



Fair Furniture  
Group

# Tomorrow is calling. We have the answers.

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Social & sustainable  
development report 2023/2024

# What we stand for

As furniture producers and designers, we want to make the right choices. That is our challenge. Every day. As a group, as brands, as people. Our choices of today determine tomorrow. We don't always choose the easiest route, the fastest solution or the most profitable option.

We choose wisely. Honestly. Preferring refurbished over new. If that is not possible: sustainable and reusable materials. And if that is not an option? Then use local, non-fossil raw materials.

This is how we keep our brands sharp and focused. Because our most precious raw material is tomorrow. Innovation, determination and an open mind lead us to a sustainable future.

We are the Fair Furniture Group. A family of like-minded brands and people. Together, we can make anything. Smart ideas come to life in our local factories. Noble ideals become down-to-earth results.

Our doors are open, we love to show what we can do.

The future is calling. We are ready.  
Fair Furniture Group



### Eromesmarko

The leading manufacturer of furniture for primary to university education.

 [Read more about...](#)



### Be by Bèta

Lets everyone sit comfortably.

 [Read more about...](#)



### Vepa

The most sustainable manufacturer of office and project furniture.

 [Read more about...](#)



### De Lockerfabriek


The expert in locker solutions.

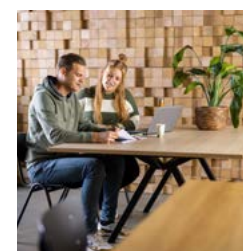
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### Fair Furniture Academy


Our training institute and knowledge centre.

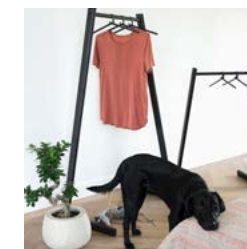
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### BUUR


Better a good neighbor than a distant provider.

 [Read more about...](#)



### Zooi

From waste to Dutch design.

 [Read more about...](#)







Fair Furniture  
Group

Part 1

# Our story

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## Part 1

# Our story

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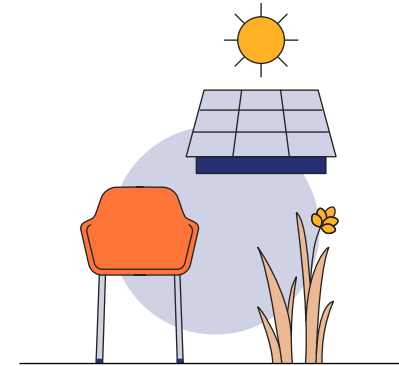
## In short

Fair to people, society and the planet: that is the basis on which we want to build a new future-proof economy in which we, together with our people and stakeholders, continue to do business.



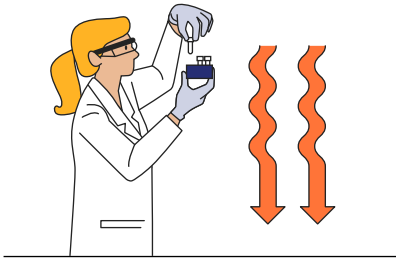
### Consciously improving

We dearly love the world around us. The craftsmen in our factory, the men and women in the office, from welder to marketeer, from CEO to intern: we are all working consciously towards a better world. That is simply part of us. For a cleaner environment, we want to be a leader in our industry with clean, sustainable and circular products. Contributing to our environment, that is what we are all about. For young people, for the craftsmen of tomorrow, for students of the Praktijkschool, for organisations like NLdoet or for the clients and volunteers of the Food Bank. Everyone matters!



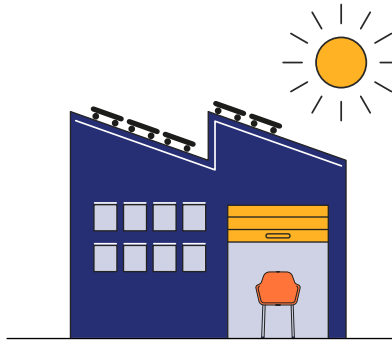
### Together we complete the circle

The Fair Furniture Group wants to be a leader in sustainable, circular and social entrepreneurship. Not because it is trendy or a hype, but because for us it is the ultimate way to have a positive impact on the world around us. At the Fair Furniture Group, circular and social enterprise means, among other things: reusing materials, using sustainable energy, cooperating in the production chain and putting people first. That's a tall order. And we are not there yet. But we are well on our way. Together we complete the circle.



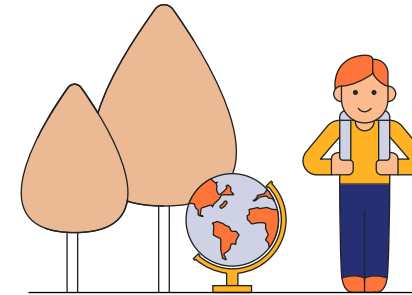
## Put your money where your mouth is

How does one become a leader in sustainable, circular and social entrepreneurship? Well, by working together. Our aim is to improve every day. To lead the way in all aspects of corporate social responsibility. And, very importantly, to reduce our carbon footprint. Not in 2030 or 2050 but right now. We use science as our basis and closely follow the latest developments. As soon as a new energy source, material or technique presents itself, we immediately look for applications. Regardless of the year. We look beyond the trends of the moment.



## We are honest and open

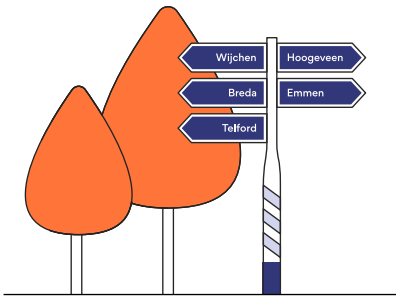
We are 100% transparent in our sustainability goals. We do not pretend to be better than we are, we share our results and are honest and open about our processes and the materials we use. In our factories, we regularly show people around who are interested in our products and the way we work. All are welcome!



## We only have one planet Earth

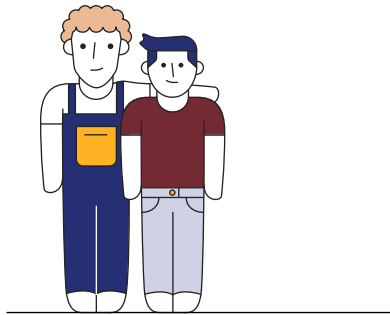
Fossil raw materials are running out and their extraction has a major impact on our planet. As a group we believe that the use of sustainable raw materials, the reuse of discarded furniture, the use of the renewable raw material wood or the use of recycled materials, always takes precedence over the use of fossil raw materials. So that is what we are doing. We focus on reuse, value preservation and waste reduction. We develop circular solutions for our waste materials and the waste of others. This way, we ensure that nothing ends up in the waste bin. We do this because we believe that there is no other way. We only have one planet Earth. Let's not waste it.





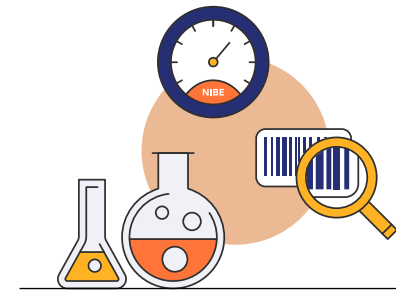
## Only local

In our factories in Breda, Emmen, Hoogeveen, Telford and Wijken, we produce all our furniture close to our customers. Our suppliers for raw materials are always local. Whenever possible, we choose suppliers from the Netherlands and Great Britain. If not, we make deals with suppliers from Western Europe. As a result, we keep control and know for sure that the people who supply our raw materials have good working conditions and we can guarantee that the OECD and ILO guidelines as well as environmental laws are enforced at their companies. Opting for local also limits the distance between our suppliers, our production sites and our sales market. This way, we save both time and the environment.



## People create a brighter tomorrow

For us, corporate social responsibility is not something we just do on the side. It is the way we work. Every day, in our own factory, we dedicate ourselves wholeheartedly to our customers. But we cannot separate our beautiful companies from what is happening around us. With what we do, with the knowledge and the people we have, we can really mean something to others. We seize these opportunities - every day. Because we have an eye for people who do not always have everything going for them in life. Social return is anchored in our company, for example in the cooperation with various practical schools and Maram education. They support young people who are stuck in current educational systems, we offer them a place to learn as well as a place to work.



## We dig deep

Environmental impact, circularity and health: we want to get to the bottom of things. That is why we are constantly assessing and researching together with the education and science sectors. First, we check whether a certain new raw material or technology is sustainable according to our strict sustainability criteria. Next, we calculate the environmental impact and only then we'll use it in our production. As a result, we can show our customers the exact material composition, the origin of the raw materials and the environmental impact of each product. Knowledge is power!

# We look forward to tomorrow!

We are pleased and proud to present this report on how our organisation, the Fair Furniture Group, is doing. A local manufacturing company, a family business and just a tad different from the rest... That is why in this report you will only read about subjects that we consider important: people, society and the planet. And yes: we put people first. Because without our people we wouldn't be here.

The people of the Fair Furniture Group invent, design, produce, assemble, organise, sell and so on. It is them - and their children and grandchildren - who motivate us to tirelessly search for new, sustainable raw materials. To invest in smart production techniques that are better for the environment. To introduce innovative furnishing concepts that help improve and enliven education. They keep us on our toes as we work with our partners to find ways of closing the cycle for a sustainable future for all.

A 100% socially responsible and sustainable business may sound like a daunting task, but if you stick to your ideals and genuinely care about the world of tomorrow, there are so many opportunities for a company to make a difference! Discover how we do this in our social & sustainable development report.

See you tomorrow!

# Highlights

As a group of manufacturers of office, project and school furnishings, the Fair Furniture Group continues to expand in 2022 and 2023. We continue to do what we are passionate about: manufacturing sustainable furniture with circular raw materials and a warm heart for people.



Nomique will be Vepa UK Ltd from 1-1-2023.



Completion of largest circular project ever: NN Workspace 2020



Blue Finn from hospital waste



Completion expansion Breda. At this site, we generate more energy than we consume



New Circular Centre in Emmen completed

## And also:

Opening **GreenField 2.0** with food garden for the local Food Bank

Plastic Whale by Vepa is part of an exhibition at the **Stedelijk museum**

**Mixology award** nomination for Nomique for 2nd year in a row

Nice Price Office continues as **BUUR**

Record sales exceeding 100 million

Start of **Hydrogen** pilot in Emmen



# Our colleagues

The Fair Furniture Group now employs more than 500 colleagues across its locations in Breda, Brussels, Emmen, Frankfurt, Hoogeveen, Telford and Wijchen. Read what some of our colleagues have to say:



Jasper de Bruin,  
Head of product development Vepa

“Sometimes there is a bit of a gap between what a client wants and what is currently possible. It is up to us as product developers to bridge that gap and meet the client’s needs. Sometimes difficult, but in the end we always find a solution.”



Erik Jansen ,  
Team leader welding department Eromesmarko

“My father has worked at Eromesmarko for 40 years and as for me, I am already up to 36 years. I came in as a seasonal worker working as a service mechanic and was hired by old Mr Mes. Over the past 36 years, I have seen almost every department, in many different functions. Today, I am the team leader of the Welding Department and manage a team of eight colleagues.”



**Tim Evers,**  
**Supply chain planner Eromesmarko:**

“As a logistics employee, I participated in the digitalisation of the shipping department together with colleagues from the business office. After three years, a position for ‘supply chain planner’ became vacant. A great challenge for me: from production to the office. I enjoy working for Eromesmarko and the Group and welcome the opportunities to grow.”



**Jesper de Bruin ,**  
**Truck driver Fair Furniture Group:**

„At the age of 18, I started working for Eromesmarko as a co-driver/ service mechanic. I come from a family of truckers, so for me, when I was asked to become a truck driver for the Fair Furniture Group, it was a very easy decision. I have been driving a truck for more than 10 years now and have always been very happy to go to work. I enjoy the freedom of my job and it’s a great challenge when I have to deliver furniture to a primary school in a small village with narrow roads.”



**Liza Ammerlaan**  
**Product developer Eromesmarko:**

“During my third-year internship in the product development department, I created, among other things, dressboy Liza, which was presented for Zooi at the Dutch Design Week. Meanwhile, I have been working as a product developer for several years now. Together with my colleagues, I am responsible for the development of new products, improvements and specials. Since we manufacture (almost) everything ourselves, I am also very much involved during the manufacturing process. That’s what makes the job diverse and educational!”



**Marleni Zweep,**  
Cleaner and seamstress Be by Bèta

“There is a really nice atmosphere which makes me feel completely at home. Even when I was still working at Be by Bèta through an external company. One day a colleague came to me and asked if I was any good with a sewing machine. They knew that I enjoyed creative hobbies in my spare time. I have been working as a seamstress as well as a cleaner for almost two years now.”



**Bas Eenink,**  
Team leader sales department Eromesmarko:

“Two years after I started in the sales office, I was given the opportunity to advance to the position of team leader. That’s a job I’ve been enjoying for over six years now. By focusing on European tenders and collaborations with education, we have grown considerably in recent years. During this time, our sales office has grown from 10 to 18 colleagues. I really enjoy the opportunity to contribute to the development of our company and colleagues from my position.”



**Marije Veenstra,**  
Sales department Vepa International:

“At Fair Furniture Group you don’t have to be afraid of getting stuck in the same place. When they notice that you want more or just something else, it can be arranged in no time. I was given the the opportunity to switch from Eromesmarko to Vepa and so now I focus on the world of office and project design. Exciting!”



# What we believe is fair

1

We are a family business where continuity comes before profit.

2

We produce everything in our own factories in Breda, Emmen, Hoogeveen, Telford and Wijchen.

3

We have 92% of our staff in permanent employment.

4

We let our employees share in the profits.

5

We accept social responsibility, not only for our employees, but also for others outside our company.

6

We offer apprenticeships to precisely those students who would otherwise not be able to find an apprenticeship.

7

We open our doors to those who are interested.

8

We do not have anything made elsewhere in the world to reduce labour costs.

9

We produce sustainably and are 100% honest about this to the outside world.

10

We do not create waste but use our residual materials for new products.

11

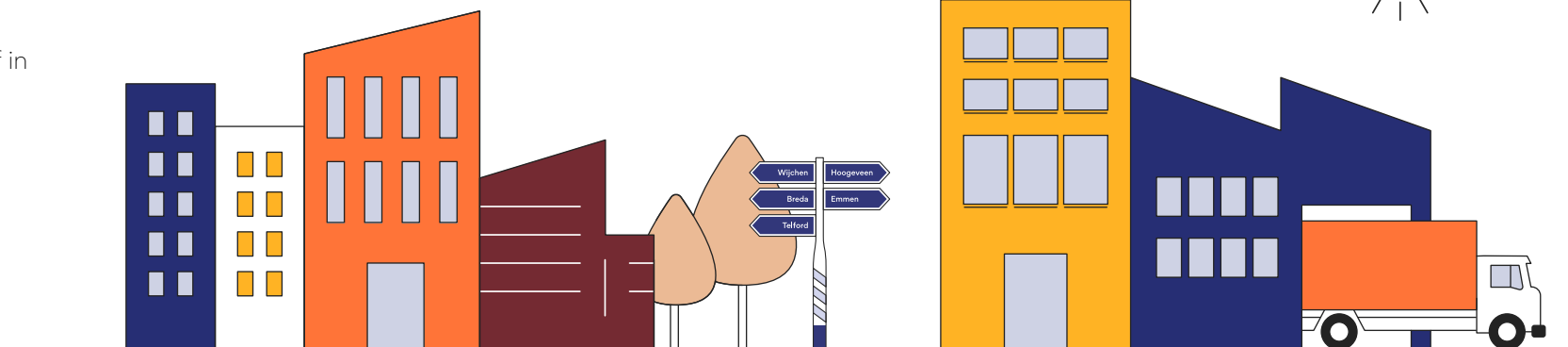
We buy our raw materials locally and in Western Europe.

12

We design our products circularly.

13

We let our people learn, and focus on vitality and sustainable employability.





# Seven solid brands, one family

The Fair Furniture Group is a family business. A family business with five Dutch shareholder families, with the third generation now at the table. For us, continuity of the group comes before personal gain. That is what makes our company stable and financially strong. Roel Wiekema is co-founder of the Fair Furniture Group and he was managing director of Vepa and later of the VDB Group/Fair Furniture Group for 34 years.





People first; that is truly a legacy of Roel Wiekema. One that is very much cherished by the Fair Furniture Group. For example, everyone shares in the profits. Roel Wiekema: When I started working for the company in 1968, it was unique that all employees, including those in production, received an annual profit distribution. I still remember a very particular profit distribution, it was in 1971 - just after the establishment of Vepa. We weren't making money yet, but we wanted to share something with the employees, so everyone received a crate of apples. With the friendly request to return the crate, because of the refundable deposit. Well, that is hard to imagine now.'

A group of 'headstrong companies' with more than 100 years of history, the first of which started working together in 1998.

### Headstrong

The story of the individual companies goes all the way back to 1909. Bicycle pedals, air conditioning, caravans; really anything and everything was made by the companies, which had no connection with each other at the time. Each company moved along with the market and regularly changed its strategy and vision. A bunch of 'headstrong companies', according to Wiekema, the first of which started working together in 1998. 'Then the VDB Group was founded. Quite simply, we used the first letters of Vepa, Drentea and Bèta for our group name.

Now we are the Fair Furniture Group, a group of seven solid brands, each with its own speciality. Together there is nothing that we cannot do when it comes to furnishing.'

### Always a step ahead

The individualistic character has always remained and today it still determines the vision of the group. Roel Wiekema: We have always invested in new developments and innovative production techniques. Even when everyone was outsourcing - especially back then. To always be a step ahead, that was - and is - our goal. Not to be the biggest, but definitely the fastest. In recent years, I have been enormously proud of the sustainable vision of my successor Frits Muijsson which is really felt throughout our company: not just talking about sustainability, but acting in a sustainable way. The fact that our family business became Fair Furniture Group in 2020 is therefore a logical step for us to take towards what we all want: sustainable business. Honest, strong and solid. Fair to the planet and fair to people and society.

The sustainable vision which is really felt throughout our company: not just talking about sustainability, but acting in a sustainable way.





# Fair Furniture Factories

All of our furniture is manufactured in our own factories in Breda, Emmen, Hoogeveen, Telford and Wijchen. That makes perfect sense to us; we've always done it that way. We also know that a complete production in our own countries is quite exceptional nowadays.

Visitors are often pleasantly surprised when they see our extensive and state-of-the-art production methods and the scale on which we make sustainable furniture in our own country. We enjoy showing them around our factories where our craftsmen proudly tell them about their trade. Everyone can come and see for themselves what sustainability and flexibility mean in practice and how we interpret our social responsibility. No brochure text can compete with that!

We work with local companies and authorities. Our raw materials are sourced locally as much as possible. If that is absolutely not possible, we opt for suppliers from Western Europe. Our sales market is Western Europe; we sell close to the production sites. This saves not only delivery time but also mileage, which is good for the environment.





## Produce local, sell local

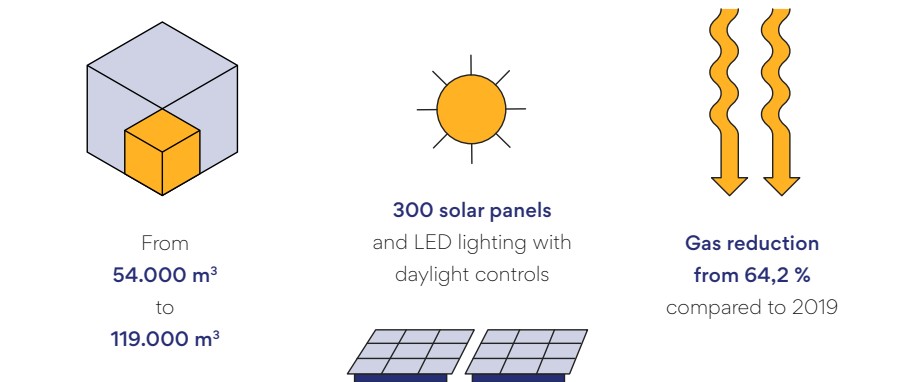
For us, that means:

- Providing employment for more than 500 people in the region.
- Responding quickly to demands from the market.
- Being able to respond more quickly to deviations in the production process.
- Minimising transport of raw materials and end products.
- Minimising CO<sub>2</sub> emissions from transport.



# Sustainable new building in Wijchen

The production location in Wijchen - home of Eromesmarko - has been expanded and completely renovated in recent years. A gigantic operation, carried out in three phases so that Eromesmarko's production could continue as normal during construction. The renovation was necessary because the old accommodation had become too small. A great opportunity to make a significant contribution to sustainability with the new building!



## GPR-score 8.0

Eromesmarko's new accommodation is more sustainable, in part through clever use of space. The floor surface has 'only' increased by a quarter to: 17,000 square metres, but the volume grew from 54,000 to 119,000 cubic metres. The building was given an attractive and sustainable appearance. The office area was expanded with an additional floor, production and logistics are very efficiently designed open spaces with a height of seven metres. In addition, solar energy is generated with 544 panels and the entire building is fitted with LED lighting, with daylight controls where possible. The heat from our production side is reused through heat recovery. In combination with the excellent insulation of the façades and a number of other measures, this has resulted in a GPR score of 8.0. The most remarkable score is that the gas consumption in 2019 has decreased by 64.2% compared to the old situation. Employees benefit from a healthy and pleasant working environment, in a building with a striking and attractive appearance.





## Production location Wijchen

According to the  
GPR8 guidelines

- Heating production: air-heat pumps and solar energy
- Energy-saving new powder coating installation
- Cooling production: adiabatic (air displacement and moisture evaporation)
- Low-maintenance building with long life span
- Ventilation production: welding fume extraction, CO<sub>2</sub> regulation and heat recovery
- Insulation: high RC-value façade
- 300 solar panels
- Façade slabs of compressed rock wool from basalt
- Office heating: air-heat CO<sub>2</sub> regulation pumps
- Office and production lighting: LED with motion detectors
- Water-saving taps, separate sewers, our own water collection





# A masterpiece of ultramodern high tech in Emmen

Innovation = investment, as far as Vepa director Bert Top is concerned: 'The transition to a sustainable manufacturing industry offers plenty of opportunities to realise our sustainable ambitions. In addition to desks, tables and lockers, we have in Emmen a large Circular Center for used and refurbished furniture. More than ever, we focus on smart designs and the use of sustainable - reusable - raw materials'.





### Fully automated

The installation of a high-tech production line in the factory in Emmen also contributes to making production more sustainable. All metalworking operations have been integrated into the steel street and production is fully automated. Bert Top: All the machinery in this street is connected to each other by computer. They communicate with each other continuously and are fully integrated into our ERP system. This enables us to achieve even shorter throughput times and - very important - to minimise residual material.

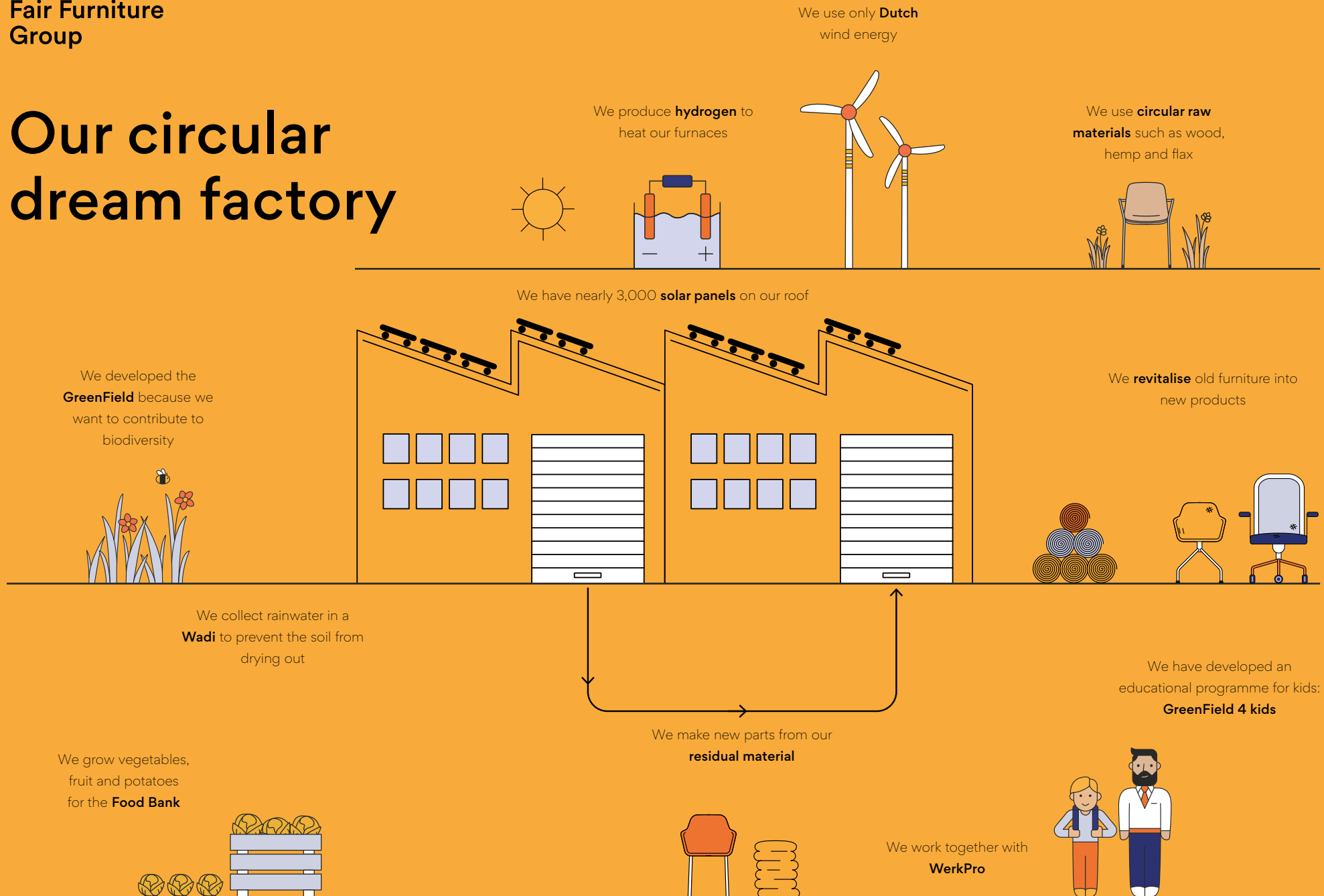
‘We have made incredible progress in terms of sustainable production’.

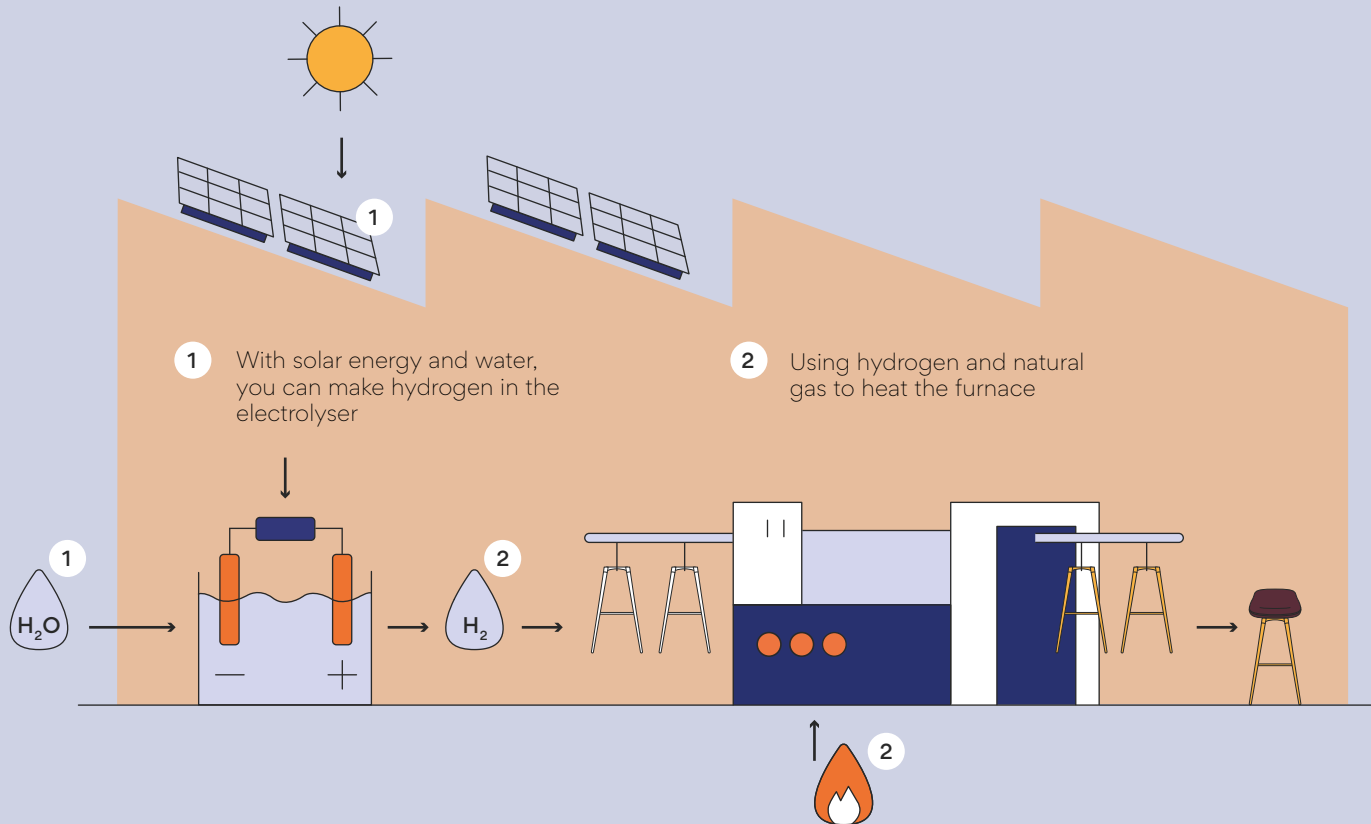
### Lockers suitable for indoor and outdoor use

Production is not the only thing that happens in Emmen. De Lockerfabriek has opened a completely new showroom in October 2021. On the ground floor you'll find all possible locker solutions by De Lockerfabriek: wooden lockers, steel lockers, solid core lockers and lockers for outdoor use. And you can walk straight on through to the factory where you can see for yourself how the lockers are actually made. It goes without saying that we used as much furniture and materials from the old showroom as we could for the new interior, or we tried to find a new use for the old materials.



# Our circular dream factory





## Hydrogen instead of natural gas

We have great ambitions when it comes to sustainability. How we do this? Simply by starting and going one step at a time. In our factories we use sustainable energy resources for our machines.

There are nearly 3,000 solar panels on the roof of our new Circular Centre in Emmen, which means that two-thirds of the energy we use comes from solar power.

In addition, we will start generating our own hydrogen as fuel for our furnace in the paint shop in August 2023. So far, nobody else is doing this. How cool is that? This will save at least 30% on natural gas and as much as 70% on sunny days

# Our own transport, that is unique!

Transport using our own fleet means minimal fuel consumption and an enormous reduction in CO<sub>2</sub> emissions. Our trucks comply with Euro 6, the most stringent emission standard at the European level. By using long truck combinations (LHV), or Ecocombis, we reduce transport movements and therefore fuel consumption and CO<sub>2</sub> emissions by 50%.



### Minimal mileage

Transport movements are minimised at the Fair Furniture Group. Using raw materials from the region and producing close to the market avoids unnecessary transport. Outsourcing to low-wage countries may be cheap, but for us it does not outweigh the CO<sub>2</sub> emissions caused by the unnecessarily long transport to Western Europe. One of the reasons we do not source raw materials or components from Asia is the additional pollution caused by the container ships.

### Assembly and turnkey

We deliver our desks fully assembled, which is really convenient since all you need to do is pull up a chair. For complete new build or renovation projects we take it one step further. For each project, we prepare a clear schedule. To do this, we talk to suppliers and other project stakeholders, such as: the interior designer, the contractor, the suppliers for floor coverings, window decoration, ceilings and walls, the fitters and, of course, your own facility management and IT department. This way, everybody knows what to expect.

Walls and elevators on site are covered with a protective layer when needed. The assembly crew is ready to go when the truck arrives on schedule. They will unload the truck immediately and walk the pre-assembled furniture to the right place according to the floor plans. The assembly and quality inspection has already been carried out in our factory. This is therefore no longer necessary on site. This is how we ensure short delivery times.

### Packing blankets made of textile remnants

During transport, we protect our products as much as possible with packing blankets made from recycled textiles. After we have delivered the products, we take the blankets back with us for reuse. Quite eco-friendly.

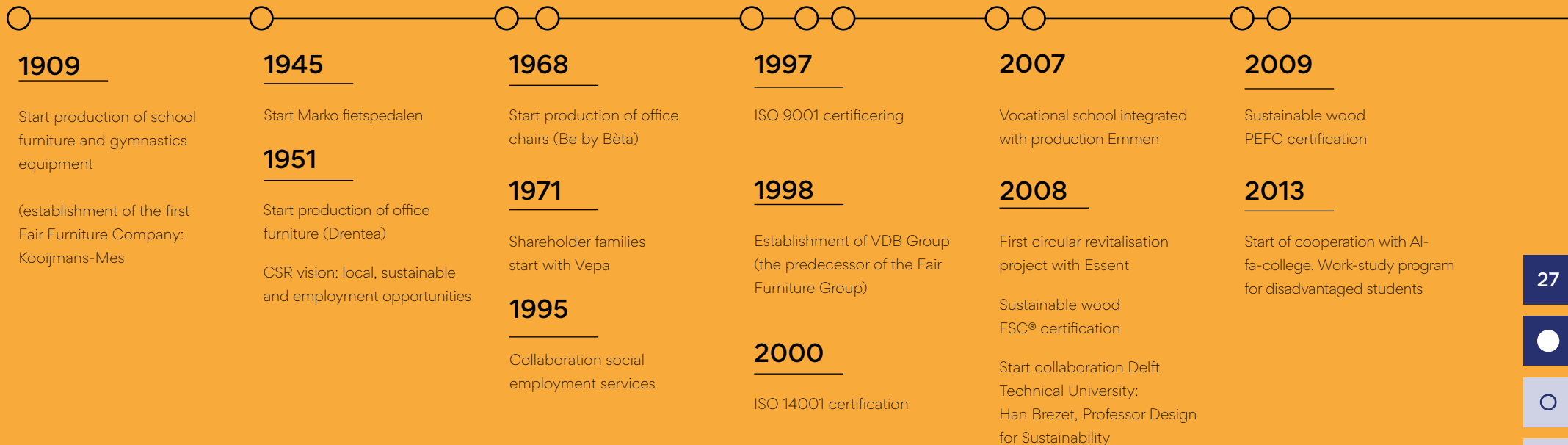
### Packaging material

In some cases, plastic is unfortunately still unavoidable for the safe transportation of products. We use recycled plastic that is recycled again after use. To prevent damage during transport, we also use cardboard. The boxes that Be by Beta uses for the transport of office chairs are 100% recycled. The fact that the used cardboard has a history is something we proudly state on the box. In addition, suppliers often deliver their parts to us in cardboard boxes. Whenever possible, we reuse these boxes for the transportation of parts between our production locations. Often, the cardboard can also be reused as packaging material for new products.

Our home accessory brand Zooi sells home accessories made from leftover materials to companies and consumers. The items from the online shop are sent by post. For protection during transport, we use padding material that is made with a 'packaging bulking machine'. With one simple action, this 'cardboard perforator' turns cardboard into filling material. In this way, we ensure that the cardboard is also used again.



# Our rich history



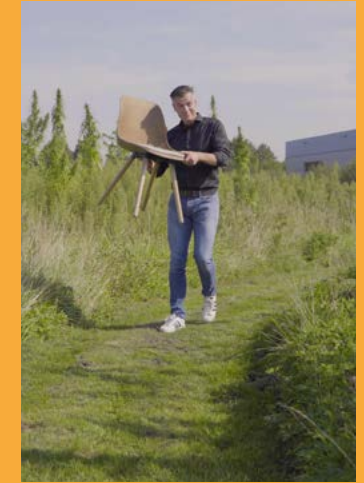




# Fair Furniture Group



inside inside



## 2014

Introduction Felt chairs from recycled PET bottles.

First PaaS (Product as a Service) project with Sita

Eromes and Marko merge

## 2015

Creation of own research garden GreenField

Start of own research lab on biobased materials

## 2017

100% reuse of textile and steel waste streams

Establishment of Zooi, home accessories from residual materials

Start with food garden for Food Bank

## 2018

Initiator NPR 8313 circular measuring methods

Establishment of De Lockerfabriek and Nomique joins the group

## 2018

Vepa most sustainable company of Drenthe and winner of the 'Drenthe company of the year' award

## 2020

Gas reduction of 64.2% in new building Eromesmarko, Wijchen

Vepa and Drentea continue together

VDB Group continues as Fair Furniture Group

Introduction Hemp-collection

## 2021

Audience Award Circular Awards with Hemp and together with Plantics winner of Renewable Material of the Year 2021

Founding of Fair Furniture Academy

Level 3 CO<sub>2</sub> performance ladder certificate for Hoogeveen and Emmen

## 2022

Completion of largest circular project ever: NN Workspace 2020

Nominated for the Mixology Awards for the 2nd year in a row

Plastic Whale by Vepa in exhibition at the Stedelijk Museum

## 2023

Completion of new building in Emmen with completely new Circular Center

Nomique becomes Vepa UK Ltd.

Completion expansion Breda

Nice Price Office becomes BUUR

GreenField 2.0

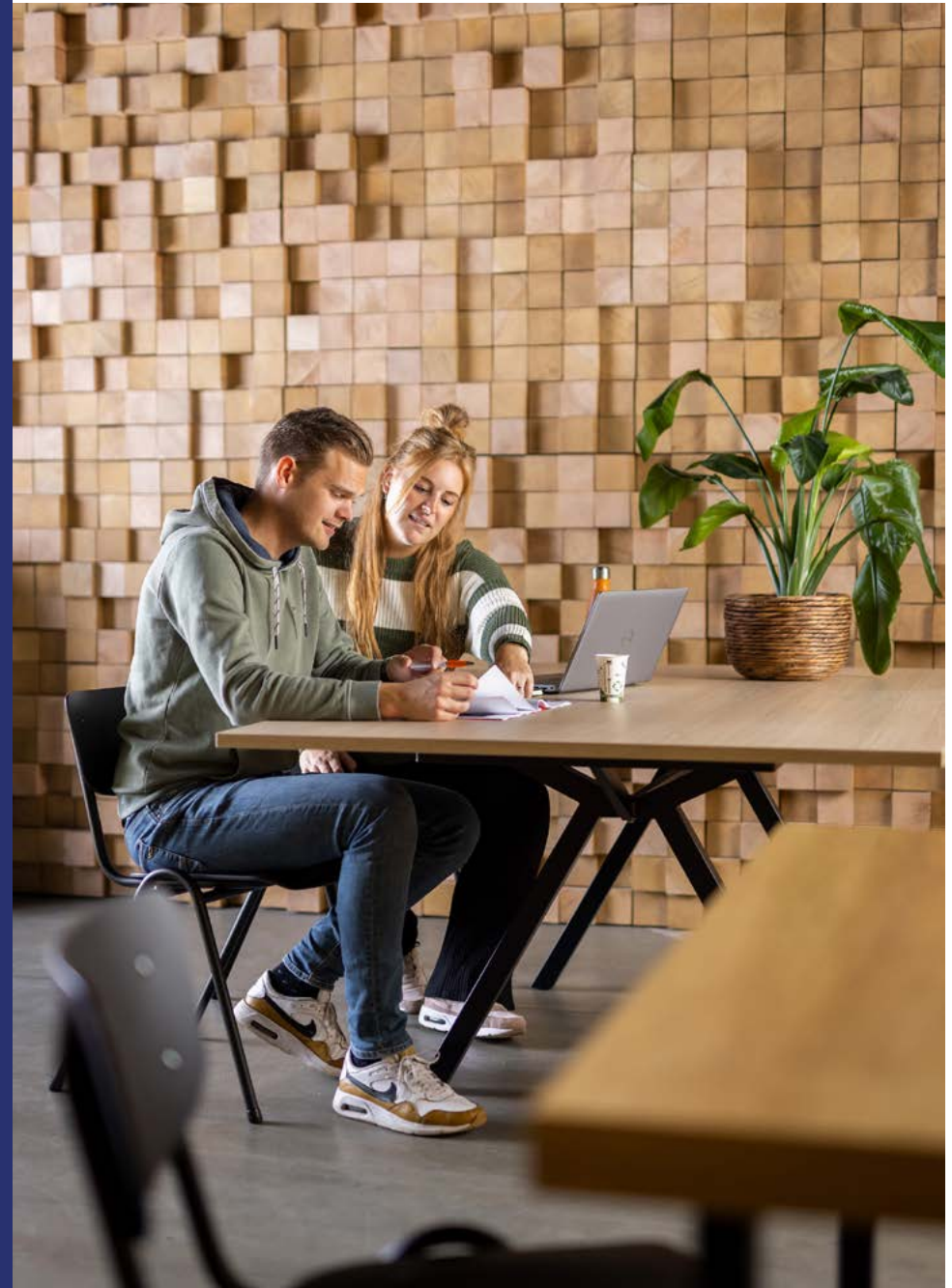
Start of hydrogen pilot in Emmen





# Sustainable Development Goals

In 2015, the United Nations set 17 ambitious world goals for sustainable development. These 'Global Goals' are, for the period up to 2030, an important collective priority, with which we fight poverty, inequality and climate change. It is up to all of us - Governments, businesses and 'ordinary' people - to work together towards a better future for everyone. And of course we are happy to do our bit. In our factories, our offices and beyond.



# Think big

Seventeen goals to make the world a better place by 2030; That is what we as Fair Furniture Group are 100% committed to. The Sustainable Development Goals (SDGs) have been agreed upon by the member states of the United Nations, including the Netherlands and UK. As a top notch family business, we are keen to make a positive contribution, particularly to the goals in the areas of poverty, education and the climate crisis; challenges that directly relate to our role in society and the economy. In doing so, we also look beyond the borders of our small country, for example when it comes to the origin of our raw materials and the human rights conditions in our chain.

Thinking big is not foreign to us, so we also want to make a contribution to the restoration of biodiversity. We are happy to show the positive impact of producing locally to anyone who wants to learn about it. For example, by not outsourcing to low-wage countries, we also retain knowledge in the production process and we offer employment in our industry. We see it as our responsibility to work together towards a better future for everyone.

**As Fair Furniture Group, we actively contribute to a sustainable world.  
We choose to focus on five SDGs that resonate most with us.**



## Quality Education

### Learning-working places

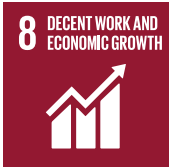
Every year, we offer dozens of students the opportunity to gain valuable knowledge and skills within our companies.

### Employee development

We promote lifelong learning within our Group as well, with equal development opportunities for all employees.

### Educational environments programme

Proper and future-proof education with equal opportunities for everyone is very important to us. We have the ability and a strong drive to - together with others - play an important role in the development of education, based on the conviction that innovation in the educational environment leads to better education. 'Educational environments' is at the same time an appeal to ourselves, to education partners and schools to invest in the development of education. For this purpose we have established De Meshallen, the Fair Furniture Academy and the Eromesmarko school.



## Decent Work and Economic Growth

By focusing on continued inclusive and sustainable economic growth with decent work for all our employees as well as the employees of our suppliers, we achieve continuity within our companies. For us, this means: working with trust, with pleasure and respect, according to the regulations and in continuous consultation with stakeholders.



## Consumption and Production

Sustainability in every sense of the word is the leitmotif in everything we do. Our business model is evolving from furniture manufacturer to sustainable raw materials broker.

We are well on the way to using only natural raw materials and/or unused residual flows. Without waste and without environmental impact.

With our Fair Furniture Academy, we create a 'green work and lifestyle', through awareness, admiration, development and action.







## Life Below Water

### Stop talking. Let's start doing!

With this in mind, we are taking action against the plastic problem. Every year, more than eight million tonnes of plastic ends up in the world's waters, with disastrous consequences for nature (and ultimately for humanity). In collaboration with Plastic Whale, we create unique furniture made from plastic waste and we support an extensive awareness programme in the Netherlands and far beyond to combat the plastic problem.



## Life on Land

### FSC® and PEFC

At the Fair Furniture Group we have been using only certified wood from sustainably managed forests since 2008.

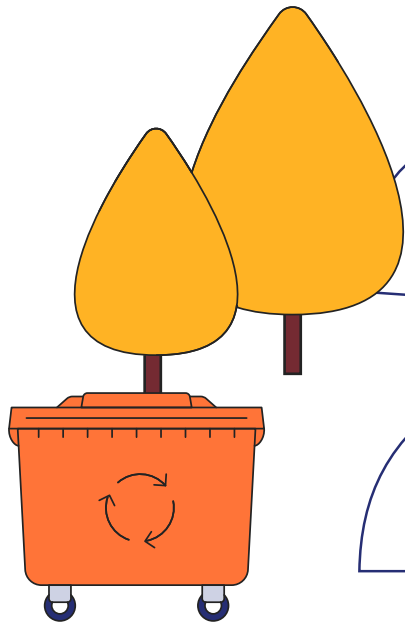
### GreenField

Ecosystems are the foundation of a sustainable earth. That is why, in 2014, we created our own ecosystem with the 'GreenField project', where respect for the earth, for people and nature is central. There is no waste, we experiment with our own natural raw materials such as hemp, grasses and flax, support biodiversity and grow fruit and vegetables in a fully organic way for our local Food Bank (Voedselbank Zuidoost Drenthe).

# Sustainability goals of the Fair Furniture Group

The Sustainable Development Goals confirm the direction that we, as the Fair Furniture Group, have been taking for decades and provide guidance for future choices in the areas of sustainability, circularity and social responsibility. As a group we have also formulated a number of pragmatic 'personal' goals that each of us is fully committed to, now and in the years to come.



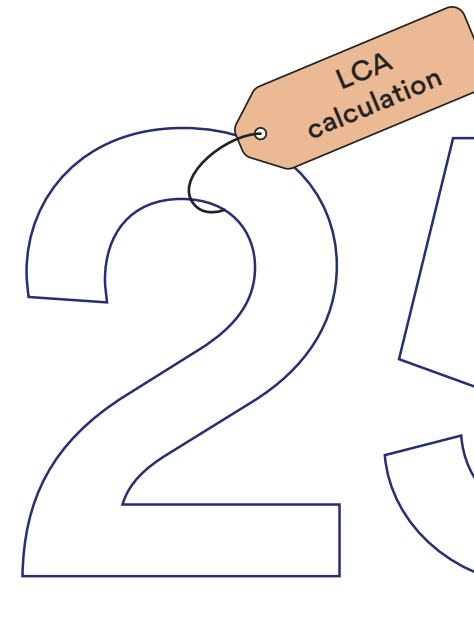


## Increase inclusiveness and diversity

We are committed to have a minimum of 5% of our workforce made up of internships, graduation projects and apprenticeships for students with a distance to regular education.

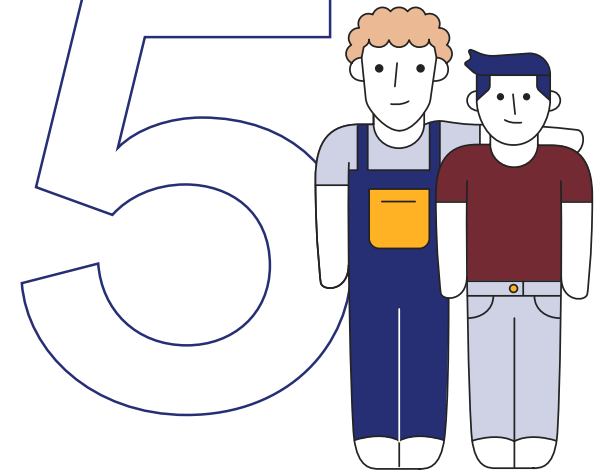
## Separating glue from wood

It's our goal to integrate a completely new gluing line into our production process by 2025 so that we can separate and reuse various layers (glued) of material.



## Fair Furnished

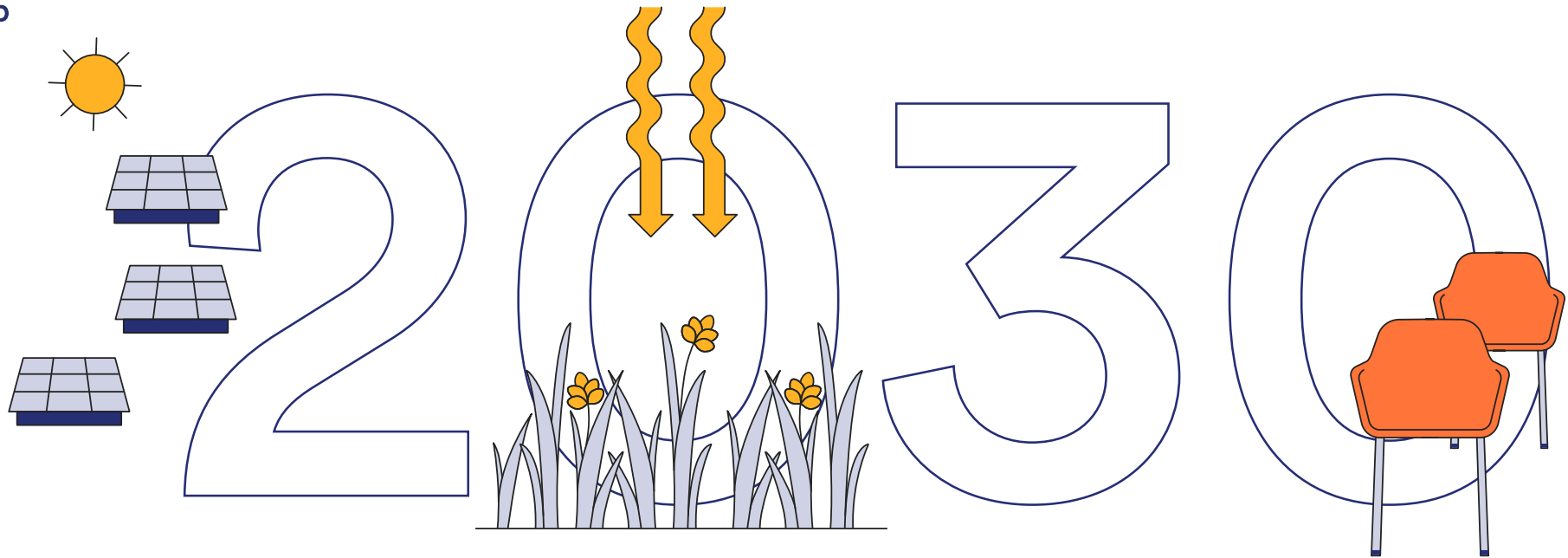
Fair Furnished is our new label that we give to products that get a second - or third - life. We do this independently of any brand. With the Fair Furnished label, we guarantee quality that is at least equal to the original quality. We often make the product even better because materials we replace are more sustainable and therefore even more reusable for a third and fourth life.



## 100% circular desktop

In our search to make table tops more sustainable, we have achieved a groundbreaking innovation thanks to the involvement of various chain partners. By developing these new tops, we reduce the CO<sub>2</sub> footprint throughout the chain and guarantee the reuse of valuable raw materials.





## Infinite cycle of products and materials

Everything we produce and revitalize must be entirely suitable for reuse in an infinite cycle.

## Understanding the environmental impact of our products

We calculate the environmental impact of our products by means of a life cycle analysis (LCA). By 2030 all products within the Fair Furniture Group must have an environmental passport.

## 100% waste-free

We are working towards a completely waste-free business operation. We want to achieve this for all companies within the Fair Furniture Group by 2030.

## Transparency throughout the chain

Fully transparent supply chain management in terms of working conditions, use of raw materials and environmental impact.

Part 2

# Fair to people and society



## Part 1

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# In short

Fair to people and society means that we take responsibility for our own people, but certainly also for our partners. We talk to our partners about doing fair business and respecting laws and regulations. That is why we only cooperate with companies that, like us, have strict criteria when it comes to ecological and social responsibility.







# People are the lifeblood of a company

This is also true for the companies of the Fair Furniture Group. The success of our products is based on the craftsmanship and enthusiasm of our people. We care about our own people, but also, for others in society who are not so close to us.

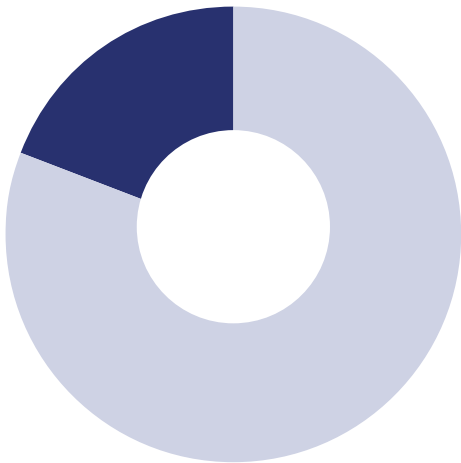


With training and work places, social projects, research and voluntary activities, we like to give something back to society. We invest in more enjoyable and better education, by bringing education, government and entrepreneurs together and by realising innovative furnishing concepts.

We take our responsibility for the health and well-being of our customers and end-users very seriously and we are very committed to doing business honestly and transparently.

# Our 519 people

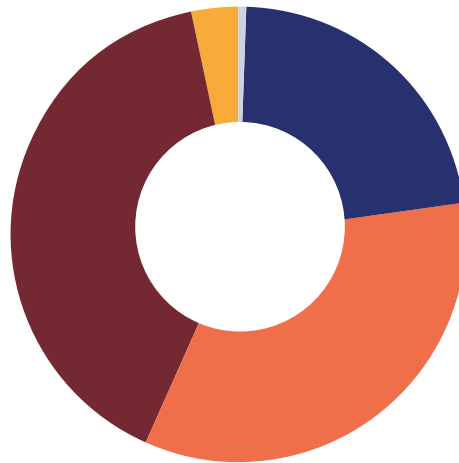
Gender\*



- Man 411
- Woman 108

\* Due to the Dutch General Data Protection Regulation (AVG), only gender as listed in the personnel records is included.

Age



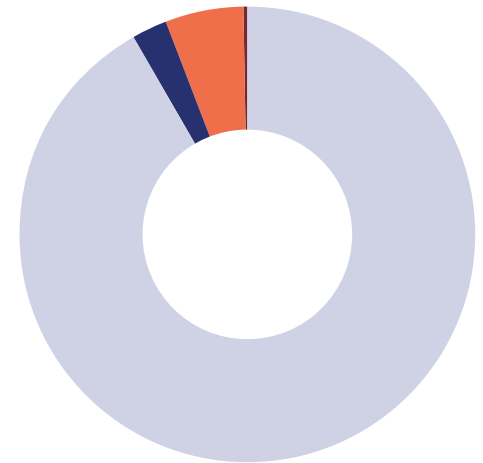
- Up to 20 years 6
- 20 - 35 years 122
- 35 - 50 years 168
- 50 - 65 years 215
- 65+ 8

Years of employment



- Up to 5 years 224
- 5 - 15 years 134
- 15 - 30 years 105
- 30 - 45 years 52
- 45 and more 4

Type of employment



- Permanent 425
- Learning pathways 4
- Temporary 74
- On-call 16





### **Caring for employees**

We are proud of our people and they are proud of their company, brands and products. And it shows. There is very little employee turnover and remarkably low absenteeism. We invest in personal training plans, a bike plan, a safe work environment and good fringe benefits.

We are proud of our people and  
they are proud of their company,  
brands and products.

The Fair Furniture Group is one of the few manufacturing companies to offer and promote a four-day work week. Many of our employees have to deal with high physical demands on a daily basis and we believe it is very important that they are able to do their work in a safe and healthy manner. By paying attention to vitality and prevention and dealing with health complaints or limitations in a conscious and serious manner, we minimise the risk of employees losing their jobs due to disability.





## Dutch lessons on the work floor with Maram education

In 2023, we started the second edition of Dutch language lessons in the workplace. When you start a new job in a new working environment, you are often exhausted in the evenings. It takes time and energy to find your way around and settle in within the organisation. This is especially true if your native language is not Dutch.

Obviously, mastering the Dutch language is not only relevant in the workplace. We find it very important that our colleagues feel at home in the Netherlands and can handle themselves in society.





### Profit distribution and winter compensation

The management's vision and working method is down-to-earth and headstrong. That means innovation and investment where possible, even when the market is unfavourable. This way of thinking has its effect on the entire organisation. Our people like to think, work and decide with us. Therefore, it is only natural that they also share in the profits. That is how we have been doing things here for decades.

The FFG winter compensation was something new this year. Because of the soaring energy prices, employees were partially compensated for the high costs during the coldest months of winter.

### Being and staying fit

Exercise is important for staying fit, so we encourage our employees to take part in physical activities. For example, we invite them to participate in joint walking, cycling and running events. To keep everyone involved with each other and the company, we regularly organise team outings outings, an annual fishing day and enjoyable workshops. We personally honour colleagues who are celebrating their anniversaries - and there are more every year. Once a year we close down the company to enjoy - together with possible partners - an active employee day.



## Relaxation after exertion

### Vepa Cycling team

We like to help our people to stay fit and healthy. The Vepa Cycling Team is a guarantee for sportive ambition, fun and team spirit. Relaxing together in the outdoors is just as important as training for challenging regional tours and events.

### Fair Furniture Run

In September of 2023, enthusiastic colleagues run the first edition of the Fair Furniture Run: a 140-kilometre relay race between Wijchen and Hoogeveen. The goal? To raise as much money as possible for the Dutch Cancer Foundation (KWF).

### Team dsm-firmenich

Each year, our own cycling team organises several challenging events, some of which are in combination with Team dsm-firmenich. Vepa is official supplier of this ambitious cycling team. Just like Team dsm-firmenich, our challenge is to become even better and more sustainable and to ensure the perfect high-performance working environment.

# The Fair Furniture Academy

## Development and inspiration

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At the Fair Furniture Academy we help others to do business with love for people and planet. Surprising aspects of sustainability and CSR, an inspiring place where our and also your interactive workshops can take place. A combination of indoor and outdoor activities in our GreenField. Sparring with colleagues, exchanging knowledge in the field of production, circular design and CSR.

### Who is it for?

Our academy is for those who want to know all there is to know about sustainable and responsible design, production and advice on furniture. From furnishing consultants and (interior) architects to facility managers, procurement officers and health & safety consultants. The Fair Furniture Academy aims to be an inspiring, educational and unique experience for all of them.

### Courses, workshops and assembly days

In the design and furniture industry, development is proceeding at a very fast pace. Not only in the way organisations are housed and operated but also with regard to circularity and new business models. All these development have major consequences for practical matters such as design, assembly, disassembly and recycling. That is why we have weekly courses, workshops, knowledge sessions and assembly days at our Academy.





# Social return

## Doing something for others

At the Fair Furniture Group, we have an interest in people who do not have everything going for them in life. As long as they want to work for the world of tomorrow, as we do, they are welcome to participate in work and activation projects in the GreenField or at our production sites. Or, they can use residual materials from our factory for their own projects and we will provide personal support.





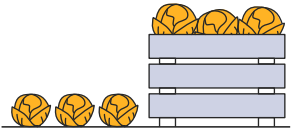


## Manifest Sustainable Procurement

All of us in the Netherlands spend over €400 billion on purchasing products and services. So, we as a whole can make a huge impact in contributing to the Sustainable Development Goals (SDGs) of the United Nations. That is why the Sustainable Procurement manifesto was launched in May 2023. The aim of this manifesto is to commit organisations to actively contribute to a sustainable procurement chain, the achievement of the SDGs and/or their own sustainable organisational goals. Naturally, we as Fair Furniture Group have signed this manifesto.

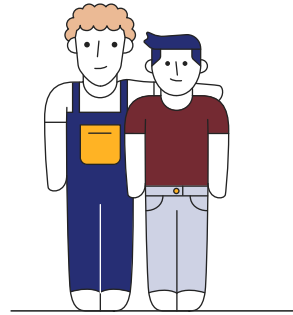
## Alzheimer Nederland

Be by Bèta is a corporate friend of Alzheimer Nederland. Just like Alzheimer Nederland, we believe that physical activity is extremely important. In order to stay healthy, we encourage people to alternate sitting and standing work on a regular basis. Working in a standing upright position helps to get more exercise during the working day. And that is not only important for preventing back, neck and shoulder complaints, but also, to reduce the risk of dementia. If we all live healthier lives and exercise more, scientists believe that up to 30% of all dementia cases could be prevented. For every Be Brave office chair sold, we donate € 2.50 to this great foundation. We are proud that, as an official corporate friend, our donations can contribute to a future without dementia.



## Food bank: food from the GreenField

Together with the Food bank Voedselbank Zuidoost Drenthe, we have set up a large part of our circular knowledge garden, the GreenField, as an ecological vegetable garden. Volunteers work the soil, pull weeds and fertilise the garden in an eco-friendly way. All super healthy and from our own backyard. Quite a few families in our area enjoy 'our' beans, potatoes, cauliflower and much more.



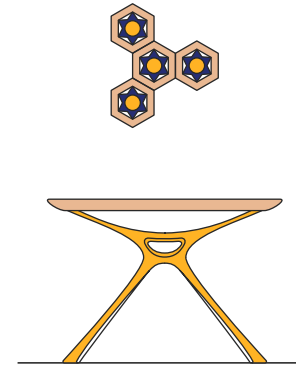
## Sustained employment

The mission of Merthyr Tydfil Institute for the Blind (MTIB) is to provide people with mental or physical disabilities with the opportunity for sustainable employment. The organisation has helped thousands of people in Britain find jobs in recent years. Nomique and the Merthyr Tydfil Institute for the Blind collaborate in the development of wooden components for benches. The organisation also supplies CNC cut cardboard for various applications.



## Tour Facilitair

Tour Facilitair is a tour for and by the facilities industry. Clients, suppliers and consultants: everyone is welcome. We are co-initiator of the Tour Facilitair. A successful and sporting event with as many as 250 participants in 2022. Part of the contribution of the partners and sponsors goes to charity. In 2021, proceeds were donated to the CliniClowns.



## Plastic Whale

Thanks to our cooperation with Plastic Whale from Amsterdam, we are able to offer primary school children the opportunity to go plastic fishing on the Amsterdam canals free of charge. In doing so, we increase awareness and educate them at an early age about the need to tackle the plastic soup problem.



### Social enterprise

A good example of an initiative that has been incorporated seamlessly into our business process is the cooperation with WerkPro.

At Werkpro they make beautiful outdoor furniture from our residual wood and steel. Studio Fraenck makes backpacks from our leftover material.

People with a distance from the labour market are given the chance to learn the craft of fashion and artisan production in a pleasant and relaxed atmosphere in our own social workshop in Arnhem.

Tangible opportunities to make a  
valuable contribution to society and  
work on self-reliance.

### Together with detainees

In-Made is the production company of the Dutch Custodial Institutions Agency (DJI) that offers employment and education to detainees, so they can learn a trade and reintegrate successfully into society. We have asked the DJI to use the expertise and capacities of In-Made for the realisation of the government contract 'PI Zaanstad'. We continue to support these detainees by purchasing 'zuivere koffie' (Dutch for pure coffee) for our Hoogeveen location. Zuivere Koffie offers motivated (ex) detainees a second chance by learning a trade. Zuivere Koffie is the only organic coffee in the world roasted in prison.



## Fair Furniture Group

### Employment

We are a large furniture manufacturer that does not outsource to countries where wages are much lower. In a country where the manufacturing industry, and the jobs it provides, are getting scarcer, we see this as an important challenge and responsibility.

Our own people in our own factories transform tubes, sheets, panels and textile rolls into furniture and complete furnishings. We use the same knowledge for refurbishing existing furniture, even furniture from other brands. And why would you outsource production to low-wage countries when you can responsibly create local jobs by cooperating with social partners in the region?

We have been working consistently for decades with various social employment agencies, not because we have to, but because we can. For example, the wooden frames of a number of our products are made by people with visual impairments. Whenever possible, we also offer jobs to people who wish to return to work from an unemployment or disability situation.





# Together with education

We are Eromesmarko. We make space. We have been designing versatile furnishing solutions for education for over 100 years now; from primary school to university. All this time, we have listened carefully to pupils, students and teachers. We have learned a lot from researchers who, like us, are 100% committed to better education. We worked with them to develop sustainable furnishing concepts that are entirely dedicated to what young people need to learn and grow today and tomorrow.





## Fair Furniture Group

### It's all about the users

Eromesmarko focuses on what students need to express their creativity and reach their full potential. At what helps teachers teach with more enjoyment and efficiency. We find ways to inspire every user and make them feel right at home. We make space for hybrid education, blended learning, movement in learning, project-based work, meeting and consultation. Now and in the future.

“With innovative furnishing concepts, we make space to learn, grow, explore, create and collaborate.”

### We are SEE

Eromesmarko is the initiator of SEE, a group of driven professionals with a background in facility, project management or education, working together towards new perspectives on physical design of educational buildings. SEE stands for Share, Explore and Experience.

*Share:* together with education, science and (accommodation) partners, we share ideas and knowledge to improve the learning environment for students and teachers. Trends and developments are presented by SEE participants as topics of discussion and research.



*Explore:* in addition to inspirational visits to educational institutions, we regularly gather expert knowledge (on-line and live). All sorts of working forms and/or methods are discussed, including workshops, brainstorming sessions and guided tours. All this generates an exchange of knowledge between the participants and often stimulates further research

*Experience:* experts (by experience) regularly join us as guest speakers to help us progress with their expertise. Before a new concept or idea enters the testing phase, we involve students and/or educational institutions. In this way, we ultimately develop an idea by, and a solution for, education. A nice bonus is that experts can also benefit from each other's professional network outside the meetings.



## Inspiration campus in Wijchen

6000 m<sup>2</sup> of educational inspiration

The inspiration campus by EromesMarko contains every imaginable furnishing concept and element for education. You can see first hand how our craftsmen make everything themselves, with a focus on circularity. We are more than happy to share our expertise, answer questions and show you how we make space for innovative education. An enlightening and inspiring experience, is what that we hear time and again from visitors from educational institutions.

### De Meshallen

At Eromesmarko, we have one major ambition: to make education better by improving the design of schools. We cannot do this alone: we work closely with governments, entrepreneurs, administrators, schools and teaching professionals. De Meshallen is our platform (physical and virtual) for educational innovators. An inspiring meeting place where all parties involved can come together, work, consult and train.



### HAN University of Applied Sciences Arnhem and Nijmegen

De Meshallen facilitates the Smart Industry minor. Companies are eager for professionals who do not only understand new technology, but can also apply it. Smart Industry students delve into a specific product or process within a company and make it 'smart'. All participants of De Meshallen can formulate a project. Examples include students working on issues for Let things talk and Aryzon, both participants of De Meshallen.





### Every child counts! Educational concepts of Dr. phil. Michael Kirch

A different approach leads to smart solutions for any type of education – that is our conviction. At the Fair Furniture Group we are constantly looking for new ways to support educational innovation. To this end, we collaborate with a leading scientific expert in this field: Dr. phil. Michael Kirch. Among other things, he researches the influence of the learning environment on education and what opportunities it provides for improvement. An important motto here is: every child counts.

“With innovative furnishing concepts, we make space to learn, grow, explore, create and collaborate.”

### Flexibility first

Inviting, transparent and flexible spaces with plenty of room for playing and working together, but also quiet places where you can sit and relax for a while, are essential. Flexibility is the key word in the approach of Dr. Kirch. He is convinced that the proper playing and learning environment can positively influence the behaviour not only of children, but also of team leaders, teachers and parents involved. New insights, developments and challenges require an innovative and flexible environment that, among other things, encourages individualised education.



### Sustainable network organisations

To enhance our reputation as a sustainable provider and knowledge centre for educational institutions, we are part of ‘Eco-Schools’ and ‘Learning for Tomorrow’. These organisations help educational institutions to further develop their sustainability.

‘Eco-Schools’ provides a program for schools that allows them to “score” a green flag. With their minds, hearts and hands, they take steps to incorporate sustainability into their schools. Students are invited to take action and discover what contribution they can make to a sustainable society.

‘Learning for Tomorrow’ organises many extracurricular activities for teachers and school management. As a network, they are committed to sustainable development: within education as well as beyond, all the way from toddler to professional.



# Learning by doing

We feel not only the social responsibility for (the development of) our employees, but also for others outside our company. Close contacts with various regional educational institutions are an integral part of our organisation. Every week, dozens of young people gain work experience in our factories under the guidance of our professionals. A number of these institutions focus in particular on vulnerable students, for whom it is not always easy to find a suitable place. They are more than welcome with us.



## Learning a rewarding trade

In addition to several school-based pathway (BOL) and training on the job pathway (BBL) students, we also offer the opportunity to learn a beautiful trade to dozens of students at the practical school Meander Hoogeveen, Stad & Esch practical school, PRO practical education Hoogeveen and Emmen and the entry class of Regional Training Centre (ROC) Nijmegen.

We also work with technasium students at the Roelof van Echten College and assist students at Windesheim University of Applied Sciences with their minor or (graduation) internship.



## Girlsday

VHTO (national expertise bureau for girls/women in beta/technical professions) is committed to increasing the participation of girls and women in technology. During VHTO Girlsday, we open our doors in Wijchen for girls aged 10 to 15 years. They can participate in interesting activities, get to know female employees and learn more about scientific/technological activities. In short, Girlsday lets girls experience the undiscovered world of science, technology and IT up close! Eromesmarko has been organising participation in this national event for years in cooperation with the Maaswaal College in Wijchen.





# Fair to the earth



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# Fair to the planet

This is business with sustainability and circularity as key values. For the Fair Furniture Group, this mission has long been a daily reality. We are 100% committed to being a leader in our field. We go for clean, sustainable and circular from design to transport. From innovative raw material to the reuse of old furniture. When it comes to energy and the cooperation with manufacturers, we go to great lengths to achieve our goal: caring for the world of tomorrow.



# In short

We are 100% committed to being a leader in our industry. We go for clean, sustainable and circular. From design to transport. From innovative raw materials to the use of our own hydrogen. We go to great lengths to achieve our goal: taking care of tomorrow's world.



## FFG platform

One modular technology for desk systems of all our brands. Exchange of components and circularity at its best for 20 years now.



## Aeres University of Applied Sciences

Circular and self-sufficient solutions.



## Workspace 2020

Two locations, 18 floors, 90% refurbished and 10% circular new furniture

## And also:

GreenField 2.0 and **Circular Centre** in Emmen completed

Breda production site generates more energy than it uses

**Hemp**, one of a kind: 100% organic, 100% plant-based and 100% recyclable

Start of **hydrogen** pilot in Emmen

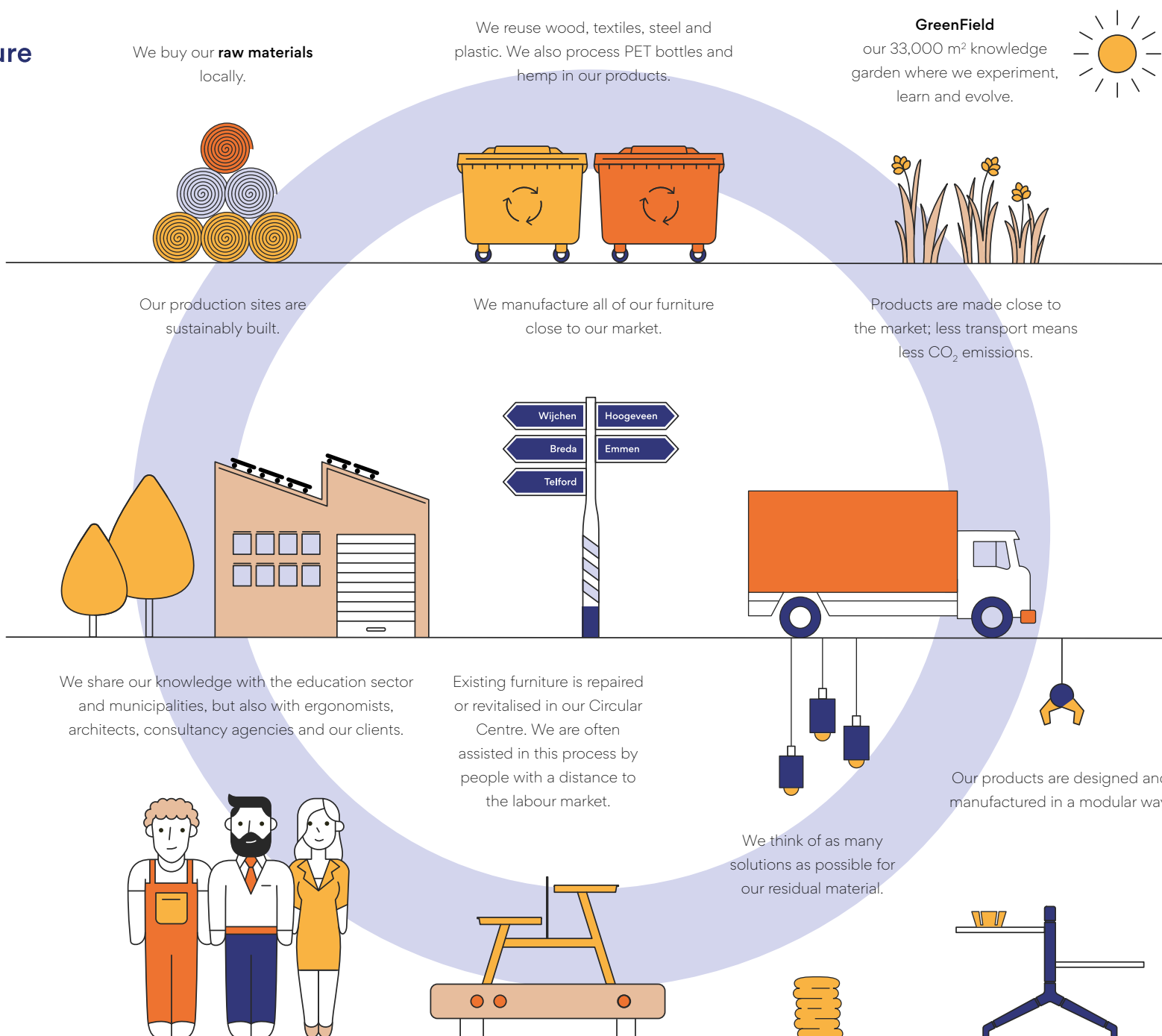
**Blue Finn** made from hospital waste.

# Together we complete the circle

It is quite obvious: the Fair Furniture Group wants to be a leader in circular business practices. Not because it is trendy, but because for us it is the ultimate way to have a positive impact on the world around us. What circularity means to us: not creating residual flows but rather using them as raw materials, reusing materials, using sustainable energy, cooperation in the production chain and putting people first. That's quite a tall order. And, we're not there yet, but we are well on our way. Together we complete the circle.











## Together we complete the circle

In the 'old' linear economy, companies make products by extracting raw materials and processing them into things that are thrown away after use. By doing business in a circular way, we want to prevent pollution and exhaustion of the earth and fight for social equality. In short: contribute to a better world.

## Smart design

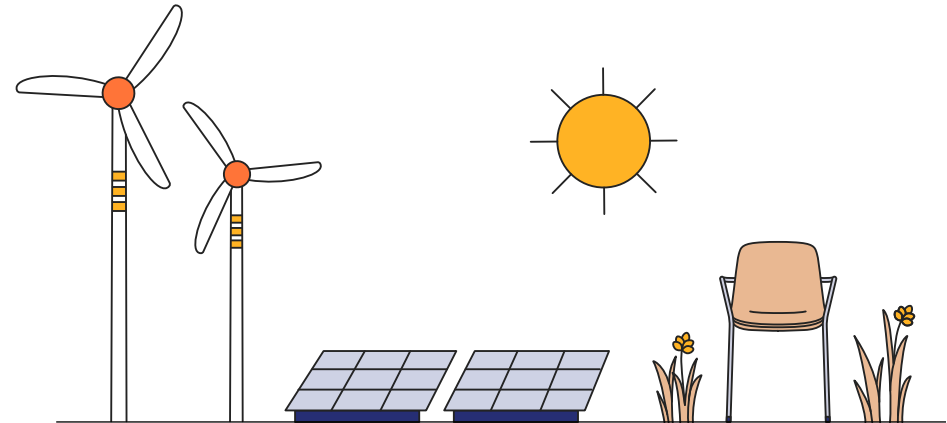
The degree of circularity of a product is largely determined in the design phase. We want to close the production chain, so we try to avoid creating waste during production or after use. Our designers have a keen eye for the reusability of (residual) materials and used furniture. We transform them into attractive new products. With a new design, we give a new life to furniture that has seen better days. In our research lab, our enthusiastic craftsmen are constantly looking for new, more sustainable materials to use in our production and our products.



## Modular = circular

Modularity is key in our sustainability ambition. Modular design means that parts are interchangeable and that we can easily replace broken parts of a product. The support tubes of our desks, for example, are designed to be modular. We have been using the same frame structure for every desk, in every size, for 20 years now. In addition, the seat frames are modular and interchangeable. This means that we can easily replace a broken part instead of having to replace the entire product. Quite a sustainable solution.

# Energy transition and carbon footprint



## Big ambitions

We have big ambitions when it comes to sustainability. One of the most important pillars is our approach to energy transition. For us, this means focusing on a zero carbon footprint, fully compensated environmental impact and the use of clean energy sources.

## Green energy

At present, we only use green certified energy from renewable sources and continue to invest in innovative sustainable energy, innovation and development. There are almost 5,000 solar panels on the roofs of our production sites, making us largely self-sufficient. At our Breda site, we even generate more energy than we use. We are also the first company in the region to produce our own hydrogen to heat the furnaces in our paint shop.

## Low CO<sub>2</sub> emissions

A few years ago, the Technical University of Delft calculated our footprint. It turned out to be so low that we do not have to compensate any carbon emissions. We are nevertheless taking our responsibility and making an additional contribution to combat climate change. We are committed to energy-neutral production. We are immensely proud of the fact that since October 2023 we are on the highest level of the ladder, at level 5.

## Less CO<sub>2</sub> and complete circular production

To further reduce our environmental impact, we continuously look for new and sustainable initiatives together with our chain partners. With Plantics, for instance, we have developed a material that absorbs more carbon dioxide than it emits. Our Hemp collection is the most sustainable chair in the world with a shell that is 100% organic, 100% plant-based and 100% recyclable in the same form. This is how we contribute to achieving the UN's stated climate goals.



# Circular knowledge garden: GreenField

The GreenField, the 33,000 m<sup>2</sup> circular testing ground behind our factory in Emmen, is the place to see, feel, smell and taste what we at the Fair Furniture Group consider important: social and circular entrepreneurship, sustainability and (bio)diversity. Here you are at the heart of the circular economy.

The GreenField is the place where we experiment to our heart's content together with educational and knowledge institutions. Where we think big and start small. Where we experiment with 'forgotten' raw materials and get creative with waste. Where we collect water - the source of all life - and reuse it in our vegetable garden and orchard. Where bees, butterflies and birds find a home and where we grow our own food. Where we learn so much and where the power of nature never ceases to amaze us or our visitors.





### Biodiversity and nature

Biodiversity is invaluable and says a lot about the health of our planet. On a small scale, everyone can help to promote biodiversity. For instance, we have constructed a Wadi to store, infiltrate and treat rainwater. We expect nature to also flourish here and increase biodiversity in the water. Think algae, aquatic plants and macrofauna such as leeches, water beetles and dragonfly larvae.

### The Food Garden Foundation (Stichting Voedseltuin)

One part of the GreenField is being used as a vegetable garden by the Food Garden Foundation Emmen. The volunteers of this foundation cultivate the soil, control weeds and fertilise the garden in an ecological way and supply vegetables, fruit and potatoes to our regional Food Bank. The crops harvested in 2022 included 1,000 kilos of potatoes, 390 pieces of cabbage, 205 kilos of beetroot, 390 courgettes and 330 heads of lettuce.

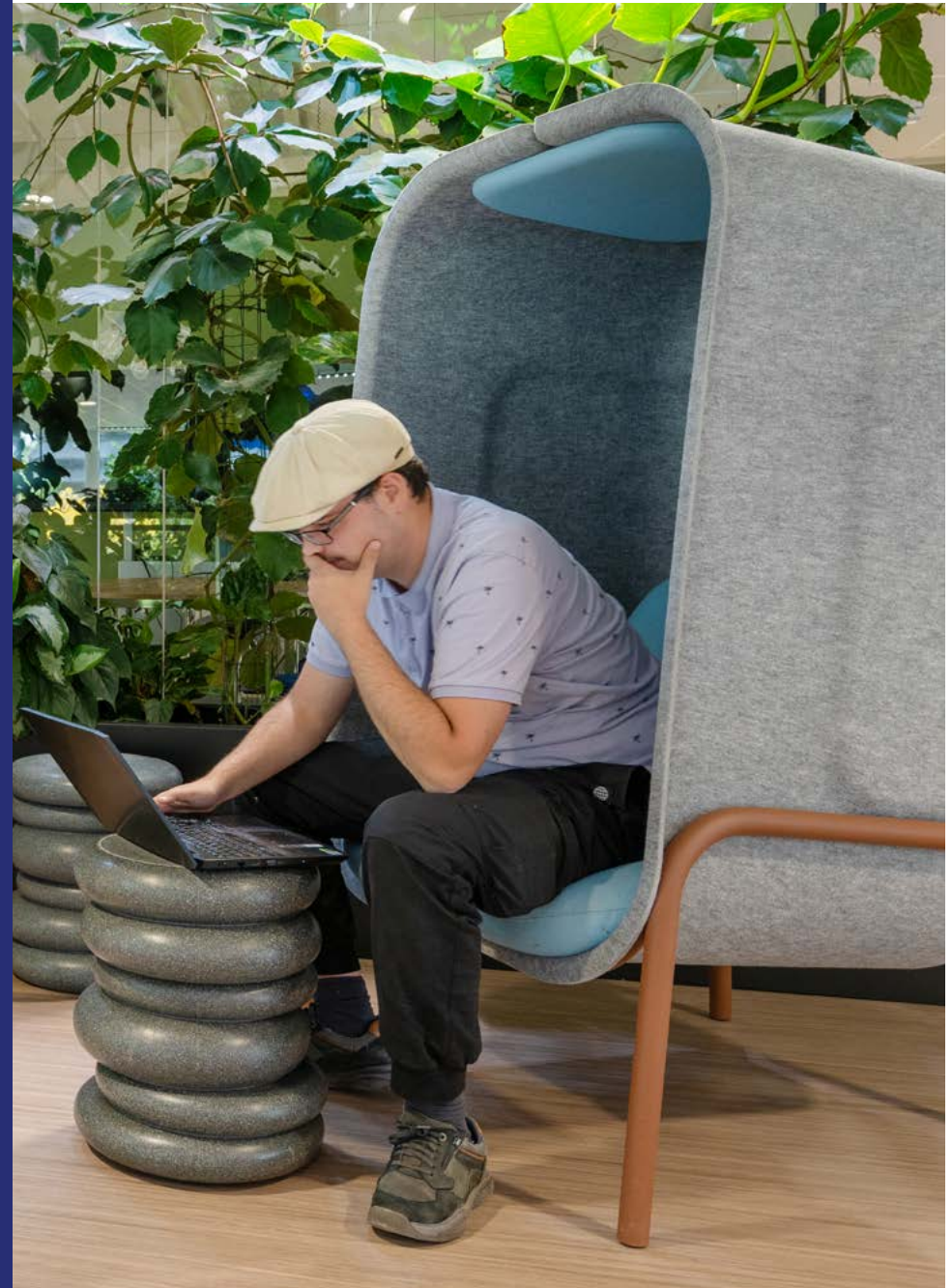
### GreenField for kids

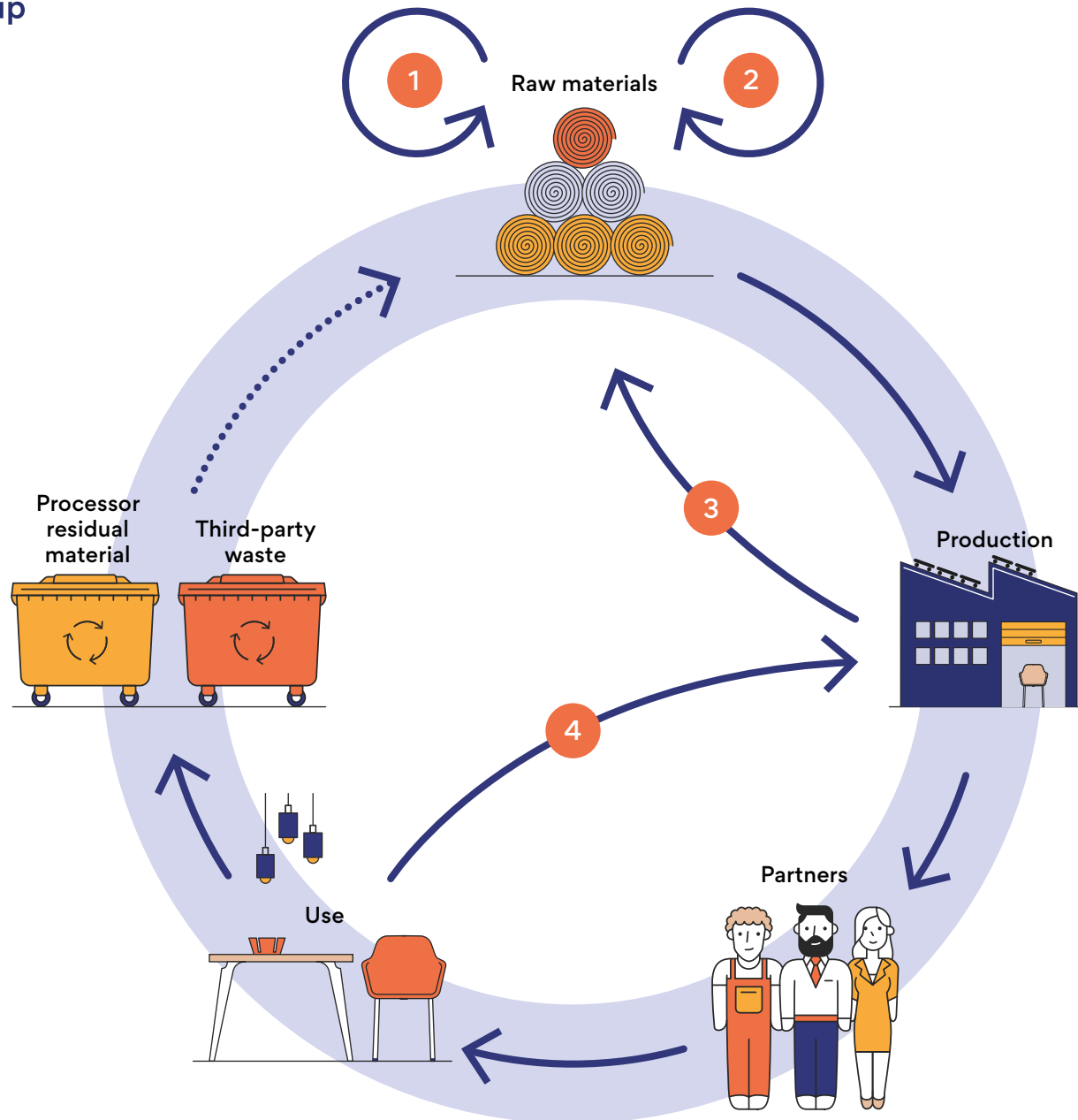
Together with IVN Nature Education and gardener Snoek Puur Groen, we have launched a sustainable educational programme: GreenField for Kids. Pupils come to the GreenField to be amazed by all the things that grow and bloom and by what you can make with them. Fun assignments make them aware of - complicated but crucial - issues such as waste processing, biodiversity and circularity.



# Sustainable raw materials

Being a leader in circular business practices. A healthy and sustainable future for people and the planet. These are the things that matter to us. That is what we represent and what we are committed to with the Fair Furniture Group. This means that we make sustainable choices when it comes to raw materials and the materials we use for our furniture to maximise their contribution to our ambition. We find solutions for our own waste and that of others. This way, we make sure that as little as possible ends up in the bin.





**We are our own raw materials supplier and that is how we complete the circle**

- 1 Wood, textiles, steel, hemp and recycled plastic from local suppliers.
- 2 Development of new materials and techniques in our GreenField and Research Lab.
- 3 Reuse of wood, textiles, steel, plastic and cardboard.
- 4 Maintenance, reuse, relocation, disassembly, recycling, renovation, storage in our Circular Centre

## How wood lasts longer

Wood captures CO<sub>2</sub> instead of emitting it. The wood we use to produce our furniture is sourced regionally and sustainably. We only work with FSC® (FSC®-C028807, FSC®-C117140, FSC®-C113118, FSC®-C028817) and PEFC (PEFC/30-31-043, PEFC/30-31-675, PEFC/30-31-042) certified wood from Germany, Belgium and Austria. With relatively little energy, our suppliers process this raw material into wood panel. Wood has the advantage that it is a renewable raw material, fully recyclable and - after going through the cycle several times - always ultimately suitable as a sustainable fuel.

Obviously, we do not throw away any leftover wood from production. We use it as the basis for new products. Whatever is left, is shredded and goes back to the supplier, who turns it into new board material. In our search to make table tops more sustainable, we have achieved a groundbreaking innovation thanks to the involvement of various chain partners, we have realized a groundbreaking innovation: Circuboard. As a core material, we use (among other things) our own natural wood fibers and a biogenic, organic binder. The combination of this core material and the Niaga® click-unlock technology creates such low emission that they have become equal to those of natural wood. Through this development, we reduce the CO<sub>2</sub> footprint in the entire chain and guarantee the reuse of valuable raw materials.

Obviously, we do not throw away any leftover wood from production. Right down to the last piece, we use it as the basis for new products.



## Fair Furniture steel, a strong example

We make our furniture with recycled and recyclable steel. Steel can be reused almost infinitely and it fits perfectly with our sustainability ambition to use raw materials as consciously as possible. State-of-the-art CNC-controlled laser machines and intelligent programming ensure super-efficient use of tube and sheet metal.

### Processing steel waste locally

The scrap trade is a global trade that involves many logistical movements and transport. This can and must be done differently. This is another reason why we choose to make our production chain fully transparent and have our own steel waste processed locally into new products such as frames for chairs or tables.

As with processing wood, the use of steel in our production process results in having leftover pieces. We collect them. We turn the steel waste into new parts and products for Zooi. We also give part of it to the social employment agency WerkPro, which turns it into new products as part of their social projects.



### Down the block

The residual material is collected and pressed into blocks. Iron foundry Rademakers melts and casts the blocks - within walking distance of our location in Emmen - into new parts for our furniture. Reusing local raw materials and collaborating in the region: that's what makes us very happy. The frame of the chair from our Plastic Whale by Vepa collection and the corner piece of the Loft tables are made from our own residual material. Strong products that also look very good. And the best part: at the end of its lifespan we'll just use the material again for something else. We don't throw anything away.





### Zooi, no such thing as waste

When you visit one of our factories, you might see somebody climbing into a bin filled with leftover materials. Probably someone who is collecting new ideas. After all, the ambition to create new design with leftover materials from our factory is immense. And where does one find inspiration? Exactly, in the waste bin. Or better still, the residual material bin. Because there is no such thing as waste here.

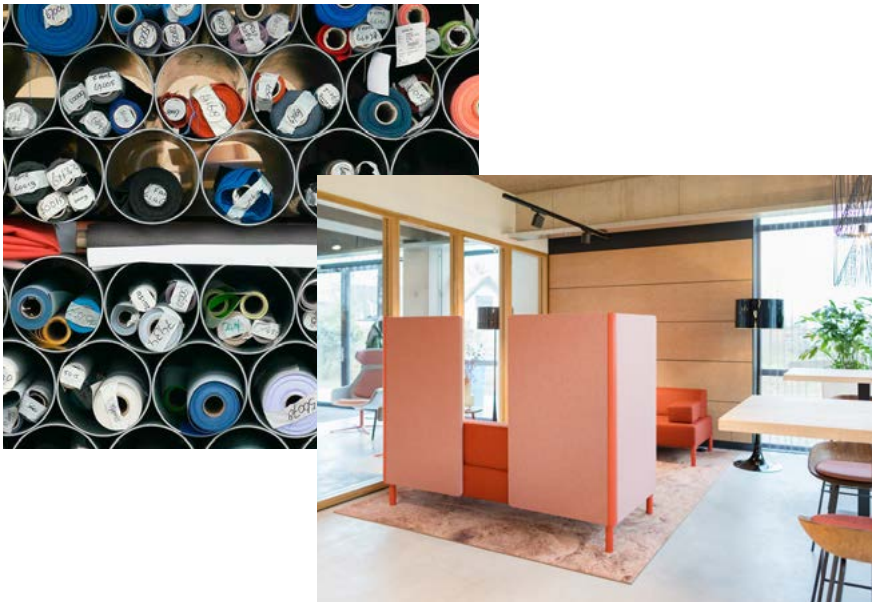
Zooi is a 100% Dutch brand that makes accessories from residual materials. There couldn't be a more sustainable way to create atmosphere in the home or office. Zooi creates and sells beautiful items with a meaningful story. Interior design items that contribute a bit to a better future for mankind and the planet. A little bit perhaps, but hey: eventually many little bits will build a whole!

“An example? We make new candle holders from a tube of a column leg table.”

### Together with Siza

The Robin bag is handmade by clients of Siza care organisation. In their own workshop, the scraps of textiles left over from our factories are hand-stitched into a new bag.

## Efficient upholstery



We also make conscious choices when it comes to our range of fabrics. Not just about the quality, but also with respect to sustainability. That is why our standard fabrics are OEKO-TEX certified and/or provided with standards that prove the sustainability of a product.

All furniture is upholstered as efficiently as possible in our upholstery. The large rolls of textile are hung on a special CNC cutting machine, which unrolls the fabric to the right length and pulls it to create a vacuum. This eases the cutting and ensures that the material cannot shift. The most efficient way of cutting is then calculated, with the aim of leaving as little residual material as possible. We cannot produce without any residual material, but all our residual material is collected and reused. Larger pieces of cloth are used for new bags by Zooni. Little scraps are felted into mats of Re-felt.

### **Re-felt: acoustic filling from residual material**

Residual material from our upholstery is the perfect raw material for our acoustic filling. The residual material is felted together with other fabric scraps into mats. We use these Re-felt mats as acoustic absorption material for new products, for example in our InBetween acoustic screens. And the best part is: the acoustic value exceeds that of polyether and after use we turn it into new Re-felt mats again. That way, nothing is ever wasted.

### **Clothing as a resource for a new product**

What we can do with our own textile waste, we can also do with other fabric leftovers, such as discarded company clothing. Clients can order acoustic screens into which we incorporate their own worn-out corporate clothing. If that isn't circular, we don't know what is.



## Plastic fantastic

We try to avoid the use of fossil raw materials and consequently, the use of plastics in our products. We only consider the use of plastics to be justifiable if, by reusing plastic waste streams, we contribute to reduction of the waste mountain and at the same time create value.

All plastic parts of our furniture must of course be safe and recyclable. We therefore only use parts of which the material, origin and potential for reuse and recycling can be fully traced. Because we produce everything ourselves, we can switch easily and without delay to better alternatives as soon as they become available. As a result, almost all of the plastic parts we use have already been exchanged for alternatives containing as much recycled material as possible.



# From drawer to chair

We ensure that the plastic parts returned by our clients are reintroduced into the cycle as raw materials for new products. For example, a plastic drawer from a discarded school desk, no matter how old, can come back in shredded form in a cool Wybelt stool. Nowadays, that same drawer is already made of 100% recycled materials, just like the Finn chair. In 2022, we have saved about 100,000 kilos of virgin plastic by using post-consumer recycled plastic (PP) for new products.

Our production process is ultimately structured in such a way that we only have plastic waste in two places: the cutting waste from the foam used in the seats of chairs and office chairs, and the powder residue from the powder coating of metal. An ongoing process that is moving closer to 100% every year.



## Bluewrap from hospitals

Optimal hygiene is literally a matter of life and death for hospitals. To keep scalpels, forceps and clamps sterile until surgery, they are often wrapped in a blue or green cloth, called bluewrap. And while this waste material cannot be avoided, reducing waste is an important ambition. After an intensive testing procedure, we concluded that this material can be recycled very well to create a new chair: the Blue Finn! Per chair, we need about 3.5 kilos of bluewrap.

De Blue Finn is het blauwe broertje van de Finn die gemaakt is van ten minste 95% post-consumer regenaraat en die voor 100% te recycelen is.

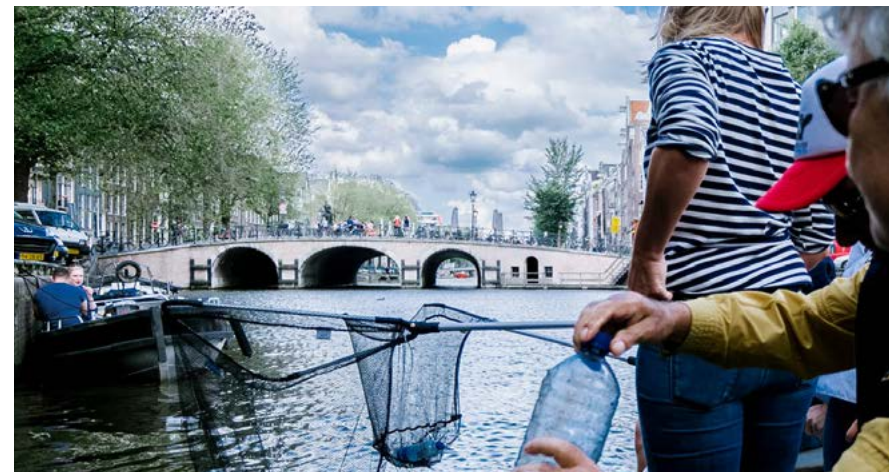




# PET bottles & Plastic Whale

Stop talking. Let's start doing! With this in mind we have joined forces with Plastic Whale against the plastic problem. Plastic waste is polluting the world's waters to an increasing extent and with disastrous consequences. As much as 80 percent of all the waste that ends up in the ocean is plastic. More than 8 billion kilos annually.

Animals living in and near water get trapped in or choke on plastic waste. In addition, plastic slowly breaks down into very small particles that are swallowed by fish, birds and mammals, which often die as a result. The fact that plastic also ends up on our plates via the food chain is, of course, a great cause for concern.





## Fair Furniture Group

High time to take our responsibility and do something about it. In collaboration with Plastic Whale, we have launched Plastic Whale by Vepa, to fight the plastic soup together.

With the motto ‘Stop talking. Let’s start doing!’ we are teaming up with Plastic Whale to take action.

Plastic Whale by Vepa is circular office furniture made from recycled plastic. The Signature Collection is made from plastic that we fish out of the Amsterdam canals ourselves and with the help of our relations and Plastic Whale. The Signature Collection includes the Whale Boardroom Table, Whale Tail Chair, Barnacle Lamp, Whale Panel and Barnacle Side Tables. This collection is the signature of the extraordinary collaboration between Vepa, Plastic Whale and LAMA concept, which is why this collection has been named The Signature Collection. The other items in the Felt collection are made from 100% certified post-consumer PET felt.



### Plastic Whale

Like us, Plastic Whale is committed to a better environment. It is the world’s first professional plastic fishing company; a social enterprise with a mission to make the world’s land and waters plastic-free. They do this by creating social awareness for the plastic problem, but especially by taking action with as many people as possible and by fishing plastic from the Amsterdam canals.

### Sustainable circle

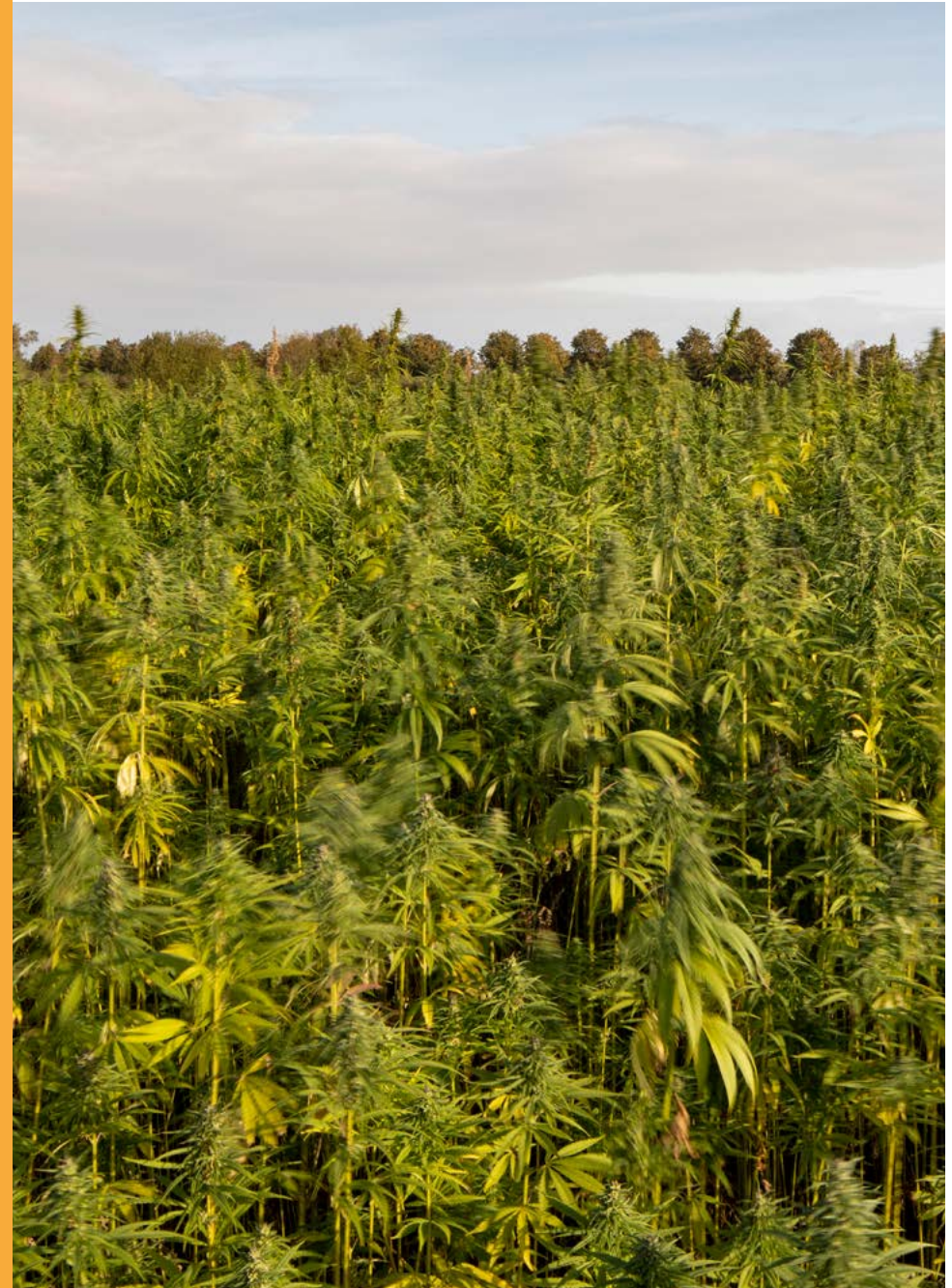
Plastic Whale by Vepa is there for every company that wants to implement its sustainability objectives. We all want to make an impact worldwide and together we can. Purchasing the circular furniture also supports Plastic Whale projects. With this, we support the work of Plastic Whale, not only in Amsterdam but also in the rest of the world.



# Biomaterial

Sustainability is in our DNA; in the way we think and act, everywhere. That immense passion has allowed us to achieve the biggest organic success to date: the Hemp collection.

With the Hemp, we were the first company in the world to launch a collection of chairs with a shell made of a unique biomaterial: a mixture of hemp and resin from existing, organic waste streams. The materials used are completely organic, plant-based and endlessly recyclable in the same form. That has never been possible before. In 2021, we won Renewable Material of the Year.



# A unique and infinite chair



- 1 The most sustainable chair in the world
- 2 Negative CO<sub>2</sub> footprint
- 3 Infinitely reusable material

## All local = less CO<sub>2</sub>

From Dutch and North German raw materials we make resin in the province of Gelderland, the chairs are produced in the province of Drenthe. The hemp mats are made in the province of Groningen.

## Waste as raw material

The basis for Hemp is bio-resin, made from the residual flows of sugar beet and vegetable cooking oil, which would otherwise end up in the trash.

The other main raw material is hemp fibres that are left over after the processing of hemp plants (e.g. in food).

## Resin + hemp becomes a mat

The 100% plant-based resin is mixed with hemp fibres, which are then pressed into mats.

## The shell takes shape

Voilà: a 100% plant-based, timeless shell!

## Beautifully modular

Of course, all parts can be reused or recycled separately.

Hemp is 100% formaldehyde free, MDI free and free from any other toxic substances.

## Chair of the future

Every Hemp is a valuable raw material for the future!







## Fair Furniture Group

### How did we succeed?

Prof. Gadi Rothenberg and Dr. Albert Alberts from the University of Amsterdam ‘accidentally’ discovered a highly adhesive 100% plant-based resinous substance. A ‘sticky goo’ with such unique qualities that the researchers founded the company Plantics. At Plantics, they continued to work on the further development of this particular material. The Fair Furniture Group is always looking for new materials and techniques, as well as for partnerships to make an impact in the field of circularity. With Plantics, we developed a completely new application including the production process and production equipment within two years.

“Because of its unique properties, we can shred the shell an infinite number of times and then turn it back into a chair shell.”

### ‘Resin’ from waste

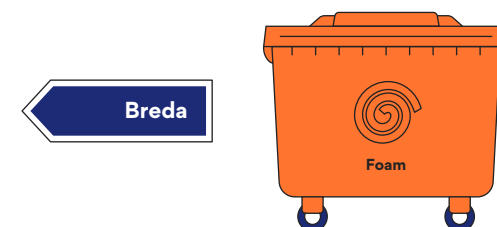
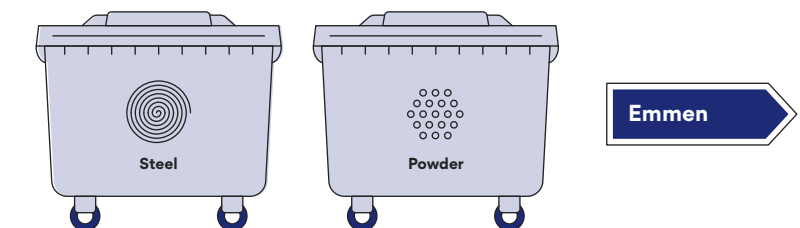
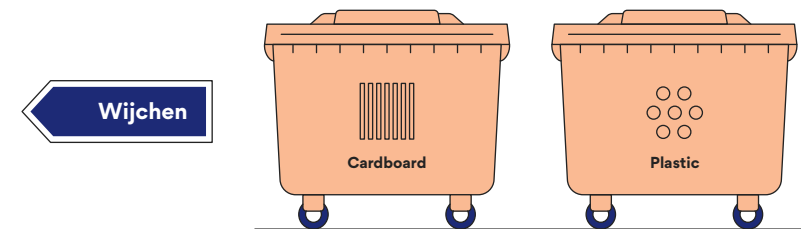
The resin is made from residual materials of, among other things, sugar beets and leftover plant-based cooking oil. This is how a unique bio-resin with four worldwide patents was created. Together with the hemp fibre, it has resulted in a rock-solid, organic seat that has also absorbed more carbon dioxide than it emits during production.



# Waste: no waste

Production without waste? We're almost there. Hardly anything of what remains during production ends up in the trash. But unfortunately, producing without residual materials is not yet possible. It is, however, our ambition and we're working hard to make it possible, in all kinds of ways. Along the way to that 'no waste situation', we come up with creative solutions to make good use of our residual materials. Residual materials are used as much as possible for our own new furniture, and if we can't use it, we'll donate it to Siza or WerkPro.

At each production location, we come up with new applications for this residual material together. That's how we gather knowledge and share our expertise. Collection is identical at all locations.



Each location is responsible for its own household and organic waste



# Circular furnishing by revitalising

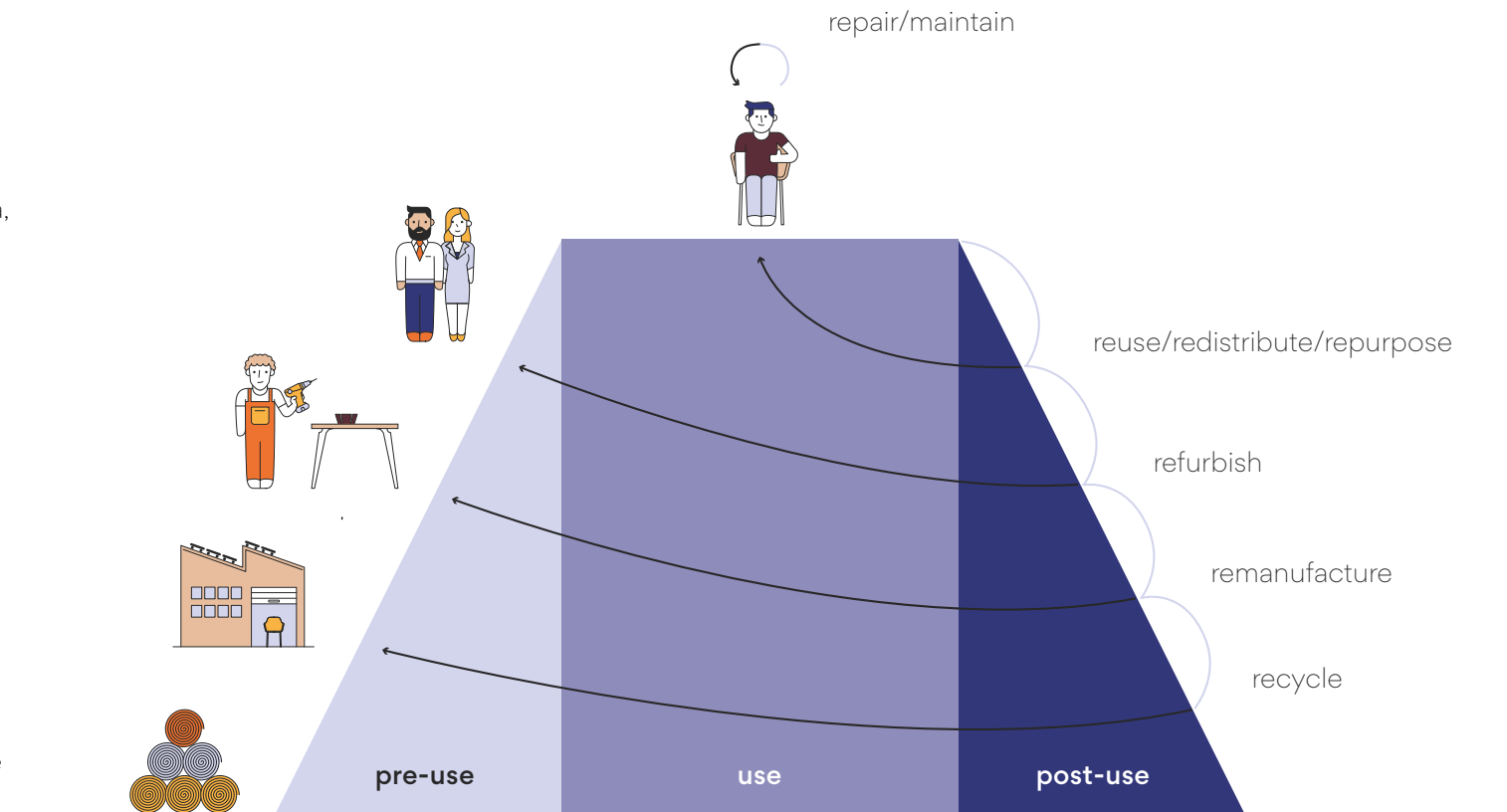
Every day there are schools, public authorities and companies that decide to revamp their interiors or replace furniture. Furniture is outdated, worn out, no longer suitable or the colour no longer matches the rest of the interior. In a linear economy, we tend to throw products away after use; in a circular economy, we do things differently. We look at which products and components we can revitalise. Like us, more and more of our clients are investing in the reuse of materials and working on a human scale.



## Timeless and long-lasting

Circular design means that we create products made from sustainable materials with a timeless design. Our chair 400 for example; designed in 1968 and still part of our chair collection. The chair exudes nostalgia, but is often used in contemporary and sustainable project furnishings.

The figure shown here demonstrates that we design products for infinite use. The value hill is a well-known model that you can use to place your business activities in a circular economy. The challenge is to stay as long and high on the value hill as possible and thus to maximize the lifespan. We apply different r-strategies to use a piece of furniture as long as possible.

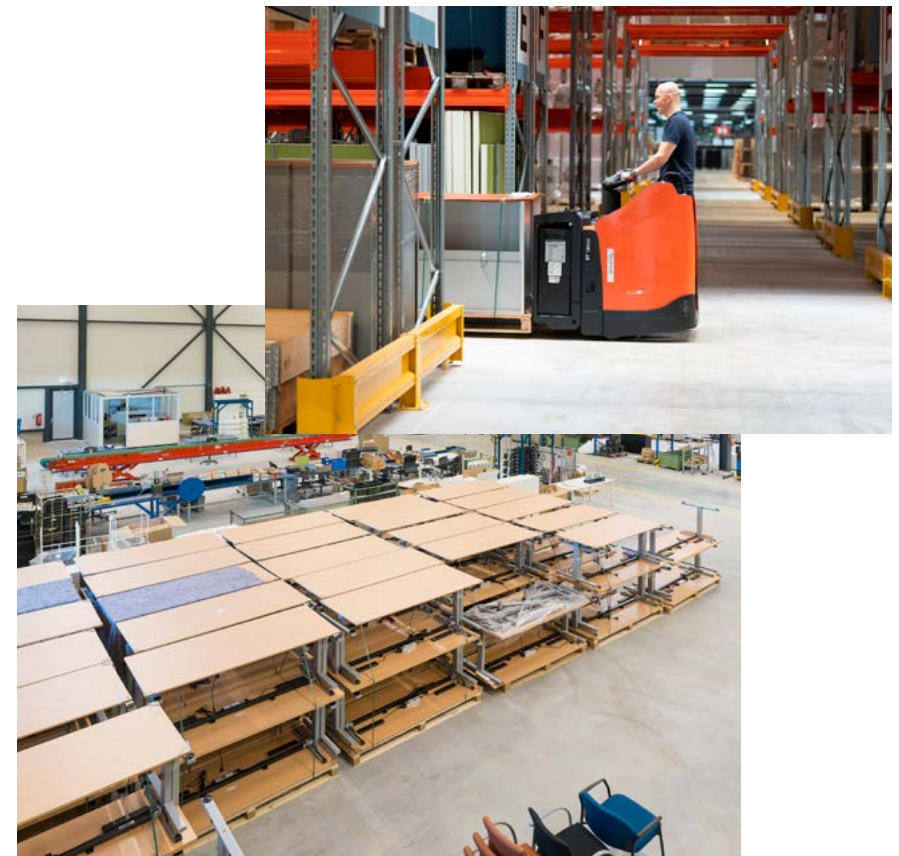






# Circular Centre

Manufacturing with innovative circular raw materials - such as second-hand furniture - is an increasing component of our production. That is why we started building a new Circular Centre at our production site in Emmen in mid-2022. Here, 11,000 m<sup>2</sup> of new production and storage space has now been completed. This center is where all circular operations take place and where we keep our circular inventory. All products leaving the Circular Center with a Fair Furnished label.





## Disassembly, renovation and refurbishment

The furniture is disassembled to component or raw material level. Since our furniture has a circular design, we can reuse it at product, component and raw material level and only minimal actions are required to separate the various parts.

There are a lot of ways to renovate furniture but the bottom line is always the same: the refurbishment of the furniture. This refurbishment is accomplished with a quality standard that is at least as high as a new piece of furniture.



# Circular projects

Standard solutions for furniture and interiors no longer suffice. Circular custom work and innovations - that is what we are all about at the Fair Furniture Group. In fact, we open up our factories with all available knowledge and resources to our clients and their customers, in order to create precisely those products that ensure an optimal working environment. And we go the extra mile. Refurbishing second-hand furniture? Repairing furniture made by the competition? Or furniture made from other people's waste? It all happens at the Fair Furniture Group.





Before we start a new circular design, we take stock of the existing situation. This helps us to get a clear overview of the amount and condition of the existing furniture. Based on the inventory we will determine which pieces of furniture can be reused, repaired or redeployed and which parts we can use to create new furniture.

Fair Furnished is our label for products that are given a second - or third - life through our Circular Center.

### Circular design following the R-ladder

Products and materials should be preserved for as long as possible and we should all try to prevent them from ending up in the incinerator. Naturally, we too try to furnish organisations as circularly and sustainably as possible. The R-ladder indicates the degree of circularity. The higher you are on the ladder, the more (new) raw materials are saved. This is why we try to reuse as much furniture as possible. If that fails, we try to replace individual parts. Only when that fails do we go for circular, new products.



### From small to big; every step is a good one

Our goal is to reuse the existing furniture as much as possible. When furniture is cleaned it can often be relocated to the new or renovated office. With some minor adjustments such as a new paint colour or new upholstery - it blends in even better with the new interior, which we sometimes refurbish from floor to ceiling. Since we have all the machinery and production methods in our own factories, consider your old furniture as a valuable raw material from which we always make something beautiful.





## Aeras University of Applied Sciences, Almere

The seed for the most green campus in the Netherlands was planted when the municipality of Almere teamed up with Aeres for a higher education institution in Almere. After the Floriade 2022 was awarded to the city of Almere, the context for this location slowly emerged. It had to become a 'green lung', with many sustainable, circular and self-sufficient solutions as well as the use of vegetation in, on and around the building. We are proud to have contributed to this beautiful green project with our circular furniture. The goal for this furnishing project was the implementation of  $\frac{1}{3}$  reuse of old furniture,  $\frac{1}{3}$  refurbished furniture and  $\frac{1}{3}$  new circular furniture.

For the refurbished part we have collaborated with young designers. For example, using old, Eromesmakro student tables, these designers created new high tables that can now be found in many of the classrooms.



## Revitalising at Nationale Nederlanden

Early 2020, the interior of the Haagse Poort (The Hague) and Delfse Poort (Rotterdam) office buildings of Nationale Nederlanden (NN) was no longer in line with today's requirements. For a new - circular - office design, NN was looking for a partner to manage and complete this project: from project plan and approach to delivery and maintenance. Thanks to positive reviews and our intrinsic motivation, Nationale Nederlanden chose Vepa and the Fair Furniture Group.

“NN Workspace 2020 is probably the most circular and ambitious project ever”

Meanwhile, the conversion of two locations - together about 45,000 m<sup>2</sup> with a total of 24 floors - is complete. Everything was 'harvested' in phases and refurbished. In other words, everything that leaves the building will be repurposed in the new working environment. NN's biggest building project ever! The transformation has been completed within 2.5 years, while NN remained in business. That we are flexible as a partner has already been proven. Due to the pandemic, we deleted floors and redesigned entire wings over the course of the project in order to be ready for the 'post Covid-19' era. Thanks to the overwhelming success in The Hague and Rotterdam, we are now also being employed as a circular director for the revitalisation of properties in Arnhem and Amsterdam.”







### **Project director**

What was different about this project was that we were brought in as consultants and director for the individual furnishings. The share of new furniture - for years our speciality - would be minimal. This mind shift fits in with our transition and the a-traditional organisation of the wonderful project Workspace. From the initial phase to the final design, we worked with various suppliers, movers, architects and project managers to come up with a design that was as circular as possible and to make maximum use of various ideas from the field.

Everything that leaves the building  
gets a new function in the new work  
environment.

### **Healthy and sustainable**

Healthy and sustainable are the two key elements in the Workspace 2020 and a 'new' circular interior that is completely up-to-date and meets (Platinum) WELL standards is the result. With regard to sustainability, the following targets have been set: 100% circular, 0% waste and the lowest possible 'shadow price' or environmental cost indicator (ECI). Reuse was given preference over recycling furniture or purchasing new products. All aspects of the project, including products, services and logistics, were made measurable with LCAs translated into environmental cost indicator scores.

### **Revitalising with a smile**

The driving forces behind this ambitious project are Pieter Lems and Peter Jansen, both employed within Facility Management at NN. We want to be able to show our colleagues that this project has been realised in a completely circular way. Even if we add any 'new' products, they will be made from waste. Think of a discarded refrigerator transformed into a fantastic conference table, or old chocolate moulds that serve as a raw material for unconventional lamps. If we can bring a smile to the faces of people, then we have come full circle and we'll have created a healthy and sustainable environment where people feel good.



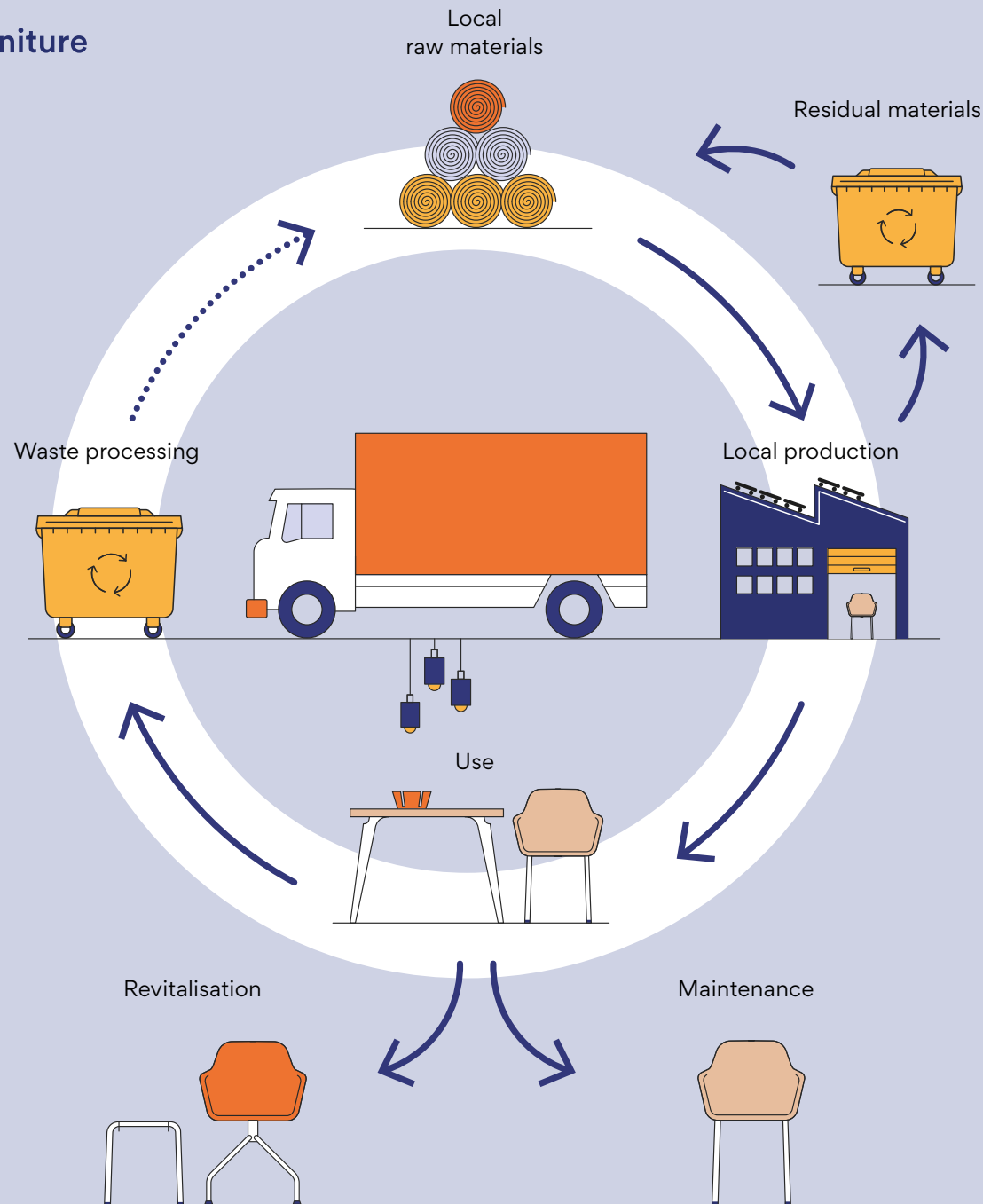
# The environmental impact of a product

By choosing sustainable raw materials and local production locations we are well on our way to achieving what we desperately want for the preservation of our planet: circularity. Now, of course, the question is what our next steps should be. How do we minimise the environmental impact of our products? Among other things, by becoming a launching partner of INSIDE/INSIDE. This independent platform - founded in 2018 - provides an insight into how sustainable, circular and healthy products really are.



To shed light on our environmental impact, we use the R<THINK calculation tool. The outcome, a life cycle analysis (LCA), shows the total environmental impact of the product in euros. The NIBE application R<THINK has been transformed by INSIDE/INSIDE into an accessible platform with a wide reach.





## Measuring environmental impact with a life cycle analysis (LCA)

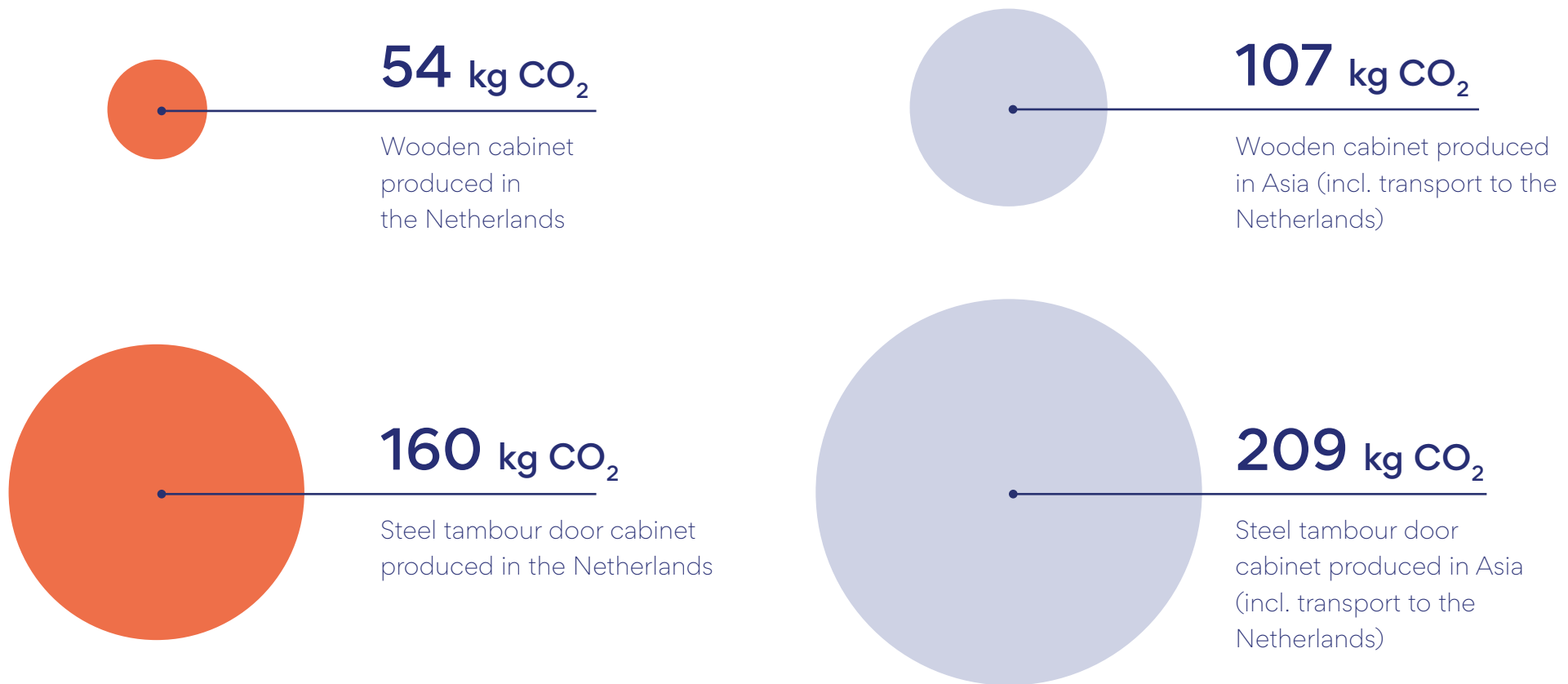
An LCA is a method to determine the environmental impact of a product and it shows the environmental impact of products and processes along the entire value chain. An LCA shows where cost savings can be made by identifying inefficiencies in the product, the process and the chain.

Important aspects included in an LCA are:

- the raw materials used to make the product;
- the transport distance travelled;
- the means of transport used;
- the energy required;
- the emissions from air, soil and surface water;
- the amount of waste;
- the potential for reuse of the product;
- the packaging material;
- the tools for use and maintenance.

## Environmental impact of various cabinets (incl. competing brands)

The carbon footprint in kg CO<sub>2</sub> equivalent for cabinet production (incl. transport)



**Source** IVAM, sustainability research agency, formed from the Interfaculty Department of Environmental Sciences, University of Amsterdam



## WELL-being

When developing our products, we take responsibility for the health and well-being of our clients. That is why we use the WELL Building Standard as a guideline. It focuses on the health and well-being of users in a building - something we are also committed to.

WELL involves, among other things, guidelines in the following areas:

**Air quality:** e.g. by preventing volatile organic substances and using environmentally friendly materials.

**Noise:** e.g. by making optimal use of acoustic solutions.

**Comfort and ease of use:** e.g. by intuitive control of sit-stand furniture.

**Vitality and health:** e.g. by chairs that stimulate movement.

# Networking and partners

Our plans and ambitions are big, especially when it comes to what we as companies can do for a better future. We know that together we will always get further, even if we go faster on our own. That is exactly why our companies have joined forces in the Fair Furniture Group. Even as a group, we need others to be the best we can be when it comes to people, society and the planet. That is why we join valuable networks and connect with other sustainability supporters in all kinds of partnerships. A few are mentioned on the following page.





## NEN we think together

Through the various Fair Furniture companies, we work together with NEN, the Royal Dutch Standards Institute, on standards for our own health, that of our customers and end users.

### NPR 8313: Circular office and living environment

We want to move towards a transparent and honest industry, far removed from window dressing and green washing. The developments surrounding the sustainability of office and school furniture have gained momentum. Unfortunately, it is not always clear to everyone what is meant by commonly used terms on sustainable and circular materials, products and services. Many parties use their own definitions. In order to arrive at clear definitions and measurement methods, we are a co-initiator of the drafting of a Dutch Practical Directive (NPR 8313). In this way, we want to accelerate circular development.

### Coordinating NEN committees

Through our brands Vepa, Be by Bèta and Eromesmarko our specialists contribute to the various NEN committees. Janwillem de Kam (desks/ tables), Toon Mampaey (office chairs) and Niels Juffermans (school furniture) are responsible within the Fair Furniture Group for the best ergonomic solutions.





## Centrale Bond van Meubelfabrikanten Koninklijke CBM (Central Association of Furniture Manufacturers)

Royal CBM is the trade association for the interior and furniture industry. It promotes the interests of the interior construction and furniture industry and, together with its members, actively strives for a strong and creative manufacturing industry for living and working. Together, we often talk about the sustainable future of the industry. The CBM regularly sets up project teams to solve a joint problem or address a challenge. As Fair Furniture Group, we are happy to join this effort. Inge Wiekema, assistant to the management at Fair Furniture Group is a member of the Business Technical Centre of the CBM: the advisory body to the CBM Board in the area of business administration and technical matters.

Together with the CBM, all Fair Furniture locations have already implemented a number of important energy-saving measures. We are also participating in a CBM pilot to produce biobased panels from waste streams. In the area of employees, we are participating in a project focused on vitality and sustainable employability.





### **Awareness programme Great Britain and Ireland**

Vepa UK Ltd. has been running an educational programme on sustainable product design with partners in Great Britain and Ireland since 2022. During these sessions, designers can learn about circular materials and planet-friendly solutions.

### **Material Source Studios**

The Material Source Studios in the UK and Ireland are highly regarded by architects and designers. They are a showcase for innovative products, inspiring design and new materials, and working together is not a given. Since 2022 you can find us at the studio in Manchester, and from 2023 we are also featured in Glasgow.

### **British Design Museum**

We do this in collaboration with the British Design Museum. Vepa UK Ltd is currently building a social platform in which educational institutions, among others, can learn from our knowledge and experience in the field of sustainability. For example, we are making demos, prototypes and materials available to students from design academies.





## Broeiness Rotterdam (Dutch for breeding nest)

Taking care of our planet: also for the next generations. That is our ambition and that is why we enjoy working with organisations like Broeiness Rotterdam; a creative incubator and materials library where architects can gain inspiration and knowledge in the field of (sustainable/ circular) construction and design. We have been a Broeiness partner since 2018.

Architects and interior designers come here to gain inspiration for materials and products. They can get advice and borrow the materials and products.

“Our only chance is to work together for a better future. A better future for people, society and the planet.”

### Ifmec

The main focus of the cooperation will be on sustainability in the facilities sector. Our key principles in this respect are the Sustainable Development Goals (SDGs). Our joint effort will add value to organisations in one of these areas.





## Fair Furniture Group

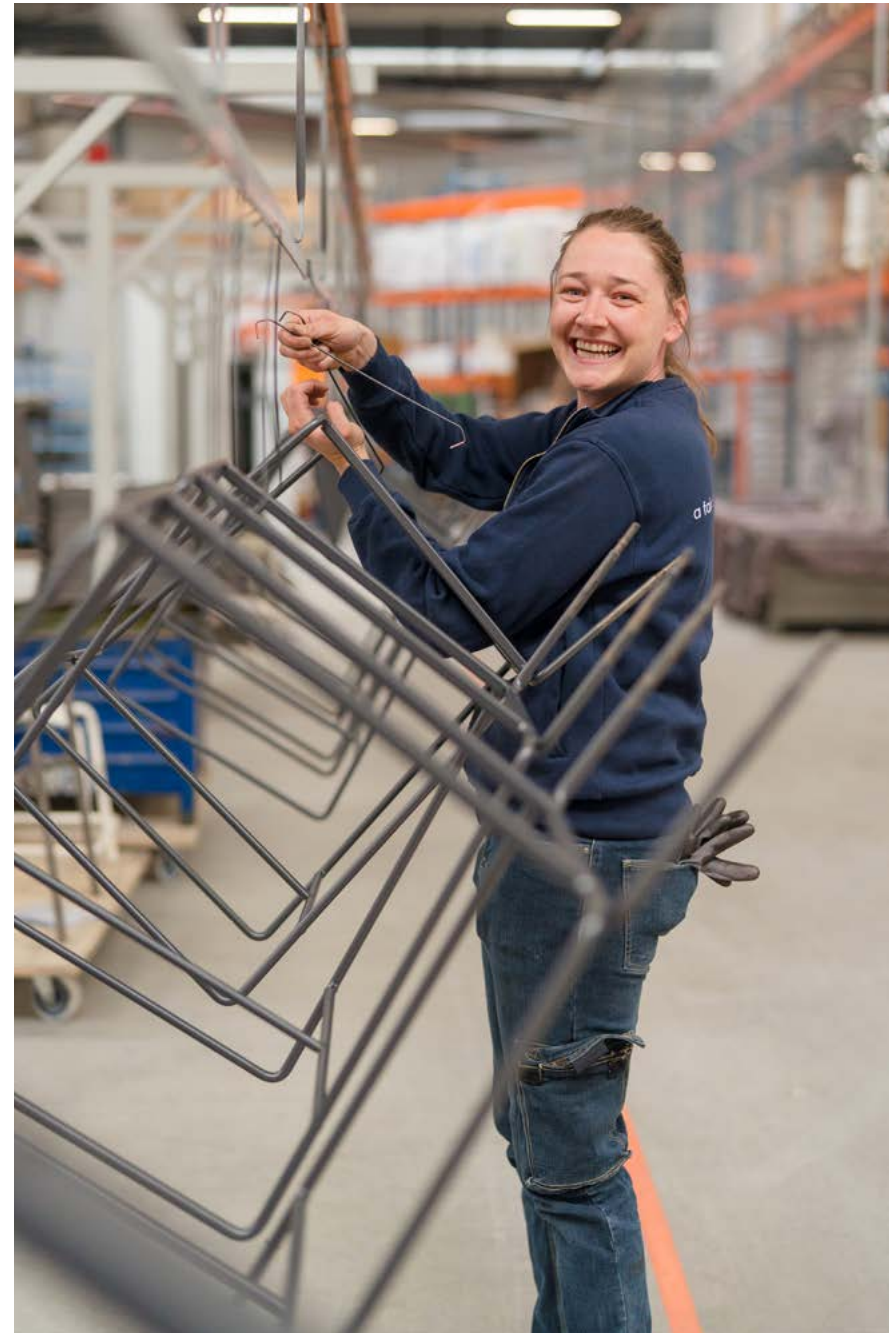
### SPARK

SPARK is initiated by a number of Wijchen companies, the municipality of Wijchen and the Maaswaal college. The demand from industrial companies for sufficient technical personnel in the future is high. Together with the Maaswaal college and the municipality of Wijchen, SPARK is introducing high school students to technology and engineering at a young age. That way they can make a well informed choice for a profession when the time comes. SPARK supports this by introducing technology and engineering in an entertaining and fun way. This platform includes the following companies: Eromesmarko, Modderkolk, Nooteboom, Berko and Laguski.



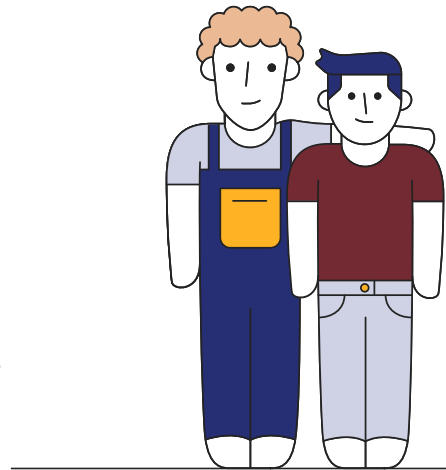
### CircuZ

As Fair Furniture Group, we are affiliated with project 'CircuZ'. This project - with a 3 year duration - aims at: securing the availability of bio-resins for large-scale production of price-competitive thermoset bio-resins with a negative carbon footprint. In total, more than 3.5 million euros will be invested. Expectations for the project are high. It promises to provide much insight into both securing sufficient organic raw materials for the bio-resins, and their application in various products manufactured by the partners. It will also shed more light on the large-scale recycling of both the resin and the products.



# Honest and ethical business

Corporate social responsibility means that we also take our responsibility when it comes to the partners we work with.



The Fair Furniture Group is guaranteed not to have any connections with organisations that are not committed to Human Rights. We talk openly with our suppliers about doing business fairly and about respecting laws and regulations. We only work with companies that have the same stringent criteria as us when it comes to ecological and social responsibility. It is precisely for these reasons that we exclusively select Western European suppliers.

When choosing suppliers, we look at both the commercial and moral side of the organisation. Our supply chain is fully transparent and the standards of the International Labour Organisation (ILO) are a matter of course for our suppliers as well.

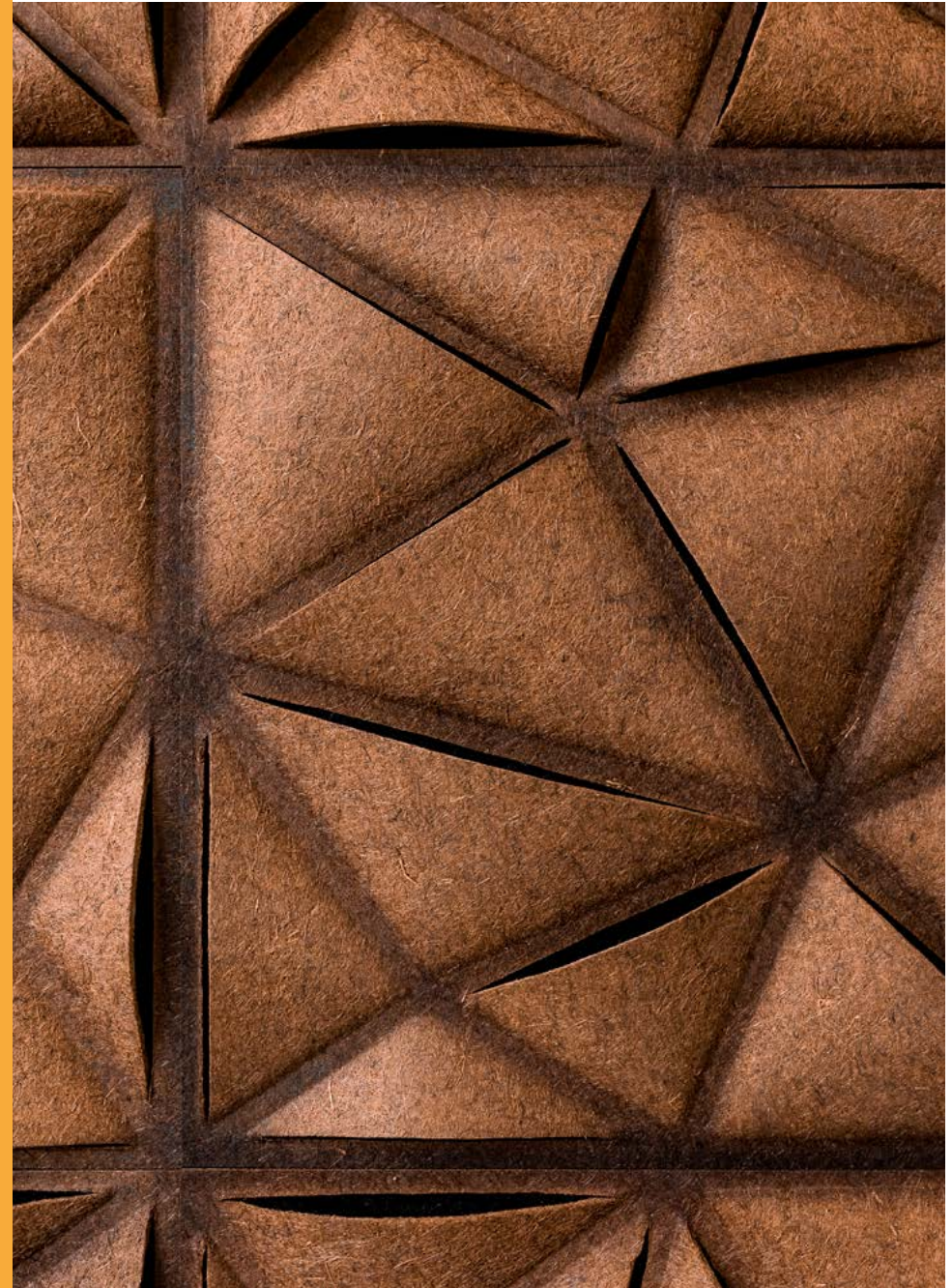
Our suppliers as well as their suppliers must also comply with a Code of Conduct that has been drawn up by us. This includes agreements on corporate social responsibility and specific working conditions. In line with the OECD guidelines, we investigate where the most important risks take place. These are certainly not empty phrases for us and we only enter into relationships with companies of which we are certain that they share important norms and values with us, such as:

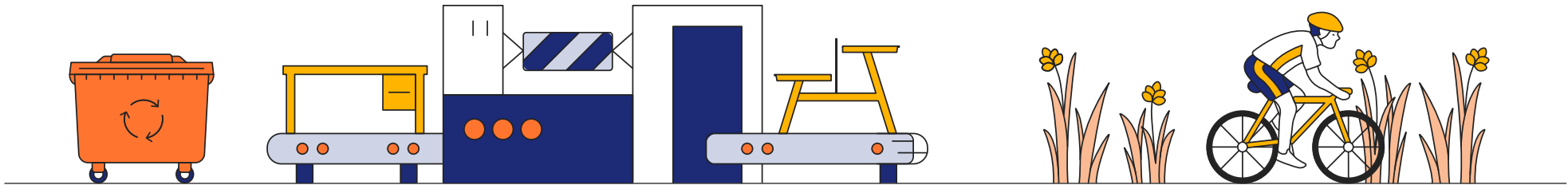
- 1 Compliance with applicable laws and regulations.
- 2 Compliance with the ISO 26000 guideline for Corporate Social Responsibility.
- 3 Compliance with OECD guidelines and ensuring full supply chain responsibility in the areas of human rights, child labour, the environment and corruption.
- 4 Compliance with the fundamental ILO Conventions on working conditions, child labour, slavery, the right to strike and freedom of association and assembly.
- 5 Compensate employees fairly and provide a safe and healthy working environment.
- 6 Respect the individual orientation, physical attributes and/or religious beliefs of employees.
- 7 Taking measures to protect the environment as much as possible.



# Researching new materials

The Fair Furniture Group has its own circular research lab. Together with educational institutions, companies and the government, we investigate the possibilities of reusing residual materials. Besides, we develop entirely new sustainable raw materials, products and services based on the circular philosophy.





## Table tops of old furniture

In our research lab, we are working to find an answer for the wooden panels of, for example, old cabinets and desks that are everywhere in offices. Once the top layer is glued to the core, these panels cannot be recycled in a high-quality manner. We will soon change that. Starting in 2024, we will introduce Circuboard, a 100% circular desktop. All our wood waste will be returned and reused in new material.

## GreenField: the ultimate circular knowledge garden

In the GreenField, our 30,000 m<sup>2</sup> circular knowledge garden, we can experiment together with educational and knowledge institutions to our heart's content. Here we get creative with waste and we come up with new natural raw materials for our furniture. We grow our own research crops in the GreenField as well, for example hemp, flax and grasses. The new basis for the materials we use to make our furniture.

## Volledig biologisch

Together with Hempflax and Plantics, we are developing furniture made from hemp or flax and organic resin. Meanwhile, a full production line has been set up in our Research Lab in Emmen where we can test and apply this material in new products.

## What else are we researching?

We are currently testing the feasibility of 3D printing with recycled plastics. We are also developing a hybrid chair using recycled PET and PA. Positive developments and all small steps towards what we want most: reusing raw materials in beautiful and functional products without damaging the environment.



# To conclude

## Take conscious steps every day

Don't just talk sustainably, but do sustainably. Always with the social, human aspect in mind. That is the essence of what we, as Fair Furniture Group, represent. Taking conscious steps every day towards a future in which we - together and with our partners and clients - close more and more circles.

We celebrate small and big successes, but we are also honest about what still needs to be improved. After all, there is still plenty of room for improvement if we want to achieve our ambition of being a leader in sustainable, circular and social business.

We have shown with this report that we are already well on the way to achieving our sustainability goals. In 2023 and in the years to come we will continue unwaveringly on the path we have chosen. It is certainly not always the easiest path, but ultimately it will lead to a sustainable future. And we, as a group, are 100% committed to this!



### Every step counts!

Thanks to the efforts of all our colleagues, this Social & sustainable report is filled with powerful goals, great initiatives and positive results. As Fair Furniture Group, we work together every day for a better world. By searching for sustainable (raw) materials and processes, and by making a difference as an organisation to people and society. Every step counts, I am convinced of that.

Covid-19 made the past years memorable. Even in these confusing times we have not lost sight of our ambitions. All around me, I experience the drive to prioritize social and sustainable business and that is something I am immensely proud of.

**Frits Muijsson,**  
**CEO Fair Furniture Group**

### Photography

Fair Furniture Group, Wouter van der Sar, Ronald Smits, Martin Goetheer, Nikolas Fahlbusch and Dennis Vloedmans.

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