAL

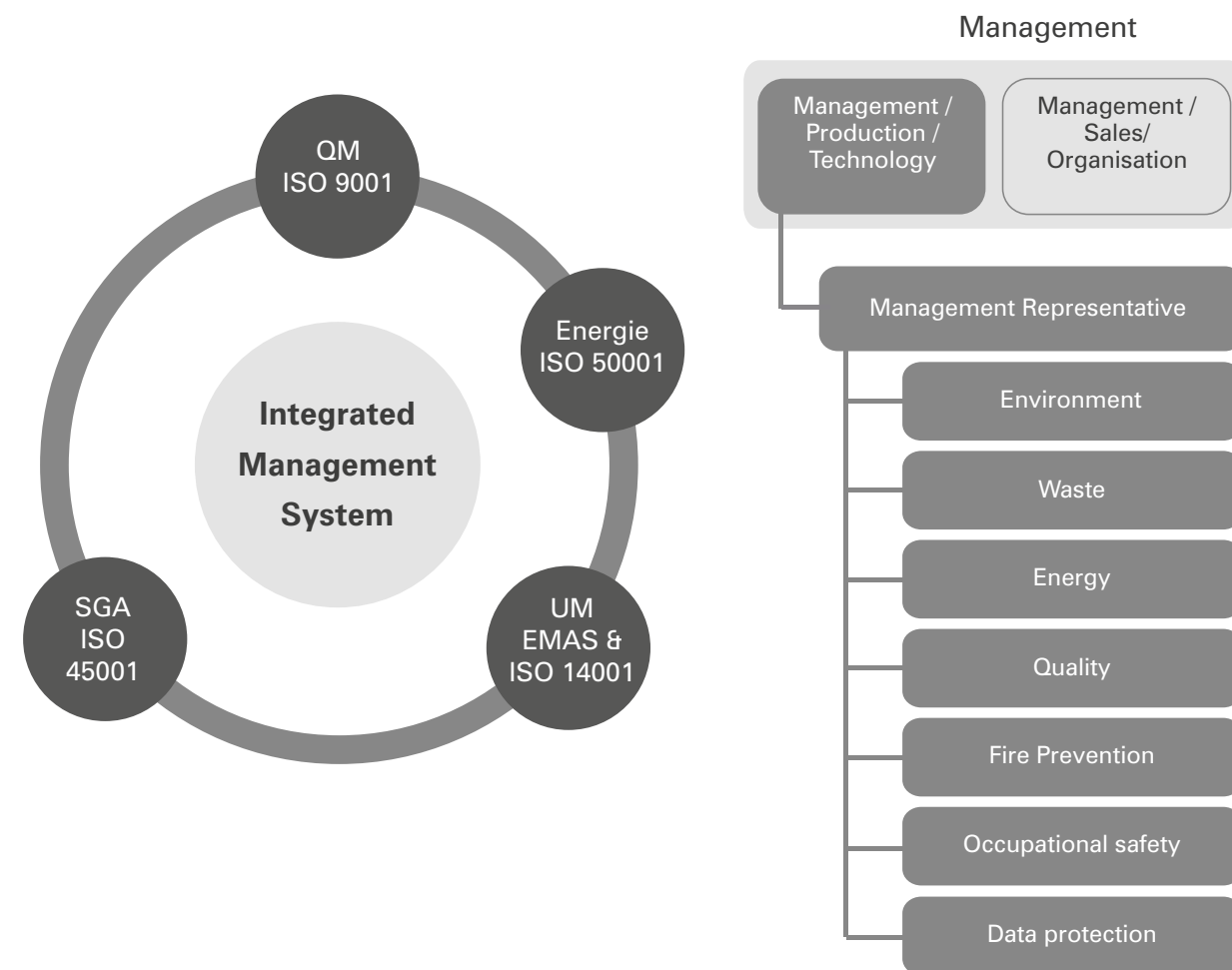
We offer a return guarantee on our chairs. The returned chairs are dismantled by a recognised disposal company. This ensures that all recyclable materials are actually taken for recycling and keeps waste volumes to a minimum.

MATERIAL ORIGIN



PRODUCT GROUPS





ENVIRONMENTAL STATEMENT

3. FIELDS OF RESPONSIBILITY

Fundamental responsibility for the organisation, monitoring and implementation of all environmental protection measures lies with the Technical/Financial Manager. He/she delegates tasks relating to environmental protection to management representatives and those responsible for their execution within line management, who are then responsible for the implementation of and compliance with objectives and legal requirements within their respective area.

The individual employees are bound by the Interstuhl code of practice to act in an environmentally friendly and responsible manner and to observe all instructions (e.g. operating instructions, environmental work procedures, etc.).

The mission, the values and principles, including strategy, were defined jointly by the board of directors and the managers. These are used as the basis for deriving the corporate goals, compliance with which is reviewed and, if necessary, adapted within the

scope of an annual strategy meeting. All of this is communicated to employees, followed by specific objectives. The cross-company coordination of environmental activities is the responsibility of the management representative. They have the authority to instruct the various departments in order to guarantee the implementation of measures and carry out the following environmental tasks, among others:

- Monitoring overall performance of the environmental management system and environmental figures including reporting to the Executive Board
- Updating, maintaining and expanding the environmental management system
- Advising on the implementation of the environmental management system
- Determining and evaluating the applicable legal requirements
- Maintaining contact with the relevant authorities and external bodies
- Hazardous materials management

Facility Management is responsible for waste disposal. The respective heads of department are responsible for production systems relevant to the environment.

The environmental management system is incorporated into the integrated management system. As such, environmental protection is an integral part of our mission, values and principles, implemented by following a strategy in pursuance of our goals. The integrated management system is validated in accordance with the specifications of EMAS Regulation (EU) No.1221/2009, certified in accordance with ISO 14001:2015, ISO 9001:2015, ISO 45001:2018, ISO 50001:2018. It is centred around ecological, social and economic aspects. Interstuhl is committed to the continuous and sustainable improvement of environmental protection.

ENVIRONMENTAL STATEMENT

4. ENVIRONMENTAL ASPECTS

Direct environmental aspects relate to the impacts of our activities in the location over which we have a direct influence. We maintain a register in which environmental impacts are documented and evaluated. Statutory regulations are assigned to the various environmental impacts. We include primarily our production processes among direct environmental aspects. We evaluate the relevance of these environmental

impacts according to the consumption of resources, emissions and the creation of waste. In addition, we evaluate adherence to statutory aspects. For possible emergency situations, procedures are defined in the form of process descriptions, contingency plans and escape route plans. Their effectiveness is verified by practice drills and audits. Environmentally relevant processes also exist outside of Interstuhl which are

connected to our actions. These are defined as indirect aspects. We are only able to exert limited influence on these processes. In summary, the responsible and sparing use of resources may be viewed as the most significant influencing measure.

ENVIRONMENTAL STATEMENT

4.1 DIRECT ENVIRONMENTAL ASPECTS

We have registered our environmentally relevant equipment and activities in an index and evaluated their environmental impact according to the following criteria: Atmosphere, waterways, waste, soil contamination, use of resources and emissions. Based on frequency and the existence of statutory regulations, Facility & Environmental Management has derived their level of importance taking into account defined classification criteria. A particular benefit of Interstuhl is a vertical depth of manufacture which is unique in the industry: The company operates its own steel construction department, a welding shop, powder coating, upholstery department with attached sewing and foam moulding department, as well as various preliminary and final assembly departments. Some of these departments produce waste oil. This oil is subsequently reprocessed offsite before being reintroduced into the commercial cycle.

STEEL CONSTRUCTION DEPARTMENT

- Noise is generated by the forming of metal parts (punching, pressing).
- Punching waste is generated in the production process.
- Emulsions generated by punching are disposed of as waste.

WELDING SHOP

- Welding fume emissions are filtered through an exhaust air system and released outside.

CUTTING AND SEWING SHOP

- Waste from used materials that have been tested for contaminants (fabric and leather) are taken for recycling. Wastage is kept to a minimum thanks to constant optimisation of the cutting schedule and use of automated CAD cutters.

POWDER COATING

- Use of powder coatings that are free of heavy metals.
- Amount of waste powder takes processing / re-use into account.
- Exhaust in form of water vapour.
- Use of heating oil to heat plant.
- Pre-cleaning of steel parts generates rinsing water. This is processed by neutralising in the in-house waste water treatment plant.
- Energy used during operation of powder coating plant.

4.1 DIRECT ENVIRONMENTAL ASPECTS

FOAMING

- The two basic components of foam (polyol and isocyanate) are stored in separate tanks and only brought together for the foaming process. We constantly reduce the shot weight as far as possible in order to decrease emissions. The shot volume depends on the size and type of mould and is constantly optimised.

- Foam leftovers are returned to the supplier, where they are shredded so that they can be reused as wadding or recycled.

- The mixing heads are cleaned with air as required.

- Electrical energy is required to heat the moulds and for pressure build-up.

UPHOLSTERY

- The partial stapling of covers/upholstery involves pneumatic staplers and results in noise production.

FINAL ASSEMBLY

- Compressed air is used to operate the pneumatic screwdrivers.
- Electrical energy is used to move the goods along the conveyor belt transport rollers.
- Generation of waste packaging from purchased parts.

SHIPPING AND LOGISTICS

- Transport emissions
 - Packaging materials
- The goods are delivered „assembled in protective cover“ or „in a box“, depending on the customer's preferred packaging type. This leads to the accrual of packaging materials such as sheets, cardboard and strappings.

CUSTOMER SERVICE

- Spare parts for repairs/maintenance are provided on-site at the customer's premises especially selected reusable plastic containers.

4.2 INDIRECT ENVIRONMENTAL ASPECTS

SUPPLIERS AND SUPPLIER LOGISTICS

- We are working towards environmentally friendly production processes for our suppliers.
- The total amount of packaging is significantly reduced through the use of a reuse/return system.
- The use of efficient route planning software helps to avoid empty runs.
- Requirement to provide verification when testing for harmful substances, e.g. Ökotex 100 for textiles/leather, Blue Angel environmental label from our suppliers.

MARKET AND CUSTOMER FOCUS

- Packaging (sheets, cardboard)
- Production of durable, high-grade products
- We offer our customers the chance to return or partially forego transport packaging.

EXTERNAL COMPANIES/DISPOSAL COMPANIES/SERVICE PROVIDERS

- In order to ensure that we are legally compliant, we keep account of contract drafting standards, employ companies with certified management systems, and carry out in-house training programmes.

5.1 ENVIRONMENTAL PROGRAMME RETROSPECTIVE

ENVIRONMENTAL ACHIEVEMENTS IN OUR PRODUCTS – SUSTAINABILITY THROUGH VALUE – VALUE THROUGH DESIGN AND QUALITY

2019

PURE^{IS3}
German Design Council – German Design Award – Winner
Architecture & Office Innovation Prize
Bimos – NEXXIT
German Design Council
German Design Award – Winner

2017

Bimos – Labsit
Focus Open Gold
UP^{IS1} general-purpose stool – German Design Award Gold
(highest possible award)
Vintage^{IS5} swivel armchair and conference chairs –
German Design Award Winner, Neocon Silver and
Innovation Award

2014

NESTY^{IS3} - German Design Council
German Design Award - Special Mention

2010

AIT Innovation Prize, the Material Vision and IF Design Award
conferred on the AirPad model

2007

“ADAM” Silver Award conferred by the Umbrella Organization for
Trade Fair Construction and Marketing Events

Interstuhl is the first office chair manufacturer to be awarded the
„Golden M“ by the German Association of Quality Furniture (DGM)

2005

Multiple “best of NeoCon” gold design award winner

2000

LGA Certification “Tested for harmful substances”

1993

Discontinued use of composite parts. This allows separation
according to material at the end of the product life cycle. The
materials are retained in the material cycle for reuse

2018

Bimos – Labsit
German Design Council
German Design Award – Winner

2016

TANGRAM^{IS5} German Design Council - German Design Award - Winner
TANGRAM^{IS5} German Design Council - Iconic Award Interior Innovation -
Winner

2013

Bimos - Fin German Design Council German Design Award -
Winner
Bimos - Neon German Design Council German Design Award -
Winner
Bimos - Neon reddot design award - Winner

EVERY^{IS1} Design Center Baden-Württemberg - Focus Open Special
Mention
KINETIC^{IS5} reddot design award - winner

2008

Winner of „Premium Product“ award by LGA Nuremberg, receipt
of the “Quality Office” seal

2006

Winner of „Premium Product“ award by LGA Nuremberg, receipt of
the “Quality Office” seal

Multiple winner of the „German Design Prize“, Germany's highest
design accolade, considered by opinion formers in the field of design
to be the prize among prizes

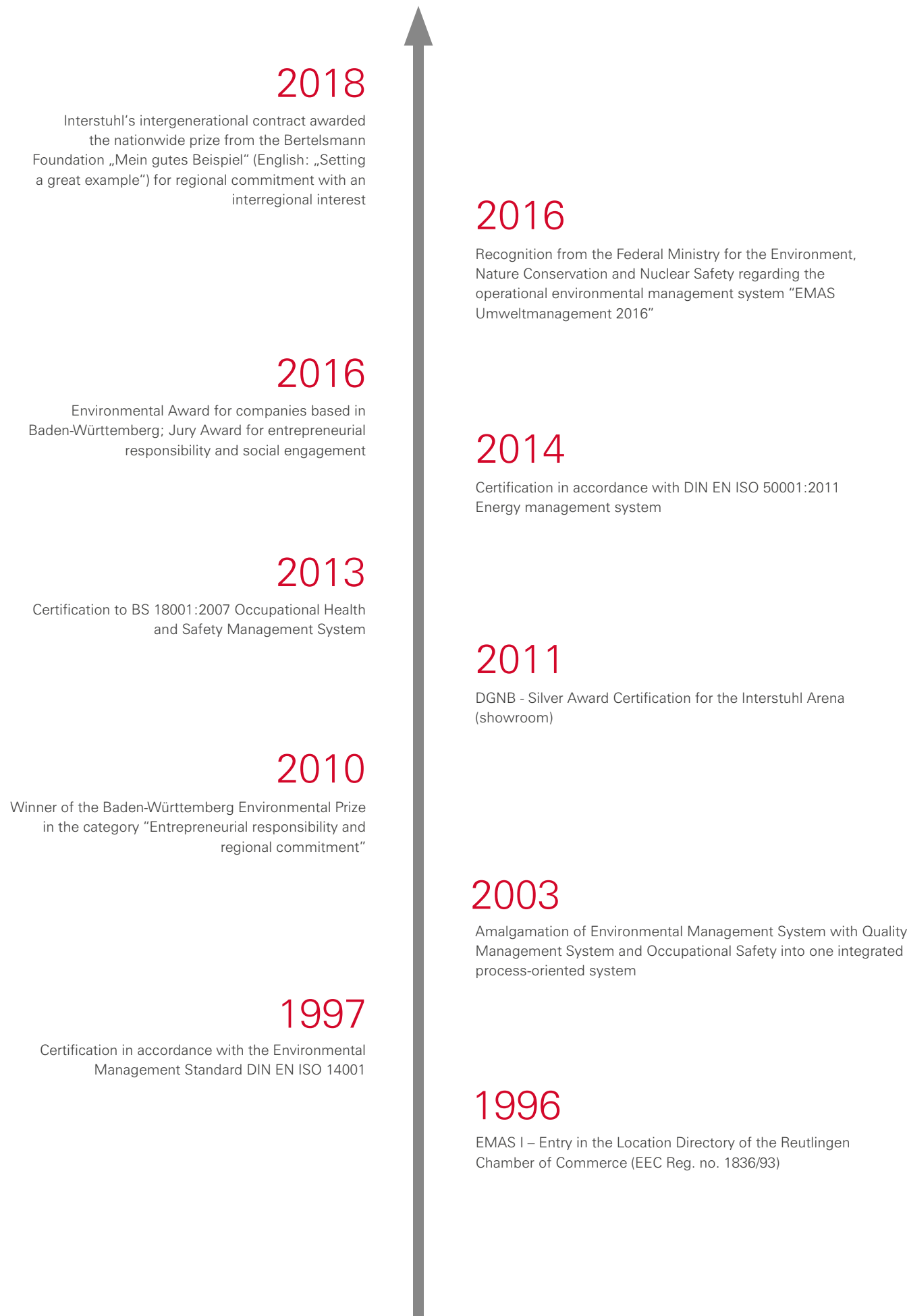
2001

Introduction of 5-year long-term warranty

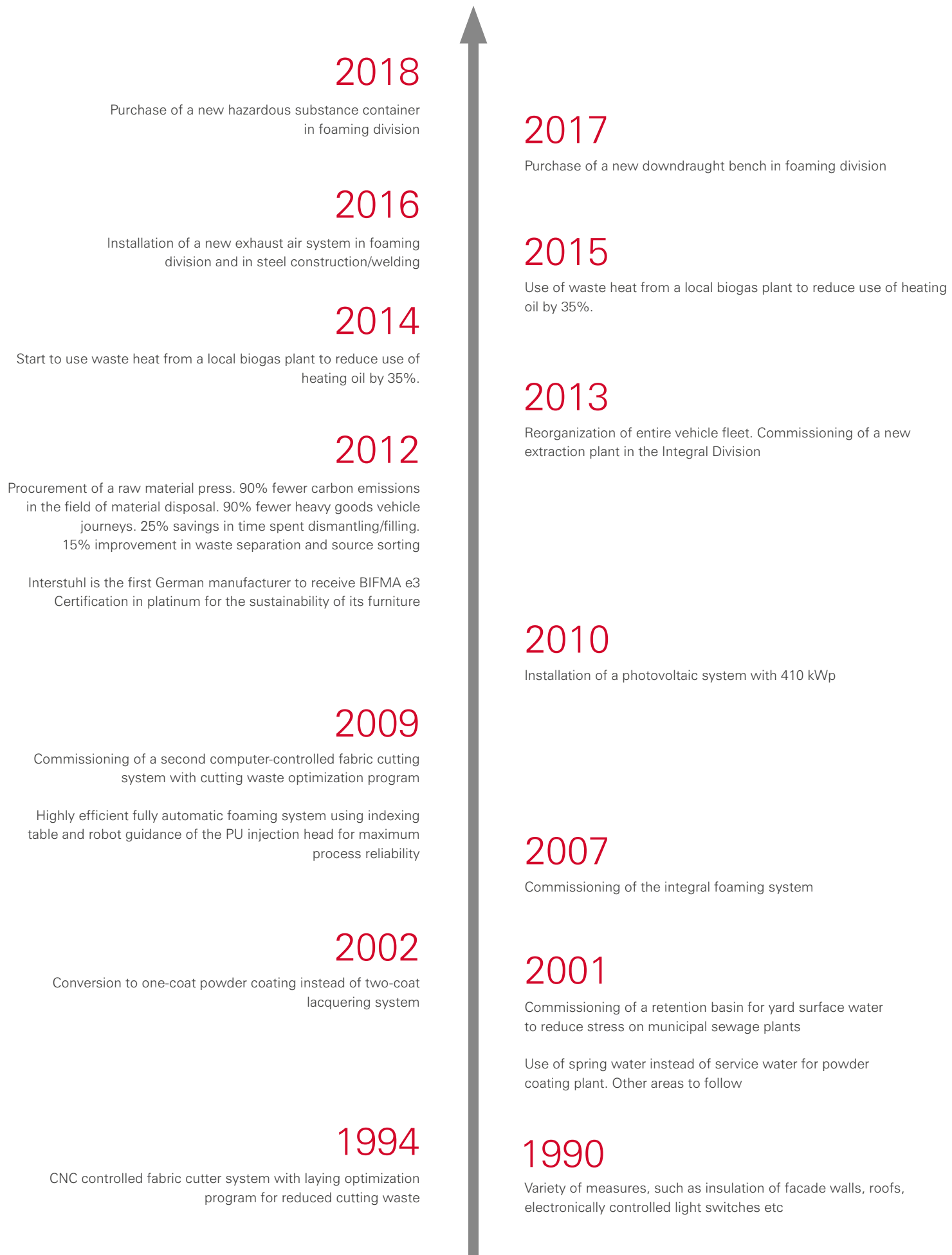
1997

Interstuhl is the first company in its field to use 3-dimensionally
knitted mesh instead foam upholstery material.
Benefit: manufacture without creating waste

CONSOLIDATION OF ENVIRONMENTAL MANAGEMENT – PENETRATION FROM THE BOARDROOM
THROUGH THE WORKFORCE TO THE CUSTOMER



SAVING RESOURCES – REDUCTION OF WASTE AND EMISSIONS



5.2 OUTLOOK

WE HAVE ACHIEVED A LOT IN THE LAST FEW YEARS. AND WE HOPE TO CONTINUE THE TREND WITH OUR AMBITIOUS GOALS FOR THE COMING YEARS:

- Continuous improvement of our environmental performance

SUSTAINABILITY HAS BEEN MADE A CORE PART OF OUR CORPORATE STRATEGY AND WILL BE REINFORCED WITH THE FOLLOWING MEASURES:

- Further support and expansion of social projects, e.g. cooperation with schools, sheltered workshops, etc.
- Introduction of a chrome look process
- Expansion of the Interstuhl trail
- Creation of a long-term energy concept taking into account local conditions

5.3 ENVIRONMENTAL OBJECTIVES 2020

- Product certifications of five product groups in accordance with FEMB level:2017
Responsible:
Test laboratory manager

 **100 % complete**


- Replacement of the skylights in Hall 2 on the ground floor of the Steel Construction department to reduce heat loss
Responsible:
Head of Steel Construction

 **0 % complete**

- Reduction of hazardous substances (outside of series production) by 5% compared to 2018
Responsible:
Head of Building Management

 **0 % complete**


- CO₂ savings thanks to reducing the number of journeys by supplying parts directly
Responsible:
Head of Supply Chain Management

 **0 % complete**

- Expansion of our energy-controlling system to include a further six measuring points
Responsible:
Head of Building Management

 **50 % complete**

- Expansion of the sprinkler system in Hall 1, 2, 9 on the ground floor
Responsible:
Head of Building Management

 **50 % complete**

5.4 REVIEW OF OBJECTIVES 2019


- Avoidance of transport journeys through direct container delivery:
Reduction in transport costs
Reduction in CO₂ emissions by 1,400 kg
Responsible:
Head of Supply Chain Management

 **100 % complete**


- Change from 20 ft containers to 40 ft containers
Reduction in transport costs
Responsible:
Head of Supply Chain Management

 **100 % complete**


- Further expansion of our energy-controlling system
Responsible:
Head of Building Management

 **75 % complete**


- Reduction of hazardous substances by 5 % compared to 2018
Responsible:
Plant Management

 **100 % complete**

- Complete coverage of process heat requirements by means of district heating from a biogas plant. The excess is used for room heating
Responsible:
Facility Management

 **100 % complete**

- Replacement of the skylights in Hall 2 on the ground floor of the Steel Construction department to reduce heat loss
Responsible:
Head of Steel Construction

 **0 % complete**

- Reduction of kilometres travelled thanks to direct delivery to customers within a 200 km radius using forwarding agents
Responsible:
Logistics/Shipping Manager

 **100 % complete**

6. KEY INDICATORS

Gross value added (excluding VAT) was 78.520.000 € in the calendar year 2019. This figure was calculated in accordance with guidelines issued by the German Office of Statistics.

- At Interstuhl, the energy input is calculated as the sum total of electrical current plus heating
- Materials used include primarily metals (steel and aluminium), plastics and wood

- Water consumption is made up of the company's own spring water and fresh water
- Waste is divided into two types: "Recyclable waste" and "Disposable waste"
- Under the heading of biological diversity, we take into consideration the land use of the built-on surface area

- Taking these factors (fuel oil, electricity and motor fuel) it is possible to calculate emissions as a CO₂ equivalent

By means of input-output analyses, we are able to trace the direct and indirect environmental impact of our industrial activities along the production chain. As a control instrument, these analyses help in the identification of deviations and initiation of countermeasures. We use the results of these analyses as the basis for defining new targets, with a view to creating sustainable cycles and making the most efficient use of our resources.

INPUTS ARE:
Raw materials and supplies, consumables, energy and water.

OUTPUTS ARE:
Products, ancillary products, air emissions, effluent, waste and noise.

Key indicator

	FY 2016	FY 2017	FY 2018	FY 2019	Unit	FY 2016	FY2017	FY 2018	FY 2019	Unit
Energy efficiency	7164	7133	7246	7104	MWh	100	92	87	91	MWh / Mill. €
Material efficiency	20285	19339	21362	19049	t	271	251	258	243	t / Mill. €
Water	5354	4247	4066	3630	m³	72	55	49	46	m³ / Mill. €
Waste	2177	2076	2098	2113	t	29	26	25	27	t / Mill. €
Biological diversity	29460	29460	29460	29460	m²	394	382	356	375	m² / Mill. €
Emissions as CO ₂ equivalent	4072	4564	3928	3827	t	54	53	48	49	t / Mill. €

Input/Output

	2016	2017	2018	2019
Employees	637	704	730	730
Production units	963,394	1,007,556	1,023,999	952,635
Energy input/electricity	3.17	3.24	3.23	3.13
PV system generation [kWh]	343,111	312,229	349,418	383,142
PV system [kWh]/internal use	314,607	288,321	316,042	343,033
Energy input fuel oil [l]	399,245	369,002	351,179	343,699
District heating (kWh)	443,739	541,474	507,022	538,916
Water input [m³]	5354	4247	4066	3630
Total waste [t]	2177	2076	2098	2113
Waste for recycling as a percentage of waste volume [%]	93.8	99.7	99.7	99.4
Special waste volume [kg/production unit]	2.3	2.06	2.04	2.22
Special heating oil consumption [l/production unit]	0.41	0.37	0.34	0.36
Special electricity consumption [kWh/production unit]	3.29	3.24	3.15	3.28
Special water consumption [l/production unit]	5.55	4.22	3.97	3.81
Process water [l/production unit]	0.08	0.08	0.07	0.07

6.1 INPUT

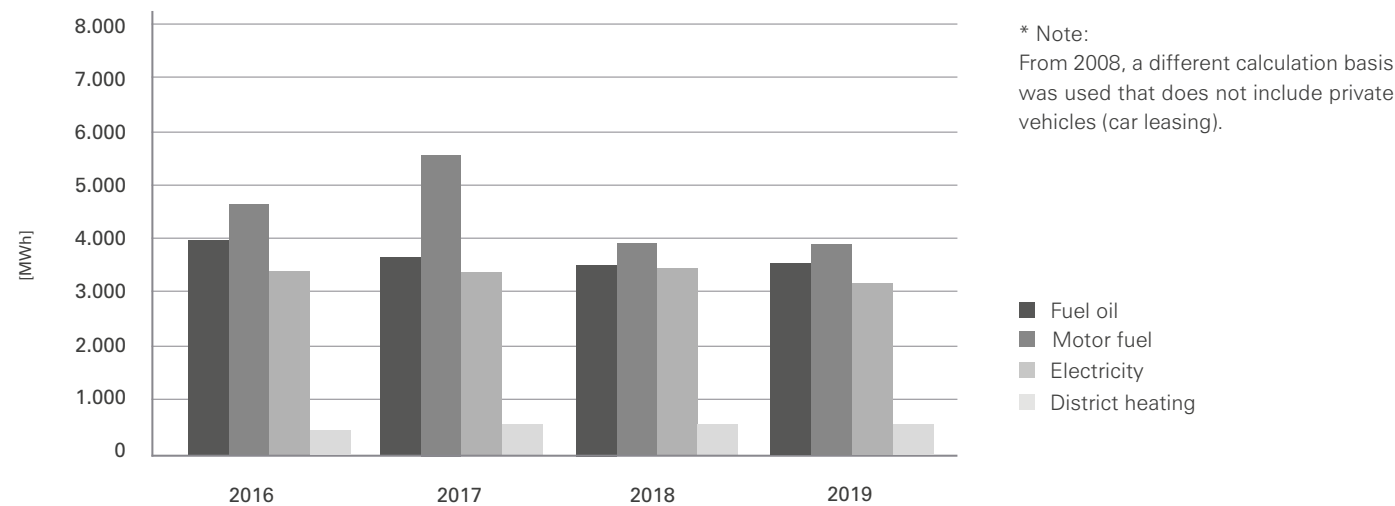
ENERGY INPUT: DISTRIBUTION

Machines, heating systems, electrical devices and lighting all require energy. This can be provided from renewable or non-renewable energy sources. Our main source of energy is still petrol and diesel, which are

primarily needed for our field service vehicles and commercial fleets. Our products are delivered by a contract haulier. The proportions of the different energy sources required has changed in recent years.

A further significant reduction in the consumption of heating oil has been made by using the waste heat from a biogas plant.

DISTRIBUTION OF ENERGY CONSUMPTION



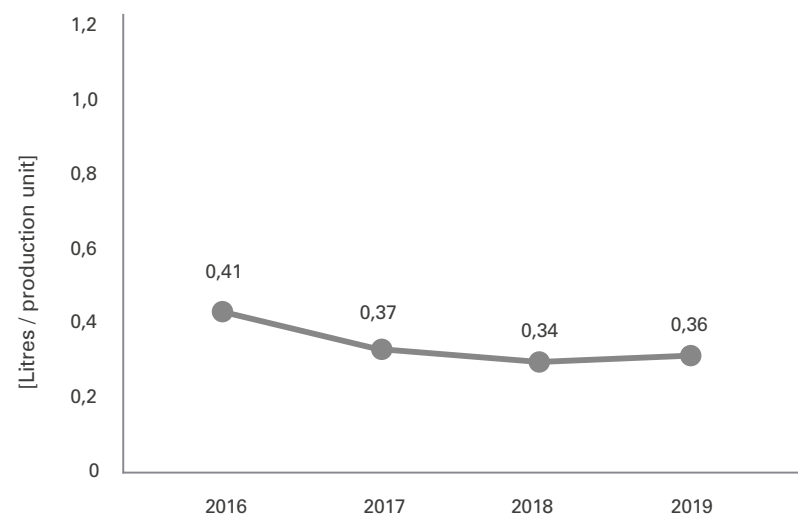
FUEL OIL (ABSOLUTE AND SPECIFIC)

Despite the addition of several production and administrative buildings in the last few years, we are happy to report that the heating oil consumption has not increased. The heat insulation measures are having a parti-

cularly positive effect here. Another contributing technical measure is the reduction of temperature control in the coating system and associated phosphating bath. The connection of the company to a district heating system, commissioned in October of 2014, has also significantly contributed to the

reduction. Despite increases in production, we were able to lower our heating oil consumption. Since 2019, the process heat is provided through district heating.

FUEL OIL CONSUMPTION PER PRODUCTION UNIT



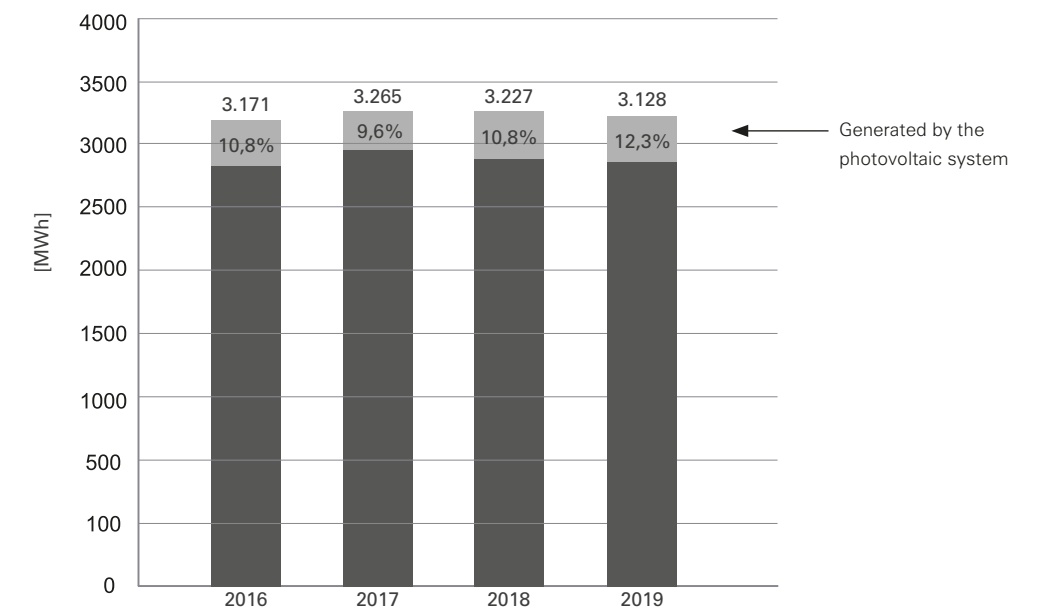
ELECTRICITY INPUT (ABSOLUTE AND SPECIFIC)

The most significant electrical energy consumers are deployed in production and in the supply facilities:

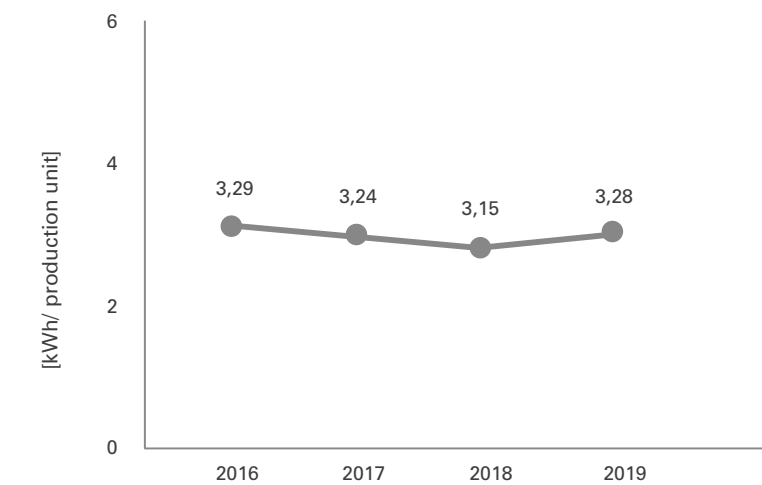
- Presses in the steel construction sector
- Powder coating shop
- Welding robots
- High-bay warehouse
- Assembly and conveyor belts
- Workstation and hall lighting

A photovoltaic system was commissioned in 2010. It has an output of 410 kWp. Up to the end of 2018 we generated a total of 2,557 MWh, the overwhelming majority of which was directly used. A small surplus was fed back into the grid.

POWER CONSUMPTION



GENERATED BY THE PHOTOVOLTAIC SYSTEM



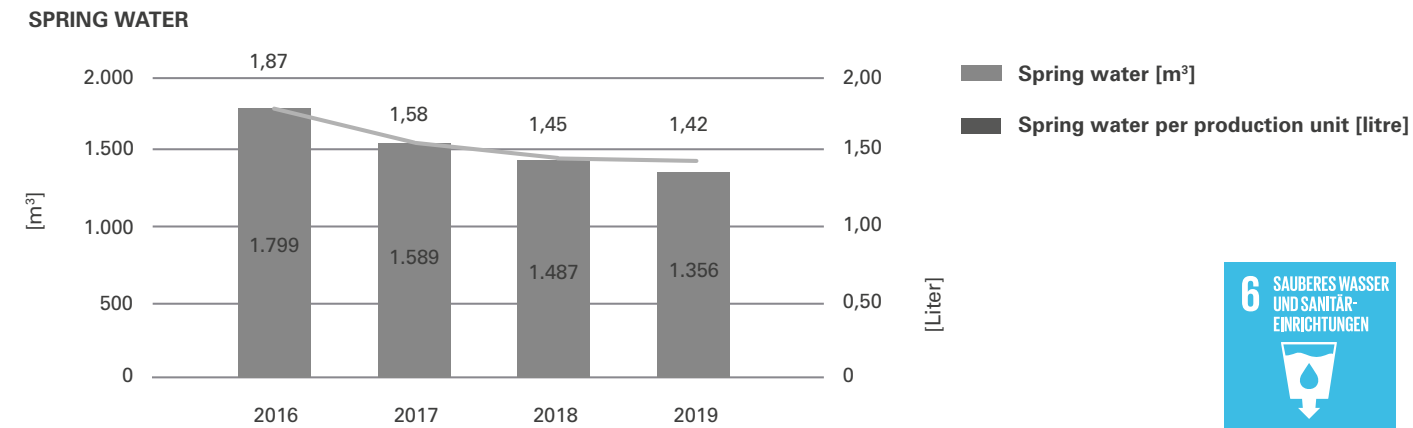
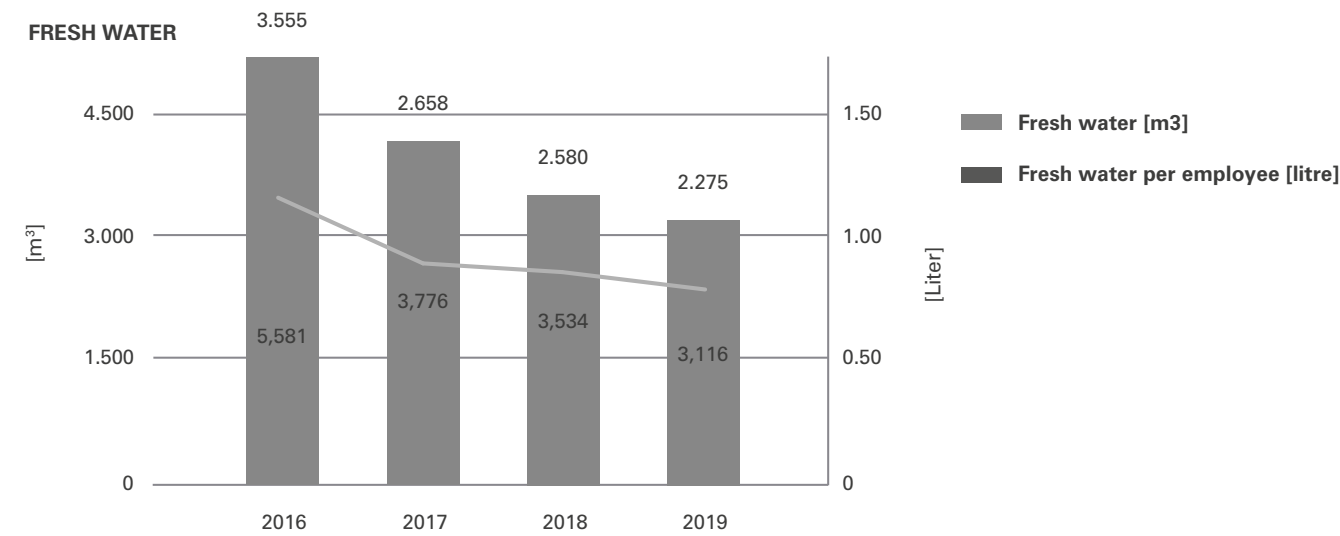
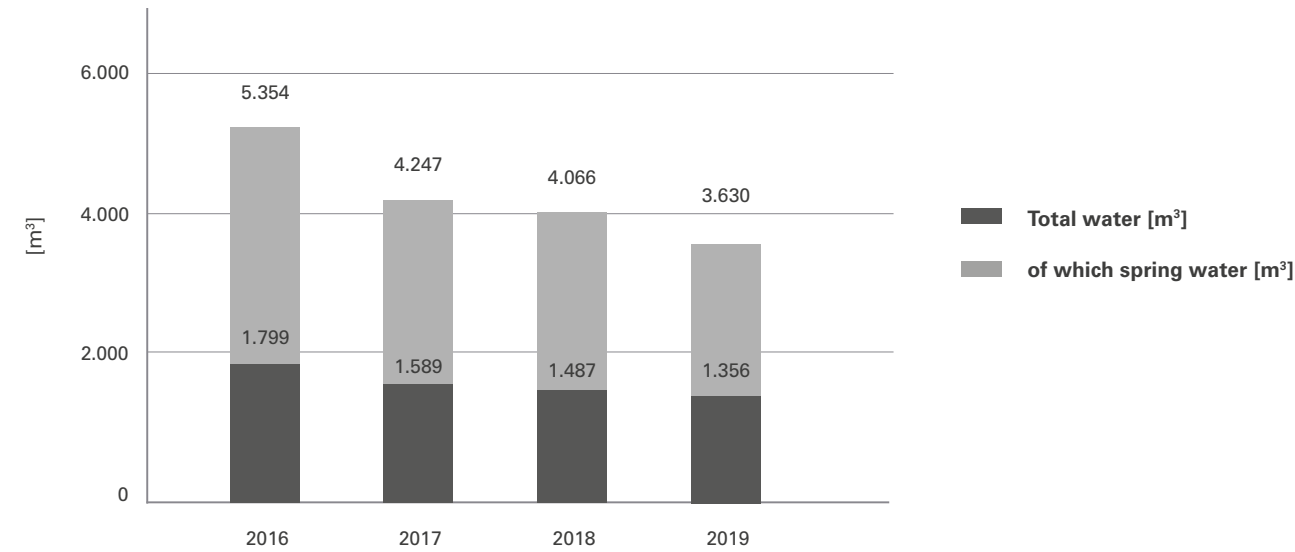
MATERIAL INPUT - WATER CONSUMPTION
(ABSOLUTE – SPECIFIC)

The total figure for water consumption could be reduced by using spring water for our powder-coating facility. The fluctuations in the use of spring water are down to the product portfolio, or more specifically the coated parts. The increase in water consumpti-

on is due to a burst water pipe, construction projects (e.g. steel construction) and the increased number of employees. The spring, which we have been granted the right to use, is located on the company grounds. The charts represent the overall trend as well as

the specific water consumption per production unit. The reduction in the volume of spring water is attributable to changes in the production process (shift times, product range, repair work, etc.).

ABSOLUTE WATER CONSUMPTION



MATERIAL INPUT

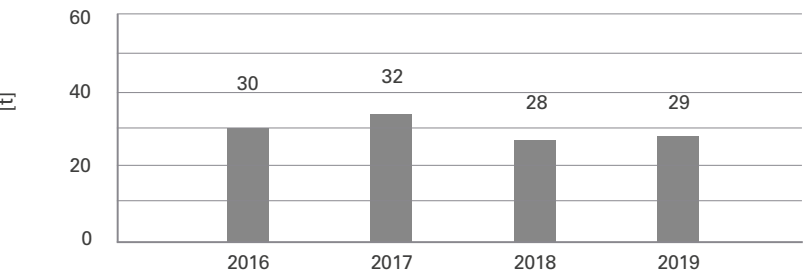
We check that all the materials used in our products are physiologically harmless. Our development guidelines define the use of high-quality materials.

Metals in the form of tubes, slit strip, sheet and NF metals as well as gas springs and mechanical components account for the greatest percentage. Plastic parts lend themselves particularly well to recycling, and are provided with a material identification right from the tooling stage. The minimal amount

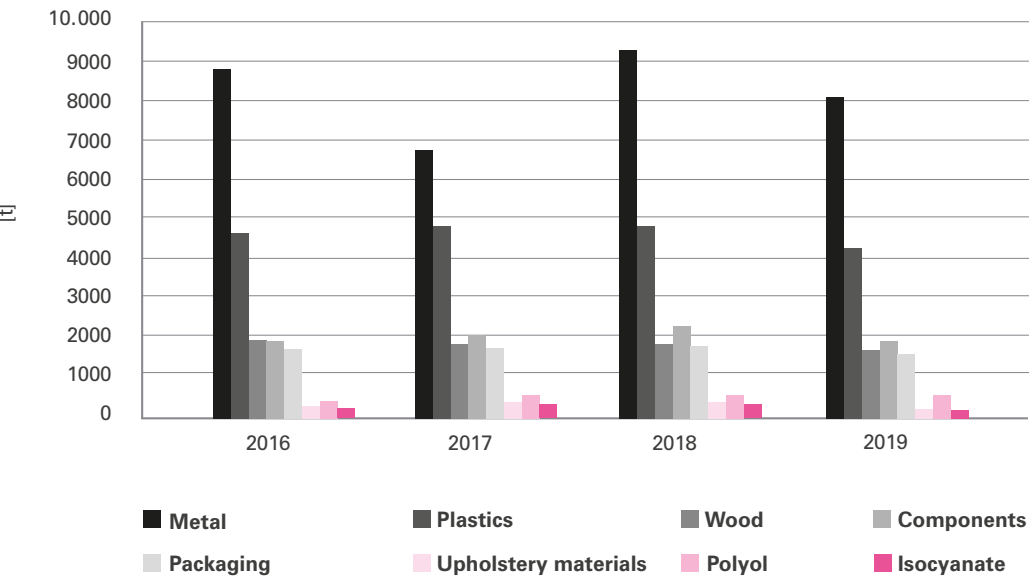
of packaging can be explained by our communication with customers in recent years, who are enthusiastic about the significant reduction in sheet packaging. Our procurement process also features a recycling system in which packaging materials are used a number of times. The padding materials used largely comprise the foam components isocyanate and polyol (appr. 60%) and textile covers which comply with the most stringent ecological criteria. When working with leather, we carry out on going tests to ensure that statutory limiting values of PCP, formaldehyde and chrome (VI) compounds are never exceeded. All wood types or

timber derived materials are sourced from sustainably managed forests. We only use grade E1 MDF or chipboard panels or better in the production of tables and box furniture. The use of auxiliary materials depends on the production units. These are glues and powder lacquer materials which are used in particular in the powder coating plant.

AUXILIARY MATERIALS



MATERIAL CONSUMPTION



6.2.1 OUTPUT WASTE BALANCE SHEET (EXTRACT)

All waste is collected separately at Interstuhl (paper, plastic and metal) and sent to a regional recycling company. Dangerous waste (which is only generated in small volumes) is sent to a certified disposal company.

The general principle is that recycling is preferable over disposal. Waste that is to be disposed of is waste that is not (cannot be) recycled. Below is an excerpt from our waste balance. What is remarkable is that it has

been possible to maintain the increase in the recycling rate from 84 % (FY 1996) to an average of 99 % in the last few years at a consistently high level. This has only been possible by continuing to separate all waste.

WASTE FOR RECYCLING (t)

Waste code	Material	Quantity 2016	Quantity 2017	Quantity 2018	Quantity 2019
12 01 02	Punchings	701	593	667	589
12 01 02	Mixed scrap	112	120	124	118
12 01 04	Cast aluminium	39	14	18	19
03 03 08	Cardboard	437	470	394	431
20 01 01	Files for shredding	0	0	0	15
15 01 03	Scrap wood	310	372	411	403
15 01 02	PE film	60	64	38	41
20 03 01	Mixed (municipal) waste	336	383	389	438
20 03 01	Chair parts for disassembly	21	22	14	19
16 02 14	Electronic scrap	0	0	2	2
04 01 08	Leather scraps	4	3	4	3
08 02 01	Paint/varnish/coating powder waste	5	3	0	0
12 01 09	Emulsions, oils, sludges	4	2	5	2

WASTE FOR DISPOSAL (t)

15 02 02*	Suction and filter materials	2	4	3	3
17 01 07	Construction and demolition waste	130	5	0	1
07 02 08*	Polyol waste	0	3	0	0
11 01 09*	Sludge from parts cleaning	0	0	14	10

*Hazardous substances in accordance with waste classification

Note: For reasons of simplicity, individual waste fractions that are not regularly produced are not listed.

6.2.2 OUTPUT

EMISSIONS DUE TO FOSSIL ENERGY SOURCES

Greenhouse gases such as CH₄, N₂O, hydrofluorocarbonate, perfluorocarbonate and SF₆ do not occur at Interstuhl. Negligible quantities of SO₂ are produced due to the

use of low-sulphur fuel oil. Due to reorganization of the transport logistics (trucks), no detailed information could be gathered after April 1, 2013, as no further influence was possible in terms of the use of energy. Particulate emissions from motor fuel were very low in the financial year 2019 (<0.27 t)

due to continuous upgrading of the vehicle fleet. All vehicle engines comply with the requirements of pollutant class Euro 5 as a minimum. By using renewable energy, such as district heating and solar energy, we save approximately 250 tons of CO₂ annually.

Energy source	INPUT energy utilization									
	Absolute values [MWh]					Percentage [%]				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Fuel oil	3.766	3.992	3.690	3.512	3.437	34	33	29	31	31
Electricity	3.162	3.171	3.265	3.228	3.128	29	26	26	29	29
District heating	174	444	542	507	539	2	4	4	5	5
Motor fuel										
• Business trips / service and internal fleet	1.975	2.502	1.678	2.328	2.309	18	21	13	20	21
• Employee commute	1.895	2.032	3.526	1.651	1.587	17	17	28	15	14
Total	10.972	12.141	12.701	11.226	11.000	100	100	100	100	100

Energy source	OUTPUT emissions (exhaust)										SO ₂ -equivalent	Particulate PM (t)
	Absolute value CO ₂ (t)					Absolute value NO _x (t)						
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2019	2019
Fuel oil	1.197	1.269	1.173	1.116	1.234	0.73	0.77	0.71	0.68	0.66	1.45	0.08
Electricity	1.858	1.864	1.919	1.897	1.838	1.78	1.79	1.84	1.82	1.78	2.45	0.11
District heating	0	0	0	0	0	0	0	0	0	0	0	0
Motor fuel												
• Business trips / service and internal fleet	519	790	434	535	531	1.03	1.57	1.62	1.11	1.18	1.45	0.13
• Employee commute	498	642	912	380	365	0.39	0.50	0.53	0.40	0.38	0.71	0.11
Total	4.072	4.564	4.438	3.928	3.827	3.93	4.63	4.70	4.00	3.99	6.07	0.43



TRAFFIC

Due to the absence of a railway connection in Meßstetten-Tieringen and the difficult public transport situation in the area, employees are generally dependent upon the use of private cars for travel.

BIOLOGICAL DIVERSITY

The entire Interstuhl site covers an area of 129,209 square metres. Of this, buildings cover approximately 29,460 square metres, equating to a proportion of 23 % of the total site. 18 % per cent of the total area is sealed and 5 % is paved and water permeable. To

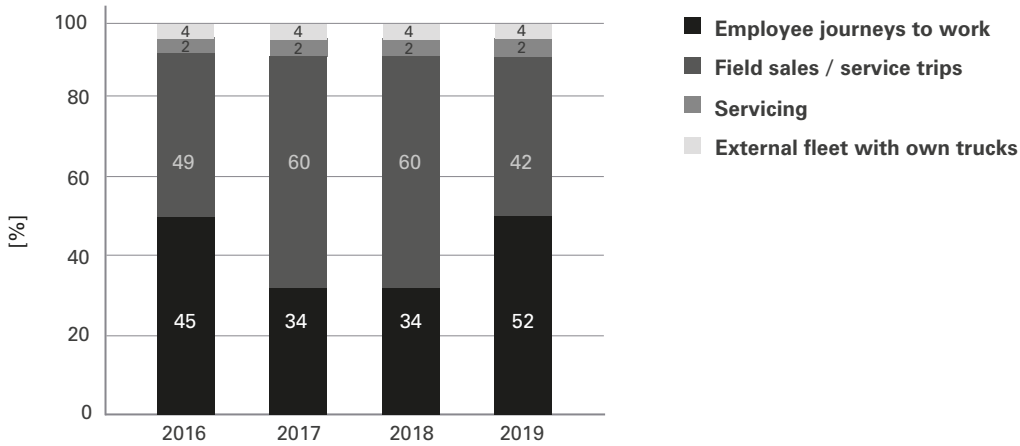
compensate for the built-up area, a green area plan was drawn up, which earmarks spaces to be used as green land for planting with appropriate indigenous trees and shrubs. This green area accounts for 54 % of the total site.

ADHERENCE TO REGULATIONS

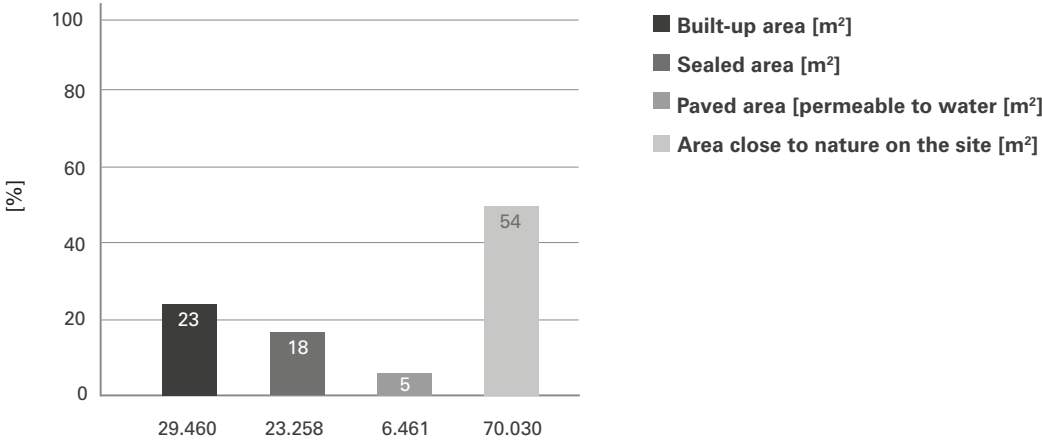
Interstuhl does not operate any systems that require approval in accordance with the Federal Immission Control Act. The wastewater from our wastewater treatment system is regularly tested by an external laboratory. We are able to use the collective

disposal service for the professional disposal of our waste. We determine and provide training on the regulations that are applicable to us, e. g. GefStoffV (Ordinance on Hazardous Substances), GewAbfV (Commercial Waste Ordinance), VerpackG (Packaging Ordinance), ArbSchG (Occupational Health and Safety Act), on a regular basis with the assistance of an external service provider and by participating in working groups. We verify compliance with the applicable regulations by means of internal audits and inspections.

BREAKDOWN OF MOTOR FUEL CONSUMPTION



BREAKDOWN OF BIOLOGICAL DIVERSITY



ANALYSIS OF WASTE WATER 2019

Determination of the reviewed metals / overall phosphor took place according to the stipulations of the Waste Water Ordinance (AbwV) in the relevant valid draft.

Parameter	Unit	Test result	Limiting value
Total iron	mg/l	0,40	3
Total chrome	mg/l	0,00	0,5
Zinc	mg/l	0,034	2

7. VALIDATION

The undersigned Peter Fischer, EMAS Environmental Verifier registered under number DE-V-0060, accredited or licensed for scope 31 (NACE Code), confirms having assessed the entire organization as specified in the updated Environmental Statement of

INTERSTUHL BÜROMÖBEL
GMBH & CO. KG
BRÜHLSTRASSE 21
72469 MESSSTETTEN-TIERINGEN

Registration Number D-168-00006 to determine its compliance with all requirements of European Parliament and Council Regulation (EC) no. 1221/2009 dated November 2009 appertaining to the voluntary participation of

organizations in a community Eco Management and Auditing system (EMAS).

By issuing this validation, the undersigned confirms that

- The assessment and validation were performed in full compliance with the requirements of Regulation (EC) no. 1221/2009 in conjunction with Regulations (EU) 2017/1505 and 2018/2026.
- The result of the assessment and validation confirms that no evidence of failure to adhere to valid environmental regulations exists.

► The data and information contained in the updated Environmental Statement of the organization provide a reliable, credible and truthful reflection of all activities of the organization within the scope outlined in the Environmental Statement.

This Validation is not equivalent to an EMAS Registration. EMAS Registration may only be attained through a competent body in accordance with Regulation (EC) no. 1221/2009. This Validation may not be utilized as an independent platform for general publication.

Meßstetten, 17.08.2020

Peter Fischer

The deadline for submission of the next Environmental Statement is May 2019. Every Environmental Statement must be validated by the Environmental Verifier and published.

Peter Fischer, Environmental Verifier
DE-V-0060



Life on land



SOCIAL REPORT

1. SOCIAL SUSTAINABILITY

We are very aware of the great corporate social responsibility we bear towards our employees, and we have created a wealth of measures and projects to this end which are well in excess of the norm.

Interstuhl is committed to its current location in Meßstetten-Tieringen and continues to create new jobs which are guaranteed even in economically challenging times.

We protect and respect the rights of our employees on the local and global level by ensuring that forced or involuntary labour is never used or supported in any form, that any employment takes place on a consensual basis and that child labour is not supported in any form. We also take great re-sponsibility for our environment, and practice committed and sustained involvement in the social, cultural, educational, ecological and economical concerns of our entire region. Different support measures for our own employees and for the region as a whole are implemented on a regular basis. Every year, Interstuhl invests around 0.5% of its turnover in support of social aspects in the following fields:

- Financing and organization of a relief

fund for employees in need

- Health management
- Support of our own in-house canteen serving breakfast and lunch and for events
- The canteen is also accessible to persons not employed in the company
- Places in an all-day kindergarten
- Primary school/secondary schools
- Sporting and cultural associations in the region
- Continued professional development opportunities (especially in language-learning)
- Individual funding and support programs and opportunities

We are gratified that our work has received public recognition. Environmental Minister Tanja Gönner conferred the "Company Environmental Prize 2010" on Interstuhl on December 1, 2010, while the special prize for "Corporate Responsibility – Regional Commitment" also went to Interstuhl.

In 2016, for the first time, Interstuhl received the TOP 100 award, which is presented to the most innovative medium-sized companies. Interstuhl has again been nominated for for this award in 2018. In April 2018, the Bertelsmann Foundation recognised Interstuhl's outstanding commitment to employees and the community by awarding the company the nationwide „Mein gutes Beispiel“ (English: „Setting a great example“) prize.

The respective jury members were particularly impressed by Interstuhl's exemplary and holistic regional commitment, along with the company's implementation of environmental protection measures across all areas. According to the jury, Interstuhl clearly demonstrates how to implement corporate responsibility and regional commitment practically, using many different approaches that benefit various local communities, and address all dimensions of sustainability (ecological, economical and social).



SOCIAL REPORT

2. OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety concerns us, as it does all companies, since healthy, productive employees are the most important resource today. By complying with the requirements of ISO 45001, we are meeting the needs of the modern working world and are systematically placing a new emphasis on this topic.

The health and well-being of our employees are a main pillar in our company's success.

4. EDUCATION AND TRAINING

STEPPING INTO A NEW CAREER

We are ambitious. We aim to become Europe's most innovative and successful manufacturer of efficient seating solutions over the coming years. But we are also aware that this will only be achievable with the support of an efficient up-and-coming generation of talented young employees trained to the highest standards. For this, we need young people who are motivated and committed, have a desire to perform, want to connect theory with practice from day one, and who would like to take on responsibility. In return, we have a lot to offer. An equally high-quality standard of training for those choosing a commercial or

technical career path. This includes regular internal feedback meetings, learning progress controls and joint activities, as well as involvement in projects. Our committed expert team of tutors and training mentors has a key role to play in this process. Learning by doing is only one aspect of the training experience we offer. Those who decide for a career with us also learn to question, to manage themselves under stress and to drive forward the work process as part of a team. We are looking for self-assured and independent employees who enjoy being involved in thought processes, and in shaping, changing and implementing but who can also commit to playing a part of a team to

achieve a common goal. The term we have coined for this goal: "Enjoy Seating Performance". There is far more to successful vocational training than practical skills and factual knowledge. Equally if not even more important are a healthy curiosity and lively interest. We firmly believe that these attributes play a key role for professional success. Only those with a true enthusiasm for what they do can encourage a similar attitude in others. We invest heavily in providing modern, high-quality training which will ensure that young people find both enjoyment and success in their chosen career, helping them to do what they always wanted.

ELEMENTS OF OUR TRAINING PROGRAM:

MODERN TRAINING SYSTEM

- ▶ High level of self responsibility
- ▶ Motivated, experienced tutors and training mentors
- ▶ Quality assurance through company training plans and checklists
- ▶ Regular feedback and assessment meetings

TRAINING COURSES AND PROGRAMS

- ▶ Rights and obligations of trainees
- ▶ Product and ergonomcy training
- ▶ Code of conduct for apprentices
- ▶ Driver safety training
- ▶ Individual training courses depending on occupation
- ▶ Energy scouts

TRAINING AND EDUCATION FOR EMPLOYEES AND MANAGEMENT

For us, well-qualified employees are the most important factor for successful, sustainable business activity. Due to the age composition in our society, maintaining

EVENTS, INTERSHIPS AND PROJECTS

- ▶ Training meeting
- ▶ Internship in production
- ▶ Internship in a social institution
- ▶ Involvement in training fairs and careers information events
- ▶ Involvement in specialist projects
- ▶ Development and execution of apprenticeship community projects
- ▶ Involvement in our trainee social media presence
- ▶ Opportunity for internships abroad

APPRENTICE ACTIVITIES

- ▶ Excursions
- ▶ BBQ party
- ▶ Regular informal gatherings
- ▶ Christmas party
- ▶ Football tournament

OUR BENEFITS

- ▶ Trainee salary in line with industrial Metal Union IG Metall collective bargaining agreement
- ▶ Additional summer holiday and Christmas bonus
- ▶ Contribution to company pension scheme
- ▶ Monthly motor fuel voucher
- ▶ Accident insurance
- ▶ 30 days' paid holiday per year (dual study candidates 20 days per year)
- ▶ Flexi-time model
- ▶ Company-subsidised canteen
- ▶ Events organised as part of the Company Health Management Program
- ▶ English classes

and developing employees' qualifications right into pension age is becoming increasingly important. Our management team is also involved in this matter, for

example by undertaking further training to become technicians or master craftsmen and master craftswomen and taking distance-learning courses, etc.



3. HEALTH PROMOTION

The demographic transition calls for a rethink of our staffing policy. Thus, it is necessary to keep employees healthy throughout their careers.

Our employees are actively involved in shaping their working conditions. Their needs and concerns are ascertained in order to reach solutions that work for everyone. Only in so doing can we guarantee that they are comfortable in the workplace.

Health and fitness opportunities at and outside work are intended to increase our employees' awareness, helping them to take care of themselves and their health. This is facilitated by our implemented company health management system. Various activities are planned and run each year. The division and department managers offer opportunities to participate in various ventures, provide impetus and lead the way in

their position as role models. They encourage employees to take full advantage of the opportunities on offer. Furthermore, they take up their colleagues' suggestions and pass them on to the working committee of our company health management system.

Health and fitness initiatives:

- ▶ For one week every other month, free fresh fruit and vegetables are made available to all employees
- ▶ Participation in running events
- ▶ Electric bike leasing
- ▶ Flu vaccines in the company
- ▶ Participation of our Interstuhl football team in various recreational tournaments

- ▶ Water dispenser with water bottles
- ▶ Membership in two regional gyms at reduced rates
- ▶ Weekly seminars on sitting ("Sit-Life Balance") with professional trainer
- ▶ Height-adjustable desks
- ▶ In-house canteen
- ▶ Open clinic with company doctor
- ▶ Healthy lifestyle afternoon for new trainees
- ▶ Structured integration management





SOCIAL REPORT

5. IDEA MANAGEMENT

We encourage our employees to actively get involved through idea management. One way in which they can get involved is by making suggestions to help improve our environmental performance. In this

way they not only contribute towards the improvement of our products but also towards saving precious resources and enhancing the work climate.

SOCIAL REPORT

6.1 WORKING TIME MODELS

For many years, we have offered a number of successful variable work time models, predominantly in production, with time accounting systems of -100 and +150 hours. These work accounts make a contribution towards safeguarding jobs and income, by allowing better adaptation of

capacity to economic or market-related fluctuations. We grant employment protection until 2022, and guarantee that we will invest at least €22 million in the Meßstetten-Tieringen site. With this policy, we are able to ensure a consistent and steady monthly salary, to guarantee that the

location will remain competitive and that jobs can be safeguarded.

SOCIAL REPORT

6.2 EQUALITY

Employees who are motivated, committed and healthy are the most important success factor for our company. Our

employees are partners who enjoy equal rights and who help to shape our corporate policy and objectives.

SOCIAL REPORT

6.3 FEMALE QUOTA / PROPORTION OF FOREIGN NATIONALS

Since the company was founded, gender equality has been a matter of course in the day-to-day running of the company and is firmly entrenched in our corporate culture. In the year 2000, women still accounted for only just under 15% of the Interstuhl workforce, and today this figure has risen to 27,4%.

tions (head of department, head of division, head of business sector) at Interstuhl is between 10% and 15%. The principle of equality also applies to foreign national employees, who account for 17,9% of our total workforce. Our colleagues from abroad help to culturally enrich our day-to-day working lives. Also a matter of course at Interstuhl is our policy of non-discrimination on grounds of religion or world view, age, sexual orientation or disability.

While the debate surrounding the statutory allocation of management positions to women occasionally arises in the public domain, the quota of women occupying middle and top management level posi-

Interstuhl also funds German courses for migrants.

SOCIAL REPORT

6.4 EMPLOYEE DATA

Employee data

	2019				2018			
	Total	Female	Male	Proportion of women	Total	Female	Male	Proportion of women
Employees	730	200	530	27.40 %	730	193	537	26.44 %
Permanent	704	193	511	27.41 %	715	189	526	26.43 %
Temporary	26	7	19	26.92 %	15	5	10	33.33 %
Full time	700	175	525	25.00 %	701	167	534	23.82 %
Part time	30	25	5	83.33 %	29	26	3	89.66 %
Trainees/students	60	21	39	35.00 %	58	18	40	31.03 %
Employees under collective agreement	86.28 %				87.97 %			
People with disabilities	7.36 %				6.62 %			
Foreign employees	18.27 %				17.92 %			



Gender equality

8. CONSUMER INTERESTS

Sustainable manufacture
of our products



Interstuhl has received Bifma e3 certification for sustainability of furniture for all core products. This means that we are the first German manufacturer whose products have been distinguished across the range by the Bifma e3 platinum certification. With the Bifma e3 certification, the NSF (National American Institute for Standards) and BIFMA (Business and Institutional Furniture Manufacturers Association) have created a meaningful standard for the market that harmonizes standards of sustainability for the office furniture industry, and so helps to identify office furniture that is environmentally preferable.

FEMB



We were also involved in creating a new European FEMB standard for the sustainable production of office furniture. Our motivation was to support a basis for certification which records all relevant sustainability factors in a company's products, production and conduct. The standard is also suitable for combining existing national requirements and certification systems under one roof. The new standard has been applied since mid-2018.

Blue Angel



It served as the foundation for the world's first eco-label and now sets high standards for environmentally friendly products. It is a product label relating to environmental protection. The Blue Angel shows that throughout their whole useful life and right up to their recycling and disposal, our products generate less environmental pollution and damage to health.

Tested for harmful
substances



The „tested for harmful substances“ certification also proves that the level of harmful substances met not only the minimum legal requirements (e.g. Ordinance on Hazardous Substances, Regulation on Prohibited Chemicals), but also other more extensive testing requirements set by TÜV Rheinland. This test may be of particular interest to the growing number of allergy sufferers.



Sustainable consumption
and production

7. DISABLED PEOPLE

Interstuhl also offers employment for disabled colleagues, who accounted for 7% of our workforce in 2019. We also demonstrate our support for the disabled community by placing regular orders with charitable organizations such as Lebenshilfe ZAW (life aid association) and other recognized workshops for the disabled.

WORKING WITH LEBENSHILFE ZAW GGBH

Lebenshilfe ZAW gGmbH is a self-help charity for the disabled with branches located in Bisingen and Lautlingen, and has become an established and regular supplier to our company. Since 1999, we have continuously extended our cooperation with the charity, and the scope of the production range and vertical depth of production have grown continuously over

this period. The charity responds quickly to changing requirements and is well equipped with technical facilities. Our many years of cooperation with the charity have been characterized by high quality and smooth running. The reliability and commitment of its employees provide daily confirmation that our decision to enter into cooperation was not only right, but has helped make a difference. Both Interstuhl and the Lebenshilfe organization have benefitted hugely from this successful partnership.



Peace, fairness and
strong institutions



SOCIAL REPORT

9. COMMUNITY INVOLVEMENT

As a company with entrenched regional roots, taking social responsibility within and for the region has always been integral to the Interstuhl corporate ethos. We benefit from those members of the regional community who work for us, and consequently people of every generation and every group within the population should benefit from social facilities and projects supported by Interstuhl. Our local commitment is currently focused on projects in the fields of education, sport, work and social events.

ALL-DAY NURSERY

In sparsely populated regions it is all the more important for us to engender long-term relationship between the company and its employees. Particularly the many young couples employed at Interstuhl often used to find themselves facing a conflict when reconciling their wish to have a family with their career. Another aspect in which the company is doing well is at the nursery in Hausen am Tann, where two places are reserved for children of Interstuhl

employees between the age of six weeks and three years old. The nursery is actively supported through other measures as well, e.g. the children's lunches are cooked and paid for by Interstuhl's kitchen. In return, Interstuhl employees are provided with nursery places for their children, representing a win-win situation for all those involved.

We also provide active support particularly to youth work in various organizations and associations. We contribute towards the support and encouragement of children from an early age, taking responsibility for sporting and social training and development.

For example, Interstuhl pays for office supplies and teaching aids for Tieringen/Oberdigisheim primary school and offers financial support through the sponsors' association.

In addition, Interstuhl has cooperation agreements and education partnerships with Gymnasium Meßstetten (grammar school), Haupt- und Werkrealschule (technical secondary school) Schömburg, Haupt- und Werkrealschule Hohenbergschule Albstadt and Burgschule Meßstetten (primary and technical secondary school).



Sustainable cities and communities

SOCIAL REPORT

10. INTERSTUHL TRAIL

The Interstuhl trail offers an open invitation to explore and discover more about different aspects of seating. The inspiration for the project came from right outside the gates of the company headquarters: from

the awe-inspiring natural beauty of the landscape around Tieringen and from the aspiration to think beyond the chair, the office or the factory. Unusual seating opportunities are strategically placed along the

route like sculptural signposts, marking the most breath-taking viewpoints and just waiting to be discovered and tried out.

www.interstuhlpfad.de

SOCIAL REPORT

11. APPLE TREE PLANTING CAMPAIGN

APPLE TREE PLANTING CAMPAIGN FOR THE NEXT GENERATION OF "INTERSTUHL CHILDREN"

Trees are long-lived and beautiful and one of nature's most precious gifts. They shape our gardens, our avenues and entire landscapes. They embody the cycle of the seasons, they are symbols of life itself.

We could not do better than to plant trees for posterity, for the generation to come – trees that will grant them life, vitality and sustenance. The tree planting campaign has already become a tradition for us.

Every family plants an apple tree sapling for their newborn baby and receives a "sponsorship board".

1. GENERAL ECONOMIC PRINCIPLES

Our economic activity is aimed at securing the company for the coming generations and safeguarding our producing location for our employees and for the region, and focuses on the achievement of organic growth to a turnover of 200 million Euro by 2025. We aim to achieve this by not only generating growth in Germany but also by

targeting a disproportionately high increase in our export share. We do not consider the economic dimension as something detached from sustainable development. Particularly as a third-generation family business, we see it as our special responsibility to leave behind an intact economical, eco-logical and social environment for our

children and grandchildren. We are and will remain an owner-run family business with our headquarters in Tübingen. Looking to the future, we will continue to offer people secure employment and opportunities for individual development.



Humane working conditions and economic growth

2. INVESTMENTS

Investment decisions are always taken with due consideration to economic, social and ecological aspects. Where the effects are expected to provide sustainability or qualitative and/or environmental benefits, then we may well be satisfied with a medium or long-term return on investment (ROI). Over the past 5 years, Interstuhl has invested more than 25 million Euro in safeguarding the future of its

producing location, in particular in new buildings (Arena and Development Centre), in production facilities, the latest manufacturing technologies and in improving internal and external logistics. We invest continuously in the latest innovative products and the on-going further development of our IT systems (hardware, EK-Net, CRM, new finance software, quality network etc.). In the medi-

um term, Interstuhl plans to plough considerable sums in the high double-digit million range into the producing location. In 2019, it invested around 0.8% of its turnover in charitable, cultural and social projects, the majority of which benefited our employees and the region.

Our economic activity is aimed at securing the company for the coming generations and for our workforce. Our focus here is on the achievement of organic growth, particularly in our export markets. We do not consider the economic dimension as something detached from sustainable development.

WE ARE A FAMILY BUSINESS

As a third-generation family business, we see it as our special responsibility to leave behind an intact economic, ecological and social environment for our children and grandchildren. We are and will remain an owner-run family business, with our headquarters in Tübingen. Looking to the

3. FINANCING, LIQUIDITY AND EQUITY

The company had a relatively high equity quota of 48.1% in 2018. The objective is to achieve a continuous and sustainable increase to over 50%. The company largely receives long-term financing from large international and regional banking institutions

with which it has good, long-standing relationships. On a short-term scale, a sufficient number of free credit lines exist in order to cover fluctuations in liquidity. The existing loans from credit institutions are fixed by means of fixed-rate loans, i.e. fixed interest

rates, and are repaid in the form of monthly or quarterly payments. Overdraft facilities are used minimally to ensure sufficient liquidity. Liquidity planning takes place on a specific date.

4. PROFITABILITY

The company's profits have not been distributed and will not be distributed. Instead, all profit is being put back into the company as a business loan, fully available

for future investments. A detailed business plan is in place to safeguard the long-term profitability of the company.

4.1 COMPANY SUCCESS

future, we will continue to offer people secure employment and opportunities for individual development. The long-term profitability of our company is safeguarded predominately by the following aspects: The establishment of a 5-year business plan with the relevant controlling measures, risk management primarily in terms of financing, balanced financing with adequate equity, financing requirement fulfilled primarily by long-term loans and an adequate overdraft facility with banks. Entrepreneurial decisions are always taken with due consideration of economic, social and ecological aspects. Where investment is concerned we are willing to accept not only short-term return on investment (ROI), but where the effects are expected to provide sustainability or

qualitative and/or environmental benefits, then we may well be satisfied with a medium or long-term return (5-10 years). Our business model is designed to allow sufficient flexibility to absorb even major fluctuations without excessive impact. This means that our fixed costs are not too high. Risks relating to sourced parts from suppliers are managed by ensuring that secondary suppliers are always available in critical fields of supply or critical regions, or that a change of supplier is always possible at short notice. Not only price is decisive, but also an adequate level of supply security in the long term.

5. RESILIENCE

Our business model is designed to allow sufficient flexibility to absorb even major fluctuations. This is only possible by using suitably flexible work time models, by ensuring that our fixed costs are not too

high and by constructive cooperations between employees, the Works Council and the Management Board. For the foreseeable future, this fundamental basis is guaranteed at Interstuhl.

6. RISK MANAGEMENT

Risk management is undertaken by the commercial managers. Senior management is given daily updates on regularly defined areas, to ensure that the relevant employees can be notified in good time of any problematic developments in order to act early with remedial measures. When necessary, we use an exchange rate hedging tool to ensure we are alerted to any currency risks in good time. The risks surrounding suppliers and purchased

parts are managed by always having a secondary supplier or secondary tools in place for critical suppliers or regions, and by ensuring these can be switched at short notice. Price is not the only deciding factor; it is also essential that a long-term and flexible supply can be assured and that the quality and environmental standards are met.

7. FIGHTING CORRUPTION

Corruption poses a risk to the stability and security of our community. On a worldwide basis, corruption undermines democracy and the rule of law, and places fair and sustainable development in jeopardy. According to the UN Office on Drugs and Crime, damage caused by corruption every year amounts to 2.5 trillion US Dollars. In Germany alone, economists estimate the damage to the economy at 250 billion US Dollars per annum. Corruption in the public sector undermines not only the confidence

of our customers and potential clients, it also favours the enrichment of individuals at the expense of the general public. We develop effective instruments to help combat corruption on a sustained and in-depth basis. We uncover unlawful acts or failure to act, and if we have justifiable suspicion of a criminal offence, we involve the law enforcement authorities immediately.

8. MEMBERSHIPS / COMMITMENT

Interstuhl is involved in various associations and working groups focussing on environmental protection and sustainable business management. The primary focus is on industry-specific and professional work.

We are represented in

- ▶ VNU (Verband für Nachhaltigkeits- und Umweltmanagement (Association for European Sustainability and Eco-Management Professionals))
- ▶ EMAS Club Europe
- ▶ FEMB (European Federation of Office Furniture)
- ▶ iba (Industrieverband Büro- und Arbeitswelt (Interior Business Association))

- ▶ TÜV Rheinland Advisory Board for Furniture
- ▶ Committee member for the Zollernalb Chamber of Industry and Commerce
- ▶ Foundation for Family Businesses

Interstuhl has not concluded any agreements, supported any principles or joined any initiatives beyond these.



For the first time, this report is based on the German Sustainability Code and on the standards of the Global Reporting Initiative (GRI), Core option. While selecting the topics covered and the content of the report, we have taken into account the appropriate reporting principles.

ANHANG:
GRI-INHALTSINDEX

GRI criteria	Required information	Comments	Pages
102 General information			
102-1	Name of the organisation		8
102-2	Activities, brands, products and services		7
102-3	Headquarters of the organisation		8
102-4	Business premises		8
102-5	Ownership structure and legal form		8
102-6	Markets supplied		7, 8
102-7	Size of the organisation		7, 8, 35
102-8	Information on employees and other workers		35
102-9	Supply chain		11
102-10	Significant changes to the organisation and its supply chain	No significant changes in 2019	
102-11	Precautionary approach or precautionary principle		5,12, 37
102-12	External initiatives		43
102-13	Memberships of associations and interest groups		43
102-14	Statement from the most senior decision-maker		5
102-15	Key impacts, risks and opportunities		6, 12, 13, 27, 32, 42
102-16	Values, principles, standards and codes of conduct		5, 9
102-18	Management structure		12
102-40	List of stakeholder groups		10
102-41	Collective agreements		35
102-42	Determination and selection of stakeholders		10
102-43	Approach to the involvement of stakeholders		10
102-44	Key topics and expressed concerns		10
102-45	Entities included in the consolidated accounts		8
102-46	Procedure for determining the content of the report and the distinction between topics		5, 10
102-47	List of key topics		10
102-48	Restatement of information	Not applicable	
102-49	Changes to reporting	Not applicable	
102-50	Reporting period		20
102-51	Date of the last report	Not applicable	
102-52	Reporting cycle		10
102-53	Contact for questions regarding the report		8
102-54	Declaration of reporting in compliance with GRI standards		43
102-55	GRI content index		44-48
102-56	External review		29
103 Management approach			
103-1	Explanation of the key topics and the distinction between them		5, 10
103-2	The management approach and what it comprises		5, 13, 30, 40
103-3	Evaluation of the management approach		5

Economics			
GRI criteria	Required information	Comments	Pages
201 Economic performance			
201-1	Directly generated and distributed economic value		8, 20, 41
204 Procurement practices			
204-1	Proportion of spending with local suppliers	Measured according to the value of goods, 53 % of the material was procured in Germany.	11
205 Fighting corruption			
205-3	Confirmed incidents of corruption and measures taken	No incidents of corruption during the reporting period	
206 Anti-competitive conduct			
206-1	Legal procedures in the event of anti-competitive conduct, anti-trust and monopoly practices	No legal procedures resulting from anti-competitive conduct or violations of anti-trust or monopoly law during the reporting period	

Environment			
GRI criteria	Required information	Comments	Pages
301 Materials			
301-1	Materials used by weight and volume		25
Energy			
302-1	Energy consumption within the organisation		22, 23
302-3	Energy intensity		20
302-4	Reduction in energy consumption		20, 22, 23
302-5	Reduction in energy requirements for products and services		20, 22, 23
303 Water and wastewater			
303-1	Water as a shared resource		24
303-2	Approach to the effects of water recirculation		28
303-3	Water abstraction		24
304 Biodiversity			
304-2	Serious effects of activities, products and services on biodiversity		28
305 Emissions			
305-1	Direct GHG emissions (Scope 1)		27
305-2	Indirect, energy-induced GHG emissions (Scope 2)		27
305-4	Intensity of GHG emissions		20
305-5	Reduction in GHG emissions		27
305-7	Nitrous oxide (NOX), sulphur oxide (SOX) and other significant air emissions		27
306 Wastewater and waste			
306-1	Wastewater discharge by quality and discharge location		28
306-2	Waste by type and disposal method		26
306-3	Significant discharge of harmful substances	No discharge of harmful substances during the reporting period	
306-4	Transport of hazardous waste		26
307 Environmental compliance			
307-1	Non-compliance with environmental protection laws and ordinances	No fines or other sanctions due to non-compliance with environmental protection laws and ordinances during the reporting period	
308 Environmental assessment of suppliers			
308-1	New suppliers who have been assessed based on environmental criteria	All new suppliers (100%) are initially assessed on the basis of environmental criteria.	
308-2	Negative environmental impacts in the supply chain and measures taken	All suppliers (100%) are assessed on the basis of environmental criteria within the scope of the annual supplier assessment.	

Social			
GRI criteria	Required information	Comments	Pages
401 Employment			
401-3	Parental leave	According to German law, all parents are entitled to parental leave until the child reaches the age of 3 years. This is implemented at Interstuhl.	
403 Occupational health and safety			
403-1	Management system for occupational health and safety		5
403-4	Employee involvement, consultation and communication with regard to occupational health and safety		32, 34, 35
403-5	Employee training on occupational health and safety		32
403-6	Promoting the health of employees		32
403-7	Avoiding and minimising impacts on occupational health and safety that are directly associated with business relations		30, 32
403-8	Employees who are covered by a management system for occupational health and safety	The management system certified in accordance with ISO 45001 applies to all employees.	31
403-9	Work-related injuries	There were no cases of death during the reporting period.	
403-10	Work-related illnesses	No work-related illnesses were reported during the reporting period.	
404 Training and further education			
404-2	Programme for improving the skills of employees and for transition assistance		33
404-3	Percentage of employees who receive a regular appraisal of their performance and professional development	Annual performance appraisal for all employees	
405 Diversity and equal opportunities			
405-1	Diversity in controlling bodies and among employees		35
406 Non-discrimination			
406-1	Incidents of discrimination and remedial measures taken	No incidents of discrimination during the reporting period	
413 Local communities			
413-1	Business premises with links to local communities, impact assessments and support programmes		38
414 Social assessment of suppliers			
414-1	New suppliers who have been assessed based on social criteria	All new suppliers (100%) are initially assessed on the basis of social criteria.	
414-2	Negative social impacts in the supply chain and measures taken	All suppliers (100%) are assessed on the basis of social criteria within the scope of the annual supplier assessment.	
415 Political influence			
415-1	Party donations	No party donations or other contributions to parties or politicians were made during the reporting period.	

Social			
GRI criteria	Required information	Comments	Pages
416 Customer health and safety			
416-1	Assessment of the impact of various product and service categories on health and safety	All products (100 %) are inspected with regard to safety and ergonomics.	37
416-2	Violations associated with the impact of products and services on health and safety	No violations of regulations or voluntary rules of conduct with regard to the impact of products and services on health and safety during the reporting period	
417 Marketing and labelling			
417-2	Violations associated with product and service information and labelling	No violations of regulations or voluntary rules of conduct with regard to product and service information and labelling during the reporting period	
417-3	Violations associated with marketing and communication	No violations of regulations or voluntary rules of conduct with regard to marketing, communication, advertising, sales promotion or sponsoring during the reporting period	
418 Protection of customer data			
418-1	Justified complaints with regard to breach of security and loss of customer data	No complaints with regard to breach of security of customer data during the reporting period	
419 Socio-economic compliance			
419-1	Non-compliance with laws and regulations in the social and economic sphere	No fines or other sanctions due to non-compliance with laws or regulations in the social and economic sphere during the reporting period	43

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Technical details subject to change.