

be:eco

be:responsible

be:less waste

be:harmless

be:conscious

sustainability report 2024

bejot:

„We are the last generation with a real opportunity to save the world“.

– Laurence Overmire

be:eco

be:responsible

be:zero waste

be:harmless

be:conscious

bejot: of the world

be:conscious

Quality, design and ergonomics are synonymous with Bejot's sustainable development. Our products are not the only aspect that requires attention. Equally important in the strategy we have chosen is corporate social responsibility. What does this mean for us? First and foremost, it means acting with integrity in an environmentally friendly manner, in accordance with applicable law and with respect for human rights.

Sustainable development at Bejot

We are aware of the importance of everyone's actions when it comes to sustainable development. We know that if, according to estimates, our lifestyles remain unchanged until 2050 - we will soon need natural resources in quantities equivalent to as much as three times our Earth's resources.

That is why we are guided by the principles of sustainable development and our management policy, which sets out the main directions, principles and objectives of our activities, is a key document in this regard.

4

management policy

- 1** Achieving positive economic results to ensure the stability of the Company in the market.
- 2** Cooperation with qualified suppliers ensuring repeatable, high quality products.
- 3** Implementing new products in collaboration with designers, taking into account environmentally friendly solutions and market needs.
- 4** Use of modern IT and technological solutions to ensure high quality of customer service and management of production processes.
- 5** Improving staff qualifications, improving working methods and raising environmental awareness.
- 6** Building a strong environmentally and socially responsible brand image.
- 7** Efficient handling of complaints, taking corrective and improvement actions.
- 8** Meeting the requirements of ISO 9001, ISO 14001 and continuous improvement of the effectiveness of the management system.
- 9** Reducing pollutants emitted in terms of waste generation and making investments to reduce the energy intensity of processes.
- 10** Ensuring compliance with current legal, customer and other requirements for manufactured products and environmental protection.

sustainable development

society

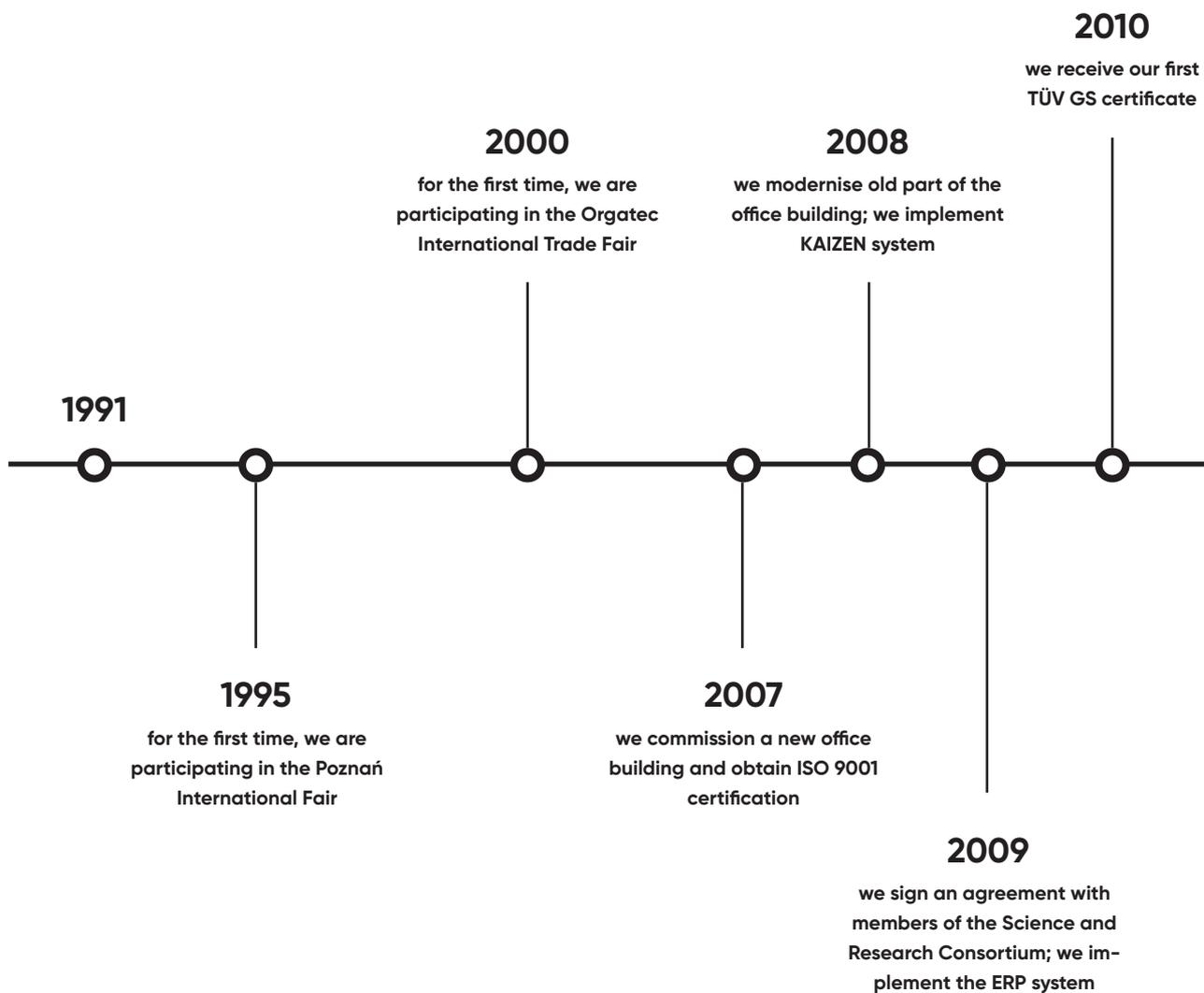
economy

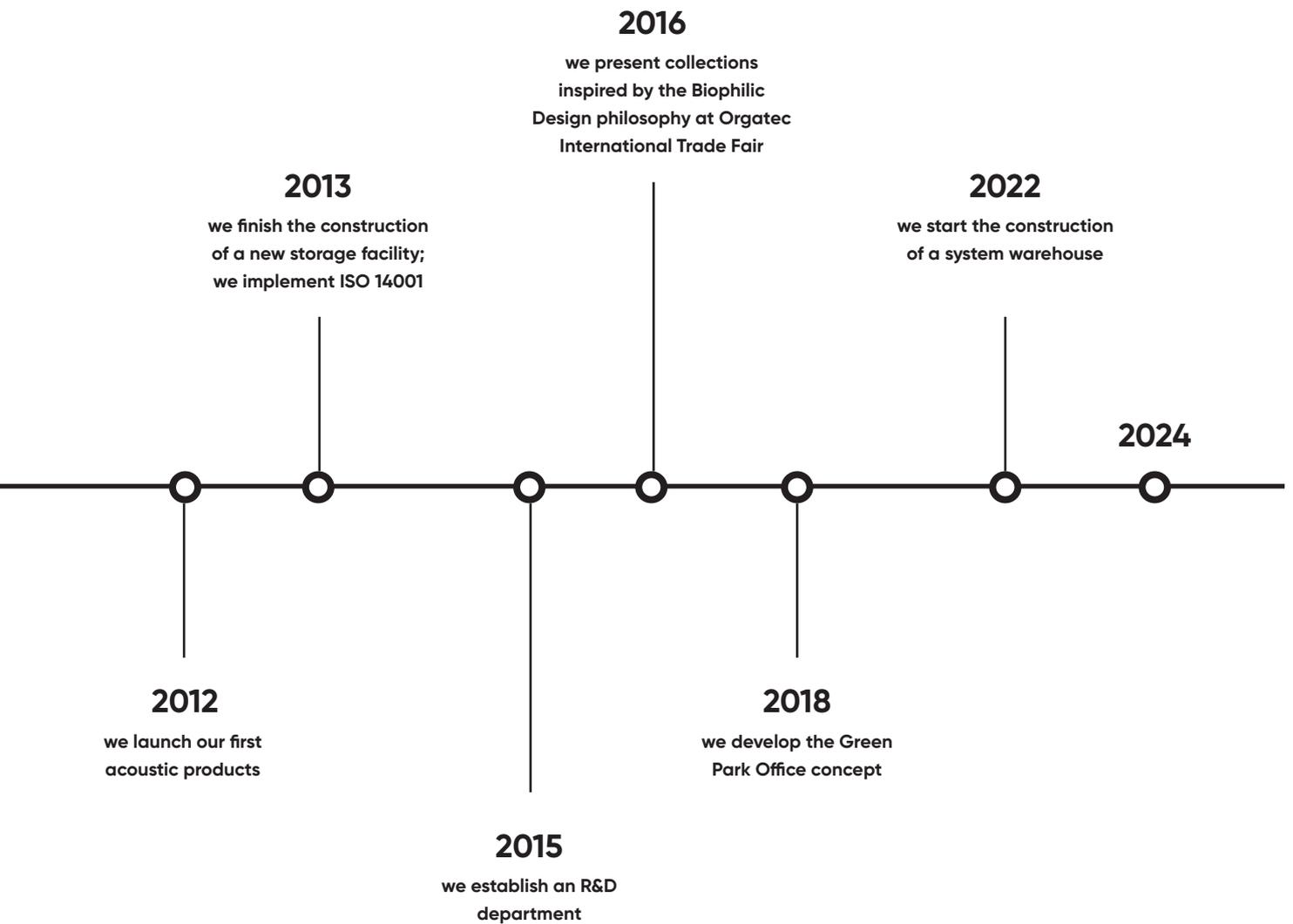
environment



be:experienced

At Bejot, we have been observing and shaping changes in the working environment for more than 30 years. We listen to the needs of our customers, stay ahead of trends, and help create comfortable workplaces. Thanks to Bejot's timeless design and durable, high-quality products, offices become a long-term investment that supports sustainable development in every company.





be:forward-looking

The Sustainable Development Goals are a set of indicators developed by the United Nations (UN). The main objective of the roadmap for the transformation and transition of the world is to move towards globally responsible development that takes into account economic, social and environmental aspects, as well as the needs of future generations.

Economy

The Sustainable Development Goals related to the economy focus on promoting sustainable economic growth, creating the conditions for a fair distribution of wealth and ensuring economic stability on a global scale. At Bejot, we focus on continuous development and improvement in line with the Kaizen principle. We optimise production and organisational processes to increase efficiency and reduce energy and waste consumption. We produce in accordance with the PULL system, i.e. only when ordered by the customer. We operate according to ISO standards for both quality management and environmental protection as well as occupational health and safety. All the furniture we manufacture undergoes stability, strength and safety tests.

Environment

The Sustainable Development Goals for the environment is an area that promotes the sustainable management of natural resources, the protection of ecosystems and the reduction of humanity's negative impact on the planet. Clean water and sanitation, affordable and clean energy, aquatic life, terrestrial life and any action against climate change are all goals that we can realistically affect. We segregate waste, dispose of hazardous waste in accordance with current legislation and reduce pollution. We are increasing the share of renewable energy sources by installing more solar photovoltaic panels, recovering the heat generated from the powder coating ovens and using it to heat our facilities, offices and domestic water. We require appropriate certification from our raw material suppliers. Furthermore, we are introducing recycled fabrics and Seaqual's innovative yarn obtained from reusing plastic waste floating in the oceans. In this way, we are making a small contribution to the sustainable management of water resources and terrestrial ecosystems.

Society

The basis for sustainable social development is respect for human rights and ensuring equal opportunities for all individuals in society. At Bejot, we pay particular attention to upholding the law and decent working conditions. In relationships, we focus on cooperation, mutual respect and tolerance. We employ 231 people on a contract of employment, we have no temporary workers and 6.5% of our employees are disabled. Our team is made up of women and men, Poles and people of other nationalities – we value this diversity and do not allow any discrimination. We are involved in various initiatives to improve the quality of life for people and animals. We also pay attention to the education and development of the younger generation, which is why we support local schools and kindergartens.



Foundations of sustainable development at Bejot

: economic development



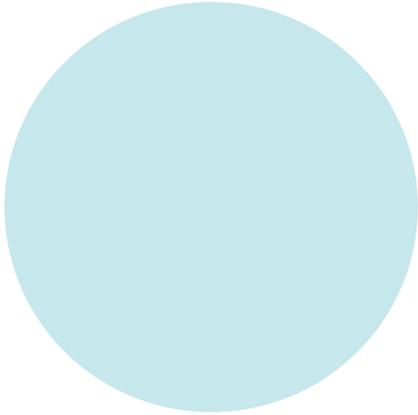
: environmental responsibility



: social responsibility



Our economic development activities are based on continuous improvement, optimisation and efficiency gains.





be:organized

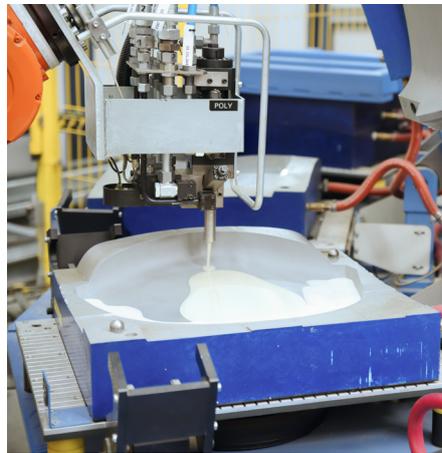
We optimise organisational processes to increase efficiency at every stage of product realisation – from design and production chain to customer service and delivery. We use technologies based on sustainability and are fully committed to environmental friendliness.



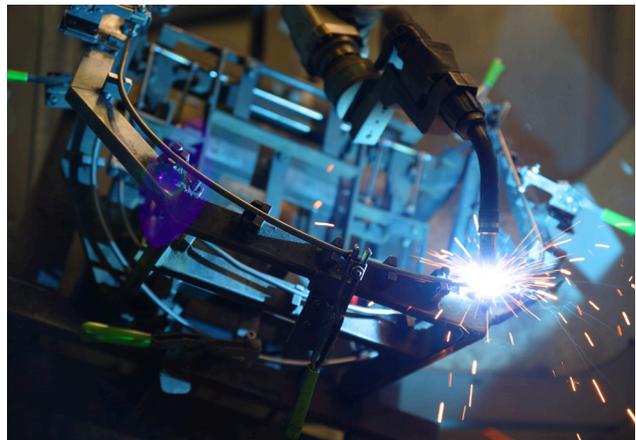
2.



4.



1.



3.

1. Polyurethane foam production line.
2. Cutter for automatic fabric cutting.
3. Welding robot.
4. Powder paint shop with paint recovery.



energy independence

We have installed two photovoltaic systems of 50 kWp each. By the end of 2024, we also plan to set up new systems of 150 kWp, which will increase our energy independence.



LED lighting

In the entire company, fluorescent lamps have been replaced with energy-efficient LED lighting. As a result, we consume significantly less electricity.



CNC machines

We have purchased CNC machines which, thanks to innovative technological solutions, increase productivity, as well as save energy and reduce production waste.



modern powder coating facility

We use paint recovery booths, thanks to which we have eliminated paint waste after powder coating.



automatic cutters

Modern precision automatic cutting equipment saves fabric, increases efficiency in the production of finished patterns and thus reduces the energy costs of the entire process and maximises the reduction of post-production waste.



recovery of generated heat

By means of a central system of heat exchangers and heat pumps, we use process heat to heat the production and storage facilities and to heat domestic water.



reducing overproduction

We create furniture according to the PULL system, i.e. only when ordered by the customer. In this way, we reduce excess production and storage space, manage raw materials more efficiently, and adapt production to customer needs and preferences.



reducing foam waste

By using a polyurethane foam production line with MDI (low emission) technology, we have reduced foam waste by up to 3% and reduced transport.

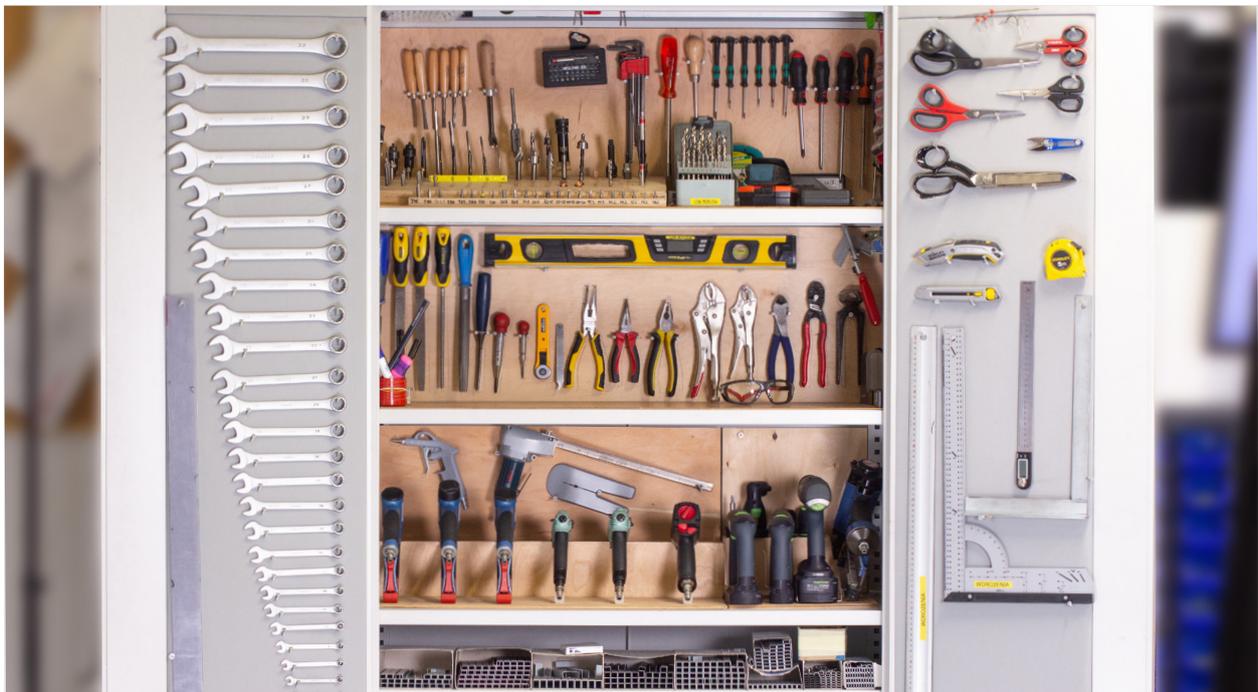


lasers for metal processing

For the production of metal components, we use lasers in fibre technology (in an inert gas – nitrogen shield), which increases the energy efficiency of the production process by up to 30 times.

be:effective

We are constantly looking for solutions that save resources. We only work with suppliers for whom quality, adherence to standards and care for the environment are as important as for us. Bejot's management system and its processes are carried out in accordance with the principle of optimisation, under safe conditions and in compliance with the law.



Kaizen

Kaizen is a Japanese management art that involves continuous improvement of processes, production and organisation. It focuses on small, incremental improvements using knowledge and employee involvement. This philosophy and way of working helps companies achieve sustainable improvements in quality, efficiency and competitiveness by setting a common goal and striving to achieve it. The concept assumes that organisations must be flexible and open to constantly changing market conditions and customer needs. In putting the Kaizen philosophy into practice, we can use a multitude of tools and techniques, such as workflow diagrams or... the 5S methodology, which we follow at Bejot.

5S methodology

The 5S methodology is a workplace management method with its roots in Japan that aims to improve efficiency, organisation and safety. It is based on five main principles beginning with the letter S in Japanese - hence its name. These can be translated as sort, set in order, shine, standardise and sustain. Keeping one's surroundings clean, putting things back where they belong, eliminating unnecessary items from the work area, adhering to certain standards - all of these contribute to one's comfort, well-being and productivity.

5S



1. sort
(seri)
separation
and sorting



2. set in order
(seiton)
assigning places to
all objects so that
they are ready for
use when needed



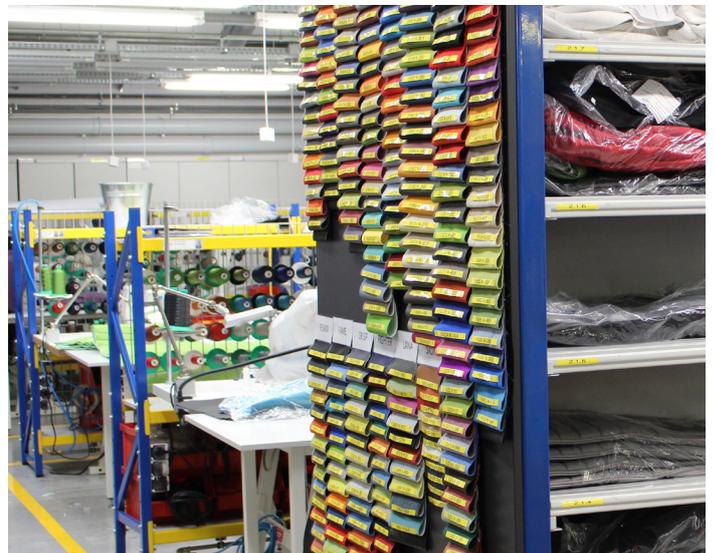
3. shine
(seiso)
cleaning of the
workplace and
equipment and
removal of defects



4. standardise
(seiketsu)
standardisation,
i.e. making inspection
and cleaning a habit

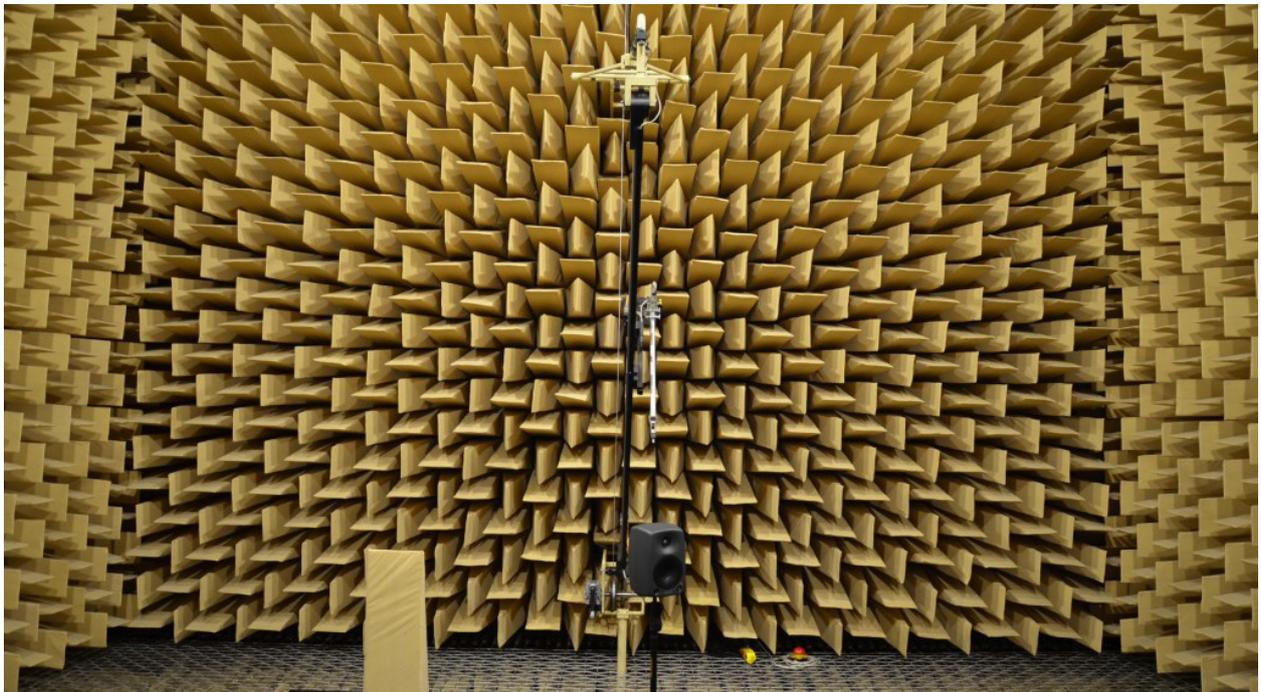


5. sustain
(shitsuke)
self-discipline and training



be:certificated

For years, we have been cooperating with the scientific community, among others with the Faculty of Forestry and Wood Technology at the Poznań University of Life Sciences and the Department of Mechanics and Vibroacoustics at the AGH University of Kraków. Together, we look for ways to minimise the negative effects of a sedentary lifestyle and for solutions to effectively suppress noise.



Research

We commission testing of our products to the best research centres in Poland, such as the Technical Acoustics Laboratory of the Department of Mechanics and Vibroacoustics of the AGH University of Kraków. Measurements are carried out according to international standards, including in an anechoic chamber – the quietest place in Poland. This is a special room in which there are no acoustic wave reflections and a person is able to hear their own heartbeat.

Tests

All the furniture we manufacture undergoes stability, strength and safety tests. Special machines designed for this purpose subject them to load tests that simulate intensive use. Confirmation of the results of all tests is provided by reports and certificates issued by accredited bodies.

Bejot acoustic products are certified or sound absorption based on ISO 354.

Quality

We operate according to ISO standards for both quality management (**ISO 9001:2015**), environmental protection (**ISO 14001:2015**) and occupational health and safety. Our office chairs are certified for their ergonomics and durability (**EN 1335-1**) and our acoustic solutions for

their high acoustic performance (**ISO 354, ISO 10053, ISO 11957**). The certificates confirm our commitment to environmental protection and quality management, and demonstrate our operational fluidity and continuous improvement and development.



17



Why is acoustics so important to us?

Our aim is to ensure user comfort in the working environment, which is why, as a Bejot factory, we took part in a research consortium on the study of the acoustic properties of noise-eliminating materials in workplaces. This allowed us to gain a deeper understanding of sound related issues and create products that improve interior acoustics not only in offices, but also in public and HoReCa spaces. Our activities are focused on human wellbeing – we believe that by implementing new acoustic solutions and innovations we promote wellbeing, relaxation and efficiency at work. At the same time, we contribute to creating comfortable interiors.

be:developing

In a dynamic business world, we are constantly evolving and introducing a range of technological innovations. Our continuous development is the result of a great passion for creating ergonomic, functional and timeless furniture that not only meets today's needs but also defines the standards of the future.



The future is in our hands...

All the values that define our brand and make up the foundations of Bejot are deeply rooted in our DNA. We have always focused on quality and durable products and ergonomic solutions. Although furniture is our priority, we pay just as much attention to caring for the environment, constant development and implementation of new technologies, as well as creating the right conditions for employees. We have been observing changes in the working environment for years - we try not only to adjust to them, but above all to create, inspire, listen to needs and stay ahead of trends. We are optimising management and its processes, building a new system warehouse, doubling production capacity, implementing plans, making dreams come true!

...and tomorrow starts today

Bejot's development focuses on increasing efficiency at every stage of product manufacturing - from design and production chain to customer service and product delivery. The new system warehouse under construction will allow us to store and manage products in accordance with the organisational system we have developed. This will optimise the flow of goods, maximise the use of storage space, as well as automate systems and speed up individual tasks, which is crucial in a dynamic logistics and production environment. By investing in modern solutions and technologies, we can significantly increase our operational efficiency and reduce the risk of errors. We also have the opportunity to benefit from even more meticulous system documentation, which allows us to control stock levels and analyse sales and inventory management data.

Our plans for 2024–2025



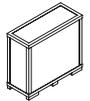
3D laser for metal profiles

The 3D laser allows an even more precise adjustment of the parts to be cut, reducing subsequent welding and grinding processes to a minimum. It reduces machine downtime to zero by automatically configuring the next production run. At the end of each batch, it will automatically adjust to the new section without interrupting the production cycle.



large-size foam injection moulding machine

This machine will allow the efficient production of large and durable foam parts. Using the large-size foam injection moulding machine, it will be possible to mould an entire sofa (up to 15 kg), reducing the number of processes, CO2 emissions and waste, as well as reducing packaging and extending the service life of the product.



new packaging line for large-size products

The implementation of a new packaging line for large-size products will aim to introduce a number of benefits that will cover both the production process and the logistics. Through optimisation, we will minimise the quantity, size and shape of the packaging used, which will contribute to more efficient transport and storage, and reduce costs.



system warehouse

In 2024, our new system warehouse using advanced technologies such as RFID systems, barcodes and real-time stock monitoring software will be commissioned. It will enable rapid response to changes in demand or supply, while narrow aisles and high storage will translate into excellent space optimisation. In addition, the collection of data on warehouse operations will facilitate analysis and management decisions.



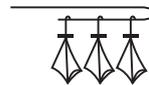
TIG and MIG welding robot

TIG and MIG welding using robots will result in precision, high weld quality, increased productivity, time and cost savings and reduced gas consumption. In both cases, welding will not require grinding, so there will be no dust floating from everywhere. This will contribute to the safety of workers, especially when working in areas requiring precision and geometric accuracy.



laser edge banding machine

The quality, as well as the visual and aesthetic aspect of the furniture, will be enhanced by the new technology of seamless edge banding of narrow edges. This method does not require the use of glue, but allows a water-resistant and high-quality finish to be achieved.



automation in the flow between production processes

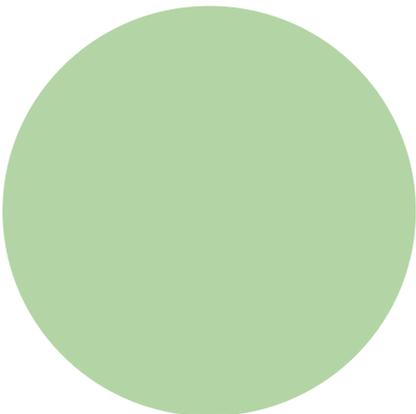
The ETON material handling system is a state-of-the-art solution used in large sewing plants all over the world to move components between the cutting room, the sewing station and the warehouse. ETON will streamline our daily work and make it easier to manage the various stages of production.



recovery of generated heat

We are currently recovering energy from the powder coating ovens and the construction drying booth. We use it to heat three facilities, two office buildings and domestic hot water. The efficient use of heat generated by the painting processes contributes to minimising the ecological footprint, in line with our commitment to environmental action. In the near future, we plan to expand the use of the heat recovered from the paint shop. We want to use it to additionally heat our showroom and one of our office buildings, which will further optimise our heat consumption.

**We respect the
environment, promote
recycling, plant trees
and use renewable
energy sources.
Simply because
sustainability is about
actions.**





be:timeless

The service life cycle of a product covers various stages: from its original design to its consumption, recycling or disposal. At Bejot, we take a conscious approach to the design, implementation and use of furniture. We are guided by the 5Rs principle, introduce the principle of minimising end-of-life waste, and provide a long warranty period and after-warranty service.



1. Design

We design our furniture keeping eco-friendly solutions in mind. This means that already at the time of the first drafts, we think about the last stage of the product's service life and the possibility of disassembling it according to the type of raw material.



2. Selection of raw materials

Having in mind environmental protection, we check the origin of the raw materials used in production. We require our suppliers to be certified, to meet quality standards and to comply with safety standards.



3. Production

Sustainable production involves creating quality, sustainable furniture, using materials from certified suppliers (e.g. FSC-certified wood), while reducing waste and optimising production processes.



4. Packaging and delivery

We limit the amount of foil and do not use polystyrene fillers. We use recyclable or reusable cardboard packaging. The cardboard packaging of Treehouse acoustic booths can easily be converted into children's playhouses.



5. Long service life

We help customers extend the service life of our products by providing a 5-year warranty and post-warranty service.



6. Disposal and recycling

We have introduced the principle of minimising non-reusable waste at the end of a product's life cycle, thereby reducing the negative human impact on the environment and taking a responsible approach to the production and consumption process.

Cleaning, maintenance and care

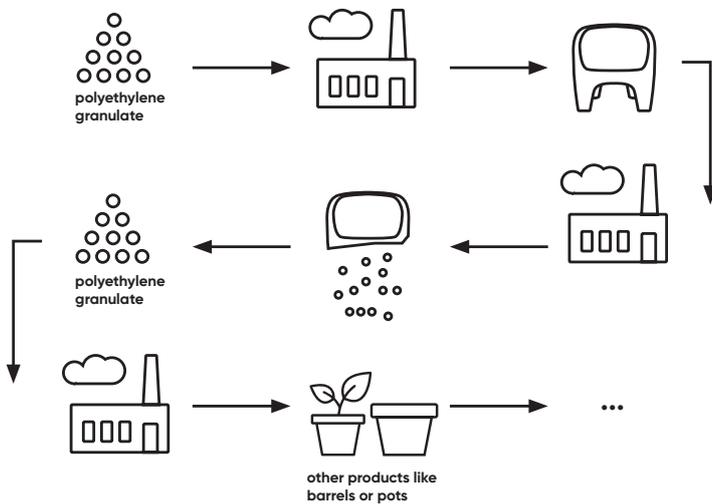
Products that meet high standards and are made of quality materials need to be properly cared for. To ensure long-lasting use of the fabric, regular vacuuming of upholstered furniture is very important. When doing so, it is important to take special care when cleaning the furniture depending on the upholstery used. No liquid of any kind should be applied directly to the fabric. Stains and dirt should be removed as quickly as possible with a soft, dry cloth and residues should be removed with a cotton cloth soaked in water with a chemically inert soap or a generally available, approved upholstery cleaner. Leather upholstery should only be treated with special care products designed for leather. Diaphragms,

on the other hand, should be cleaned with a cloth soaked in water with a mild detergent, as should metals and plastic parts.



Gummy Bear

Gummy Bear armchairs are made from high-quality plastic produced using rotomoulding technology, which guarantees exceptional durability. In line with the principles of the circular economy, the plastic can be recycled into regranulate, which can be used to make flower pots or garden barrels. Gummy Bear ROTO is a 100% recyclable and recyclable product.



be:responsible

We are increasingly choosing environmentally friendly fabrics for our sample book. Oceanic by Camira and also Cura from Gabriel Fabrics are two interesting proposals that have been created from recycled polyester made from plastic extracted from used bottles, including those floating in the oceans. This is a small but necessary step for the functioning of our ecosystem.



Oceanic

The uniqueness of Camira's Oceanic fabric is not just about the distinctive twill weave and unobvious colours. The origin of the material from which the yarn is made is an important element for the sustainability of our ecosystem.

Ocean without plastic

Every year, 12 million tonnes of plastic enter our oceans - the equivalent of loading one truck with rubbish every minute. The problem is growing faster than we can imagine. Oceanic's fabric is made up of 100% recycled polyester from plastic bottles and bags, including 50% of Seaqual's innovative yarn obtained from reusing plastic waste floating in the oceans. Each metre of Oceanic is woven from yarn created from 26 plastic bottles, so we can contribute to cleaning up the oceans: bottle by bottle! The fabric is an interesting choice for a variety of interiors - both office and private. It is characterised by its high abrasion resistance and the Oeko-Tex certificate confirms the product's safety for humans.

Environmentally friendly fabric

Oceanic has found its way into most Bejot products. The amount of fabric needed to upholster the Flos chair with armrests is equivalent to 40 plastic bottles, the Vieni VE 203 armchair - 73 bottles, and the Treehouse 1-person acoustic booth with one-sided glazing and upholstery of the inner and outer walls - as many as 476 bottles.





Cura – recycled, naturally

We have introduced Gabriel's Cura to our group of recycled fabrics, which consists of 98% polyester made from used plastic bottles.

Cura is a two-colour, mélange fabric that imitates the aesthetics of natural fibres. With its warm colours and inspiration from the colours of nature, it is an interesting choice for both office interiors and homely work and leisure spaces. It is also 100% recyclable.

It is manufactured from used plastic bottles, which is confirmed by the GRS certificate that specifies the requirements for recycled fibres. The fabric also has the EU Ecolabel and the Oeko-Tex quality certificate, confirming the product's safety for humans. At the same time, it meets the requirements of Möbelfakta, the Swedish furniture classification system. It can be used in most Bejot products, and especially for the new seats from the Flos or Epocc Lounge or Belt collections.

Blazer – 100% virgin wool

Blazer is a classic upholstery fabric made from pure virgin wool with a felt finish. The lambswool is imported from New Zealand, where responsible breeding guarantees the highest quality raw material: soft, bright and pure, perfect for spinning, weaving and dyeing. The colour palette is an intriguing mix of mélanges in a wide range of colours, creating a versatile fabric used in furniture for a variety of purposes. It can be used in all upholstered furniture available in the Bejot range.



be:eco-friendly

In view of the increasing emphasis on sustainable business practices and environmental protection, we verify the origin of the raw materials used in furniture production and require our suppliers to be properly certified to meet responsible forest management standards.



Wood and plywood

Bejot's suppliers of wooden components are FSC (Forest Stewardship Council) certified, guaranteeing that the wood used comes from forests managed with respect for people, wildlife and the environment. Wood is the most Earth - and human - friendly raw material. Its production does not emit harmful substances; moreover, it provides us with life-giving oxygen. If wood is obtained with respect for nature and awareness of the laws governing ecosystems - it is the cleanest, fully renewable raw material. Therefore, using natural, certified materials is a step towards more sustainable and environmentally friendly furniture production.

Forest management certification

By the end of 2024, we also plan to obtain PEFC (Programme for the Endorsement of Forest Certification) certification. This is the world's largest independent for-

est management certification NGO. It is run according to PEFC-accredited national standards - guaranteeing a fully audited and verified supply chain: from the forest to the end user. This means that the product in question meets high requirements regarding, among other things, the safeguarding of ecologically relevant forest areas and has been made with materials from certified forests.

The PEFC document is primarily of interest to companies involved in the processing and distribution of wood and wood pulp: sawmills, furniture companies, paper manufacturers, trading companies. The PEFC label provides confirmation that these companies support the proper and sustainable management of forest resources. An increasing number of companies in the timber trade and processing sector are choosing PEFC as an effective and reliable tool for safe sourcing of raw materials and products.

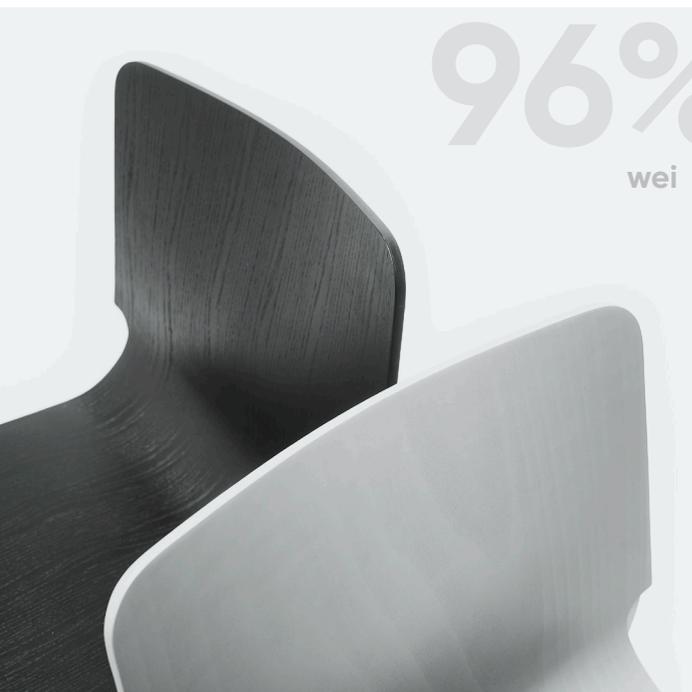
How much wood or plywood
is in our furniture?



95%
woodbe



83%
tres



96%
wei



63%
table conference

be:sustainable

We are involved in an ecological and conscious approach to furniture design in many ways. The materials needed and the selection of raw materials, the production process, distribution, waste reduction, minimising environmental impact, as well as the long warranty period and post-warranty service – all of these practices constitute an ongoing commitment to sustainable, responsible development.

Recycling

Our goal? To create ergonomic, functional and environmentally friendly office furniture! It is no surprise that we devote a lot of time and attention to issues such as recycling. Most of Bejot's acoustic products are filled with a special non-woven fabric that contains recycled wool and cotton – such as post-production waste from the manufacture of jeans. This can be found, for example, in the Selva or Treehouse collections. We have also expanded the sample book to include recycled fabrics, and our collections are designed with the aim of dismantling the product at the end of its service life.



70% PA recycling



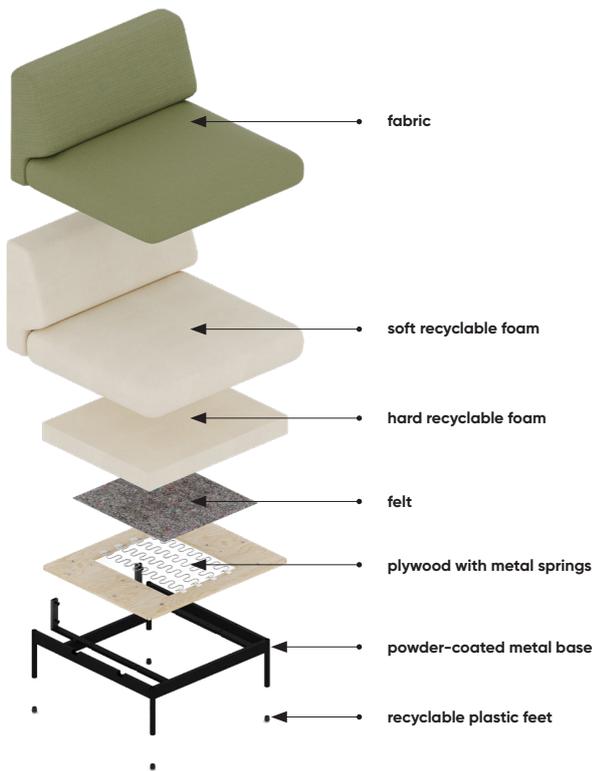
Long service life

We encourage our customers to make informed choices, which is why we act transparently and communicate the environmental aspects of our products. We produce durable, timeless furniture that is designed to last for many years. This is why we provide customers with a 5-year warranty and post-warranty service.

Ecological materials

Concern for the environment is synonymous with Bejot's sustainable development, which is why, when designing and implementing new products, we aim to minimise the impact of our activities on the planet. All the plastic components of the Belt black armchair are made from 70% recycled plastic and 30% fibreglass, ensuring the utmost durability of the furniture and a long service life.





The secret of recycling lies in the cross section

Fora, the latest sofa in our range, is made up of separate elements. This makes it easy to disassemble the piece of furniture according to the type of raw material after use.



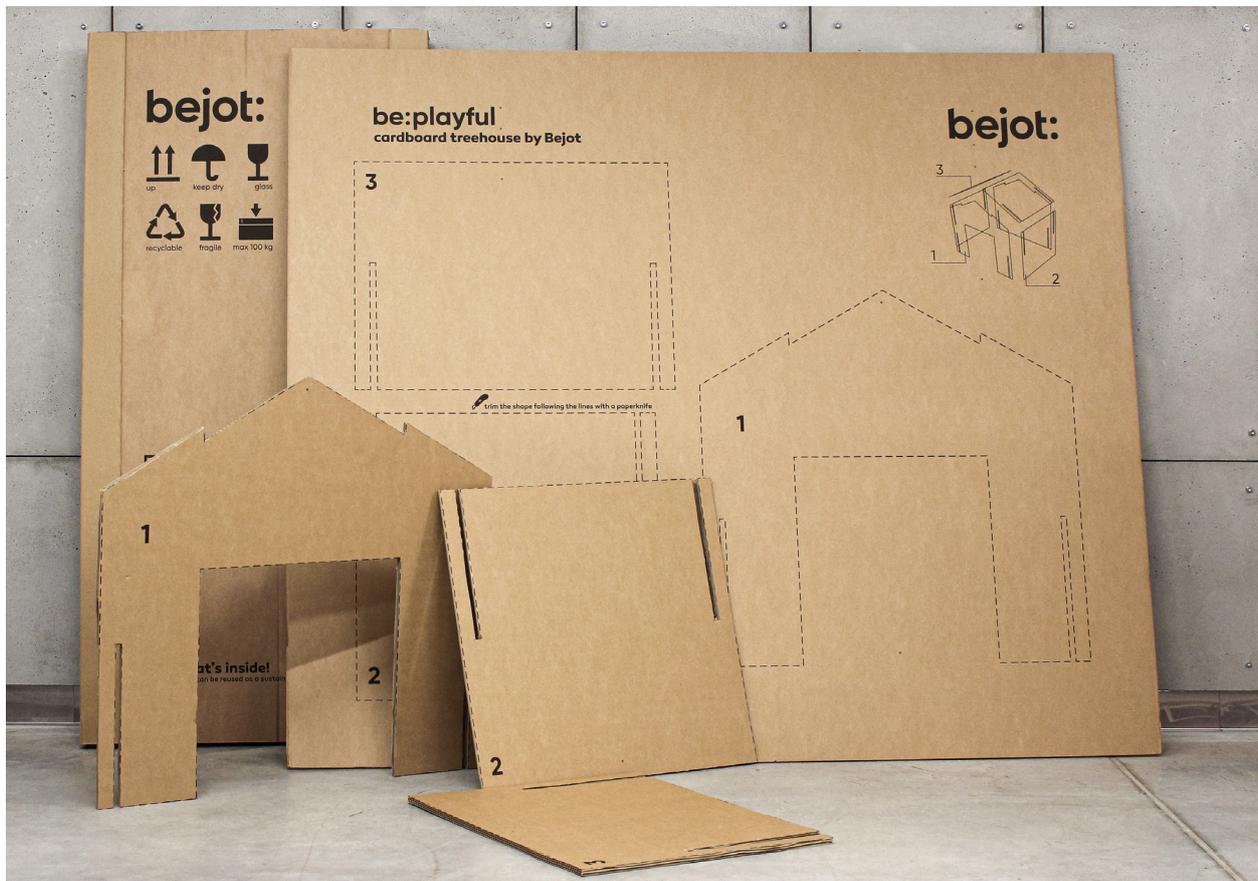
fora FR 401

The proportion of raw materials in selected products and their recyclability

collection	model	recyclability	wood	glass	steel	foam	upholstery	plastic	electrical equipment	other
belt	BE 103B	99%	8%		6%	9%	4%	73%		
epocc	EP 215	100%	28%		67%			5%		
flos	FSW F 720	100%	30%		39%	23%	8%	0,2%		
fora	FR 421	98%	55%		22%	16%	6%	1%		
gummy bear	GB ROTO	100%						100%		
hens	HS 230 H 2N	100%	28%		67%			5%		
nubi	NB PO 23	96%	78%		9%	10%	3%			
orte	OT 215 1N	100%	55%		44%			1%		
plint	PL 20 CC + PL WL + PL WB 20 C + PL WR	92%	71%		14%	8%	7%	0,002%		
saar	SM BS 2x2 + SM SF + SM WW + SM PH1	100%	48%		51,5%			0,5%		
treehouse	THS 2SF G2	95%	33%	35%	23%	5%	2%		1%	1%
wei	WE 715 1N	100%	96%		3%			1%		
woodbe	WB 815	100%	91%			7%				2%

be:thoughtful

We are well aware that the way we transport furniture has a direct impact on our environment. As a furniture manufacturer, we can significantly reduce the footprint we leave on the planet - from the clever logistics to the packaging used and the carbon footprint.

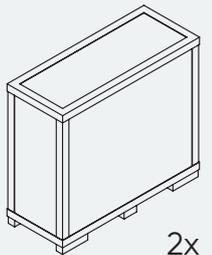
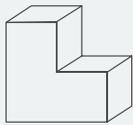


Packaging, transport and shipping

We have adapted the entire packaging process of Bejot products to the expectations of conscious customers, but above all of our planet! We have reduced the use of foil to an absolute minimum. We also avoid polystyrene fillers, which are not recyclable or reusable. A great example of the re-use of thoughtful packaging is the cardboard boxes that protect Treehouse acoustic booths during transport. Once the product is safely delivered, the cardboard packaging can be quickly and easily converted into a small playhouse for children.

Carbon footprint

We also plan to study the carbon footprint in the coming years. In the case of a furniture manufacturer, this is the process of assessing the total greenhouse gas emissions emitted during both production and transport. Therefore, it is important to optimise the supply chain - through efficient logistics, sourcing the raw materials and components required for production in a transparent manner and timely, efficient delivery.



2x

be:less waste

Bejot's responsible approach to waste management follows the 5Rs principle. We reduce waste, reuse, recycle, compost what is biodegradable and consciously avoid unnecessary, environmentally harmful substances.

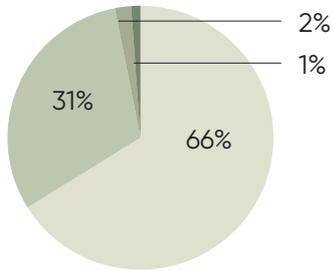


More or less waste?

Over the last few years, thanks to the optimisation of work and the improvement of internal processes, production and sales have increased significantly, thus the amount of waste generated has increased. In 2022, production has increased by more than 40%, yet the waste-to-product ratio has not increased. We are now able to recover and reuse 70% of the waste generated! Another piece of good news is the decrease in non-recycled waste by 5 percentage points over the years (2021-2022). Such figures are encouraging and prove that the changes we are making are having an effect in the long term.

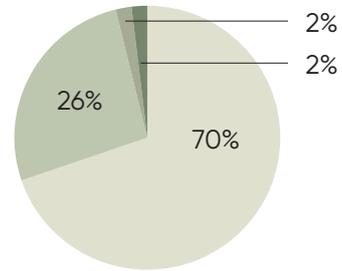
Shared responsibility

Waste poses a challenge for any company. We are constantly working to monitor it, and we have also introduced an effective waste management system in which not only the Board of Directors, but every Bejot employee is involved. Segregation is an absolute foundation of waste management - there are specially designated and labelled containers for each type of waste on the factory floor and employees are aware of their purpose. We compost some of the biodegradable waste ourselves, so that we obtain nutrient-rich fertiliser for our plants. We return waste wood-based furniture boards and metals to manufacturers for reuse. We also continually reduce the number of printed marketing materials in order to reduce the use of raw materials and the generation of new waste to an absolute minimum. And all this in full compliance with ISO 14100.



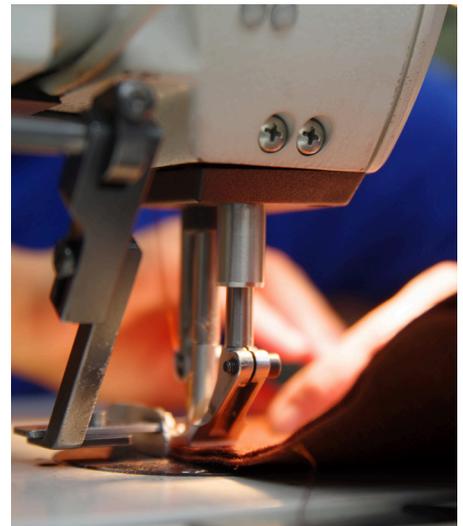
2021

- 66% – recycled waste
- 31% – non-recycled waste
- 2% – recycled hazardous waste
- 1% – non-recycled hazardous waste



2022

- 70% – recycled waste
- 26% – non-recycled waste
- 2% – recycled hazardous waste
- 2% – non-recycled hazardous waste



Foam shredder

Once the foam has been shredded with a foam shredder, we use the extracted material as filling for cushions. This creative approach allows us to fully utilise the raw material.



be:recoverer

We are committed to achieving energy independence in the future and using energy exclusively from renewable sources. In pursuit of the UN Sustainable Development Goal 7 „Clean and accessible energy“, we plan to increase the number of solar photovoltaic panels by 2030, which will generate for us three times as much renewable energy as today and reduce the production of CO₂ emissions.



Small but necessary steps

Generating energy from renewable sources is no longer just a matter of choice, but is becoming an inevitable necessity. With the challenges of climate change and reducing emissions, transforming the way we source energy is a priority. Is opting for renewables just a pro-environmental gesture? Definitely not. It is first and foremost a strategic step towards sustainability and the path we need to follow to reduce the negative effects of our impact on the planet.

Energy recovery from process heat

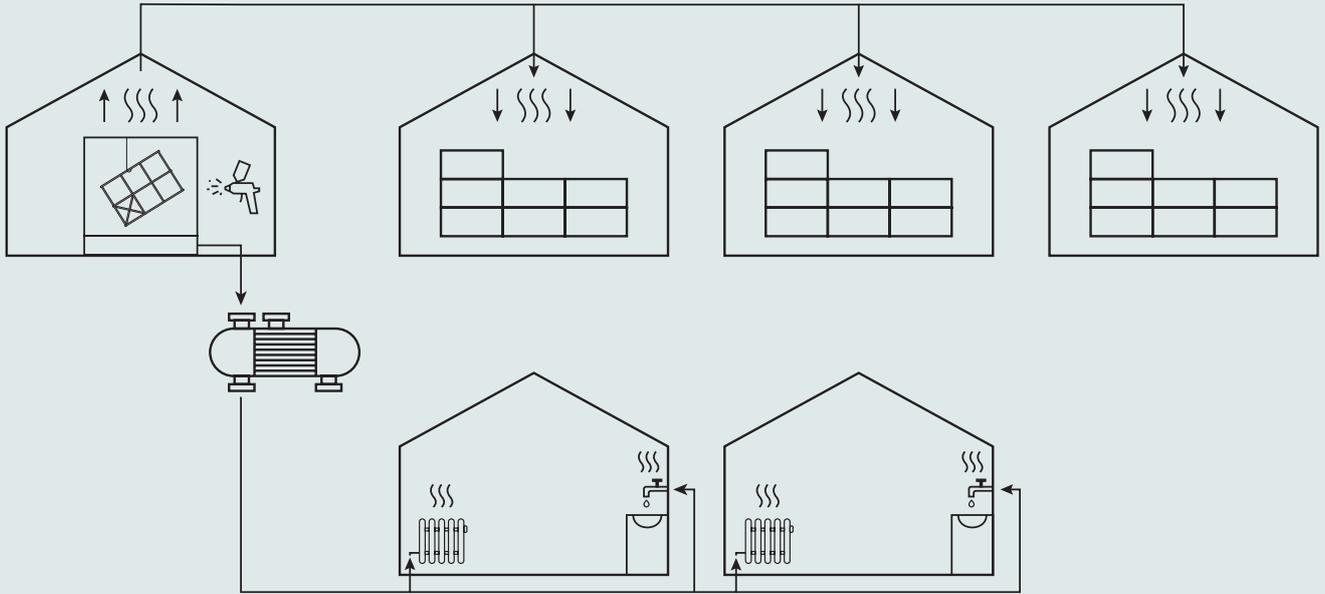
At Bejot, we recover heat through various types of exchangers from machines and systems. The heat is then transferred to heat buffers that provide heating for the office building, production facilities and domestic hot water for the entire plant. A good example is a combined heat pump system in different facilities. Some rooms need to be cooled (e.g. the locksmith shop), and others heated. One pump, while cooling the room, heats the circulating water system. The other, by heating

the facility, simultaneously cools the water system. The shortages are taken from the environment by means of a device called a drycooler.

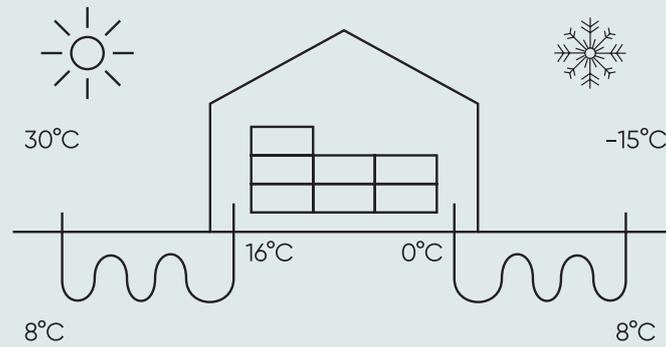
Energy recovery from powder coating ovens powder coating ovens and construction drying booth

Oil heat exchangers are installed in the chimneys and tube heat exchangers are installed in front of the doors. Both systems heat domestic water and water for central heating, so that we heat two buildings. We also balance the air volume flows, i.e. we ensure that the air flows evenly through the different parts of the ventilation system. As a result, we use air from the warm paint shop to heat three other facilities. We have also installed ground-coupled heat exchangers underneath the facilities to facilitate the heating of a further two facilities. With the heat exchangers, we also ensure a supply of fresh air to the paint shop - thus cooling it in summer and heating it in winter with warmer air than the temperature outside.

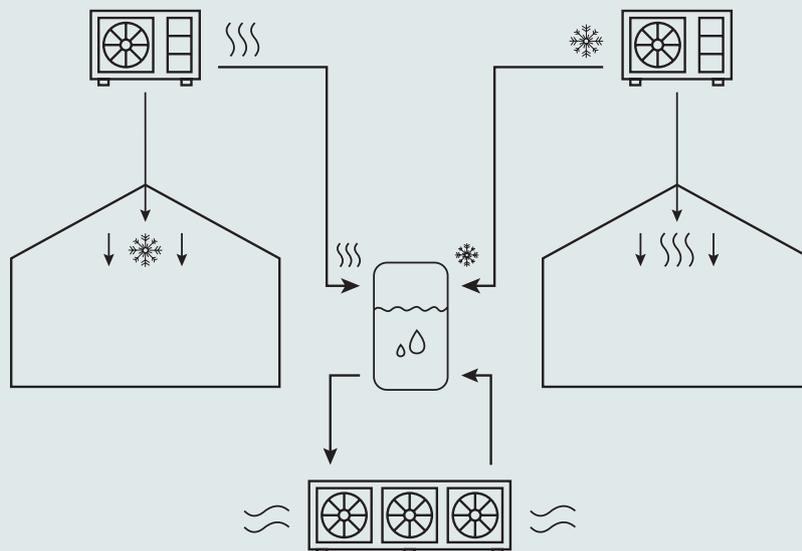
Energy recovery from powder coating ovens and construction drying booths



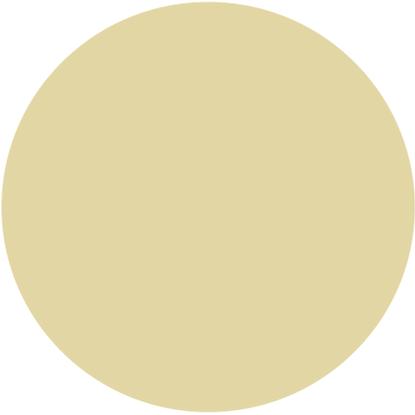
Ground-coupled heat exchangers under facilities



Combined pump system in different facilities



A well-coordinated team is a strong team. Bejot is a company where people – their needs, comfort, feelings and rights – come first.





bejot:

be:humane

Bejot is a family company with 100% Polish capital which, despite its dynamic growth, is still close to the people. We know our team, we support them in their daily work, we motivate them and give them opportunities to develop. Our relationships are based on cooperation, mutual respect and tolerance. Our team also includes people of other nationalities - we value this diversity and do not allow any discrimination.

Bejot is people

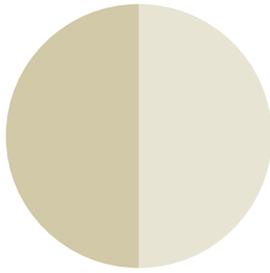
At Bejot, we pay particular attention to the rights and decent employment conditions of our personnel. We have 231 employees with contracts of employment, an equal proportion of women and men in management positions, and an average length of employment of 7.5 years. We have implemented a work-life balance directive aimed at improving working conditions and the balance indicated in the name by introducing more flexible forms of work. This primarily improves well-being and maintains a healthy work-life balance. We have also introduced the European Parliament and Council (EU) Directive on transparent and predictable working conditions in the European Union, which includes the improvement of working conditions and the protection of employees.



The strength is in the team

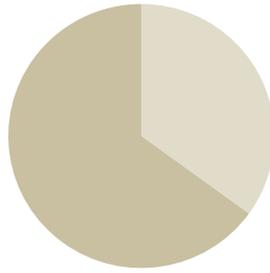
We believe that a well-integrated team is a strong team. We are keen to participate in all initiatives both inside and outside the company. We organise team-building meetings and trips, which not only help colleagues get to know each other better and strengthen bonds, but at the same time influence commitment to the company and strengthen the organisational culture. The health and well-being of employees is important to us, which is why we wholeheartedly support the competitions and sporting activities in which they participate, as well as provide additional medical insurance.





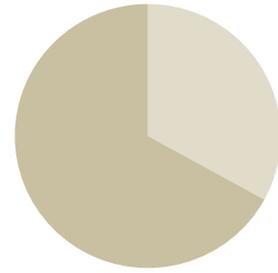
directorial positions

● women 50%
● men 50%



managerial positions

● women 35%
● men 65%



overall employment

● women 33%
● men 67%

231

employees on a contract of employment

no

temporary workers

7,5 years

average length of employment

6,5% ♿

employment of persons with a disability certificate

be:relaxed

After the pandemic, offices have changed their function - they are no longer just a place to work and concentrate. They have also become a space for meetings, discussions or the exchange of ideas. Following the current needs of the working environment, we started to create furniture in line with the idea of Green Park Office 2.0. It is in the spirit of this concept that we designed our offices!



Green – responsible action, green products

The values that are important to us are responsible action, ecological and safe products and the organisation of ergonomic working and interacting areas that influence the creativity and well-being of employees. For many years, we have taken a conscious approach to the processes of designing, manufacturing and transporting sustainable furniture. It is of utmost importance to us to source energy from renewable sources, create multifunctional products with a long service life and produce furniture that is robust and durable – designed to last for many years of use.

Park – places to meet, relax and discuss

In our office buildings, we have separated and arranged areas for work, meetings and relaxation. The concept of bringing the park closer to the office works perfectly here too! Spaces filled with plants and natural materials, in keeping with the idea of biophilia, together with

the Social Swing seats, take us to a nearby park, thus having a positive effect on our well-being. Our cantina is green, quiet and cosy.

Office – new work spaces

Relaxation is important, but even so, every office needs spaces that, on the one hand, provide comfort and, on the other, improve the efficiency of employees by increasing their creativity. Separating zones where everyone can work in silence and focused is a priority for us. In our offices, we place booths that provide acoustic comfort during conversations by isolating them from the surrounding noise. We also use height-adjustable desks – designed with movement and flexibility in mind, they encourage people to change position more often. In the long term, organising ergonomic workspaces, separate zones and improved acoustic comfort in the office promotes problem solving and fosters teamwork, which is incredibly important in the creation of new ideas and the ongoing development of the company.



be:natural

As a manufacturer of solutions that shape the working environment, we make every effort to ensure that our own premises are beautiful, comfortable and functional spaces that inspire customers and support the activities of employees. We place great emphasis on caring for the surrounding green spaces. We also plant melliferous plants, including mulberry bushes, plum trees, lavender and chestnut trees.



Oxytrees

We have already planted 30 Oxytrees, and we are planning to have as many as 150 in our neighbourhood. What makes these plants unique? Oxytrees absorb huge amounts of carbon dioxide and their leaves can produce up to 10 times more oxygen than other deciduous tree species. They grow very quickly – they can reach a height of up to 16 metres in six years. The purple and white flowers attract bees, which produce bright, clear honey. Oxytrees are said to re-grow several times – after felling, they regrow 4–5 times from the trunk. Their root system can reach a depth of up to 9 metres, so the tree does not take nutrients from the upper soil layers. They can be watered using rainwater collected in special reservoirs.

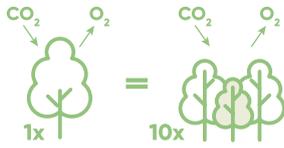
Oxytrees reach their industrial potential after only three years, although they only reach their best quality and highest value after six years. Their wood can be used, among other things, as construction elements. Their branches can be used as fuel, and are also perfect as animal feed or natural biomass.

Melliferous plants

Planting melliferous plants has a myriad of benefits for both the environment and people. They provide nectar and pollen, which is then collected by bees and other pollinating insects for use in the production of honey, beeswax, propolis, pollen... Melliferous plants are a key source of food and materials for pollinators, and play an important role in maintaining biodiversity and the fructification of many plants.

Adequate food is essential to maintain healthy populations of bees, bumblebees or butterflies. Therefore, planting melliferous plants means ensuring a healthy diet of insects, which translates into increased yields and quality of fruit and vegetables. Aesthetics alone are also important – these are plants that add to the charm of gardens and backyard groves, attracting insects and colourful birds. Planting melliferous plants not only supports biodiversity, but also influences the health of people who use them in natural medicine.

Did you know that...



...one Oxytree absorbs 10 times more CO₂ than other native deciduous trees?



...at least 0.5 m³ of firewood can be obtained from a single Oxytree? The heat of combustion of an Oxytree is more than 17,000 calories and, according to preliminary research by scientists at the Higher School of Agribusiness in Łomża, one and a half tonnes of Oxytree woodchips can give the heat equivalent of 1 tonne of coal.



be:charitable

The development of children and young people, support for culture and the promotion of sport are the main areas of our commitment aimed at helping local communities. We maintain an ongoing relationship with the heads of local schools, sports centres, cultural institutions, uniformed services, homeless shelters and social welfare homes, which we support through patronage and sponsorship of many activities and events.

Social responsibility

As a Polish manufacturing company, we know the importance of social responsibility. Our commitment to help others includes a variety of initiatives to improve the quality of life in the community. We recently undertook to support the Oncology Centre in Siedlce, where we actively participated in a project to furnish a relaxation area. We believe that creating a comfortable environment in such spaces is not only an improvement for patients, but also a sign of care for their overall wellbeing. Faced with the challenges of the COVID-19 pandemic, our company was quick to respond to the needs of the community. In safe conditions, we sewed more than 35,000 triple-layered protective masks made of medical fleece and donated them to hospitals in Śrem and Kościan. Our social commitment is not a one-time initiative, but an integral part of the Bejot company. Furthermore, for many years we have maintained solidarity relations with various institutions, such as the

animal shelter in Gaj. As part of our pro-social activities, we also support orphanages and nursing homes. Our mission is to create positive changes in the lives of people, animals and the community as a whole. We also pay attention to the education and development of the younger generation, which is why we support local schools and kindergartens. Our list of civic engagement is not only an expression of concern, but also a commitment to be an active participant in building a stronger and more sustainable community.



Community involvement

Faced with the tragic events surrounding the outbreak of war in Ukraine, our employees came together in action, showing a deep commitment to helping our Ukrainian neighbours. They organised a number of donations, raising not only funds, but also necessities, clothing and food products. This collective action in support of Ukraine underlines the value of solidarity and the commitment to building a better future for all, not only within our organisation, but also as part of the global community.

Our actions make a difference

We see how our actions bring smiles to the faces of those in need, improve living conditions or bring hope to those who have lost it. We believe in the power of community and solidarity, which is why we are constantly broadening the scope of our activities, seeking to get involved in a wide variety of projects and initiatives to be where our help is needed most.



be:the change

As a manufacturing company, we want to minimise the negative impact of our activities on the environment, but also fully participate in creating a better future. By developing innovative solutions and investing in green technologies, we aim to be an industry leader, and inspire others to do the same.

Calculating the carbon footprint

We operate according to the Kaizen philosophy, which is the cornerstone of our practices. Convinced of continuous improvement, we have a number of sustainability plans for the coming years. We are committed to conducting a detailed analysis of the greenhouse gas emissions associated with the production of our furniture. By calculating our carbon footprint, we will be able to identify areas in which we can minimise emissions, optimise resource consumption and introduce innovative practices to reduce our impact on climate change.

Circular economy

We will design and manufacture new products in the spirit of the circular economy, i.e. with a view to long service life, optimised reuse, refurbishment, reproduction and recycling processes.

Möbelfakta certification

Pursuing Möbelfakta certification is a key step for us to increase the transparency of our production. This certification will confirm that our production practices meet the highest standards of sustainability, taking into account both environmental and social aspects.

Certification of wood materials

We plan to achieve PEFC certification for our wooden materials. This represents not only a commitment to responsible forest management, but also a guarantee that the wood used in furniture production comes from forests that are sustainable and protected from overexploitation. Our decision towards certification is part of a broader strategy that emphasises transparency and ethical practices, allowing us to provide products that not only meet the highest quality standards, but also are environmentally friendly.

Improving production processes

We are constantly working to improve our production processes. By introducing modern technology, optimising logistics and reducing waste, we aim to increase production efficiency and reduce our environmental impact. In 2024, our new system warehouse will be commissioned, enabling more efficient inventory management and shorter delivery times. We are also planning to implement a new packaging line for large-size products, which will help to streamline the packaging process and reduce packaging consumption. In addition, we will introduce the ETON material handling system which will automate the flow between production processes, reducing production time. We plan to purchase an LT7 BLM laser for cutting metal profiles, TIG and MIG welding robots, a laser edge banding machine and a large-size foam injection moulding machine. With these technological innovations, we aim to achieve sustainable production while improving the quality of our products.

Aiming at energy independence

By the end of 2024, we plan to set up new photovoltaic systems with a capacity of 150 kWp and expand the use of heat recovery from the paint shop. With the heat generated, we want to additionally reheat our showroom and one of the office buildings, which will allow us to further optimise our thermal energy consumption.

More Oxytrees

As part of our environmental efforts, we plan to increase the number of Oxytrees planted from 30 to 150. This is not only a contribution to the fight against deforestation, but also a way of offsetting the carbon emissions associated with our operations. We aim to create a harmonious balance between production and environmental protection, engaging in practical solutions that contribute to ecosystem restoration and sustainability.



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