

Corporate Policy on Supply Chain Ethics

Introduction

At Ergochair, we are committed to conducting our business in an ethical, sustainable, and socially responsible manner. This policy outlines our principles and practices regarding supply chain ethics, ensuring that our operations align with our values and contribute to a sustainable future.

Scope

This policy applies to all employees, suppliers, contractors, and business partners involved in the supply chain of Ergochair. We believe in success through partnerships with purpose. All of our corporate relationships, no matter how large or small are judged by the same strict criteria and ethics.

Principles

1. Sustainability

- We prioritize the use of sustainable materials and processes in our manufacturing operations. This includes sourcing materials that are recycled, recyclable, or certified by recognized environmental standards such as FSC or PEFC.
- We strive to minimize our environmental footprint by reducing waste, energy consumption, and emissions throughout our supply chain. Publishing all of our results at regular annual intervals as part of our commitment to the UN Climate Pledge and to public transparency.

2. Ethical Sourcing

- We are committed to sourcing materials and products from suppliers who adhere to ethical labour practices, including fair wages, safe working conditions, and the prohibition of child labour and forced labour.
- We conduct regular audits and assessments of our suppliers to ensure compliance with our ethical standards. Working with all the key stakeholders across global chains to improve visibility for all parties needing a voice.

3. Transparency and Accountability

- We maintain transparency in our supply chain operations by openly communicating our policies, practices, and performance to stakeholders and to the general public.
- We hold ourselves and our suppliers accountable for adhering to this policy and take corrective actions when necessary. Putting additional internal governance in place across all sectors of our business.

4. Community Engagement

- We support and engage with local communities affected by our supply chain activities. This includes promoting social and economic development and respecting the rights and cultures of indigenous peoples.
- We proudly support charities and groups of many types across the nation through various events, giving opportunities and access to furniture through our circular economy and refurbishment policies. Including “zero chairs to landfill”.

Supplier Diversity

- We are committed to promoting diversity and inclusion within our supply chain by actively seeking and engaging with suppliers from diverse backgrounds, including minority-owned, women-owned, and small businesses.
- We believe that a diverse supplier base enhances innovation, drives competition, and contributes to the economic growth of the communities we serve.
- We set measurable goals for supplier diversity and regularly review our progress to ensure continuous improvement.
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5. Continuous Improvement

- We are committed to continuously improving our supply chain practices by setting measurable goals, monitoring progress, and implementing best practices.
- We encourage innovation and collaboration with our suppliers to develop sustainable solutions and improve overall supply chain performance.

Implementation

- **Supplier Code of Conduct:** All suppliers must sign and adhere to our Supplier Code of Conduct, which outlines our expectations regarding ethical and sustainable practices.
- **Training and Awareness:** We provide training and resources to our employees and suppliers to ensure understanding and compliance with this policy.
- **Monitoring and Reporting:** We regularly monitor and report on our supply chain performance, including conducting audits and assessments of our suppliers.



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- **Grievance Mechanism:** We have established a grievance mechanism for employees, suppliers, and stakeholders to report any concerns or violations of this policy.

Conclusion

By adhering to this policy, Ergochair aims to create a positive impact on the environment, society, and economy. We are committed to upholding the highest standards of supply chain ethics and continuously striving for improvement.