



FISP

AUDIT REPORT

PRIVATE AND CONFIDENTIAL

Client: Sedus Stoll

Contact: Mirza Beg

Auditor: John Hubbard

Date: 12th December 2022

Ref: 133



FISP Assessment Report:

I. Overview

This report has been compiled by FIRA's John Hubbard and relates to the FISP (Furniture Industry Sustainability Programme) Assessment activity detailed below.

| Audit Details | | Standard | Site Address(es) |
|------------------------|--------------------|----------------------|---|
| Report Author: | John Hubbard | FISP Standard (V1.4) | Audit site |
| Reference: | 133 | | 9 Brewhouse Yard, London, EC1V 4JR |
| Type: | Manufacturer Audit | | Manufacturing site |
| Date: | 12 December 2022 | | Christof-Stoll-Straße 1, D-79804 Dogern |
| Audit Duration: | 1 day(s) | | |
| Recertification Visit: | December 2024 | | |

II. Assessment Criteria

All FISP members are assessed against the criteria and corresponding scoring system outlined below. An overview of the scoring system is described in Section III. The FISP audit criteria are structured as follows:

Section 1: Core Criteria

Candidates are required to satisfy three compulsory core commitments:

- Environmental Policy
- Legal Compliance
- Revenue Statement

As mandatory criteria, these elements are evaluated on a pass/fail basis.

Section 2: Environmental Criteria

The environmental commitments available to candidates, and their respective point allocations, are:

- **Environment Management Systems** (12 points) (mandatory)
- **Energy Management and Efficiency** (12 points) (mandatory)
- **Waste Management** (12 points) (mandatory)
- Packaging Management (12 points)
- Transport Management (12 points)
- Procurement (12 points)
- **Sustainable Timber** (12 points) (mandatory if timber products fabricated)
- Air and Water Management (12 points)
- 'Eco-design' and End of Life Provision (24 points)

As a minimum, candidates are required to complete *six environmental aspects*.

Section 3: Economic and Social Criteria

The corporate economic and social commitments available to candidates, and their respective point allocations, are:

- Nuisance Management (10 points)
- Community Relations and Charity Work (10 points)
- **Healthy work environments and personal wellbeing** (20 points) (mandatory)
- Workforce Development and Training (10 points)
- Employment (10 points)
- Competitiveness (20 points)
- Corporate Reporting and Awards (14 points)



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As a minimum, candidates are required to complete *four economic and social aspects*.

Further information on the FISP Standard, as well as the auditing and verification process, is detailed in the FISP Standard Overview available here: <http://www.fispfurniture.com/>.

III. Scoring System and Certification

Candidates are assessed against the various FISP audit criteria and awarded points indicative to the extent to which these criteria are fulfilled. Points are awarded at the auditor's discretion and reflect the size and nature of the candidate organisation. In all cases robust evidence must be demonstrated; verbal assurance is not deemed acceptable.

Subject to the candidate organisation satisfying the mandatory core criteria, a percentage score for the assessment will be calculated as follows:

$$\frac{\text{(Points awarded for Section 2 criteria + Points awarded for Section 3 criteria)} \times 100}{\text{Total points available for chosen criteria}}$$

Scores are treated with the strictest confidence and are intended purely for internal use. Lastly, in the interest of promoting sustainable development, member organisations are expected, where practicable, to demonstrate continuous improvement at successive audits.

IV. Audit Summary

A re-certification audit assessment for full certification under the Furniture Industry Sustainability Programme (FISP) standard was conducted at Sedus Stoll on 12th December 2022.

Following the audit assessment, it was found that Sedus Stoll has met the requirements in each selected section and therefore, Sedus Stoll achieves full re-certification to the FISP standard for two years. Enhanced detail relating to the individual assessment findings is provided in the subsequent sections of the assessment report.

Areas that are highlighted for development are listed below:

- Ensure all waste licences for waste contractors are up to date and recorded
- Consider creating a public timber procurement policy for the company website to demonstrate commitment to promoting the use of certified and sustainable timber
- Carry out and document supplier audits and develop a rolling plan to cover all of the supply chain starting with those at highest risk of non-compliance



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| Section 1: Core Criteria | | | |
|---|---|------------------|---|
| Criteria | Sub Criteria (Candidates must meet all of the audit criteria in this section) | Pass/Fail | Findings |
| Environmental Policy | There is a documented Environmental Policy in place. | PASS | <p>Sustainability is one of the key points of the Corporate Principles which are available on the company website which is signed by the complete Board of Directors and is dated March 2022. In addition, there is an eight step Green Codex which covers all aspects of the product journey</p> <p>There are teams at all three sites dealing with sustainability issues</p> <p>Team based in Dogern (3 persons) and regular meetings are held with various departments to implement Green policies in the various parts of production and procurement.</p> |
| | The Policy is signed and endorsed by a member of senior management. | PASS | |
| | There is evidence that the Policy is periodically reviewed. | PASS | |
| | The Policy includes a commitment to comply with relevant legal requirements, continual improvement and prevention of pollution. | PASS | |
| | The Policy identifies and addresses the significant environmental impacts and aspects of the organisation. | PASS | |
| | Evidence that the Policy is complied with and the applicant organisation has allocated appropriate resources to progress commitments. | PASS | |
| | The Policy is publicly available. | PASS | |
| Legal Compliance | There is evidence of compliance with all current, applicable legislation. Undertake random samples of documentary evidence. | PASS | <p>Legal Register is maintained for compliance and there are regular updates from and external source. The document was updated in March 2022. This contains requirements of both German and European laws and the Sustainability Manger is responsible for implementing any changes in the systems</p> |
| | There are updated legal registers detailing all relevant legislation. | PASS | |
| | Applicable legislation is mapped to the particular environmental aspect of the business. | PASS | |
| | There is an adequate system to enable identification of forthcoming legislative changes. | PASS | |
| | There is evidence of environmental awareness materials or training to ensure compliance. | PASS | |
| | There is clear designation of internal and/or external responsibility for ensuring current and future legal compliance. | PASS | |
| Revenue = €208.5 Million (2021 Calendar year) | | | |



FISP Assessment Report:

| Section 1: Core Criteria | | |
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| Section 2: Environmental Commitments | | |
| Criteria | Sub Criteria | Findings |
| Environmental Management Systems (EMS) <i>(Pass mark=6)</i> | Points will be awarded for the following: <ul style="list-style-type: none"> - The candidate holds accreditation to ISO 14001 / EMAS (Eco-Management and Assessment Scheme) <i>(1 Point)</i> - Evidence of an active objectives and targets programme. <i>(1 Point)</i> - Evidence of risk based objectives and targets that aim to reduce the major environmental risks of the business operation. <i>(2 Points)</i> - The extent to which continual improvements have been achieved. <i>(2 Point)</i> - Environmental / Sustainability KPIs are reported monthly / quarterly to Director dashboard <i>(1 Point)</i> - Adequate resources are in place to ensure that the scope and objectives of the EMS are met <i>(2 Point)</i> - FISP Member uses FISP KPI dashboard or equivalent <i>(1 Point)</i> - Carbon footprint calculation of the business operation <i>(2 Points)</i> | ISO14001 held since 2001 with AGIMUS and the latest certificate and expires in March 2023 There is a comprehensive list of targets in 5 different categories. These are reviewed by the senior management once a month and the progress against each target is recorded on a separate spreadsheet |
| | | Score Awarded |
| Energy Management and Efficiency <i>(Pass mark=6)</i> | Points will be awarded for the following: <ul style="list-style-type: none"> - Evidence of a system to monitor energy consumption. <i>(1 Point)</i> - Evidence that energy consumption is collated and analysed. <i>(1 Point)</i> - Evidence of a documented energy efficiency programme including demonstrable reductions in relative / absolute energy consumption. <i>(2 Points)</i> - Evidence Best Available Techniques (BAT) energy efficiency investigated <i>(1 Point)</i> - Evidence that identified energy saving opportunities have / are being implemented <i>(2 Point)</i> - Evidence of a supporting energy efficiency awareness campaign. <i>(1 Point)</i> | All sites use 100% renewable electricity since 2012. There are 100 measurement points at Dogern which creates a monthly report on consumption Energy teams meet monthly to discuss energy consumption issues Annual energy awareness training is carried out for all staff and feedback from these workshops create local targets for improvements. |



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| | <ul style="list-style-type: none"> - Energy consumption has been converted into Scope 2 greenhouse gas emissions (CO2e) (2 Point) - There is evidence of voluntary reporting of greenhouse gas emissions. (1 Point) - Company has achieved ISO50001 certification (1 Point) | <p>Reduced the running temperature of the powder coating machines</p> <p>Introduction of LEDs across the organisation in the majority of building</p> <p>Installation of solar panels 350 kW/h at Dogern in the next 12 months</p> <p>Carbon footprint is verified by an external auditor and is published in the annual report</p> <p>ISO50001 held with AGIMUS and is valid until 2023</p> | Score Awarded | 12/12 |
|--|---|--|----------------------|--------------|

| Criteria | Sub Criteria | Findings |
|--|---|--|
| <p>Waste Management</p> <p>(Pass mark=6)</p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - Evidence of a system to monitor, collate and analyse waste costs and waste materials leaving site (1 Point) - Evidence that the waste hierarchy is understood and applied to all waste leaving site. (3 Point) - Evidence that reuse and recycling of waste has been implemented. (1 Point) - Evidence of a waste reduction awareness campaign supported by relevant employee training on waste management and segregation. (2 Point) - Evidence that compliance obligations under waste duty of care legislation is understood and due diligence of 3rd party waste carriers is exercised. (1 Point) - Targets have been set and monitored for relative reductions in waste production (2 Point) - Evidence that waste is stored appropriately and uncontained waste does not leave the site (2 Points) | <p>Waste officer has received special training for handling hazardous waste (from TUV)</p> <p>Spreadsheet shows the various types of waste and the amounts and costs associated with each waste</p> <p>Targets to reduce waste by 15% by the next year</p> <p>Comparisons to previous year are included to show reduction or increase in various waste streams</p> <p>For production there is no waste to landfill. Some materials have gone to landfill from internal infrastructure developments but it has been eliminated for production waste.</p> <p>Annual waste training is carried out</p> <p>Internal audits are carried out to check that every system is working correctly. Segregation is available in each</p> |



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| | | <p>work area and bins are checked for compliance during internal audits</p> <p>Waste management is discussed at monthly EHS meeting with staff and feedback is received to improve.</p> <p>Three year contract with waste suppliers and at each renewal there will be a check to ensure that the carrier is approved for each waste type. Dates of certificates were recorded on a spreadsheet but some dates were now expired</p> | Score Awarded | 12 /12 |
| <p>Packaging Management (<i>Pass mark=6</i>)</p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - Evidence of a system to monitor packaging consumption <i>(1 Point)</i> - Evidence that the scope of the UK Packaging waste: producer responsibilities is fully understood <i>(1 Point)</i> - Evidence of how the organisation has reduced environmental risks associated with packaging <i>(1 Point)</i> - Evidence of how product packaging has been optimised / minimised <i>(1 Points)</i> - Evidence of how reusable or returnable packaging has been developed <i>(1 Points)</i> - Evidence that incoming packaging is reused and recycled. <i>(1 Point)</i> - Evidence of how packaging initiatives have been optimised / minimised via joint projects with product supply chain partners <i>(2 Points)</i> - Evidence that sustainable source packaging materials in use <i>(2 Points)</i> - Evidence that alternative packaging materials are periodically evaluated and assessed for use <i>(2 Point)</i> | Not assessed | Score Awarded | /12 |



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| Criteria | Sub Criteria | Findings | |
|---|---|---|------------|
| Transport Management <i>(Pass mark=6)</i> | Points will be awarded for the following: <ul style="list-style-type: none"> - Evidence of a system to monitor fuel consumption for all vehicles <i>(1 Point)</i> - Evidence that fuel consumption is collated and analysed <i>(1 Point)</i> - Targets set for relative reductions in fuel consumption. <i>(1 Point)</i> - Evidence of how the organisation has implemented strategies to reduce the environmental impacts of the distribution of products <i>(1 Point)</i> - Evidence that technology adopted for live traffic / route optimisation <i>(1 Point)</i> - Evidence of how the organisation reduced the environmental impact of the internal transfer of materials and components between manufacturing sites or from external suppliers <i>(1 Points)</i> - Evidence of how driver training and driver performance data has reduced environmental and health and safety risks <i>(2 Points)</i> - Evidence of how the organisation has reduced the environmental impacts of employee business travel <i>(1 Point)</i> - Evidence of FORS certification <i>(1 Point)</i> - Evidence of reduced environmental impact of employee commuting <i>(1 Point)</i> - Fuel greenhouse gas emissions (CO2e) are analysed <i>(1 Point)</i> | Not assessed | |
| | | Score Awarded | /12 |
| Sustainable and ethical supply chains <i>(Pass mark=6)</i> | Points will be awarded for the following: <ul style="list-style-type: none"> - Evidence of a documented and publicly available procurement policy covering environmental considerations. <i>(1 Point)</i> - Evidence of a documented procurement policy covering ethical considerations including Modern Slavery Act 2015 and all applicable national legislation. <i>(1 Point)</i> - Evidence that suppliers of raw materials, goods or services are evaluated against environmental criteria. <i>(3 Points, 1 point per environmental criteria)</i> - Evidence that suppliers of raw materials, goods or services are evaluated against social / ethical criteria. <i>(3 Points, 1 point per social consideration assessed)</i> - Evidence that suppliers of raw materials, products or services are periodically reviewed to ensure compliance with social, ethical and environmental criteria. | Most material comes from German suppliers 74% and overall, 92% is from European suppliers. Guidance is available for suppliers Committed to UN Global Compact There is an ethical and environmental commitment which is signed by suppliers and returned to purchasing There is also a risk assessment template for new companies to determine if the supplier meets Sedus Stoll criteria Risk management spreadsheet shows corruption risk score, child labour and environmental management | |



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| | <p>(1 Point)</p> <ul style="list-style-type: none"> - Evidence that suppliers of raw materials, products or services are periodically audited to ensure compliance with social, ethical and environmental criteria. <p>(1 Point)</p> <ul style="list-style-type: none"> - Evidence that organisation has engaged with their suppliers to reduce the environmental impact of raw materials, products, packaging or services. (2 Points) | <p>Those with the highest risk scores are audited first but there is not sufficient capacity for each company to be audited separately but linking them to quality audits</p> <p>ISO 14001 is requested for suppliers</p> <p>Plan to extend PEFC certification for Dogern to compliment that in Geseke and meeting has been held with local timber supplier to implement that in their business so CoC can be extended to Sedus Stoll</p> <p>Connected to company to improve recycling rates and efficiency of waste materials</p> | Score Awarded | 8/12 |
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FISP Assessment Report:

| Criteria | Sub Criteria | Findings | |
|---|--|---|--------------|
| <p>Sustainable Timber Purchasing and Sales</p> <p><i>(Pass mark=6)</i></p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - The candidate holds sustainable timber chain of custody certification (3 points) - The organisation has a sustainable timber procurement policy on the company website (1 points) - The extent to which certified timber is purchased by the organisation. <i>(max 3 points, 1 point for < 50% certified input, 2 points 50-75% certified input, 3 points >75% certified input)</i> - The extent to which certified timber or timber products is sold and claimed as certified, by the organisation <i>(max 5 points, 1 point for < 50% sold with a claim, 3 points 50-75% sold with a claim, 5 points >75% sold with a claim)</i> | <p>Sedus Stoll have PEFC certification from DIN (DC COC 000560) which is valid until February 2026.</p> <p>Only one chair produced at Dogern contains wood and 99% of the wood at Geseke is from certified sources</p> <p>It was estimated that 80-90% of the wooden products sold are sold with a claim of PEFC Chain of Custody. It depends on whether the customer requests this</p> | |
| | | Score Awarded | 11/12 |
| <p>Air and Water Management</p> <p><i>(option where there is an environmental permit or consent)</i></p> <p><i>(Pass mark=6)</i></p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - Evidence of a system to identify and monitor air emissions. (1 Points) - Evidence of a system to identify and monitor discharge to water (1 Points) - Evidence of targets set to reduce air emissions and/or effluent discharges (2 Points) - Evidence of maintenance / inspections to identify and manage risks (2 Points) - Evidence of improvements (abatement or other control measures) that have been implemented to reduce the environmental impacts of emissions to air and / or effluent discharges. (4 Points) - Evidence the company has conducted a water footprint of its operation (2 Point) | <p>Not assessed</p> | |
| | | Score Awarded | /12 |



FISP Assessment Report:

| Criteria | Sub Criteria | Findings | |
|--|--|---|--------------|
| <p>'Eco Design' and End of Life Management</p> <p>(Pass mark=12)</p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - Evidence of a system to identify end of life furniture. (1 Point) - Evidence of a facility to process end of life furniture for reuse and/or recycling (nb this could be via 3rd party) (1 Point) - Evidence that eco-design principles are embedded in product designs. (2 Points) - Evidence the organisation has integrated wider sustainability considerations into product design (1 Points) - Evidence that the organisation procures materials which facilitate reuse or recycling at the end of product life. (1 Points) - Evidence that the organisation labels materials / components which promote reuse or recycling at the end of product life. (1 Point) - Evidence that recycled content within products has been calculated. (1 Point) - Evidence that the recyclable content of products has been calculated. (1 Point) - Evidence the organisation has targets / objectives to remove potentially harmful substances from products (3 points, 1 point per target or objective) - Evidence of first party environmental product statements (EPS) (2 Points) - Evidence the manufacturer has / is willing to supply information and components to promote remanufacture and reuse of end-of-life furniture (2 Points) - The extent to which end of life furniture arisings are reused, recycled and/or donated. (2 Points) - The organisation's products or services hold Environmental Product Declarations (EPDs) in accordance with the ISO 14040 and ISO 14044 standards. (2 Points) - Evidence the organisation has conducted a Life Cycle Assessment (LCA) of products or services. (2 Points) - The candidate organisation holds relevant certification to the EU Ecolabel, Cradle to Cradle and/or ISO 14025. (2 Points) | <p>Partnerships exist across Europe to promote refurbishment. Spare part service is designed to extend life (Gas lifts have 30 year life span)</p> <p>Continuity of supply for spare parts that are no longer produced 10 years +</p> <p>Dismantling and scaling up the dismantling the end of life chair to determine the cost benefit and environmental benefit</p> <p>EPI data sheets exist for most commonly sold products these have been developed with an external consultant to develop the LCA of each product</p> <p>Toxproof (TUV) and Greenguard (UL) certifications</p> <p>Compliance with REACH and asks for declarations once a year. Ensure entries on the SCIP list are correct</p> <p>Intentions for LEVEL certification in the next year</p> | |
| | | Score Awarded | 21/24 |
| | | Section 2 Sub Total | 76/84 |



FISP Assessment Report:

| Section 3: Economic and Social Criteria | | |
|---|---|--|
| Criteria | Sub Criteria | Findings |
| Nuisance Management <i>(Pass mark=5)</i> | Points will be awarded for the following: <ul style="list-style-type: none"> - There is visual evidence of a secure safe site, with good site management and building maintenance. <i>(3 points, 1 point for each factor)</i> - Evidence of a formal nuisance or nonconformity response plan with stakeholders identified to respond to issues reported <i>(2 points)</i> - Evidence that the formal response plan to issues raised includes both a correction and corrective action procedures. <i>(2 Points)</i> - Evidence of a system to monitor and control risks associated with potential nuisance arising from business activities. <i>(1 Point)</i> - Evidence of a system to record and report any nuisance issues to the senior leadership team <i>(1 Point)</i> - Evidence of external engagement or communication with the local community regarding environmental or nuisance management issues. <i>(1 Point)</i> | The site at Dogern is on an industrial park. Noise reduction plan was introduced to implement restrictions on times when the loudest operations can be carried out. Acoustic panels have been introduced around the saw. Large building has been decorated on the external façade of the largest building to blend into the environment No complaints have been received in 10 years from any neighbours There is no formal system but informally enquiries are dealt with by the sustainability manager Links were developed with the local council to discuss issues on the priorities and development of social events |
| | | Score Awarded |



FISP Assessment Report:

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| <p>Community Relations and Charity Work <i>(Pass mark=5)</i></p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> • There is evidence of organisation driving improvements in the local physical environment. <i>(2 Point, 1 point per initiative)</i> • There is evidence of organisation driving improvements within the local social community. <i>(2 Points, 1 point per initiative)</i> • There is evidence of charitable donations. <i>(1 Point)</i> • There is evidence of employee charitable work endorsed by the company through financial or supported participation <i>(2 Points, 1 point per event)</i> • There is evidence of sponsorship of a local sports team, school or community group. <i>(1 Points)</i> • There is evidence of assisting charitable organisations with products and/or services. <i>(2 Points, 1 point per initiative)</i> | <p>Donation of old office to the council for use as a kindergarten. Local Park for residents of the town Organise concerts Owned by a foundation and profits are used to support a number of charities focussing on education and child health Geseké support libraries in refugee camps and a neonatal clinic in Eritrea and have supported language concerns for Ukranian refugees Surge product on improving sanitation and access to water in Middle East Three thousand trees were planted as part of a reforestation project in the region of Dogern</p> | |
| <p>Healthy work environments and personal Wellbeing <i>(Pass mark=10)</i></p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> • Evidence that the candidate organisation has a documented workplace strategy for employee health and wellbeing <i>(1 points)</i> • Evidence that the plan considers ergonomic, mental well-being, privacy, safety and work-life fit / balance factors <i>(max 4 points – one point per criteria)</i> • Evidence of improvement to ergonomic, safety and work-life factors <i>(max 4 points, 1 point per improvement since last FISP audit)</i> • Evidence the plan considers physiological factors for employee working conditions including access to water, food, thermal comfort, air quality, | <p>Score Awarded 10/10</p> <p>Flexible shifts have been introduced for manufacturing operative Corporate health management team. Vegetables are grown on site in an organic site and the canteen is subsidised for all staff. Hydration and nutrition points are available throughout the factory Flu vaccines are offered through the company Health insurance and health monitoring to ensure healthy staff Sports activities for all staff. Black Forest retreat which can be rented at subsidised rates for staff Certified a family friendly workplace</p> | |



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| | <p>movement, physical support, lighting, sanitation and noise (max 4 points, half point per criteria accessed)</p> <ul style="list-style-type: none"> Evidence of measurable improvements to physiological factors in the workplace (max 4 points, 1 point per improvement since last FISP audit) Evidence of introducing natural beauty / green spaces into the workspace or break-out areas (max 3 points, 1 point per improvement since last FISP audit) | <p>Confidential counselling service to deal with stress and other concerns</p> <p>There is a worker's council which results in a full time workers representative who is elected.</p> <p>Profit sharing scheme for generated ideas to encourage innovation</p> <p>New soundproofing introduced around saw to reduce exposure to noise</p> <p>Work bikes are available</p> <p>Teams created for carpooling</p> <p>Subsidised gym membership</p> <p>Small park at the Dogern and lots of breakout areas.</p> <p>Outdoor patio area for dining during good weather</p> |
| | | Score Awarded 20/ 20 |

| Criteria | Sub Criteria | Findings |
|---|---|---|
| <p>Workforce Development and Training</p> <p>(Pass mark = 5)</p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> Evidence of a system to assess, monitor and manage employee training needs and requirements. (1 Points) Evidence that the training system provides visibility of risks such as knowledge silos and skill shortages (1 Point) Evidence that workforce development improves employee capability and enhances career opportunities (1 Point) Evidence of adequate health, safety and environmental awareness training to mitigate risk of injury and non-compliance. (1 Point) | <p>In 2020 over 4000 hours were spent on education and training.</p> <p>Every year every staff member has a discussion about potential training.</p> <p>Spreadsheet records all the mandatory training that will need renewals in the trainingg</p> <p>Projects are arranged for students at local universities including the Milan Politecnico, Fachhochschule Nordwestschweiz and Technische Universtat Munchen</p> |



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| | <ul style="list-style-type: none"> - Evidence that the candidate organisation supports employees to achieve professional and/or vocational qualifications. (1 Point) - Evidence of the organisation supporting and/or hosting local educational initiatives. (1 Point) - Evidence of promoting employee engagement with the wider business community (2 Points) - Evidence of an active apprenticeship scheme that has led to permanent employment (2 Points) | <p>Sheltered workshops for disadvantaged worker who supply to Sedus Stoll</p> <p>DIN Committee on Circular Economy SR was part of the committee</p> <p>Technical Apprenticeships and Dual Study Programme operates at both degree level and pre degree level in a range of topics but 75% of people who participate arre</p> | |
| | | Score Awarded | 10/10 |
| <p>Employment</p> <p>(Pass mark = 5)</p> | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - Evidence of ethical assurance for employees and persons working on behalf of the candidate organisation. (1 Point) - Evidence that the organisation does not impose zero hour contracts (1 Point) - Evidence that the candidate organisation assists in stimulating employment within the local economy. (1 Point) - Evidence that the candidate organisation offers <u>fair pay through the real living wage</u> not a basic wage (2 Point) - Evidence that the candidate organisation assists in stimulating the local economy through subcontracted work and services (1 Point) - Evidence that the candidate organisation is committed to promoting and improving workplace inclusivity and diversity. (1 Points) - Evidence that the candidate organisation promotes or supports social, sporting and community groups (1 Points) - Evidence that the candidate organisation actively obtains and reviews employee feedback via surveys, forums, feedback forms etc (2 Points) | <p>Not assessed</p> | |
| | | Score Awarded | /10 |



FISP Assessment Report:

| Criteria | Sub Criteria | Findings | |
|-----------------|---|--|--|
| Competitiveness | <p>Points will be awarded for the following:</p> <ul style="list-style-type: none"> - Evidence that the business recognises opportunities through the introduction of new designs, innovations, products or services. (6 Points, 1 Point per example) 5 - Evidence of a communication channel between the leadership team and workforce to drive innovation (2 Points) - Evidence of leadership responding to opportunities communicated by the workforce (2 Points) - Evidence of cross team communication to facilitate innovation or process improvements opportunities (2 Points) - Evidence of cross-functional / multi-disciplinary teams to increase competitiveness via improved feedback loops / communication (2 Points) - Evidence of operational improvements to increase competitiveness. Eg. capital investment, BAT, working practices, layout etc (6 Points, 1 Point per example) | <p>Sedus as a foundation company have to continuously turn a profit</p> <p>C-Kit task chair is a modular task chair</p> <p>Air - 56% recycled content for a fully articulated phase. Hopefully going to a higher recycled content that is being developed with funds from the charity.</p> <p>Review of existing product range to ensure it meets the requirements of the industry.</p> <p>Profit sharing scheme for innovative ideas generated by production staff</p> <p>Material library has been developed and used online</p> <p>Increasing transparency in sustainable communication</p> <p>New Futura 2 CNC automated machinery has been installed in a new production hall at Geseke for woodboards to reduce waste and improve efficiency</p> <p>Solar panels have been installed €3 million investment and further investment at Geseke is underway</p> <p>Laser edge bander which reduces the amount of glue being used</p> <p>Smart office is being encouraged into an open plan area that saves in heating and improves internal communications</p> | |
| | | <p>Score Awarded 17/20</p> | |



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| Reporting and Awards | Points will be awarded for the following: | Not assessed | |
| | - There is evidence that the candidate organisation produces internal communications or reports detailing sustainability performance. (2 Points) | | |
| | - The candidate organisation produces publicly available communications or reports detailing sustainability performance. (2 Points) | | |
| | - The candidate organisation produces an annual sustainability report incorporating economic, environmental and social aspects. (2 Points) | | |
| | - The candidate organisation has aligned their annual sustainability report with the Global Reporting Initiative's (GRI) guidelines and/or the UN's Global Compact Communication on Progress (COP) criteria. (4 Points) | | |
| - The candidate organisation has achieved an award (or awards) in recognition of their sustainability efforts. (4 points) | | | |
| | | Score Awarded | / 14 |
| | | Section 3 Sub Total | 49/50 |
| | | Overall Score | 126/134 |
| | | Percentage Score | 94% |