



# LEARNING FROM THE FUTURE.

SUSTAINABILITY REPORT 2020



ABOUT A2S

WELCOME TO THE WORLD OF A2S.

A2S-Einrichtungssysteme is the leader when it comes to creating inspiring learning environments. Environment in which people can learn, work and relax. We do this with full conviction and with a large variety of furniture, technology products and services, worldwide. From the idea to the finished product. With over 80 years of experience and the drive to always discover new things.

Our furniture has become true classics over the years - not least because we have repeatedly re-invented it.

In the past 80 years, we have developed many new materials, such as the nearly indestructible PAGHOLZ®, and made innovative ideas, such as the all-round PU edge, the standard for durable school furniture. Because we know: The successful combination of sustainable materials and intelligent details guarantees that our furniture is welcome in every educational institution - just as much among teachers as among students.



Matthias and Michael Stegner

A2S - THE EDUCATION FURNISHER.

This is our promise and our commitment. The promise to offer you comprehensively well-thought out room concepts with education-oriented furniture and to make the school an inspiring environment for learning success. And the commitment for us to face this challenge anew every day.

Values such as authenticity, origin and sustainability take a high priority for us personally as well as for the company A2S-Einrichtungssysteme, both in the past and in the future. Because they are the cornerstone our grandfather laid over 80 years ago when founding a sawmill. With this utmost care, we dedicate ourselves to developing and producing education-oriented furniture. Because we know: The right learning environment makes every school day easier for everyone.

Matthias Stegner

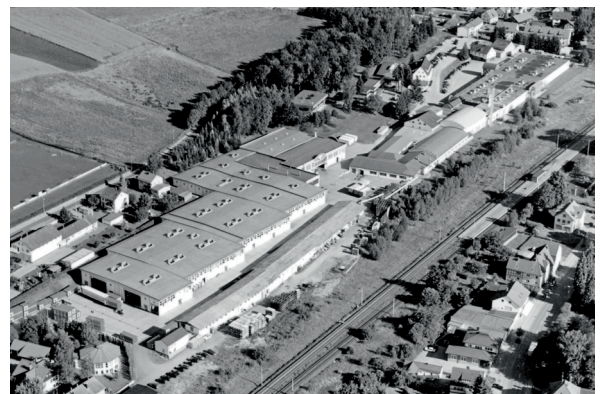
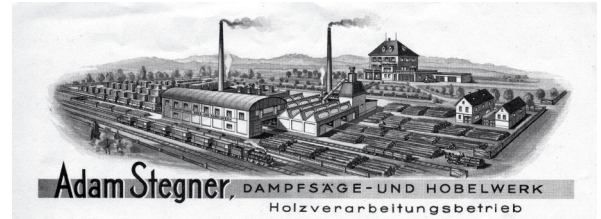
M. Stegner

R. Müller



## COMPANY HISTORY

- 1937** Start of the production facility in Stockheim, founded by Adam Stegner as a sawmill and wood-working business with 15 employees.
- 1938** Entry in the commercial register.
- 1948** Start of furniture production.
- 1956** Start of the production of school furniture and school furnishings.  
The divided sawmill and wood-working site are used to secure the raw material base in the meantime.
- 1957** Start of the production of PAGHOLZ® chairs and PAGHOLZ® school desk tops (licensee of Rütgers-Pagid AG, Essen). To date, 10 million PAGHOLZ® moulded seats have been used worldwide.
- 1965** Start of exporting school furnishings in Europe.
- 1974** Start of exporting school furnishings overseas.
- 1979** Development of the ASSODUR® table top. Award of 15 know-how licences to date. Since then, approximately 1 million table tops have been produced with the ASSODUR® method.
- 1983** Start of metal production, fully automated, computer-controlled, with an annual output of 500,000 chair frames.
- 1987** Start of the development of the 8000 chair series; seat and back made of double-walled, blown polypropylene.
- 1990** After the border opens, purchase of the Probstzella furniture factory. Conversion to A2S-Einrichtungssysteme GmbH with 4500 square metres of new industrial halls and 3000 square metres of renovated industrial halls.
- 1992** Start of the conversion of our furnishing program to design-oriented, solid beech wood, concealed edge Softline SP1. And development of the furnishing programmes Office 2000, Boarding School 2000 (Barracks 2000), and redevelopment of the chair series 7100. Conversion to solvent-free coating.
- 1993** Purchase of the company A2S Femtechnika Kft in Makó, Hungary. 55,000 square metres of factory premises, 6,000 square metres of industrial halls. Establishment of the metal and wood production for the local European market.
- 1998** Takeover of PAGHOLZ® Formteile in Loitz in Mecklenburg-Western Pomerania. Wood purchasing, steaming and peeling in an ultra-modern veneer peeling plant as a raw material for PAGHOLZ® moulded seats. Manufacture of seat shells, panels and related products.
- 2000** Merging of the companies WOODMARK and PAGHOLZ® to form PAGHOLZ® GmbH in Loitz.
- 2001** Name change of WOODMARK-Pressholz GmbH to PAGHOLZ® Formteile GmbH Loitz. Name change of A2S-Einrichtungssysteme GmbH & Co KG to A2S-Einrichtungssysteme GmbH in light of the changed tax conditions.
- 2002** Founding of A2S Medicor GmbH as an outfitter of nursing homes and dormitories.
- 2003** Entry into an additional business field, the trade with board systems, which are produced at the plant in Makó. Founding of the company Duraplan GmbH in Munich.
- 2007** Outsourcing metal working from Stockheim to A2S Berendezesi, H-6900 Makó.
- 2010** A2S Logistik GmbH starts its work and takes over sole responsibility for the logistics business. A2S Medicor GmbH is incorporated into A2S-Einrichtungssysteme GmbH.
- 2017** A2S Berendezesi is renamed Duocor.
- 2017** Founding of A2S Inc., sales branch in the USA.
- 2020** Opening of the first A2S showroom in Shanghai, China.



## RANGE OF PRODUCTS

The company A2S-Einrichtungssysteme produces and delivers furnishings for educational institutions, such as classrooms, IT rooms, teachers' rooms, media libraries, directors' rooms, anterooms, conference rooms, work rooms, offices, cafeterias, lunch rooms, kindergartens, assembly halls, multi-purpose halls, hotels, boarding schools, campus dining halls, libraries and dormitories. The clear design is always second to function and safety. The products are protected by utility models, certificates and patents of various kinds.

## CORPORATE PHILOSOPHY

Our company's benefit to society is that we plan, develop and realize furnishings for teaching and educational institutions. Our actions are aimed at offering our customers the greatest possible benefit. The people who use our furniture should be able to complete their tasks and work more pleasantly, more efficiently and with more fun thanks to the particularly ergonomic and aesthetic properties.

We are proud of our products and services and strive to exceed our customers' expectations. In the process, however, we remain self-critical enough to see our own weaknesses. Functionality, quality, environmental awareness and innovation in ergonomics and design are the maxims of our company. To meet the growing requirements for the company, A2S-Einrichtungssysteme has introduced a quality and environmental management system as per the standards DIN EN ISO 9001:2015 as well as DIN EN ISO 14001:2015.

The company uses this system to effectively design the structural and procedural organisation in the entire company, to identify possible errors in internal processes, to analyse their causes and to use suitable corrective action to prevent errors from occurring.

In this struggle to always find better solutions and procedures, we are able to deliver outstanding products to our customers at reasonable prices in a competitive time.



A2S EMPLOYEES

**ALREADY IN THE THIRD "MADE IN GERMANY" GENERATION**

These days, the phrase "Made in Germany" is an indication of origin and a quality term in one, which makes it a good indicator of high quality from the homeland. "Made in Germany" furniture stands for high quality materials, good workmanship while using the latest technologies, functionality, long service life as well as environmental compatibility and social justice. This is a good enough reason for us to have located our furniture production and assembly sites in Germany since 1937. After all, people are the decisive quality factor for our furniture. That is why only trained specialists who understand and love their craft work in our manufacturing plants.

1,117 EMPLOYEES IN TOTAL (INPUT)	COMMERCIAL EMPLOYEES	SALARIED EMPLOYEES	TOTAL
2019:	116	2019:	239
2020:	124	2020:	232
Change:	+7%	Change:	-0.3%
As of March 2021:	124	As of March 2021:	230



**ORGANISATION KNOWLEDGE**

We have listed our knowledge so as not to lose the know-hos, experience and knowledge of our long-standing employees and therefore the company. We maintain this knowledge and convey it to our employees when necessary as part of their work. This includes:

- Intellectual property
- A wealth of experience
- Information
  - From mistakes
  - From successful projects
- Undocumented knowledge
- Experience of internal and external experts
- Content from standards
- Knowledge from meetings
- Information from customers and providers

The individual departments must determine which know-how employees must know to implement processes and to achieve the conformity of products and services.



**EXPERTISE**

Targeted and regular training and continuing education measures ensure that our employees are appropriately trained for their jobs and that this can also be demonstrated. In addition to pure work-related topics, the training program also covers the topics of environmental, occupational, fire and health protection. The need for training is determined annually under the department heads' responsibility and is reviewed and approved by the Human Resources department in consultation with management. Determining this need results in the annual training plan.

**TRAINING TOPICS INCLUDE, FOR EXAMPLE:**

- EDP training
- Training on quality and environmental management in which the significance of individual activities towards achieving environmental goals is conveyed in particular
- Training on occupational health and safety in the company
- First aid training and advanced training
- Briefings on dealing with hazardous substances
- Sales training for sales representatives
- Training on dealing with systems requiring approval



**AWARENESS**

We promote the awareness of everyone who performs work at our company.

**ALL EMPLOYEES AND EXTERNAL PARTIES ARE INFORMED ABOUT:**

- The quality and environmental policy
- Relevant quality goals
- Significant environmental aspects
- Their contribution to the effectiveness of EM / the EM system
- The advantage of improved quality management
- Advantages of improved environmental performance
- Actual or potential impacts of one's own work
- The consequences of not meeting requirements and binding obligations

This is done by means of training sessions or bulletins.



SOCIAL RESPONSIBILITY

**OCCUPATIONAL HEALTH AND SAFETY**

To avoid possible hazards to the health and safety of the workforce, management processes are implemented containing occupational health and safety instructions, hazard assessments, work accident statistics and participation in KKH's health management. In addition, all local and national laws in the area of health and safety are complied with, which is regularly evaluated by the ISO audit 14001. Furthermore, a safety specialist has been appointed.



The productivity and well-being of employees is ensured and always improved through existing processes and directives. Our company suggestion system makes a significant contribution to this. All employees can use this to make suggestions for improvement. These suggestions are evaluated and then implemented and rewarded.

**FAIR PLAY AND INCLUSION**

Our company is in a global environment. We have a common task and are pursuing a common goal. We are as diverse as our customers, suppliers and partners.

The employees in our company come from different origins and have different nationalities. They are of different genders and have different sexual identities. They have different beliefs and have different world views. They are old and young, have disabilities or not. Our daily work benefits from this diversity.

Regardless of the individual differences, everyone has a right to fair and equal treatment, protected against disadvantage and harassment. A corporate culture characterised by fairness, mutual respect and trust in dealing with one another forms the basis for today's successful cooperation and that of tomorrow. All employees are asked to contribute to this and to create a climate of partnership in which discrimination does not stand a chance. This requires a high degree of openness and tolerance in dealing with one another.



**CORPORATE SOCIAL RESPONSIBILITY**

Corporate social responsibility is very important at A2S. Above all this includes fair recruitment practices, responsible business ethics, the prohibition of insider trading and also correctly handling the acceptance of gifts.

**PARTICIPATION IN LOCAL CHARITABLE INITIATIVES**

Supporting local establishments is very important to us. That is why, for example, we regularly offer free material donations to support the handicraft classes in schools, such as at the Glück-Auf primary school in Stockheim, or provide crafting materials for kindergartens.

As a wood-working company, we know that scrap cuts do not just mean waste and can be reused or reprocessed in many other ways. We would therefore like to promote this idea and help children to let their creativity run wild.

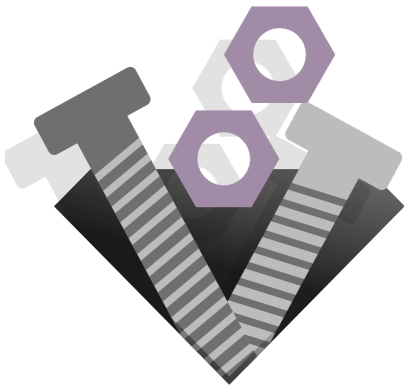


## SERVICE



### **SO NO WISH IS LEFT UNFULFILLED.**

Of course, thanks to our many years of experience as an educational furnisher, we can offer the right product to all customers. But sometimes there are non-standard special requests that are expressed for an individual room concept. This is where our specialists come into play: A2S-Individuell employees work in our workshop true to the method of classic manufacturing. They master their handicraft from a simple colour adjustment to challenging special designs. And you can take handicraft literally - because a high-quality piece of furniture is still actually made by hand precisely according to the customer's wishes - they are unique one-offs.



### **COMMUNICATION WITH CUSTOMERS**

In the event of requests by phone or written requests, we attempt to help customers directly by telephone. If this is not possible, suitable customer support measures are taken by the Sales department in cooperation with the Design department. The administrator plans the capacity and resources.



### **AFTER-SALES GUARANTEE**

For all of our products, it is possible to buy spare parts later through our spare parts catalogue. As soon as our customers want an after-sales guarantee of spare parts for certain products, we are happy to issue a confirmation of this at any time. Generally this guarantee constitutes 10 years and, if desired, can be set to be even longer.





## DEVELOPMENT

### DEVELOPMENT OF PRODUCTS AND SERVICES

#### GENERAL INFORMATION

The development of products and their testing must be done so as to reasonably take into account the fulfilment of the intended application purpose and all customer requirements, the technical standards and regulations included in the order, as well as environmental protection concerns. It is ensured that the development results are reviewed by competent bodies or persons and are subject to a regulated change service. This ensures that the quality and cost targets are reached, undesirable developments are prevented and the specified deadlines are met.

#### THE FOLLOWING MUST BE TAKEN INTO CONSIDERATION AND STIPULATED FOR DETERMINING THE PHASES AND CONTROL MEASURES FOR DEVELOPMENT:

- The type, duration and scope of the development work
- The required process phases, including applicable review of the development
- The required activities of development verification and development validation
- The responsibility and authorisations
- Required internal and external resources
- The need to control interfaces between people who are involved in the development process
- The need to involve customers and users
- The requirement for later production
- The required documented information to confirm that the development requirements are met

New product developments result from trade fair evaluations, customer enquiries, reports from sales staff and are initiated in the management team. In the process, internal and external technical and economical requirements for the product are determined, documented in the development task and taken into consideration during the development and design. Requirements from standards as well as legal and official regulations are also taken into consideration. All activities for development and design are planned and assigned to qualified employees who are equipped with the necessary work equipment. These activities and the responsibility for their implementation are set out in the specification and are updated as the development progresses.

The customer wants product variants. After a technical review by the design management, the requirements are stipulated in writing and, if necessary, a project is created.

Product changes can be suggested by employees in the company. The Design and Development department management decides on the change following a technical and economic review in the management team and submits it to the senior management for approval.



**DESIGN FOR THE ENVIRONMENT**

Already during the development phase, the environmentally-relevant areas and product-related impacts on the environment are taken into account for all product life phases, with the goal of minimising material flows, conserving resources and developing products that are characterised by relatively low environmental impacts with the same usage benefits. When developing new products and services, possible environmental aspects are recorded with respect to:

- Energy consumption
- Emissions (substance, throughput, concentration, properties)
- Intermediate products, by-products, waste products
- Wastewater and substances hazardous to water
- Substitution of substances
- State of the art
- Packaging/transport
- Product application
- Recyclability
- Disposal after use/return

**ENVIRONMENTAL PROTECTION**

**PRACTISED ENVIRONMENTAL PROTECTION**

Environmental resources are limited. Quality of life and increasing prosperity further can only be ensured by treating our environment responsibly.

As a manufacturer of furnishings in the educational sector, we have a special responsibility here. Our products will shape the future generation. With our behaviour as an environmentally exemplary company, we want to invite everyone who comes into contact with our company to follow us.

The central point of the environmental policy is the self-commitment to a continuous improvement of environmentally-related services at the company A2S. We are aware of our responsibility to protect and preserve the natural basis of life. To ensure a continuous improvement of our environmentally-related services, we have formulated this environmental policy based on the best practice as a binding benchmark for all management levels: We continuously work on avoiding, and where this is not possible, on reducing our environmental impact. We consider compliance with legal regulations as a matter of course here. Environmental viewpoints are taken into consideration in every company decision, in all positions and at all process levels.

We ensure the continuous improvement of our environmental services through an environmental management system. For this purpose for our areas of operation with environmental impacts as well as for our locations, this environmental policy is used to derive strategic environmental objectives and corresponding environmental programs. We attribute a great deal of importance on responsible and environmentally-conscious actions of our employees as well as all other persons who work for us or work on our behalf. We utilise communicative opportunities to convince suppliers and customers of the importance of environmental protection and to strengthen the environmental factor in the interplay of supply and demand.

We take compliance with environmental norms and standards into consideration when cooperating with suppliers, other contract partners and authorities. We have defined the technical and organisational procedures required to comply with this environmental policy. We will review these regularly to ensure they are suitable and purposeful and update them if necessary.

### CERTIFICATES AND AWARDS



#### THE "GOLDEN M"

Our furniture bears the "golden M", which is awarded by the Deutschen Gütegemeinschaft Möbel e.V. (DGM) [German Quality Association for Furniture]. The mark stands for verified quality, guaranteed safety and healthy living and is therefore only awarded to furniture that has been put through the paces. So you can rest assured when buying furniture that it is well-made, durable, safe and sturdy and that it does not contain any harmful substances, i.e. it is harmless to your health.



#### ISO 9001 AND ISO 14001

The ISO 9001 standard is the most important and meaningful standard in quality management (QM). EN ISO 9001 regulates the requirements for a quality management system (QMS) in quality management. A key purpose of the ISO 9001 standard is a type of statement about the quality of products in a company. The international standard ISO 14001 is the world's most important specification of what "environmental management" should entail and do in companies and other organisations. In Germany, there are currently more than 4000 companies or organisations that are certified according to the standard ISO 14001.



#### GS - FOR TESTED SAFETY

The GS mark indicates that the proper or foreseeable use of the labelled product does not put the safety and health of the user at risk. The GS mark is a voluntary mark, i.e. the manufacturer or its authorised representatives decide whether to apply for award of the GS mark.



Das Zeichen für verantwortungsvolle Waldwirtschaft

#### WOOD FROM CERTIFIED CULTIVATION

FSC® stands for "Forest Stewardship Council®" and is an international certification system for forest management. Ten globally valid principles guarantee that wood and paper products with the FSC seal originate from responsibly managed forests. These principles are defined in an international standard. The FSC standard requires that the ecological functions of a forest remain preserved, it protects animal and plant species at risk of extinction and safeguards the rights of original inhabitants and employees. But the idea that an FSC-certified forest is completely pristine nature is not accurate. It is a forest that is managed, but under strict principles and criteria that can preserve the forest as an ecosystem in the long term.

## ENVIRONMENTAL MANAGEMENT SYSTEM

We have established, implemented and are maintaining an environmental management system. We continuously improve the EM system and take the interaction of processes into consideration in order to improve environmental performance. We take the context of our company into consideration and the associated findings.

We have identified environmental aspects that are relevant for our purpose and affect our abilities to achieve the intended results:

- Energy savings
- Avoiding waste and disposing of waste
- Environmentally-friendly materials
- Water (consumption)
- Soil (pollution and sealing)
- People (hazards)
- Fuel savings in transport/logistics



## COMPANY POLICY

The company is committed to economic, qualitative, social and environmentally-relevant requirements. We have defined 13 guiding principles that are of the highest priority for making the environmental awareness of the company A2S clear:

## QUALITY AND ENVIRONMENTAL POLICY

1. Our group of companies offers customers a quality and environmental standard based on customer requirements and that is viewed by the customer as optimal for the products and associated services. In the process, customers are asked about their satisfaction with the products and services. We ensure that quality and environmental measures are in an ideal cost-benefit ratio for our customers.
2. The individual processes are defined and monitored. A clear representation and a mutual exchange of information creates transparency in time processes and objective relationships, and the cost structure is recorded and evaluated.
3. The defined interfaces are regularly reviewed in interaction with individual processes and negative deviations are responded to quickly.
4. In our group of companies, the processes are designed under the premise of the ideal customer benefit while complying with legal requirements, critical events are analysed without being prompted to do so, solutions are created and these are coordinated with all relevant bodies prior to installation.
5. The measures are compared with those of competitors and with third parties outside of the industry. Their measures are analysed and critically compared with our own.
6. They are not copied, but rather we learn from those that are better.

- 7.** All company employees are involved in the process of continuously improving quality and avoiding and, where this is not possible, reducing environmental impact. We are therefore committed to protecting the environment. In the process, the management level functions as a role model to motivate all employees in the process of quality improvement and to increase environmental services. Employees are regularly asked about their motivation and satisfaction. A sense of achievement is created for them that considerably affects customer satisfaction and operational environmental protection.
- 8.** The same quality and environmental objectives that apply to the own company are applied to suppliers and their performance. Not only is the price negotiated with the suppliers, but so too is the quality and environmental compatibility of their products and services as well as the punctuality of the deliveries.
- 9.** In addition to complying with legal and regulatory requirements, we have committed ourselves to working according to the rules of DIN EN ISO 9001:2015; DIN EN ISO 14001:2015, the Golden M and FSC.
- 10.** One goal of the company A2S is to avoid waste 100%.
- 11.** To express our environmental awareness even more, we successfully completed FEMB Level 3 certification.
- 12.** The company A2S is committed to an efficient use of water with the goal of permanently reducing water consumption.
- 13.** To make handling chemicals of concern safer, we are committed to developing a strategy to reduce chemicals of concern. This implementation should be completed by the end of 2023.

To implement these guiding principles, it is necessary to understand the corporate policy for quality and environment at all levels. All employees are aware of this company policy. They are committed to contributing to the constant realisation of these goals through their work. The means required for this will be provided.



## THE AUTHORISED REPRESENTATIVES OF MANAGEMENT (QMB/EMB)

Quality and environmental management is an area independent of the development and production areas with clearly defined authorities and responsibilities. QMB and EMB are subordinate to and report to management directly. They are responsible for the constant coordination and monitoring of the quality and environmental management system.

### QMB HAS THE FOLLOWING TASKS

- Implementation of the company's quality management system in the organisation and guaranteeing that it is understood and followed at all levels of the company.
- Presentation of the performance of the existing quality management system to senior management as the basis for its constant improvement.
- They are independent of the development and production divisions and have the full support of the management for their tasks.
- They are commissioned and authorised to monitor the implementation of the stipulations made in the quality management manual and the procedural instructions and inform the management directly in case of deviations.
- Update, introduction and implementation of the regulations specified in the quality management system for their work area.
- Analysing quality problems with the divisions involved and initiating measures to rectify them.
- Coordination of the creation, change, review and distribution of documents associated with the quality management system.
- Implementation or suggestion of employee training sessions on the topic of quality management.
- Based on customer requirements, deciding on the extent and depth of tests and monitoring test planning and test procedures as well as test results in the receiving, intermediate and final testing.
- Verification of the proper implementation of the self-control of employees in Production.
- Coordination of test equipment monitoring.
- Coordination of processing customer complaints, support and monitoring the initiation of remedial and corrective measures.

### EMB HAS THE FOLLOWING TASKS

- Enforcing, monitoring and continuously developing the environmental management system
- Reporting to management about the status and development of the environmental management system and careful reporting on current environmental problems, trends and costs
- Recommendations on improvements to the environmental management system
- Creation, distribution, monitoring and updating the environmental management manual as well as other instructions
- Determination and evaluation of environmental aspects
- Planning and monitoring environmental programs
- Monitoring and evaluating environmental key figures,
- Collecting and evaluating all internal and external deviation reports
- Planning and implementing internal audits, archiving audit reports
- Training courses associated with the environmental management system
- Monitoring and reviewing legal and other requirements.

The environmental management officer is the functional manager for all environmental management system questions and has the right to be fully informed of all environmental concerns. The EMO uses appropriate training measures and briefings to ensure that there is awareness of the correct compliance with all company requirements at all levels. Furthermore, it is his task to initiate the necessary measures in all departments or to initiate their implementation and to convince himself that these measures have been implemented.

## ENVIRONMENTAL GOALS

### ENVIRONMENTAL ASPECTS

Protecting the environment is in the public's interest and is increasingly being noted in society. We are making a contribution to the general environmental protection through our company's environmental protection.

We identify the environmental impacts resulting from our activities, products and services and determine which aspects have or may have a significant impact on the environment. In the case of new developments or changes to our activities, products and services, we also take the impacts of our activities into account and check whether there are significant environmental impacts in the following areas:

- Consumption of raw materials and materials
- Consumption of water and the discharge of wastewater
- Use of soil
- Use of energy
- Dealing with hazardous substances
- Generation of airborne emissions
- Generation of noise or odours
- Generation of waste
- Use/application of manufactured products
- Hazards from incidents and accidents

In addition, we identify those environmental aspects that we do not monitor directly, but rather can only influence (indirect environmental aspects). In the process, we consider key impacts in the upstream and downstream processes as well as the supporting processes (procurement, design, development, packaging, transport, use and disposal after use), as well as the environmental impacts from suppliers, service providers and traffic.

Once all environmental aspects have been included, the impacts on the individual environmental areas are evaluated taking into account the conditions in the individual case, also based on verified data, test values and measurements taken. For this purpose, we apply the following criteria:

The result shows which environmental aspects are significant and where there is a need to act to improve the company's environmental protection. For the determined significant environmental aspects, goals, measures and programs for environmental protection are derived depending on the possible influence.

All identified environmental aspects are documented. By regularly reviewing our environmental aspects, we ensure that future environmental impacts and changes can also be recorded.

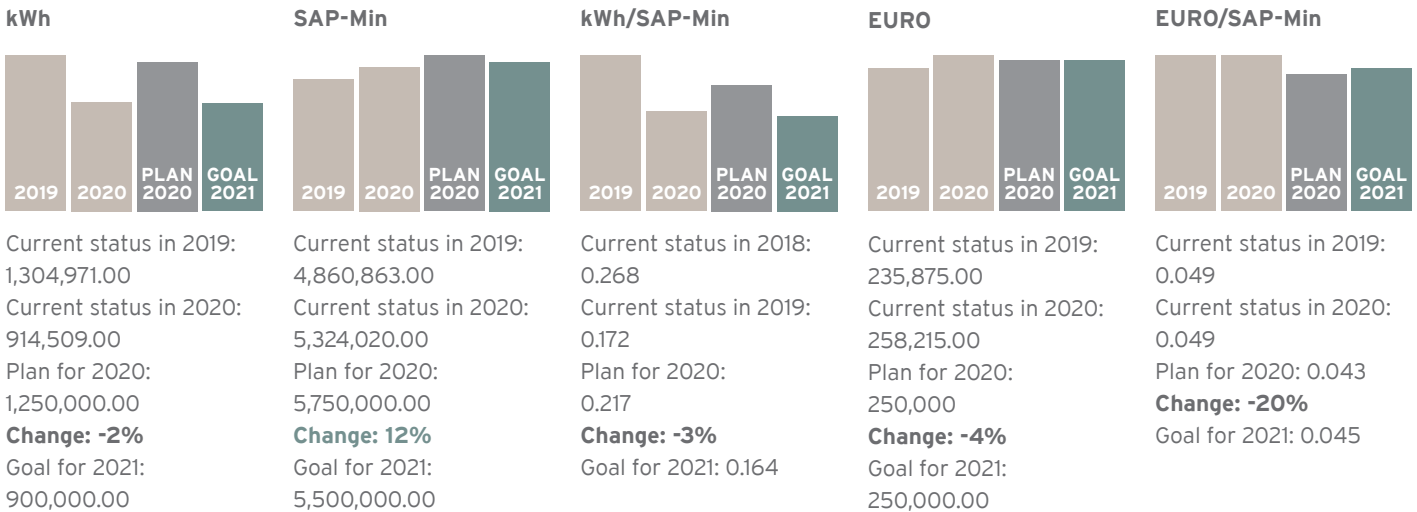
Our environmental aspects are identified by means of site inspections and surveys using checklists as well as by means of inspecting documents. We analyse the environmental aspects based on:

- Environmental records
- Materials and energy balances
- Legal requirements, especially changes to environmental requirements
- Lists of substances (hazardous materials, waste)
- Stock/inventory lists
- Product analyses (product life cycle)
- Changes to the processes, systems or facilities
- Audit reports
- Purchasing and consumption statistics
- Measuring series
- Remarks/input from interested groups
- Own findings

## ACHIEVED DEGREE OF FULFILMENT OF ENVIRONMENTAL OBJECTIVES

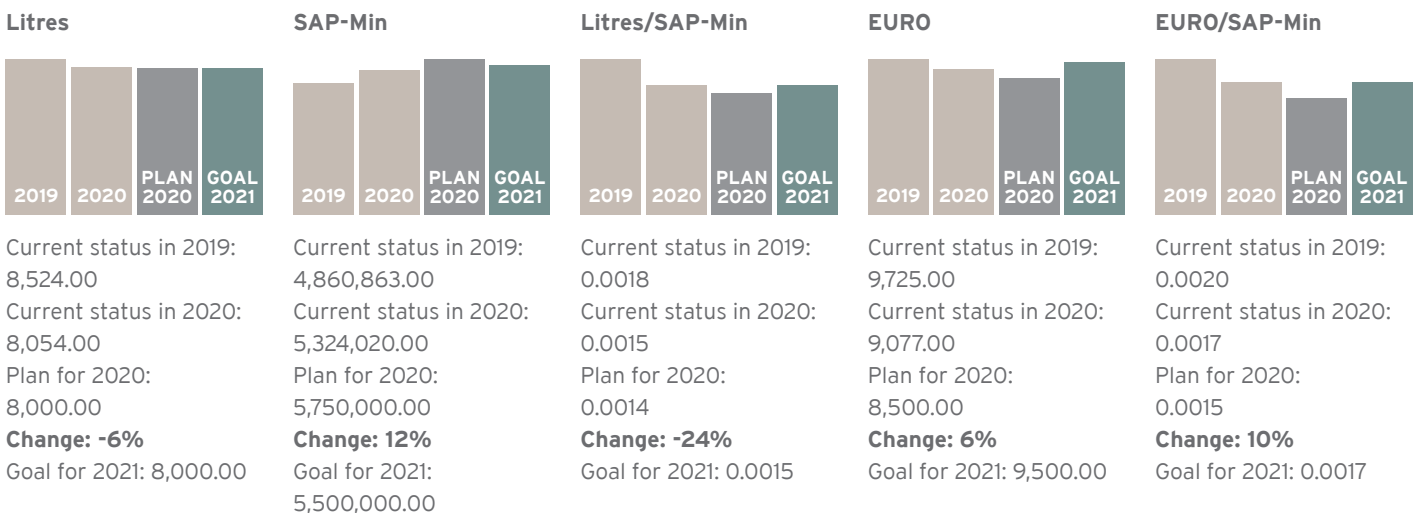
The following tables were created with the aim of evaluating or developing processes and organisation and implementing an eco balance review.

### 1. ENERGY CONSUMPTION (INPUT)



The energy consumption was lowered again compared to the previous year. Electricity prices have risen. The costs per SAP-min therefore remain at the same level. The machine utilisation was somewhat better than in the previous year.

### 2. FUEL CONSUMPTION (OUTPUT)



The fuel consumption per SAP-min remained at a lower level compared to the previous year. The conditions regarding the fleet and distances to be covered in operational plant transport still correspond to those of the previous year (e.g. Long distances for the "weasel" swap body vehicle). The fuel prices have decreased in 2020 compared to the previous year. The goal for 2021 is set lower. The reason is the extremely expensive fuel prices for diesel now.



### 3. WASTE AND EMISSIONS (OUTPUT)

#### Municipal waste

Current status in 2019: 79.28 t  
 Current status in 2020: 84 t  
 Plan for 2020: 85 t  
**Change: -13%**  
 Goal for 2021: 75 t

#### Scrap

Current status in 2019: 10.45 t  
 Current status in 2020: 11 t  
 Plan for 2020: 10 t  
**Change: -10%**  
 Goal for 2021: 10 t

#### Films

Current status in 2019: 2.54 t  
 Current status in 2020: 3.8 t  
 Plan for 2020: 7 t  
**Change: 5%**  
 Goal for 2021: 4 t

#### Total

Current status in 2019: 518.96 t  
 Current status in 2020: 200.8 t  
 Plan for 2020: 300 t  
**Change: -10%**  
 Goal for 2021: 180 t

#### Paint

Current status in 2019: 9.2 t  
 Current status in 2020: 0 t  
 Plan for 2020: 0.2 t  
**Change: 20%**  
 Goal for 2021: 0.2 t

#### Cardboard/paper

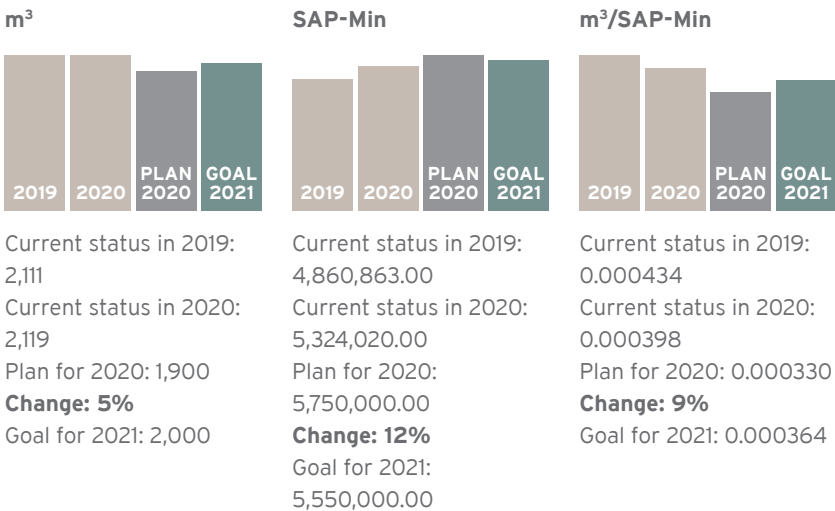
Current status in 2019: 97.49 t  
 Current status in 2020: 85 t  
 Plan for 2020: 80 t  
**Change: -6%**  
 Goal for 2021: 80 t

#### Other

Current status in 2019: 320 t  
 Current status in 2020: 17 t  
 Plan for 2020: 100 t  
**Change: 20%**  
 Goal for 2021: 20 t

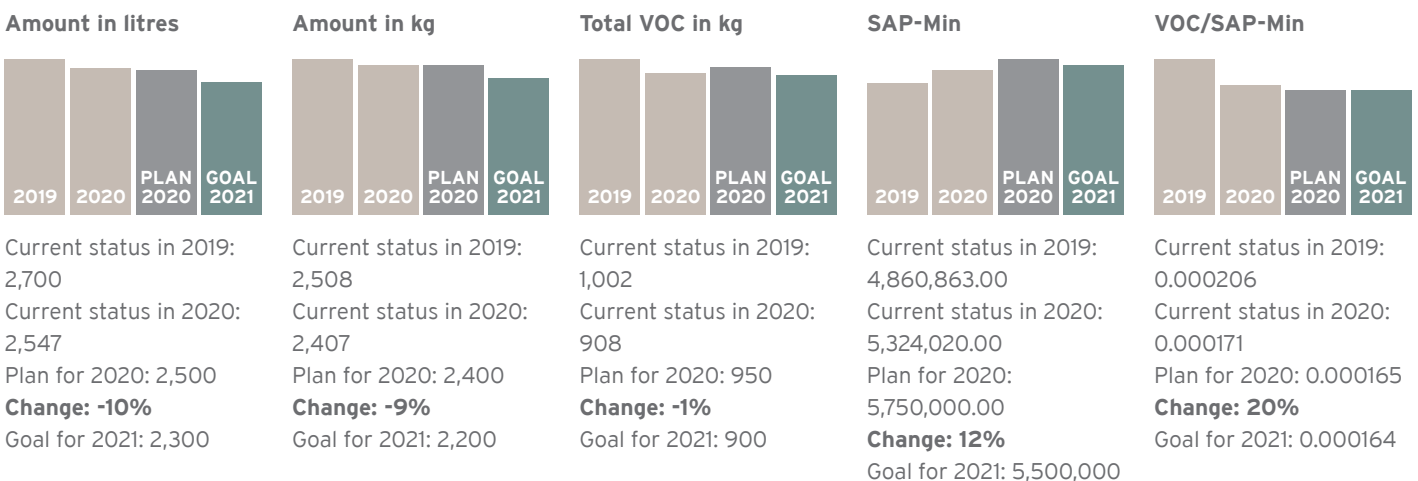
The amount of waste from the 2020 plan was generally maintained or fallen below. There were no exceptional events like in 2019. Nevertheless, waste management should continue to be given more importance. The reason is the rising costs for individual types of waste. It is currently hard or impossible to find accepters for products that were recyclable. This increases the costs for waste disposal.

### 4. WATER CONSUMPTION (INPUT)



Water consumption corresponds to the previous year's consumption. We achieved a better value due to the good SAP figures in 2020. The 2020 plan was set too optimistically and that is why we have adjusted the goal for 2021.

### 5. PAINT AND SOLVENT CONSUMPTION (OUTPUT)



The plan was achieved. We remained slightly below our set value for our solvent emissions. We have ensured since last year that all volatile substances used in our production are taken into account in the future.

**6. MATERIAL CONSUMPTION (INPUT)****Laminated wood panel**

Current status in 2018:  
9 m<sup>2</sup>  
Current status in 2019:  
19 m<sup>2</sup>  
Deviation: 47%

**Hard fibre panel**

Current status in 2018:  
149 m<sup>2</sup>  
Current status in 2019:  
253 m<sup>2</sup>  
Deviation: 59%

**KF panel**

Current status in 2018:  
209,502 m<sup>2</sup>  
Current status in 2019:  
192,269 m<sup>2</sup>  
Deviation: 109%

**Composite panels  
(raw particle board +  
HPL) -new-**

Current status in 2018:  
2,513 m<sup>2</sup>  
Current status in 2019:  
14,061 m<sup>2</sup>  
Deviation: 18%

**Glued wood**

Current status in 2018:  
1,515 m<sup>2</sup>  
Current status in 2019:  
287 m<sup>2</sup>  
Deviation: 528%

**MDF**

Current status in 2018:  
1,675 m<sup>2</sup>  
Current status in 2019:  
1,169 m<sup>2</sup>  
Deviation: 143%

**Raw particle board**

Current status in 2018:  
13,347 m<sup>2</sup>  
Current status in 2019:  
23,143 m<sup>2</sup>  
Deviation: 58%

**Plywood**

Current status in 2018:  
8,951 m<sup>2</sup>  
Current status in 2019:  
7,490 m<sup>2</sup>  
Deviation: 120%

**Chipboard**

Current status in 2018:  
106,528 m<sup>2</sup>  
Current status in 2019:  
14,246 m<sup>2</sup>  
Deviation: 748%

**Light panels**

Current status in 2018:  
695 m<sup>2</sup>  
Current status in 2019:  
341 m<sup>2</sup>  
Deviation: 204%

**Kitchen countertops**

Current status in 2018:  
61 m<sup>2</sup>  
Current status in 2019:  
12 m<sup>2</sup>  
Deviation: 508%

**HPL/CPL**

Current status in 2018:  
189,007 m<sup>2</sup>  
Current status in 2019:  
85,206 m<sup>2</sup>  
Deviation: 222%

**OSB panels**

Current status in 2018:  
0 m<sup>2</sup>  
Current status in 2019:  
3,103 m<sup>2</sup>  
Deviation: 0%

**Total panels:**

Current status in 2018:  
533,952 m<sup>2</sup>  
Current status in 2019:  
341,599 m<sup>2</sup>  
Deviation: 156%

**Plastic edges:**

Current status in 2018:  
1,021,047 linear m  
Current status in 2019:  
847,925 linear m  
Deviation: 120%

**Total plastic edges:**

Current status in 2018:  
1,021,047 linear m  
Current status in 2019:  
847,925 linear m  
Deviation: 120%

**7. CO<sub>2</sub> EQUIVALENT (OUTPUT)****2020**

Power: 601.767  
Wood: 118.402  
Gas: 11.921  
Diesel: 34.532  
Petrol: 2.453  
Total: 769.075

**2017-2019**

2017: 824.256  
2018: 862.583  
2019: 930.637  
Total: 2,617.476  
Average value: 872.492

**Change**

Reduction in 2020:  
-11.85%

**Change related to sales**

Reduction in 2020:  
-17.80%

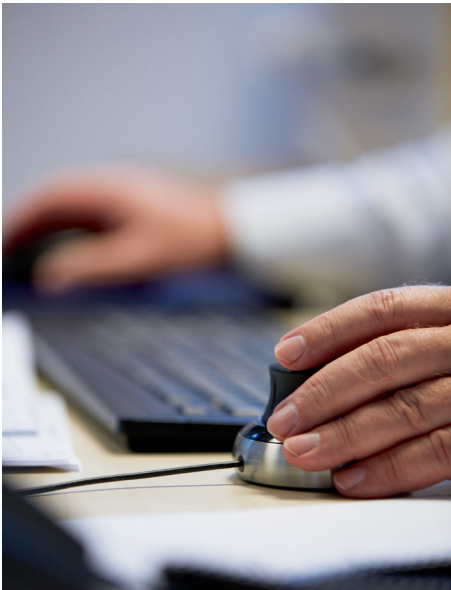
PROCUREMENT PROCESSES

**TERMS AND CONDITIONS OF PURCHASE**

Our terms and conditions of purchase are available publicly on our website and are therefore available to be viewed by all suppliers. All suppliers must bear in mind and comply with these terms and conditions.

The same quality and environmental objectives that apply to the own company are applied to suppliers and their performance. Not only is the price negotiated with the suppliers, but so too is the quality and environmental compatibility of their products and services as well as the punctuality of the deliveries.

The rights of workers should be protected and respected on both sides at the local, national and global level.



HUMAN RIGHTS AND WORKING CONDITIONS

**RENUNCIATION OF CHILD LABOUR**

A2S prohibits its suppliers from using child labour in its production processes. The general minimum age must not be less than 15 years or 14 years in economically less developed countries.

**FREE CHOICE OF EMPLOYMENT**

Employees must not be employed or forced to work against their will.

**FREEDOM OF REPRESENTATION**

A2S expects its suppliers to respect the rights of employees in accordance with national legislation. This also applies to the right to form a workers' representation and to bargain collectively.

**WAGES AND SOCIAL BENEFITS**

Remuneration should be at least according to the national minimum or collectively agreed wages. Reasonable working hours appropriate to the activities are assumed.

**HEALTH AND SAFETY**

Health and safety standards must be in line with international standards. Employees must be trained accordingly and, if necessary, provided with safety clothing. If the supplier company provides accommodation for workers, this must comply with humane conditions. If it provides catering, it must comply with recognised health and hygiene conditions.

**INTEGRATION OF DISABLED PEOPLE**

People with disabilities should receive special support from the company. The new employment and training of people with disabilities is to be promoted.

**PROHIBITION OF DISCRIMINATION**

Suppliers must promote equal opportunities and equal treatment and prevent discrimination in recruitment and training.

No employee may be discriminated against on the grounds of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation or world view.

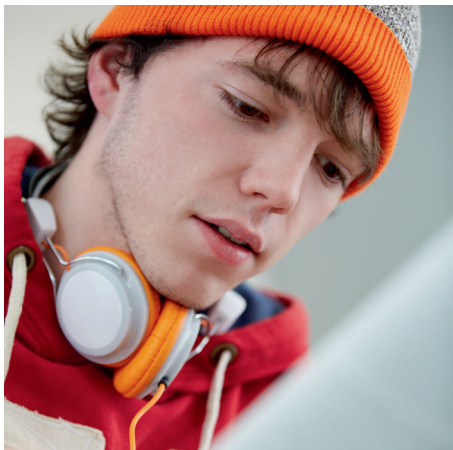
**CORRUPTION AND BRIBERY**

It is expected in all respects that no powers are abused to gain advantages and benefits for oneself.

**DISCIPLINE AND HARASSMENT**

Disciplinary sanctions and harassment are not permitted under any circumstances.

Respect for labour and human rights is assumed, as is compliance with the principles in the General Equal Treatment Act (AGG).



**ENVIRONMENTAL AND ENERGY STANDARDS**

**RESPONSIBILITY**

The nationally applicable environmentally relevant guidelines and laws must be complied with. The introduction of an environmental management system should be aimed for, if not already in place.

Suppliers of A2S - Einrichtungssysteme GmbH shall strive for a continuous reduction of waste and of emissions into soil, air and water. They should also recycle where possible and dispose of or store hazardous waste in an environmentally sound manner.

**ENVIRONMENTALLY AND ENERGY-FRIENDLY PRODUCTION**

The economical use of energy and materials in all areas of production, as well as the promotion of the use of renewable energies, is a prerequisite.

## REUTILISATION AND RECYCLING

### TAKING BACK USED ITEMS

For us, sustainability not only takes the highest priority during production, but also during disposal. That is why we offer to take back used items, to break them down into individual parts and reuse or dispose of them according to the best option for the material.

### OTHER RECYCLING OPTIONS

#### STEEL

In addition to the take-back option, there are other recycling options that we would like to make available to our customers to ensure a sustainable disposal. Most of our chair and table frames are made of steel. Worldwide, about 70% of steel is recycled by melting it, which releases less than half of the CO<sub>2</sub> that is generated when producing steel in a blast furnace. The associated reduction in coal and iron mining also reduces environmental pollution.

#### WOOD MATERIALS

There are several ways to recycle wood materials properly. According to the Waste Management Act, the priority is always given to material recycling, as this is more advantageous as regards an eco balance due to the lower wood moisture in waste wood. Less primary energy is thus consumed in the drying process. Thermal reutilisation is also a sustainable option. Waste wood in categories A I and A II can be burned to generate energy, whereby the substitution of primary energy sources is focused on here.

#### PLASTIC

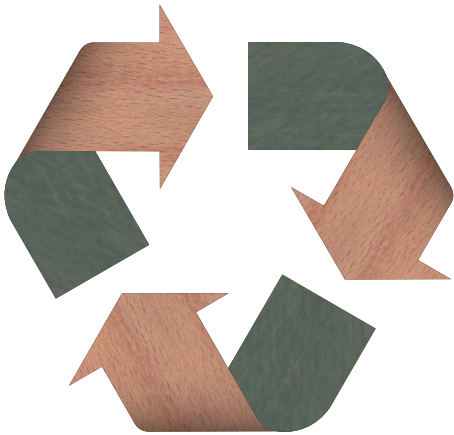
Material recycling is also top priority when recycling plastic. Waste plastics are therefore processed into new raw materials or moulded parts, which happens through melting and reshaping. Plastic can also be incinerated with a low level of pollutants due to the high temperatures, also making thermal reutilisation possible.

#### POLYURETHANE

Polyurethane foam is installed in our upholstered furniture in particular. Mechanical recycling is recommended for this purpose, which means the production of composite foam to form blocks and panels for new products with binders. For this purpose, flexible foam scraps are used and lower quality composite foam is made. Chemical recycling is also an option for this, whereby the polyurethane chain is chemically "broken" with carboxylic acids and converted back into a reactive raw material.

#### SCRAP METAL

Scrap metal is collected, sorted, broken down and finally melted and used for new products.



## CONTACT

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A2S-Einrichtungssysteme GmbH is registered in the commercial register of the District Court of Coburg under the no. HRB 3395.

The VAT registration number is DE 218715721.

Collective designations used, such as employee or customer, are to be viewed as gender-neutral.