

Input interior's sustainability report 17/18

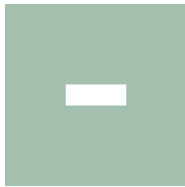




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Introduction

**We are all facing the same challenge.
Our industry can no longer turn a blind
eye to our treatment of our planet.
We are the ones, here and now, who have
to act to find solutions to the problems
that we have created.**

**This report sets out what we at
Input interior are doing to contribute
to a better industry - and by extension
a better world.**

The 17/18 business year

Together with architects and furniture producers, Input interior is creating the right functionality in environments for people to be able to live, learn, work, meet and be cared for. While our clients' needs may vary, we will always look to create sustainable and healthy development for this and future generations. We endeavour to ensure that the products and services purchased have been produced under sustainable and responsible conditions. Quite simply, our business must have as little negative environmental impact as possible.

As one of the largest players in the industry Input interior is a leading voice that trade associations, furniture producers and clients listen to. We therefore consider it our duty to take a long-term, sustainable approach to work. Our sustainability work must be characterised by respect for laws and rules, sustainable use of the earth's resources, and a responsible supply chain.

Our activities, as well as those of our suppliers and clients, contribute to positive environmental and social development and lead to satisfied employees, partners and end clients, which in turn generates long-term profitability.

In 2017 our efforts in this area included producing internal environmental training that will provide the organisation with vital knowledge and which all employees will receive in the coming year. During the year we also initiated a third-party audit scheme to ensure that the suppliers we use comply with our code of conduct. This external audit scheme has been introduced in 2018. Furthermore, we have involved ourselves in issues that focus on circular furniture flows and sustainable business models as part of a Vinnova-funded research project, alongside a number of other industry stakeholders.



This is Input interior

Independent since 1987

When Input interior was founded in 1987 our dream was to create an independent interior design company that focused on good design. That dream is now a reality. In close collaboration with the sector's foremost architects and leading interior producers Input interior creates environments, meeting places and experiences that promote growth, development and success.

As the Nordic region's leading independent interior design company, we take great pride in being a loyal partner to our clients. All our communication begins with listening, and our starting point is always our clients' requirements and needs. With that in mind, we cannot allow ourselves to be governed by a limited range and restricted production facilities. Our independence is our strength.

During the 17/18 business year, Input interior operated at 22 locations in Sweden and Finland and recorded a turnover in excess of SEK 2 billion.

Our business concept: Needs-adapted interior design

All our clients have varying requirements and face different challenges. Every business differs from the next, as do the employees within the business. While some thrive in open-plan settings, others are more at home with private workspaces. Some prefer activity-based working, while others perform better at a fixed workstation. Our starting point is always the needs, objectives and opportunities of the business when customising solutions for our clients. We call this needs-adapted interior design.

Our services encompass the entire process – from planning, procurement and trial furnishing proposals to delivery, installation and after-sales service. With the broadest selection on the market we create great freedom of choice and more possibilities for our clients.

Business areas

Input interior specialises in furniture and interior design for public environments. We operate in the following business areas:

Offices and businesses – Hotels and restaurants – Schools and education – Health and social care

Our assets

During the 17/18 business year we had 400 employees who possess a level of expertise in needs-adapted interior design, products, project management, coordination, procurement and delivery that is unrivalled on the market. Our combined experience comes from implementing several thousand projects each year. This guarantees investments of a high quality that are also safe and sound.

Our dedication to clients, a transparent business process, creative solutions and the knowledge that each project is unique are basic components, whatever the project. We keep an eye on what's happening around us and are always ready to accept new challenges.



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This is Input interior

Our partners

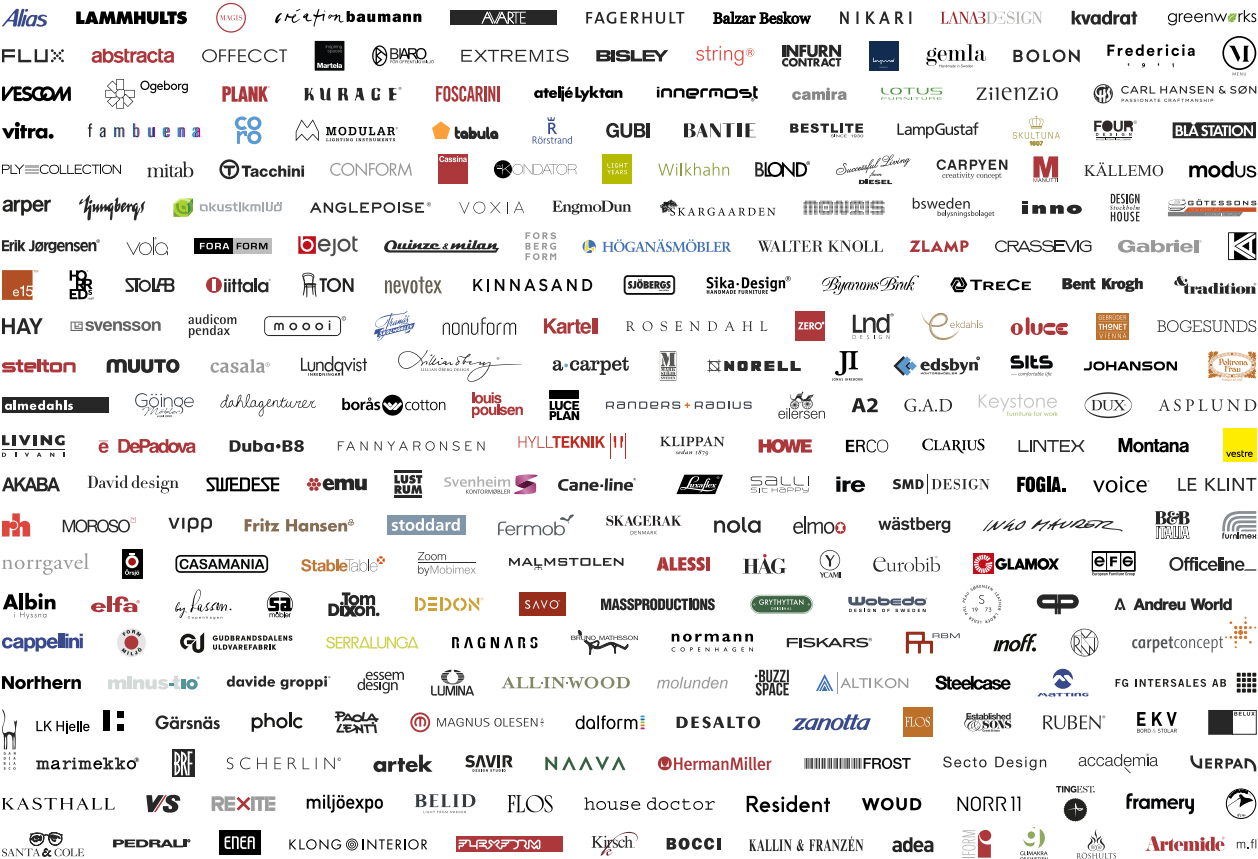
Our network of architects, designers and management consultants is the foundation on which countless successful projects are built. These individuals lend us their experience and provide unique insights into the world around us.

When drawings leave the architect's table, it is our job to prepare an estimate in order to ensure that the concept tallies with the client's requirements and budget. And that the architect's vision is encapsulated in the end result. The architect creates the interior design concept. We serve as a sounding board and bring that concept to life.



Our range

With the broadest range of quality, functional, climate-smart, ergonomic and affordable furnishings on the market, we can offer our clients needs-adapted interior design solutions that give them an advantage, a competitive edge and scope for development. Our independence creates excellent room for manoeuvre and freedom of choice for clients, while also guaranteeing quality, service, continuity and a long-term perspective. An unbiased and transparent offering that has never felt more relevant.



1

This is Input interior

Our values

Our values permeate our entire business process and are put into action every day. They are watchwords for our employees and help us to continue nurturing our business, guiding it in the right direction.

Dedicated

We are knowledgeable and passionate about what we do. The relationship between ourselves and our clients drives us forward. We are genuinely interested in our clients' businesses and interior design needs. Through know-how and dedication we tackle interior challenges to support clients in developing successfully.

Transparent

All our communication begins with listening; that's the key to successful projects and long-term business relationships. Our conduct is always professional and our independence ensures that the client comes first. We are a loyal partner to our clients and offer several dimensions of collaboration, where we serve as each other's ambassadors for a successful partnership.

Creative

We are driven by the client's wishes and visions. With our expertise we contribute to creative and needs-adapted solutions. Our model converts the client's needs, brand and culture into dynamic environments optimised for effective leadership. Our creativity enables our clients' businesses to evolve.

Unique

Just as we are unique, we see each client as something unique. As far as we are concerned the word impossible does not exist; we view any challenge as an exciting new journey. We turn be spoke into customised standards and provide clients and architects with scope to create unique and sustainable solutions.



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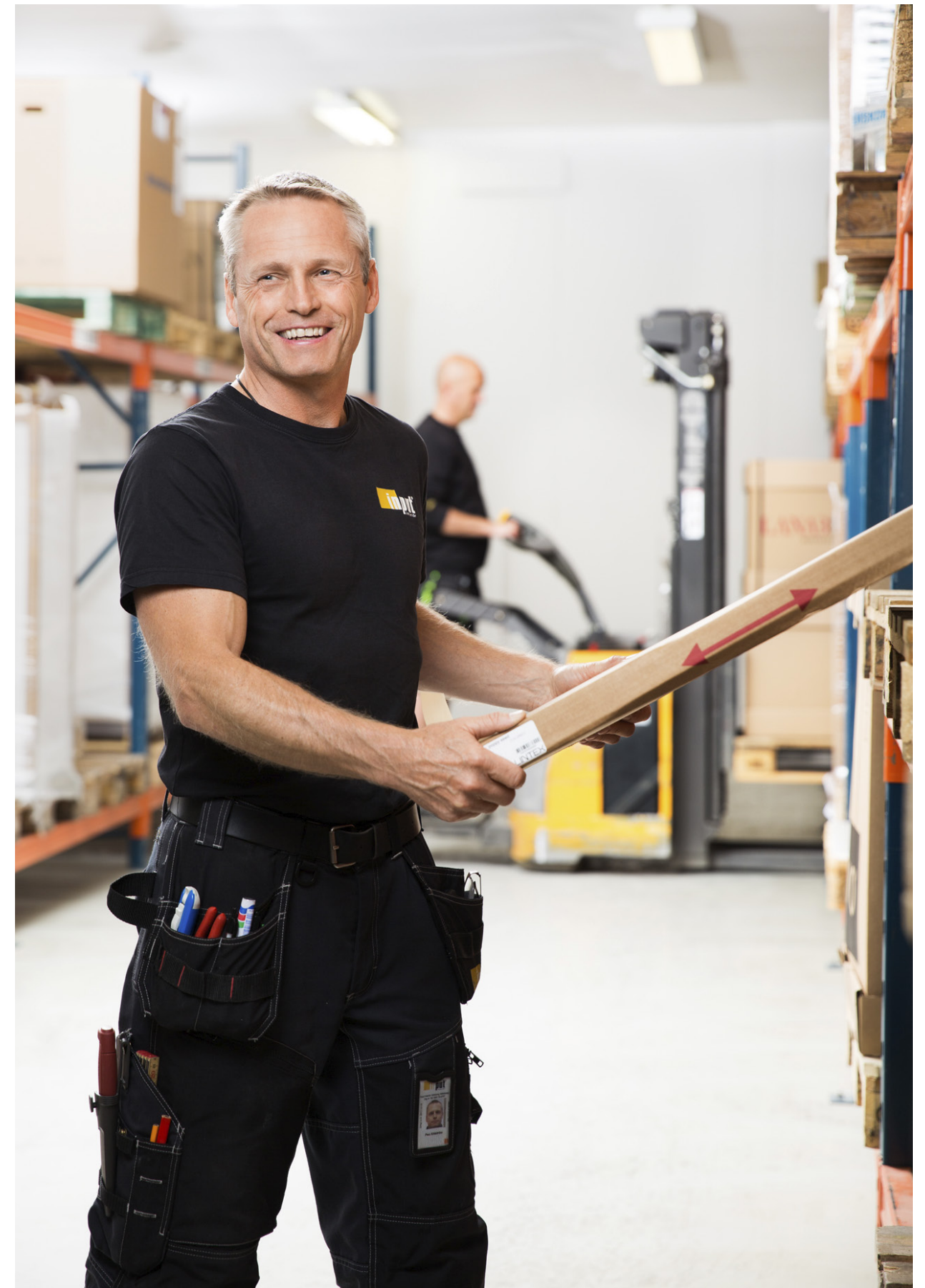
The environment and social work

Protecting the environment and our natural resources is a matter of course for us.

We have a responsibility to know what our environmental impact is as a company, and what environmental impact the products we sell have.

We have to know where those products come from and what they contain - that they don't originate from devastated rainforests or industries that harm the environment.

We also have to know that our products are manufactured under good conditions, i.e. not by child labour or low-paid factory workers with poor working conditions.



The environment and social work

Input interior's sustainability work must be characterised by respect for laws and rules, sustainable use of the earth's resources, and a responsible supply chain. Together with our clients, suppliers and partners, we make every effort to ensure better environmental choices and sustainable interior design.

Why is this important?

These days we are faced with problems that can no longer be ignored. Problems that are the result of a long and negative impact on our planet. Despite there generally being greater awareness of climate and environmental issues, people continue to live and act without greater consideration or respect for the earth's diminishing resources. In 2017, Earth Overshoot Day, which is the day when humanity has exhausted the year's budget of renewable resources, was 2 August. This means that we are consuming more of the earth's resources than we are returning to the natural cycle. We are consuming resources and living as though we had access to almost two planets. Each year Earth Overshoot Day falls on an earlier date than the previous year – a sign that we are not living in a sufficiently sustainable manner.

Our untenable consumption and lifestyle is putting incredible strain on ecosystems and leads to drought, water shortages and soil erosion. In order to extract energy for our vehicle fuels, electricity and heating for our homes, we burn fossil fuels, which causes increased carbon dioxide (CO₂) emissions. The increased concentration of CO₂ in the atmosphere results in warmer temperatures, which will eventually disturb the balance of nature. An increase of just a few degrees is enough to shrink lakes and dry out fertile areas of land.

In other parts of the world, an increase in temperature can have the opposite effect, causing the polar ice caps to melt and raising sea levels. Whatever the effect, the results of global warming will affect us – all when we are forced to flee from environmental hotspots, do not have access to clean water or cannot grow and produce food.



Rainforest deforestation

One environmental problem with a direct impact on people and animals is the destruction of rainforests. These forests are a source of life and are home to half of the world's species. People and animals are dependent on them for their survival. Yet rainforests are being destroyed the world over at an increasing rate. As much as 130,000 square kilometres are disappearing each year, which is an area equivalent to the size of Greece.

Deforestation of the rainforests affects climates and water well beyond the rainforest itself; the resulting imbalance in the ecosystem causes extreme drought during the dry seasons and heavy flooding during the rainy seasons. As forests absorb and bind CO₂, deforestation also contributes to an increase in the global greenhouse effect – one-fifth of the increase in atmospheric CO₂ is due to rainforest deforestation.

Millions of people are also dependent on the rainforests for a place to live and earn a living. The forest provides a place to hunt and fish, is home to medicinal plants, and supplies timber. Frequently it is impoverished farmers who are hit hardest by the depletion of forest resources. The exposed ground erodes and becomes unusable, meaning it is no longer possible for people to grow crops and support themselves.

A problem that is both global and local

Environmental problems are not always as far removed as they can sometimes seem. In Sweden lakes and watercourses are affected by contamination from metals, toxins and chemicals. Despite a reduction in the use of heavy metals and the introduction of unleaded petrol, for example, concentrations of lead in lakes and water have remained relatively unchanged because this heavy metal is still present in the soil, from which it slowly leaches.

In spite of increased awareness and more action being taken, the number of chemical products continues to grow. The Swedish Chemicals Agency has so far registered more than 12,000 chemical substances that are used in chemical products. Even more are included in clothes, plastic goods and construction materials, for example. In addition, as-yet unknown substances are entering Sweden via imported products.

We still know too little about how the chemicals in various products affect us and their impact on the environment. We only know that they can have a harmful effect on us, on nature and, more importantly, on our children. Young children who are growing and developing are particularly susceptible to chemicals. In the worst case scenario, long-term exposure to plastic chemicals used in toys and furniture, for example, can cause allergies, brain disorders, cancer or hormone disruption.

130,000 square kilometres of rainforest are disappearing every year.

12,000 chemical substances in our clothes and furniture.

15 tons of plastic end up in the ocean every minute.

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The environment and social work

Our responsibility

As a company Input interior has a responsibility to minimise any negative environmental impact that our activities might have. We must review our transport plans and our energy consumption in order to reduce our CO₂ emissions. We must seek assurances from our suppliers that none of the products we sell contain materials from corrupt markets where there is deforestation. We must be able to guarantee that none of our suppliers use hazardous or harmful chemicals, such as phthalates or brominated flame retardants, which can harm our children.

We have a responsibility to act now, for our own future and that of generations to come.

Our task

Input interior is being challenged to become a more sustainable business. We control our own activities and organisation, but we also possess the knowledge required to influence and inspire stakeholders in our world to make conscious choices. For us, this is an equally important aspect of our sustainability work. You can read more in the following sections of the report about how Input interior is working to make a difference, socially, environmentally and economically.

- Our own activities.
- Influencing our suppliers and their production.
- Influencing our clients in terms of choice of interior.
- Influencing the public debate.
- Creating opportunities for a second-hand market.



Our environmental objectives

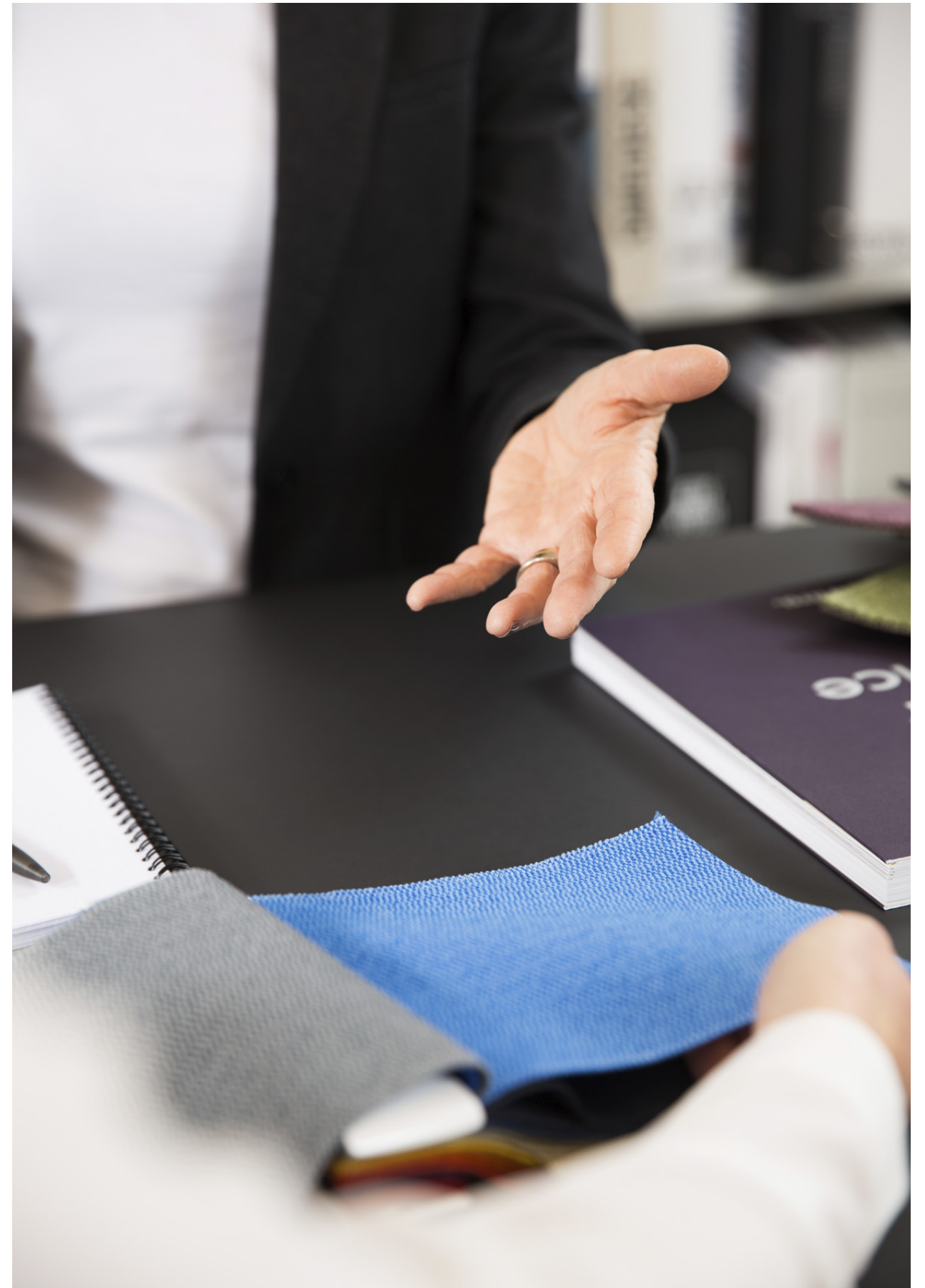
It is our duty to minimise the negative environmental impact of our business and activities. The biggest contributor to Input interior's environmental impact is CO₂ emissions from transport, followed closely by energy consumption and waste production.

Bearing in mind our most significant environmental effects, the following short-term and long-term objectives have been established to enable us to transition to being a sustainable business.

1. In order to reduce our CO₂ emissions, we must reduce our fuel consumption, in relation to turnover, by 10 % over five years.
2. We must also reduce our electricity consumption, in relation to square metres, by 5 % over five years.
3. All personnel must receive environmental training during 2018. This environmental training aims to provide improved awareness about our activities, our negative impact and our environmental, social and economic responsibilities. The training will look at how we manage waste and use materials, as well as how, in our role as a leading industry player, we can influence our clients, suppliers and partners to make better environmental choices and invest in sustainable interior design.

How can we achieve this?

In order to maximise the sustainability of Input interior's activities, there needs to be active change and improvement work and we need to make conscious choices. In order to achieve our environmental objectives, the following measures will be implemented within transport, energy consumption and our own organisation.





The environment and social work

Our business

Transport and logistics

Work to streamline our transport solutions is vital if we are to reduce our CO₂ emissions from transport. Input interior continuously assesses how often and how much transport is needed and what means of transport are used in order to ensure deliveries that are as efficient, ecofriendly and of as high a standard as possible. Our aim is to reduce our fuel consumption, in relation to turnover, by 10 % over five years.

Renewable diesel

Input interior's lorries run on renewable diesel that contains 50 % renewable raw materials and has been awarded the Nordic Swan Ecolabel. The diesel is made in part from tall oil, which is a residual product from the Swedish forest industry. HVO (hydrotreated vegetable oil) from tall oil reduces emissions by 89 %, which makes it a good environmental choice.

Efficient logistics

In order to reduce emissions, there has to be optimum utilisation of load capacity and well-planned outgoing deliveries. We plan and coordinate deliveries to ensure that our logistics operation is as efficient as it can be. By delivering direct and minimising the number of part deliveries, we make a financial saving and consume less fuel. Direct, planned and complete deliveries also help to generate greater client satisfaction.

Employee travel

Input interior's policy is to travel in the best, most reasonable and most ecofriendly way. There is always an element of environmental and cost awareness when planning and taking trips. We try to minimise the number of company cars within the group and encourage our employees to plan client visits as efficiently as possible. For fairs, activities or training within Sweden, we travel as much as possible on public transport, be it bus or train, or we car-share.

Energy consumption

In order to reduce our CO₂ emissions, we have to reduce our electricity consumption, in relation to square metres, by 5 % over five years. We should be able to achieve this objective by introducing relatively simple, but crucial, changes.

Energy-saving measures

Everyday but important changes to help us reduce electricity use include, for example, closing warehouse doors as quickly as possible to avoid heat being lost from buildings. Computers, printers and photocopiers are shut down completely, and all lights turned off, when we leave at the end of the day. In recent years we have switched out a number of older lighting systems in favour of new energy-saving LED systems for general lighting.

Renewable electricity

Input interior is also investing in sustainable and clean electricity. We heat our offices and premises using 100 % renewable electricity generated by solar power, wind power and hydropower and supplied by our distributor Telge Energi. A climate-smart choice that is free from greenhouse gas emissions.

Sustainability within our organisation

Successful sustainability work begins right here, within our organisation. We provide internal training to ensure that our employees stay up to date with and informed about developments. This contributes to increased knowledge and greater awareness of environmental issues.

Input interior's environmental training

All personnel at Input interior must complete mandatory environmental training. This training was introduced in 2018 and aims to provide more in-depth knowledge about our activities, our environmental impact and our environmental, social and economic responsibilities.

Waste management

All of Input interior's offices sort the following waste materials: corrugated cardboard, office paper and newspapers, wood, non-rigid plastic, metal/scrap, glass (for recycling), and items such as batteries, light bulbs, electronics and other hazardous waste and ink toner (for landfill), and compost in municipalities where facilities are provided.

Our services always include our installers being responsible for the removal of all packaging from the client's premises and the sorting of waste for recycling back at our facilities. The resulting waste is processed by authorised material recovery companies.

Digitisation

Input interior is working actively on digitisation with the aim of making as much documentation as possible digital. One result of this is that the number of delivery notes has reduced by 50 %.

ISO certification

Our operations are certified in accordance with ISO 9001 and ISO 14001, and we work continuously to implement ISO's standards.



The environment and social work

Our suppliers

Input interior’s code of conduct

Our knowledge and experience makes us a player who can both guide and compel our suppliers in matters concerning production conditions, use of materials and chemicals management. Here at Input interior we use our code of conduct and follow-up activities to influence, inspire and support our suppliers in adopting a more sustainable approach to business.

Input interior has no in-house production of furniture. We are not tied to a permanent production facility, but can instead offer our clients an almost unlimited interior design range. A success factor and a competitive advantage that is the core of our commercial offering. However, this means we have to be able to guarantee the quality of our suppliers’ materials, manufacturing processes and subcontractor chain. Something we achieve through our Code of Conduct. We use external audits to ensure that our suppliers comply with the code.

Input interior’s code of conduct covers our financial, social and ethical responsibilities. Through our code of conduct we want to ensure that the goods and services purchased are produced under sustainable and responsible conditions.

Our code of conduct is based on and is compatible with:

- The UN’s universal declaration of human rights.
- The Rio declaration on environment and development.
- The UN’s convention against corruption.
- The International Labour Organization’s ^(ILO) eight fundamental conventions on human rights at work.

The code of conduct applies to Input interior’s suppliers and sets out the minimum requirements that these companies must respect and fulfil; both within their own operation and in their supply chain. Consequently, a supplier is obliged to set equivalent requirements for its own subcontractors.

What requirements are included in our code of conduct?

Human rights

The supplier must promote and respect international human rights. Child labour is not permitted at any point in the chain; neither is any form of forced or hard labour.

Working conditions

The supplier must ensure that its employees have an employment contract that specifies the type of work to be done, wages, working hours and leave. The requirements for working conditions also include the regular payment of wages and that the working week does not exceed 60 hours.

Work environment

The supplier must make every effort to ensure a safe and healthy work environment for its employees. The supplier must practise safe chemicals management, have procedures for fire protection and fire safety, and provide employees with training on a safe work environment.

Anti-corruption

No form of corruption, extortion or bribery is permitted, and the supplier must have procedures in place to detect, tackle and manage any corruption.

The environment

The supplier must carry out its activities paying due care and attention to the environment and complying with local and national environmental legislation. There must be systematic work to reduce the environmental and health impact of production. There must also be a written environmental policy in place that has been signed by the management and is available to employees.

To read our complete code of conduct, please visit inputinterior.com/code-of-conduct/

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The environment and social work Our suppliers

How do we follow up on our code of conduct?

Input interior ensures compliance with the requirements in our code of conduct in a variety of ways.

Self-assessment forms

The purpose of the self-assessment process is to improve our knowledge of a supplier's approach to sustainability and quality issues, and to assess how well the supplier complies with our requirements as set out in our code of conduct. The supplier has the opportunity to attach documents and reports in support of its environmental and quality work. The information provided enables us to assess whether or not we need more information about the supplier and its working methods. Follow-up questions are put to the supplier in the form of a more in-depth self-assessment form.

Documented factory visits

On-site visits to our suppliers' factories are conducted once we have completed a risk assessment. We tend to visit new suppliers when we need to get a better idea of production and the supply chain and meet the people responsible for environmental, quality and CSR work. During the visit we inspect production facilities and ask questions based on the self-assessment.

Third-party audits

An external audit is a tool we use when we want to ensure that our suppliers are complying with our code of conduct. In 2017 Input interior began working with GoodPoint, which is one of Sweden's leading consultancy firms within the field of sustainable development. As a third party GoodPoint audits our suppliers and identifies any deviations from our code of conduct.

If a supplier fails to comply with our code of conduct, cannot provide us with the necessary documentation and certificates, or otherwise fails to act in accordance with our guidelines, we take action by drawing up an action plan to enable the supplier to properly meet our expectations.

If non-compliance with our code of conduct continues or the supplier fails to take the recommended action, this may have more serious consequences, such as Input interior opting to terminate all agreements and commitments.





A rewarding collaboration

Here at Input interior we draw on our experience, knowledge and dedication in efforts to encourage our suppliers to pursue ecofriendly production, have a quality-assured range and take social responsibility.

A large part of our sustainability work involves encouraging our suppliers to adopt a responsible approach to production. We continuously provide information, communicate and set requirements, working alongside our suppliers on everything from choice of subcontractor to design.

“We want to reduce our environmental impact by choosing products that show the greatest consideration for the environment. We also have to choose suppliers who take a similar approach, or encourage them to act as sustainably as possible. Svenheim is a great example of good supplier cooperation, where our guidelines have contributed to more sustainable production,” says Patrik Clavenstam, Head of CSR at Input interior.

“Svenheim is a leading Norwegian manufacturer of office furniture and a major supplier. Their production operation complies with general environmental and safety requirements, but once we began cooperating on projects we started to introduce more stringent requirements. Requirements that are based on our code of conduct.”

What does that mean?

“In brief, it means that we have agreed with Svenheim to quality-assure their production, with the labelling system Möbelfakta serving as a reference. Svenheim undertakes to test all new products, as well as regularly test its existing range. Bearing in mind our environmental requirements, they have also agreed to our request for third-party certification for the majority of the range in accordance with criteria for the Nordic Swan Ecolabel. Changes made in connection with this include replacing a particular lacquer.

“When it comes to social responsibility, Svenheim undertakes to comply with the contents of our code of conduct. In doing so, Svenheim, like other suppliers who sign up to our code of conduct, undertakes to report on its subcontractor chain and specify the countries in which its products are produced. This provides us with an opportunity to check that the code is being followed.

“By introducing these requirements we have helped Svenheim to improve its organisation in terms of both quality and environmental impact.”

2

The environment and social work Our suppliers

How is compliance ensured?

“Partly through our self-assessment work, and partly through an external audit conducted by authorised parties. The self-assessment is sent out by us and completed by the supplier and then we ask our external partner GoodPoint to audit the supplier’s responses. Based on those responses we produce an action plan, complete with improvement measures. Once this has been drawn up, Svenheim can implement the necessary measures and then obtain approval.”

“This is ongoing work, and a big part of it involves establishing efficient cooperation and maintaining regular dialogue on new findings, agreements and products.”

What more does Input interior do?

“Svenheim is also a good example of an established supplier that accepts not only our environmental requirements, but also new requirements that have to do with the design and production of new items. This may involve us identifying a gap in their range or passing on requests from our clients, such as when we ask the supplier to manufacture a new product that meets market demand. Products that are aesthetically sustainable because they don’t feel outdated.”

Why is having the power to influence important?

“As we don’t have our own production facilities, it has been easy for us to say ‘this isn’t our responsibility’, but we don’t want to be that company. Instead, we want to reduce our environmental impact by choosing products that have the least possible impact on our planet, are of a good quality and have been produced under good working conditions. To achieve this, we have to work with suppliers who already deliver in these areas or who we can mould to ensure sustainable production. Input interior’s standing in the industry means that companies listen to us and this is our way of making our voice heard. We want to make a difference, together with our suppliers,” concludes Patrik Clavenstam.



A sustainable investment

Sustainable purchasing concerns the future just as much as the present. When we consume, it is therefore important to take the entire life cycle of the furnishings into account.

Considerate and responsible production and logistics are a prerequisite for the interior design sector being able to minimise its ecological footprint. However, how we consume products is also decisive in enabling us to make a real difference. We want to inspire our clients to shop sustainably. To make conscious, long-term choices. And when needs change – to change and renew responsibly.

With attractive offers and dissemination of knowledge Input interior is looking to achieve sustainable interior design.

We help and support our clients to realise their environmental ambitions and invest in an interior design solution that stands the test of time.

More efficient use of space

The current occupancy rate for the majority of offices is at most 50 %. At the same time, our office buildings account for 40 % of global emissions. Interior design that is needs-adapted, responsible and climate-smart can move us considerably closer to being a more sustainable society.

Smart planning and a detailed needs analysis mean more employees can be accommodated in the same area. A number of major office projects confirm that key figures are on the way down. New office buildings are being constructed to more stringent environmental standards, with the creation of a more customised work environment, with less space per employee. The result is less climate impact and larger cost savings.

¹ McKinsey: Mer till lägre kostnad och mindre utsläpp, 2009, Activity based working - The Hybrid Organisation: Buildings.

Sustainable interior design delivered three ways

1. A careful analysis

How many people do we need to provide furniture for? Will everyone have access to their own workstation? How will we be working in five years' time? Here we consider factors such as working method, premises and future needs. We always offer our clients a careful analysis based on their activities and their scope for making the best long-term decisions.

2. Quality that endures

To compromise on quality and buy throw-away items can be an expensive business. Input interior offers products from leading producers that live up to the high standards set for public environments. There should be investment in an interior design solution that can be easily refreshed if needed. We can assist by replacing a leather seat with an armchair, or changing the desktops on height-adjustable frames.

3. Aesthetics is a key element

Trends come and go. It's a good idea to invest in interior design that reflects the brand and the activity rather than blindly following the current trend. Invest in timeless products that will last. And consider durable materials that get better with time and use. Natural materials, such as wood, stone and leather, stand the test of time and age with dignity.



Recycling furniture reduces climate impact

Since 2015 Input interior has participated in the sustainability project “Business model innovations for circular furniture flows” - a project that focuses on the advantages of a circular economy. In partnership with other industry players, we are working to improve the opportunities for recycling furniture and interior furnishings, engaging with decision-makers and highlighting the issue as part of the public debate.

In Sweden furniture worth approx. SEK 23 billion is produced every year, with office furniture accounting for around a quarter of that figure. In terms of climate impact, furniture production is estimated to contribute emissions of more than 150,000 tons of CO₂ equivalents every year. At the same time furniture is often used for only a few years before being discarded. This furniture is perceived as old-fashioned, worn or just no longer compatible with the needs of the business. Moreover, the majority of furniture is discarded well before it reaches the end of its useful life. That trend, however, is changing. Input interior has, like our industry colleagues, noticed that clients are increasingly asking for recycled or reupholstered furniture as an element of their sustainability work. This was the starting point for the project “Business model innovations for circular furniture flows”, which began in 2015 and is being funded by Vinnova. It aims to develop and test concepts for circular business models, mainly for public furniture. Together with 20 or so other players within the furniture industry, researchers and industry bodies, producers and retailers, Input interior has taken an active interest in the project to make an entire industry think in a circular manner rather than a linear one.

The first two stages of the project confirmed that it is possible to use circular business models to halve resource consumption and achieve a significant reduction in climate impact, compared with traditional linear models.

“We have been able to deduce from the first two parts of the project that the industry, on both the manufacturing side and the consumer side, is ready for this. We now need to develop the concept and continue to cooperate on matters concerning how best to implement our ideas and achieve meaningful change,” says Patrik Clavenstam, Head of CSR at Input interior.

Input interior is involved in stage 3 of this ongoing project, which starts in 2018. This work will focus on developing a system for labelling and tracing furniture and its contents. The project will also look at how clients can acquire greater experience of buying reused furniture, as well as boost confidence among both producers and interior designers about product design and the market.

“Instead of the furniture reaching a final destination where it is discarded, the idea with circular flows is that it must be possible to re-enter the system at various stages. Input interior’s ambition is to develop a specific client offering where we take back the product in order to then offer it on a circular market. The range we want to offer must ensure that the product meets environmental and health requirements, while at the same delivering in terms of aesthetic sustainability,” concludes Patrik.



2

The environment and social work Opportunities for a second-hand market

Greenified™

Greenified is a concept developed by and for Input interior. With Greenified, we want to offer our clients a new way of thinking and working when it comes to sustainable interior design for public environments. Greenified enables quality products that fulfil environmental and health requirements to be given a new lease of life with a different owner.

Circular ownership and responsible renewal

Unlike a linear economy where we take resources, consume them and throw them away, a circular economy aims to imitate the natural cycle. With Greenified, the interior set-up is employed as long as it matches the client's needs. When the organisation evolves and needs change, Greenified provides complete flexibility. Input interior takes an inventory, relocates, replaces, sells on, renews, donates or recycles the existing interior furnishings. Any item that no longer fulfils its original purpose moves on through the circular cycle: materials are recycled and furniture is restored, giving it a second chance in a new environment with a new owner.

77 % of Swedish people believe that it is important or very important for furniture that is replaced in the workplace to be reused elsewhere.

Novus 2014





A case study involving reused furniture: Alingsås Kulturhus

Creativity and sustainability were watchwords when a decision was made to re-imagine Alingsås Kulturhus, converting it to a combined cultural centre with a library, art gallery and museum. An exciting project that reused 30 % of the interior furnishings, providing dual environmental and economic gains.

Taking the idea of a workshop as the starting point, the cultural centre was redesigned as a creative space with tools for creating its own unique cultural experiences. The workshop concept was brought to life using hard materials such as plywood, steel and stone. The screening walls in the library were furnished with perforated holes, so information could be hung up like tools in a carpenter's tool shed. In order to create a warm and welcoming feel amid stone floors and steel walls, soft materials were added in the form of cushions and upholstered furniture. Here, 'grandma's cushions' and 'flea market' were adopted as inspirational styling concepts, in order to retain the unpolished feel of the premises.

The second-hand style worked well because 30 % of the existing furnishings were restored and reused. Efforts that lent character to the project and also saved money in a budget that was already limited. Input interior organised and project-managed the reuse process, in partnership with the architect and client. The entire library system was disassembled and repainted by local furniture painters. Serviceable furniture was freshened up, table bases were given new table tops, and chairs were cleaned, polished and reupholstered with new fabrics.

"There is no reason to discard fully functional furniture, as that is a drain on our shared natural resources and finances," says Daniel Olofsson, Project Manager and Sales Representative at Input interior, which handled the reuse of existing furnishings and deliveries of new eco-furniture.

Input interior chose accredited local furniture restorers, painters and upholsterers to reduce the need for transport. Even the fabrics purchased to reupholster the furniture come from local suppliers.

With its mix of old and new, Alingsås Kulturhus has created an overall solution that appeals not just to local residents in Alingsås, but also to heavy hitters in the architectural and interior design sector. In 2017 the cultural centre was nominated for the prestigious Guldstolen (Golden Chair) prize. An acknowledgement that sustainable environments can also deliver to a high aesthetic standard.

Cooking for a good cause

As an element of our CSR work, Input interior is proud to partner the non-profit organisation Yalla Rinkeby, a project in Rinkeby that aims to give foreign-born women with limited access to the labour market an opportunity to find skilled work and earn a living.

In the Stockholm suburb of Rinkeby there are a lot of long-term unemployed women, who also have a limited social life. The project was the brainchild of real estate developer Byggestad, which wanted to create a safe place for women wanting to learn about starting their own company and leadership. Today, Yalla Rinkeby has become a social training and placement enterprise, running a catering business where the women set the menu, prepare the food and sell their own products in the shop. The project has already opened a great many doors for the participating women, enabling some to find permanent employment and others to start their own businesses.

The next step will be to open a café during 2018, further expanding the business and enabling more women to find full-time employment. Input interior will play a part in this and sponsor elements of the interior design.

Why Yalla Rinkeby?

Yalla Rinkeby provides access to language training, work experience and a social network for women who, in various ways, have been socially marginalised. Input interior is delighted to support Yalla Rinkeby's activities, which aim to create more job opportunities for foreign-born women.



A better life for vulnerable girls

The village of Garissa, a little over 300 kilometres east of Nairobi in Kenya, is home to a nomadic people who live in great poverty. Religion and ancient traditions characterise the small community where girls and women are at the bottom of the social hierarchy. Input interior has for a number of years supported the charitable foundation set up by medical couple Monica and Carl-Axel Ekman and its efforts to help vulnerable girls.

The foundation currently funds a home for over 100 orphaned girls, a primary and lower-secondary school for around 400 girls, and a mentor programme for girls studying at upper-secondary school. In 2012 the foundation also launched a scholarship fund for those wanting to continue on to university or vocational education. The foundation also operates a maternity clinic where women can get help with giving birth and where midwives can receive training.

Following Kenya's decision to ban the practice of female genital mutilation back in 2011, the foundation has sought to tackle this cruel traditional practice in the area through the dissemination of information and education on the subject. The efforts of the foundation have saved countless girls from the illegal procedure.

Why Garissa?

In a community where women and girls are deemed of less worth and have few opportunities for education, we see it as natural to help improve their situation. In supporting the charitable foundation set up by Monica and Carl-Axel Ekman, Input interior is joining in the fight to guarantee women the right to education and safety.

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Our employees - our primary asset

Dedicated, driven and down-to-earth employees have enabled Input interior to develop into what we are today - the Nordic region's leading independent interior design company. With a variety of experience, expertise and know-how at their disposal, our employees help to develop and improve our business. Working together is what enables us to improve and succeed.





Our employees - our primary asset

Input interior works hard to create an attractive workplace and encourages development within the organisation by continuously training personnel. Our objective is to be able to attract and retain the best and most competent employees, who contribute to the positive development of Input interior.

Creating an attractive workplace

Employee survey

In order to improve our activities, we send out a monthly survey to employees in their first three months of employment. This survey enables us to gauge the thoughts of new employees about their induction and their initial period at the company. The results are important in that they provide us with an opportunity to identify areas we need to work on as part of our efforts to create a workplace where our employees feel safe and motivated.

Twice a year we compile and review all the answers from the surveys. This is an important tool in work to improve our induction process and our activities as a whole. Our aim is to ensure that from their very first day employees feel that they can get the help, advice and support they need to be able to carry out their duties and tasks in the best way possible.

Performance appraisal

One aspect of Input interior's quality system is employee development. That is why all our employees have an annual performance appraisal with their immediate manager.

Employee manual

A previous review of the responses to our employee survey revealed that many people felt there should be a specific guide for HR matters. To rectify this, work got under way in 2017 to produce an employee manual, which is intended to provide answers to questions about working hours, holidays, sick leave and other general policies. Input interior's employee manual will serve as a living and evolving document that will be updated at regular intervals to reflect labour market legislation and regulations, as well as any changes within the organisation itself. The employee manual is available to all employees on Input interior's intranet.

Brand Book

In conjunction with the creation of our employee manual, we also began producing a brand book in order to strengthen our brand with our employees. While the employee manual provides guidance on issues to do with guidelines and regulations, Input interior's brand book aims to convey the company's identity and give our employees a clear account of Input interior's history, vision, values and business areas.

Creating a safe and secure workplace

Equality

Input interior has a plan for active measures to counteract discrimination and promote equal rights and opportunities for all. Each year Input interior charts pay differentials and sets out objectives and measures to prevent unjustified pay inequalities between men and women. The results are reported in an equality report, together with the results from the equality survey sent out to employees during the year. The salary survey from 2017 revealed no systematic pay inequality between men and women. In a very few individual cases where unjustified differences were identified, measures have been suggested to resolve the problem.

According to the results of the 2017 equality survey, both men and women are very satisfied with their workplace. Our employees feel a sense of security and that they can contribute to and have a say in matters concerning work and work tasks. A total of 98 per cent of employees report not having been harassed on the grounds of gender, gender identity, ethnicity, religion, disability, sexual orientation or age. The results are overwhelmingly positive, but we still take seriously the fact that a few per cent have reported experiencing harassment or discrimination at some point.

Measures introduced in 2017 include a clear statement in our employee manual that Input interior does not accept any form of victimisation or discrimination in the workplace. Information is also provided in the manual about where anyone experiencing these problems can turn for help.

In 2017 Input interior also published an equality policy on victimisation and discrimination in the workplace, which employees are provided with information on when they join the company. The equality policy is available to all employees on Input interior's intranet.

At Input interior we strive for greater diversity and an equal distribution of men and women in all positions and teams. During the recruitment process we endeavour – alongside skills requirements – to ensure workplace diversity in terms of gender, age, background and experience. From 2018 onwards anyone applying for a position at Input interior will be made aware of the fact that as a company we endeavour to ensure diversity by explaining in our job adverts that we welcome all applicants and value diversity.

Our employees - our primary asset

The work environment and risks

There are factors inherent in the work environment that affect people as they work, such as lighting, noise and ventilation, but also social factors, such as a good working atmosphere and stimulating tasks. We always endeavour to create a good work environment in order to guarantee and improve the physical and mental health and wellbeing of our employees. We regard the requirements set out in applicable work environment legislation as minimum requirements.

All our employees encounter risks in some form within our business and activities. In warehouses and during installation there are ergonomic challenges in the form of heavy lifting, while office work involves sitting still and standing for long periods. Based on the risks that our work can involve, Input interior has put a work environment plan in place that includes activities that must be performed at each office during an annual period.

All incidents and accidents that occur at work must be reported and investigated in order to determine where there are work environment risks and to prevent the same thing happening again.

Continuous workplace improvements

Input Academy

Much of what we do is good, but our aim is always to improve. By developing our employees' knowledge and skills, we are able to hone our activities and create a competitive organisation. Our customised internal training programme, Input Academy, has been designed by our suppliers and provides our employees with relevant, sought-after and up-to-date knowledge. The courses are organised in cooperation with our partners and suppliers. Permanent employees have the option of attending one course per year during paid working hours.



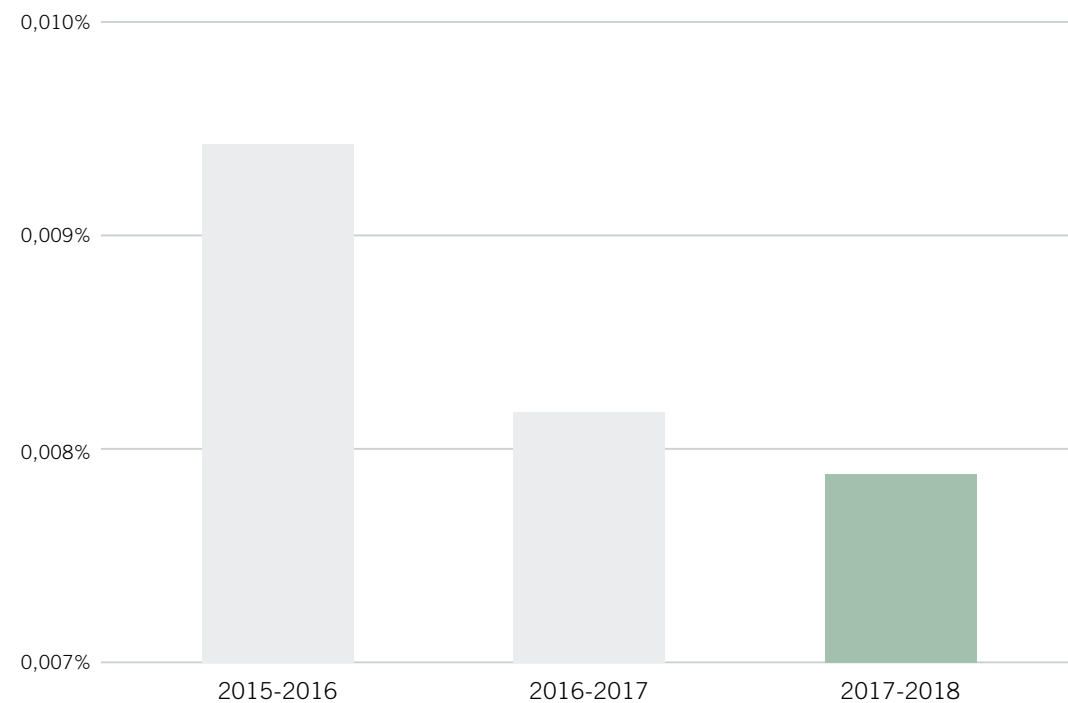
The following environmental objectives have been adopted:

- We must reduce our fuel consumption, in relation to turnover, by 10 % over five years.
- We must reduce our electricity consumption, in relation to square metres, by 5 % over five years.
- All personnel at Input interior must receive in-depth environmental training during 2018.

Here are the results for this business year.

1. Fuel

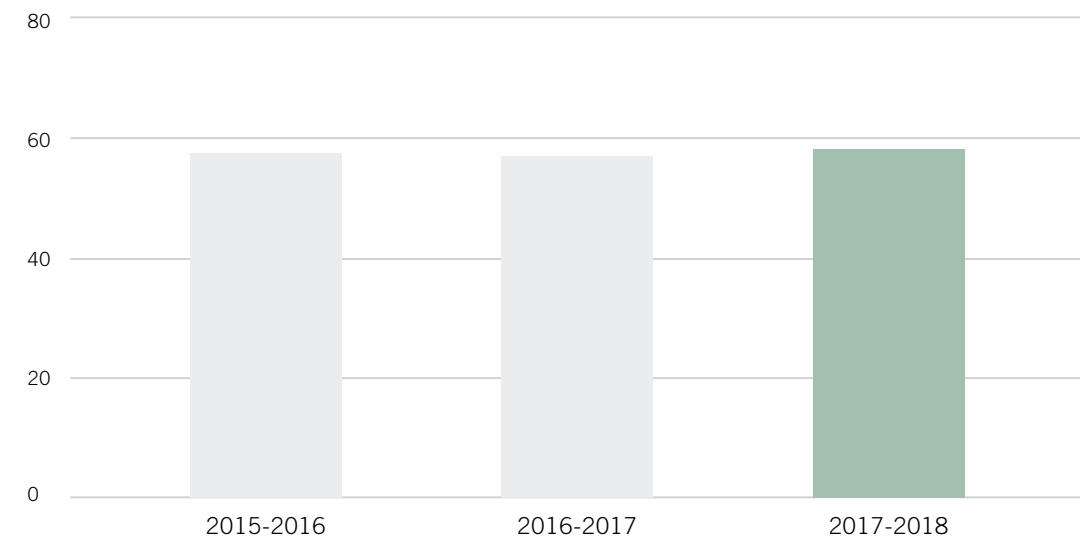
Fuel costs in relation to turnover.



One of the main reasons for the reduction in fuel consumption is the procedures that have been introduced to ensure greater coordination of logistics and also greater efficiency. Another explanation is the new vehicles that have been procured as replacements for older models that use more fuel.

2. Electricity

Electricity consumption (kWh) in relation to square metres.



The increase in electricity consumption can partly be explained by offices being housed in older buildings that are difficult to heat during the winter. In order to achieve the objective of reduced electricity consumption, improvements need to be introduced during 2018, for example:

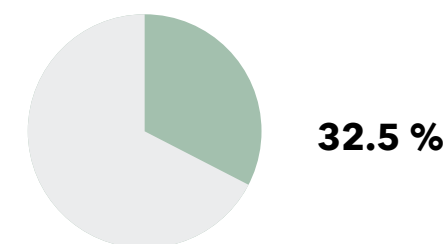
Enforcing the procedure for closing warehouse doors as soon as possible after loading and unloading.

Installing lighting with motion detectors in more premises to save electricity.

Continuing to provide employees with information about the importance of shutting down computers, photocopiers and printers when they go home.

Renegotiating our agreements so that all the offices purchase sustainable electricity from Telge Energi.

3. Training



In May 2018, 32.5 % of Input interior's employees had completed the in-depth environmental training.

The aim is for all employees to have received training before the end of the business year.



Work in progress

Input interior's sustainability work is about improving our activities, influencing our surroundings and committing to the environment. In other words, it's about helping to make a difference. Contributing to a better industry. And to a better world.

We are making improvements, quality-assuring the business and training our employees. We continuously set requirements for our suppliers and encourage them to pursue responsible production from a health, environmental and quality perspective. We influence our clients in their choice of interior design and inspire them to invest in eco-labelled products, engage in circular ownership or reuse elements of their existing interior furnishings. We persuade architects and designers to design sustainable furniture, make better environmental choices and develop smarter designs that take into account the environment. We participate in innovation projects and in the public debate in order to be able to influence decision-makers and improve consumer knowledge. And we develop new services that create the right conditions for a second-hand market and in the long run move the industry away from a linear model towards a circular cycle.

This report has shown what we at Input interior are doing to help make a difference. This is work that permeates all aspects of our business. And continues every day. And which is not over yet.



Want to know more about our sustainability work?

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