

Sustainability Policy.  
LINTEX Sweden, October 2021

Working sustainably is a key element of LINTEX's strategy, culture and day-to-day operations. LINTEX understands that sustainability requires transformation. This means finding new ways of thinking and new innovative solutions. LINTEX aim to be at the forefront of the European furniture industry. Long term financial stability is necessary to create the changes the planet needs. Reaching sustainability is a project that never ends, an ongoing journey towards an evolving destination.

LINTEX is actively engaged with the UN's 17 Sustainable Development Goals. Writing boards and acoustic screens contributes to healthy, inspiring workplaces that enables creativity and learning. In order to reach the goals, LINTEX need to minimize the environmental impact from the life cycle of its products and make sure social standards and human rights are protected and promoted. In reaching these objectives LINTEX will do more than required in legislation and international conventions.

#### PURPOSE.

The purpose of the LINTEX Sustainability Policy is to define a framework for business practices, to make the company and the products as sustainable as possible.

#### SCOPE.

The Sustainability policy covers the whole LINTEX group. The policy shall affect all internal work as well as external contacts and partnerships. The LINTEX Code of Conduct defines what is meant by fair and ethical business, and complements this policy.

#### COMMITMENT

**Continuous improvement.** Sustainability is at the core of LINTEX's business, therefore it shall always be a given factor in decisions. LINTEX is committed to continually improving the sustainability performance through conscious choices about the products and how they are produced. Third-party auditing, follow-up of suppliers and a well-integrated and dynamic environmental management system are important tools.

**Net zero 2030.** LINTEX are and shall continue to be self-sufficient on renewable energy. The products' climate footprint shall be monitored, measured and minimized. Our climate goal is science based and in line with the Paris agreement, to reach net zero climate impact in our entire value chain. LINTEX shall find and use adequate ways of carbon storage, to retrieve carbon from the atmosphere. The results will improve over time and be continuously monitored and reported on the Road to Net Zero.

**Circular products 2030.** The design of LINTEXs products shall be sustainable. If needed LINTEX will change materials, components and production processes. LINTEX is committed to optimize the use of resources such as raw materials, waste, energy and water and to prevent pollution. LINTEX aim to achieve zero waste through the products' life cycle. The amount of recycled materials will gradually increase and all used material shall be possible to circulate.

LINTEX prioritize certified materials, such as wood and fabric. Adequate certifications are used to show that the products are free from hazardous substances or other content harmful to humans or the environment. The production of materials or components shall not harm nature's ecosystems. Also, LINTEX aim to find measures to increase biodiversity.

**Empowering people.** It is of highest priority that the people producing LINTEX's products work under good conditions and have the possibility to participate in decisions affecting them. Committed and motivated employees that get to use all their competence, knowledge and ambition is a core part of LINTEX's day-to-day business.

This is done by delegating responsibilities and powers and creating an environment where the employees feel that they have a job that provides physical well-being and mental satisfaction. LINTEX protects and promotes human rights. The LINTEX Code of Conduct, the LINTEX Employee Handbook and the LINTEX Supplier Code of Conduct all supports this work.

#### REPORTING AND TRANSPARENCY

LINTEX commit to transparency both when it comes to challenges and achievements. This is done by continually monitor, measure and review the sustainability performance. Adequate, but challenging, goals and action plans will move LINTEX forward. Information on progress will be continuously published at the LINTEX website.