

future FIT BY 2030



Environmental, Social and
Governance (ESG) framework.



Our **commitment** to Environmental, Social and Governance (ESG):

We've done the strategic thinking about the impact we can make at an industry level, so you can rest assured you have the right team in place to complement your business mission and values.

Europlan has been in business since the 1960s. Our ESG programme (Future Fit by 2030) is a way we can ensure that sustainability is part of our everyday work practice, and a vehicle to give back to our local communities and the industry that has supported us to be a successful Kiwi business over the decades.

Our key ESG pillars include:

1. ETHICAL AND
SUSTAINABLE
SOURCING

2. END-TO END
CARBON
REDUCTION

3. ENVIRONMENTAL
PRODUCT
CERTIFICATIONS

4. RESPECT FOR
CULTURE AND
COMMUNITY



Our sustainability strategy and call-to-action plan to improve industry outcomes with furniture and fit-outs.

What is **future** Fit by 2030?

We believe that from now, until 2030, we have a short runway to cement sustainability practices in our business, and make a more positive impact on how our people and environment interact.



In order to be 'future fit' by 2030, our sustainability strategy will assess each aspect of our business operations, from cradle to cradle, to ensure we have mindful and sustainable practices. That means a laser focus on product development, design, sourcing, operations, project management and our consulting service, and how we dispose of our products at the end of their natural life.

Our 2030 sustainability vision encompasses how we operate as a business, how we can make a positive impact on the workplaces of our clients, working with our consultants to deliver more impact on their projects and sharing our insights with our industry.

We're the first to admit that we don't have all the answers, so we're really open to opportunities to collaborate, and share ideas that make our individual and collective footprints a little lighter.



CAN WE WORK
WITH YOU AND
YOUR TEAM FOR
GREATER OR
QUICKER IMPACT?



How we plan on hitting our sustainability goals

We're mindful of the fact that we're a business that creates products. We're realistic that the manufacturing industry produces carbon emissions.

Since the early 2000s we've looked at ways to act more environmentally responsible. In 2007/08 we introduced Product Stewardship across our entire product range. This meant that we started to actively manage the environmental impacts of production, distribution and disposal. This programme started us on our journey to repurpose, recycle and reuse products and product components where we can.

In more recent years, we've focused on reducing our carbon footprint in terms of how we distribute our products and how we package them. Ensuring to repurpose, recycle and reuse products and product components where we can.

Our ESG goals are broader than purely an environmentally friendly lens. The office furniture systems we create are designed to be the heart of our client's workplaces. We seek to design enjoyable, comfortable workplaces that enhance a company's productivity, wellbeing and ability to collaborate with others. Our expert knowledge ensures that our office floor plans are created with an employee first approach. We then help our clients navigate our range of sustainable, circular, resilient and cost-effective products to land on a fit for purpose solution. Our approach offers our clients a whole-of-life value for money workplace design that considers people, environment, community and company values and mission.



Europlan is proud to be partnered with Aotearoa Disability Enterprises (ADE). Aotearoa Disability Enterprises (ADE) is a nationwide charitable collective representing and advocating for organisations that employ people with intellectual disabilities in Aotearoa New Zealand.

Together, the eleven members of ADE create meaningful employment opportunities for more than nine hundred people with intellectual disabilities across Aotearoa New Zealand. ADE works to amplify the message of our members and communicate the positive social impact that disability enterprises bring to their communities and our society as a whole.



Environmental product certifications

We'll spend the rest of this decade committing to offering products to our clients that support human and environmental health. Environmental and ethical product certifications are fundamental to our business model and achieving this lofty goal.



Environmental Product Certifications



- Complete Declare Label Certification for remaining portfolio by 31.3.25
- Maintain Declare Label status on certified products
- Continue applying for Declare Label Certification on new products

FUTURE Our sustainability strategy and call-to-action plan to **FIT 2030:** improve industry outcomes with furniture and fit-outs.

Our Declare labelling roll out has three key phases:

1

DECEMBER 2023

Implement Declare labels for all major product groups.

2

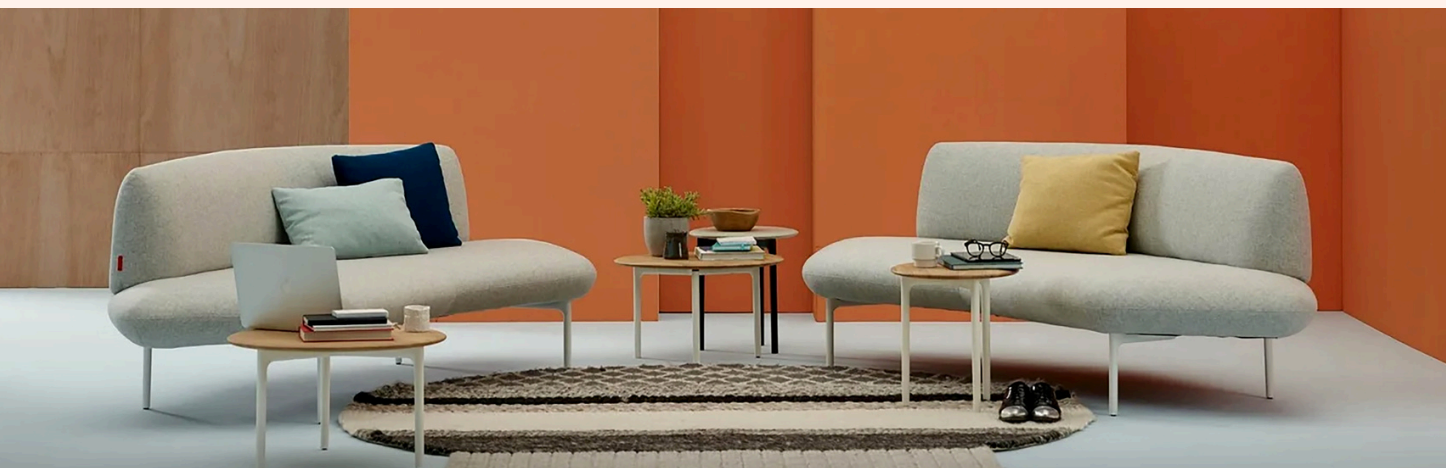
DECEMBER 2024

Declare labels will be added to our entire product portfolio.

3

FROM DECEMBER 2024

any new products added to our stable will Declare labelling.



Respect for culture and community

We are taking conscious steps in improving our internal culture, the wellbeing of our team, and engaging with our local communities.

Respect for Culture and Community



- Maintain living wage for all employees
- Promote All Heart with clients
- Undertake te ao Māori audit and create development plan by 31.3.26
- Deepen relationship with ADE as an accredited Neurodiversity Employment Supporter

FUTURE Our sustainability strategy and call-to-action plan to **FIT 2030**: improve industry outcomes with furniture and fit-outs.

As we look forward to 2030, we will tackle this aspect of our ESG programme by:

Maintaining our commitment of offering a living wage as a minimum for all our employees.

2024 will see us undertake a Te ao Māori audit to better understand how our business connects people and nature, and where we need to grow to ensure we respect tikanga (customary values and lore) and mātauranga (indigenous knowledge).

In terms of our community, we're wanting to continue the impact programme we have in place already with All Heart NZ, to ensure that surplus products are redirected to communities in need. We're working together to share leads and encouraging our clients to use their services too.



End-to-end carbon reduction

Today we have a focus on a number of key environmental principles:

ENVIRONMENTAL MANAGEMENT

Working with Toitū Envirocare to ensure we operate in a more sustainable way. We are actively reducing our carbon footprint to meet ISO14064 accreditation.

PRODUCT STEWARDSHIP

We practice strict product stewardship for the lifecycle of the furniture and office accessories we supply. This means that most of our products can be dismantled, recycled or repurposed at the end of their useful life. We only source furniture that's manufactured in facilities that are accredited with ISO:14001 Environmental Management System and ISO:9001 Quality Management System.

WASTE MINIMISATION

Reducing and elimination of waste is important to us, especially when it comes to packaging, and the refurbishing of older products. We extend the life of our products by re-powder coating steel components, adding new tops for existing table bases, refurbishment and cleaning of soft seating, reupholstering of soft seating and repurposing of existing table tops into new tables or furniture.

CONSCIOUS WORKPLACE DESIGN

Our consultants offer expertise on other environmentally focused design concepts such as biophilic design, ethical sourcing and living building systems.

End to End Carbon Reduction



- 50% reduction to CO2 per \$ turnover 2024-25 year from base 2020-21 year
- Zero waste to Landfill by 31.3.25
- Assist customers to reduce their waste
- Advocate for and support low emission freight options

FUTURE FIT 2030: Our sustainability strategy and call-to-action plan to improve industry outcomes with furniture and fit-outs.

The runway to 2030 gives us an opportunity to build on the sustainability work we've already achieved and achieve some significant milestones in carbon reduction:

- Working with Toitū Envirocare we aim to achieve a 50% reduction in CO2 per \$ revenue by 2024-25.
- Our end goal is to achieve zero waste to landfill by March 2025.
- Assist our customers to reduce their waste streams by managing the end-of-life for their Europlan sourced products.
- Advocate for industry-wide low emission freight solutions, and encourage our industry to also push for locally sourced raw materials and made products, and freight emission solutions.

Ethical and sustainable sourcing

Ethical and sustainable sourcing has long been part of our DNA. Exclusive relationships with commercial furniture partners such as Haworth, are testament to our values alignment with other companies doing great work in the sustainability space.

For us to be successful in improving industry outcomes, ethical and sustainable product ranges are integral.

The next few years will see us take some important steps in this arena:



Ethical and Sustainable Sourcing

- Six key Asian based suppliers to sign Modern Slavery Code of Conduct by 31.12.25
- Labour exploitation check NZ supply chain by 31.3.25
- WELL certification training for 3 leaders 31.3.25

FUTURE Our sustainability strategy and call-to-action plan to **FIT 2030:** improve industry outcomes with furniture and fit-outs.

1

DECEMBER 2024

Implement a Modern Slavery policy to monitor and ensure ethical working conditions for the staff at our key Asian suppliers.

2

MARCH 2025

Proactive labour exploitation monitoring of our NZ based suppliers.

3

MARCH 2025

Key team members to undertake WELL certification training, to ensure Europlan has a focus on optimising the human and social capital performance of our client's businesses, by creating people first workplaces.





Why it's important to share our learnings with our industry

Our ESG programme to become Future Fit by 2030 is a significant investment for Europlan. It's an investment we're willing to make for our people, our clients and our planet. But we also feel a responsibility to share our learnings with our clients and the wider industry for the benefit of our local communities.

We're keen to extend our learning and collaborate and learn from others doing similar things, both within and adjacent to our industry. Deep learning and understanding of how we create impact in the environmental, social and governance space can only be a good thing for our business, our team and everyone who develops a relationship with us.

As advocates for the furniture and fit-out industry, we're keen to ensure we highlight sustainable and socially innovative concepts to empower other businesses to make their mark in the ESG space too. After all, we're all in this together - let's put more emphasis on people and the planet for the sake of future generations and the workplaces of tomorrow.

We can't wait to bring Future Fit 2030 to life in our projects, our supply chain and through our many and varied relationships.

We encourage you to join us on our journey to create a better place to do business.



Declare Label

What is it?

Label overview

Declare® is a nutrition label for building products. It is designed to help specifiers quickly identify products that meet their project requirements. Declare® labels disclose all intentionally-added ingredients and residuals at or above 100ppm (0.01%) present in the final product by weight. Each ingredient must be reported with a chemical name, CAS number, and percentage or percentage range.

Red List Chemicals

Declare® screens a product's ingredients directly against the Living Building Challenge® (LBC) Red List, saving project teams from the arduous task of vetting products by hand. The LBC Red List contains the "worst in class" materials, chemicals and elements known to pose serious risks to human health and the greater ecosystem that are prevalent in the building products industry.

Declaration status

A product's compliance with the LBC Red List is represented on the Declare® label by the product's Declaration Status. There are three Declaration Statuses:

LBC RED LIST FREE products disclose 100% of ingredients present at or above 100 ppm (0.01%) in the final product and do not contain any Red List chemicals.

LBC RED LIST APPROVED products disclose a minimum of 99% of ingredients present in the final product and meet the LBC Red List Imperative requirements through one or more approved exceptions.

DECLARED products disclose 100% of ingredients present in the final product, but contain one or more Red List chemicals that are not covered by an approved exception.

Program alignment

In addition to the LBC Red List, the Declare® label demonstrates alignment with other requirements within the Living Building Challenge® and Core Green Building Certification®, as well as LEED and WELL certifications. These requirements include ingredient disclosure thresholds, VOC content and emissions, embodied carbon, and responsible sourcing, including FSC Chain of Custody.

Third party verification

ILFI has collaborated with approved third-party assessors to provide manufacturers with the opportunity for third-party verification of Declare® label claims. This optional program offers an additional level of confidence and risk mitigation through the review of all ingredients, supply chain information, and Declare® label claims.

feature

product

Tidal Premium

Electric height adjustable desk

Tidal Premium Sit to Stand Desk is engineered to promote movement throughout your work day. Tidal Premium provides the opportunity to combat the effects of inactivity and gives the user the ability to adjust from sitting to standing with excellent stability and a smooth and quiet operating system.

Tidal Premium is an electric height adjustable desk that is designed for use as a freestanding single desk or as a shared frame for runway or pod settings. Tidal Premium has a telescopic frame that allows for a range of top sizes.



Tidal Premium comes in a round leg and square leg option. Tidal Premium offers a programmable digital display to clearly show desk height providing good ergonomic adjustability. You can control the height of the desk using the up & down buttons or the pre-set memory buttons.

- Pre-set memory buttons to allow for four height settings to be stored so you can easily cater for individual requirements.
- Ergonomic and adjustable
- Future proofed & adaptable

Declare.

European Tidal Aoke Furniture

Final Assembly: Auckland, New Zealand
Life Expectancy: 20 Year(s)
End of Life Options: Take Back Program (European National Take Back program)

Living Building Challenge Criteria: Compliant

I-13 Red List:

- ☐ LBC Red List Free
- ☒ LBC Red List Approved
- ☐ Declared

% Disclosed: 100% at 100ppm
VOC Content: Not Applicable

I-10 Interior Performance: Exception I08-EI: Product Air Quality Testing in Oceania

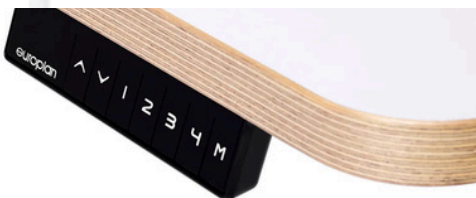
I-14 Responsible Sourcing: Low Risk Wood

EUP-0002
EXP. 01 MAY 2025
Original Issue Date: 2024

MANUFACTURER RESPONSIBLE FOR LABEL ACCURACY
INTERNATIONAL LIVING FUTURE INSTITUTE™ living-future.org/declare

Red List
Free

europlan



feature

product

Loria Chair

Sleek Style. Many Uses.

Loria has been designed as a solution for a wide variety of environments and uses. The collection consists of shells and frames that are totally interchangeable with each other and can be customised in colours and upholstery. The shells of chairs, armchairs and stools are made of glass-fibre reinforced polypropylene, achieving the perfect mix of lightness and durability.

During the production processes, maximum attention is paid to reducing the consumption of raw materials, rationalising resources, reusing and/or recycling waste, and controlling emissions.



Making durable products, both aesthetically and in terms of resistance, is the key element in guaranteeing sustainability. right from its design, the Loria collection is conceived to be disassembled when a component is replaced, in order to limit its consumption.

The Loria collection is made from high quality, recyclable and environmentally friendly raw materials. The colour 'Taupe' is made of polypropylene recycled 50% from post-consumer plastic waste and 50% from post-industrial plastic waste. The post-consumer plastic waste comes from products previously used by consumers, such as plastic bottles or food packaging. The industrial component comes from waste plastics, containers and plastic films.

Declare.

Loria meeting and cafe chairs
Cerantola Group

Final Assembly: Auckland, New Zealand

Life Expectancy: 20 Year(s)

End of Life Options: Take Back Program (Europlan national Take Back Program)

Living Building Challenge Criteria: Compliant

I-13 Red List:

■ LBC Red List Free

□ LBC Red List Approved

□ Declared

% Disclosed: 100% at 100ppm

VOC Content: Not Applicable

I-10 Interior Performance: AgBB Scheme French A+ 2011

I-14 Responsible Sourcing: Not Applicable

EUR-0003

EXP. 01 JUL 2025

Original Issue Date: 2024

MANUFACTURER RESPONSIBLE FOR LABEL ACCURACY

INTERNATIONAL LIVING FUTURE INSTITUTE™ living-future.org/declare

Red List Free



europlan

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) FRAMEWORK.

feature

product

Monsoon by Europlan

Residential comfort designed for commercial use

Monsoon is a soft seating system designed to bring home comfort to where you work. Focusing on user experience, Monsoon is designed to create soft spaces in the office environment. Designed and made in New Zealand, Monsoon provides your teams and guests a truly luxurious furniture experience, all made for commercial and office workspace use.



Monsoon caters to a variety of needs for both focus work and revitalisation, on your own or in a group setting. It provides visual privacy throughout a workspace with thoughtful detailing using soft shapes and an array of configurations.

Place Monsoon in:

- Reception & lobby spaces
- Breakout spaces
- Collaborative & social spaces
- Refresh & retreat spaces
- Monsoon is designed and made in New Zealand.

Declare.

Monsoon and Monsoon Modular EJP Ltd

Final Assembly: Auckland, New Zealand
Life Expectancy: 15 Year(s)
End of Life Options: Take Back Program (Europlan National Take back program)

Living Building Challenge Criteria: Compliant

I-13 Red List:

- ☐ LBC Red List Free
- ☒ LBC Red List Approved
- ☐ Declared

% Disclosed: 100% at 100ppm

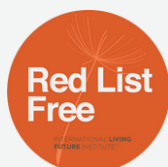
VOC Content: Not Applicable

I-10 Interior Performance: CDPH Standard Method v1.2-2017

I-14 Responsible Sourcing: Low Risk Wood

EUP-0004
EXP. 01 JUN 2025
Original Issue Date: 2024

MANUFACTURER RESPONSIBLE FOR LABEL ACCURACY
INTERNATIONAL LIVING FUTURE INSTITUTE™ living-future.org/declare



europlan

feature

product

PSU Storage Locker For Modern Workspaces

Personalised, collective storage

The PSU locker has been created to sit out on a floor plate as shared storage for team settings. It's aesthetic blends in with an open plan environment yet it can become a feature and add pops of colour throughout a workspace.



Europlan PSU lockers are designed to provide personal storage for the flexible nature of modern working environments.

They are suitable for activity based and agile working styles and offer users a substantial and secure storage compartment for personal belongings and work equipment. The PSU features a clean and contemporary aesthetic with concealed fixing and hinges making it ideal as a personal storage option on open plan floor plates and workspaces.

The PSU Locker can be customised to suit your own unique storage requirements, minimum order quantity applies.

The PSU is all steel and fully powder coated in white. It is lockable and supplied standard with a camlock.

Declare.

Europlan Personal Storage Units
Luoyang Kefeiya Furniture Co., Ltd.

Final Assembly: Luoyang, China
Life Expectancy: 20 Year(s)
End of Life Options: Salvageable/Reusable in its Entirety, Take Back Program (Europlan Take back program, NZ nationwide), Recyclable (100%)

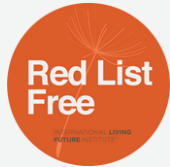
Living Building Challenge Criteria: Compliant

I-13 Red List:
☒ LBC Red List Free % Disclosed: 100% at 100ppm
☐ LBC Red List Approved VOC Content: Not Applicable
☐ Declared

I-10 Interior Performance: Not Applicable
I-14 Responsible Sourcing: Not Applicable

EUP-0001
EXP. 01 SEP 2024
Original Issue Date: 2023

MANUFACTURER RESPONSIBLE FOR LABEL ACCURACY
INTERNATIONAL LIVING FUTURE INSTITUTE™ living-future.org/declare



Glossary of Key ESG terms

Carbon reduction

Reducing emissions of greenhouse gases or removing those gases from the atmosphere.

Source: [Wikipedia](#)

Cradle to Cradle

Making community and product development function in the same way as a healthy ecological system where all resources are used effectively, and in a cyclical way.

Source: <https://sustainabilityguide.eu>

Declare Label

These labels report all product ingredients and use a simple colour code system to flag chemicals of concern.

Source: <https://living-future.org/declare/basics/>

Emissions reduction

Emissions reduction refers to minimisation of the greenhouse gas emissions generated by an individual, organisation, or country. This includes reducing carbon dioxide, methane, nitrous oxide, and hydrofluorocarbons.

Source: <https://www.our-trace.com/>

Environmental management

Environmental management can be defined as the management of how humans and companies impact the environment. Environmental management in a business context means taking care of the way an organisation impacts the environment.

Source: <https://www.ansarada.com/>

Ethical & sustainable sourcing

Ethical sourcing ensures suppliers and vendors meet certain ethical standards, such as fair labour practices, positive social impact and environmental sustainability. Sustainable sourcing obtains the materials, products, and services an organisation needs from its suppliers in a manner that is socially and environmentally responsible, while still being economically sound.

Source: <https://www.ibm.com/> & [Wikipedia](#)

Environmental, Social and Governance (ESG) framework

ESG reporting frameworks are used by companies for the disclosure of data covering business operations and opportunities and risks that are related to the environmental, social and governance (ESG) aspects of the business.

Source: <https://www.ibm.com/>

Te ao Māori

Te ao Māori emphasises the importance of relationships between nature and people. It is a holistic worldview that focuses on interconnections and is grounded in tikanga customary values and lore and mātauranga knowledge.

Source: <https://www.mbie.govt.nz/>

ISO certification & accreditation

ISO Certification demonstrates that your product or service meets the expectations of your customers, designed by an independent body. ISO accreditation recognises that a certification body operates according to international standards.

Source: [International Organisation for Standardisation](#)

Kaitiakitanga

Guardianship, stewardship, trusteeship, trustee.

Source: [Te Aka Māori Dictionary](#)

Labour exploitation monitoring

Labour exploitation is the abuse of people in the workplace for profit. The abuse can be psychological, physical, emotional or financial.

Source: <https://endlabourexploitation.co.uk/>

Living Building Challenge® (LBC)

Creating a streamlined design and production approach focused on maximising positive impacts specific to the place, community, and culture of the project.

Source: <https://living-future.org/>

Mātauranga

Knowledge, wisdom, understanding, skill.

Source: [Te Aka Māori Dictionary](#)

Modern Slavery policy

Modern slavery is severe exploitation that a person cannot leave due to threats, violence or deception. It includes forced labour, debt bondage, forced marriage, slavery, and human trafficking.

Source: <https://www.mbie.govt.nz/>

Product stewardship

Product stewardship aims to reduce a product's environmental impact throughout its lifecycle. By taking on the responsibility for those impacts a business can reduce their waste and create value for everyone from staff to customers.

Source: <https://sustainable.org.nz/>

Tikanga

Customary system of values and practices that have developed over time and are deeply embedded in the social context.

Source: [Te Aka Māori Dictionary](#)