

Make your space

**res
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sible**

2022-2023

Sustainability report

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Letter from the CEO

GRI
2-22

Dear Stakeholders,

It is with great satisfaction that we present to you the 2022-2023 Nowy Styl Sustainability Report, which reflects our commitment to conducting business responsibly in the face of a dynamic political, economic and social environment.

This document is a testimony to our efforts to act responsibly towards society, the environment and future generations. In a rapidly changing world, we believe that striving for a balance between economic development, environmental care and creating value for our stakeholders should be our foundation.

The last two years marked many challenges. As a result of the outbreak of war in Ukraine in 2022, we found ourselves in a new geopolitical reality. The conflict had an impact on supply chains, increasing uncertainty in international markets, but also on society at large. Despite this, our company demonstrated its ability to adapt by implementing solutions that allowed us to maintain production continuity. During that time, our role in supporting humanitarian aid and helping refugees became particularly important, bringing about a number of solidarity initiatives. We took a decision to withdraw from the Russian market, considering it to be the only right thing to do given the current situation. We stand against any form of unjustified aggression and the acts of violence taking place in Ukraine.

With the COVID-19 pandemic over, our teams faced the challenge of adapting to a new reality. To return to full operations after the prolonged lockdown, we needed to be flexible and respond quickly to changing conditions. We maintained the smoothness of our production process and the high quality of our services, and implemented a number of measures to support the health, safety and comfort of our employees. After the end of the epidemic and the related stringent restrictions which gave rise to our Safety Solutions offer (a hygienic workplace that increases distance and safety) and the hybrid office Workspace of Tomorrow (ensuring efficiency, no matter where work is carried out), it was time to get an insight into new needs of employees. This gave rise to our new, original vision of what the design of the office of the future should be like. Titled Reunion: A new office reality, it focuses on a comfort-oriented selection of furniture solutions tailored to various needs. After a period of lockdown, the office was to play a new role: a place where

people would meet, socialise and rebuild relationships within teams. This model of workspace design became a response to the individual expectations of employees and an expression of respect for neurodiversity. We focused on minimising stress factors to increase work comfort and thus improve its efficiency. As we are putting this concept into action, we are implementing innovative solutions that adapt to the needs of users and support a dynamic, agile work mode.

Over the last two years, we continued to develop our product portfolio. Expanding our offering with solutions that minimise the negative impact on the environment was our priority. We are currently in the process of increasing the share of recycled materials and renewable sources, and adding new upholsteries to our standard collection of finishes, produced from raw materials obtained and processed in less harmful to environment manner. We are also constantly developing our know-how in the area of innovative approach to plastics, aspiring to be the leading supplier of stadium seats. One excellent example of our achievements in this area is our project for the Eintracht Frankfurt stadium, where our brand Forum by Nowy Styl, in partnership with Grupa Azoty Compounding, supplied 40,000 seats made from granulate obtained from 80% post-production waste. The bleachers of the stadium in Rybnik are another example, where the old seat material was crushed into granulate, which was then re-used to produce new seats with comparable or better technical parameters.

In bringing in new products, we rely on the ecodesign system we have in place, with a view to minimising negative impact on the environment. We attach growing importance to the design stage, examining the entire life cycle of a product already at the outset, from the raw materials and energy sources needed for its production, through durability, timelessness and interchangeability of parts, to recyclability at the end of its useful life.

An increasing number of our product lines have type III environmental declarations, the so-called EPD cards, and certificates of safety, durability and environmental impact. These measures are an expression of Nowy Styl aspiration to develop a business model based on the circular economy.

2023 was a year of remarkable inflationary pressure and rising raw material costs, which forced us to further optimise our processes and intensify our efforts for sustainability. Despite rising energy, material and transport costs, we successfully continued our investments in green energy, infrastructure solutions to improve energy efficiency and technologies to help reduce our carbon footprint. We introduced a number of innovations to help minimise our resource consumption and reduce waste, particularly from packaging materials. We are replacing them with reusable or recyclable materials.

Our original goal set in the management system was to reduce carbon dioxide emissions by 30 % by 2025 compared to 2018. The many initiatives completed in 2022–2023 yielded significant results in this respect, and 2023 turned out to be a record year on Nowy Styl path to decarbonising the company's operations so far. We have therefore decided to raise our CO₂ emission reduction target from 30 % to 50 % by 2025 (within the scope of the CO₂ Performance Ladder certification) in order to achieve net zero emissions in the long term, by 2050.

Even in the face of challenges, we have not lost our fundamental values. Sustainability remains our priority, both in environmental and social terms. Our investments in energy-saving technologies, product development in the spirit of ecodesign and support for local communities in recent years are just some examples that testify to our responsibility.

On 21st of August 2023 Nowy Styl became a signatory of the Diversity Charter – an initiative under the patronage of the European Commission, implemented in 26 EU countries, aimed at promoting equal treatment policy and diversity management in the workplace. Our accession to the Charter confirms that diversity and respect for human rights are an integral part of our organisational culture, which we are increasingly committed to building. We have appointed ethics officers, we regularly update our long-standing policies, the Code of Ethics and the Supplier Code of Conduct, and we regularly hold training to ensure that all our employees and partners throughout the value chain are aware of the core values that guide us as an organisation.

In 2022, we developed the *Nowy Styl Anti-Corruption Policy* and appointed a Compliance Officer, who is responsible for monitoring compliance with the Policy. At the end of 2023, we published a *Human Rights Policy*, which specifies the principles and good practices exercised in our organisation, based on international labour standards and human rights. At the same time, we also published our new *Quality and Environment Policy*, *Workplace Safety Policy*, and *Modern Slavery and Human Trafficking State-*

ment, which sets out the actions our organisation takes to ensure that modern slavery, forced labour and human trafficking do not occur within our business or across our supply chain.

We focus on transparency, ethics and responsibility in all aspects of our business. These values constitute the foundation on which we base our company's continued success. We are actively involved in local development, sports and culture, supporting various organisations, mainly from the region of Podkarpacie. Our annual charity ball event for children from educational centres and the J. Korczak Foundation have even become a part of our identity. We are going to continue this mission in the coming years.

In 2022 and 2023, we made large steps on the way to implementing our sustainability strategy, which undoubtedly brings us closer to full reporting in full compliance with the requirements of all EU directives we are implementing. We focused on key areas such as reducing greenhouse gas emissions, optimising the use of natural resources and building an inclusive workplace that promotes innovation and talent development.

Our approach to sustainability has been noticed and appreciated by one of the most popular platforms assessing corporate sustainability. In 2022, 2023 and 2024 Nowy Styl was awarded the EcoVadis platinum medal, which placed us among the top 1% of assessed companies from around the world, scoring the highest in the four categories: human and employee rights, environment, ethics and sustainable procurement. Our journey with the EcoVadis assessment can be summed up in one word: growth. We have gone through various stages – from silver, to gold, to triple platinum. But we are not stopping at this, and we are motivated to continue developing sustainable initiatives across various areas of our organisation.

We would like to thank our employees who make sure that Nowy Styl develops in line with our values, and all our partners and stakeholders for their joint efforts in these extraordinary times. Your commitment and support are invaluable to us. We trust that our achievements and plans for the future outlined in this report will inspire further work for sustainable development. We hope you will enjoy reading this report.



Adam Krzanowski
President of the Management Board
and co-owner of Nowy Styl

Our mission



With passion and respect for the natural environment, we help people arrange offices and other public utility facilities so that they best meet their needs in terms of health and comfort, increase their efficiency and enjoyment at work, and meet their individual ergonomic and aesthetic needs. So that they simply serve them in the best possible way.





We believe that our highest duty to people and the planet, as well as a condition of long-term success, is to incorporate the *Ten Principles of the UN Global Compact* in the areas of human and labour rights, the environment and the fight against corruption into the strategies, policies and procedures of our organisation.

[Click here to find out more](#)

In implementing our mission described above and to strengthen customer trust in our company, we focus

on actions that are consistent with the *UN Sustainable Development Goals*, in particular the following:

- > Goal 3: Good Health and Well-Being
- > Goal 4: Quality Education
- > Goal 7: Affordable and Clean Energy
- > Goal 8: Decent Work and Economic Growth
- > Goal 9: Industry, Innovation and Infrastructure
- > Goal 10: Reduced Inequalities
- > Goal 12: Responsible Consumption and Production
- > Goal 13: Climate Action

These goals permeate our culture and everyday work; they are part of our strategy.

Nowy Styl business relies on the following assumptions:

We provide our clients with comprehensive service and meet their ever-increasing expectations.



We systematically improve the functional, ergonomic and durability values of our products.



We ensure continuous development of the company by expanding into international markets and strengthening our global and local responsibility.



We eliminate potential threats by identifying, analysing and assessing risks and opportunities in processes and workplaces.



We provide safe and hygienic working conditions to prevent injuries and diseases.



We protect the health and safety of people on our premises, as well as customers and contractors.



We engage employees and stakeholders in building a culture of safety.



We identify and monitor environmental aspects, thereby minimising adverse impacts on the natural environment.



We ensure rational use of natural resources by using technologies that reduce the amount of production waste.



We design products that are consistent with the circular economy model.



We train employees to increase awareness of their impact on the environment, quality and safety.



We achieve compliance with applicable laws and regulations and adhere to other obligations.



Summary of commitments for 2022-2023

GRI
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Of the 31 commitments presented in the previous report Make Your Space Responsible for 2020-2021, we managed to fully or partially deliver on 29 – but we are not stopping there.

Commitment fulfilment rate (31)



80%-100% fulfilled

Product	We will renew the "Wellbeing Quality Certificate 2020".
Product	We will popularise workplace knowledge through an e-learning platform and website.
Product	We will educate and raise people's awareness of the problem of noise in the workplace. We will share knowledge on how to solve that problem.
Product	We will implement the new ISO 22955 standard which clarifies acoustic performance requirements for different types of open-space offices.
Product	We will develop the Kusch+Co brand portfolio, specifically products dedicated to healthcare, transport and design.
Product	We will implement new products based on the implemented ecodesign system, with a view to minimising negative impact on the environment.
Product	We will update the Technical Data Sheets for the company's acoustic products.
Employees	We will conduct a talent programme for professionals working in technical roles to help them develop their soft skills and prepare for managerial roles.
Employees	We will conduct a development programme for managers to shape leadership attitudes consistent with our values and organisational culture and to strengthen intergenerational management competencies.
Employees	We will add a module on sustainability and CSR to the onboarding programme and to sales department and managerial training programmes.
Employees/ Ethics	We will organise an election of new employee representatives. A popular vote will be an opportunity to promote the right of employees to take part in decision making on issues important to them.
Employees/ Ethics	We will expand the ethics training programme to include corruption prevention and will continue the anti-bullying and anti-discrimination training. These will be mandatory for employees to take every two years.
Employees/ Ethics	We will develop a recruitment procedure to promote the principles of equality and diversity and ensure that they are respected at all stages of the process.
Local communities	We will continue our commitment to local development and support for organisations from the Podkarpackie Province.

Local communities	We will continue to organise our Charity Ball, a party event for children and young people from childcare centres in the Podkarpackie Province.
Supply chain	Implement IFS at the Kusch+Co production plant in Hallenberg, in the Procurement area.
Supply chain	Implement a complaint process for external suppliers following the launch of IFS at the Kusch+Co plant.
Supply chain	Conduct periodic evaluation of suppliers with regard to social and environmental aspects, including GHG emissions in the period 2022-23.
Supply chain/ Employees	Support employees in their professional development through specialised training in the area of purchasing.
Environment	We will continue to work to reduce our carbon footprint - our goal is to reduce emissions by 30% by 2025, compared to 2018.
Environment	We will continue to invest in technological and infrastructure solutions to improve our energy efficiency, and thus allow us to reduce our carbon footprint.
Environment	We are continuing to replace our car fleet with hybrid cars, so as to achieve a reduction of CO ₂ emissions in this area by approximately 20% by the end of 2023.
Environment	We will completely eliminate the solvent varnishes used in the Office Furniture Factory and replace them with environmentally friendly water-based varnishes.
Environment	We will discontinue the use of a blowing agent now used to make structural foam by the end of 2022, and replace it with an agent with a GPW=1, whose environmental impact is negligible.
Environment	We will continue our efforts to further reduce the consumption of packaging materials in internal and external transport of our goods.

50%-79 % fulfilled

Supply chain	Increase the share of recycled raw materials used in components and packaging materials, e.g. stretch foil.
Supply chain	Increase the share of FSC®-certified components for the group of wood products.
Supply chain	Reduce CO ₂ emissions and energy consumption by shifting from CO ₂ laser to fibre laser cutting technology - transferring production to an external supplier, the Fabryka 4x4 company.
Supply chain	Introduce a steel tube supplier who is in the process of implementing the Green Steel (zero-emission steel) policy from the end of 2025.

Less than 50 % fulfilled

Product	We will increase the share of recycled materials in our products.
Ethics	We will extend the internal policy breach reporting system to include more companies in the Nowy Styl capital group.

Nowy Styl in figures

GRI
2-6

GRI
2-7

One of the leaders
in Europe's
furniture industry

EUR 309
million
sales revenue in 2023

Almost 3 500*
employees
in several
countries

* 3 190 - number of employees in the production
companies covered by this report at the end of 2023

28
showrooms plus our own
structures and offices
in 11 countries



Products delivered to over
70 countries

Established in
1992

5 brands:

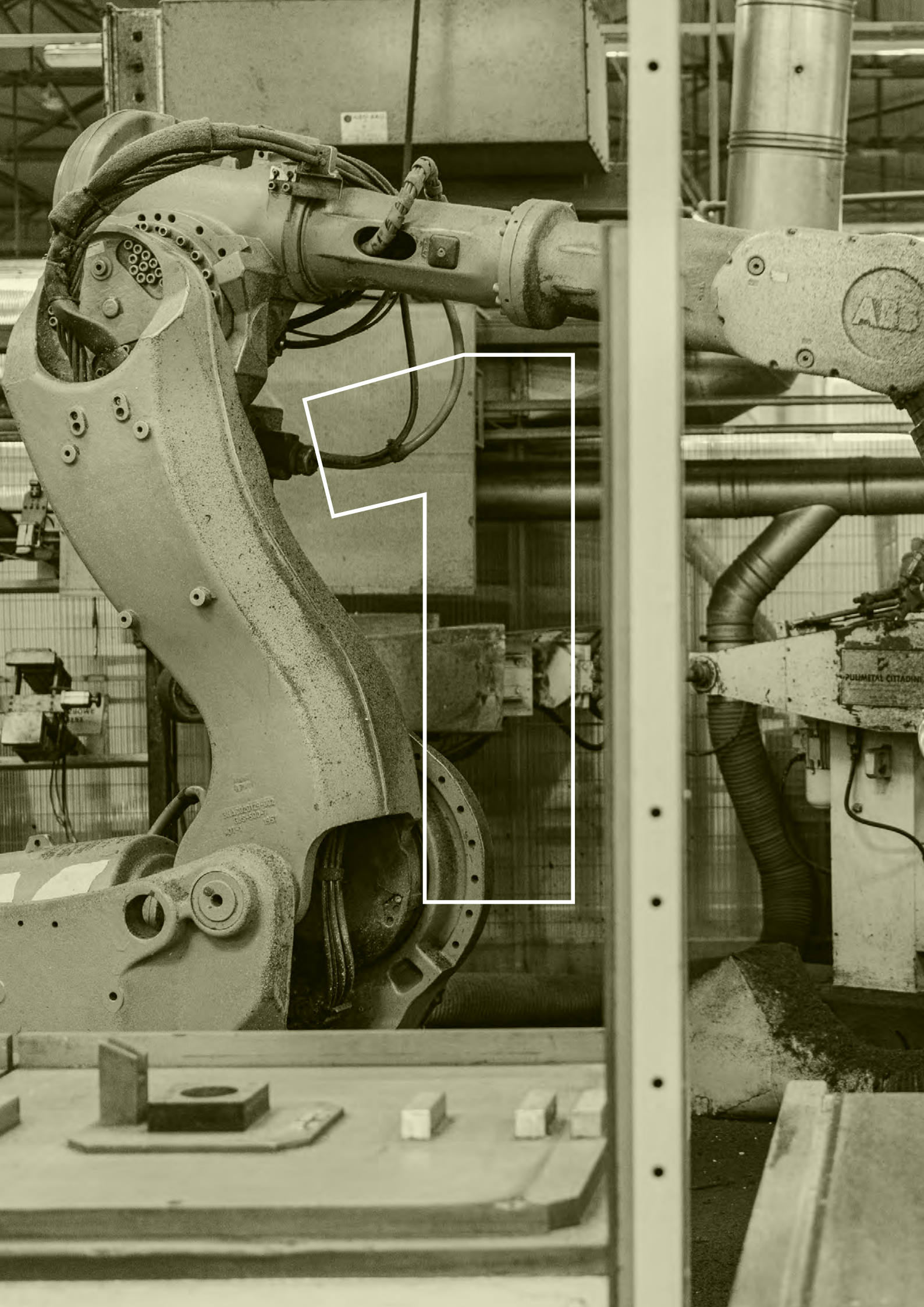
Nowy Styl
Forum by Nowy Styl
SOHOS by Nowy Styl
Kusch+Co
Sitag by Nowy Styl

211 649 m²

production area (warehouse
and production) in various
European countries,
mainly Poland, Germany
and Switzerland

More than **250**
product lines
in the offer

Over **260**
completed airport projects



1 About Nowy Styl

GRI
2-1

The founders of Nowy Styl are brothers, Adam and Jerzy Krzanowski. They established it in 1992, year, with seven employees and three models of chairs which were delivered to customers all over Poland by a Polonez truck. They invested every zloty they earned in the development of their business, and so the following year they employed over 100 people and their portfolio grew to 7 models. In the 1990s, Nowy Styl acquired new customers, this time outside the country – initially in the East, and then in the rest of Europe. The 20th century saw a spectacular conclusion with the sale of the company's millionth chair.

In order to provide a more comprehensive offering, over time the decision was made to begin producing office

furniture. In 2006, a brand was created that sells seating for the world's largest stadiums, known today as **Forum by Nowy Styl**. A year later, total sales of 50 million chairs were celebrated.

In the following years, the growth dynamics increased even further. The goal was to reach new market segments. 2011 saw the birth of our new Grammer Office brand, followed by Rohde & Grahl in 2013.

At the same time, another large investment was being carried out – the construction of one of Europe's most advanced and largest furniture factories which opened in 2014 in Jaslo. The use of state-of-the-art technologies has resulted not only in shorter order execution times, but above all in improved product quality.

In order to increase the company's potential and product innovation, as well as to ensure its continuous development, in 2015 it was decided that a Research and Development Centre would be established, which gathered the necessary equipment and experts in the development of production technologies and product innovation.

Soon, the decision was made to include foreign companies Sitag, Stylis, and then Kusch+Co and Majencia in the portfolio. We try to draw as much as possible from their experience in specific segments of the furniture market, in particular transport (260 completed airport projects) and healthcare.

We continue to expand the range of products offered. We work with brands recognized all over the world and design interiors throughout Europe, including for Toyota, ABB, Siemens and Deloitte. Our portfolio, which consists of 5 brands (**Nowy Styl**, **Forum by Nowy Styl**, **SOHOS by Nowy Styl**, **Kusch+Co** and **Sitag by Nowy Styl**), includes several hundred pieces of furniture and chairs (250 product lines) that we sell all over the world, and the Nowy Styl team today consists of several thousand employees who make constant contributions to our know-how.

Since 1992, when the brothers worked in a makeshift assembly plant based near Krosno, a small town in south-eastern Poland, almost everything has changed. The idea, however, has remained the same: to create a valuable product.



The construction of the first factory



Current office furniture factory in Jaslo

1.1 How and where we operate

GRI 2-6 In late 2023, our factories and offices in 11 countries employed approximately **3,500 people** (in the companies covered by the report 3190). We have learned to respond to diverse needs and adapt to local conditions. Through our companies, branches and sales departments, we deliver products and solutions offered by Nowy Styl to more than **70 countries**.



The best summary of our achievements over the last quarter of a century is our position as the industry leader in comprehensive design of offices and public spaces: stadiums, halls, cinemas, theatres, passenger terminals, healthcare facilities or hotels.

Nowy Styl globally

GRI 2-1 **GRI 2-6**

Our head offices:

Krosno – headquarters and management office
Jaslo – main production location
Krakow – management office

-  Showrooms/Branches
-  Factories



Our factories and their addresses:

Poland

Nowy Styl Sp. z o.o.
(Office Furniture Factory),
Fabryczna 8, 38-200 Jasło

Nowy Styl Sp. z o.o.
(Metal Production Plant),
Fabryczna 6a, 38-200 Jasło

Nowy Styl Sp. z o.o.
(Armchair and Chair Production Plant),
Fabryczna 6b, 38-200 Jasło

Nowy Styl Sp. z o.o.
(Wood Processing Plant),
Osiedle A/19, 38-542 Rzepedź

Germany

Nowy Styl Deutschland GmbH,
Voigtei 84, 31595 Steyerberg

Kusch+Co GmbH,
Braunshäuser Str. 10, 59969 Hallenberg

Switzerland

SITAG AG,
Simon Frick-Str. 3a, CH-9466 Sennwald

Our offices:

Austria
Czech Republic
France
Netherlands
Germany
Hungary
Poland
Slovakia
Switzerland
United Arab Emirates
United Kingdom

Our showrooms:

1. Krakow, Poland
2. Warsaw, Poland
3. Wrocław, Poland
4. Gdańsk, Poland
5. Poznań, Poland
6. Lublin, Poland
7. Rzeszów, Poland
8. Bratislava, Slovakia
9. Vienna, Austria
10. Dornbirn, Austria
11. Amersfoort, Netherlands
12. Paris, France
13. Prague, Czech Republic
14. Düsseldorf, Germany
15. Frankfurt, Germany
16. Hamburg, Germany
17. Voigtei, Germany
18. Ebermannsdorf, Germany
19. Stuttgart, Germany
20. Munich, Germany
21. Hallenberg, Germany
22. Berlin, Germany
23. Zurich, Switzerland
24. Nyon, Switzerland
25. Sennwald, Switzerland
26. Dubai, United Arab Emirates
27. London, UK
28. Budapest, Hungary

GRI 2-1	GRI 2-2	GRI 2-5	GRI 2-6
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The Nowy Styl Capital Group is comprised of: Nowy Styl sp. z o.o. as the parent company and related companies, a selection of which are presented below.

This report focuses on presenting data for: Nowy Styl sp. z o.o., Nowy Styl Deutschland GmbH, Kusch+Co GmbH and Sitag AG, which are the group's production companies. We have assumed that the above companies, whose employees constitute 93% of all employees, and fixed assets and

inventories constitute over 90% of these asset categories in the entire capital group, are the most relevant to the report recipients in the group's identified key impact areas. In 2021, we ceased production operations in the previously reported company Nowy Styl GmbH. In addition, there were no mergers, acquisitions or disposals of companies or parts of companies in the reporting period that would affect the scope of the disclosures presented. We do not report corrections of information on minority shares.

The Nowy Styl Structure*



*Additionally, of the date of the report, the following companies had changed their names: Nowy Styl Group GmbH became Nowy Styl Austria GmbH, SITAG AG became SITAG by Nowy Styl AG, and Nowy Styl.FR SAS took over Nowy Styl-Majencia SAS and now operates as Nowy Styl France SAS. As of 2024, the following are in liquidation: NSLogistic GmbH, Stylis NSG DMCC and NSG Finance sp. z o.o. Holding. In 2024, NOVA POSHTA POLSKA sp. z o.o. based in Rzeszów joined the group.

1.2 Company leadership

"A leader is someone people will follow, someone you want to work with and trust. A leader is authentic. This person must have a good rapport with employees – they must set an example for them," Adam Krzanowski, CEO of Nowy Styl, told Forbes magazine in mid-June 2020.

It is not by accident that we quote his words here. The most important decisions in our organization are always made through joint discussions and consultations. The team spirit found at the highest management level carries over into the entire organization because the Nowy Styl

Management Board strongly believes in leadership based on the principle of partnership and dialogue. Getting employees involved in interesting international projects by giving them authority and responsibility inspires them to achieve things that may have previously seemed impossible. Just as the story of the Krzanowski brothers unfolded.

The Management Board of Nowy Styl is based on a functional model that assumes the distribution of responsibilities from designated areas of the company's operations and its related companies between its individual members.



The distribution of duties and responsibilities among the members of the Management Board

President of the Management Board and co-owner of Nowy Styl



Adam Krzanowski

Production Division
Investment, Global Procurement and Supply Chain Division
HR Department
OHS Department
Employee Training and Development Department

Vice President of the Management Board of Nowy Styl, President of the Management Board of Nowy Styl International



Rafał Chwast

Sales Division
Marketing and Product Management Division
Logistics Division
Finance Division
IT Division
Legal Department
Management Office

Member of the Management Board of Nowy Styl, Vice-President of the Management Board of Nowy Styl International



Małgorzata Naparło

Customer Service Division

Member of the Management Board of Nowy Styl



Paweł Smaś

Technical Division
Production Planning and Materials
Warehouses Division
Quality Area

The highest management body in Nowy Styl sp. z o.o. is the Management Board, which consists of four members (three men and one woman). No Supervisory Board has been established, nor have any committees of the highest supervisory body been appointed, which would be responsible for making decisions and overseeing the organization's impact on the economy, environment, and people. In the company, KODO operates permanently (Committee on Personal Data Protection). Other commit-

tees can be appointed ad hoc if necessary. The Members of the Management Board are appointed by the General Meeting of Partners for a joint three-year term. In order to improve the efficiency of the operations and have a better insight into the projects implemented by Nowy Styl, an additional extended management board was established, which is an addition to and extension of the senior leadership in key business areas.



Tomasz Bardzik

Director of the Production Planning and Material Warehouses Division
Director of the Quality Area



Bartosz Karasiński

Director of the Marketing Department



Radosław Jankielewicz

Director of the Financial Division



Rafał Siwek

Director of the Logistics Division



Mariusz Sobociński

Director of the IT Division

All members of the Management Board (including the extended one) are executive individuals, free from external influences, conflicts of interest, and do not engage in competitive activities. They do not hold any other significant positions or have any other obligations that could affect

their ability to perform their duties within the organization.

In this regard, all members of the Management Board are independent; however, the members of the extended Management Board within the organizational structure report directly to a member of the Management Board.

1.3 Business strategy


GRI 2-2 **GRI 2-6** **GRI 201-1** The main premise of Nowy Styl's business strategy is to combine organic growth with acquisitions of companies whose portfolios add to our offering and allow us to expand our operations into new sectors and markets. By organic growth, we primarily mean strengthening existing commercial structures in each country, further improving customer relationships, building a global image, making choices about focusing more strength and resources in key markets and

in leading segments, investing in areas of production or logistics, developing new proprietary products, and seeking partners with whom to achieve competitive advantages.

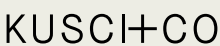
In recent years, our organisation's strategy has increasingly included stakeholder expectations. Setting new goals and making strategic decisions is based on the identification and analysis of product-focused areas important for Nowy Styl, as updated every two years.

Financial results of the Nowy Styl sp. z o.o. capital group. (PLN million)		
All figures are in PLN million	2022	2023
Sales revenue	1 610	1 400
Operating expenses excluding salaries and employee benefits	1 027	897
Salaries and employee benefits	442	429
Payments to investors	24	0

Our brands




The largest and dominant brand with a comprehensive portfolio of products and services for office spaces and public utilities.



Excellent quality and design of chairs and furniture, as well as specialised solutions for the healthcare sector and passenger terminals.



Durable seating and auditorium solutions for sports facilities, cinemas, theatres, concert and lecture halls.



A wide selection of sturdy and ergonomic high-quality office and conference chairs at affordable prices.



A local traditional Swiss brand that offers high-quality chairs and office furniture.

Capital Group sales revenue 2022-2023 (net EUR million)



The years 2022 and 2023 were a time of lockdowns, Russia's invasion of Ukraine and high inflation, which affected almost every industry, including the office furniture segment, so after a temporary increase, 2023 saw a decline in sales revenue.

1.4 Key impacts, risks and opportunities

GRI
2-23

Risk and opportunity analysis is part of the Integrated Management System. At Nowy Styl, we perform it taking into account both the context and the changing environment of the organization, as well as the needs and expectations of our stakeholders and business aspects. Aspects we identify include ethical risks, social risks, employee safety risks, environmental and climate risks, financial and data security risks, as well as other risks related to the production, transport and use of products. Risks can affect the achievement of strategic and operational objectives, such as potential or past risks for which the company has already taken appropriate management actions.

In accordance with the implemented Risk Analysis for Processes procedure, risk management involves identifying risks and describing their impact on each process, assessing risks based on adopted criteria, determining the level of risk significance, determining the risk management method, implementing appropriate safeguards and monitoring changes in risks and opportunities.

With the integration of the ISO 14006:2020 standard in our environmental management system, we have expanded the existing analysis in line with thinking about our products' entire life cycle – from design to implementation, provision of raw materials and consumables, production, transport, use, decommissioning and disposal.

[Click here to find out more](#)

The register of risks and opportunities is updated once a year as part of the revision of the Integrated Management System and each time significant changes affecting the processes occur. A separate process is supply chain risk analysis. Nowy Styl Global Procurement and Supply Chain Department assesses the risks associated with each existing and new supplier.

[Click here to find out more](#)

Examples of risks identified and managed by Nowy Styl

Area	Risk
ETHICS	Absence of or unreliable communication of the company's ethical policies
	Employee behaviour that is conducive to corruption
	Discrimination against employees such as based on gender, age, nationality, religion, sexual orientation, political views, employment, wages, benefits, promotion, discipline or termination of contract
	Supervisors mobbing employees
	Conflict of interest
	Misuse of company property by an employee
SOCIAL	Misidentification of health and safety hazards
	Unplanned or unforeseen situations related to work performed on the Organization's premises by its own employees and third-party contractors posing a risk or exposure
	Health and safety risks related to changes in the production area
	Risks associated with a biological agent, i.e., illnesses, spread of infectious diseases, epidemic outbreaks, pandemic
	Lack of skilled workers
ENVIRONMENTAL	Non-compliance with environmental regulations related to multiple legal acts
	Improper management of chemicals
	Increasing costs of greenhouse gas emissions
	The cost of green investments
	Inadequate supervision of waste management
	Water shortage due to droughts
	Shortage and high prices of green energy on the market
	Development of technology without consideration of energy efficiency and adequate material efficiency

PRODUCT DESIGN AND IMPLEMENTATION	Incomplete definition of product requirements in relation to needs
	Failure to consider recycled materials at the implementation stage
	Technical problems in designing for recycling
	No consideration of extended product life
PROCUREMENT AND SUPPLY CHAIN	Untimely delivery of components for production
	Long lead time for delivery
	Long supply chains
	Shortage of raw materials and price volatility
	Shortage of certified wood raw material on the market
	Difficult access to good quality regranulate and recycled materials
TRANSPORT	Difficult access to certified recycled steel
	Lack of ability to use low environmental footprint transportation
	Lack of loading space optimization
	Lack of reduction in packaging materials for inhouse transport
FINANCE	Fraud attempts by organized criminal groups
	Liquidity risk
	Exchange rate risk
	Credit risk
DATA AND SYSTEMS SECURITY	Interest rate risk
	Data security risk (related to IT infrastructure)
	Security breach of general IT infrastructure related to threats such as lightning, fire, flooding
INFORMATION SECURITY	Cyberattacks (Network Attacks)
	Information leaks in IT architecture (caused by human factors)
	GDPR violations
	Incidents related to data leakage
	Disclosure of confidential company information by employees

1.5 Areas of impact

GRI 2-25 **GRI 2-29** **GRI 3-3** We are aware of the impact we have on our environment, which is why we attach great importance to management that would allow us to shape a world friendly to future generations.

We systematically analyze each link in the Nowy Styl value chain to identify areas that can be optimized not only to increase the company's competitiveness, but also to increase its value from the point of view of all stakeholders.

In order to respond to changes in the market environment on an ongoing basis and effectively adapt to new

legal regulations, or effectively implement new solutions and technologies, we conduct regular dialogue with our key stakeholders. Listening carefully to the needs of our customers and being able to respond to them quickly is fundamental to the development of our business, especially our product portfolio.

Based on a multi-stage process described in the final chapter of this report, we have identified the key aspects and issues of sustainable development for our company.



Economic impact

- > Dominant employer in the region – job creation
- > Working with local suppliers – our partners grow and develop with us
- > Employee compensation and benefits
- > Taxes that help national and regional economies grow
- > Sponsoring – culture, sport, design industry and modern services business
- > Konfederacja Lewiatan, Podkarpacki Klub Biznesu (Subcarpathian Business Club), Stowarzyszenie Firm Rodzinnych (Family Business Association), organizations sectoral – co-creation and promotion of good practices business



Social impact

- > Health and safety – education on workplaces that support physical and mental health; occupational health and safety measures and building a safety culture across our own workplaces
- > Making ergonomic products that improve comfort at work
- > Wellbeing – improved quality of life and well-being through ergonomic and effective workplaces
- > Talent development – training development programs for employees, cooperation with universities, programs traineeships and diploma theses; scholarships for the gifted youths
- > Social commitment – support for cultural development, sports, health care and groups at risk social exclusion



Environmental impact

- > Extending product life cycles
- > Transitioning towards a circular economy
- > Reducing CO₂ and greenhouse gas emissions
- > Reducing harmful substance emissions
- > Reducing the production of waste and recycling
- > Reducing energy and water consumption
- > Reducing material consumption (wood, leather, wool, steel and plastics)

The study conducted for the purposes of social dialogue shows that the areas of interest to Nowy Styl's stakeholders did not change significantly in 2022–2023, and the company's commitment in their eyes is most visible in the area of the organization's environmental and product care.

The respondents assessed that Nowy Styl should continue its initiatives in the area of the natural environment (CO₂ reduction, eco-design, waste reduction, energy efficiency) and HR. At the same time, it could be more involved in issues of employee mental health and their eco-education, implementation of products with a reduced



carbon footprint, as well as activities for the local community, because stakeholders do not have the knowledge to implement such activities.

It is a conclusion for the future that there remain areas that need to be improved or highlighted.

The conclusions of the analysis will be taken into account in the implementation of current actions and operational plans for the years to come.

We took account of these conclusions when assessing the relevance and selection of aspects we describe in this report.

1.6 Sustainable development strategy

  We have recently noticed a significant impact of the climate changes that have been taking place for many years, caused by human activity, which translate into a drastic reduction of natural resources. We can feel that impact directly in our daily work. In addition, growing legislative requirements as well as the expectations of customers, partners and the public towards large enterprises in the area of ESG give a new direction to actions taken and oblige businesses to adopt more and more ambitious goals in this area.

In our opinion, the intensification of Nowy Styl's sustainable development policy is the only right thing to do.

It is also an opportunity for us to build an authentic image of a committed and responsible company. We are implementing a number of coordinated activities that are constantly shaping the functioning of the organisation and instilling a responsible approach among customers, employees, partners, suppliers and local communities. This makes us a good partner for the stakeholders, who understand the ongoing changes and the key importance of sustainability for business.

The team

Until recently, the area of sustainable development of Nowy Styl used to be the responsibility of the Marketing Director, who reported directly to a Member of the Management Board. Tasks in this area were carried out with the support of a wide group of people from various departments of our company and related companies. In order to meet the new requirements as set out by the EU's December 16th, 2022 Directive on Corporate Sustainability Reporting (CSRD) and prepare our organisation for a full transformation in the spirit of sustainable development, we have taken steps to give a formal structure to this interdisciplinary team.

Pursuant to Order No. 2/30/10/2024 dated October 30th, 2024 issued by the Management Board of Nowy Styl regarding activities for Sustainable Development at Nowy Styl, a cross-functional ESG Team was established as of November 1st, 2024. It consists of 9 members who represent key areas of the organization, such as: HR Department, Environmental Protection Department,

Legal Department, Global Procurement and Supply Chain Department, Product Department, Quality Area, Marketing Department and Controlling Department. The team is coordinated by ESG Manager, Adrianna Kobylak, while direct supervision over the Team's work has been entrusted to one of the Members of the Management Board of Nowy Styl, Mr. Paweł Smaś, who has taken over responsibility for sustainable development issues on behalf of the Company's Management Board.

The main tasks of the ESG Team include updating the sustainable development strategy consistent with the business goals of Nowy Styl, developing and implementing a sustainability reporting system according to CSRD guidelines, tracking progress toward goals and transparently reporting results on an ongoing basis, and promoting awareness of sustainability among employees and other company stakeholders.



Reporting

GRI 2-3 **GRI 2-25** **GRI 3-3** Sustainable practices are deeply embedded in our corporate culture based on values such as ambition, tolerance, honesty and humility.

For years, these principles were not written down, and we were certainly not alone in this, but as we developed and expanded the scope of our operations, we began to pay attention to many new issues. Therefore, we needed to organize them.

This is how our first sustainable development report for 2012–2013 was created. It is worth mentioning that it was one of the few publications of this type in Poland at that time. We drew our inspiration from the West, where the idea of responsible business already played an important role in determining the growth of companies. From

that moment on, by decision of the Management Board, issuing a report every two years has become our permanent practice. Subsequent publications covered the periods: 2014–2015, 2016–2017, 2018–2019, 2020–2021.

Our sustainable development strategy and its implementation are in line with the UN Global Compact initiative (ten universal principles on human rights, labour, environment and anti-corruption), of which we have been a signatory since 2012, and with the “Guiding Principles on Business and Human Rights” approved by the UN. Meanwhile, our strategic goals are consistent with selected United Nations Sustainable Development Goals (SDGs). We are guided by them when determining our business strategy and in our efforts to put it into practice, which we show on the following pages of the report.

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



When analyzing the contents of the following reports, it is easy to see that sustainability policies are playing an increasingly important role in our company, which has been recognized both at home and abroad.

Our CSR has been recognised by:



➤ **EcoVadis** – a technology platform that enables the assessment of entities' corporate social responsibility practices and conduct. The assessment is done using a methodology based on international standards such as: The Ten Principles of the UN Global Compact, the conventions of the International Labour Organization (ILO), the Global Reporting Initiative (GRI) standards, the ISO 26000 standard, the CERES Action Plan and the UN Guiding Principles on Business and Human Rights, also known as the Ruggie Framework. It makes it possible to see how well a company has integrated the principles of sustainable development into its business and management system based on the evidence provided, sector-based data, country-specific data, company size, as well as the assessment by EcoVadis analysts.

A range of issues are assessed on a scale from 0 to 100, broken down into four areas: environmental, social, ethical and procurement. EcoVadis assesses over 45,000 companies and its results help companies monitor sustainable development practices of entities from various industries in 190 purchasing categories across 150 countries.

Our approach was assessed as structured and proactive. In 2022 and 2023, Nowy Styl was awarded a platinum medal and included in the most prestigious group of only 1% best rated companies.

[Click here to find out more](#)

➤ **Responsible Companies Ranking** – prepared by Professor Bolesław Rok of Centrum Etyki Biznesu Akademii Leona Koźmińskiego (Business Ethics Centre at the Kozminski University), Deloitte and Dziennik Gazeta Prawna. In 2020, we ranked 7th in the industry.

[Click here to find out more](#)

➤ **'Odpowiedzialny biznes w Polsce. Dobre praktyki' (Responsible Business in Poland)**. A publication by Forum Odpowiedzialnego Biznesu – the 2022 Report describes nine Nowy Styl practices.

[Click here to find out more](#)



1.7 Ethics at Nowy Styl

GRI 2-27

GRI 205-3

GRI 206-1

GRI 406-1

Our organization is a meeting spot for different cultures, nationalities, languages, ages or walks of life. Despite so many differences additionally compounded by the legislation of the countries in which we operate, we strive to fully respect the universal values of ambition, integrity, humility and tolerance, which have become the pillars for the documents created by Nowy Styl: policies and codes governing our relations with stakeholders.

We have not recorded any cases of corruption for any of the reported companies (including dismissal or disciplinary punishment of an employee for corruption, non-renewal of contracts with contractors due to violation of anti-corruption rules); discrimination; non-compliance with regulations and voluntary codes regarding the impact of products and services on health and safety; non-compliance with regulations and voluntary codes regarding labeling and information about products and services; non-compliance with regulations and voluntary codes governing issues of

marketing communications (including advertising, promotion and sponsorship); legitimate complaints regarding breaches of customer privacy and loss of customer data or non-compliance with legal regulations, including environmental and socio-economic regulations (subject to complaints submitted by buyers under quality guarantees or warranty regarding the quality of products).

In addition, during the period from 1st January 2022 to 31st December 2023, no legal proceedings were initiated or conducted against the reporting companies or their individual employees regarding the use of anti-competitive practices or violations of antitrust laws, corruption, discrimination and non-compliance with regulations and voluntary codes regarding the impact of products and services on health and safety, labeling and information about products and services or marketing communications (including advertising, promotion and sponsorship), as well as violations of customer privacy and loss of customer data.

GRI 102-16

Our values



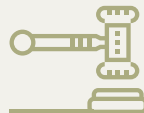
Ambition

Our company is made up of ambitious, young-at-heart people who are constantly improving the way they work and looking for new solutions in order to achieve even better results.



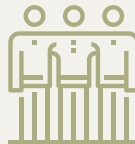
Humility

Appreciating other companies' experience and knowledge, we are constantly learning and improving our competences. We are able to recognize our mistakes and learn from them. At the same time, we are proud of what we have already achieved.



Integrity



By observing the law and our company's internal rules, as well as keeping our business promises, we maintain good relationships with people. We believe that ethical standards and decency are equally binding in business and in private life.



Tolerance

We consider cultural diversity in our company and the environment as great treasures. We treat each other with respect and strive for mutual understanding.

Documents related to corporate responsibility

   In all its operation, Nowy Styl cares not only about observing the law, but as an international entity, it also tries to be guided by the moral norms of a given community. It is aware of the impact it has on the surrounding reality and feels responsible for its actions. That is why the Nowy Styl team keep working on raising the moral standards of conduct in our organization and developing new documents to define our corporate culture.

We realize that building a company based on values is a long-term process and requires a lot of determination.

Values must be consistent and interrelated. However, we believe that business ethics improves a company's operations and can reduce the cost of potential conflicts resulting from disrespect for moral rules. The company is made up of people in the first place. Therefore, in order for its business to be ethical, the conduct of its employees must be appropriate. Employee dishonesty or reprehensible behaviour affects the reputation of the entire company – after all, employees are the company's calling card, which is why proper selection of staff becomes so important.

Code of Ethics

All our employees are bound by *the Code of Ethics* developed in 2017 and updated in 2023. *The Nowy Styl Code of Ethics* is a kind of compass that shows the right directions in our key areas, based on the values and principles important to Nowy Styl. We build our ethical organisational culture on three pillars:

- **relationships** – between Nowy Styl and its employees, customers, suppliers, competitors, social partners and the natural environment (all stakeholders of our organisation)
- **compliance** – with applicable law and accepted rules of conduct and values important to Nowy Styl that go beyond legal regulations,
- **dialogue** – as a tool for building relationships with stakeholders in the context of promoting and respecting our values: ambition, humility, honesty and tolerance.

We adhere to the principle:

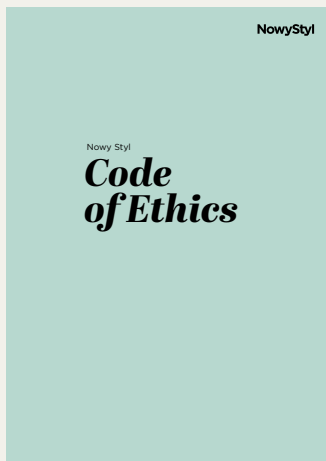
Tone at the top – the behaviour of executive staff models the perception of our organization and its authenticity, and consequently resonates with lower-level employees and colleagues. In doing so, we believe that an effective ethical culture should be based on trust and credibility and embedded in the behaviours and attitudes of all of us – employees and co-workers at all levels. Every one of us should be an ambassador of the ethical values of Nowy Styl.

The Code of Ethics is the foundation on which we build and constantly improve an ethical organizational culture, ensuring that employees and co-workers have no doubts which values matter and which values we base ourselves as an organization. It is equally important that they identify with these values and are guided by them in their daily activities.

In the *Code of Ethics*, Nowy Styl commits itself in particular to:

- implementing effective systems and controls to protect against any form of modern slavery at Nowy Styl or the supply chain. The obligation is fulfilled by complying with the principles of labour law;
- ensuring protection of confidential information and data. The commitment is implemented by ensuring that Nowy Styl employees comply with the organization's rules on protection of information and data they deal with in the course of performing their official duties, including personal data, as well as through the supervision of the IT department over data security (deploying IT systems for data protection);
- using reliable, truthful information and accurate communications in customer relations, which Nowy Styl employees, especially those in the sales departments, are obliged to do;
- preventing corruption. Nowy Styl employees must not accept material benefits resulting as a result of the functions or the tasks they perform. This goal is achieved by training employees in the prevention of corruption, both upon hiring and later, through regular training;
- preventing conflict of interest. Employees are required to immediately inform their direct supervisor or representative of Nowy Styl of any situation in which a member of the employee's family (spouse, parents, children, siblings) or their significant other is employed by or works with or expresses a desire to cooperate with a client, supplier or competitor of the company;
- not to enter into any contracts or agreements with competitors whose purpose or effect would be to restrict free trade, in particular agreements restricting competition or violating the collective interests of consumers. Ensuring execution by having documents reviewed by the in-house legal department, which verifies contracts and agreements for possible antitrust violations;
- compliance with occupational health and safety rules. Nowy Styl provides all employees with regular occupational health and safety training and updates, as well as personal protective equipment and a safe work space.

By accepting the *Code of Ethics*, Nowy Styl employees agree to abide by the above obligations.



Nowy Styl's *Code of Ethics* is the result of many years of business and managerial practice. It is a summary of what we have learned so far, as well as a sort of look into the future and goal-setting – who we want to be in the future. The development of the Code was another step towards strengthening global and local responsibility and encouraging respect in our actions towards one another.

The Code sets out Nowy Styl's ethical principles regarding, among other things, company property and brand protection, relations with employees, customers and suppliers. The document also describes the general principles related to adherence to the Code, defines the role of the superiors in shaping ethical attitudes, outlines the position of the Ethics Officer and specifies how to report irregularities.



**Click to see the full
content of the document**

GRI 2-26 **GRI 406-1** In 2020-2021, we conducted ethics training for 96% of people who work at the organization. In the reporting period (2022-23), we continued training in this area – 1,990 people completed it.

Ethics Ombudsmen play a special role in adhering to business ethics. Nowy Styl employees can turn to them with any questions or concerns, as well as reporting any violations of the Code.

According to the ethics ombudsmen's report, no cases of discrimination were reported in 2022.

In 2022-2023, non-compliance was to be reported to the Compliance Officer, while labour law and human rights violations were reported to the Ethics Officers.

There were several reporting channels, such as the option to submit reports via e-mail, i.e. compliance@nowystyl.com and etyka@nowystyl.com, by phone, in person, in writing by post to the address of the Company's registered office with a note that the correspondence is intended for the above-mentioned persons, or by using mailboxes located at Nowy Styl factories/plants run by the aforementioned designated parties.

For detailed information in the subject area, see Nowy Styl *Code of Ethics* and *Anti-Corruption Policy*.

On September 25th, 2024, the Internal Reporting and Follow-up Procedure came into force at Nowy Styl, which,

within the scope of the areas indicated therein, introduced the following reporting channels operated by the Compliance Officer (including those enabling anonymous reporting):

- in writing (form) or orally (voice message recording) via a dedicated platform available at <https://nowystyl.whistlelink.com/>;
- in writing to the correspondence address: Nowy Styl Sp. z o.o., ul. Jasnogorska 9, kl. A, II P, 31-358 Krakow, Poland - with a note "Confidential to the Compliance Officer";
- orally by telephone to the Compliance Officer number;
- at the request of the whistleblower orally, during a face-to-face meeting organised within 14 days of receipt of such request.

At the same time, the division of competences between the Compliance Officer and the Ethics Officer was maintained. Submissions to Ethics Officer are made according to the existing rules set forth in the *Code of Ethics* and the Ethics Officer Regulations.

Policy and Procedure Against Mobbing and Discrimination

GRI 2-23 **GRI 2-24** To ensure that both our business and the business in our supply chain is conducted in an ethical and transparent manner, we develop and implement specific policies. Taking care of working conditions and in order to counteract potential unethical behaviour in the workplace, we have developed a *Policy and Procedure for Counteracting Mobbing and Discrimination*, which was officially announced by the Management Board of Nowy Styl in 2020. In implementing this policy, we gradually trained all employees, both onsite and online, regardless of their form of employment, position and workplace. In 2022-2023, a total of 1,934 people were trained, and the training programme focused on issues

related to mobbing and discrimination, as well as reporting such acts both informally and formally.

Nowy Styl undertakes to take any action required by law to counteract (prevent) mobbing and discrimination of employees. As an employer, Nowy Styl is obliged to take any action required by law to eliminate the social effects of mobbing and discrimination, in particular by providing assistance to victims of such behaviour. Any employee who believes that they have been a victim of mobbing or discrimination has the right to demand that the employer take action to stop these processes, as well as to remove their effects.

Anti-Corruption Policy

GRI
2-23

GRI
2-24

At Nowy Styl, we adhere to a zero-tolerance policy on corruption. Our mission is to promote ethical action, based on applicable laws, wherever we operate. This approach is consistent with our values and builds Nowy Styl's position as a reliable partner that shapes its identity in a responsible and fully transparent manner.

To emphasize how important this principle is to us and to ensure its effective enforcement, we have decided to develop an additional document devoted to this topic, the Nowy Styl *Anti-Corruption Policy*, effective from 1st March 2022. The Nowy Styl Management Board has also appointed a Compliance Officer responsible for monitoring compliance with the *Anti-Corruption Policy* guidelines.

As part of our periodic review, we updated this *Anti-Corruption Policy* on 16th September 2024.

The purpose of the Anti-Corruption Policy is to establish uniform rules for Nowy Styl and its related companies on how to proceed in the event of any abuse or even suspected abuse, taking into account the legal context of these entities' operations. The policy contains guidelines to identify corrupt behaviour and avoid situations of conflict of interest. It forms part of internal ethical governance, on top of Nowy Styl's Code of Ethics and applicable internal regulations, as well as being a component of Nowy Styl's broader anti-corruption system. The *Anti-Corruption Policy* is meant for employees and associates of Nowy Styl and its related companies, as well as all stakeholders of Nowy Styl, i.e. external entities with whom we maintain or plan to establish some form of business relations.

The *Anti-Corruption Policy* has been widely communicated, i.e. by e-mail, on the Nowy Styl website in the Sustainable Development tab, on the Intranet (the Nowy Styl Portal) and on bulletin boards at production facilities.

Anti-Corruption Policy topics are part of the onboarding/ induction training package. At the same time, Global Procurement and Supply Chain Department was included in the 2022 anti-corruption training conducted by a third-party law firm.

Additionally, as part of teaching legal awareness, promoting correct and ethical attitudes and building a

culture of compliance, in July-August 2024, employees of the above-mentioned department received the following training:

Corruption in business, available on the e-learning platform of the Central Anticorruption Bureau with a proof of participation certificate.

In 2024, extensive work was underway to prepare an e-learning training package. A mandatory module on compliance has been made available on the Nowy Styl e-learning platform – an e-learning course covering the following themes: Business Ethics, Anti-Corruption, GDPR. Employees were obliged to complete these training courses by the 30th of November 2024.

At the same time, on the occasion of Compliance Day, which fell on the 26th of September 2024, an educational campaign was prepared to promote the values and importance of compliance at Nowy Styl, with the following motto: "Let's make compliance together". As part of the campaign, educational posters on preventing corruption in business were prepared and made shared: Part 1: Corruption, Part 2: Conflict of interest and Part 3: Gifts and hospitality. The aim of the campaign was to present a complex topic in a viewer-friendly manner.

In the Nowy Styl *Anti-Corruption Policy*, we commit ourselves to creating an ethical internal order with an effective and efficient corruption prevention system as a key component. Our primary goal is to prevent, detect and report instances of actions that may be conducive to corruption to the Compliance Officer. All employees and associates of Nowy Styl are obliged to avoid any actions that could lead to a violation of this principle. It is also our commitment to identify and manage conflicts of interest and to establish clear rules regarding a "gift policy" at Nowy Styl.

In order to be able to actually fulfil these obligations, at Nowy Styl we focus on building legal awareness and educating our employees and associates in this area. Nowy Styl employees receive anti-corruption training, both as part of the onboarding and the subsequent training cycles.



GRI 2-23	GRI 2-24	GRI 2-27	GRI 205-3	GRI 206-1
GRI 406-1	GRI 416-2	GRI 417-2	GRI 417-3	GRI 418-1

Our main documents related to corporate responsibility are available on the website for all parties.

[Click here to find out more](#)

As in the previous years, owing to the consistent implementation of the company's ethics policy, in the reporting period we recorded no cases of corruption for any of the reported companies (including the dismissal or disciplinary punishment of an employee for corruption, failure to renew contracts with contractors due to their violation of the principles regarding combating corruption); discrimination; non-compliance with regulations and voluntary codes regarding the impact of products and services on health and safety; non-compliance with regulations and voluntary codes regarding labeling and information about products and services; non-compliance with regulations and voluntary codes governing marketing communications (including advertising, promotion and sponsorship); substantiated complaints regarding violations of customer privacy and loss of customer data or non-compliance with legal regulations, including environmental regulations

and socio-economic regulations (subject to complaints submitted by buyers under quality guarantees or warranties regarding product quality).

In addition, during the period from 1st of January 2022 to 31st of December 2023, no legal proceedings were initiated or pursued against the reporting companies or their individual employees regarding corruption, discrimination or non-compliance with regulations and voluntary codes regarding the impact of products and services on health and safety, product and service labeling and information, marketing communications issues (including advertising, promotion and sponsorship), as well as regarding violations of customer privacy and loss of customer data.

This is the best proof of the effectiveness of our efforts to promote ethical business practices.

1.8 Respect for Human Rights

GRI
2-23

GRI
2-24

Nowy Styl complies with international labour standards and standards related to human rights, such as the UN Universal Declaration of Human Rights, the International Covenant on Human Rights, the UN Guiding Principles on Business and Human Rights, the European Convention on Human Rights, the Declaration of the International Labour Organization and others described in international documents relating to specific groups of people (e.g. children, women, minorities, people with disabilities, migrant workers or indigenous peoples).

Since 2012, Nowy Styl has been a signatory to the United Nations Global Compact, which means that in its operations it undertakes to be guided by ten fundamental principles in the field of human rights, workers' rights, environmental protection and anti-corruption.

In order to emphasize its commitment to respecting human rights and freedoms, in late 2023, our organization decided to develop and publish a Human Rights Policy, which outlined principles and good practices to ensure these rights are respected.

In particular, the Nowy Styl Human Rights Policy commitments include:

- ensuring compliance with all applicable laws regarding wages, working hours, overtime and employee benefits;
- ensuring a safe and healthy workplace in accordance with applicable safety and security, health and internal regulations and requirements in this area,

minimizing the risk of accidents, injuries and health hazards;

- respecting employee's rights to form or join trade unions in accordance with national laws, without fear of reprisal, intimidation or harassment;
- fostering an atmosphere and organizational culture that ensures respect for diversity;
- fostering an atmosphere and organizational culture that ensures respect for diversity;
- respecting employees' right to privacy; acting ethically, honestly and transparently in all business transactions;
- implementing effective systems and controls to protect against all forms of modern slavery in its operations throughout the value chain;
- not employing children who, under local law, have not reached the age for employment in accordance with the International Labour Organisation Conventions;
- ensuring environmental protection, including land and water resources.

Nowy Styl ensures compliance with the above principles by ensuring a system for reporting irregularities to the Compliance Officer and, in the case of violations of labour law and human rights, to the Ethics Officer. On 31st of December 2023, Nowy Styl Sp. z o.o. and its related companies also issued a Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2023, which describes the steps Nowy Styl takes to ensure that our organisation and its supply chain is free of modern slavery, forced labour or human trafficking.

In 2023, we also joined the ranks of signatories of the Diversity Charter, coordinated by the Responsible Business Forum, an initiative to promote and disseminate policies of equal treatment and diversity management in the workplace, implemented in 26 countries of the European Union. The Charter confirms that diversity, equality and respect for human rights are integral elements of our organisation's culture. This is because signing the Diversity Charter means that the entire organization, including its employees, as well as its social and business partners, is ready to counteract any discrimination in the workplace in order to promote and create diversity.

[Click here to find out more](#)



Internal Reporting and Follow-up Procedure

GRI
2-26

At Nowy Styl, we focus on a culture of trust and responsibility because we believe in the importance of creating an open and safe environment where anyone acting in good faith can report violations and rest assured that their report will be treated confidentially, including protection against retaliatory action.

In compliance with the provisions of the 14th of June 2024 act on the protection of whistleblowers, we have developed a Reporting and Follow-up Procedure for reporting situations that violate the catalogue of rights explicitly listed therein. In particular, these include areas such as corruption, public procurement, prevention of money laundering and terrorist financing, product safety and compliance, transportation safety and environmental protection.

The Internal Reporting and Follow-up Procedure has been effective since 25th of September 2024 and is an addition complement to our existing reporting solutions. In terms of the areas outlined, the above procedure has introduced the following reporting channels:

- in writing (form) or orally (voice message recording) through a channel available at <https://nowystyl.whistlelink.com/>;
- in writing to the following correspondence address: Nowy Styl Sp. z o.o., ul. Jasnogorska 9, kl. A, II P, 31-358 Krakow, Poland - with a note "Confidential, deliver to the Compliance Officer";
- by telephone to the Compliance Officer's number;
- at the request of the whistleblower, orally during a face-to-face meeting held within 14 days of the report.

In order to ensure safe and confidential submission of reports, we have provided a platform for reporting violations on our website and intranet (on the Nowy Styl Portal). This platform enables submitting written (form) and oral (voice message recording) reports. Nowy Styl also allows anonymous reporting. In order to communicate this

Procedure and the new reporting channels as effectively as possible, we have decided to communicate these new solutions in the following way:

- e-mail communications to all employees regarding the implementation of the Internal Reporting and Follow-up Procedure;
- making the Internal Reporting and Follow-up Procedure available on the intranet (Nowy Styl Portal) under the Essentials – Compliance tab;
- publishing an information poster on bulletin boards at production facilities: Your report matters. Report irregularities and be part of positive change! The poster contains a QR code which, when scanned, links to a reporting form;
- a video displayed on TVs located in the common areas of Nowy Styl offices with friendly and detailed information on types of violations and how to report them to Nowy Styl. The procedure was implemented in 2024..

These issues are included in the designed Compliance e-learning training which covers themes such as Business Ethics and Anti-Corruption.



Click to see the Violation Reporting System

1.9 Organisations and associations

GRI
2-23

GRI
2-28

Both as Nowy Styl and as companies that operate in each of the countries' markets, we are eager to be involved in various initiatives that set and help maintain high standards for products and business practices. We are aware that this allows us to have an

even greater impact on the implementation of sustainable development principles in our own organization as well as actively promoting them outside. Nowy Styl is currently a member of various organizations, both international and regional.

International organizations:

- **UN Global Compact Initiative** – since 2012, we have been members of the Global Compact, an international platform for companies and institutions that adhere to UN's universal principles on human rights, labour standards, environmental protection and anti-corruption.
- **FEMB** (European Office Furniture Federation) – in 2013, Nowy Styl joined the group of associate members of FEMB, an organisation which provides reliable economic information on the development of the office furniture industry and promotes uniform standards across the industry in Europe. We are to accept this distinction as it is extremely rare for private companies to be accepted into the ranks of FEMB.

Germany:

- **IBA** (Industrieverband Büro und Arbeitswelt e.V.) – a German organisation of office furniture manufacturers that runs research and industry statistics, promotes its members as well as represents the industry in dealings with standardisation institutions and initiates industry projects.
- **DNB** (Deutsches Netzwerk Büro) – an association that supports and promotes healthy, ergonomic office work.
- **German Design Council** – since autumn 2017, we have been a member of the German Design Council, one of Europe's leading organisations responsible for design development.

The Netherlands:

- **MVO Nederland** (CSR Netherlands) – in the MVO Nederland network of companies, entrepreneurs work with experts to develop tools and share good CSR practices.
- **VIP** (Vereniging van Interieur Professionals) – an organisation for professionals in the field of office interior design and decoration. Nowy Styl is one of the main companies behind the circular development document, signed by the organisation's members.
- **BNI** (Bond voor Nederlandse Architecten) – a Dutch organisation for interior designers which supports and promotes them in the Netherlands and internationally.
- **NEN** (The Royal Netherlands Standardization Institute) – a non-profit organisation which supports the Dutch Standardisation Committee.

Poland:

- **Konfederacja Lewiatan** – one of the most influential Polish business organisations, member of the social dialogue council. It brings together more than 4,100 companies with a combined workforce of over 1,000,000 people.
- **Executive Club** – a business organisation for the managers of Poland's largest companies.
- **Pro Progressio Club** – it brings together organisations from the Modern Business Services sector as well as their direct and indirect environment.
- **Family Business Association** – an organisation for owners of family businesses as well as experts and academics who support the community. As firm believers that family businesses are the backbone of European business, Adam and Jerzy Krzanowski contribute to this discussion by participating in panels and closed business meetings.
- **Subcarpathian Business Club** – an organisation for entrepreneurs and employers of the Podkarpacie region.
- **Polish-Ukrainian Chamber of Commerce** – a business self-government organisation which represents the interests of its affiliated Polish and Ukrainian business entities in dealings with authorities and non-governmental organisations of both countries.
- **Polish Business Council** – a business association of owners and key managers of the largest Polish companies and international firms operating in Poland.
- **Polish Supply Management Leaders (PSML)** – a non-profit organization that represents the interests of Polish supply chain, logistics and procurement managers. PSML works to build a Europe-wide supply chain competence centre in Poland. The organisation works with universities and businesses to promote good business practices and develop competencies and personnel. Nowy Styl has been PSML's Supporting Member of since 2023.

France:

- **Ameublement Français** (National Chamber of the French Furniture Industry)
- **IDET** (Association of Work Environment Professionals)

Switzerland:

- **Möbelschweiz** (Swiss Association of Furniture Companies - Arbeitgeberverband Verband der schweizer Möbelindustrie).





2 About and around the product

Our commitments for 2024–2025:

- We will expand the Kusch+Co brand portfolio, in particular the products dedicated to healthcare, transport and design.
- We will introduce further upholstery to the standard collection of our finishes, produced from raw materials obtained and processed in a way that has a lower impact on the environment.
- We will increase the share of recycled materials in our products.
- We will introduce new products based on the ecodesign system we have implemented, with a view to minimising negative impact on the environment.
- We will develop the ergonomic qualities of our office chairs so that they are adjusted to the anthropometric changes in the population (confirmed by testing to EN 1335-1 and types Ax, A and B).
- We will launch new designated tabs on our website to promote the awareness of inclusivity as well as acoustics, workplace and ergonomics.



Hundreds of thousands of people in more than 70 countries around the world use our products every day. We provide them with chairs and desks, but also comprehensive solutions for specific office spaces and public areas. Large scale

means large responsibility, so in this chapter we will tell you more about our brands and the processes that Nowy Styl products go through.

2.1 Our portfolio

GRI
2-6

Nowy Styl is the name of the entire company, also the largest and dominant brand in our extensive range of products and services. Apart from that, our port-

folio includes four other brands. All this to provide our clients with a comprehensive offer.

NowyStyl



➤ Nowy Styl

The Nowy Styl brand offers a wide selection of chairs, desks, sofas and other furniture for comfortable arrangement of any office space from A to Z. We have provided Nowy Styl products for hundreds of offices in over 70 countries around the world.

➤ Kusch+Co

The brand is appreciated worldwide for the excellent quality and unique design of chairs and furniture, as well as for specialised furniture solutions for the healthcare and transport sectors.

Because people are the brand's focus, Kusch+Co quality offers irreplaceable support in the increasingly dynamic lifestyle and daily work environment.

➤ Sitag by Nowy Styl

This local brand with a long-standing tradition offers high-quality ergonomic office furniture on the Swiss market, coupled with its extensive *know-how*.

➤ SOHOS by Nowy Styl

A *subbrand* of Nowy Styl with a rich portfolio of solid and ergonomic office furniture at an affordable price. This brand's products are perfect for use in the comfort of your home or small office. The SOHOS by Nowy Styl offering includes swivel chairs, chairs for children and teenagers, kitchen and café chairs, tables and various accessories.

➤ Forum by Nowy Styl

The brand has been fitting out stadiums, sports and concert halls, cinemas, theatres and auditoriums with seats and telescopic bleachers for over a dozen years.

Its products are renowned for their exceptional durability, are flame retardant and meet the safety standards required of public facilities.



Showroom in Vienna

Our portfolio is constantly changing because we keep improving the products we offer to best meet the needs of users. We want to offer solutions worthy of the 21st century – designed thoughtfully, with attention to comfort and safety and **in the spirit of sustainability**. Therefore, we **expand our certifications** every year.

We exhibit Nowy Styl solutions and products in almost **28 showrooms** in Europe and the Middle East. In 2022–2023, we opened several new locations and redesigned more than a dozen of existing showrooms.



Showroom in Sennwald



Showroom
in London

Before the product reaches the customer

We guide our clients through the entire process of equipping a new office, which is often complex. We prepare an offer based on needs analysis and a product layout plan. We manufacture the furniture, then deliver and assemble it, taking into account the logistics and organisational circumstances of the location. We provide after-sales support for the client's organisation, including product training, quick supply of any additional equipment and, if necessary, efficient service.

When designing our products, our customers are our main focus. Their comfort and wellbeing are crucial, which is why we consider the environmental impact of our products at every stage of their life cycle. We verify the durability and recyclability of the raw materials our products are made of. We provide them with various functionalities, because we know that versatile products can last longer. A ready product can finally find its way to an office, clinic, airport, stadium or home office owing to the work of a number of different teams. These include designers, builders, technicians, architects, programmers, acousticians, sales, marketing and many, many others.

In the product context, we would like to mention two teams in particular.

The first one is the **Product Management Department**, because of its special contribution to product design and

development. This department looks after the portfolio, implements new products and ensures certification in all geographical markets and for all product brands. The department is also tasked with reducing time-to-market and ensuring that new launches respond to customers' needs and financial capacity. The Product Management Department is very specific because of its interdisciplinary nature, as it deals with virtually every area of the company's operations, from production to marketing, sales and customer service.

The second team called **Workplace & Trainings** provides consultancy in effective and ergonomic arrangement of office spaces so as to cater to varying employee preferences, the nature of their work and working style. It consists of two sub-teams: Workplace Consulting, specialising in research, measurement and consulting services for our clients, preparing publications and sharing the latest developments from the world of workplace and acoustics, as well as the Training and Product Consulting Team. These two teams work to ensure our products are placed within spaces so as to best suit the needs of customers, reflecting the different functions of individual offices and their zones.



Showroom in Warsaw

Product Management Department

Portfolio Management & Optimisation

- portfolio development for the individual brands
- portfolio optimisation
- price positioning
- development of product trim concepts
- market and competition monitoring

Product development

- new implementations – from prototyping to getting ready for production
- development of existing product lines

Product Support and Certification

- getting ready for product certifications required in specific markets
- preparing necessary environmental documentation for commercial projects
- supporting implementation teams in ecodesign and circular economy

Workplace & Trainings

Product Training and Consulting

- conducting internal and external training to support sales or for new products
- administration of the e-learning platform for employees and partners, creation of training content in four language versions (PL, EN, DE, FR)
- maintaining and updating the database of product offer and product consulting
- ergonomics consultations on client's premises
- coordinating onboarding for new domestic and international employees

Training and consultations in *Workplace and Acoustics*

- internal and external training on workplace and acoustics
- workplace research and studying employee needs and expectations
- taking part in conferences on acoustics and workplace
- sharing knowledge and preparing educational materials
- support for the sales and design departments in their relations with customers
- *Workplace Strategy and Change Management* services as well as acoustic simulations and measurements of office spaces for clients from the project market



The crowning achievement of our expertise and efforts aimed at creating effective work spaces is the *Wellbeing Quality Certificate 2023* – an award for companies whose products and services enhance the wellbeing of people and organisations.

2.2 In the spirit of circular economy

We are aware of the damage men cause to the environment. We can see that the availability of natural resources has been dropping over the years and climate change has become more severe. Therefore, as an organisation, we have

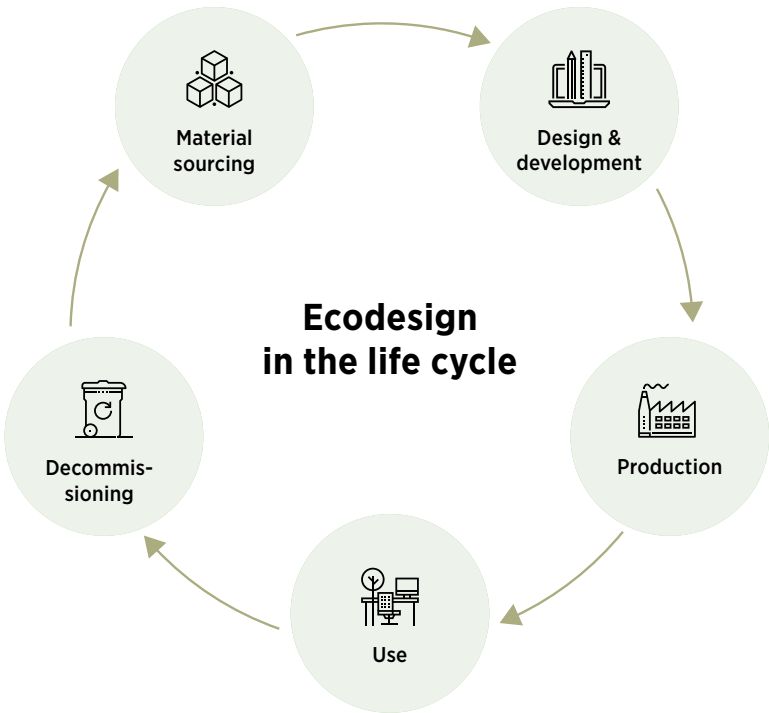
been trying to introduce as many solutions as possible in the recent years that are in line with the spirit of ecodesign and closer to the principles of circular economy.

Ecodesign

GRI 3-3

In 2021, Nowy Styl implemented a management system called **ecodesign**, in accordance with **ISO 14006** (*Environmental Management Systems – Guidelines for incorporating ecodesign*). Its implementation has expanded the organisation’s environmental management according to **ISO 14001**. We build on the experience of designing and implementing new products and the knowledge gained from the practice resulting from office solutions certification.

Based on these, we have developed procedures and trained employees to create new products that are environmentally friendly “from cradle to cradle” even more efficiently. The key to ecodesign is to approach the product holistically, i.e. to consider the environmental aspects throughout its life cycle. Sometimes a single ingredient is the key to whether a product can ultimately be reprocessed and will not generate waste.



In our procedures, environmental requirements are parameterised and defined on several levels, in line with legislative requirements as well as leading office furniture certifications and management systems. They include broad environmental aspects, such as: designing for subsequent recycling, extending the life of the product (availability of spare parts, replaceability of parts and ability to develop the product), reducing energy and water consumption

in the production process, efficient use of materials, increasing the share of recycled raw materials and sustainable sources, reducing packaging (primarily plastic and disposable packaging), eliminating substances and chemicals that pose a threat to humans and the environment (including substances on the REACH list and the candidate list, formaldehyde or VOCs).

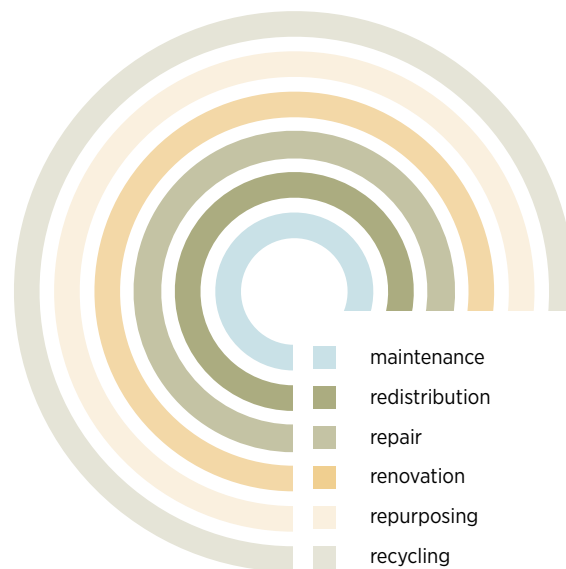
Circularity

Circularity (or circular economy) is a concept that involves using resources rationally and efficiently and minimising the adverse environmental impact of the manufactured products. Circular economy aims to keep raw materials and products in circulation for as long as possible, as an alternative to a linear economy based on the “take, use and throw away” principle.

At Nowy Styl, we try to develop a business model based on a circular economy.

We are gradually developing new services that allow companies to manage their office equipment more sustainably. In these efforts, we are guided by the **6 circularity loops**.

6 circularity loops



For instance, in the years reported we continued a pilot project commissioned by the Dutch government based on the principles of a circular economy. Circularity and closing the individual *circularity* loops requires cooperation. We work with Alvero, a company dealing with transport services, inventory taking, repair and renovation. In these processes, we rely on designated RFID labels with a unique QR code placed on products, which provide information about the product's life cycle, e.g. date of manufacture and dates of inspections and repairs that have been carried out. On the administrative level, the re-upholstery process is handled between Nowy Styl and Alvero, while the work itself is performed by several companies such as Joustra Chair Caretakers. The company employs many workers who are or have been excluded from the labour market for various reasons. Below is a selection of the actions we have undertaken as part of this collaboration.

- > Ministry of Infrastructure and Water Management / Rijkswaterstaat (RWS): Rotterdam Project: renovation of 300 workstations, including chairs, desks and conference furniture.
- > Ministry of Infrastructure and Water Management / Rijkswaterstaat (RWS): 24/7 chairs - 600 chairs checked, cleaned or, if necessary, repaired to extend their lifespan.

- > Central Court Debt Collection Office (CJIB): renovation of furniture in conference rooms.
- > Ministry of Internal Affairs – refurbishment of 200 conference chairs.
- > Ministry of Infrastructure and Water Management / Rijkswaterstaat (RWS): Haarlem project - renovation of all conference furniture.

In 2022, we also delivered 450 refurbished Xenium chairs for the SVB (Social Insurance Bank).

Today, we are increasingly engaged in projects that involve not only delivering new products, but also reusing those already found on site.

An example of this approach is the Municipal Stadium in Rybnik, where our brand Forum by Nowy Styl is planning to dismantle old plastic stadium seats and grind them into granulate, which will then be used to make new plastic products. The polypropylene from which both the old and the new chairs are made is 100% renewable, and can be reused for many years, in various forms. In this way, we are currently working to deliver 6,000 new Omega seats made from a recycled material.

The principles of a circular economy guide us when implementing new products, for example the line of Xilium chairs from Nowy Styl, which can be almost entirely recycled after end of its useful life. Moreover, most of its components are easily replaceable, and more than half of them can

be replaced DIY using simple tools and instructions.

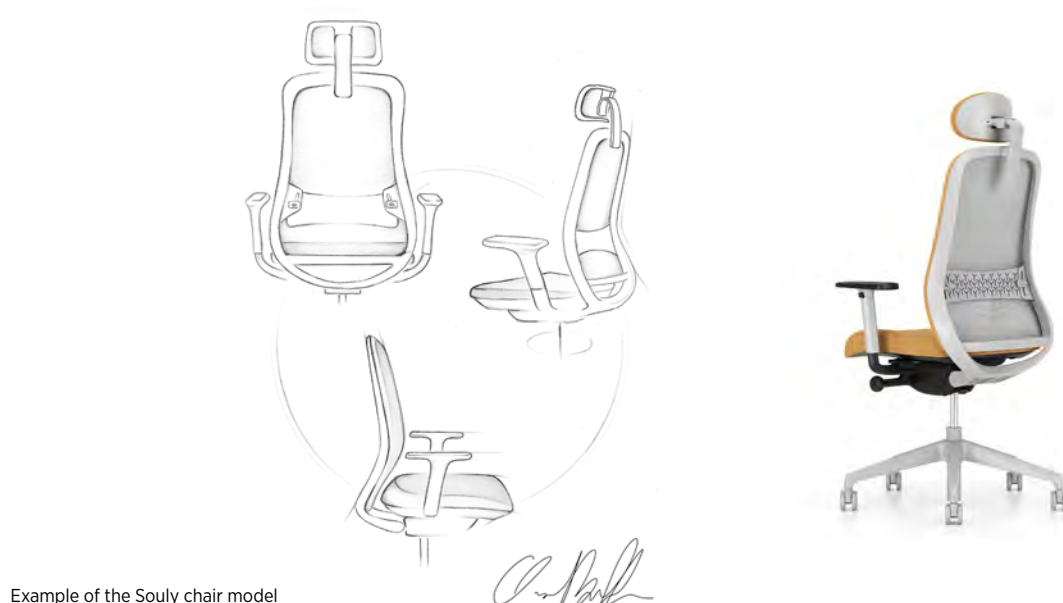
This helps to reduce waste and generate savings at the same time. Xilium is built to last a long time, which is why products in this range come with a five-year warranty.



Examples of the Xilium chair models

The Souly is another example of a chair from Nowy Styl range. The MV mesh used for its backrest is made of 80% recycled polyester. Its seat, headrest and lumbar support can be easily removed and replaced by the user at any time. All of the chair's components are easy to separate, sort and

dispose of. An additional advantage, difficult to achieve in the furniture industry, is that Souly's packaging is very compact and not too heavy, so it can be shipped to its destination by courier, without a pallet. We have also designed its packaging to use as little plastic as possible.



Example of the Souly chair model

Providing disassembly instructions is one of the pillars of designing for recycling. They are the basic source of information for the end user, enabling easy and proper separation of materials used in the product for the purpose

of recycling. Nowy Styl provides suitable product disassembly instructions for recycling purposes, available on the company website and other places.



Example of an arrangement with the Genaya line



Examples of models from the Genaya line

The Genaya line, introduced in 2023, is an example of combining functionality, aesthetics and care for the natural environment and sustainability in the offer of Kusch+Co. Thanks to its modularity, Genaya responds to the diverse needs of users and harmoniously fits into a space. Sofas from this product line have a reduced weight (owing to the perforated internal structure of seat and backrest, among other things), while being manufactured with

high-quality, durable materials. The number of legs has been reduced by introducing one universal leg and the number of components needed to build the individual systems has been minimized in order to give the line a versatile character.

The product can be purchased as a version for self-assembly, so transport has also been optimised, reducing CO₂ emissions at the delivery stage.




Eintracht Frankfurt stadium

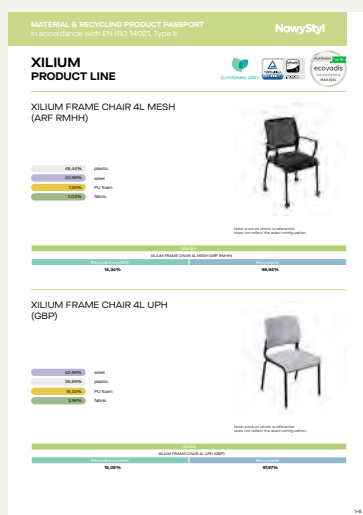
To increase the share of recycled raw materials in articles manufactured for Nowy Styl, we have developed a large implementation project together with our main supplier of plastic components, which involves new material testing.

Forum by Nowy Styl is constantly developing its know-how in the area of innovative approach to plastics, aspiring to be a leader in the supply of stadium seats. The best example of this is our partnership with the Azoty Compounding Group, under which we plan to deliver over 40,000 seats made of 80% recycled material for the Eintracht Frankfurt stadium renovation project in the near

future. A challenge we have consciously taken up as part of this project is to enrich polyamide, the basic component of stadium seats, with agents that are flame retardant and reduce the impact of UV light.

In this context, the use of recycled material meant we obtained a completely new mixture, composed to guarantee the highest quality of the product.

 [More on this topic](#)



Ergonomics

People spend an average of 13 hours a day seated. Sitting, often in a wrong way, exposes our bodies to a variety of ailments. The loads to which our spine is subjected cause pain that does not go away after we leave the office. It is therefore very important to change your body position frequently. The ideal model assumes that, during the working day, we should be sitting for 50% of the time, standing for 25% of the time (standing work, meetings at a high table) and be on the move for 25% of the time (moving around the office, getting coffee or water). With this in mind and relying on much broader expertise in the field of ergonomics, we strive to design furniture that will have a positive impact on its users.

We have developed an entire range of innovative ergonomic systems such as:

- > **GLIDE-TEC** – a patented solution to protect the back when changing positions,

- > **Duo-Back** – recommended for users with spinal dysfunctions,
- > **S-MOVE** – designed for the 4ME chair line,
- > **X-MOVE** – opatentowane, ruchome połączenie oparcia z siedziskiem,
- > **AirCare** – a patented mobile link between the backrest and the seat,
- > **WithMe chair mechanism** – synchronous movement is ensured both through the operation of the mechanism and the flexible properties of the material used (*material intelligence*).

As a recognition of our approach to ergonomics in chair design, selected models of our swivel chairs for office work receive the highest AX class according to EN 1335-1 in terms of their adjustment options and maximum chair adaptation to the user.



Furthermore, we are constantly expanding our offer of **desks with electric height adjustment** enabling work in a standing position. The existing electric desk lines **eUP**, as well as the **eModel 2.0** and the **XIO 2.0** with advanced settings, have been expanded (**eModel 3.0** and **eUP3 PRO**, allowing for very quick assembly of a new workstation).

In response to the needs of hybrid and home office work, we have introduced the **eComo** line - an ergonomic and economical solution that can provide comfort and durability for an even wider group of customers.

The single-column desk with electric height adjustment – **eModel 2.0 MINI**, with dimensions adjusted to fit courier shipments, also responds perfectly to these aspirations. The **eModel 2.0** desk is also available as an electricity independent version – with manual height adjustment (using a crank).

This wide product range has been dictated by the growing awareness of ergonomics and the increasing demand from employees, and therefore employers, for ergonomic workstations.

As in previous years, we continue periodically training our employees, distributors and end users in ergonomic solutions, in particular in the correct adjustment of our furniture to ensure comfortable working conditions. We also work to raise public awareness of why it is worth implementing ergonomic solutions in the workplace.

👉 For more about ergonomics in the workplace visit our website: [Ergonomics | Nowy Styl](#)



Acoustics

Even the best office cannot function to its full potential if it is noisy. And this is often the case when dozens of conversations, the hum of printers and ringing telephones all happen together. The problem of noise in the office can be solved by a properly planned space and skilful redirection of sounds or soundproofing with acoustic products. Nowy Styl has such products in the company's extensive offering.

However, before an acoustic product goes into our portfolio, we always carefully check its acoustic parameters. We work closely with third-party research units to expand the material base and improve the acoustic parameters of the office products we offer. We conduct acoustic research in several centres in Poland and abroad, some of which are: The Laboratory of Technical Acoustics of the AGH University of Science and Technology in Krakow, the Institute of Building Technology in Warsaw and Müller-BBM GmbH in Munich.

Our acoustics team is made up of people with specialist education in the field, who keep expanding their knowledge based on industry publications and case studies from previous years. We actively participate in external training courses, conferences and acoustics trade fairs, which allows us to consistently build our position as

an expert in the field of office acoustics, as well as increase general awareness of the problems resulting from noise.

We also have premium equipment and software for performing acoustic measurements in office spaces and determining their acoustic parameters. We have our own laboratory equipped with hardware and software for testing the sound-absorbing properties of materials used in the furniture industry.

We keep working on developing sound-absorbing product lines for office interiors and public use. The solutions we have implemented include wall panels with varied absorption characteristics and sound-absorbing fleece made from production waste.

In recent years, we have focused our attention on implementing the new ISO 22955 standard, which specifies the requirements for acoustic parameters in various types of open-plan offices. Based on its guidelines, we have conducted a cycle of internal training courses.

 *For more about acoustic solutions in our furniture visit [Nowy Styl website: Acoustics / Nowy Styl](#)*

Space planning

Just as we change, the circumstances and nature of our work change too. For an office to remain an effective space, not just an impressive one, it must keep up with the current needs and expectations of employees and organizations.

After the COVID-19 pandemic, which gave rise to our *Safety Solutions* offering (a hygienic workplace that increases social distance but also improves safety) and hybrid office offering – *the Workspace of Tomorrow* (which ensures efficiency, regardless of whether work is carried out from the office or from home), the time has come to understand the new needs of employees.

That is why we conducted a study entitled *What do I expect of my office?* in 2022. We asked our respondents what the office of the future should look like, what key functions of the office are, and what biggest advantages and disadvantages working in and outside the office space has. We investigated how to comfortably locate areas intended for a specific type of work, taking into account the nature of specific work duties.

Having analysed the research results, our team took up the challenge of creating a space that would respond to employees' new needs and expectations, but would also be ready for rapid transformations. Based on our extensive experience in working with clients, supported by literature in the field of office space planning, we have

come up with an original office of the future arrangement concept: *a Reunion Office*, which works as the heart of the organisation and a place for interaction - joint work that builds positive relations and the sense of being part of a larger whole, while providing concentration and focus. An office to which employees will gladly return in the new post-pandemic reality to rebuild damaged team ties. To achieve that, we have provided for an incentive in the form of a selection of comfortable furniture solutions tailored to various needs. Awareness of and respect for neurodiversity and the variability of the nervous system is an increasingly growing trend, which is taken into account when designing offices.

In order to meet the individual needs of employees, we want to have an increasingly positive impact on the efficiency of their work by minimizing stress factors and increasing the level of comfort, which is why we are currently working on a report called *Office and Its Micro-Zones*, in which we would like to showcase the smallest functional office spaces along with the furniture sets we propose that provide the right parameters for a given zone. Our goal is to create an individualized, inclusive space in which everyone can find their place. That is why we have conducted hundreds of interviews, collected thousands of surveys, and taken part in a number of training courses and workshops.

Nowy Styl's team of experts can boast a significant contribution to spreading knowledge in the field of workplace, both among the employees (including *onboarding* training) and outside our organisation:

- many articles and publications on the Nowy Styl website and as part of *Focus on Business*, *ICAN Institute*;
- webinar on trends and new requirements for office spaces, and *the employee experience* perspective;
- workshops for students of architecture at the Academy of Fine Arts;
- starting work on the thematic tabs project;
- work on the reports: the previously mentioned *Office and Its Micro-Zones*, emphasizing the importance of micro-zones in increasing work comfort and efficiency, and *Make your Space*, which is a compendium of knowledge in the field of office space design.

Insight into research and our own experience from cooperation with clients allow us to consciously and effectively fit out and adapt office spaces to meet customer expectations.

➤ For more information on office space planning, visit our website: *Workplace* | Nowy Styl

Articles and publications:

➤ *Office in a "Nowy Styl" - a space that responds to new needs and expectations of employees* | MIT SMRP

➤ *Eksperten svarer: Hvor viktig er ergonomi på kontoret?* | SenabEikeland

➤ *Designing for neurodiversity.* | LinkedIn

➤ *What shapes my workplace? Current trends and their impact on the office space.* | LinkedIn

Webinar:

➤ *"The fusion of working worlds. The future of office and home" - webinar by Nowy Styl and Deloitte (youtube.com)*



All our reports devoted to space planning can be found on our website: [Workplace | Nowy Styl](#)

2.4 Responsible manufacturing: on standards and certifications

GRI
416-1

With top quality in mind, we have all our products assessed for their impact on users' health and safety. We test products at our testing centre in Poland, as well as in certified external testing units in Poland and abroad.

Our research laboratories have state-of-the-art research equipment and specialists to test products in accordance with industry standards in the following areas:

- **dimensions (ergonomics), safety (durability, stability) and quality** - we cooperate with leading research units such as the German TÜV SÜD and TÜV Rheinland;
- **acoustics** - a lab equipped with hardware and software for testing the sound-absorbing properties of materials used in the furniture industry. We also carry out computer simulations using acoustics products;

- **formaldehyde emissions** for current production batches of our plywood (furniture plywood components used in the production of our products).

We gather all certificates, reports, declarations and approvals in one place for our employees to use. In this way, they can consult the resources at any time and check what requirements are met by a particular product.

We tell our customers what requirements we meet. Those looking for sustainable furniture solutions for their offices can choose from a wide portfolio of Nowy Styl products with certificates to confirm their safety as well as environmental and durability-related properties.

Selected certifications:



Certyfikat European Level by FEMB – a pan-European certification system designed to provide the most open and transparent means of assessing and communicating the environmental and social impact of furniture products.

In 2021 and 2023, a group of our products successfully passed another demanding assessment process and was awarded a new LEVEL certificate. The LEVEL audit and assessment covers not only the selection of materials used in the products and the manufacturing process, but also the company's social responsibility, energy consumption and the impact of the chemical ingredients used on the environment and people. It takes account of European legislation, the principles of green public procurement and the EU circular economy guidelines. In all the categories submitted, our products achieved the highest level of compliance, i.e. LEVEL 3.



Blue Angel – the oldest and best-known eco-certificate in the world, focused especially on the environmental impact of the processing of raw materials and the production of goods. Blue Angel is an environmental signal which lets the consumer know which products are environmentally high-quality and promote environmentally conscious consumption. Products with this label have extremely low emission levels, ensuring a healthy indoor climate. This is extremely important for users who focus on the sustainability of the products used as well as on health-related safety.



Forest Stewardship Council® (FSC®) – is an international not-for-profit organisation for the certification of forests and products containing wood or wood-based material.

The FSC® certificate is a reliable confirmation that these materials have been sourced from responsibly managed forests and other controlled sources, with respect for social and environmental aspects. Selected product lines in our price list offer are FSC® certified.



PEFC – is an international non-profit organisation which aims to promote responsible forest management through independent third-party certification. Currently, PEFC includes certification systems respected in more than 30 countries. In total, they are responsible for the certification of more than 275 million hectares of forest. Kusch+Co has several PEFC-certified product lines in its offer.



Möbelfakta – a certificate awarded to products that meet high standards in terms of sustainability and safety, environmental care and social responsibility. It is one of the most respected standards on the Scandinavian market. The basic criteria for assessing furniture include requirements in three areas: quality, environment and social responsibility as well as a responsible supply chain. The first Nowy Styl product line was awarded this certificate in early May 2022, followed by other two in 2023.

The full list of certificates awarded can be found in the index at the end of the publication.

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Products for hospitals and other medical facilities

One of our brands, Kusch+Co, has specialised in providing proven solutions for the healthcare sector for many years. The experience gained over the years has allowed the brand to create a specialist Kuschmed offer, which is based on close cooperation with German institutions operating in this field.

The brand continues to develop its range of hygiene-related solutions. Many of its products have been repeatedly tested for durability and subjected to frequent contact with disinfectants. Carefully selected components and technical implementations have allowed the brand to prepare furniture solutions that meet the stringent requirements typical of this market sector. One of Kusch+Co's products for the healthcare sector is Embla.

In the years reported, we also began work on the implementation of a new furniture line V-Care designed

for offices, medical facilities and public areas. Products from this line are characterized by a durable antibacterial surface and exceptional resistance to cleaning and disinfecting agents. They have been designed with ergonomics and user comfort in mind, to provide the user with maximum comfort for a long time. Thanks to its innovative design and high-quality materials, the V-Care line of chairs and benches can be used comprehensively wherever design and hygiene are both key factors. High quality, ergonomics and aesthetic appearance make the furniture suitable for various types of spaces, such as offices, restaurants and public places, where elegance and functionality are as important as the ease of keeping furniture clean.



Fire retardancy of our products

Stadiums, sports halls, airports, concert halls, clinics and hospitals – in these places furniture must meet special safety standards in terms of flash resistance. Two of our brands, *Forum by Nowy Styl* and *Kusch+Co*, have products that meet these standards in their portfolios. 100% of Forum by Nowy Styl products are tested and classified as flash-resistant according to regional standards.

In 2022, we opened the Kusch+Co Competence Centre for Fire Protection and Hygiene (**Kusch+CoCompetence testing laboratory**). The Centre conducts fire test simulations in accordance with the DIN standard, as well as numerous relevant training courses.



German Institute for Standardization (DIN)

It is recognised by the German government as the official national standardisation body which represents German interests at the international and European level. Approximately 30,000 standards have been developed as a result of DIN's operation, covering almost every field of technology.

Compliance with standards

GRI
2-27

GRI
416-2

GRI
417-2

GRI
417-3

It is our priority to be credible for our business partners, customers and users. We want Nowy Styl to be recognized as a responsible manufacturer. Therefore, we pay special attention to the compliance of our products with applicable standards. This is confirmed by the fact that **no penalties were imposed on any Nowy Styl company** during

the reporting period for non-compliance with regulations and voluntary codes, especially those concerned with the impact of products and services on health and safety. Nor did we record any violations in terms of non-compliance with product and service labelling, reliability of marketing information requirements or non-compliance with laws or regulations in the environmental, social and economic area.

2.5 Design awards

In this day and age, technology allows us to implement literally any idea, filling the market with unneeded products. The world of design is facing the biggest challenge: to design only that which has a real impact on human life and is functionally justified because it helps man in everyday work or protects human health, while being visually appealing at the same time. To achieve this goal, in addition to experts in

various fields such as acoustics, ergonomics or *workplace*, we also invite **renowned designers** to cooperate with us. Not only are our customers happy as a result of this cooperation. We also get awards and distinctions that motivate our team to be even more involved in the design of new product lines.

Selected awards



red**dot** winner 2023



Designers



2DODESIGN



Andreas Krob



Arkadiusz Kulon



Armin Sander



Bernd Crabus



Brodboeck Kopp



Claudio Bellini



Hilary Birkbeck



Jens Korte



Jerzy Langier



Justus Kolberg



Karim Rashid



Kaschkasch



Luigi Colani



Mac Stopa



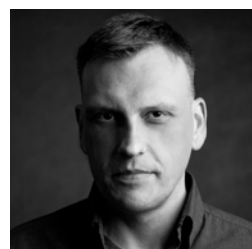
Martin Ballendat



Norbert Geelen



Oscar Buffon



Rafał Rogozik



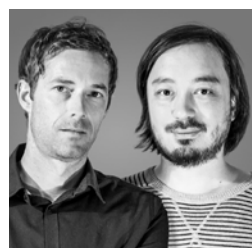
Ray Carter



Rebecca Stewart



Simon Schossboeck



WertelOberfell



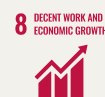
Vincent van der Horst



3 We are a team

Commitments for 2024-2025:

- We will introduce a training policy to promote continuous professional development and equal access to training.
- We will launch a learning management system (LMS) that will gradually cover all employees (office staff, and then, directly and indirectly, production workers), facilitating their access to development training (including e-learning) at a time convenient for them.
- We will implement managerial onboarding for those who are taking on a managerial role for the first time, in order to prepare them to lead a team through a series of training courses in essential managerial competencies.
- We will conduct *Diversity and Inclusion* training for all employees to create a more inclusive work environment.
- We will engage in employee volunteering.
- We will review our recruitment procedure to ensure full compliance with equality and diversity principles at all stages.
- We will begin implementing an internship programme for students of technical schools with the specialization “CNC Operator”, prepared together with the Technical School Complex in Jaslo.
- We will analyse and update the life insurance package offered to our employees to adapt it to the current demographic structure of our staff.
- We will refine and reactivate the offboarding process as a means of preventing and reducing layoffs and their effects.



Today, Nowy Styl is Europe's leading office furniture manufacturer. It is hard to believe that a little over 30 years ago we started production with just seven employees and three chair models. Our development was aided by investments, the construction of modern factories and a research and development centre. Above all, however, the foundation of Nowy Styl success are its people: creative, ambitious and committed. We select our employees in a multi-stage recruitment process based on the principles of equality, non-discrimination and inclusiveness, which are expressed in our policies and *Code of Ethics*.

We are aware that the diversity of our team enriches the entire organisation, so we constantly strive to refine our recruitment procedures and promote the ethical principles mentioned above, i.e. during onboarding.

We also care about the occupational health and safety of our workers and provide them with various opportunities for development, which will be discussed in detail in this chapter.

3.1 Our employees

GRI 2-7 Employees are the foundation of our company. We hire people with the highest competence who fit our organisational culture. In late 2023, 3 190 people worked at the Nowy Styl companies covered by this report.

Our employees are employed primarily locally, i.e. in the region where the individual units operate. Most of our employees, 2 738 people, work for us in Poland, of which 94 % work in the Podkarpackie province, where our largest factories are located.

We create a workplace where every employee feels that their identity and experiences are respected and valued. The dominant form of employment at Nowy Styl is an employment contract for an open-ended contract, which accounts for nearly 90 % of all contracts.

GRI 2-8 Only a small group of our staff are self-employed - the total number of co-workers who are not employees within the meaning of labour law but their activities are controlled by our organization does not exceed 2% of all those involved in the work process. Most often, these are B2B contracts and civil law contracts concluded only occasionally, mostly for the needs of specific projects. The nature of the tasks performed by co-workers results from the specific nature of work in a given organisational unit. The majority of the work involves sales, verification and completion of project documentation, customer service and other office work.

GRI 2-7 **GRI 2-8** **Employment structure at Nowy Styl in 2023**
(as per employment status on 31st of December 2023, compared to 31st of December 2022)

Employment figures by NS operation regions	GRI 2-7 Number of employees (employment contract)		GRI 2-8 Number of co-workers (form of employment other than employment contract)	
	2022	2023	2022	2023
Nowy Styl sp. z o.o.	2 933	2 738	65	61
Kusch+Co GmbH	207	183	0	1
Nowy Styl Deutschland GmbH	112	106	2	1
Sitag AG	110	99	1	1
NOWY STYL	3 362	3 126	68	64

Method of presentation of the indicators: data expressed in persons according to the HR and payroll system at the end of a calendar year. 1 person corresponds to 1 entity.



Employment structure by gender, contract category and contract type

2022	Form of employment					
	Full-time			Part-time		
	Women	Men	Overall	Women	Men	Overall
Nowy Styl sp. z o.o.	956	1 966	2 922	7	4	11
Kusch+Co GmbH	36	142	178	23	6	29
Nowy Styl Deutschland GmbH	18	75	93	11	8	19
Sitag AG	24	74	98	4	8	12
NOWY STYL	1 034	2 257	3 291	45	26	71

2023	Form of employment					
	Full-time			Part-time		
	Women	Men	Overall	Women	Men	Overall
Nowy Styl sp. z o.o.	897	1 828	2 725	8	5	13
Kusch+Co GmbH	32	124	156	23	4	27
Nowy Styl Deutschland GmbH	14	78	92	9	5	14
Sitag AG	21	67	88	4	7	11
NOWY STYL	964	2 097	3 061	44	21	65

2022	Employment type					
	Open-ended contract			Fixed-term		
	Women	Men	Overall	Women	Men	Overall
Nowy Styl sp. z o.o.	792	1 757	2 549	171	213	384
Kusch+Co GmbH	57	145	202	2	3	5
Nowy Styl Deutschland GmbH	24	76	100	5	7	12
Sitag AG	28	82	110	0	0	0
NOWY STYL	901	2 060	2 961	178	223	401

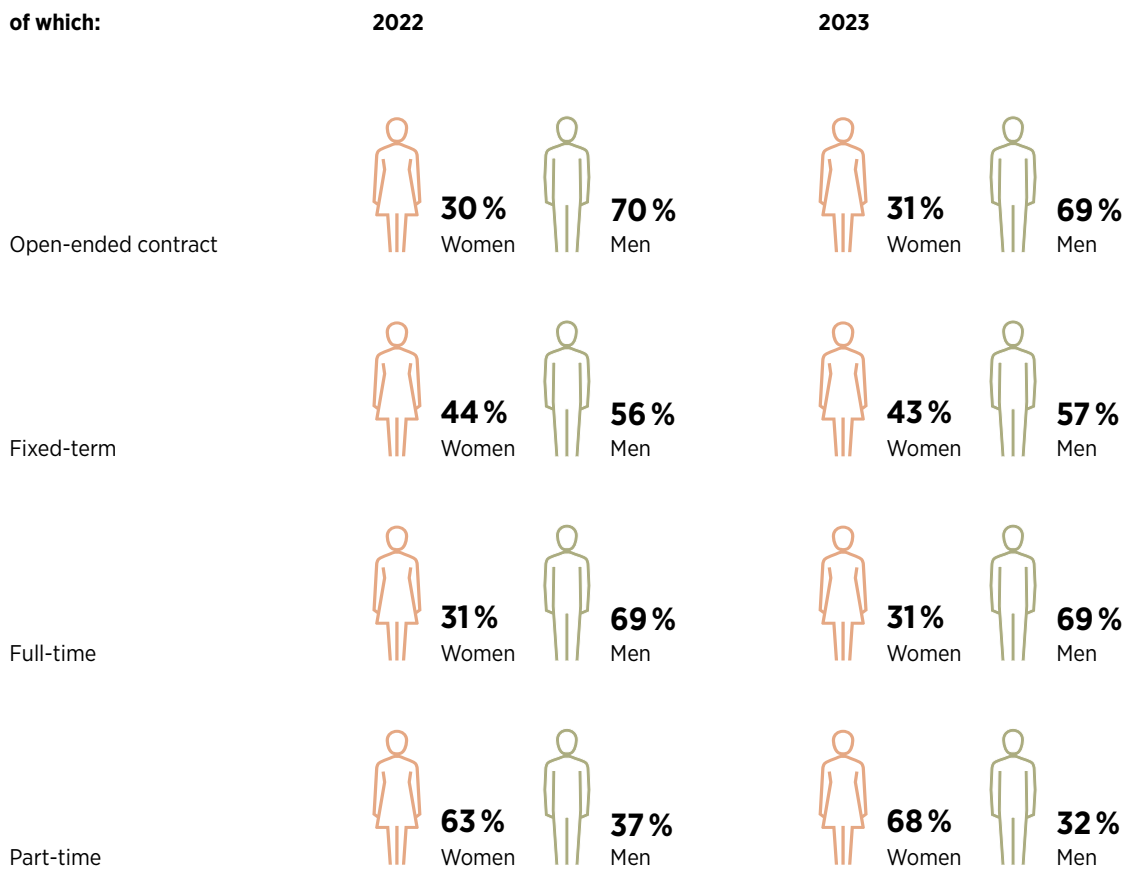
2023	Employment type					
	Open-ended contract			Fixed-term		
	Women	Men	Overall	Women	Men	Overall
Nowy Styl sp. z o.o.	767	1 653	2 420	138	180	318
Kusch+Co GmbH	52	121	173	3	6	9
Nowy Styl Deutschland GmbH	21	79	100	2	4	6
Sitag AG	25	74	99	0	0	0
NOWY STYL	865	1 927	2 792	143	190	333

Method of presentation of the indicators: data expressed in persons according to the HR and payroll system

Employment structure by gender, type and type of contract

Type of employment	2022	2023
Open-ended contract	88%	89%
Fixed-term	12%	11%
Full-time	98%	98%
Part-time	2%	2%

of which:



The structure of the workforce shows a numerical predominance of men, which may be due to the physical requirements that must be met to work in certain positions in

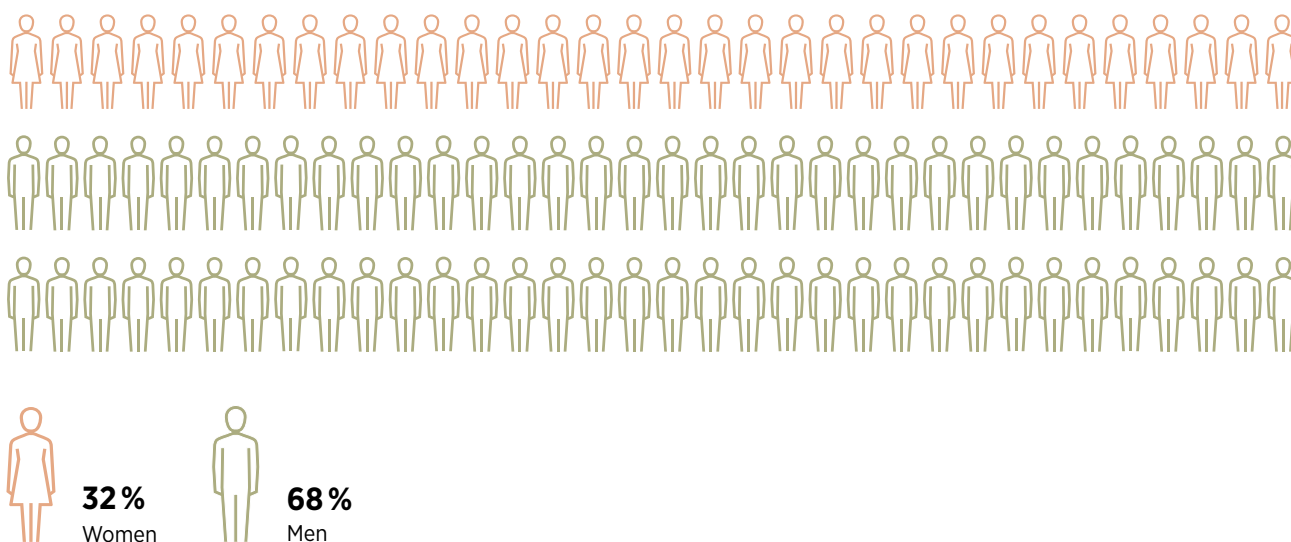
factories. In recent years, probably due to the automation of many tasks, we have noticed an increase in the number of women who are willing to take up work in factories.

Employment structure by gender

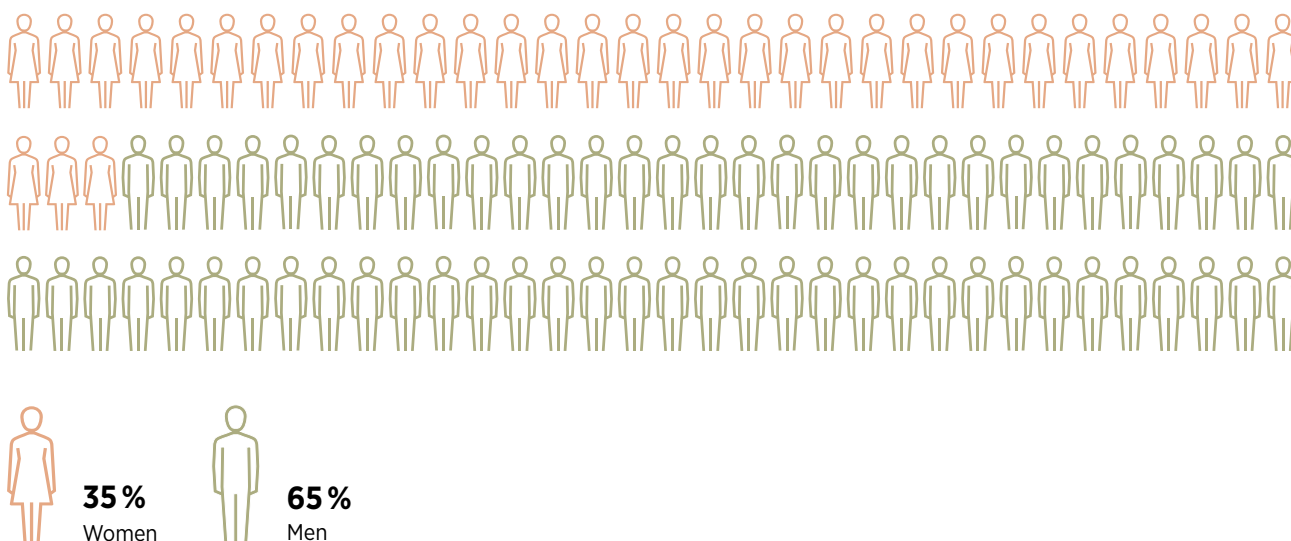
	2022		2023	
	Women	Men	Women	Men
Nowy Styl sp. z o.o.	963	1 970	905	1 833
Kusch+Co GmbH	59	148	55	128
Nowy Styl Deutschland GmbH	29	83	23	83
Sitag AG	28	82	25	74
NOWY STYL	1 079	2 283	1 008	2 118

Method of presentation of the indicators: data expressed in persons according to HR the payroll system at the end of the calendar year

2022



2023



The structure of our team reflects a full cross-section of society. We employ people from different age groups so that we can keep learning from one another and look at any issues that may come up from various points of view.

In accordance with the current EU law, we do not employ children. Polish labour law is based on the generally recognised principle of employment of adults. However, there are regulations that allow for the employment of persons under 18 years of age, which includes young students.

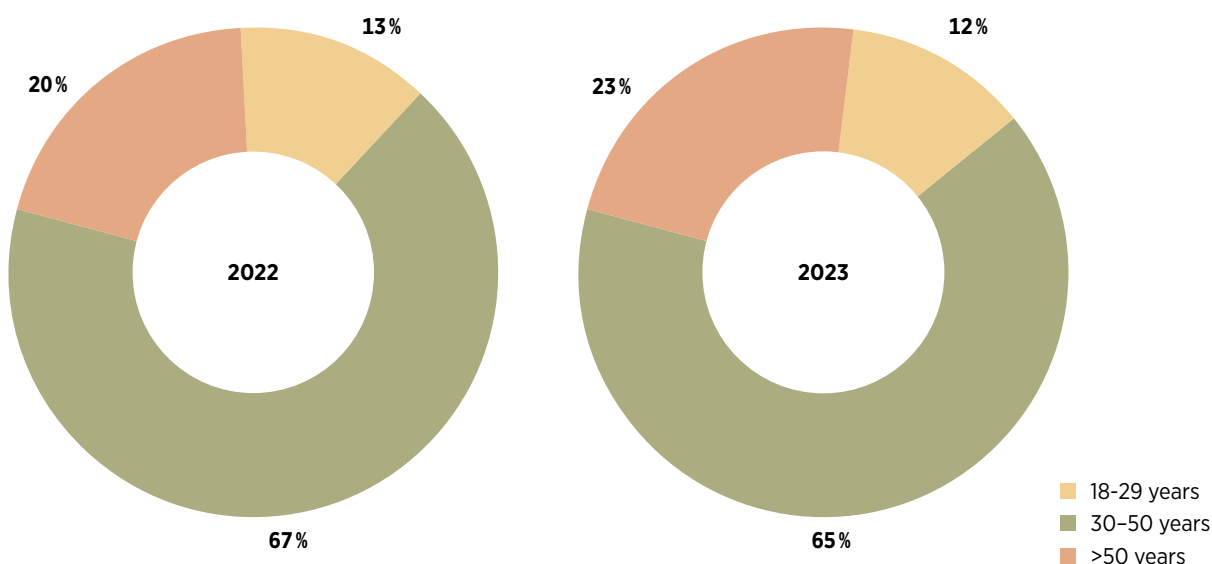
The acceptable employment of minors is subject to a number of restrictions and conditions and is regulated by the labour law of the country of employment, which we always comply with.

For example, Nowy Styl Deutschland GmbH employs an apprentice who started training in 2022, at the age of 17, while Kusch GmbH has a 17-year-old intern who started working in 2023.

More details about Nowy Styl employment structure are shown in the tables at the end of the report.

GRI
405-1

Employment structure by age



2022	Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	385	13%	1964	67%	584	20%
Kusch+Co GmbH	27	13%	60	29%	120	58%
Nowy Styl Deutschland GmbH	24	17%	47	34%	67	48%
Sitag AG	7	6%	46	42%	57	52%
NOWY STYL	443	13%	2117	63%	828	24%

2023	Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	320	12%	1781	65%	637	23%
Kusch+Co GmbH	23	13%	48	26%	112	61%
Nowy Styl Deutschland GmbH	16	13%	50	40%	59	47%
Sitag AG	9	9%	44	44%	46	46%
NOWY STYL	368	12%	1923	61%	854	27%

Method of presentation of the indicators: data expressed in persons according to HR the payroll system at the end of the calendar year

Composition of the Management Board by age category and diversity

The management boards of the companies consisted of 7 men at the end of 2022, and in 2023, 8 members, including 1 woman.

2022	Women	Men	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	0	3	0	1	2
Kusch+Co GmbH	0	0	0	0	0
Nowy Styl Deutschland GmbH	0	2	0	1	1
Sitag AG	0	2	0	1	1
NOWY STYL	0	7	0	3	4
Total breakdown in %	0%	100%	0%	43%	57%

2023	Women	Men	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	1	3	0	2	2
Kusch+Co GmbH	0	0	0	0	0
Nowy Styl Deutschland GmbH	0	2	0	1	1
Sitag AG	0	2	0	1	1
NOWY STYL	1	7	0	4	4
Total breakdown in %	12%	88%	0%	50%	50%

Method of presentation of the indicators: data expressed in persons according to HR the payroll system at the end of the calendar year

Top Management by age group and diversity

The Management Staff in our organization comprises individuals who apply and implement the principles of inclusivity and collaboration daily. They possess advanced interpersonal and leadership skills and embody an attitude that fully reflects our values.

2022	Women	Men	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	6	20	0	22	4
Kusch+Co GmbH	0	1	0	0	1
Nowy Styl Deutschland GmbH	2	10	0	6	6
Sitag AG	0	0	0	0	0
NOWY STYL	8	31	0	28	11
Total breakdown in %	21%	79%	0%	72%	28%

2023	Women	Men	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	4	19	0	17	6
Kusch+Co GmbH	0	1	0	0	1
Nowy Styl Deutschland GmbH	1	8	0	4	5
Sitag AG	0	0	0	0	0
NOWY STYL	5	28	0	21	12
Total breakdown in %	15%	85%	0%	64%	36%

Method of presentation of the indicators: data expressed in persons according to HR the payroll system at the end of the calendar year



Remuneration

We also apply the principles of equality and non-discrimination in the area of equal pay for women and men for the same work or work of equal value. Pay depends on experience, education, years of service and the nature of the work performed, as well as local labour law regulations.

The remuneration of entry-level employees in relation to the minimum wage by gender is shown in a table in the index at the end of the publication.

Employee Representative Elections

The Employee Representatives elected in 2009 served for 13 years.

At the end of 2022, we held an election for all nearly 3,000 employees of Nowy Styl sp. z o.o., which helped us select new three Employee Representatives. In line with the principles of sustainability, we held the elections in an electronic form to avoid using approximately 4 000 sheets of paper and to provide all employees with easier access to voting. Overall turnout was 45%.

The elections were universal, secret, equal and direct.

To carry out the project, which covered all Nowy Styl employees, we had to show great discipline and a number of steps had to be taken in an efficient manner: concept development, analysis of legal and technical aspects, and effective implementation, which involved a team of employees from various areas of the company.


The electronic form of the vote turned out to be crucial, speeding up the entire process and eliminating unnecessary use of paper.

The multitude of locations, the disproportion in the number of people working in a given place and the diverse nature of the work performed (office workers, production workers and indirect production workers) led us to establish three Constituencies, within which six Electoral Commissions were established.

Production plants operate in a two- or three-shift system, therefore the work of the Electoral Commissions was planned so that each employee could vote in their own working time. The Commissions worked from 9:00 to 24:00.

WYBORY

Przedstawicieli Pracowników Nowego Stylu



Kim są przedstawiciele pracowników?
Są to osoby, które reprezentując wszystkich pracowników, biorą udział w konsultowaniu z pracodawcą kwestii m.in. z zakresu:
– gospodarstwa środkami z Zakładowego Funduszu Świadczeń Socjalnych,
– warunków pracy, w tym związanych z bezpieczeństwem i higieną pracy,
– i inne działania opisane w regulaminie.

Jak kandydować?
Jeśli chcesz zostać kandydatem na przedstawiciela pracowników, złóż swoje zgłoszenie do dnia **02.12.2022 r.** Zgłoszenie można złożyć:
– osobiście: Jasio ul. Fabryczna 6, Dział HR
– pocztą wewnętrzną zaadresowaną do Działu HR
– drogą mailową: dzialhr@nowystyl.com
* pod warunkiem dołączenia oryginału oświadczenia do Działu HR

Kandydować mogą tylko osoby zatrudnione w spółce Nowy Styl Sp. z o.o.

Formularz zgłoszenia jest dostępny:
– na portalu firmowym,
– w sekretariatach zakładów produkcyjnych,
– w Dziale HR (Krosno lub Jasio)

Okręgi wyborcze

- 1** Kraków Krosno FMB
- 2** ZPFik ZPM
- 3** Rzepedź

Lokalizacja pracy określa okręg kandydatury.

NowyStyl Na pytania związane z wyborami odpowiada dział HR. Z regulaminem Wyborów można zapoznać się w sekretariatach, na portalu firmowym i w Dziale HR.

WYBORY

Przedstawicieli Pracowników Nowego Stylu

15.12 2022

OKRĘGI WYBORCZE

1 Kraków Krosno FMB

Lista kandydatów

- 1. Karol Michał**
Operator Logistyki Wewnętrznej
Dział Logistyki Wewnętrznej
- 2. Maciejczyk Kamila**
Specjalista
Dział Obsługi Klienta
- 3. Samojedziński Paweł**
Specjalista
Dział Obsługi Klienta

Miejsce głosowania

- Komisja Wyborcza nr 1**
Krosno, ul. „Jasnogórska 9”
Sala Białogłowa
w godzinach: 09:00-18:00
- Komisja Wyborcza nr 2**
Krosno, ul. „Północna 49”
Sala Szwajcarska (przy Północy i pięknym)
w godzinach: 09:00-18:00
- Komisja Wyborcza nr 3**
Jasio, Fabryczna 6, Hala Biernych
Półk przelazowej pomocy
w godzinach: 09:00-18:00 i 21:00-23:00

2 ZPFik ZPM

Lista kandydatów

- 1. Białecki Tomasz**
Specjalista Ds. Szkoleń i Kontrola Jakości
Dział Organizacji Produkcji
- 2. Szewczyk Grzegorz**
Operator Maszyn Specjalista
Wydział Polimerów
- 3. Kozak Tomasz**
Elektryk Doskonalący
Składowa Utrzymywania Ruchu - Dział Elektryczny NCC
- 4. Kulecz Paweł**
Specjalista
Wydział Kształtowania Ramiowych
Operator Maszyn Specjalista
Wydział Polimerów
- 5. Szała Joanna**
Kierownik Procesów Ciągłego
Doskonalenia
Administracja ZP Jasio
- 7. Śmiełowska Joanna**
Specjalista Ds. Reklamacji
Dział Reklamacji
- 8. Wierchowski Dariusz**
Laborant Analiz Chemicznych Specjalista
Laboratorium
- 9. Wójciszewski Paweł**
Specjalista
Wydział Wyrobów Spajanych

Miejsce głosowania

- Komisja Wyborcza nr 4**
Jasio, Zakład Produkcji Foteli i Krzeseł
Sala spotkań przy kafełku
w godzinach: 09:00-18:00 i 21:00-23:00
- Komisja Wyborcza nr 5**
Jasio, Zakład Produkcji Meblowej
Sala spotkań Doskonalenia Produkcji
w godzinach: 09:00-18:00 i 21:00-23:00

3 Rzepedź

Lista kandydatów

- 1. Konopka Krzysztof**
P.O. Hiera
Wydział Produkcji WPM Oddział Przygotowania Produkcji
- 2. Majdusz Agnieszka**
Stawarz Hiera
Wydział Produkcji WPM Oddział Montaż
- 3. Salska Tadeusz**
Specjalista Ds. Organizacji Produkcji
Administracja ZP Rzepedź
- 4. Tomaszewski Andrzej**
Hiera
Wydział Produkcji WEGK - Oddział Obróbki Mechanicznej

Miejsce głosowania

- Komisja Wyborcza nr 6**
Rzepedź, Zakład Formowniku Długowargowego
Sala Szkoleń
w godzinach: 10:00-17:00 i 22:00-24:00

JAK GŁOSOWAĆ?

Oddaj swój głos w Komisji organizującej się w określone obczasy, w którym pracujesz. Jeśli nie jesteś powyżej, do której Komisji należy przynieść zadzwonić: 572 808 963

Złóż podpis na liście wyborów.

Zapłać na wybrany kandydat, za pomocą elektronicznej aplikacji na urządzeniu, odpowiednim przez członków Komisji Wyborczej.

WYNIKI WYBORÓW PRZEDSTAWICIELI PRACOWNIKÓW ZOSTANĄ OGŁOSZONE DNIA 16 GRUDNIA 2022 R.

NowyStyl Z regulaminem Wyborów można zapoznać się w sekretariatach, na portalu firmowym i w Dziale HR. Na pytania związane z wyborami odpowiada Dział HR, Joanna Grzebielińska tel. 572 808 963, joanna.grzebielinska@nowystyl.com.

The elected Employee Representatives currently represent all Nowy Styl employees (100%), and their tasks include taking part in consultations with the employer on employee matters, in particular those concerning:

- conditions for benefitting from the company's social benefits fund;
- the possibility of extending the settlement period and introducing a flexible work schedule;
- list of the types work performed in conditions that are particularly onerous or particularly harmful to health, monotonous and performed at a pre-determined pace;
- list of the types of work that should be performed by at least two people to ensure safety;
- measures related to occupational health and safety;
- establishment of an occupational health and safety committee;
- tasks of those serving on the accident team;
- agreements on the suspension, in whole or in part, of the provisions of labour law defining the rights and obligations of the parties;
- collective layoffs;
- agreement on the management of Employee Capital Plans;
- the *Policy and Procedure Counteracting Mobbing and Discrimination* and establishing an Employee Affairs Team.

Employee benefits

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401-2

Our employees have access to a number of benefits to make life easier and help them take care of their health and well-being. They are told about those benefits already at the onboarding stage. Relevant details and updates are communicated via email and the company's internal platforms such as the intranet

or employee portal, which provide the current offer of benefits and a transparent procedure for applying for them, along with the necessary forms. Employees of the companies covered by this report can enjoy the following benefits:

Nowy Styl sp. z o.o.



Life insurance and private medical care

Voluntary group insurance available to employees, co-workers, their spouses/partners and adult children. The offer includes disability insurance. The insurance offer includes private medical care.



Vaccinations

Voluntary and free flu vaccinations organised in autumn across all our company locations in Poland.



Medcover Sport Card

A co-founded Medcover package for employees.



Gifts from Santa

Gifts from Santa for children aged 12 or less. The gifts are vouchers worth PLN 150 to be redeemed in shops and bookshops. It is worth noting that every parent receives a voucher for each of their children. In many cases both parents work in our organisation, so many children have received vouchers for PLN 300.



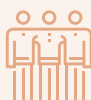
Summer camps for children

Trips for children aged 8 to 16 organised in summer. The company covers between 50% and 90% of the cost of a trip.



Cash benefits

Extra cash benefits paid twice a year.



Recommendation Program

Nowy Styl employees and co-workers can recommend their friends and family members to take part in recruitment procedures to work for our company. A successful recommendation is rewarded with a gross PLN 1,000 cash prize (provided that the recommended person continues employment for 6 months and stays below an absence limit).



Foreign language course

Employees who need a foreign language for work can take an online course co-funded by the employer. The offer includes the following languages: English, German, French, Spanish, Italian and many more.



Discounts on our products

Attractive discounts on products from our brands.



Cash assistance

Non-repayable cash benefits for employees who find themselves in a difficult life situation.

* The benefits listed above are available to all employees of Nowy Styl sp. z o.o.

Kusch+Co GmbH

- Anniversary bonuses
- Annual bonus
- Monthly benefits in kind
- Preschool bonus

Nowy Styl Deutschland GmbH

- Pension subsidy (higher than the statutory minimum)
- Annual bonus (annual variable bonus)
- “BusinessBike Leasing” scheme
- Fruit for employees
- Health-related subsidies, e.g. gym
- Discount on the company’s products

Sitag AG

- Extra pension insurance
- Team-building events, events for employees
- Extra days of paid leave or, optionally, an anniversary bonus for employees with 10 years of service in the organisation
- Attractive working time system - on Fridays production finishes work at 1 pm.
- We support continuous education of employees, training and language courses



Recruitment

We conducted 75 recruitments in 2022, and 93 in 2023. Every person who takes part in a recruitment process at Nowy Styl is assessed against the same predefined criteria with respect to the requirements profile. In this way, we maintain equal opportunities and prevent discrimination.

It was very important for us to have the recruitment process structured like that because we interview candidates almost every day. We use a standardised interview form that follows predetermined stages of the recruitment process:

- creating a requirements profile – we define the skills and knowledge necessary for a given role,
- developing a candidate assessment matrix – we assign a score according to the criteria of the requirements profile,
- preparing phone call scenarios – we conduct a preliminary phone interview before inviting a candidate to interview in person,
- STAR method – we prepare a competence-focused interview based on behavioural questions.

We think a transparent and structured recruitment process is important, so we constantly strive to improve our internal policies. We have developed a *Recruitment Procedure* in both a descriptive form and as a graphical diagram, which takes into account the measures already being taken (candidate competence profile and assessment matrix). The document focuses on equal treatment in making employment decisions and emphasises that no recruitment fees can be charged from candidates.

The procedure was presented to the President of the Management Board in December 2023, and we planned to communicate the document to employees in early 2024.

Our employees can also participate in internal recruitment. This is an opportunity for development within the company structure and for vertical or horizontal promotion.

We help educate experts

Nowy Styl co-organises apprenticeships and internships for students, secondary school and vocational school pupils, as well as graduates. We provide young people with the opportunity to gain valuable experience and develop their

skills under the guidance of supervisors who are experts in their respective fields. We accepted 53 people for apprenticeships and internships in 2022, and 64 people in 2023.



We cooperate with local and vocational schools and universities.

These include:

> State University of Applied Sciences in Krosno

Our collaboration with the State Academy of Applied Sciences in Krosno (formerly the Carpathian State University in Krosno) involves joint management of dual studies in the following fields: Automation and Robotics and Mechanics and Machine Construction. The students have the opportunity to combine theory with practical vocational training and a chance to become highly qualified engineers.

We are also a member of the Advisory Council for the Management major, where we participate in assessing curricula and new specializations. For example, we took part in a discussion and establishment of the academic specialization Security Management in the Public Sector and Business in the academic year 2022/2023. Students of this specialization can study and learn managerial skills in the field of security management, including ones needed for work in the units of various types of private and public sector organisations responsible for action in situations of threat, occurrence of adverse events or crises, as well as internal security and work safety in the enterprise sector and the public sphere - the government and local governments, as well as in other business and administrative units responsible for operating and taking action in emergency situations.

As a local company, we contribute to the work of the jury of "Young Business Zone – a competition for the best business idea". The entrants are secondary school pupils and students of the State Academy of Applied Sciences in Krosno. Winners of the competition receive prizes provided by Nowy Styl in the form of the company's products.

> Warsaw University of Life Sciences

We have prepared an offer of three-week internships with subsidized accommodation for students of the Warsaw University of Life Sciences, the Faculty of Wood Technology.

We have become a Partner of the 5th National Wood Studies Competition for Young People organised by the Faculty of Wood Technology at the Warsaw University of Life Sciences (SGGW). As a Partner, we funded prizes for the first three places in the form of selected products made by our company.

> University of Information Technology and Management in Rzeszow

We have signed a cooperation agreement on providing internships for undergraduate and graduate students of Sustainable Development and Environment studies studying full-time and part-time.

> Technical School Complex in Jaslo

In 2022, we established cooperation with the school in order to popularize vocational education in the professions of electrical technician and mechanical technician.

> Stanisław Staszic Mechanical School Complex in Krosno

Our partnership with the school involves offering internships in the school year 2022/2023 for students training to become mechanical technicians and mechatronics technicians. The internships are offered in our Central Maintenance Service Department.

> Complex of Service and Food Technology Schools in Jaslo

Nowy Styl has provided additional equipment for the school's food technology workshop class by donating 30 stools for use during classes.

> University of Applied Sciences in Tarnow

As part of this partnership, we have declared our readiness to accept interns in connection with the University's plans to start a new business French language course with a specialisation French in logistics.



Production plant tours

Schools and universities can register to visit our production plants and the *Office Inspiration Centre* in Krakow. In 2022, we held 6 such visits, attended by 75 people. In 2023, there were 5 visits for a total of 107 people.

Adaptation and onboarding

The adaptation process for production workers and onboarding for office workers allows new employees to understand how the company operates, learn about Nowy Styl scale and business areas as well as directions of development. By participating in training and workshops, employees learn about the history of our company, the organisational culture, values, organisational structure, our customers and the geographical scope of our business. Onboarding is held at least once every two months and takes four days to complete. The process involves office workers from across the organi-

sation, regardless of their form of employment, including interns and trainees.

Part of the onboarding is conducted on site, which involves a "Welcome to Nowy Styl" training and a tour of our production plants and the Office Inspiration Centre. Thematic training sessions are conducted remotely: *Counteracting Mobbing and Discrimination Policy, Impact of GDPR on the Organisation, and Our Brands – Our Strength*.

A total of 129 production workers and 137 office workers were trained as part of the induction and onboarding process in the reporting period.



Year	Onboarding	Participants	Induction	Participants	Total participants
2022	6	56	32	96	152
2023	5	81	42	90	171
Total editions	11	-	74	-	323

Employee assessment

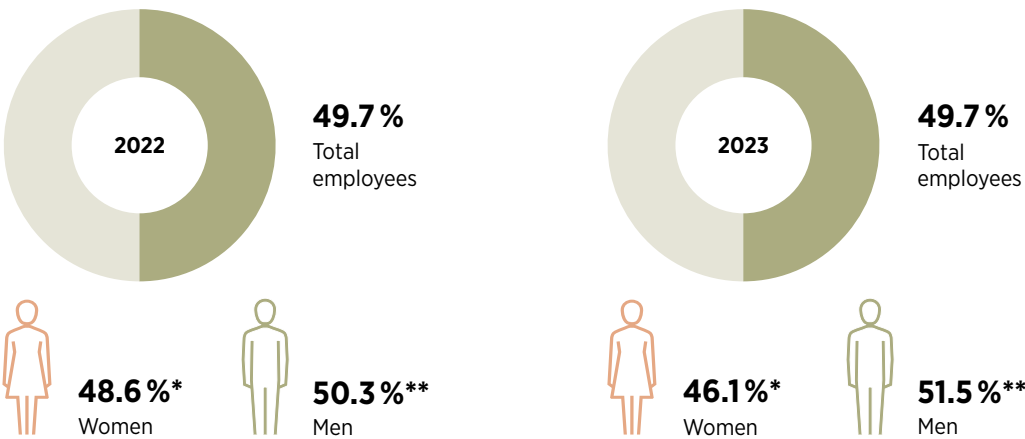
GRI 404-3 Corporate Social Responsibility is particularly important today, especially in the manufacturing sector, where employee involvement and development play a key role. Aware of these challenges, our company continued employee assessments in the Technical Division and the Production Planning and Material Warehousing Division in 2022-2023. We have also introduced an employee assessment system in the Production Division. The aim of this system is to monitor efficiency and performance, but also to support the continuous professional development of our employees, which translates directly into improving the quality and innovation of our products.

Employee assessment is performed based on regular employee interviews, which are the foundation of communication between supervisors and workers. These inter-

views are used to discuss achievements, challenges, and future goals. The key purpose of each interview is for the employee to obtain feedback to help them understand their strengths and areas for improvement.

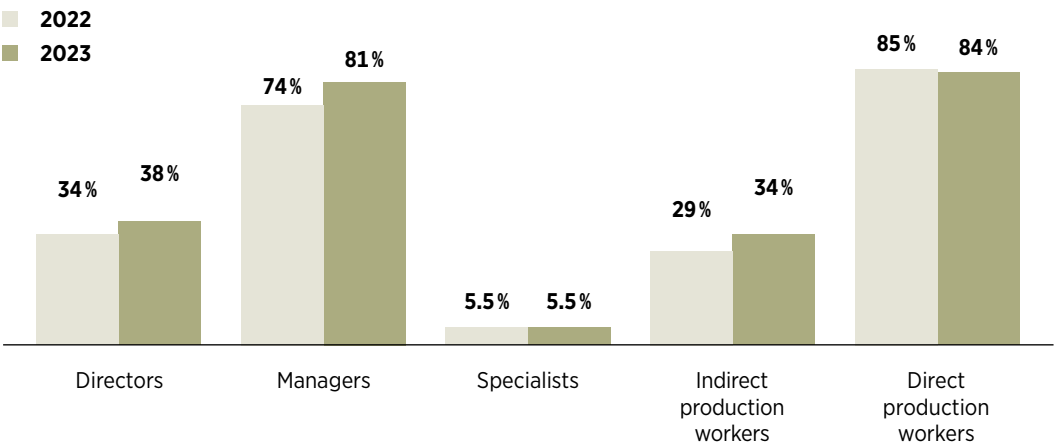
Evaluation criteria are clearly defined and specific for the individual divisions. The system is highly efficient as it allows the company to identify talents that can be promoted and developed within the organisation and enables early detection of problems that could affect employee performance and motivation. As a result, we can respond quickly and implement any appropriate corrective action. Regular employee evaluations and interviews reinforce a culture of open communication, which is the foundation of a healthy and effective organisation.

GRI 404-3 Percentage of employees who regularly undergo performance assessments and career development reviews, by gender



* Of all female employees
** Of all male employees

GRI 404-3 Percentage of employees who regularly undergo performance assessments and career development reviews, by employment category

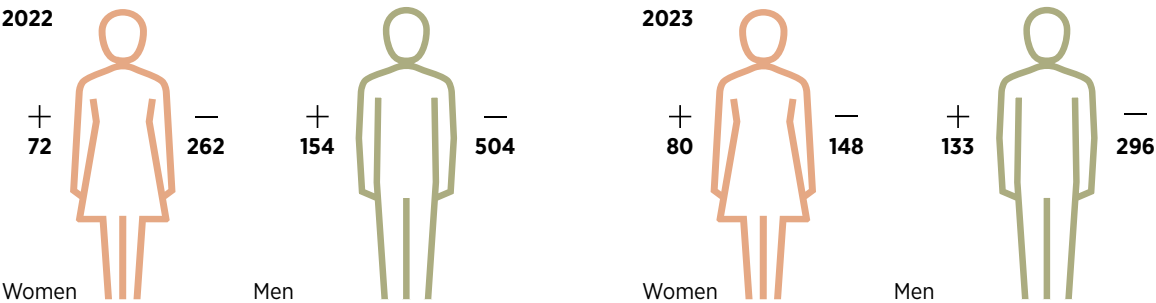


Hirings and resignations

Our organisation provides an attractive working environment for experienced employees, but also those who are just starting their professional career. Most of those who joined the Nowy Styl team in 2022–2023 are men and people under 50 years of age. Of all new hires, 45% were under 30 years old and 48% were between 30 and 50 years old. The turnover rate in these years ranged from 23% in 2022 to 14% in 2023. Most of the concerned employees had a very short length of service in our organisation, which

confirms that most departures occur between the 3rd and 12th month of employment. These include both employee resignations and situations when the manager needs to take a difficult decision, having come to the conclusion that a person does not meet our expectations. Usually, however, this happens when a fixed-term contract comes to an end. In recent years, most departures concerned people between 30 and 50 years of age - up to 52% in 2023.

GRI 401-1 Hirings and resignations



Employment turnover in 2022-2023

	2022	2023
turnover rate	23 %	14 %

Method of presentation of the indicators: the number of people (employed under an employment contract) who ended their employment with Nowy Styl sp. z o.o. in a given year, both at the initiative of the employee and the employer.
When calculating the turnover rate for Nowy Styl, the numerator includes people who ended their employment with Nowy Styl between January and December of the given year and the denominator includes the total number of people employed as on 31st of December.

When analysing the causes of employee turnover, it can be seen that international transformations, the economic downturn and related market and structural fluctuations within the sector in which we operate played a significant role. Other factors that affected this indicator included the reorganisation of production plants and the so-called demographic effect, i.e. employees reaching retirement age.

By monitoring the turnover rate, our organisation could implement certain remedial actions: we made working hours and work schedules more flexible to help keep a work-life balance, introduced remote work, provided ergonomic workstations, offered various benefits and skill development opportunities.

Exit Interview

Nowy Styl has been conducting employee exit interviews since 2018. For this purpose, we contact individuals who have decided to terminate their employment with us on their own initiative in order to gather information about their reasons for leaving. This allows us to determine the direction of changes in the organisation needed to counteract employee turnover by increasing overall job satisfaction.

We have attempted to contact all those who had given notice. In 2022, we managed to conduct interviews with

more than half (65%) of the people who terminated their employment with Nowy Styl on their own initiative. In 2023 the rate was 48%.

The approximate time of an interview varies between 15 and 45 minutes. Subject to employee availability, we place focus on face-to-face interviews, where possible.

3.2 Focusing on personal development

We continually invest in the development of our employees. We prepare multiple training courses and development programmes to support their daily work.

Our company is made up of people who are ambitious and young at heart, which is why the courses we develop are so popular.



Employee training

GRI 404-2 Nowy Styl supports employees in their skill development efforts, offering participation in external and internal training, workshops, conferences and international fairs, which translates into greater knowledge as well as hard and soft skills.

The personal development of employees plays a key role in building the lasting success of our company. By

taking care of the development of our employees' skills, competence and potential we increase their productivity, but also improve their commitment and motivation. This section discusses the actions our company takes to support the personal development of our employees and the mutual benefits that brings to them and to our organisation.

Key training areas at Nowy Styl in 2022-2023:

Know-how workshops

national and international gatherings where we share our knowledge and experience of working with clients in a specific market

General development workshops

development of managerial competencies such as managerial communication, including providing feedback, delegating tasks, planning and organising, motivating employees and storytelling

Specialist workshops

in the field of production, logistics, quality, trade, finance, workplace design, workplace optimisation strategy, office change project management

Lean Manufacturing trainings

run by the Centre for Production Excellence

Technical trainings

courses and certifications to raise the technical skills required in a given area to expert level, such as welding courses or non-destructive testing training

Sales trainings

personal effectiveness, commercial negotiations



Product trainings

the offer of chairs and furniture, soft seating, acoustics, and product changes

Ethics trainings

designed to counteract discrimination and corruption, support diversity, corporate values and the code of ethics

Development programmes

The development initiatives we have implemented in recent years have helped us maintain a highly qualified workforce and supported the participants' personal development. Programmes targeted at specific groups

of employees helped them acquire specialist knowledge and thus feel more confident in their roles and perform their daily work better.

Programmes we initiated in 2022-2023


Project: “Direction: Development”	<p>It lasted from 2022 to June 2023 and was addressed to potential candidates for management positions.</p> <p>The primary goal of the project was to prepare a reserve staff for taking up managerial positions in various areas, with particular emphasis to the Technical, Planning and Warehouse Divisions, Global Procurement and Supply Chain Department and Quality Department.</p>	<p>16 people</p> <p>2 training groups</p> <p>8 thematic modules</p> <p>Action Learning</p>
Development program for managers	<p>It started in December 2022 and was addressed to managers from all organisational units of Nowy Styl in Poland. Project task was to develop those competences that were lacking noticed as a result of the research on training needs (questionnaires for directors) carried out in 2022.</p> <p>Project goals:</p> <ul style="list-style-type: none"> • developing team management skills among Nowy Styl managerial staff, • unification of competencies and applied management practices among managers, • developing cooperation between company departments. 	<p>173 managers</p> <p>12-15 training groups</p> <p>5 modules</p>
Project “Agile Management in new products design”	<p>The business objective of the pilot project was to shorten the implementation phase product prototyping from a dozen to several months through the use of agile techniques in project management. An additional benefit was the development of employees and the management team in the application of agile techniques in project management, as well as the development of a new project management method in Nowy Styl.</p>	<p>12 people</p> <p>1 project team</p> <p>3 products</p>
Training: “Presenting solutions and building understanding”	<p>The training was carried out between April and October 2022. The first edition was addressed to managers and people conducting presentations and training from the Finance and Customer Service Department, IT and Logistics. The second edition was attended by employees from the Production, Technology and HR Departments. Each participant took part in two one-day modules training courses carried out in groups of up to 8 people (module 1) and up to 6 people (module 2).</p>	<p>70 people</p> <p>2 modules (16h)</p> <p>9 -10 training groups</p>
“Storytelling in sales” workshops	<p>Based on experiences and observations, the need to develop storytelling skills in the areas of sales, product training, and marketing emerged. To address this, a series of workshops was planned to build knowledge and skills within a cross-functional group that will support salespeople in creating compelling stories. The workshops (3 days) were conducted by an external consulting company.</p>	<p>10 people</p> <p>1 training group</p> <p>3 days of workshops</p>
“Commercial Negotiations for Less Experienced Buyers”	<p>In the procurement area, there was a need to provide knowledge and skills for less experienced buyers. An external provider, a company with an experienced trainer in procurement negotiations, was selected for the project. The program consisted of online activities as well as in-person sessions with implementation tasks. It was highly rated by both the participants and their supervisors.</p>	<p>13 people</p> <p>1 training group</p>
“The Master/Mistress in Nowy Styl”	<p>The second edition of the project is a continuation of the program that started in May 2021 and lasted until September 2022. It was aimed at potential masters, with the goal of preparing a reserve team for the position of master in all production plants. During the program, 6 individuals were promoted to the position of master.</p>	<p>21 people</p> <p>2 training groups</p> <p>15 training workshops</p>

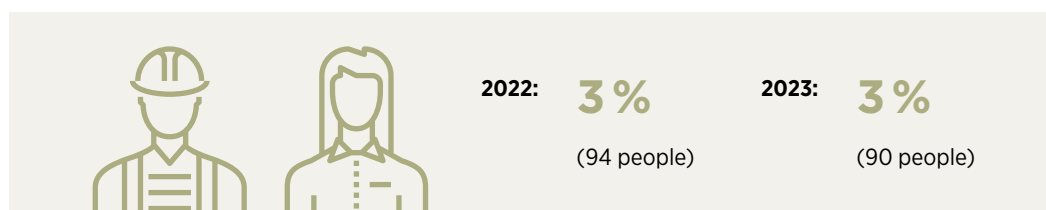
Employee research on development needs - Specialists	A developmental research on development needs for employees (specialists from various areas of the company's operations) was conducted among directors reporting directly to the management board and recommended managers. The goal was to identify priority areas for employee development and prepare a training plan using an e-learning platform. According to the survey results, the key competencies that need to be strengthened are: problem-solving and innovation, engagement and initiative, communication and collaboration, planning and organization, and adaptation to organizational changes. Additional areas requiring support included: analytical and critical thinking, data analysis, use of specialized software such as CAD, and project management.	21 directors 35 managers
External trainings	In 2023, trainings were organised with the participation of external companies in the areas of: <ul style="list-style-type: none"> • customs law, • non-destructive testing, • management of chemicals in the enterprise, • recruitment analyst, • competences of the future, • First Aid. 	8 training groups 91 people from the production area
Webinar for Management: "The Power of Diversity"	In 2023, a training session on <i>Diversity & Inclusion</i> was organized. In the first stage, the management team was trained. The training was conducted as a one-hour online webinar, where typical behavioral cases occurring within the company were presented.	162 people

Respect for diversity

We value diversity. At Nowy Styl we work in an international environment, but in accordance with the motto "we think globally, act locally" we pursue a local employment policy. Foreigners constitute a small part of the workforce – less than 3%.

As a result, we are close to our customers as an organisation, but on the other hand we also contribute to the growth of the labour market in the regions where we operate.

 **Percentage of foreigners in the total number of employees of the organisation (understood as people working outside their country of origin)**



Moreover, over 3% of employees at Nowy Styl sp. z o.o. are people with disabilities. Everyone is treated the same and

every employee is expected to mutual respect, regardless of the characteristics that differentiate individual people.

Number of employees with recognized disabilities employed under an employment contract, broken down by gender

	2022			2023		
	Women	Men	Overall	Women	Men	Overall
Nowy Styl sp. z o.o.	42	60	102	41	66	107
Kusch+Co GmbH	4	0	4	4	0	4
Nowy Styl Deutschland GmbH	1	3	4	0	2	2
Sitag AG	0	4	4	0	3	3
Nowy Styl TOTAL	47	67	114	45	71	116

Number of employees with disabilities in Nowy Styl

	2022	2023
Number of people with disabilities	114	116
Disability rate	3.39 %	3.71 %

Nowy Styl became a signatory of the Diversity Charter on 21st of August 2023. The Charter is an international initiative to promote and disseminate a policy of equal treatment and diversity management in the workplace. It has the patronage of the European Commission and is implemented in 26 EU countries.



The Diversity Charter is a commitment signed by organisations that commit to introduce a ban on discrimination in the workplace and take action to create and promote diversity. It expresses the company's readiness to engage in activities for the social cohesion and equality of its employees and business and social partners.

Our accession to the Charter confirms that diversity and respect for human rights are an integral part of our organisational culture. We perceive our diversity (different languages, origins, habits, age, or nature of work performed) as an asset and we constantly strive for mutual understanding. We believe that every employee brings in a different point of view, new ideas and a unique way of working. We understand our membership in the Diversity Charter in the following way:

- creating an atmosphere and organisational culture that ensures respect for diversity;
- introducing solutions to promote equal treatment, counteract discrimination and mobbing in the workplace;
- building together a culture of inclusion that encourages action, supports and values the diverse voices of our employees;
- continually educating and raising awareness and knowledge about diversity and its positive impact on our organisation.



Office Furniture Factory in Jaslo

3.3 Culture of safety

GRI 2-25 **GRI 3-3** A sense of security is one of the essential needs of every human being. That is why at Nowy Styl we are constantly working to ensure that the quality of work safety is built on the highest standards of Occupational Health & Safety. We eliminate potential threats by identifying, analysing and assessing risks and opportunities in our processes and workstations. We provide safe and hygienic working conditions to prevent injuries and diseases. We protect the health and safety of people on our sites. We train our employees, emphasizing the importance of their awareness, attitude and commitment for everyone's safety.

GRI 403-1 **GRI 403-5** Nowy Styl Sp. z o.o. and Sitag AG have an implemented, formalised and certified occupational health and safety management system based on the regularly renewed ISO 45001 standard. All employees of the organisation, including temporary workers and employees of external companies, are

provided by their managers with the necessary guidelines on occupational health and safety, evacuation and rescue, what to do in the event of an emergency, wearing the necessary personal protective equipment and what to do in case of an accident.

Kusch+Co GmbH has implemented ISO 14001:2015 (environmental management) and ISO 9001:2015 in the field of quality management (certified by TÜV - Rheinland).

It has had an integrated quality, environmental, and occupational health and safety management system in place for many years, so it also meets all the requirements of the 45001 standard, previously OHSAS (occupational health and safety management). However, it is not certified according to ISO 45001.

Nowy Styl Deutschland GmbH is certified by TÜV - Süd for compliance with ISO 14001:2015 (environmental management) and EMAS, as well as ISO 9001:2015 (quality management).

Health and Safety committees, worker representatives, hazard identification, risk assessment and accident investigation



In the interest of employee safety we monitor workplaces exposed to harmful factors on an ongoing basis. We also aim to reduce exposure, so we invest to improve working conditions, introduce collective safety measures, assess risks, train employees and investigate all incidents. We exercise a number of preventive and health-promotion measures as well.

All our companies have *Health and Safety Committees*. The person to represent employees and the employer in matters related to health and safety at work depends on the company and is determined by applicable regulations in the specific country. However, all the committees have similar tasks which involve carrying out periodic assessments of work safety within their company, discussing, consulting and preventing accidents at work, and collaborating to improve working conditions. Committees meet at least once a year. Detailed actions taken at each of our related companies are presented below.

The Occupational Health and Safety Department collects and processes confidential data in accordance with the applicable regulations, in particular Regulation 2016/679 (GDPR), as well as the data processing principles provided for therein. Only data relevant to a specific case at hand are processed, access is provided only to persons authorised by the employer, and only on a need-to-know basis. Organisational and technical solutions are used to ensure that all operations on confidential data are performed by authorised persons only.

Nowy Styl sp. z o.o.

The organisation carries out occupational risk assessments according to the Polish standard PN-N-18002. This method uses two risk parameters: the severity of the consequences of hazards present at a workstation and the probability with which such consequences (injuries, diseases) are likely to occur.

The occupational risk assessment team is made up of the head of the area to which the position being assessed belongs, the Health and Safety Officer, the head of the department, and optionally a representative of the team or the occupational medicine doctor in charge of preventive check-ups. Thanks to the various training sessions organised by the organisation, employees serving on the occupational risk assessment team are familiar with and understand the principles of occupational risk assessment, have the knowledge necessary to identify threats present at the workstations under assessment, know how to use protection equipment to prevent threats and can assess the harmful effects of existing threats.

In addition, the organization has programs for reporting **potential accident incidents (PAI) and an employee**

suggestion program (ESP). An employee witnessing a near-miss situation is required to report it as soon as possible in order for appropriate corrective action to be taken. The ESP programme is used to submit ideas, suggestions and solutions with respect to near misses or work processes in general. Employees are rewarded for engaging in these programmes to motivate them to provide suggestions.

The company has a Health and Safety Committee composed of representatives of the employer and employees (in equal parts). Their representatives are elected in democratic elections. Consultations with employer's representatives are organised to discuss issues related to occupational risk assessment, allocation of protective equipment, monitoring of working conditions and participation in health and safety training programmes. The representatives also provide feedback on measures taken by the employer to prevent accidents and occupational diseases. The OHS Committee analyses working conditions and formulates proposals for their improvement, periodically assesses health and safety at work and cooperates with the employer in the performance of his duties in this area. Members of the OHS Committee meet at least once in every quarter.

Nowy Styl Deutschland GmbH

The company's Occupational Health and Safety Committee is composed of management representatives, workplace safety specialists and elected employee representatives. The committee meets regularly to ensure compliance with safety regulations and implement continuous improvements. Meetings of the OHS Committee are attended by the company doctor and an external specialist. Potential risks are analysed at the meetings. Meeting attendees walk through the factory where areas with potential for improvement are indicated and measures and goals defined. In addition to the Occupational Safety Officer, Nowy Styl Deutschland GmbH also has a dedicated person responsible for safety in each area/department. Names of the people assigned to this task are available on an information board at the plant. Any suggestions are discussed with the Occupational Safety Officer and at the meetings of the Occupational Safety Committee (ASA). Corrective action is taken where necessary. The Trust Council makes sure that employees who report suggestions regarding threats and risks at work are protected.

The company has a unified procedure for reporting occupational accidents and near misses. Employees are required to document and report incidents to the designated occupational health and safety team, in accordance with established guidelines.

Kusch+Co GmbH



The company has a collective bargaining agreement that covers all employees. The directors and managers work under individual work contracts, but in fact most of the provisions of the bargaining agreement also apply to them (except pay and working hours provisions). Also trade unions representing the workers operate in the company. The Works Council, elected by the employees, represents the majority of employees. Members of the Health and Safety Committee are selected from the various departments in accordance with the German occupational safety regulations. The Committee consists of the management, an Occupational Safety Officer, a member of the Works Council and a company doctor. Additionally, department heads can be called in to discuss specific topics. Meetings of the Committee (ASA meetings) are held at least once every three months. The Committee advises on health and safety and accident prevention issues, assesses risks and carries out internal audits. It is also involved in suggesting improvements and implementing innovations in the area of OSH. The Committee meets at least quarterly. Safety aspects are not consulted with the trade unions, but with the Works Council.

The person responsible for each work area, in cooperation with the Occupational Safety Officer, has carried out and documented a risk assessment for workstations, work equipment and work tasks. These risk assessments are updated each time there is a change in the work area; in addition, this assessment is reviewed at least annually. The organisation is prepared for any health and safety inspection from the Employers' Liability Insurance Association, which carries out safety assessments based on Nohl's risk matrix. General hazards are documented by a Safety Officer, discussed by the Committee and eliminated or minimised.

Accidents, as well as all reported near-miss incidents, are reviewed for causes and circumstances by the occupational safety specialist and the person responsible for the given area (supervisor). Once the causes of an accident have been clarified, appropriate remedies are determined. Documentation of corrective action involves risk assessment in the specific areas, in line with the hierarchy of goals and measures principle, or in a protocol of the Committee. No separate register is kept for these measures. All occupational safety measures are recorded in an

ASA protocol or in the risk assessments for the individual departments. If an employee is absent from work for more than 3 working days due to an injury, the Safety Officer also prepares an accident report for the Employer Liability Insurance Company.

All employees can submit suggestions regarding work safety to the company doctor, members of the Works Council and the Safety Officer without fear of negative consequences.

Sitag AG

The company is subject to GAV – the collective employment agreement of the Swiss furniture industry, which automatically applies to all employees under an employment contract. Employees who have completed a practical health and safety course for officers and supervisors can become members of the OHS Committee. The organisation, together with the employees, conducts weekly audits based on the 6S methodology. It is a set of techniques and methods that enable the creation and maintenance of workstations with optimal ergonomics, while ensuring the improvement of the organisational culture and the stabilization of individual processes. The purpose of the 6S is to increase efficiency by eliminating losses, reducing unnecessary processes and improving those that prove useful.

Moreover, a comprehensive internal and external audit is carried out on a yearly basis. The results of these processes are saved on a matrix, while all open tasks are registered in the Trello application, where every task has a responsible person assigned to it.

The organisation is regularly inspected by an external accident insurance institution SUVA, which advises and, where necessary, supports organisations in preventing accidents at work. All incidents classified as such are reported to SUVA. Employees can contact SUVA through the company or via publicly available contacts.

In addition, our company Sitag AG has had a programme in place for many years as part of which all employees can receive free advice from an insurance expert and discuss the financial aspects of planned retirement 5 years before retirement.

Work-related injuries

Accident reporting and analysis are carried out in accordance with the applicable requirements of the labour law of the country in which a specific company is located.

Therefore, some companies record accidents without a division into accidents at work and accidents on the way to or from work.

GRI
403-9

As in the previous years, there were no fatal accidents at work in any of our plants in 2022 or 2023. No serious accidents were reported at Nowy Styl sp. z o.o. either. We have celebrated 365 days without a single accident on the premises of two of our plants (Armchair and Chair Production Plant and Metal Production Plant). We could achieve this result thanks to the commitment of employees and management, but also the effective implementation of the many safety procedures throughout the organisation. This was noticed by the jury of the **XXX edition of the “Employer - Organiser of Safe Work” competition** in 2023. The assessment took into account the high level of employee safety and health protection provided by the organisation in the last three years, exemplary compliance with labour law and occupational health and safety rules, systemic solutions for occupational health and safety management, as well as accidents at work and other elements of labour protection. Our plant - Nowy Styl sp. z o.o. Office Furniture Factory was awarded a high third place. Our commitment to risk prevention was thus appreciated, in particular our implementation of innovative technological solutions and improvements in production processes that determine safety in the workplace, which we see as a priority.



Total number of accidents at work

	2022			2023		
	Women	Men	Overall	Women	Men	Overall
Nowy Styl sp. z o.o.	4	25	29	2	7	9
Nowy Styl Deutschland GmbH	0	3	3	0	0	0
Sitag AG	0	3	3	0	3	3
Kusch+Co GmbH	1	5	6	2	4	6
Nowy Styl TOTAL	5	36	41	4	14	18

Total number of people injured in accidents at work

	2022			2023		
	Women	Men	Overall	Men	Men	Overall
Nowy Styl sp. z o.o.	4	25	29	2	7	9
Nowy Styl Deutschland GmbH	0	3	3	0	0	0
Sitag AG	0	3	3	0	3	3
Kusch+Co GmbH	1	5	6	2	4	6
Nowy Styl TOTAL	5	36	41	4	14	18

Total number of days of sickness absence caused by an accident at work

	2022			2023		
	Women	Men	Overall	Men	Mężczyźni	Overall
Nowy Styl sp. z o.o.	201	1 358	1 599	7	248	255
Nowy Styl Deutschland GmbH	0	30	30	0	0	0
Sitag AG	0	76	76	0	27	27
Kusch+Co GmbH	0	77	77	9	7	16
Nowy Styl TOTAL	201	1 541	1 782	16	282	298

We monitor workstations exposed to harmful factors on an ongoing basis. We aim to reduce exposure, so we invest to improve working conditions, introduce collective safety measures, assess risks and train employees. We have put in place a number of preventive and health-promotion measures.

Protection against harmful factors

GRI 403-3 We are aware that the plants of our companies Nowy Styl Sp. z o.o. and Kusch+Co GmbH have workstations where maximum permissible levels and concentrations of harmful factors in the working environment such as noise, industrial dust, wood dust, mechanical

vibrations and chemical compounds have been exceeded. At Nowy Styl Sp. z o.o., measurements of the levels and concentrations of harmful factors are carried out by external institutions. At Kusch+Co GmbH, such measurements are carried out by a professional association.

Number of employees exposed to harmful factors

2022	Noise	Wood dust / industrial dust	Mechanical vibrations	Chemical compounds	Workers expo- sed to two or more factors	Total number of employees
Nowy Styl sp. z o.o.	170	0	49	0	219	3 220
Sitag AG	18	15	0	2	15	110
Kusch+Co GmbH	27	17	0	15	15	207
Nowy Styl Deutschland GmbH	39	0	0	14	12	139
Nowy Styl TOTAL	254	32	49	31	261	3 676

2023	Noise	Wood dust / industrial dust	Mechanical vibrations	Chemical compounds	Workers expo- sed to two or more factors	Total number of employees
Nowy Styl sp. z o.o.	155	0	42	0	197	2 779
Sitag AG	18	15	0	2	15	99
Kusch+Co GmbH	25	17	0	17	17	184
Nowy Styl Deutschland GmbH	31	0	0	12	10	125
Nowy Styl TOTAL	229	32	42	31	239	3 187

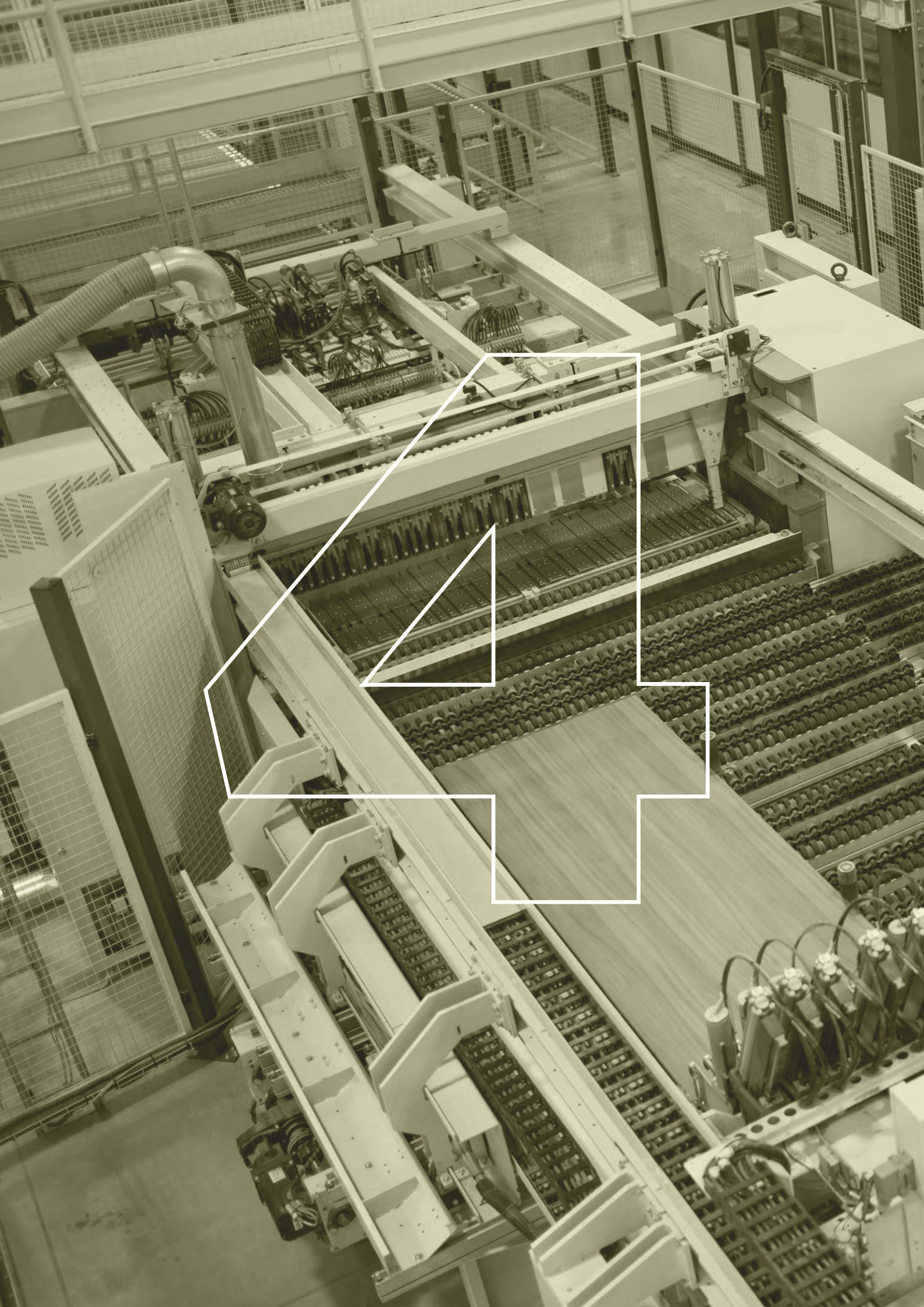
GRI 403-4 We are determined to reduce the risks associated with working in adverse conditions. Therefore, all employees working in areas where harmful factors are present are provided with work clothing or protective clothing, appropriate footwear and personal protective equipment (hearing protection, protective goggles, masks, protective visors etc.).

Wherever possible, we also try to eliminate harmful factors from the work environment. We recently replaced hexavalent chromium (CR VI), considered carcinogenic, with trivalent chromium (CR III), which is less toxic to the skin, eyes and respiratory tract, improving the comfort and safety of work for several people, which we see as our unquestionable achievement.

GRI 403-6 Aware of the value of health, we regularly organise campaigns to promote health and safety at work among our employees. At Nowy Styl sp. z o.o. and Kusch+Co GmbH employees can get vaccinated against

flu free of charge every year and are offered medical and sports benefit packages tailored specifically to their needs. Kusch+Co GmbH employs a company doctor who is available to every employee once a week. Nowy Styl sp. z o.o. has introduced a programme to provide and regularly replace corrective and protective glasses, which has been used by over 600 employees.

We also have the previously mentioned Potential Accident Incidents (PAI) and an Employee Suggestion Programs (ESP) in place in our factories in Poland. An employee witnessing a potentially hazardous situation is encouraged to submit any ideas, suggestions or solutions that could reduce risk or relating to work processes in general. In order to motivate employees to actively participate in improving working conditions and safety at our plants, they are rewarded for participating in these programs.



4 Local development

Commitments for 2024-2025

- We will continue our commitment to local development, sports and culture, and we will support various organisations, especially those based in the region of Podkarpacie.
- We will continue to organise the Charity Ball, a party event for children and young people from childcare centres in the Podkarpacie province.



GRI
2-25

GRI
3-3

Nowy Styl is a large international company with roots in the Podkarpacie province, and we are aware of our impact on the region's development. We want to have a positive impact on the environment that we are part of, where our offices and factories operate. That is why we listen to the voice of the local community and engage in its life, while being guided by these principles:

- **localness** – we focus our social commitment on regional and local level initiatives, mainly in the Podkarpacie province - in locations impacted by our operations;
- **continuation** – we are aware of how the stability and

predictability of our commitment is important to local communities, so we strive to maintain relationships once established.

We have outlined the priorities for our commitment having previously examined the key needs of the local communities, as well as Nowy Styl's capabilities and potential impact in a given area.

We take decisions concerning support for new projects based on the guidelines of our **Donations, Social Commitment and Sponsorship Policy**.

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GRI
413-1

We are deeply rooted in the life of the Podkarpackie province, so we understand the needs of the region and its problems. We aim to increase its potential in real terms. We like to get involved in long-term strategic projects (e.g. the annual Charity Ball for the charges of childcare facilities in Podkarpacie, or the Janusz Korczak Foundation) as well as big and small

projects carried out by our social partners. The most important of them are presented below.

In addition to Nowy Styl's projects in the region of Podkarpacie, other Group companies also conduct their own activities to support their local communities (such as providing financial support for the fire brigade in Saint Marcellin, France).

Donation values

	2022	2023
Nowy Styl sp. z o.o.	664 338 PLN	934 393 PLN
Sitag AG	6987 CHF	8535 CHF
Kusch+Co GmbH	3750 EUR	3750 EUR
Nowy Styl Deutschland GmbH	1600 EUR	1900 EUR



Education of children and young people

Aware of how important education is from an early age, we take measures aimed at providing equal opportunities in access to education for children and young people, including those with disabilities. We are also involved in initiatives which promote entrepreneurship. We cooperate with universities by taking part in research projects, supporting the creation of innovative study programmes, and enabling students to acquire work experience during internships and apprenticeships in our offices and factories.



Support for culture

Aware of the importance of culture for social development and shaping of ethical values, we regularly support selected cultural organisations and projects.



Popularisation and support for sports

We promote physical exercise as a way of preventing physical and mental health problems, but also as a means of developing willpower and social integration.

4.1 Education

Janusz Korczak Foundation

Started by Adam and Jerzy Krzanowski, the Janusz Korczak Foundation in Jaslo has been supporting the education of talented children and young people from the Podkarpackie province since 2001. We fund scholarships for several dozen pupils and students every year. Many of our scholarship holders study two majors at the same time, which means they do not have time for paid work. Nowy Styl covers their university tuition fees or, in the case of secondary school students, provides them with special funds earmarked for preparatory courses for university. Our first scholarship holders have long since graduated from university. Some of them have

found employment in our company. They work mainly in engineering roles, where they develop new technologies and solutions, therefore contributing to the development of an ergonomic workplace environment for thousands of people using Nowy Styl products. Thanks to our scholarships, students have the opportunity to develop their talents and interests without worrying about whether they can afford their tuition fees. We hope that the aid they receive becomes an additional driver for their self-development, but also encourages them to go on and spread the “chain of good”.

Siemacha Association

Established 20 years ago, the Krakow-based Siemacha Association is one of the leading organisations in Poland providing structured aid to children and young people. Education, sports and therapy are the pillars of the organisation's long-term and comprehensive support. Established 20 years ago, the Krakow-based Siemacha Association is one of the leading organisations in Poland providing structured aid to children and young people. Education,

sports and therapy are the pillars of the organisation's long-term and comprehensive support. One of the flagship projects of the Association is a modern Children's Home in Odporyszow near Tarnow. The facility was established and is developing thanks to a group of sponsors, Nowy Styl being one of them. In 2021, we furnished a special apartment for charges of the association who are about to leave care.



Demos Foundation

The Foundation is running an educational and recreational centre in Odporyszow, established in 2002. It is a superb facility that provides young people with both leisure and development opportunities. The convenient accommodation and opportunities for workshop work, as well as the proximity of a forest area and the presence of animals make it an ever-vibrant place that attracts young people. To make

young people's stay at the centre even more attractive and comfortable, we have supported the Foundation in furnishing a film screening room. A year later a dining room, a *cafe point* and a *foyer* of the screening room were refurbished thanks to our support. We also donated furniture that was used to arrange the library in 2022.

Children's University of Technology

The Children's University of Technology offers an opportunity to discover the fascinating world of science through play, experiments and interactive activities for primary school students aged 7-12. The teachers deliver classes and labs in such a way that every child can understand and remember as much as possible. The priority is for children not to get bored during the classes, and learn through

play, in a form they find most accessible. The Rzeszow University of Technology is the first university in the region to open its lecture halls to school pupils. The programme is completely free of charge for participants. Nowy Styl has been a strategic partner of the project since 2021, and we have been regularly supporting this initiative.

Charity Ball

For over 20 years, Nowy Styl has been inviting children from orphanages, school and education centres, care centres, organisations working with the disabled and foster families to celebrate together at the New Year's Charity Ball. The event, well established in the Podkarpacie region, is an opportunity to have fun, but also to socialize, learn and spread inclusiveness.

Every year, the company comes up with an interesting theme to arouse new passions in our young guests and encourage their development. Santa Claus handing out gifts from our guests' wish lists is the highlight of the New Year's Charity Ball. The gifts often include financial support for the statutory activities of a foundation helping children, field trips or furnishings for childcare institutions.

In 2023, over 1,000 children from care and educational facilities in Podkarpacie were invited to take part in the Ball. As usual, the invited guests were in for great fun, competitions, workshops, various attractions, gifts and special guests.

The purpose of the event has always remained unchanged – to support the ongoing needs of children's homes and the other facilities from the Podkarpacie region. As every year, we have prepared cash and in-kind gifts for them. We are aware that the regularity of the event is important for both the managers of the institutions and their mentees. As we find out every year, the Ball occupies a special place in the lives of our guests.



We are an international company but we never forget where we came from, which is why we focus on supporting the local community. This is the first time I have been to the Charity Ball and I am deeply moved by this initiative. We have already started planning the next editions.



Bartosz Karasiński
Marketing Director
at Nowy Styl



Nowy Styl Charity Ball



Thank you for your kindness and your willingness to help. This kind of support makes it possible for us to achieve our goals and plans.

Children

from the Complex of Care
and Educational Institutions
Jaś, Małgosia and Maciek in Przemyśl.

Economic education

Entrepreneurship is one of the important features of our organisational culture. We believe that a good understanding of basic economics helps one make informed life decisions, which is why it should be taught from an early age.

A book entitled *The World of Money* was published in 2014 at the initiative of Patrycja Krzanowska, Jerzy Krzanowski's daughter. The publication is an exciting story about the history and importance of money for the youngest readers (illustrated by famous illustrator Magda Grabowska-Wacławek, also known as Grabowska). The book was enthusiastically welcomed by entrepreneurs and children. A few of the biggest Polish companies have

ordered a reprint for their own purposes, and we have started *The World of Money* foundation to popularize the publication.

Its circulation has reached over 50,000 copies to date. In consultation with the local government of Krosno and the local Chief Education Officer, the foundation launched pilot economics classes based on Patrycja Krzanowska's book in Primary School No. 14 in Krosno, and the project was then extended to almost all primary schools in Krosno in the school year 2018/2019. Interactive classes filled with games and competitions introduce children to the world of accrued interest, exchange rates and other economic concepts in an attractive way.

4.2 Culture

Young Arts Festival in Krosno

The festival, organised by *the Young Arts Foundation* since 2015, has attracted local and international artists. The annual musical event harmoniously combines various musical styles, such as classical and jazz, in a modern way.

The festival is an opportunity to admire excellent musicians. In 2022, *the Young Arts Festival* stage hosted artists such as Kinga Glyk and Leszek Mozdzer, and in 2023 the lineup included Ralph Kamiński, The Yellowjackets and

JOSÉ MARIA FLORÊNCIO with the Silesian Philharmonic Symphony Orchestra. The concerts take place at unique venues in Krosno such as school courtyards, balconies of tenement houses, churches, and even an airport hangar.

The aim of the festival is to promote various musical genres in a way that is accessible and attractive for a wide audience.



Nówka Sztuka and Design Pharmacy



We like to engage in initiatives that promote culture and combine science and design.

Nówka Sztuka (*Brand New Art*) is a trade fair event featuring artists and designers, held by the Academy of Fine Arts in Krakow. The event is addressed to artists, art and design aficionados, original work lovers and talent hunters. It is a top opportunity to discover or buy modern artworks. In addition to the exhibition part, Nówka Sztuka also includes a rich programme with educational and accompanying events such as lectures, discussion panels, workshops, portfolio review and consultations with valued representatives of the artistic circles. Nowy Styl provides financial support for the event.

Design Pharmacy is a local project - a one-of-a-kind live laboratory located in a former hospital complex. It has been created as part of a revitalization project for the Wesola

district in Krakow which is designed to become the city's creative district, a place for the design community to meet and collaborate.

The Design Pharmacy project was created in cooperation with the Krakow Festival Office. As a platform for the exchange of knowledge and experience between Nowy Styl and the Pharmacy's regulars and artists, as well as the whole of Wesola district, the place is intended to inspire young architects and designers and set an example for other institutions, enterprises and cities.

Our goal is to support local initiatives, events and young generations that will contribute to shaping the artistic world and determine its artistic and creative power in the future. Therefore, we are not limiting our support to providing Nowy Styl and Kusch+Co furniture for the Pharmacy project, because we want to take an active part in the development of their workshop programme and their events.

4.3 Sports

We are present in the world of sports both in terms of our business activities and because of a passion for sports and a spirit of physical exercise that we want to spread as an organisation. We combine our business goals with our willingness to support regional initiatives by sponsoring sports institutions and projects.

Charity runs: Poland Business Run and Krakow Marzanna Half Marathon

Every year, our company takes part in the Krakow Business Run charity event. It involves a relay race where every competitor has to run a 3.8 km stretch of the entire route through Krakow's city centre. The Poland Business Run Foundation uses funds raised from the run to help amputees and patients with motor disfunctions. Nowy Styl employees from the Krakow office volunteered to join the event by organising a "Quiet auction" fundraiser, where people could bid, without knowing what to expect, on the offers of their office colleagues. These included a handmade shopper bag, a trip to a mine adit, rock climbing,

a trip to the mountains and a professional photo shoot. All proceeds from the auction were donated to the beneficiaries of the run event. We managed to raise PLN 4,620 in 2022, giving us the 6th place on the list of companies supporting the event. In 2023, we raised PLN 2,930.

Many Nowy Styl employees also took part in the Krakow Marzanna Half Marathon organised for the benefit of patients in the care of Prof. Janusz Skalski's Schola-Cordis Foundation for the Support of Pediatric Cardiac Surgery. The races are held in Krakow's most beautiful locations, around the Blonia green and the Vistula Embankments.



Poland Business Run

Nowy Styl Running Team

Nowy Styl Running Team is a group of runners associated with our organisation who regularly take part in various running competitions, including ultramarathons. The team have won the team championship of the Magura Ultramarathon several times in a row. The team's members combine a passion for running with a spirit of cooperation and mutual support, which plays an important part in their success.

We want to support our employees who enter the races and the race organisers, and our support is not only financial. We regularly provide in-kind donations such as furniture needed to equip the organisers' zones or T-shirts for competitors.

Nowy Styl employees regularly take part in a number of races:

- The Magura Ultramarathon, one of the biggest and most challenging mountain runs in Poland on the

distances of 58 and 92 km and a 20 km MaguRun race accompanying the marathon,

- Lemkowyna Ultra Trail race with demanding, often mud-covered routes which attract competitors from dozens of countries and its hardest, legendary 150 km race from Krynica to Komancza that challenges the runner elite every year,
- The Jaga-Kora Ultramarathon which follows the path of underground couriers from World War II over the distances of 70 and 41 km,
- The Beskidnik Run, famous for its picturesque routes through the Magura National Park.

By promoting a healthy lifestyle and sport, we want to emphasize how important the values they embody are, and how we need perseverance, good organisation and consistency in pursuing goals in our daily work.

Juvenia Krakow

Thanks to the sport's global presence, rugby has become a symbol of community and team spirit, connecting people from different cultures and corners of the world. The sport carries an important message: an individual on the pitch is nothing without the support of their team-

mates. Nowy Styl supports the rugby team of one of the oldest clubs in Krakow. Together with their families, fans and supporters of the discipline, they form a unique community that teaches us about the importance of spending quality time together.

4.4 Aid in the face of the war in Ukraine

The war in Ukraine is an important test for corporate social responsibility. As a gesture of solidarity with Ukraine, the management of Nowy Styl decided to withdraw from the

Russian market immediately after the start of Russia's brutal aggression, strongly condemning that act.



Our thoughts and actions are directed across the eastern border. We are against unjustified aggression and acts violence that is taking place in Ukraine. The first concern is our employees with Ukrainian nationality – both working in Poland, as well as in our partner factories in Kharkiv. During this difficult time, we take special care of them.

**Company announcement
of March 2022**

We have established a special fund for the Ukrainian employees and their families, managed by our local structures to best meet their needs. Thanks to the

commitment and generosity of Nowy Styl's employees, we have also been able to supply some basic commodities to Kharkiv.



Jerzy Krzanowski, a co-founder of Nowy Styl, who was also Honorary Consul of Ukraine in 2003-2021 and chairman of the Council of the Polish-Ukrainian Chamber of Commerce, was particularly strongly involved in helping Ukraine since the Maidan revolution and Donbas in 2014.

He supported joint social and economic projects of our nations, as well as those fighting for the independence of Ukraine. He sent trucks with food and medicines to Kharkiv and provided furniture for refugee reception centres in Przemyśl, Sopot, Warsaw, Gdansk, Lodz, and Krakow.

"It is with deep regret that we have received the news of the death of the co-founder of our company Mr Jerzy Krzanowski. A unique, family oriented and creative man, who always supported us with wonderful ideas. On behalf of the Board of Directors and all employees of Nowy Styl express our condolences to the bereaved family."

Company Announcement, 7th of June 2024

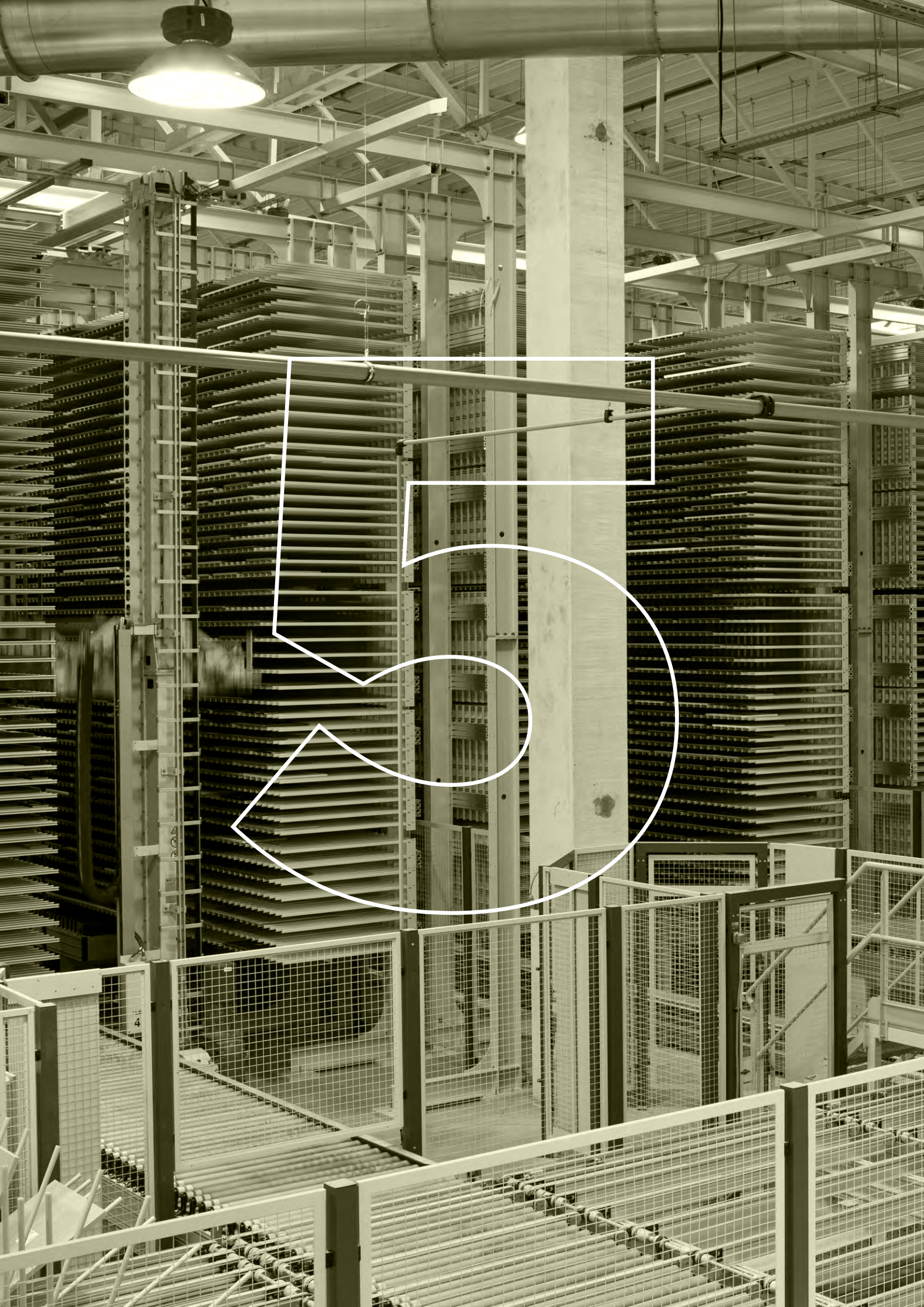
The charitable and philanthropic initiatives started by Jerzy, described in this chapter, continue to be carried on.



Nowy Styl supports Ukrainian citizens and all those around the world who call for an immediate end to the illegal attack on independent Ukraine and its people. This support has been appreciated by *the Responsible Business Forum*, which recognized our help as a practice implementing the UN Sustainable Development Goals (Goal 2 - Zero Hunger, Goal 10 - Reduced Inequality) and included it in the Responsible Business in Poland Report in 2022, along with eight other practices of our organisation.



*Click to read the
Responsible Business
in Poland Report*





5 Sustainable supply chain

Goals for 2024-2025:

- Building Premium Supplier database to strengthen cooperation with suppliers more committed to sustainable development.
- We will continue our initiatives with suppliers – the Supplier Sustainability Award competition and the CSR webinar for suppliers – to exchange mutual sustainability support and education.
- We will train our procurement team in the area of sustainable development in the supply chain.
- We will expand the tools we use to monitor suppliers in terms of quality and, to a greater extent, sustainability.
- We will increase the use of recycled materials in components and packaging materials, e.g. stretch foil and plastic chair parts.
- We will increase the share of FSC® certified components in Nowy Styl offer.
- We will reduce the amount of packaging in logistics processes by 10 % by 2030 compared to 2023.
- We will reduce exhaust emissions by 10 % by 2030 compared to 2023.



5.1 Supply chain management

  Controlling the supply chain is one of the most challenging areas of operations at any large company. The longer the chain, the higher the risk of it being broken. A supply chain is about more than just

obtaining and supplying materials for production purposes. It is also about the organisation, storage, production planning, technological process, internal transport and logistics.

Supply chain diagram:



Purchasing raw materials

Purchasing raw materials is an extremely complex process that involves choosing new suppliers, cooperation risk audit and assessment, searching for new, innovative solutions for materials and products to meet customer requirements, optimisation of purchasing, quality and logistics parameters, analysis of purchasing indicators and a process for complaints.

This part of the supply chain is the responsibility of the Global Procurement and Supply Chain Department. The rules that guide us as an organisation in our cooperation with suppliers of goods and services have been laid out in the Nowy Styl Procurement Policy. We expect all our suppliers, without any exceptions, to adopt the standards described in the Policy, also in their own value chains.

To facilitate control over company-wide expenses, we have centralised purchasing and supply processes by adopting a common purchasing strategy. In this way,

we have set identical conditions for all our locations. The coordination of purchasing at the individual Nowy Styl companies is made easier by IT platforms adapted to our needs, such as an ERP-IFS system, the Office 365 communication tool and reporting systems for purchasing parameters and consolidation of purchasing data.

Supplier management is becoming an increasingly important link in the supply chain, especially for a large and international organisation such as ours, and in the face of increasingly restrictive legal regulations. This complex process has been appropriately structured at Nowy Styl, which we discuss in detail later in this section.



*Click to view Nowy Styl
Procurement Policy*



Production

Significant autonomy of production is one of Nowy Styl's assets. We have our own factories with a floor area of over 141,000 m² in three European countries. Our production relies on modern production and IT technologies. We have an in-house tool shop and a multifunctional machinery park for end-to-end processing of wood and metal.

We want to make our products in an efficient, environmentally friendly way that best suits customer preferences. We have been using Lean tools across all our factories for over a dozen years. Their implementation and compliance is supervised by an international team of experts who have developed their own operating model adapted to our needs. It is focused on increasing the synergy effect in the production area and can respond quickly and accurately to changing market conditions.



Quality control

We have implemented uniform quality standards based on the requirements of ISO 9001:2015 throughout our organisation. In addition to careful selection of raw materials and materials, product quality is largely determined by the situation in the working environment, such as the understanding of processes taking place on shop floor, good information flow between employees, regular training, a transparent pay policy and, above all, housekeeping and safety. All this guarantees an efficient production process based on *the Lean Management* concept, translating into the appropriate quality and performance of the final product.



Logistics

As one of the leading furniture and chair manufacturers in Europe, we organise hundreds of deliveries around the world. That is why we never stop developing our logistics know-how, so as to best coordinate all elements of the warehousing, distribution and assembly processes, and thus deliver customer orders on time and to the highest standards, while taking care of the natural environment.

We distribute our products using both our in-house fleet of vehicles and third-party solutions. Nowy Styl's transport policy requires that the space taken up by transported products be minimized (stacking), empty runs should be avoided and loading must be efficient (use of BDF truck bodies).

We approach each client individually, suggesting the optimal method of packaging, loading and delivery.

Timely transport of products is crucial for our projects. As part of our standard process, we provide a trained assembly team who usually speak the local language. Before the start of **assembly work**, we carry out an on-site inspection where we make sure how advanced the work of other teams is, make arrangements with facility managers regarding our access and stay on the premises, and discuss with relevant authorities any special requirements and conditions that might be applicable in a given location (e.g. maximum tonnage of vehicles, method of goods delivery to the building or hours of availability). In this way, we avoid the need for goods storage and multiple transports from one place to another. We can also ensure that the work will be completed within the set deadline.

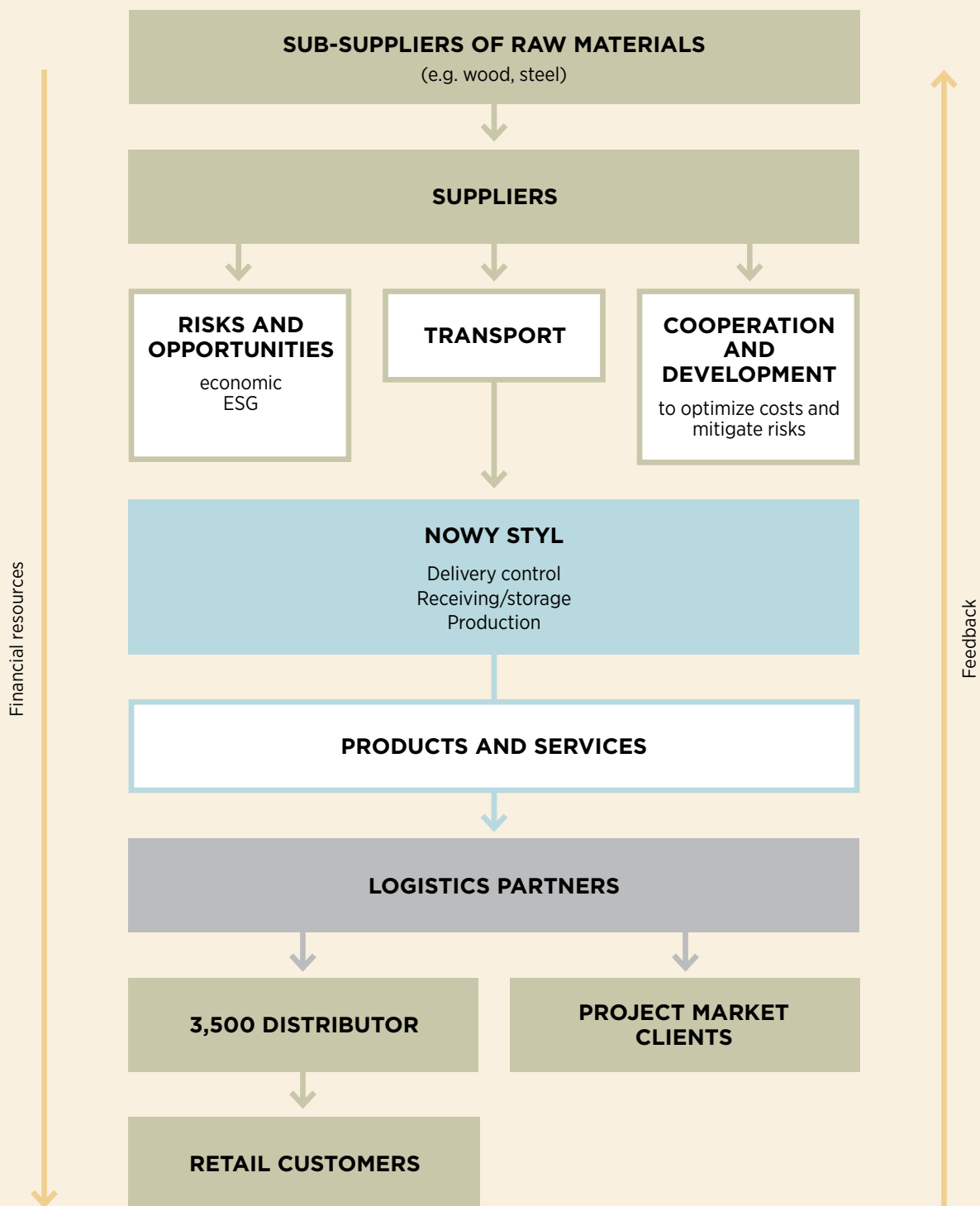
After a project is completed, we use local service teams to provide *after-sales* services, which reduces both the financial and environmental costs of the services provided.

Until recently, packaging disposal was a big problem for every project. But because we have changed our approach to **packaging** methods, we managed to take care of the environment, reduce the costs as well as cut down delivery and assembly times. We suggest to our customers the optimal packaging option for them, making sure the loading space is filled up as much as possible, while ensuring the delivery is safe. For storage and transport, our furniture is protected against damage with pads placed on wheels and armrests, as well as reusable protective covers. We are constantly improving and developing packaging methods to minimize the amount of packaging materials wherever possible. We are working to develop product deliveries on returnable carriers (corlettes) and using returnable materials (such as blankets sewn from fabric remnants). We use L-type pallets wherever possible, and our transport planning specialists work to **optimize available routes** in order to eliminate empty spaces and runs by preparing detailed loading plans.

These solutions are a response to the needs and expectations of customers for whom care and respect for the natural environment are important.

[!\[\]\(faf942dc3e59ce8eb64b4ac481eca7e0_img.jpg\) Click here to read more about our initiatives to reduce packaging in transport.](#)

Supply chain at Nowy Styl



5.2 Building a sustainable supply chain

We have been carefully selecting partners who share our vision of sustainable development for many years.

In order for our business relations to stay positive, long-standing and balanced, we expect them to comply with Nowy Styl's policies and documents, such as: *Nowy Styl Procurement Policy*, *Supplier Diversity Policy*, *Supplier Code of Conduct*, *Nowy Styl Basic Requirements* and *General Terms and Conditions of Cooperation*.

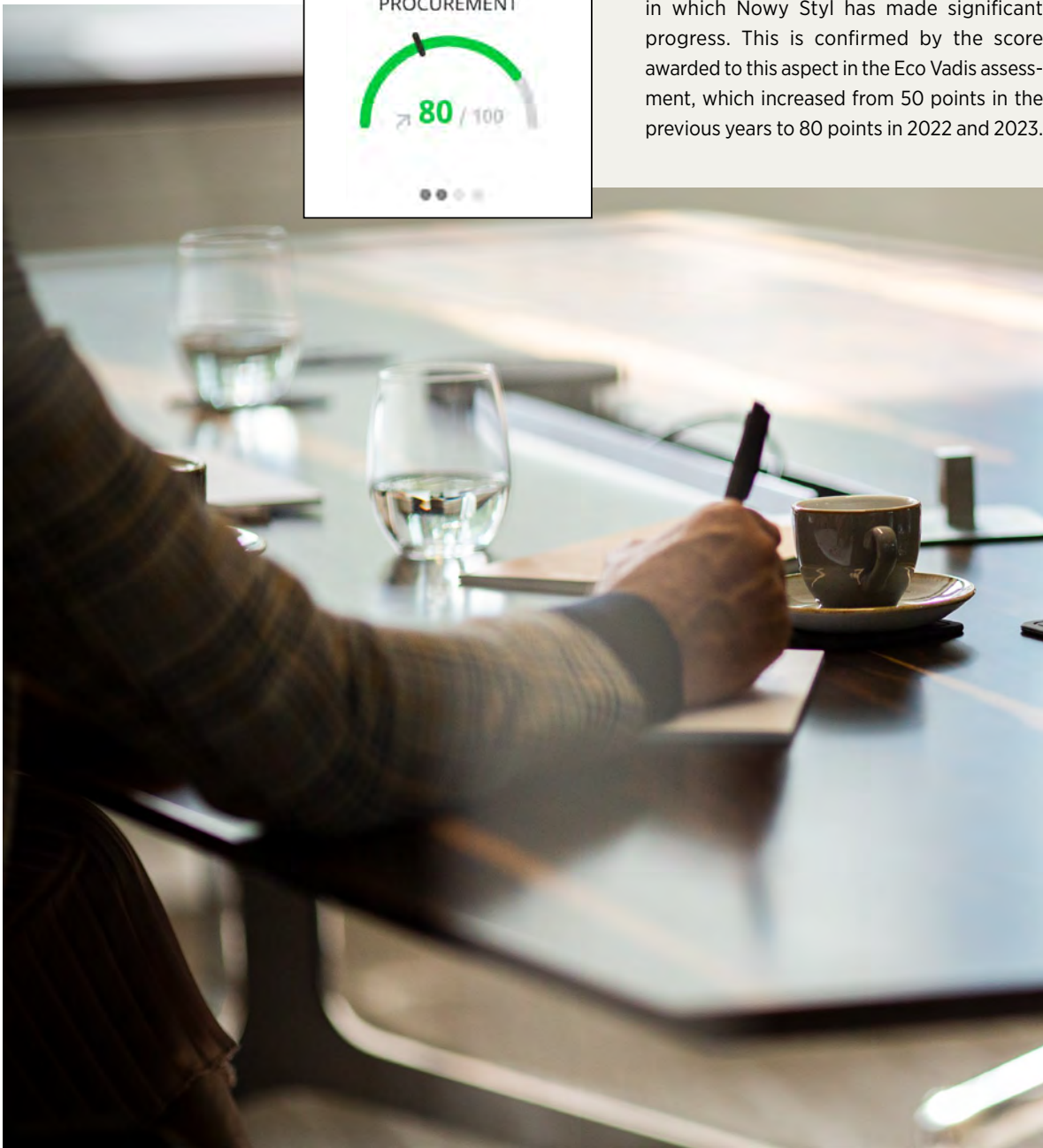
We want to be sure that our relations are fair, free from corruption and transparent, and therefore equally

beneficial to all our contractors both in Poland and abroad, where we have affiliated companies: Kusch+Co GmbH, Nowy Styl Deutschland GmbH, NSG International GmbH, Nowy Styl GmbH, Nowy Styl Nederland B.V., Sitag AG and Nowy Styl France.

Sustainability is important to us and we encourage our suppliers to take responsibility for their actions in that area, both within their own organisations and their own value chains.



Sustainable purchasing is one of the areas in which Nowy Styl has made significant progress. This is confirmed by the score awarded to this aspect in the Eco Vadis assessment, which increased from 50 points in the previous years to 80 points in 2022 and 2023.





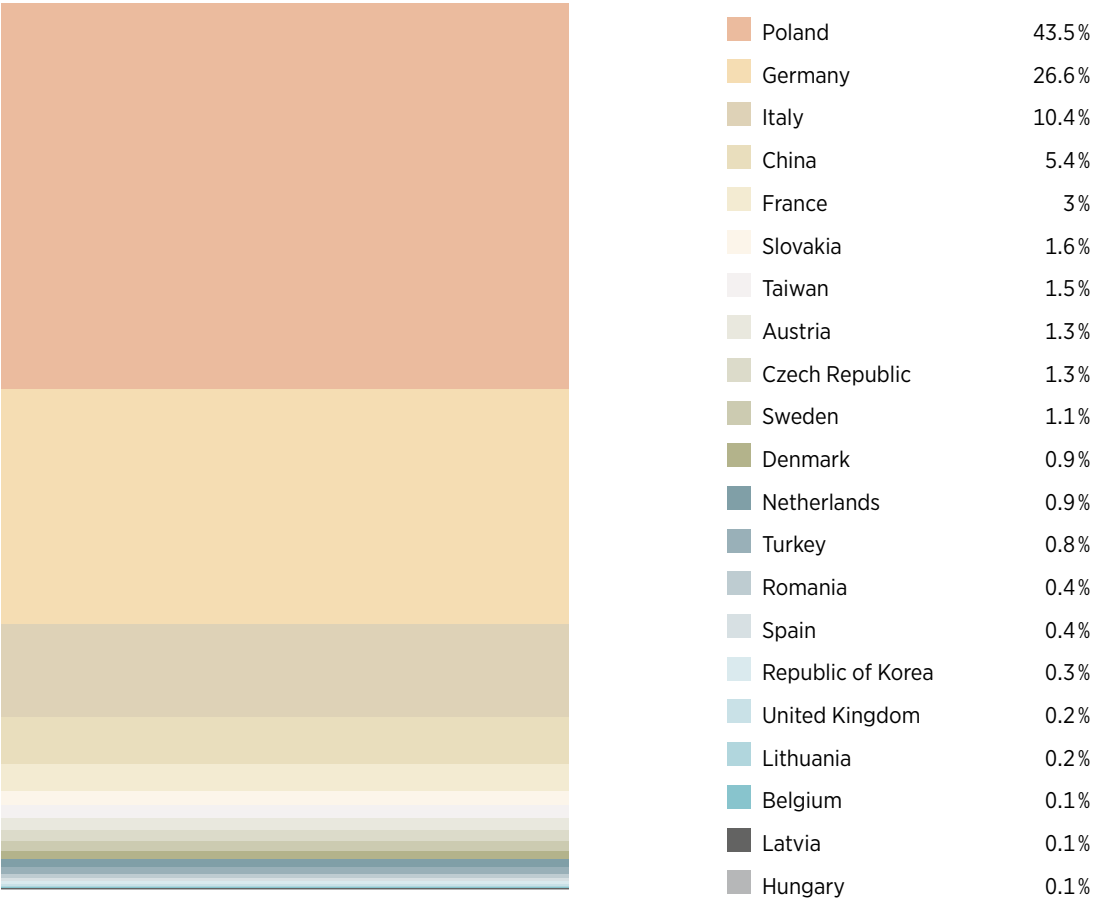
Promoting environmental care, fair ethical behaviour patterns and business practices and, most importantly, providing our suppliers with an environment where they can enjoy free and fair competition, in Poland and abroad, is the responsibility of our Global Procurement and Supply Chain Department. Its team carefully vet all our suppliers to ensure compliance with the rigorous require-

ments of ISO 9001: 2015, ISO 14001: 2015, ISO 14006: 2020 and ISO 45001: 2018, which we are very determined to meet.

Considering the specific nature of the markets in which our organisation manufactures products, we think of product and service manufactures from Poland and Germany as local suppliers.

*In 2022-2023, the share of expenditure on products and services from local suppliers was as follows:
51% and 52% on the Polish market
and 61% and 67% on the German market.*

Nowy Styl's suppliers in 2023 by country of origin - percentage of turnover



5.2.1 Sustainable Purchasing – documents and Supplier Recommendation Program



On account of Nowy Styl's approach to CSR and ESG requirements, which are being determined by increasingly detailed acts of law, and because of business requirements and the constantly growing customer and consumer awareness, Nowy Styl adopted a **Supplier Diversity Policy** in April 2023. The Policy is a set of values recognized by our organisation, such as honesty, care, respect and support for local communities, knowledge and talents.

To maintain and expand our diverse global supply chain, we thoroughly vet our suppliers, build and maintain lasting relations with them, and regularly report on our activities. We do that to ensure our continuous development and the best possible adaptation to changing legal and market requirements.

Nowy Styl's **Supplier Diversity Policy** focuses on including vetted, diverse suppliers in strategic sourcing and purchasing processes on the condition that they meet the requirements specified in **Nowy Styl's Procurement Policy**, **Supplier Code** and **Basic Requirements**.

In 2023, Nowy Styl issued a **Modern Slavery and Human Trafficking Statement**, clearly underlining the company's commitment to developing practices aimed at combating the problem. We are aware it is a significant social problem, although often kept out of sight, and we consider it essential to take effective measures to prevent criminal practices, also in our supply chain.

We are committed to acting ethically and honestly in all our business dealings and relations, and to implementing and enforcing effective control systems to ensure that no form of slavery is practised at Nowy Styl or throughout our value chain.

At Nowy Styl, we exercise due diligence in acquiring new suppliers and regularly audit existing ones in order to build awareness among all our stakeholders, especially key suppliers, whom we consistently require to comply with the policy we have adopted. We focus on suppliers from high-risk countries, ensuring they in particular respect human rights.

We recognise that it takes some time and a certain level of knowledge to successfully adopt the best practices, so we cooperate with NGOs in supporting our suppliers, share our experience, educate and stimulate their development in the field of social responsibility.



[Click to see documents related to Nowy Styl sustainable development](#)



To encourage suppliers to continuously improve not only their product quality, but also all of their ESG areas, Nowy Styl has introduced the **Supplier Recommendation Program**.

It is designed to build awareness of our quality and ethical standards, and to support initiatives for the environment and local communities. We offer additional benefits to suppliers who qualify as *Premium Suppliers*.



[Click to view the Supplier Recommendation Program.](#)



PREMIUM SUPPLIERS: the key to a unique partnership

Nowy Styl appreciates the commitment of its suppliers and the contribution they make to our daily cooperation. In today's rapidly evolving world, businesses are increasingly looking for products and services that offer more than standard solutions.

Therefore, we have decided to put in place the Supplier Recommendation Program at Nowy Styl's Global Procurement and Supply Chain Department in 2023. The Programme aims to set enduring high standards, raise awareness of **Nowy Styl's Basic Requirements** for purchases, and expand sustainability initiatives. The Programme is intended for our global suppliers and classifies each as Standard or Premium.

Premium Suppliers are those whose products and services conform to the highest quality and sustainability standards. Nowy Styl has decided to recognise partners who make efforts by investing in research and development and implement innovative solutions to help us deliver the best products possible.



Click to see Nowy Styl's Basic Requirements for purchases

2024 is the first time when we recognize our Premium Partners:

- CASCANDO PRODUSTS BV
- REHAU SP. Z O.O.
- DS SMITH POLSKA SP. Z O.O.
- MODEL OPAKOWANIA SP. Z O.O.
- SMURFIT KAPPA GMBH
- GROSS+ FROELICH GMBH & CO. KG
- FROLI GMBH & CO. KG
- SCHUKRA BERNDORF GMBH
- LEGGETT PLATT OFFICE COMPONENTS INTERNATIONAL S.R.L.
- DONATI SPA
- TRAFILIX SPA
- ISPADUE SPA
- STABILUS ROMANIA S.R.L.
- BOCK 1 GMBH + CO.KG
- SPLAST SP. Z O.O.
- JENP-JOU ENTERPRISE CO., LTD.
- KONRAD HORNSCHUCH AG
- HMS MAASS GMBH CO. KG
- VEYHL GMBH
- HETTICH MARKETING UND VERTRIEBS GMBH
- AKZO NOBEL ADHESIVES AB
- GABRIEL AS
- KVADRAT AS
- CAMIRA FABRICS LTD
- SPRADLING INTERNATIONAL GMBH

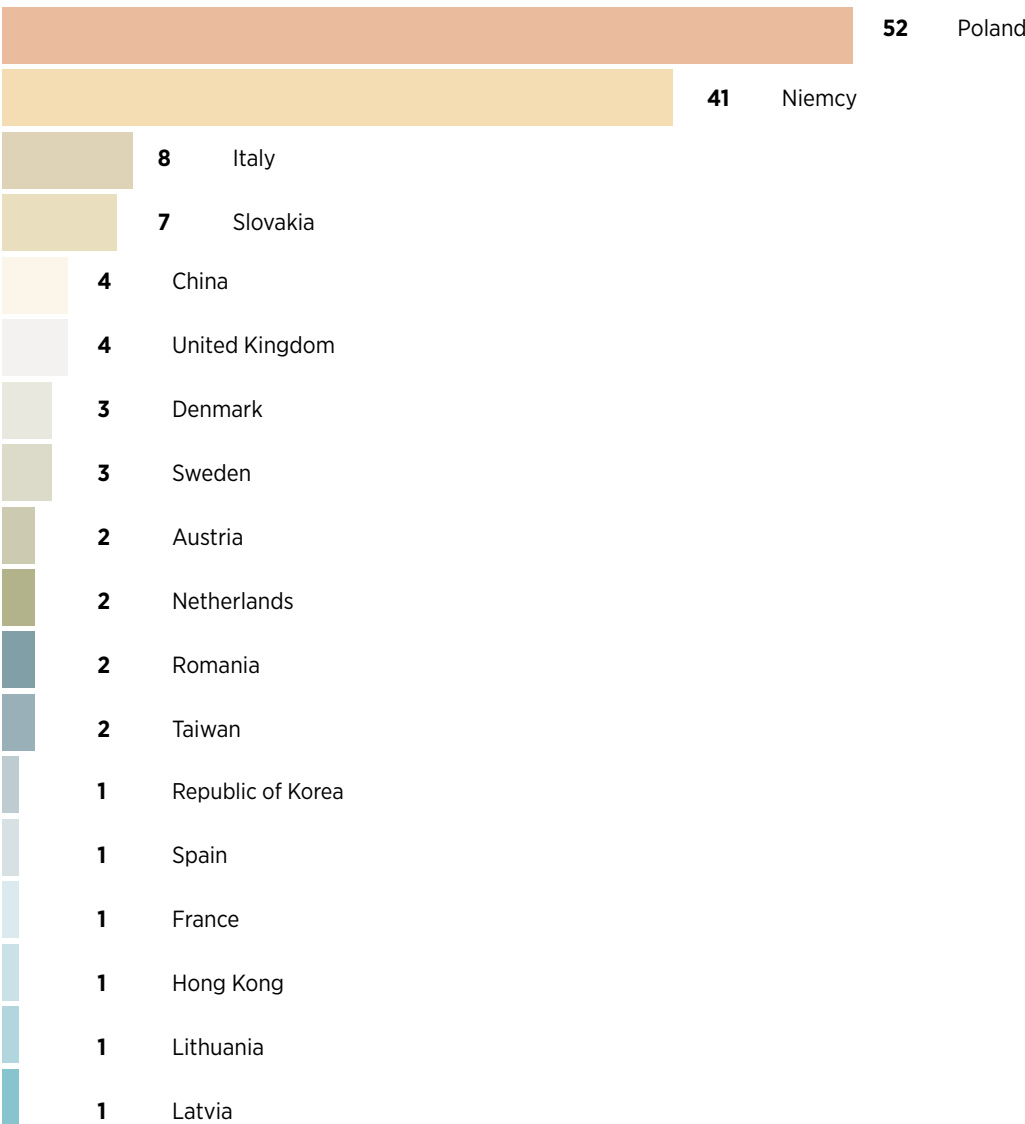
5.2.2 Supplier assessment

In the reporting period, we took a number of actions to better understand our suppliers and the entire supply chain.

In 2022, we surveyed 136 key suppliers representing 80% of our turnover. The assessment was conducted using a self-assessment tool developed specifically for the survey. The following areas were taken into account:

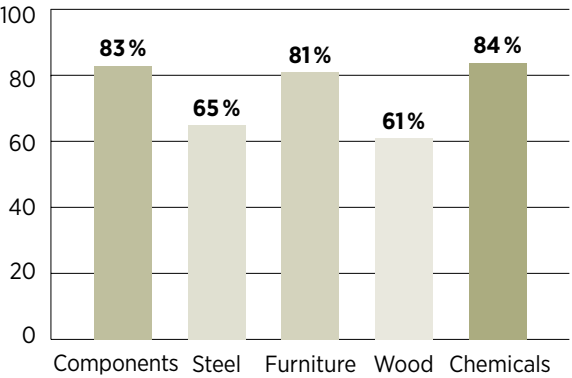
- > employment conditions and occupational health
- > and safety,
- > compliance with legislation,
- > sustainable development practices,
- > production processes,
- > purchasing processes,
- > maintenance,
- > improvement processes,
- > compliance with the *Supplier Code of Conduct*.

Number of suppliers assessed by country

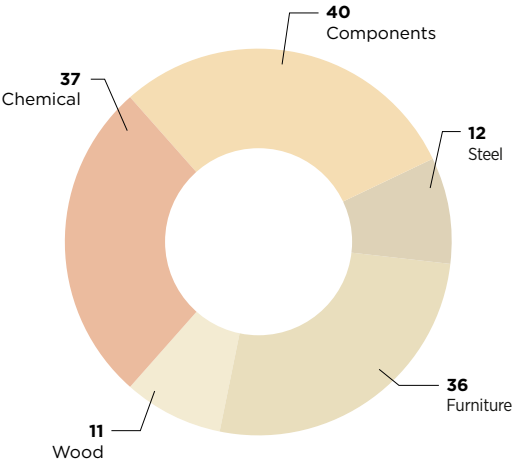


Suppliers with a score below 60% and all those from high-risk countries (we work with five suppliers from high-risk countries, according to the Amfori Risk Country Classification) are required to provide a third-party audit report. Otherwise, Nowy Styl is entitled to conduct an audit itself.

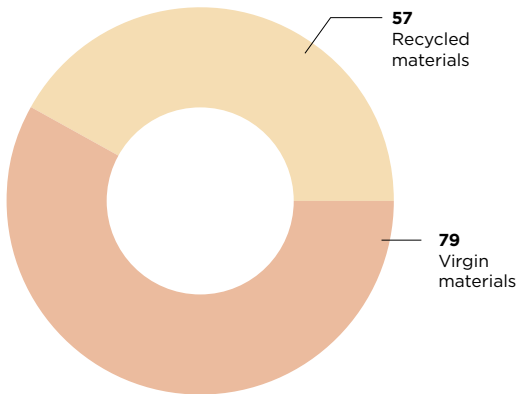
Average supplier rating score by purchasing category



Number of suppliers assessed by purchasing category

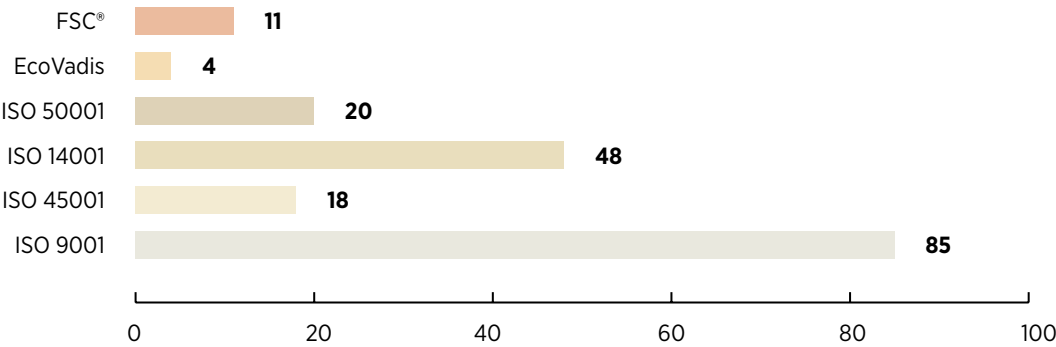


Number of suppliers offering products made from recycled or virgin materials

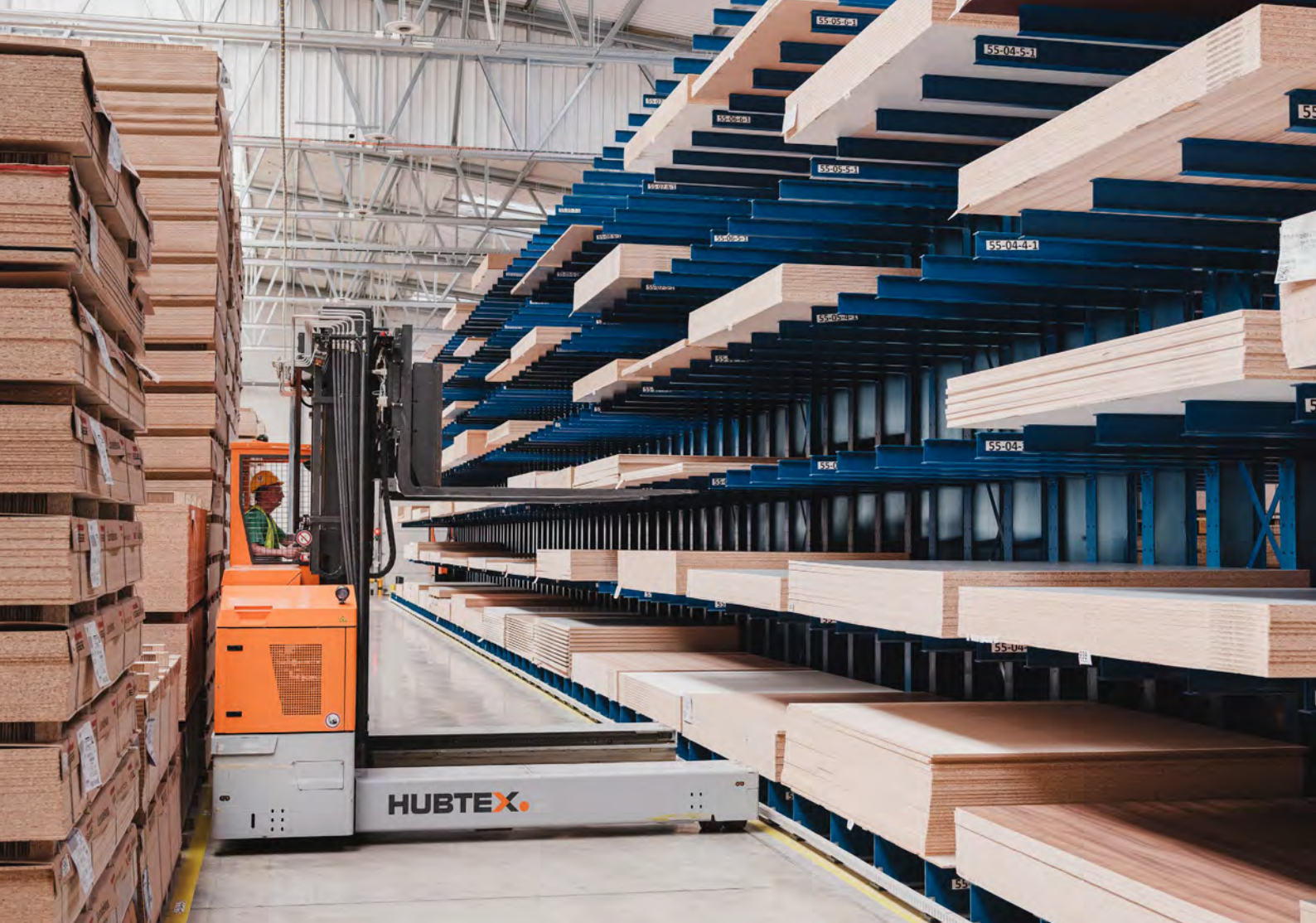


57 out of the suppliers assessed offer products made from recycled materials.
79 out of the suppliers assessed offer products made from virgin materials.

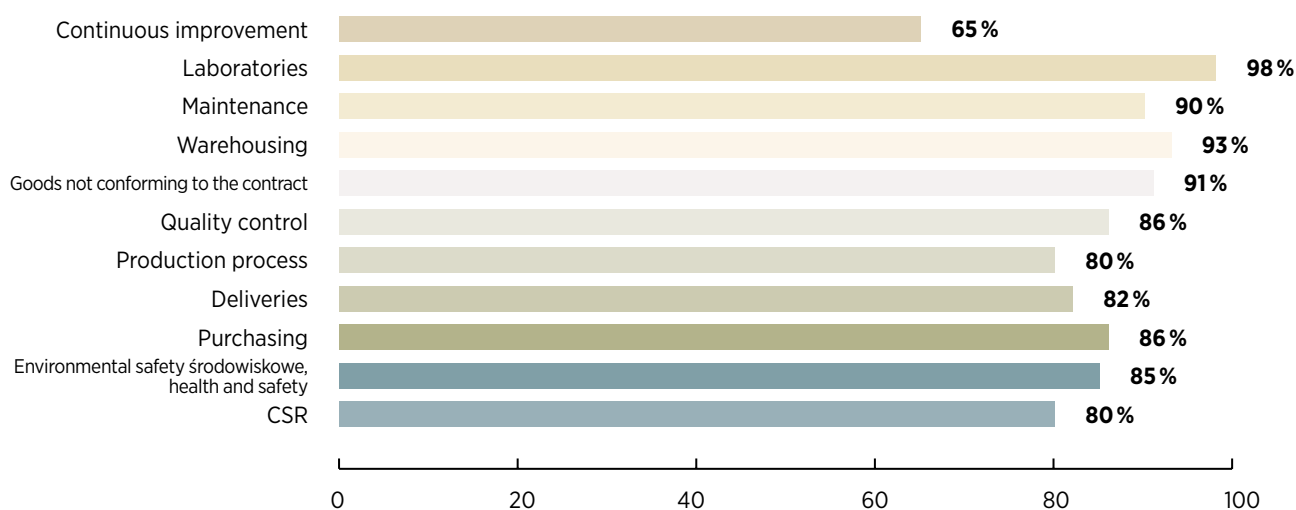
Number of suppliers assessed holding the individual certificates



The chart shows the number of suppliers holding the specific certificates (some suppliers may have more than one).



Average score by assessment category



5.2.3 Risk analysis

GRI 308-1 **GRI 414-1** In 2022, we conducted a risk analysis for 136 companies to examine our current and future suppliers for potential risks.

Throughout the reporting period, 100 % of new suppliers were assessed for compliance with environmental and social criteria using a self-assessment questionnaire. On that basis, decisions were made regarding the initiation or continuation of cooperation with a specific supplier.

In 2023, we updated the risk analysis for suppliers who had generated the highest turnover in 2022. A total of 177 suppliers were evaluated.

Once the risk levels and categories considered in the risk assessment were determined, the probability of occurrence was multiplied by risk severity to determine whether appropriate action or decision-making was required for a particular supplier.

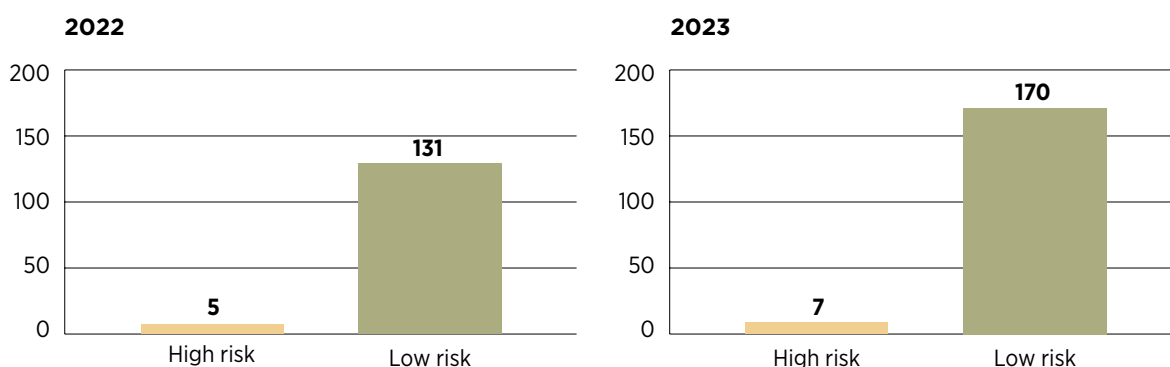
The tables and graphs below show the results of the analysis.

SECTION	AMFORI COUNTRY RISK CLASSIFICATION		
Sector	Production and services	Construction and transportation	Agriculture, forestry, mining, fisheries
Type of activity	Specialist work	Low-skilled work	Unskilled work
Type of supply chain	Short production chain	Production chain with several links	Long production chain with many links
Supplier relationship and influence	Direct and frequent contact with suppliers, long-term relationship	Irregular contact with the supplier, limited influence on their activities	Many indirect suppliers, little contact, no influence on their activities
Supply chain, quality and management systems initiatives	Certified initiatives for both social and environmental aspects	Certified initiatives for social or environmental aspects	No initiatives

		PROBABILITY				
		No probability	Low	Occasional	Likely	High
		1	2	3	4	5
SCALE	1 - Insignificant	1	2	3	4	5
	2 - Low	2	4	6	8	10
	3 - Medium	3	6	9	12	15
	4 - Serious	4	8	12	16	20
	5 - Catastrophic	5	10	15	20	25

Catastrophic	Unacceptable	Undesirable	Acceptable	Desirable
STOP	IMMEDIATE ACTION	ACTION	MONITORING	NO ACTION

Number of suppliers by country risk



5.2.4. Getting ready to report CO₂ emissions in the supply chain

We take responsibility for CO₂ emissions from our production processes and from the transport of our products. We also expect our business partners and suppliers to adopt the same attitude in conducting their business.

Global supply chains produce large amounts of carbon dioxide – from manufacturing emissions, to fossil fuels used in transport, to emissions from storage and distribution.

We currently calculate our organisation's carbon footprint for Scopes 1 and 2, which means we take into account CO₂ emissions from energy consumption in our installations, as well as those generated by electricity suppliers for our offices and factories, company cars and air travel. We are aware, however, that most of our impact in this area comes from suppliers producing materials and components we use.

To investigate the scale of that impact, we sent out, once again, an inquiry about greenhouse gas emissions to our key suppliers in 2023. The replies obtained from individual companies allowed us to identify the most carbon-conscious suppliers, including the winners of our 2023 Supplier Sustainability Award: Hettich Marketing und Vertriebs GmbH, Rehau Sp. z o.o. and Camira Fabrics LTD, with whom we exchange knowledge and support one another on the path to reducing the carbon footprint. The other suppliers, who had not monitored this type of data in the past, received a clear signal that emissions reporting would soon become our standard.



Supply chain emissions in 2022 and 2023		
	2022	2023
Monitored supply chain emissions (tons of CO ₂)*	15 572	14 029.66
Emissions in tonnes / EUR 1 000 000	296	493

*Production for Nowy Styl only in monitored supplier plants



5.2.5. KPI in procurement

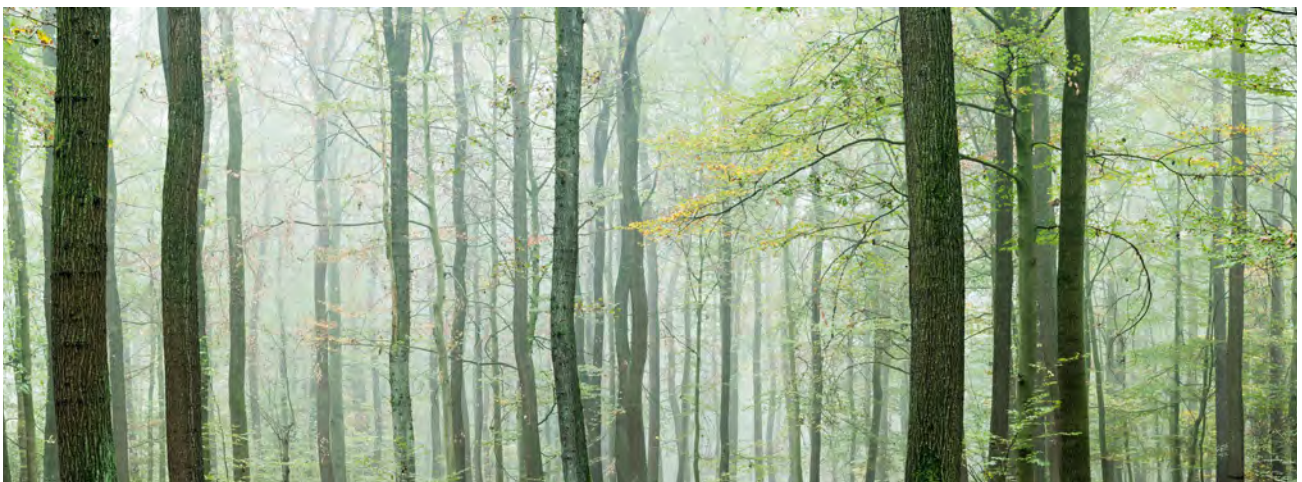
Our Global Procurement and Supply Chain Department uses key performance indicators (KPIs) to monitor ongoing performance of the entire department and its individual

employees responsible for specific purchasing categories. The table below shows the indicators for 2023.

GRI
305-3

KPI	performance 2023	2023 target
% of target suppliers who have signed Nowy Styl Supplier Code of Conduct	100 %	100%
% of target suppliers whose contracts have clauses on environmental, labour and human rights requirements	100 %	100 %
% of target suppliers who have undergone supplier self-assessment	100 %	100 %
% of target suppliers who have undergone an on-site CSR audit	100 %	100 %
% certified roundwood (FSC® & PEFC)	65 %	70 %
% of suppliers who answered the question about greenhouse gas emissions	80 % APV	80 % APV
% of suppliers with ISO 14001 or EMAS certification	43 %	45 %
% of recycled cardboard	87 %	90 %
% of recycled steel materials	20 %	30 %
% of recycled aluminium materials	79 %	90 %
% of recycled furniture board	25 %	30 %
% of recycled packaging foil	27 %	30 %
% of recycled plastic	21 %	25 %
% of audited/assessed suppliers involved in corrective action or capacity building/potential development	100 %	100 %
% of buyers across all locations who have been trained in sustainable procurement	98 %	100 %
Greenhouse gas emissions in the supply chain – total tonnes of CO ₂ e	14 029.66	<10 000*
Greenhouse gas emissions - tonnes / EUR 1,000,000 spent	493	500
Number of reports of corruption in the value chain	0	0

*For the same number of suppliers reporting greenhouse gas emission



5.2.6. Supplier Sustainability Award competition

Nowy Styl holds the Supplier Sustainability Award competition with the aim of developing and promoting CSR initiatives related primarily to environmental protection, ethics and social activities, as well as general involvement and education, and thus improving the entire value chain. The first edition of the competition in 2021 was a great success, so we have decided to continue it in a two-year cycle. The second edition of the Nowy Styl Supplier Sustainability Award was carried out between March and October 2023.

In the face of upcoming ESG challenges, we raised the bar much higher in the second edition. We awarded the prize to companies that significantly contributed to achieving the environmental goals of the EU Taxonomy.

We appreciated a holistic, sustainable approach to the product and a well-thought-out, comprehensively developed CSR strategy with the aim to jointly strive for a circular economy (with particular emphasis on recycled origin and recyclability).

We also recognised partners working towards integration, diversity and inclusion, who effectively support their employees and vulnerable groups (such as women, refugees and people with disabilities), and those who engage in helping people in need.

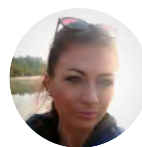
The highest rated initiatives were those promoting people and culture, innovative projects supporting women, and programmes promoting diversity and inclusion in the workplace.



Effective value chain management is largely determined by cooperation with suppliers founded on mutual understanding of business needs and goals.

Strengthening supplier relationships with the organisation through jointly undertaken initiatives, such as the Nowy Styl Supplier Sustainability Award and regular webinars can benefit both sides of the strategic partnership by increasing efficiency, reducing risk and driving innovation.

Together, through closer collaboration based on mutual understanding and trust, we can also achieve a higher goal – to create more sustainable products in the spirit of a circular economy, and thus build a better tomorrow, taking care of our planet and future generations.



Karolina Dacyl-Kwilosz
Sustainability
Marketing Specialist
at Nowy Styl



Diversity and integration are increasingly important for businesses - they are becoming part of organisational strategies, where the organisation takes responsibility for building a culture based on diversity, equality and an inclusive work environment. Companies taking part in our competition run a variety of programmes promoting women, a multicultural social model and inclusion.



Karolina Bolesta
Senior HR Specialist
at Nowy Styl














5.2.7. SSA webinar

In September 2023, as a continuation of the Supplier Sustainability Award competition, we invited our suppliers to the SSA2023 webinar to share the best CSR practices implemented in supplier organisations that were rated highest in the competition.

The event was attended by 46 experts from 11 supplier companies as well as Nowy Styl, Kusch and Sitag. The

webinar was a great opportunity for the participants to exchange ideas and learn, and was a source of inspiration, showcasing innovative initiatives and an unusual approach to various topics. We plan to repeat this initiative every year.

The sustainability measures taken by our supplier organisations, which were presented during the webinar, are listed below.

 Recycling revolution Gabriel	 Circular economy REHAU
 Wood recycling Egger	 All type of waste Spradling
 Closing the loop Camira	 Renewable and raw materials in Bachmann products
 CO₂ - reduction plans Hettich	 SBTI i SDG w Elis
 Sustainable approach towards product Leggett&Platt	 Diversity & inclusion, belonging & woman Hydro
 Donati way of promoting cooperation, engagement, and happy work environment Donati	

What our suppliers say about the webinar:



It was an honor to participate – thank you. I really liked the exchange, and it inspired me. Looking forward to the next Sustainability Award.

Robert Gleim

Sustainability Manager
at Bachmann GmbH



Thank you again for the possibility to participate in this project. Raising awareness within the CSR field, exchanging knowledge and experience should become a common practice, your initiative is the best example for that.

Milena Szymańska

Marketing Specialist
at REHAU Sp. z o.o.



Thank you for organising the webinar and giving us the chance to communicate with other suppliers. It was really interesting to see that we are all embracing sustainability and we are also facing the same challenges.

Paraskevi Fotoglou

Sustainability Engineer
at Camira Fabrics LTD



Thank you for giving me the opportunity to participate in the webinar. Once again, I want to express my gratitude for this wonderful initiative. It truly made me feel like I was involved in an activity where the purpose is shared by everyone, each contributing their unique experiences.

Enrico Mazzoleni

Quality Manager at Leggett & Platt
Office Components International S.r.l.



These days, working with a Customer on a Business Project focuses not only on the selection of high-quality products and services. Before the decision is made, the Customer checks us as a supplier along with our supply chain for doing business in a spirit of a sustainable development. We strive to ensure that Nowy Styl activities and cooperation with suppliers in this area result in the best solutions for Customers while respecting and promoting environment and people. We thank our Suppliers for their ambitious sustainable goals, motivation in their implementation, promotion and application of good CSR practices in their daily business activities. We share this knowledge in order to better implement and improve CSR strategies.



Klaudia Pieczka
ESG Procurement Manager
at Nowy Styl

5.2.8. Supplier sustainability survey

Sustainability is a key part of our cooperation with suppliers.

To find out how our suppliers are addressing ESG issues both within their organisations and across their value chain, we asked our partners to complete a survey in 2023 with questions on environmental, social and governance issues:

1. Environment:

greenhouse gas (GHG) emissions and energy consumption, emissions into the air, water and waste management, pollution prevention.

2. Society:

workplace management, occupational health and safety,

sanitary facilities, forced labour, child and young worker labour, discrimination and social exclusion, freedom of association and trade unions, mobbing, inclusiveness and diversity in the workplace.

3. Governance:

board accountability, grievances and remediation, supply chain management, stakeholder engagement, ESG-related disclosure.

The survey also included questions on risk assessment, mitigation and prevention.

BELOW ARE EXAMPLES OF ANSWERS FROM OUR SUPPLIERS:

1. Questions about environmental issues

➤ Greenhouse gas (GHG) emissions and energy consumption

Does your company have an implemented and certified environmental management system (based on ISO1401:2015, EMAS or other equivalent?)



78 % Yes **22 %** No

Does your company have a system that limits the environmental impact of energy and greenhouse gas consumption?



67 % Yes **33 %** No

➤ Air Emissions

Does your company regularly control (i.e. emissions of: CO₂, SO_x, NO_x, hazardous air pollution)?



76 % Yes **24 %** No

Does your company implemented air emissions management system?



44 % Yes **56 %** No

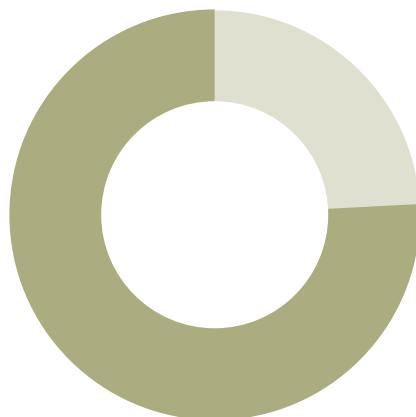
> Water management

Does your company assess the external threats / risks associated with supply and quality related to water sources?



76 % Yes **24 %** No

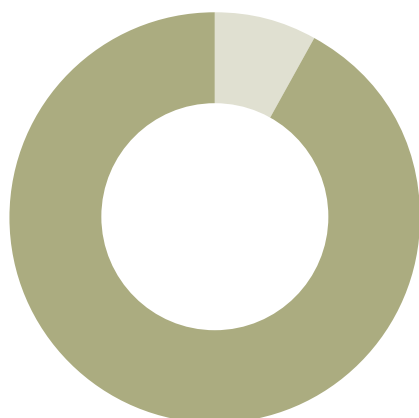
Does your company have a system for managing and monitoring water withdrawal and consumption?



76 % Yes **24 %** No

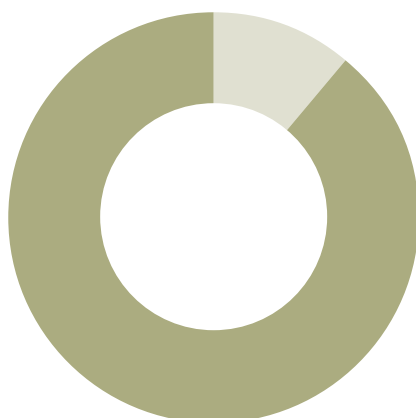
> Waste management

Has your company implemented a program and / or procedures to reduce or eliminate waste in its operations?



92 % Yes **8 %** No

Has your company implemented a recycling program to reduce or eliminate waste in own processes?



89 % Yes **11 %** No

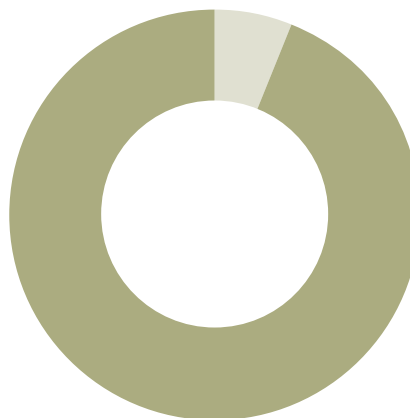
> Sustainable material management

Does your company use life cycle assessment (LCA)?



58% Yes **42%** No

Does your company have current material safety data Safety sheets (MSDS) for all hazardous substances used in the plant?

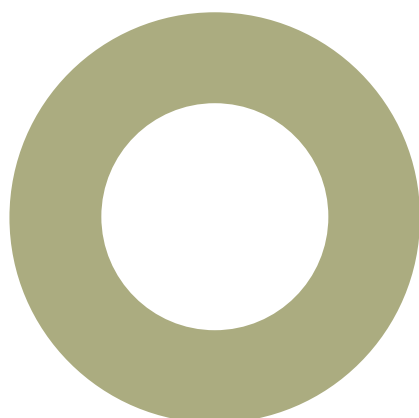


67% Yes **33%** No

2. Questions about social issues

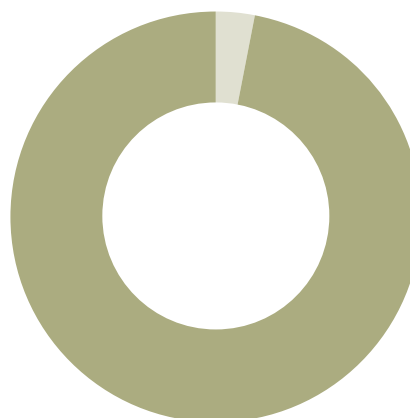
> Occupational health and safety

Do all employees using social rooms have access to safe storage of documents and personal belongings?



100% Yes **0%** No

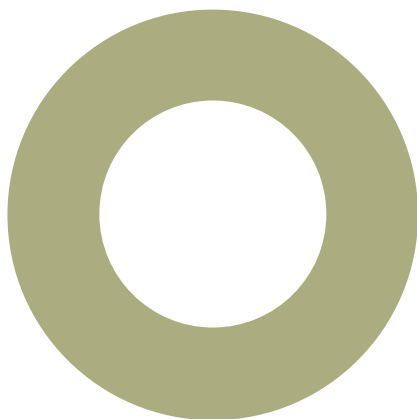
Does your company have properly equipped, publicly available places to provide first aid in every production plant?



97% Yes **3%** No

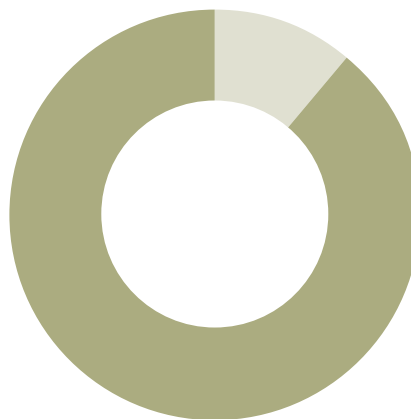
> Organisation and safety in the workplace

Has your company implemented policies prohibiting forced and child labour?



100% Yes **0%** Nie

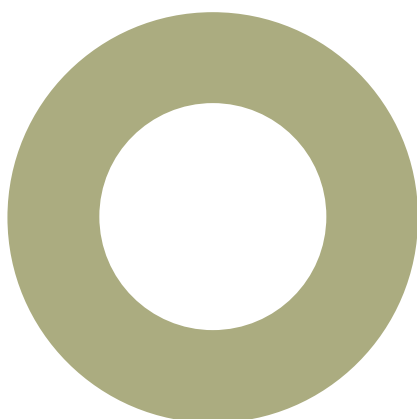
Does the company have an employee evaluation system that covers all employees and allows for an objective evaluation of every employee?



89% Yes **11%** No

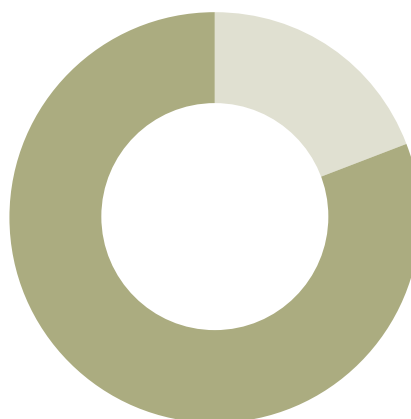
> Discrimination, harassment and abuse in the workplace

Do you perform actions in your company to counteract discrimination during the recruitment process?



100% Yes **0%** No

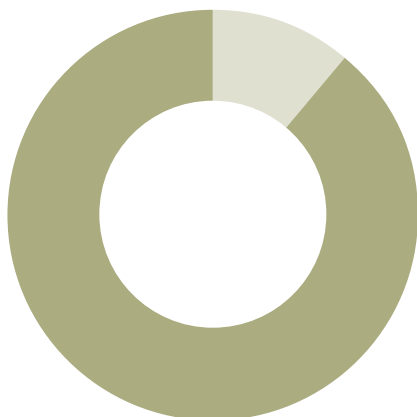
Has your company implemented a written policy promoting inclusion and diversity in the workplace?



81% Yes **19%** No

> **Forced labour, youth labour and child labour**

Has your company implemented procedures for verifying the age of employees?



89 % Yes **11 %** No

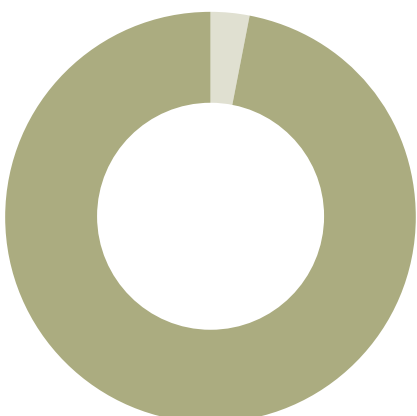
Does the company employ child labor workers (younger than 15)?



0 % Yes **100 %** No

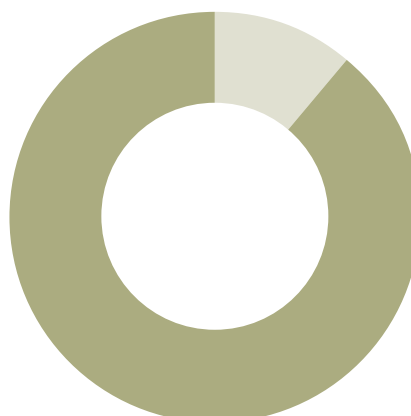
> **Trade unions, collective bargaining and freedom of association**

Can employees freely join or form trade unions or their own employee organizations, collective bargaining, if allowed by law?



97 % Yes **3 %** No

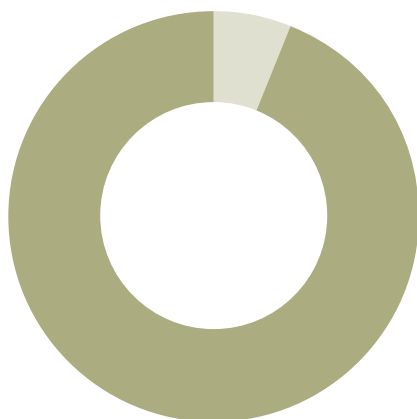
Are there laws or regulations in the region of your company's operations regarding the voluntary accession of employees or the creation of employee trade unions and collective bargaining?



89 % Yes **11 %** No

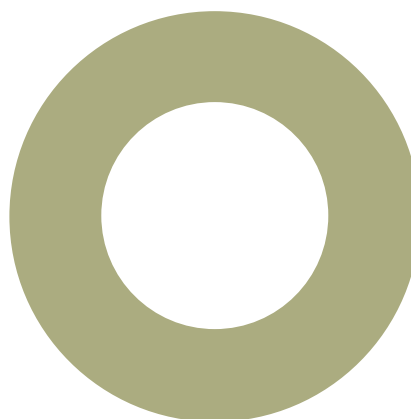
> Compensation and House of Work

Does your company have procedures in place to ensure that payroll records reflect all hours worked?



94 % Yes **6 %** No

Does your company have procedures in place to ensure all employees have the right to the leave to which they are legally entitled?

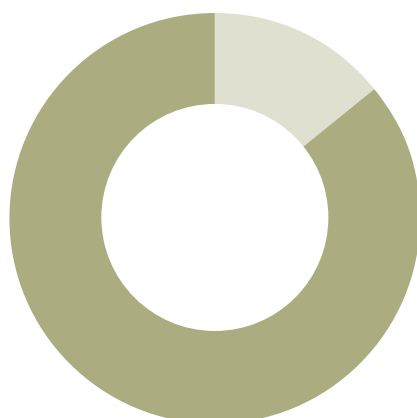


100 % Yes **0 %** No

3. Questions about governance

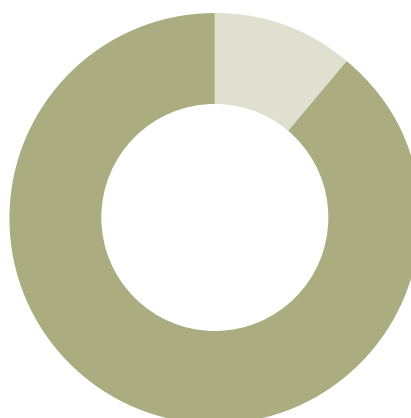
> Accountability

Has your company appointed a management representative responsible for compliance with OHS regulations?



86 % Yes **14 %** No

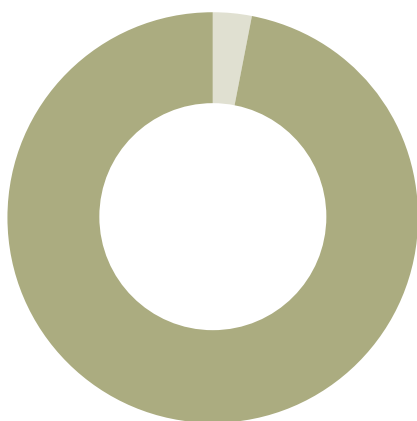
Has your company implemented a process of assessing and updating policies in terms of the environment, society and governance?



89 % Yes **11 %** No

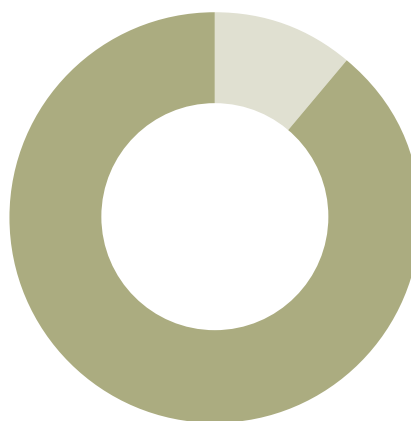
> **Stakeholder involvement**

Does your company regularly engage stakeholders on sustainability goals and strategies?



97% Yes **3%** No

Does your company publicly share the results of stakeholder engagement?



89% Yes **11%** No

> **Disclosure of information**

Does your company publicly disclose its ESG policies, programmes and performance online or in a sustainability report?



56% Yes **44%** No

Does your company factor supplier performance across key ESG metrics into your purchasing decisions?



58% Yes **42%** No



6 To protect the environment and combat climate change

Commitments for 2024-2025:

- By 2025 we will have reduced our carbon footprint in line with our target – by 50 % compared to 2018 (within the scope of the CO₂ Performance Ladder certification), to achieve zero emissions in the long term, by 2050.
- We will continue to invest in technology and infrastructure solutions that improve energy efficiency.
- We will increase the share of energy from renewable sources in our energy mix. We will purchase a green energy package so that it accounts for 100 % of the energy consumed in 2025.
- We will conduct a series of training sessions on environmental issues for production workers in 2024/2025, as part of our Lean training.
- We will join the international FSC® Forest Week campaign to promote the protection of biodiversity.
- We will implement a global project to eliminate plastic tape, replacing it with paper tape,
- We will continue our efforts to further reduce the consumption of packaging materials in internal and external transport of our goods.



GRI 2-23 GRI 2-25 GRI 3-3 Respect for the natural environment is an inherent part of Nowy Styl's mission. As a production company, we are fully aware of the impact we have on the environment. In our daily work, we identify, monitor and work to minimise the potentially negative impact of our activities by implementing a number of measures managed under the Environmental Action Programme. Environmental aspects and risks are analysed for all Nowy Styl production and office locations. We analyze and evaluate environmental aspects and risks in the perspective of the entire life cycle of our products in accordance with the implemented eco-design.

We work in accordance with certified management systems based on the requirements of ISO 9001, ISO 14001, ISO 45001, ISO 14006, EMAS, **CO₂ Performance Ladder** as well as the **FSC®** and **PEFC** standards. All our manufacturing companies are currently covered by ISO 9001:2015 and ISO 14001:2015. We are also fully committed to keeping those systems functional by providing the necessary resources for their maintenance and continuous improvement, including continuous improvement of the environmental performance of our products throughout their life cycle.



Our company Nowy Styl Deutschland GmbH also has a voluntary eco-management and audit system EMAS in place, in addition to an environmental management system compliant with ISO 14001:2015, which imposes additional requirements related, among other things, to active employee engagement and broadly understood transparency of operations and reporting.

6.1 The Nowy Styl Quality and Environment Policy

GRI
2-23

The overarching directions of our organisation's actions for the protection of the natural environment and its resources are included in the *Nowy Styl Quality and Environment Policy*. The policy includes commitments in the following areas:

- Combating climate change/adapting to climate change

- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Preventing air, water and soil pollution
- Protection and restoration of biodiversity and ecosystems



„In 2023, in order to meet the developing European legislation on environmental issues, we decided to make significant changes to the company's policy in this area. The new Quality and Environment Policy was created in the convention of response to the basic environmental objectives of Regulation (EU) 2020/852 of the European Parliament and of the Council (so-called. Taxonomy Regulation”).



Adrianna Kobylak
ESG Manager at Nowy Styl



Find out more about the goals we have set for our organisation in the *Nowy Styl Quality and Environment Policy*.



**Click to read
the Nowy Styl Quality
and Environment Policy**



Environmental training

At Nowy Styl, we aim to ensure our employees have extensive environmental knowledge and competence. Environmental training, especially in topics such as handling of chemical substances, selective waste collection, responding to emergency situations and improving energy and material efficiency, is an integral part of our training programmes for all employees, implemented at various management levels. In 2024/2025 we plan to conduct environmental training targeted at production workers, as part of the Lean programme.

In addition to our training, we also work to build environmental knowledge and awareness through information campaigns on our internal company website, mailing campaigns targeted at all employees and poster campaigns.

In this way, we disseminate information about reducing our CO₂ emissions, energy saving methods, protecting biodiversity and other aspects.

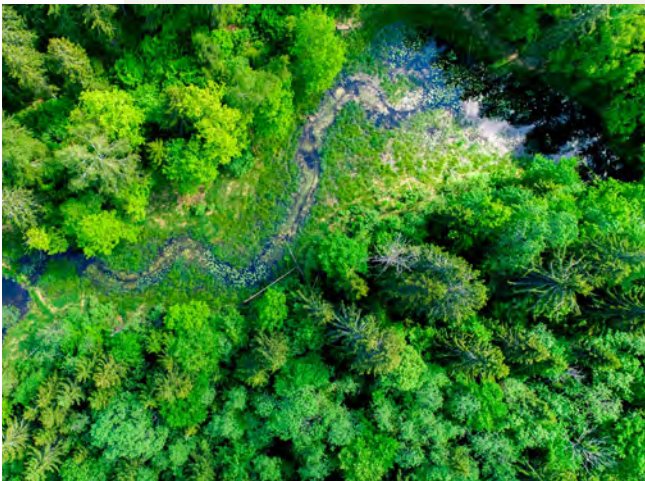
6.2 Our carbon footprint

  Since 2019, Nowy Styl has been using the **CO₂ Performance Ladder** – the Netherlands system for supporting companies with sustainable development in the area of carbon footprint and CO₂ emissions reduction. As part of that system we collect data, set goals and have a programme in place to ensure they are achieved, and supervision audits are performed by an external certification body annually to verify if these goals are met. The CO₂ Performance Ladder certification includes determining the carbon footprint for Nowy Styl Sp. z o.o.

in Poland, Nowy Styl Deutschland GmbH in Germany and Nowy Styl Nederland B.V. in the Netherlands.

The management and coordination of activities related to the CO₂ Performance Ladder certification and **calculating our carbon footprint is handled by Nowy Styl international team of experts.**

The costs associated with the ongoing maintenance and improvement of the carbon footprint management system have a specific budget in the organization.



Our previous goal set in the management system was to reduce carbon dioxide emissions by 30% by 2025 compared to 2018.

Many initiatives completed in 2022-2023 produced significant results in this area. 2023 was a record year for Nowy Styl on the company's path to decarbonisation of its operations. We reduced our CO₂ emission index by as much as 50% compared to 2018!

We have therefore decided to raise our CO₂ emissions reduction target by 2025 from 30% to 50% compared to 2018 (the target refers to relative emissions associated with annual turnover defined as revenue from the sale of products and services excluding other operating and financial revenue).

Our calculations and efforts focus on direct and indirect emissions of our organisation, using the GHG Protocol methodology - in Scopes 1 and 2.

Scope 1 - direct emissions from fuel consumption at sources owned or controlled by the organisation: 10% reduction in 2025 compared to 2018.

Scope 2 - indirect emissions coming mainly from the consumption of electricity produced in external installations: 50% reduction by 2025 compared to 2018.

In addition, we also add data on emissions from our business air travel to the overall CO₂ emissions figures.

CO ₂ emissions in tons for companies covered by the CO ₂ Performance Ladder certificate		2022	2023
Nowy Styl sp. z o.o.	Scope 1	9 464	7 628
	Scope 2	7531	5095
	Business air travel	278	267
	Total	17 273	12 990
Nowy Styl Deutschland GmbH	Scope 1	555	424
	Scope 2	496	356
	Business air travel	93	89
	Total	1 143	868
Nowy Styl Nederland B.V.	Scope 1	124	116
	Scope 2	0	0
	Business air travel	93	89
	Total	217	206
Total (Scope 1, Scope 2 i Business air travel)		18 632	14 063

Relative CO ₂ emissions in % of total turnover of companies covered by the CO ₂ Performance Ladder certificate		2018	2022	2023
Nowy Styl sp. z o.o.	Scope 1	100.00%	51.00%	70.00%
	Scope 2	100.00%	36.00%	28.00%
	Scope 1 + Scope 2	100.00%	52.00%	43.00%
	Business air travel	100.00%	69.00%	74.00%
	Total	100.00%	52.00%	44.00%
Nowy Styl Deutschland GmbH	Scope 1	100.00%	67.00%	71.00%
	Scope 2	100.00%	37.00%	37.00%
	Scope 1 + Scope 2	100.00%	49.00%	50.00%
	Business air travel	100.00%	86.00%	115.00%
	Total	100.00%	52.00%	55.00%
Nowy Styl Nederland B.V.	Scope 1	100.00%	138.00%	128.00%
	Scope 2	100.00%	1.00%	0.00%
	Scope 1 + Scope 2	100.00%	94.00%	87.00%
	Business air travel	100.00%	201.00%	191.00%
	Total	100.00%	133.00%	125.00%
Total: Nowy Styl sp. z o.o. & Nowy Styl Deutschland GmbH & Nowy Styl Nederland B.V.	Scope 1	100.00%	85.00%	79.00%
	Scope 2	100.00%	40.00%	31.00%
	Scope 1 + Scope 2	100.00%	57.00%	49.00%
	Business air travel	100.00%	77.00%	86.00%
	Total	100.00%	57.00%	50.00%

*These targets refer to annual turnover defined as revenue from the sale of products and services excluding other operating and financial revenue.

What processes account for CO₂ emissions at Nowy Styl and how are we working to reduce them?

We now calculate the carbon footprint of our organisation for Scopes 1 and 2, that is we take into account CO₂ emissions from the consumption of energy in our installations, at the suppliers of electricity for our offices and factories, and from our company cars. In addition, we also add data on emissions from our business air travel to the overall CO₂ emissions figures.

We are aware, however, that the majority of our impact in this area comes from suppliers manufacturing materials and components for our needs.

What is the scale of that impact?

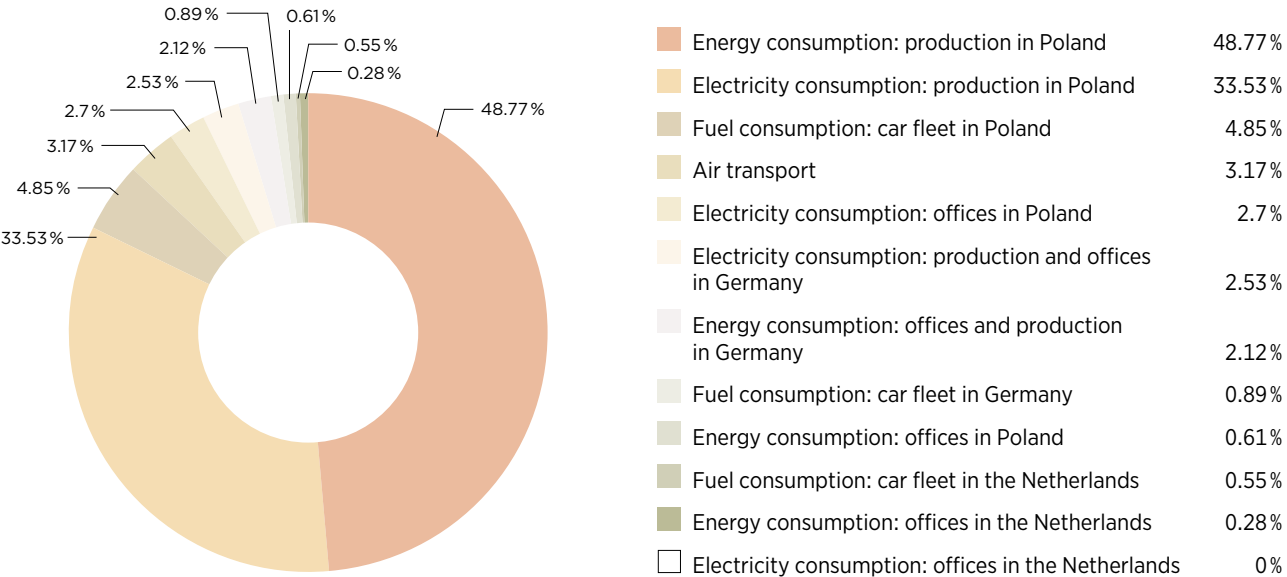
We took the first step on the road to investigating the situation in 2021, and we have been working with our partners over the reporting years to reduce greenhouse gas emissions and monitor data properly, so that we are ultimately ready to start reporting our Scope 3 in the future. We continue our Supplier Sustainability Award competition, which also serves as a platform for the exchange of knowledge and mutual support on the way to minimizing carbon footprint.

Nowy Styl is a manufacturing company, so most of our greenhouse gas emissions are generated by production plants in Poland. In 2023, 48.8% of our CO₂ emissions were generated in our own installations - gas boilers, and from the production of heat from biomass, whereas 33.5% originated from electricity purchased to power our plants in Poland. The share of the latter in the carbon footprint of our organisation dropped by as much as 8% compared to 2022 thanks to the fact that the share of green energy in our energy mix has been growing significantly (it accounted for 37.14% of purchased energy in 2023).

Our business travel accounts for another approx. 9.46% of the emissions.

- Emissions from fuel consumption by our fleet account for 6.29%, which is why in 2021-2023 we replaced our fleet with hybrid and electric cars. This enabled the fleet emissions to be reduced by approximately 20%.
- Business flights accounted for 3.17% of our indirect emissions in 2021. In order to further reduce travel, we continue to promote videoconferencing systems and encourage the use of applications such as Teams.

What processes account for CO₂ emissions at Nowy Styl and how are we working to reduce them?



Starting from 2021, we have calculated our carbon footprint for Nowy Styl's remaining production locations, i.e. Kusch+Co GmbH in Germany and Sitag AG in Switzerland,

outside the scope of the CO₂ Performance Ladder certification, but in line with its methodology.

Data for these companies are shown in the table below:

CO ₂ emissions in tonnes calculated based on performance according to CO ₂ Performance Ladder guidelines		2022	2023
Kusch+Co GmbH	Scope 1	1 464	1 112
	Scope 2	814	436
	Business air travel	46	32
	Total	2 324	1 580
Sitag AG	Scope 1	490	725
	Scope 2	112	276
	Business air travel	6	1
	Total	607	1 002
Total (Scope 1, Scope 2 i Business air travel)		2 931	2 582

After fulfilling our commitments related to the 50% emission reduction by 2025 compared to 2018 for Nowy Styl Sp. z o.o. in Poland, Nowy Styl Deutschland GmbH and Nowy

Styl Nederland B.V., we plan to include Kusch+Co GmbH and Sitag AG in the scope of the certification for the next time frame and our related commitments.

According to the Nowy Styl Quality and Environment Policy: “...In 2025, we plan to include Scope 3 in our carbon footprint reporting. We are working to prepare for the next stage – the ‘Net zero emissions’ transformation. We are taking action to halve our carbon footprint by 2030 and achieve net zero emissions by 2050... The above goals are aligned with the Science Based Targets initiative (SBTi) for greenhouse gas emissions reduction. After the full implementation of Scope 3, we plan to join this initiative”.

6.3 Saving energy

GRI 3-3 **GRI 302-1** **GRI 302-4** We are constantly working to improve our energy efficiency across the entire Nowy Styl Group, both at the level of production processes and the energy needed for building and infrastructure maintenance. Through various activities and initiatives, we actively join in the fight against global warming. Our primary goal is to minimize the consumption of energy from nonrenewable sources.

We are gradually increasing the share of renewable energy in our energy mix by purchasing increasingly larger green energy packages (at least 30% per year) with the aim of using 100% energy from renewable sources by 2025. At our German company Nowy Styl Deutschland GmbH, the plants and offices are already using 100% green energy, most of which is obtained from Scandinavian hydropower plants. This is confirmed by the Ökostrom certificate, approved by TÜV SÜV auditors.

Photovoltaic farm

To increase the share of energy from renewable sources and thus reduce our CO₂ emissions in Scope 2, we have taken steps to build a photovoltaic farm in Jaslo. Having obtained environmental decisions, we are now in the process of obtaining a building permit. The farm's expected power is about 7 MWh.

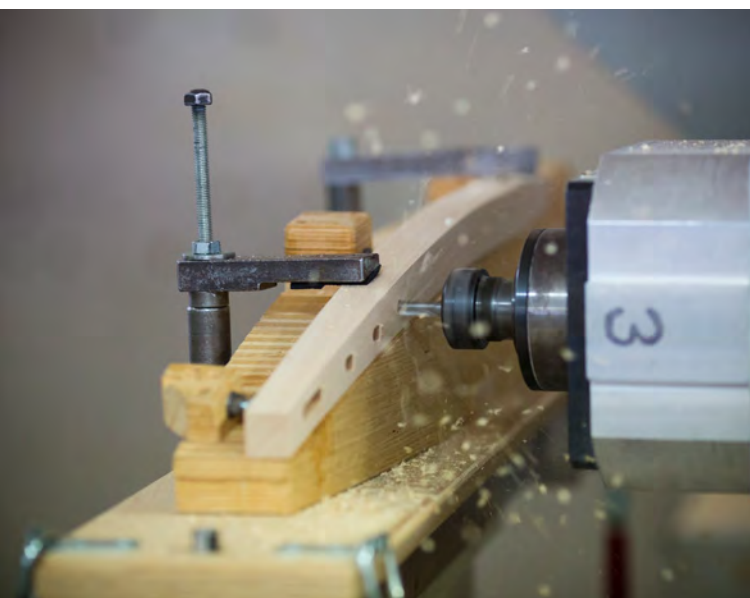


In order to improve our energy efficiency, we have been gradually modernizing our machinery park for a number of years. Some of the many measures taken so far include:

- **replacement of over 70% of our sewing machines** powered by traditional motors with modern ones, equipped with energy-saving servo motors with lower electricity consumption (20 pcs. in 2021, 5 pcs. in 2022/2023). Servo motor machines consume approx. 20% less energy compared to clutch motors.
- **installation of a screw compressor with a dryer and a frequency converter** – type CSDX 165 T SFC, at the Timber Production Plant in Rzepedz. The compressor is equipped with state-of-the-art technical solutions which help save energy in various ways. We achieved an approximately 5-10% reduction in the consumption of electrical energy needed to produce compressed air.
- **installation of two new CNC centres** for machining objects made of wood, wood-based materials, plastics and composites in the Wood Processing Plant in Rzepedz. Thanks to innovative technological solu-

tions, we have managed to cut down detail processing time, which has automatically translated into reduced electricity consumption and tool wear. We have introduced a standby mode, activated when a machine is not in use, which turns off all electrical and electronic devices that are not needed. All that has allowed for measurable energy savings of approx. 10%-15%.

- **expansion of the furniture flatpack packaging line with an automatic conveyor system.** As a result, we were able to eliminate one forklift from use. The power consumed by a roller conveyor to perform the same work is 4-5 times lower than the power needed to charge the batteries in a forklift.
- **implementation of the next stage of production line expansion** at the Office Furniture Factory by adding roller conveyors for assembled furniture, enabling furniture transport directly to the finished products warehouse. As a result, it was possible to reduce the consumption of electricity needed to transport products on that line by 50%.



In 2022/2023, we also carried out investment projects to replace lighting in our plants:

- Wood Processing Plant, Solid Wood Department – annual energy savings of around 20%; additionally, replacing all external lighting resulted in savings of PLN 25,000 per year; Office Furniture Factory, drilling area – replacing 100 lamps resulted in energy savings of around 40% per year;
- Office Furniture Factory, drilling area – replacing 100 lamps resulted in energy savings of around 40% per year;
- Metal Production Plant, CP20 department – upgrading the lighting system to one controlled by daylight intensity sensors. The average monthly energy consumption in the modernized area went down from 10.058 MWh to 6.900 MWh.

INTERNAL ENERGY AUDITS

In 2022/2023 we carried out an internal energy audit programme. The process involved reviewing all industrial installations used for production and storage, as well as those in office and social buildings. The audit covered:

- lighting installations,
- compressed air installations,
- ventilation and air conditioning,
- exhaust installations,
- central heating and domestic hot water installations.

The audits were carried out by a qualified team and persons responsible for the operation of the individual installations. On that basis, measures were taken to reduce energy consumption while maintaining the required operational parameters and meeting the appropriate criteria for respective technological and production processes.

Various technical solutions and organisational changes were introduced to ensure the installations are switched off when no longer in use. Among other things, old lighting was replaced with new energy-saving LED solutions. As part of an installation review programme, 18 audits were conducted across all production areas and locations. As a result, approximately 200 inspections of the work and operation of individual installations were carried out.

Around 100 energy-saving measures were analysed in depth, representing 50% of the technical and organisational changes. The most interesting and effective of them include:

- reducing the pressure of the compressed air network from 8.5 to 7 bar, resulting in shorter operating times of compressors in area CP08 and both painting lines at the Metal Production Plant;
- replacing fixed-displacement with variable-displacement compressors at the Metal Production Plant and the Office Furniture Factory.

[!\[\]\(cf531ed27e91483460120fcc057b3901_img.jpg\) Click to see table – GRI 302-1](#)

6.4 Reduction of volatile organic compounds emissions



In order to ensure the safety of our products and minimize their impact on the environment, we pay special attention to selecting appropriate raw materials and components.

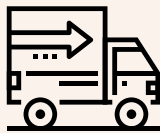
We also continue our efforts to reduce emissions of volatile organic compounds (VOCs). Strict control of the level of formaldehyde emissions is of key importance to us. An in-house laboratory has been in operation at the Wood Processing Plant in Rzepedz, Poland since 2016, where we regularly test plywood and wood-based components for safety. The in-house tests are periodically verified by an in-dependent auditor.

Formaldehyde emissions from plywood we manufacture and wood-based materials purchased by our

company have been reduced by half compared to the value required by the European standard emission class E1, thus meeting the strict requirements of the German regulation on forbidden chemicals (ChemVerbotsVO).

These measures allowed us to meet the requirements of Commission Regulation (EU) 2023/1464 of 14 July 2023 on formaldehyde reduction earlier. Additionally, our Wood Processing Plant obtained a certificate for its plywood components in 2023, confirming reduced formaldehyde emissions, in line with the American TSCA Title VI requirements.

[Click to see table – GRI 305-7 – on greenhouse gas emissions](#)



We also require our suppliers to confirm the reduced content of formaldehyde emissions in their products. We only work with suppliers who do not use halo-genated organic compounds, CFCs or HCFCs as foam-ing agents or aids in foam production. We have included this requirement in our standard requirements for ISO 14006:2020 (ecodesign), which is implemented across our organisation. Requirements for our Suppliers are available on our website.



Click to learn more about the requirements for our Suppliers



Office Furniture Factory in Jaslo

We have replaced solvent-based varnishes with safer water-based varnishes

In 2021-2022, we completely stopped using the last solvent-based (polyurethane) varnishes in production processes at the Office Furniture Factory, replacing them with water-based varnishes. As a result, we have prevented the consumption of about 650 kg of solvent-based varnishes per year.

The following documents confirm that our products can be used in office spaces and public places because they are safe for health and friendly to the environment:

- Polish hygiene certificates PZH,
- German **Toxproof certificate (Schadstoffgeprüft)** - documented safety standard, confirming the absence of hazardous substances in home textiles and materials

- other environmental labels Type I (ISO 14024) such as the German Blue Angel certificate, the European Level by FEMB, and the Swedish Mobelfakta.



6.5 Raw materials and materials

GRI 301-1 Significant autonomy of production is one of Nowy Styl assets. We are largely independent because we process most of the raw materials needed for production in our own plants.

Materials we use in production include wood, chipboards and fibreboards, steel, fabrics, plastics and upholstery foams. We are committed to sourcing materials and raw materials for production in a sustainable manner, with respect for the natural environment and with no violation of human rights. We search for reliable sources, confirmed by certificates. We strive to make rational use of the natural resources and materials we need for production. At the same time, we continually work to improve our material efficiency, which includes developing technologies to reduce production waste.

In line with the spirit of ecodesign, which we have implemented, we strive to design and produce according to the circular economy model (CE).

[Click to see table – GRI 301-1 - Raw materials and materials consumed by weight and volume](#)

The products we offer to customers are made from environmentally friendly raw materials such as FSC® certified (FSC® C120977) and PEFC certified wood and wood-based materials, finishing materials holding the EU flower labels, wool upholsteries with the Wools of New Zealand certificate (guaranteeing sustainable sheep breeding) and thermoformable felt - a material made from recycled PET bottles.

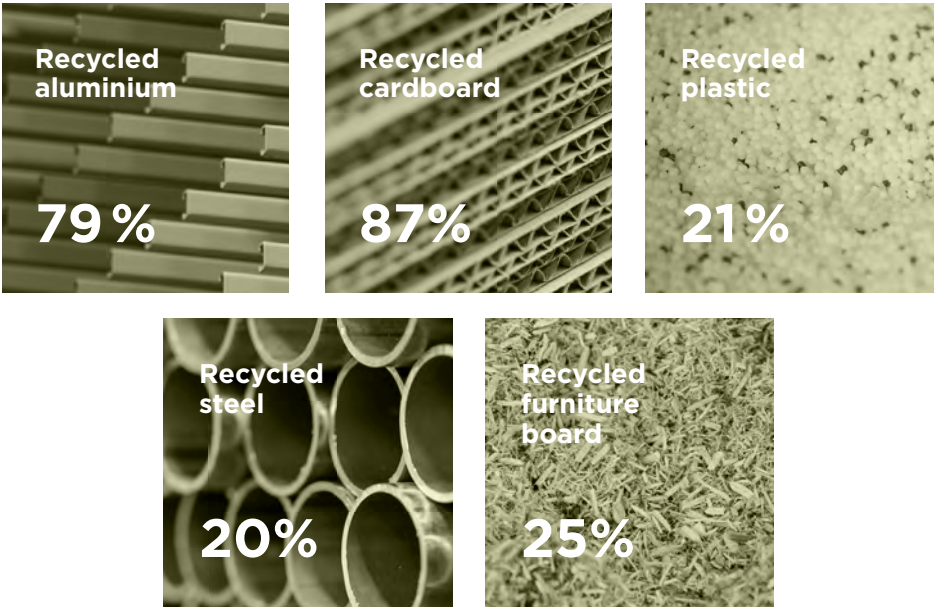


[Click to learn more about Ecodesign](#)



Recycled materials

Based on 2023 data collected from our suppliers, the share of recycled and sustainable materials in our products is as follows:



Plastic components we use that weigh more than 50 g are marked as required by ISO 11469, and the specific type of plastic is indicated. We provide our customers with

clear information on whether individual components are recyclable and how they should be segregated.

Wood

GRI
304-2

Nowy Styl has its own Wood Processing Plant based in Rzepedz. Natural timber is the best teacher of respect for materials. When visiting our production plant in Rzepedz, it is hard not to notice how much we care about its reasonable use.

In our efforts to support biodiversity, we ensure that the raw materials we obtain come from reliable sources. The wood used by Nowy Styl complies with the EUTR 995/2010 regulation, which focuses on combating illegal extraction of timber. In addition, in regards to the Parliament's Regulation

entering into force European and Council (EU) No 2023/1115 of 31 May 2023 (EUDR) we are working towards implementation their requirements in the organization. In 2023, 65% used we used to source the wood raw material from forests with sustainable forest management, FSC® or PEFC certified. As part of the FSC® system, we contribute to more effective implementation of the UN Sustainable Development Goals and ensure compliance with public and private sector procurement policies that specifically identify materials from responsible sources.



FOREST

WHY IS IT IMPORTANT?

Produces oxygen

One adult, 60-year-old pine tree produces the amount of oxygen necessary for 3 people to live.

Purifies the air

100 trees remove approximately 454 kg of pollutants annually

Regulates the flow of water

Forests slow down the surface run-off of water, thus reducing the risk of flooding

A 3D isometric illustration of a forest landscape. It features several tall, green pine trees on a grassy slope. A small stream flows through the center of the scene, with a small wooden boat floating on it. The background shows more trees and a clear sky.

Gives life

Forests are home to 80% of all terrestrial organisms on Earth

Regulates the temperature

Trees influence the microclimate and regulate the air temperature

Reduces CO₂

1 hectare of forest absorbs an average of 4-5 tons of CO₂ annually

NowyStyl

An educational employee leaflet used in the FSC® Week campaign



In 2023, our company partnered with FSC® to invite our employees and business partners to an educational campaign *FSC® Forest Week Trust the tree!*

We wanted to show our employees and customers how important FSC® certification is for sustainable forest management, how we can all contribute to protecting the environment, counteracting the decline in biodiversity, mitigating climate change and limiting adverse weather events associated with it.

We discussed the FSC® principles and explained how they are applied using the example of products from our offer.

We prepared an article and training materials on FSC® certification for our employees on our internal company website, and general information about the topic was shown on displays in canteens and information centres across our plants and offices.

An informational campaign targeted at our customers and business partners was also run on social media and our website.

Nowy Styl offers a wide range of products made from materials sourced from well-managed FSC® certified forests and other controlled sources, such as: Creva, Lupino, Njord or Embla.

The FSC® certificate guarantees to customers that our products are made from wood originating from a legal source, where management and distribution were audited throughout the supply chain.

KUSCH+CO



Creva

KUSCH+CO



Lupino

KUSCH+CO



Njord

KUSCH+CO

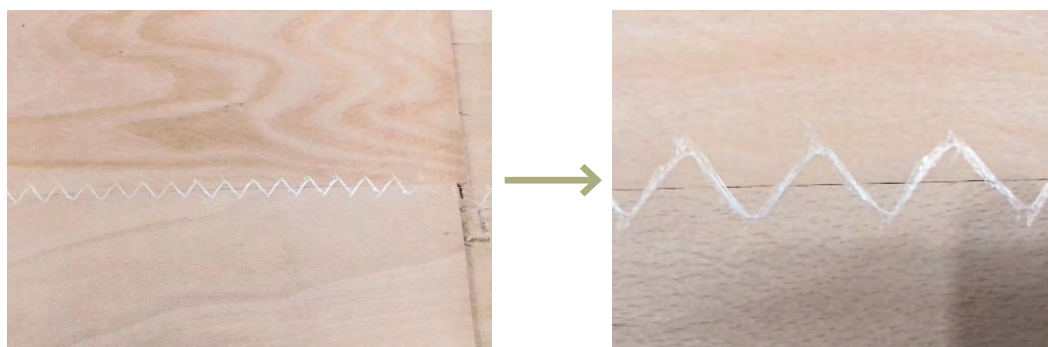


Embla

We care about the rational use of wood, which is why we are making investments aimed at optimizing wood consumption at the Wood Processing Plant. Some of the most important include:

➤ **A splicing machine for joining veneer sheets**

The device is designed to join veneers using a special, fusible adhesive thread. The thread forms a wavy trail on the surface and joins the sheets of veneer. The device makes it possible to join smaller sections of veneer into a compact whole. The introduction of a splicer has led to savings in round wood. As an additional benefit, we can eliminate the problem of storing smaller-size sheets of veneer which are difficult to use, while avoiding their unnecessary depreciation due to damage in storage.



➤ **Patching machine for fixing defects in veneer**

We use the device to fix defective spots in veneer resulting from imperfections in wood structure (such as knots, bark pockets etc.) as well as any mechanical damage caused in the process of cutting wood. Fixing involves mechanically cutting out the defect from a veneer sheet while at the same time inserting an undamaged “healthy insert” in its place. Undamaged inserts are cut out from previously prepared strips of veneer. This method of repair increases the yield of production class 2 veneer, which can be obtained by reclassifying class 3 veneer. As a result, the input material (wood) is saved.



Defect before fixing



Defect after fixing

We estimate that the average monthly savings of round wood due to the use of the repair process equipment described above amount to approx. 121 m³ less purchased wood, which corresponds to ap-prox. 1450 m³ annually.

Taking initiative

Additionally, in order to increase the efficiency of wood consumption and adapt to current market trends and the requirements of our customers, we introduced changes to the quality requirements for wooden elements in 2023/2024. We re-verified and re-assessed the requirements affecting how wooden elements are classified with respect to finished products. We estimate that, as a result of these actions, we will save approximately PLN 190,000 per year on wood purchases, not including additional operating and storage costs.

Upholstery foams

In our products, we use three types of polyurethane foam – cut foam, which is supplied to us in blocks by leading market producers, ground foam made from recycled production waste, and injection-molded foam produced on-site in our facility. Thanks to the automation of the

manual foam cutting process, we have improved work ergonomics and product quality. Additionally, the waste from this material is not disposed of but further processed to ultimately return to the plant as a special type of product – recycled ground foam.



In 2023, we returned over 200 tons of polyurethane foam waste, which comes back to us in the form of recycled foam.

*Our upholstery foams have a health
quality certificate, a product safety sheet
and a hygiene certificate.*

Already in 2021, we took steps to reduce the amount of materials used in the production of polyurethane foam by changing the method of filling moulds. The polyurethane foam production process involves addition polymerization of two components - isocyanates and polyols - with a catalyst and water. We wanted to find the best way of pouring the mixture to ensure it is as full, as even and as

smooth as possible. The task was difficult and required the right skills and experience, because a successful foaming process is determined by factors such as temperature, humidity and pressure. As a result, our annual savings on key manufactured polyurethane products reached 2,294 kg of isocyanates and 6,940 kg of polyols.

Following the guidelines of Regulation (EU) No 517/2014 of the European Parliament and of the Council on fluorinated greenhouse gases requiring the phase-out of freons with GWP \geq 750, we have taken steps to eliminate 100% of blowing agent HFC-134a with GWP = 1430 from the integral foam production process.

In 2022, we replaced it with a raw material that uses the HFC-134a blowing agent with GWP = 1, and therefore a negligible impact on the environment.

Fabrics

We are constantly developing the portfolio of finishes we use, growing the share of fabrics from recycled or renewable sources. We offer a wide range of polyester fabrics, 97-100 % of which are made from post-consumer polyester.

That material is obtained from plastic PET bottles whose recycling generates less CO₂ emissions than the production of virgin polyester fibres and eliminates the

need to purchase new raw materials.

What is more, such fabrics can be recycled again when their useful life comes to an end. Our portfolio also includes a wide selection of wool fabrics. As a raw material, wool comes from nature and is quickly renewable. It is characterized by high durability and a long life cycle, and it can be recycled at the end of its useful life.

Converting wool into a usable textile fibre requires the lowest energy input out of all major fibre groups.

Nowy Styl upholstery 2022/2023 (excluding leather and coated fabrics)

	Recycled	Wool	EU Ecolabel certificate	Oeko-Tex Standard 100 certificate
Overall in %	20.83%	20.83%	62.50%	58.33%



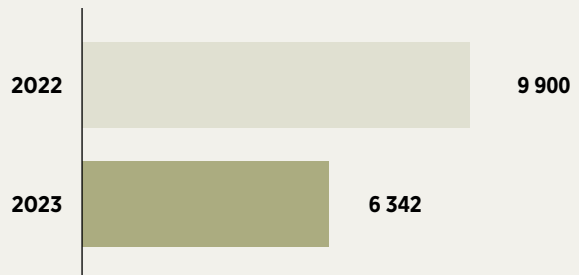
Panels in the Tepee modular system

They are made from pressed felt, which is a fully recycled material. The fibres are made from 100 % recycled PET bottles. It takes 22 ground 500 ml plastic bottles to make 1 m² of the fabric.

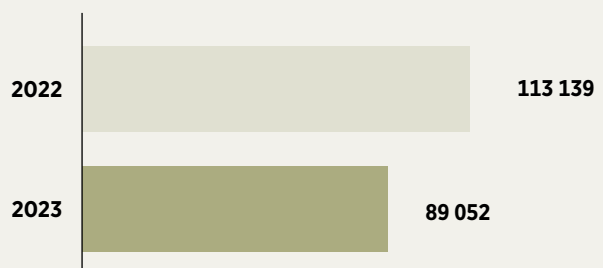
Consumption of felt and natural wool in 2022-2023



Felt - fibres made from 100 % recycled PET bottles (m²)



Natural wool (m²)



Our choice of fabrics for the products we make is not random, which is proven by the following certificates:



Oeko-Tex® Oeko-Tex® is a certificate confirming the quality of textile and fibre products that come into direct contact with human skin. The Oeko-Tex® organisation awards certificates to products tested for content of one hundred most dangerous substances that pose risk to consumers.



EU Ecolabel is a certificate awarded by the European Commission to products and services that have a negligible impact on the natural environment throughout their life cycle.



Cradle to Cradle Certified® is a certification programme based on five criteria: materials are safe for health, reuse of raw materials, use of renewable energy sources, carbon dioxide emissions, water resource management and social responsibility.



Packaging materials

Aware of how much conventional packaging depletes natural resources, each year we try to implement new methods of packaging our products, thereby reducing their quantity and ensuring that an increasing proportion of the packaging is made from reusable or recyclable materials.

In recent years, we have been gradually introducing improvements to eliminate cardboard and single-use plastic. We use returnable packaging, such as:

- reusable protective covers we sew from fabric remnants, used to protect products in internal transport and on the way to the customer,
- wooden crates and plastic pallet containers for transporting bulk components between factories,
- transport blankets for moving furniture made from recycled fabrics and nonwovens.

In our internal logistics, we have implemented and use reusable spacers, racks, lashing straps as well as fabric remnants. These solutions provide great protection for

our products when they are transported between plants, while eliminating the need for stretch film, which was used before, and other plastic items.

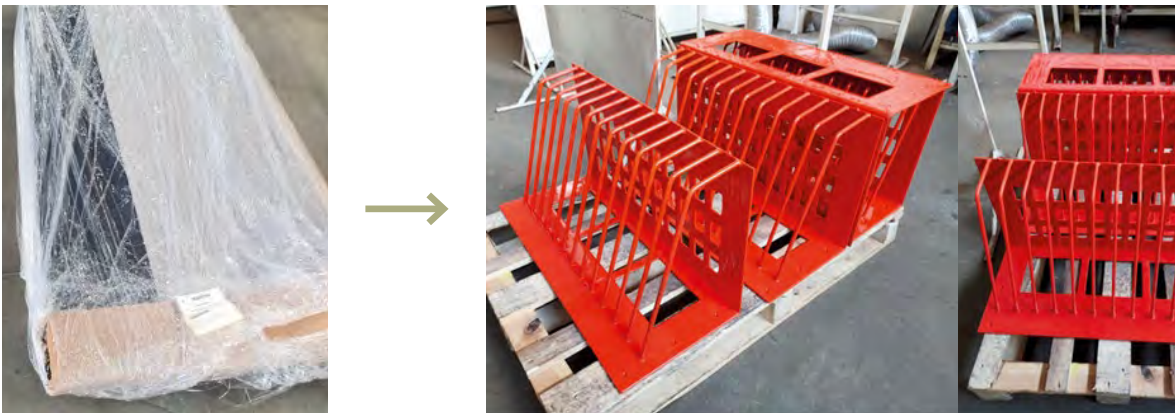
Thanks to such solutions implemented in the previous years, we managed to avoid the consumption of 7.2 tonnes of stretch film in 2020-2021, which accounts for approx.

22% of the total annual consumption of film in internal transport. As a result, we have also significantly reduced stretch film waste. In 2022, we continued these activities, which resulted in a reduction of film consumption in internal transport by over 60%.

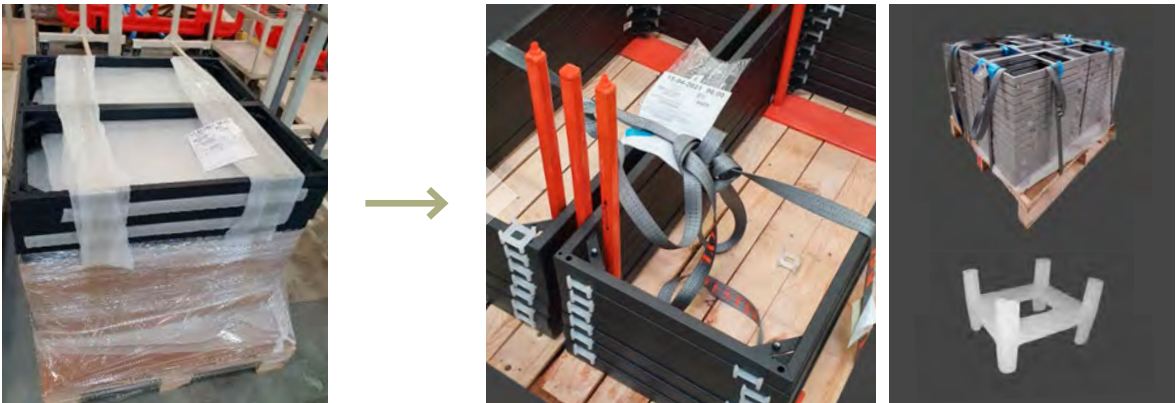
Transport strap



Frames



Transport spacers



Repurposing of fabric offcuts

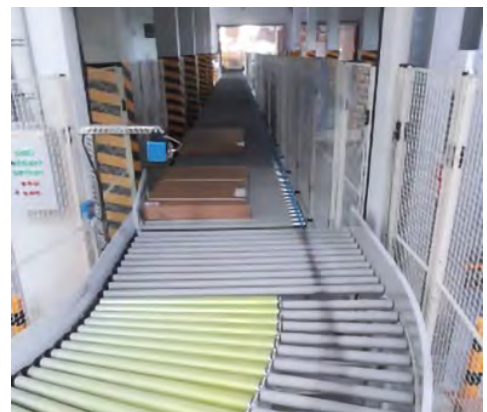


The actions we take to expand our infrastructure also help us eliminate the consumption of packaging materials in external logistics. Examples include:

- **expansion of the flat-pack furniture packaging line** at the Office Furniture Factory in 2021 - packages with furniture and semi-finished furniture products are now automatically transported by a conveyor system from the assembly hall to the Finished Products Warehouse. Previously, products were stacked on pallets, wrapped in foil, and transported by forklifts. The installation of the conveyor allowed for a reduction in foil usage by approximately 30 % in the transportation between the production hall and the finished goods warehouse;
- **expansion of an assembled furniture production line in the Office Furniture Factory in 2022/2023** with roller conveyors enabling furniture transport directly to the Finished Products Warehouse.

- **construction of an approx. 300 m long connecting section between the Armchair and Chair Production Plant and the Finished Products Warehouse** in 2022/2023 allowed for the elimination of packaging materials needed in road transport.

The investment projects listed above also have an added environmental aspect to them. For the production line expansion at the Office Furniture Factory, it involves the reduction in electricity consumption, as previously described. Thanks to the construction of the connecting section, on the other hand, we have avoided CO₂ emissions from transport previously carried out by two truck sets on a total route of 4 200 km per month.



We always consider the environment when packing the final product.

We have replaced protective plastic corners with ones made from cardboard. We are discontinuing foamed plastic profiles to replace them with cardboard profiles. In addition, collective packaging of products can save as much as 1.8 kg of cardboard per single desk! This means cost savings for us and less waste for customers buying our products.

In 2021, we started implementing 55-layer 12 micron machine stretch film in production, replacing the previously used multi-layer 17 micron film. As a result, we have reduced the amount of stretch film that needs to be recycled after goods are unpacked by about 30%.

We continue fitting our production cells at the Armchair and Chair Production Plant with pre-stretch film wrappers which can stretch film up to 300%, thus reducing its consumption by 15% at each cell.

We strive to use materials which do not contain harmful substances and have limited impact on the environment as they degrade.

We manage our use of chemicals in accordance with the REACH directive and we label our products and packaging in accordance with the CLP regulation.



Transport on corlettes

A change of the logistics system for some shipments, which involved replacing pallets with the so-called corlettes, has allowed for a significant reduction in the consumption of foil, cardboard and pallets. Previously, assembled finished products were placed on pallets and secured with film for transport to the warehouse. Then, in the warehouse, they were repackaged onto the final carrier. Currently, for some orders that will ultimately be transported on corlettes, we change the carrier already at the production cell. In this way, we can avoid unnecessary operations and waste of packaging material.



BDF transport

Our efforts to reduce packaging materials are also supported by innovative and optimised logistics solutions. We deliver our products using BDF, a system of swap vehicle bodies with a variety of different bodywork available. First of all, products do not need to be transported in packaging. They are secured with reusable blankets and special straps. Shipping may or may not be done on pallets. With the double decks, extra transport space is gained where more chairs and furniture can be stacked. Placing products on two levels increases the load capacity of Euro pallets by 63%. By using the BDF system and reducing the traffic of cargo vehicles we reduce harmful exhaust gas emissions by 40%.



When our products are transported using the BDF system, we use less transport packaging.

Packaging material savings illustrated with the example of a commercial project we have completed.

Products	Saved carton (kg)	Saved plastic (kg)
Office chairs	472	18
Cafe chairs	472	4
Conference chairs	294	3
Pedestals	132	0
Cafe tables	271	0
Total	1 761	25

6.6 Water management and sewage

GRI 303-3

GRI 303-4

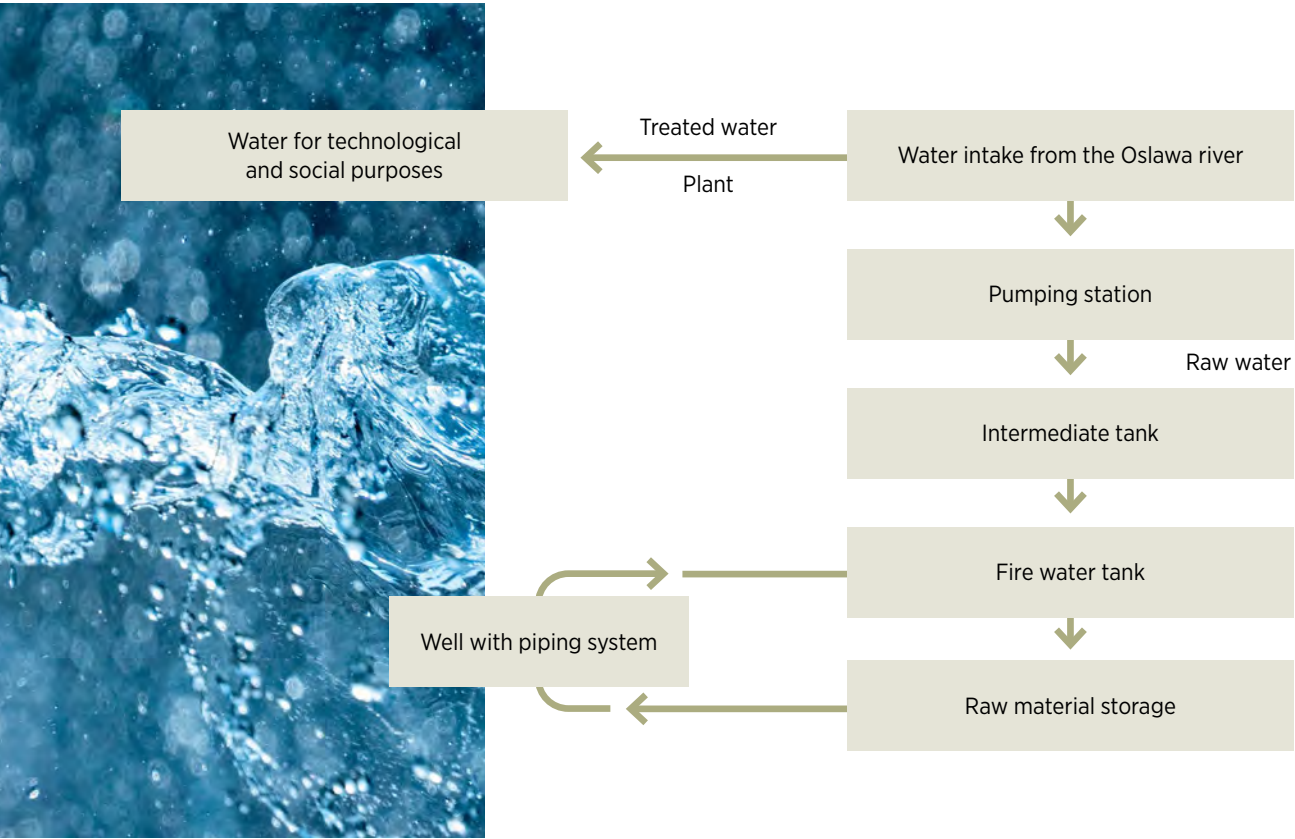
Water is one of the most valuable resources on Earth, which is why we take a responsible approach to water management. As a production company, we cannot completely eliminate water from our processes, but we strive to improve our water efficiency to use less water, wherever possible. We achieve this, among other things, by introducing closed water circuits and eliminating losses.

For the needs of our plants, we draw water from two sources: municipal water supply networks and a sur-face water intake at the Wood Processing Plant in Rzepedz, which has its own pumping station. Water is used for production processes, at some loca-tions, and for potable and household purposes.

In 2021, we completed the modernization of a log deck spraying system at our plant in Rzepedz. A closed water

circuit was built to allow for significant savings in water consumption. Water taken from an intake now goes into a tank, from where it is then drawn onto the log deck. Water that flows down from the logs (off the storage yard) is caught into a well, and is then recovered into a fire water tank via a piping system. The small water loss in the tank is replenished. Some of the water is absorbed by the logs stored in the yard. Evaporation of the accumulated water is greater in the summer. When it rains, on the other hand, the amount of water that needs to be drawn from the water intake to maintain a water level necessary for the process to work well is smaller.

The modernization decreased water consumption for this process by approx. 25,000 m³ per year!



*The risk of water deficit specific to the areas of their collection by the organization is defined on the basis of the analysis risk of climate change prepared by the Institute of Environmental Protection: Climate change risk - Klimada 2.0 (ios.gov.pl)

Climate change risk - Klimada 2.0 (ios.gov.pl)

In 2024, we plan to start a project to expand the existing utilities monitoring system at the Wood Processing Plant in Rzepedz and introduce more detailed supervision of water consumption at the production departments. This will be the next stage in increasing water efficiency - introducing more targeted actions.

Also, in an effort to adapt to climate change and in order to ensure continuity of production, we built an additional water supply line in 2023 for the Wood Processing Plant in Rzepedz, allowing for the plant to switch to water from the supply system in the event of a low water level in the Oslawica river.

We make sure that wastewater generated in the production process is managed and its amount reduced. Sanitary sewage is discharged into the sewage systems of the Municipal Utility Companies. Our two plants located in Poland have their own sewage treatment plants. Domestic wastewater generated at the Wood Processing Plant in Rzepedz, Poland, is channelled into the Oslawica river following treatment in an on-site biological treatment plant.

Industrial wastewater generated by the Metal Production Plant, on the other hand, goes into the Jasiolka river after being treated in an on-site industrial wastewater treatment plant. Wastewater is analysed by our in-house plant laboratory and, on a monthly basis, by accredited research laboratory PetroGeo.

In 2023, we completed two multi-stage modernisation investments at the Wood Processing Plant in Rzepedz:

- modernization of a water pumping station (water intake and treatment station) - this project involved multiple repairs, replacing a river deposit, pumps and a pipeline as well as installing flood sensors and a control cabinet to monitor electricity and water consumption in a 24-hour cycle. As a result, we could start comprehensively monitoring water consumption and control damage in case of a pumping station failure.
- modernization of a biological wastewater treatment plant, which involved the replacement of deposits, making new drainage and aeration systems and installation of a wastewater flow meter at the outlet. These measures have helped us to increase the efficiency of our wastewater treatment process and monitor it better.

 [Click to see table – GRI 303-3 – Total water intake by source](#)

 [Click to see table – GRI 303-4 – Wastewater](#)

6.7 Chemicals under control

Employee safety is our priority. Therefore, it is essential that we manage chemicals used in our plants in such a way that they pose the lowest possible risk to employees and the natural environment. All issues related to the handling of chemicals, from purchase planning through delivery, transport, storage, registration, training, use in processes, and the disposal of chemical waste and packaging, are determined by an internal procedure for chemicals handling we have in place.

For the purposes of efficient and comprehensive chemical management, we have implemented an electronic Central Chemical Database, where we register each chemical used, regardless of its purpose: whether it is used in the production process, maintenance process, or in the

plant laboratory. The database collects safety data sheets for chemical substances, feedback on putting them into use and workplace instructions on how to handle the chemicals. Having such instructions is not a legal requirement but we have introduced them as an additional measure, to improve the safety of our employees. They are prepared based on data from safety data sheets and they make it easier to quickly access information, e.g. in the event of an accident or emergency.

In addition, the database is used to collect information on the classification of substances with regard to the CLP regulation, H-phrases contained, REACH declarations and Technical Data Sheets.

This systemic and comprehensive approach to chemicals is helpful when carrying out analyses to design and launch new products in line with ecodesign, which we have implemented, based on ISO 14006:2020, and with regard to requirements set by leading environmental certifications.

We continue to strive to reduce the amount of particularly hazardous chemicals used in our processes, or to replace them with alternatives that have less impact on employees and the environment.

Examples include steps taken to completely eliminate solvent-based varnishes from production processes carried out at the Office Furniture Factory and replace them with water-based varnishes, as well as reducing the amount of polyols and isocyanates used in the production of polyurethane foam by developing a special method of pouring moulds.

 We discuss that on pg. 134



CHANGE OF THE CHROME PLATING TECHNOLOGY

This is another challenge we have taken up. A hexavalent chromium plating process, in spite of using a highly improved technology, poses a risk to human health and the environment. This is due to the harmfulness of the main raw material, which is chromium (VI) trioxide, also commonly known as chromic anhydride.

The substance has toxic, carcinogenic and mutagenic effects.

Despite improvements in safety and precautionary measures, the European Chemicals Agency (ECHA) has banned the use of this substance by including it in Annex XIV of the REACH Regulation in 2014. With the development of an alternative technology, trivalent chromium plating, despite the fact that the use of chromic anhydride was still available, Nowy Styl decided to change that technology to one that is safer and friendlier to employees and the natural environment.

In 2021-2022, we conducted research to explore the advancement of that technology at various suppliers, and how it corresponds with requirements that have to be met by the products we manufacture. The work was completed by selecting the sulphate chrome plating technology, which ensures product colour most similar to products made so far.

Other important parameters included penetration (ability to cover all nooks and crannies) and corrosion resistance. At the turn of 2024, after selecting and purchasing a suitable chrome plating technology, we modernized the galvanic line.

Currently, our process is fully based on the Cr (III) chrome plating technology.

6.8 Waste management

GRI 306-3

GRI 306-4

GRI 306-5


The waste management process in our companies is carried out in full compliance with both EU and national legal requirements.

Prevention of waste generation is fundamental for the waste management hierarchy we have adopted. If that is not possible, efforts should be made to re-use the generated waste. The next steps are recycling, energy recovery, and finally the least preferred form - waste disposal.

Our waste comes mainly from the production processes. We are fully aware of the need for its continuous reduction at source, which is why we undertake various investment projects and measures, e.g. to improve material efficiency or reduce packaging materials. We have discussed many of them in this section. 100 % of

waste that we cannot otherwise reroute to production or manage in another way is handed over to appropriately licensed businesses professionally dealing in waste disposal – which usually means recycling.

We use wood waste from the wood processed at the Wood Processing Plant as fuel in the plant’s boiler room to generate heat necessary for technological processes and to heat buildings.

 Click and see table

GRI 306-3 – Waste generated

GRI 306-4 – Waste recovered

GRI 306-5 – Waste for disposal

When designing our products, we attach great importance to extending their life cycle. We use materials from recycled or renewable sources. In addition, we offer our clients additional services, such as repairing or repurposing products and processing furniture that is no longer suitable for use. Our actions are in line with the principles of the circular economy.

The Xilium chair line is an example of maximizing product life and recycling the product after its life comes to an end. More than half of the components can be replaced independently by the user.

Many of our products hold the so-called Type II environmental declarations - Green Product Passport or Material & Recycling Product Passport, where we declare the product’s material composition and recyclability.

Detailed information on how to handle a product at the end of its useful life is provided in disassembly instructions, which we consider to be one of the main pillars of design for recycling.



In 2021, we completed an investment project to help manage sludge generated in the metal material grinding process at the Metal Production Plant.

The filtration method used there employs a flow-based system. The first stage of filtration involves running coolant through a magnetic filter, which retains approx. 30 % of the recyclable material, while the remaining waste is deposited in a “tank” (decanter) with a capacity of 1 m³.

The second stage of filtration is carried out periodically, once every 1-3 months. The coolant is recycled to be reused and the waste is disposed of.

Before the introduction of the filtration process, we disposed of 48,234 Mg, whereas after the change of the filtration technology we disposed of 18,025 Mg of waste.

We managed to reduce the amount of waste by 62%.

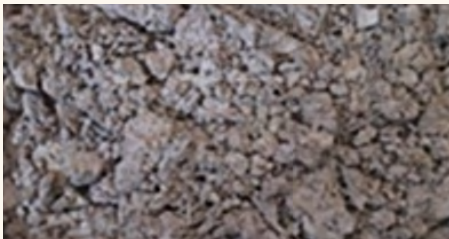
Solution – Stage I



The installation after modification



The installed magnetic filter



Ferrous steel scrap after filtration

Stage II – filtration



Non-magnetic material for the filtration process



1 m³ industrial vacuum cleaner required

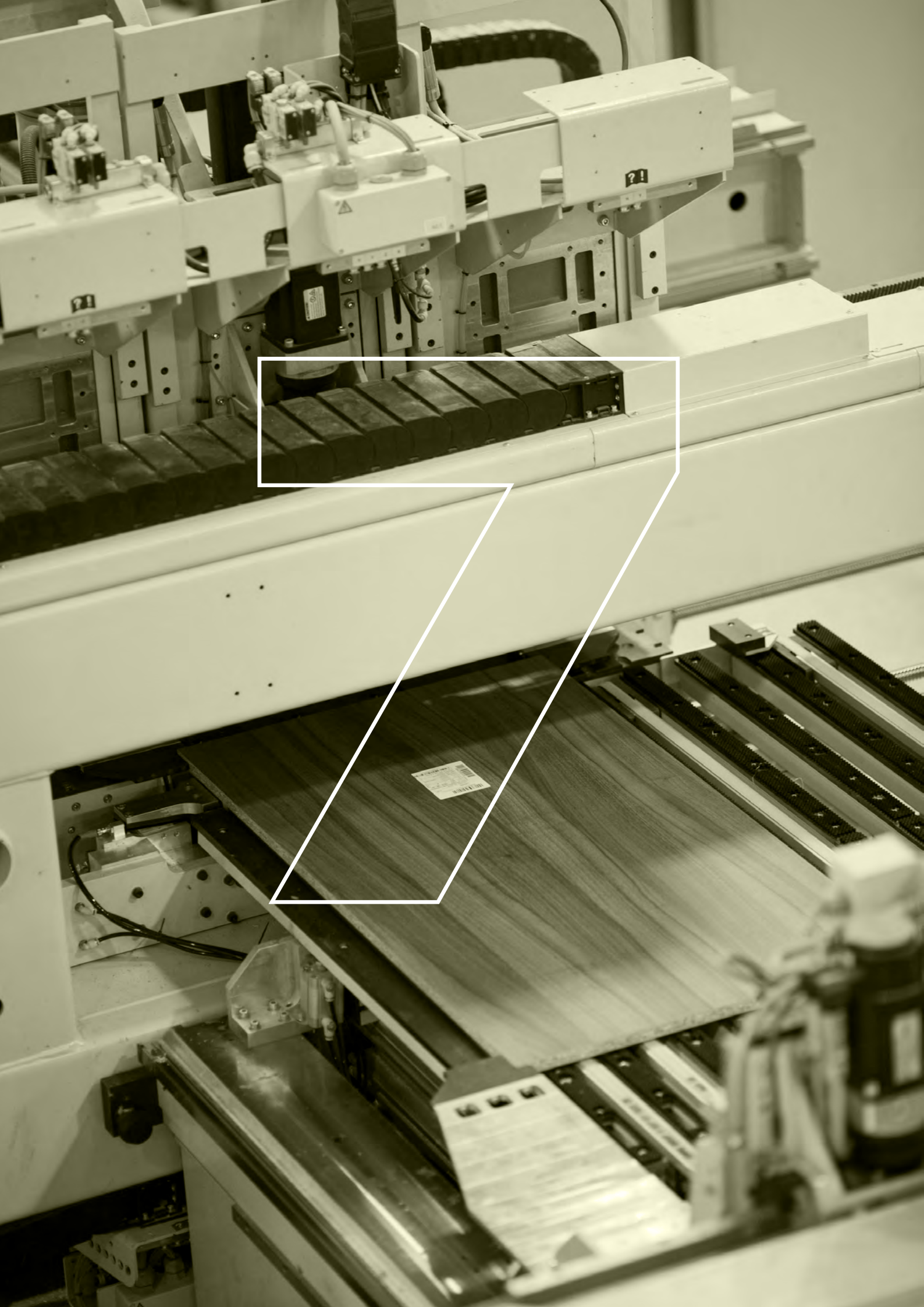


Filter press available



The waste material after the filtration process





7 About this report

GRI 2-1	GRI 2-2	GRI 2-3	GRI 2-4	GRI 2-5	GRI 2-6	GRI 3-1	GRI 3-2	GRI 3-3
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This is our sixth sustainable development report, published every two years, presenting the results of the operations of privately held company Nowy Styl sp. z o.o. and its selected related companies between 01.01.2022 and 31.12.2023. We have decided to use this reporting cycle, covering two financial reporting periods, because our company is not obliged to report sustainability information. Once the company is subjected to that obligation, the reporting cycle will be aligned with financial reporting.

Our previous CSR report entitled *Make Your Space Responsible*, covering the years 2020-2021, was published in autumn 2022. This report for 2022-2023 was prepared in the same way as the previous one, based on the standards of the Global Reporting Initiative from 2021. The report has undergone an independent external audit by KPMG Advisory Spółka z ograniczoną odpowiedzialnością sp.k. (hereinafter “KPMG Advisory”).

Verification covered selected GRI indicators (marked with an “*” in the GRI table at the end of the publication). The financial data comes from financial reports audited by independent certified auditors PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp. k. (hereinafter “PWC Polska”). This guarantees that the data it includes concerning the key areas of sustainability: employee relations, impact on the environment, local community and the market are reliable and complete, and that these areas are managed effectively.

In order to optimise the costs of the companies operating on the German market and thus strengthen the Group’s position on that key market, the management

board of the parent company decided to carry out local restructuring, as a result of which the production processes at Nowy Styl GmbH were terminated. As a result, and in alignment with the methodology used in our previous CSR reports for reporting information from production companies belonging to the capital group, Nowy Styl GmbH was not included in the reporting scope for 2022-2023, which has ultimately been reflected in the aggregate data for the companies presented in this document.

No significant errors in the values of the reported indicators were found in the 2020-2021 report, hence no corrections were made to the information originally presented. The methodologies for calculating the indicators have not changed compared to those used in previous reports, except for the reporting units for indicator 302-1 (we previously reported in MWh, now in GJ) and for indicator 303-1 (we previously reported in m³, now in ML).

We regularly analyse Nowy Styl value chain because we are aware that each of its links can generate added value, opportunities, risks and chances for growth. The purpose of that analysis is to identify activities that are a source of competitive advantage or activities that can be optimized to increase the value delivered to customers, for example by improving production processes. We want to keep up with the changes taking place in the markets we serve and in their environment, in alignment with the values arising from our organisational culture, therefore, due to the ongoing armed conflict in Ukraine, Nowy Styl has closed its sales channels in Russia.

In accordance with GRI guidelines, we have identified the issues most relevant to our organisation by way of a multi-step process.

We have re-examined our value chain taking into account the context of national and global trends in sustainability, benchmarking results of competitor reports and previous Nowy Styl reports.

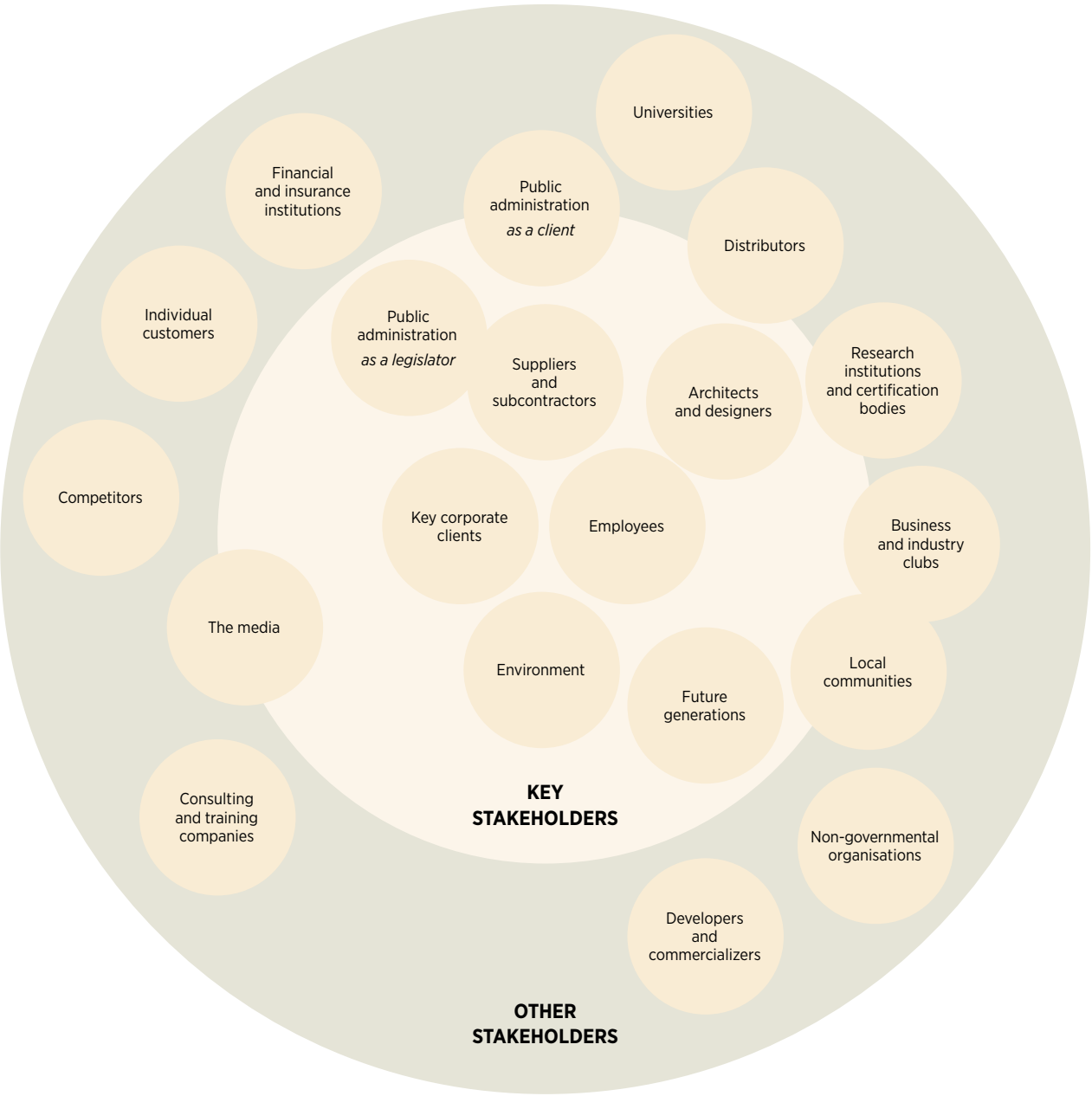
We have mapped our stakeholders using the *design thinking* methodology, taking into account the changes that have occurred in the last two years, both in the organisation itself and in its business environment.

To prepare the study, we engaged an interdisciplinary

team composed of representatives of various areas of our organisation, who updated the list of internal and external stakeholders as part of a moderated workshop, defining their actual and potential impact and importance for the organisation (*heavy users, non-users, mainstream*). The stakeholders were divided into groups depending on the role they play in our value chain, and then the relationships between each group and Nowy Styl were shown in a graphical form. We have carefully analysed the type and level of their impact on our organisation and how our company can impact them. In this way, we identified the key stakeholders.



Nowy Styl stakeholders

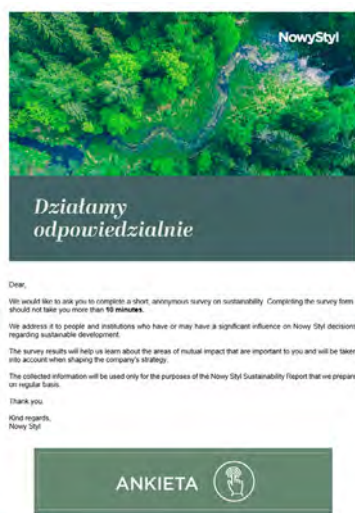


GRI 2-29

Stakeholder dialogue

Listening carefully and regularly to the needs of our stakeholders and the ability to respond to them quickly and effectively is the foundation of sustainable development of our business. To identify issues that were important at the external level we engaged in dialogue in the form of anonymous surveys that were sent out to our respondents electronically. They included our employees, business part-

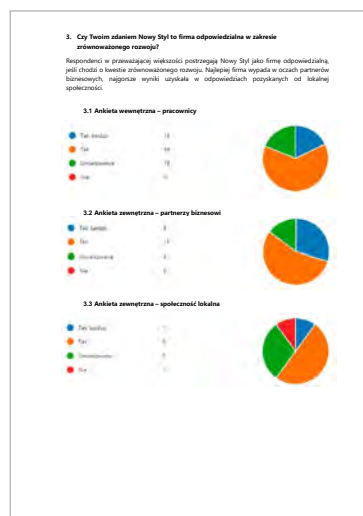
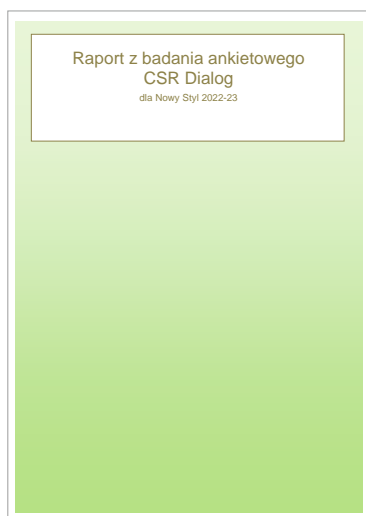
ners (i.e. clients, suppliers and subcontractors), the media, universities, institutions, architects and local communities. We prepared separate sets of questions for each of these groups, taking into account the most significant changes that have recently occurred in the company itself and in its environment.



The survey comprised over a dozen questions of various types (single- and multiple-choice, matrix, descriptive, open-ended) about the company's activities in the area of sustainability, designed to assess Nowy Styl approach to environmental and social issues as well as honesty and transparency in doing business.

The survey was taken by 146 respondents, most of whom were employees (27) and business partners (101). In the survey report, the responses were broken down into internal stakeholders (employees) and external stakeholders (business partners and

local communities) due to their varying areas of interest and level of knowledge about sustainability. We examined the key topics and issues raised by stakeholders and summarised our findings in a *Survey Report*.



The survey provided us with feedback on the previous Report, as well as information about initiatives the respondents thought we should undertake to better support the environment and people around us.

Most of the respondents had had the opportunity to review the previous Nowy Styl report, which most of them assessed positively. In their opinion, it increases the company's transparency, builds trust in Nowy Styl and makes it a reliable business partner and employer. Care for products, services and the natural environment were seen as the company's greatest strengths.

All stakeholder groups agreed that Nowy Styl should continue initiatives in the field of ecodesign and

circular economy, energy saving, reducing the amount of waste and reducing CO₂ emissions. On the other hand, the company should work to become even more involved in increasing the use of energy from renewable sources, adapting to climate change, environmental education and taking care of employees' mental health.

The survey confirmed that responsible business is an important aspect through which the company is perceived, pinpointed the areas of sustainable development the company should be more involved in, and which initiatives should be highlighted and communicated because their implementation has remained unnoticed.

Topic materiality analysis based on the dialogue conducted

Group of key stakeholders	Key topics and issues raised by stakeholders
Clients	<ul style="list-style-type: none"> • Ecodesign: reducing packaging, increasing the share of recycled materials, circularity of products • Reducing the amount of waste generated • Reducing the use of harmful substances • Need for products with green certificates • Energy saving • Commitment to decarbonization • Increasing the share of energy from renewable sources • Implementation of products with reduced carbon footprint • Protection of biodiversity
Suppliers and subcontractors	<ul style="list-style-type: none"> • Requirements for suppliers and articles • Development projects carried out with suppliers • Training needs • Increasing the share of energy from renewable sources • Implementation of products with reduced carbon footprint • Adapting to climate change • Protection of biodiversity
Employees	<ul style="list-style-type: none"> • Taking care of employees' mental health • Remuneration • Needs related to implementing a culture of sustainable development in the company • Proposals for HR programs and social campaigns • Increasing the share of energy from renewable sources • Implementation of products with reduced carbon footprint • Adapting to climate change
Public administration, research institutions, certification bodies and the legislator	<ul style="list-style-type: none"> • Compliance with environmental and socio-economic regulations • Changes in European Union legislation • The company's impact on the development of the environment and economy • Environmental education for employees, suppliers and subcontractors • Adapting to climate change • Reducing the amount of waste generated • Energy saving
Local community	<ul style="list-style-type: none"> • Energy saving • Ecodesign • Circularity • Reducing the amount of waste generated • Increasing the share of energy from renewable sources • Living wage initiative • Adapting to climate change • Environmental education
Architects and designers	<ul style="list-style-type: none"> • Need for products made from recycled materials • Need for knowledge and a ready-made narrative about the responsible origin • Companies are more open to used furniture • Implementation of products with reduced carbon footprint • Environmental education for employees, suppliers and subcontractors

At Nowy Styl, we attach great importance to building responsible communication. We are constantly expanding our website **www.NowyStyl.com**, available in several language versions, where we publish news about products, project implementations and company life, as well as a lot of inspiration and expert information.

The Sustainability tab features ESG related content that we think is essential to our stakeholders, in particular our *Sustainability Reports*, codes of conduct, policies and procedures, important documents and some certificates.

The Suppliers tab is where our partners can find the most important documents from their perspective, such as **the Procurement Policy, Supplier Code of Conduct, General Terms and Conditions, Supplier Diversity Policy** and many more.

Another interesting example of dialogue is a **Webinar** organised by us, where we share knowledge and experience in the field of sustainability.

The special **Knowledge** tab features many articles, but also other reports published by our company that respond to current market needs.

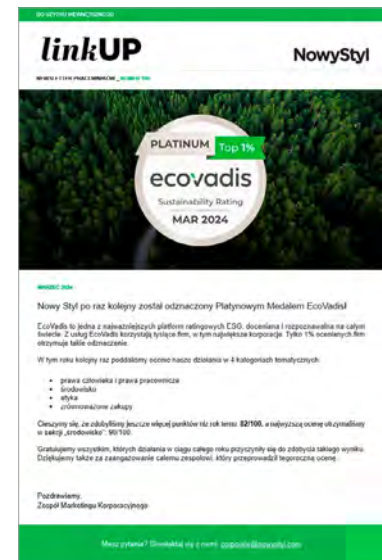
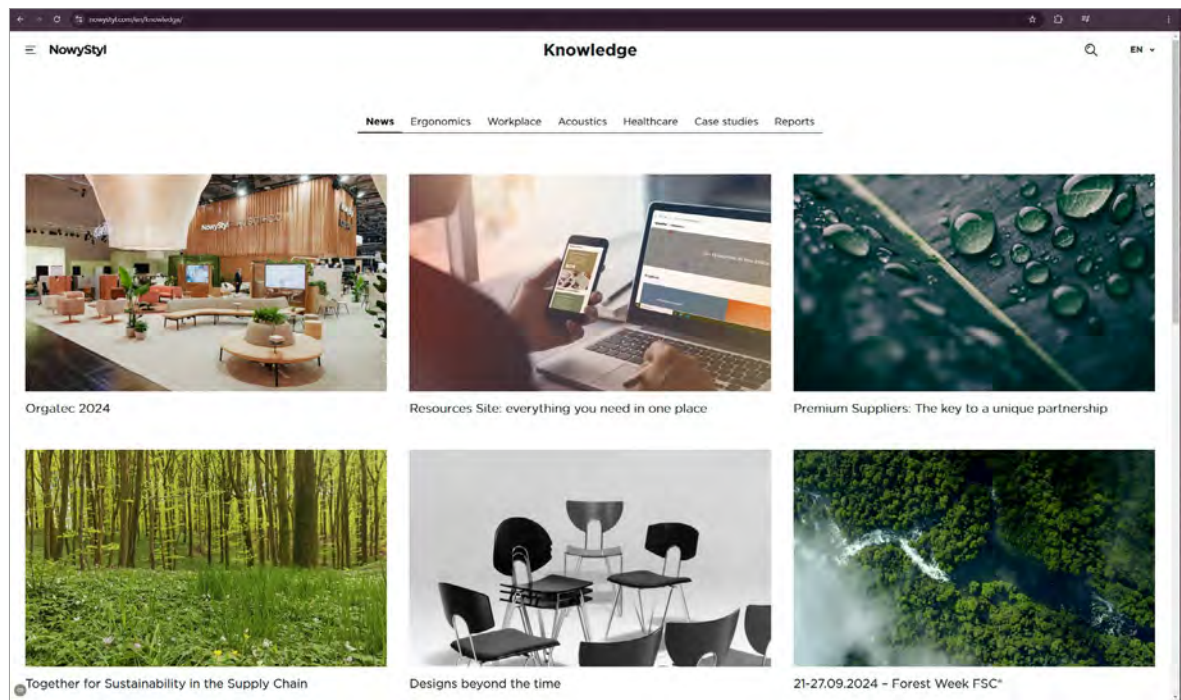
We use the company's internal website and poster campaigns to communicate with our employees.

Regular communication is also facilitated by our internal and external newsletters sent out to subscribers, as well as our continuous activity in social media.

Customer satisfaction surveys conducted in selected markets help us collect feedback about our products and services.

We also take part in events, conferences and trade fairs where we share our knowledge on industry-related topics, but most importantly have the opportunity to engage in a direct dialogue with various groups of our stakeholders.

 **SSA Webinar for suppliers**





Areas of impact

At the next stage of the analysis, key issues for the organisation at the internal level were identified.

We investigated the previously identified areas in terms of their impact on the company's ability to achieve its strategic goals, including in the context of risk and opportunity management.

The entire process was completed by identifying priority issues in the area of sustainability and confirming their consistency with the company's strategic goals through their validation with the management staff. In this way, we determined the scope of the reported disclosures. Conclusions from the analysis are taken into account in ongoing activities and operational plans for the coming years.

Our list of relevant topics did not change significantly since the previous reporting period. In some cases, however, the level of relevance of a topic changed.

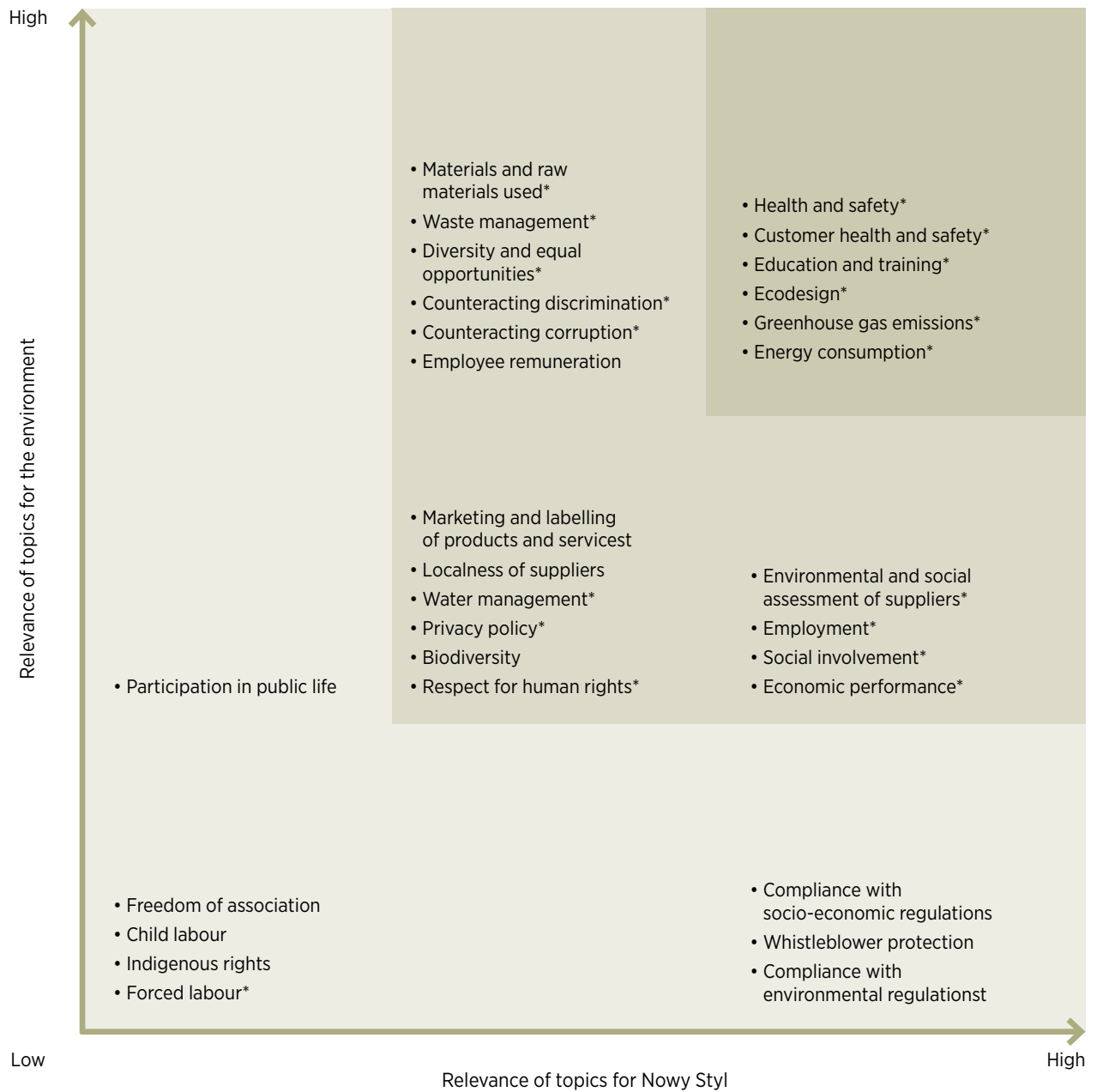
The main changes concerned the growing importance of reducing greenhouse gas emissions and, consequently, energy consumption. In times of drastic climate change,

this topic is becoming increasingly important and is clearly reflected in the directions of Nowy Styl activities described in this report.

A change that was strongly emphasised by our customers was the growing importance of ecodesign, already implemented by Nowy Styl, which aggregates, on many levels, the multiple environmental requirements applicable to all life cycle stages of our products. We see ecodesign as the foundation of consistent development and implementation of the principles of circular economy at the level of products, processes and business models.

We also recognise the need to increase the engagement of our resources into ensuring compliance with environmental and socio-economic regulations, given their multiplicity, complexity and the associated burdens on the company.

The most important topics continue to include ensuring safe and hygienic working conditions for our employees and healthy and safe products for our customers.



*Selected topics presented in the report.

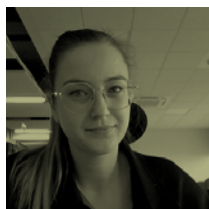
CSR Team

Nowy Styl sustainability report has a global dimension and comprehensively describes the activities of the entire organisation, so it was prepared by an interdisciplinary team composed of the staff of a number of departments

in Poland and related companies in Germany, Switzerland, and the Netherlands. We would like to thank everyone whose engagement made it possible to create this report.



Adrianna Kobylak



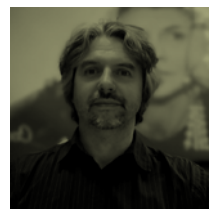
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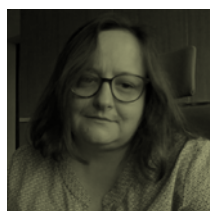
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Wlerdak-Obrzut



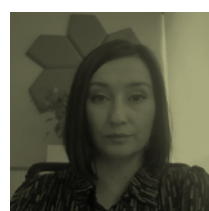
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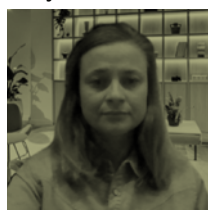
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Natalia Buczek



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Peter Schäfer



Rafał Styrkosz



Thomas Untersander



Thomas Windeler



Tobias Schotte

Bogusław Wójtowicz, Jan Kapała, Katarzyna Kocik, Magdalena Marczak, Michel Dezelak, Nina Gonera, Ramona Weller, Sandra Wismer, Wiktoria Zajdel and many others.



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Table index

Certificates

Strength, durability, safety			
Certificates	Certification bodies	Country	Number of product lines with these certificates
GS Certificate (Geprüfte Sicherheit)	TÜV Rheinland	Germany	43
GS Certificate (Geprüfte Sicherheit)	TÜV SÜD	Germany	43
NF Office Excellence Certificate	l'Institut Technologique Forêt Cellulose Bois-construction Ameublement – FCBA	France	12
Certificates and test reports confirming standards for furniture and chairs	Technical Supervision Institute	Poland	18
	Wood Technology Institute	Poland	1
Quality Office Certificate	Qualitätsforum	Germany	22

Quality Office Certificate			
Certificates	Certification bodies	Country	Number of product lines with these certificates
Ergonomie Geprüft Certificate	TÜV Rheinland	Germany	5
Certificate of conformity with the Dutch standard NPR 1813	TÜV SÜD	Germany	9
Ergonomics Approved Certificate	TÜV SÜD	Germany	9
Ergonomic Assessment Protocols	Nofer Institute of Occupational Medicine	Poland	21

Safety in the context of hazardous substances, volatile organic compounds and formaldehyde emissions			
Certificates	Certification bodies	Country	Number of product lines with these certificates
Schadstoffgeprüft Certificate (Toxproof)	TÜV Rheinland, TÜV SÜD	Germany	4
Hygienic Certificates – confirmation of national safety requirements for public spaces in Poland	Medical University of Gdansk Department of Environmental Toxicology National Public Health Institute National Institute of Hygiene	Poland	26
Test reports confirming hygiene class E1 (formaldehyde emissions) and compliance with the strict German requirements in this regard (German ChemVerbotsV Formaldehyde class E1) for all wood-based components in our products	European research bodies authorised to certify in this field		

Confirmation of environmental requirements			
Certificates	Certification bodies	Country	Number of product lines with these certificates
Certyfikat European Level (FEMB LEVEL)	TÜV Rheinland	Germany	11
Blue Angel Certificate	RAL GmbH	Germany	18
NF Environnement	l'Institut Technologique Forêt Cellulose Bois-construction Ameublement – FCBA	France	14
Möbelfakta Certificate	Möbelfakta Sverige AB	Sweden	3

Certificates cont.

No content of hazardous substances and reducing the environmental impact of our upholsteries			
Certificates	Certification bodies	Number of upholsteries in our portfolio with the following certifications	
		Fabrics	Meshes
EU Ecolabel Certificate	European research bodies authorised to certify in this field	15	4
Oeko-Tex Standard 100 Certificate	European research bodies authorised to certify in this field	14	9

GRI
2-7

Employment structure by gender and contract type

2022	Contract type							
			Full-time			Part-time		
	Women	Men	Women	Men	Total	Women	Men	Total
Nowy Styl Sp. z o.o.	963	1 970	956	1 966	2 922	7	4	11
Kusch+Co GmbH	59	148	36	142	178	23	6	29
Nowy Styl Deutschland GmbH	29	84	18	75	93	11	8	19
Sitag AG	28	82	24	74	98	4	8	12
Nowy Styl TOTAL	1 079	2 284	1 034	2 257	3 291	45	26	71

2023	Contract type							
			Full-time			Part-time		
	Women	Men	Women	Men	Total	Women	Men	Total
Nowy Styl Sp. z o.o.	905	1 833	897	1 828	2 725	8	5	13
Kusch+Co GmbH	55	128	32	124	156	23	4	27
Nowy Styl Deutschland GmbH	23	83	14	78	92	9	5	14
Sitag AG	25	74	21	67	88	4	7	11
Nowy Styl TOTAL	1 008	2 118	964	2 097	3 061	44	21	65

Salaries of the lowest-level employees by gender in relation to the minimum wage

	Location	2022		2023	
		Women	Men	Women	Men
Nowy Styl sp. z o.o.	Poland	118.04%	131.96%	—	—
Nowy Styl sp. z o.o. (I-VI 2023)*	Poland	—	—	116.01%	127.01%
Nowy Styl sp. z o.o. (VII-XII 2023)*	Poland	—	—	112.75%	124.07%
Kusch+Co GmbH	Germany	159.08%	175.83%	162.33%	178.17%
Nowy Styl Deutschland GmbH	Germany	109.97%	116.22%	111.10%	121.30%
Sitag AG	Switzerland	112.12%	130.37%	116.18%	130.37%

* In 2023, the statutory minimum wage in Poland was changed twice, which is why we provide values separately for the first and second half of 2023.

Contract type (cont.)				Number of employees (employment contract)		
Indefinite term			Definite term			
Women	Men	Total	Women	Men	Total	
792	1 757	2 549	171	213	384	2 933
57	145	202	2	3	5	207
24	75	99	5	7	12	112
28	82	110	0	0	0	110
901	2 059	2 960	178	223	401	3 362

Contract type (cont.)				Number of employees (employment contract)		
Indefinite term			Definite term			
Women	Men	Total	Women	Men	Total	
767	1 653	2 420	138	180	318	2 738
52	121	173	3	6	9	183
21	79	100	2	4	6	106
25	74	99	0	0	0	99
865	1 927	2 792	143	190	333	3 126

Share of expenditure on services/products from local suppliers*

2022			
Name of location	Total expenditure on products/services from suppliers	Expenditure on products/ services from local suppliers	Share of expenditure on products/ services from local suppliers in the total expenditure on products/ services
Nowy Styl sp. z o. o	494 531 544.00 zł	255 822 719.00 zł	52%
Nowy Styl Deutschland GmbH, Sitag AG, Kusch+Co GmbH	163 490 451.00 zł	99 868 423.00 zł	61%

2023			
Name of location	Total expenditure on products/services from suppliers	Expenditure on products/ services from local suppliers	Share of expenditure on products/ services from local suppliers in the total expenditure on products/ services
Nowy Styl sp. z o. o	404 781 787.00 zł	205 091 919.00 zł	51%
Nowy Styl Deutschland GmbH, Sitag AG, Kusch+Co GmbH	122 288 215.00 zł	81 827 057.00 zł	67%

* Local supplier - a company producing products or services both in Poland and in Germany.

Raw materials/materials consumed by weight and volume

2022	Fiberboard, chipboard and similar (m³)	Wood raw material* (m³)			Plastics (t)	Metals (t)	Fabrics (m²)	Foam (kg)
		with FSC® certificate	with PEFC certificate	without FSC® or PEFC certificate				
Nowy Styl sp. z o.o.	22 465	7895.79	4 879.45	5113.06	2 689.00	7 186	1 855 692	705 793
Nowy Styl Deutschland GmbH	—	—	—	—	149.00	923.66	5 671.6	5 650.00
Kusch+Co GmbH	326.09	—	—	—	138.58	246.31	18 028.56	14 987
Sitag AG	1 823.50	0.00	0.00	16.50	—	422.00	21 500.00	—
Nowy Styl TOTAL	24 614.59	7 895.79	4 879.45	5 129.56	2 976.58	8 777.97	1 900 892.20	726 430.43

2023	Fiberboard, chipboard and similar (m³)	Wood raw material* (m³)			Plastics (t)	Metals (t)	Fabrics (m²)	Foam (kg)
		with FSC® certificate	with PEFC certificate	without FSC® or PEFC certificate				
Nowy Styl sp. z o.o.	18 036	4 538.55	3 843.48	6 007.96	2 328.00	6 362	1 614 763	596 582
Nowy Styl Deutschland GmbH	—	—	—	—	143.73	581.83	199 164	33 700.00
Kusch+Co GmbH	391.93	—	—	—	200.22	473.02	7 889.73	10 839
Sitag AG	1 536.50	0.00	0.00	13.50	—	331.00	18 200.00	—
Nowy Styl TOTAL	19 964.43	4 538.55	3 843.48	6 021.46	2 671.95	7 747.42	1 840 016.91	641 121.00

*Raw material from renewable sources

Energy consumption by the type of raw material Nowy Styl total

Total consumption of energy from non-renewable resources (own or purchased) by the type of raw material	Values (GJ)	Values (GJ)
	2022	2023
natural gas	36 196	41 130
fuel oil	4 257	3 504
diesel oil	12 470	9 758
LPG	19 355	17 340
petrol	2 512	4 117
Total consumption of energy from renewable resources (own or purchased) by the type of raw material	Values (GJ)	Values (GJ)
	2022	2023
biomass	217 514	158 614
Total consumption of purchased energy divided into electrical and thermal	Values (GJ)	Values (GJ)
	2022	2023
purchased electricity from non-renewable sources	58 207	42 400
purchased electricity from renewable sources	26 391	32 083
purchased thermal energy	29 955	18 817
Nowy Styl TOTAL*	406 856	327 763

*Data summed up for manufacturing companies: Nowy Styl Sp. z o.o., Nowy Styl Deutschland GmbH, Kusch+Co GmbH and Sitag AG.
Source of the conversion factor used:

 <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

Total water intake by sources

Total volume of water taken in by the company by source (in MI)		Total volume (MI)	
		2022	2023
Surface waters	Nowy Styl sp. z o.o.	70	58.23
	Kusch+Co GmbH	0	0
	Nowy Styl Deutschland GmbH	0	0
	Sitag AG	0	0
	Total	70	58.23
Water supply from the municipal network	Nowy Styl sp. z o.o.	38	34.73
	Kusch+Co GmbH	2.6	2.20
	Nowy Styl Deutschland GmbH	2.4	1.63
	Sitag AG	1.3	1.34
	Total	44.3	39.89
Nowy Styl TOTAL		114.3	98.12

All water used by the organization is fresh water.

We do not draw water from areas affected by water shortages. The risk of water shortages specific to the areas of their collection by the organization was defined based on the climate change risk analysis prepared by the Institute of Environmental Protection:

 Climate change risk- Klimada 2.0 (ios.gov.pl)

Sewage

2022 Volume (in MI)				
Sewage discharge point	Groundwater	Surface waters (lakes, rivers, etc.)	Municipal enterprises	The total amount of sewage
Nowy Styl sp. z o.o.	0	21.2	22.5	43.7
Kusch+Co GmbH	0	0	2.6	2.6
Nowy Styl Deutschland GmbH	0	2.4	0	2.4
Sitag AG	0	0	1.3	1.3
Nowy Styl TOTAL	0.0	23.6	26.4	50.0

2023 Volume (in MI)				
Sewage discharge point	Groundwater	Surface waters (lakes, rivers, etc.)	Municipal enterprises	The total amount of sewage
Nowy Styl sp. z o.o.	0	19.8	22.0	41.8
Kusch+Co GmbH	0	0	2.2	2.2
Nowy Styl Deutschland GmbH	0	1.6	0	1.6
Sitag AG	0	0	1.3	1.3
Nowy Styl TOTAL	0	21.4	25.5	46.9

Direct GHG emissions (Scope 1)

Direct emissions	GHG emissions (tCO ₂ e)*	
	2022	2023
Emissions from the generation of heat and technological processes	10 521	8 545
Emissions related to the transport of materials, products and waste - INTERNAL TRANSPORT	161	154
Fleet (company cars)	1 291	1 189
Total direct emissions	11 973	9 888

* Aggregated data for manufacturing companies: Nowy Styl Sp. z o.o., Nowy Styl Deutschland GmbH, Kusch+Co GmbH and Sitag AG.

Emissions of NO_x, SO_x and other relevant compounds released into the air

Emissions of NO _x , SO _x and other relevant compounds released into the air	Weight of relevant emissions into the air (in t)	
	2022	2023
NO _x	25.62	23.26
SO _x	2.11	1.72
Volatile organic compounds (LZO/VOC)	43.02	42.37
Dust (PM)	11.58	11.38

The emission volume was calculated based on indicators from emission permits and material safety data sheets. The source of emission indicators is KOBIZE and similar databases in the countries of reporting companies.

Waste generated, diverted to recovery and/or disposal

Total weight of waste by handling method	Weight of waste in 2022 [t]				Weight of waste in 2022 [t]			
	non-hazardous waste		hazardous waste		non-hazardous waste		hazardous waste	
	on-site	outside the organisa- tion	on-site	outside the organisa- tion	on-site	outside the organisa- tion	on-site	outside the organisa- tion
Waste recovered, including:								
Preparation for reuse	0	0	0	0	0	0	0	0
Recycling	0	6 828	0	1	0	5 111	0	2
Other recovery methods	0	1 213	0	241	0	1 221	0	163
Waste recycled, including:								
Combustion (with energy recovery)	14 263	58	0	22	3 257	143	0	20
Combustion (without energy recovery)	0	0	0	25	0	19	0	26
Storage	0	43	0	6	0	74	0	2
Other disposal methods	0	17	0	104	0	16	0	83
TOTAL	14 263	8 159	0	399	3 257	6 584	0	296

Data on waste comes from all production locations of our companies.

Data is collected for Nowy Styl sp. z o.o. in the Database on Products and Packaging and on Waste Management (BDO) and in similar accounting systems in other countries.

New suppliers who have been assessed with regard to the environmental criteria

Numerical indicators for assessing the environmental impact in the supply chain	2022	2023
Total number of new suppliers	6	6
Total number of new suppliers who have been assessed with regard to the environmental criteria	6	6
Percentage of new suppliers who have been assessed	100 %	100 %

Hirings

2022	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires
	By gender				By age					
	Men		Women		Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	131	4.46%	62	2.11%	96	3.27%	81	2.76%	16	0.55%
Kusch+Co GmbH	11	5.31%	5	2.42%	5	2.42%	8	3.86%	3	1.45%
Nowy Styl Deutschland GmbH	5	4.46%	3	2.68%	0	0%	6	5.36%	2	1.79%
Sitag AG	6	5.45%	2	1.62%	1	0.9%	6	5.45%	1	0.91%
Nowy Styl TOTAL	153	4.55%	72	2.14%	102	3.03%	101	3%	22	0.65%

Hirings

2023	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires	Number of new hires (per person) in the given group	% of new hires
	By gender				By age					
	Men		Women		Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	118	4.31%	70	2.56%	86	3.14%	92	3.36%	10	0.37%
Kusch+Co GmbH	8	2.17%	4	4.35%	2	1.09%	4	2.17%	6	3.26%
Nowy Styl Deutschland GmbH	2	1.89%	2	1.89%	1	0.94%	3	2.83%	0	0%
Sitag AG	4	4.04%	4	4.04%	4	4.04%	4	4.04%	0	0%
Nowy Styl TOTAL	132	4.22%	80	2.56%	93	2.97%	103	3.29%	16	0.51%

GRI
401-1

Resignations

2022	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations
	By gender				By age					
	Men		Women		Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	454	15.48%	250	8.52%	251	8.56%	356	12.14%	97	3.31%
Kusch+Co GmbH	24	11.59%	6	2.90%	4	1.93%	3	1.45%	23	11.11%
Nowy Styl Deutschland GmbH	21	18.75%	5	4.46%	9	8.04%	5	4.46%	12	10.71%
Sitag AG	5	4.55%	1	0.91%	0	0%	2	0.18%	4	3.64%
Nowy Styl TOTAL	504	14.99%	262	7.79%	264	7.85%	366	10.89%	136	4.05%

GRI
401-1

Resignations

2023	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations	Number of resignations (per person)	% of employees resignations
	By gender				By age					
	Men		Women		Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	247	9.02%	122	4.46%	95	3.47%	205	7.49%	69	2.52%
Kusch+Co GmbH	25	13.59%	10	5.43%	2	1.09%	12	6.52%	21	11.41%
Nowy Styl Deutschland GmbH	12	11.32%	8	7.55%	6	5.66%	6	5.66%	8	7.55%
Sitag AG	12	12.12%	8	8.08%	3	3.03%	6	6.06%	11	11.11%
Nowy Styl TOTAL	296	10.81%	148	5.41%	106	3.87%	229	8.36%	109	3.98%

IR accident frequency rate

	2022			2023		
	Women	Men	Total	Women	Men	Total
Nowy Styl sp. z o.o.	3.73	11.64	9.01	2.20	3.74	3.24
Nowy Styl Deutschland GmbH	0.00	28.57	21.58	0.00	0.00	0.00
Sitag AG	0.00	36.59	27.27	0.00	40.54	30.30
Kusch+Co GmbH	16.95	33.78	28.99	36.36	31.01	32.61
Nowy Styl AVERAGE	5.17	27.64	21.71	9.64	18.82	16.54

IR, calculated as the total number of people injured in accidents/employment ×1000

Accident severity rate

	2022			2023		
	Women	Men	Total	Women	Men	Total
Nowy Styl sp. z o.o.	50.25	54.32	53.76	3.50	35.43	28.33
Nowy Styl Deutschland GmbH	0	10	30.00	0.00	0.00	0.00
Sitag AG	0	25.33	25.33	0.00	9.00	9.00
Kusch+Co GmbH	0	15.4	15.40	4.50	1.75	2.67
Nowy Styl AVERAGE	12.56	26.26	31.12	2	11.54	10

Calculated as the number of days of incapacity for work due to an accident/number of accidents.

Total number of people injured in accidents by gender

	2022			2023		
	Women	Men	Total	Women	Men	Total
Nowy Styl sp. z o.o.	4	25	29	2	7	9
Nowy Styl Deutschland GmbH	0	3	3	0	0	0
Sitag AG	0	3	3	0	3	3
Kusch+Co GmbH	1	5	6	2	4	6
Nowy Styl TOTAL	5	36	41	4	14	18

Calculated as the total number of days lost/the number of employees' scheduled working hours in the reported period × 200,000

Total number of days of sickness absence caused by an accident at work

	2022			2023		
	Women	Men	Total	Women	Men	Total
Nowy Styl sp. z o.o.	201	1 358	1 559	7	248	255
Nowy Styl Deutschland GmbH	0	30	30	0	0	0
Sitag AG	0	76	76	0	27	27
Kusch+Co GmbH	0	77	77	9	7	16
Nowy Styl TOTAL	201	1 541	1 742	16	282	298

Calculated as the total number of days lost/the number of employees' scheduled working hours in the reported period × 200,000.

Number of employees exposed to harmful factors

2022	Noise	Wood dust / industrial dust	Mechanical vibrations	Chemical compounds	Workers expo- sed to two or more factors	Total employees
Nowy Styl sp. z o.o.	170	0	49	0	219	3 220
Sitag AG	18	15	0	2	15	110
Kusch+Co GmbH	27	17	0	15	15	207
Nowy Styl Deutschland GmbH	39	0	0	14	12	139

Number of employees exposed to harmful factors (cont.)

2023	Noise	Wood dust / industrial dust	Mechanical vibrations	Chemical compounds	Workers expo- sed to two or more factors	Total employees
Nowy Styl sp. z o.o.	155	0	42	0	197	2 779
Sitag AG	18	15	0	2	15	99
Kusch+Co GmbH	25	17	0	17	17	184
Nowy Styl Deutschland GmbH	31	0	0	12	10	125

Overall accident rate

	2022 total	2023 total
Nowy Styl sp. z o.o.	1.14	0.40
Nowy Styl Deutschland GmbH	3.72	0
Sitag AG	3.27	3.53
Kusch+Co GmbH	4.04	4.57
Nowy Styl AVERAGE	3.05	2.13

Accident frequency rate with respect to Lost Time Index (LTI)

	2022			2023		
	Women	Men	Total	Women	Men	Total
Nowy Styl sp. z o.o.	2.51	7.23	5.74	1.43	2.25	2.00
Nowy Styl Deutschland GmbH	0.00	23.88	18.60	0.00	0.00	0.00
Sitag AG	0.00	21.72	16.35	0.00	23.65	17.66
Kusch+Co GmbH	13.38	22.49	20.20	29.00	20.67	22.85
Nowy Styl AVERAGE	3.97	18.83	15.23	7.61	11.64	10.63

For direct employees, it is calculated as the total number of accidents related to accidents resulting in loss of working time × 1 000 000 / total number of hours worked throughout the company.

Injury severity rate with respect to Lost Time Index (LTI)

	2022			2023		
	Women	Men	Total	Women	Men	Total
Nowy Styl sp. z o.o.	0.13	0.39	0.31	0.00	0.08	0.06
Nowy Styl Deutschland GmbH	0.00	0.24	0.19	0.00	0.00	0.00
Sitag AG	0.00	0.55	0.41	0.00	0.21	0.16
Kusch+Co GmbH	0.00	0.35	0.26	0.13	0.04	0.06
Nowy Styl AVERAGE	0.03	0.38	0.29	0.03	0.08	0.07

For direct employees, it is calculated as the number of days lost due to injuries × 1000 / total number of hours worked.

Average number of training hours per year per employee at Nowy Styl Sp. z o.o.

	2022	2023
Number of people working at Nowy Styl Sp. z o.o.	2 933	2 738
Number of people who have received career – or skill-related training	1 175	994
% of people who have received career – or skill-related training	40%	36%
Number of people who received anti-discrimination training	76	1858
% of people who received anti-discrimination training	2.59%	67.86%
Number of people who received ethics-related training	91	1899
% of people who received ethics-related training	3%	69%

Average number of training hours per year per employee by employment structure and gender

2022						
	Location name	Directors	Managers	Specialists	Indirect production workers	Direct production workers
Total number of employees by employment structure	Nowy Styl Sp. z o.o.	26	129	775	666	1 337
	Kusch+Co GmbH	1	4	101	32	69
	Nowy Styl Deutschland GmbH	9	8	19	30	45
	Sitag AG	2	6	12	50	40
	Nowy Styl TOTAL	38	147	907	778	1 491
Total number of training hours by employment structure	Nowy Styl Sp. z o.o.	295	3 159.3	6 967.5	9 516	14 620.5
	Kusch+Co GmbH	0	8	204	0	0
	Nowy Styl Deutschland GmbH	121.5	0	287	495.5	8.5
	Sitag AG	9	0	0	621	43
	Nowy Styl TOTAL	425.50	3 167.30	7 458.50	10 632.50	14 672
Average number of training hours by employment structure	Nowy Styl Sp. z o.o.	11.35	24.49	8.99	14.29	10.94
	Kusch+Co GmbH	0	2	2.02	0	0
	Nowy Styl Deutschland GmbH	13.50	0	15.11	16.52	0.19
	Sitag AG	4.50	0	0	12.42	1.08
	Nowy Styl TOTAL	7.92	12.25	4.50	13.35	6.01

2023						
	Location name	Directors	Managers	Specialists	Indirect production workers	Direct production workers
Total number of employees by employment structure	Nowy Styl Sp. z o.o.	25	124	760	653	1 176
	Kusch+Co GmbH	1	5	76	30	72
	Nowy Styl Deutschland GmbH	9	8	15	24	48
	Sitag AG	2	5	11	45	36
	Nowy Styl TOTAL	37	142	862	752	1 332
Total number of training hours by employment structure	Nowy Styl Sp. z o.o.	544.6	4 080.8	8 356.9	8 389	10 147.25
	Kusch+Co GmbH	0	16	133	0	64
	Nowy Styl Deutschland GmbH	56	32	150.75	256.25	162.75
	Sitag AG	13	0	45	285	69
	Nowy Styl TOTAL	613.60	4 128.80	8 685.65	8 930.25	10 443
Average number of training hours by employment structure	Nowy Styl Sp. z o.o.	21.78	32.91	11	12.85	8.63
	Kusch+Co GmbH	0.00	3.20	1.75	0	0.89
	Nowy Styl Deutschland GmbH	6.22	4	10.05	10.68	3.39
	Sitag AG	6.50	0	4.09	6.33	1.92
	Nowy Styl TOTAL	14.14	16.45	7.54	9.59	5.27

Number of employee training hours by gender

2022				
	Location name	Women	Men	Total
Total number of training hours by gender	Nowy Styl Sp. z o.o.	9 390.20	25 168.10	34 558.30
	Kusch+Co GmbH	84	128	212.00
	Nowy Styl Deutschland GmbH	422	490.50	912.50
	Sitag AG	456	217	673.00
	Nowy Styl TOTAL	10 352.20	26 003.60	36 355.80
Average number of training hours per employee by gender	Nowy Styl Sp. z o.o.	9.75	12.78	11.27
	Kusch+Co GmbH	1.42	0.86	1.14
	Nowy Styl Deutschland GmbH	14.55	5.84	10.20
	Sitag AG	16.29	2.65	9.47
	Nowy Styl TOTAL	10.50	5.53	8.02

2023				
	Location name	Women	Men	Total
Total number of training hours by gender	Nowy Styl Sp. z o.o.	9 879.50	21 639.05	31 518.55
	Kusch+Co GmbH	69	144	213.00
	Nowy Styl Deutschland GmbH	303.75	360.50	664.25
	Sitag AG	257	155	412.00
	Nowy Styl TOTAL	10 509.25	22 298.55	32 807.80
Average number of training hours per employee by gender	Nowy Styl Sp. z o.o.	10.92	11.81	11.37
	Kusch+Co GmbH	1.28	1.11	1.20
	Nowy Styl Deutschland GmbH	13.21	4.34	8.78
	Sitag AG	10.28	2.09	6.19
	Nowy Styl TOTAL	8.92	4.84	6.88

Workforce by employee category - gender and age

2022	By gender				By age							
	Men		Women		Age <18		Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	1970	67%	963	33%	0	0%	385	13%	1964	67%	584	20%
Kusch+Co GmbH	148	71%	59	29%	0	0%	27	13%	60	29%	120	58%
Nowy Styl Deutschland GmbH	105	76%	34	24%	1	1%	24	17%	47	34%	67	48%
Sitag AG	82	75%	28	25%	0	0%	7	6%	46	42%	57	52%
Nowy Styl TOTAL	2 305	68%	1 084	32%	1	0.03%	443	13.07%	2117	62.47%	828	24.43%

2023	By gender				By age							
	Men		Women		Age <18		Age 18-29		Age 30-50		Age >50	
Nowy Styl sp. z o.o.	1833	67%	905	33%	0	0%	320	12%	1781	65%	637	23%
Kusch+Co GmbH	130	71%	54	29%	1	1%	23	12%	48	26%	112	61%
Nowy Styl Deutschland GmbH	94	75%	31	25%	0	0%	16	13%	50	40%	59	47%
Sitag AG	74	75%	25	25%	0	0%	9	9%	44	44%	46	47%
Nowy Styl TOTAL	2 131	68%	1 015	32%	1	0.02%	368	11.70%	1923	61.13%	854	27.15%

Management Board by age category and diversity

2022	Women	Men	Age <18	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	0	3	0	0	1	2
Kusch+Co GmbH	0	0	0	0	0	0
Nowy Styl Deutschland GmbH	0	2	0	0	1	1
Sitag AG	0	2	0	0	1	1
Nowy Styl TOTAL	0	7	0	0	3	4
Total breakdown %	0%	100%	0%	0%	43%	57%

2023	Women	Men	Age <18	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	1	3	0	0	2	2
Kusch+Co GmbH	0	0	0	0	0	0
Nowy Styl Deutschland GmbH	0	2	0	0	1	1
Sitag AG	0	2	0	0	1	1
Nowy Styl TOTAL	1	7	0	0	4	4
Total breakdown %	12.5%	87.5%	0%	0%	50%	50%

Top Management by age category and diversity

2022	Women	Men	Age <18	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	6	20	0	0	22	4
Kusch+Co GmbH	0	1	0	0	0	1
Nowy Styl Deutschland GmbH	2	10	0	0	6	6
Sitag AG	0	0	0	0	0	0
Nowy Styl TOTAL	8	31	0	0	28	11
Total breakdown %	21%	79%	0%	0%	72%	28%

2023	Women	Men	Age <18	Age 18-29	Age 30-50	Age >50
Nowy Styl sp. z o.o.	4	19	0	0	17	6
Kusch+Co GmbH	0	1	0	0	0	1
Nowy Styl Deutschland GmbH	1	8	0	0	4	5
Sitag AG	0	0	0	0	0	0
Nowy Styl TOTAL	5	28	0	0	21	12
Total breakdown %	15%	85%	0%	0%	64%	36%

Ratio of women's basic salary to men's basic salary by employment structure

2022	Direct production workers	Indirect production workers	Specialists	Managers	Directors
Nowy Styl sp. z o.o.	89.82 %	92.03 %	98.79 %	101.17 %	104.76 %
Kusch+Co GmbH	90.47 %	80.64 %	80.79 %	n/a*	n/a*
Nowy Styl Deutschland GmbH	94.63 %	116.03 %	115.66 %	n/a	76.55 %
Sitag AG	89.86 %	79.09 %	81.61 %	n/a	n/a

2023	Direct production workers	Indirect production workers	Specialists	Managers	Directors
Nowy Styl sp. z o.o.	90.96 %	93.01 %	98.04 %	104.49 %	117.10 %
Kusch+Co GmbH	91.11 %	81.60 %	79.64 %	111.41 %	n/a*
Nowy Styl Deutschland GmbH	91.59 %	112.97 %	109.92 %	n/a*	78.65 %
Sitag AG	90.69 %	85.00 %	84.96 %	n/a*	n/a*

* There are no women employed in the position of Manager/Director

New suppliers who have been assessed according to the social criteria

Numerical indicators for assessing the environmental impact in the supply chain	2022	2023
Total number of new suppliers that the organisation intended to or started doing business with	6	6
Number of new suppliers who have been verified according to social criteria	6	6



Indicator number	Indicator name	Pages
GRI 1: Foundation 2021		
Nowy Styl has reported in accordance with the GRI Standards for the period 1st of January 2022 to 31st of December 2023.		
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
GRI 2-1*	Organizational details	11; 12; 14; 153
GRI 2-2*	Entities included in the organization's sustainability reporting	14; 17; 153
GRI 2-3*	Reporting period, frequency and contact point	22; 153; 161
GRI 2-4*	Restatements of information	153
GRI 2-5*	External assurance	14; 153; 186
Activities and workers		
GRI 2-6*	Activities, value chain and other business relationships	8; 12; 14; 17; 36; 95; 153
GRI 2-7*	Employees	8; 58; 59; 164; 165
GRI 2-8*	Workers who are not employees	58
Governance		
GRI 2-9*	Governance structure and composition	16; 21
Strategy, policies and practices		
GRI 2-22*	Statement on sustainable development strategy	2; 21
GRI 2-23*	Policy commitments	5; 18; 25; 27; 28; 29; 30; 32; 125; 126
GRI 2-24	Embedding policy commitments	27; 28; 29; 30
GRI 2-25	Processes to remediate negative impacts	19; 22; 25; 78; 85; 125
GRI 2-26*	Mechanisms for seeking advice and raising concerns	27; 31
GRI 2-27	Compliance with laws and regulations	24; 29; 54
GRI 2-28	Membership associations	32
Stakeholder engagement		
GRI 2-29*	Approach to stakeholder engagement	19; 155; 158
GRI 2-30*	Collective bargaining agreements	80
GRI 3: Material Topics 2021		
GRI 3-1*	Process to determine material topics	153; ,
GRI 3-2*	List of material topics	153; 160
GRI 3-3*	Management of material topics	6; 19; 22; 25; 40; 78; 85; 95; 101; 102; 125; 130; 153
GRI 201: Economic Performance 2016		
GRI 201-1	Direct economic value generated and distributed	17

Indicator number	Indicator name	Pages
GRI 202: Market Presence 2016		
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	165
GRI 204: Procurement Practices 2016		
GRI 204-1*	Proportion of spending on local suppliers	166
GRI 205: Anti-corruption 2016		
GRI 205-3*	Confirmed incidents of corruption and actions taken	24; 29
GRI 206: Anti-competitive Behavior 2016		
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	24; 29
GRI 301: Materials 2016		
GRI 301-1*	Materials used by weight or volume	135; 166
GRI 302: Energy 2016		
GRI 302-1*	Energy consumption within the organization	130; 167
GRI 302-4	Reduction of energy consumption	130
GRI 303: Water and Effluents 2018		
GRI 303-3*	Water withdrawal	147; 168
GRI 303-4	Water discharge	147; 168
GRI 304: Biodiversity 2016		
GRI 304-2	Significant impacts of activities, products and services on biodiversity	136
GRI 305: Emissions 2016		
GRI 305-1*	Direct (Scope 1) GHG emissions	127; 169
GRI 305-3	Other indirect (Scope 3) GHG emissions	108; 110; 127; 129
GRI 305-7*	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	133; 169
GRI 306: Waste 2020		
GRI 306-3*	Waste generated	150; 169
GRI 306-4*	Waste diverted from disposal	150; 169
GRI 306-5*	Waste directed to disposal	150; 169
GRI 308: Supplier Environmental Assessment 2016		
GRI 308-1*	New suppliers that were screened using environmental criteria	107; 170
GRI 401: Employment 2016		
GRI 401-1*	New employee hires and employee turnover	72; 170; 171
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	66; 67

Indicator number	Indicator name	Pages
GRI 403: Occupational Health and Safety 2018		
GRI 403-1*	Occupational health and safety management system	78; 79
GRI 403-2*	Hazard identification, risk assessment, and incident investigation	79
GRI 403-3*	Occupational health services	79; 82
GRI 403-4*	Worker participation, consultation, and communication on occupational health and safety	79; 83
GRI 403-5	Worker training on occupational health and safety	78
GRI 403-6	Promotion of worker health	83
GRI 403-9	Work-related injuries	81; 174
Custom indicator	Accident frequency rate with respect to Lost Time Index (LTI)	174
Custom indicator	Injury severity rate with respect to Lost Time Index (LTI)	174
GRI 404: Training and Education 2016		
GRI 404-1	Average hours of training per year per employee	174; 175; 176
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	73; 75
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	71
GRI 405: Diversity and Equal Opportunity 2016		
GRI 405-1	Diversity of governance bodies and employees	61; 62; 76; 176; 177
GRI 405-2	Ratio of basic salary and remuneration of women to men	178
GRI 406: Non-discrimination		
GRI 406-1*	Incidents of discrimination and corrective actions taken	24; 27; 29
GRI 413: Local Communities 2016		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	86
GRI 414: Supplier Social Assessment 2016		
GRI 414-1*	New suppliers that were screened using social criteria	107; 178
GRI 416: Customer Health and Safety 2016		
GRI 416-1*	Assessment of the health and safety impacts of product and service categories	49
GRI 416-2*	Incidents of non-compliance concerning the health and safety impacts of products and services	29; 54
GRI 417: Marketing and Labeling 2016		
GRI 417-2*	Incidents of non-compliance concerning product and service information and labeling	29; 54
GRI 417-3*	Incidents of non-compliance concerning marketing communications	29; 54
GRI 418: Customer Privacy 2016		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	29

* The indicators are subject to independent external verification by KPMG Advisory Spółka z ograniczoną odpowiedzialnością sp.k.



GRI
2-1

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Independent Limited Assurance Report on Selected Sustainability Parameters

To the Management Board of Nowy Styl Sp. z o.o.

Scope of the Service

We were engaged by the Management Board of Nowy Styl Sp. z o.o. with its registered office in Krosno, Pużaka 49 Street (the "Company"), to report on selected sustainability parameters (disclosures) presented in Sustainability Report 2022 – 2023 (the "Report"). We were engaged to report in the form of an independent limited assurance conclusion that based on our work performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability parameters included in the Report are not calculated and presented, in all material respects, in accordance with the criteria contained in the GRI Standards issued by Global Reporting Initiative (the "GRI Standards").

Included in the scope of our assessment were the following parameters: for Nowy Styl Sp. z o.o. and the Nowy Styl Group:

- General disclosures: 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-8, 2-9, 2-22, 2-23, 2-26, 2-29, 2-30, 3-1, 3-2, 3-3;
- Topic specific disclosures 204-1, 205-3, 301-1, 302-1, 303-3, 305-1, 305-7, 306-3, 306-4, 306-5, 308-1, 401-1, 403-1, 403-2, 403-3, 403-4, 406-1, 414-1, 416-1, 416-2, 417-2, 417-3;

(hereinafter, „Parameters”)

The scope of our service excluded other parameters and other information contained in the Report.

Management Board's Responsibilities

The Company's Management Board is responsible for the preparation of the Report, including the calculation and presentation of the Parameters therein, in all material respects, in accordance with the criteria contained in the GRI Standards.

This responsibility includes designing, implementing and maintaining such internal controls as management determines are necessary to enable the preparation of the Report in accordance with the criteria contained in the GRI Standards and the calculation and presentation of the Parameters that are free from material misstatement whether due to fraud or error.

The Company's Management Board is also responsible for ensuring that staff involved with the preparation of the Report and calculation and presentation of the Parameters are properly trained and that appropriate information systems are applied that are properly updated.

KPMG Advisory Spółka z ograniczoną odpowiedzialnością sp.k.

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Responsibilities of the Practitioner

Our responsibility is to examine the Parameters calculated and presented by the Company and to report thereon in the form of an independent limited assurance conclusion based on the evidence obtained. We conducted our engagement in accordance with International Standard on Assurance Engagements ISAE 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board ("IAASB"). That standard requires that we plan and perform our procedures to obtain a meaningful level of assurance about whether the Parameters are calculated and presented in accordance with the criteria contained in the GRI Standards, in all material respects, as the basis for our limited assurance conclusion.

This firm applies International Standard on Quality Management 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagement", developed by IAASB, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Procedures Performed

The procedures selected depend on our judgment and understanding of the underlying subject matter and other engagement circumstances, and our assessment of the risk of a material misstatement of the Parameters. In obtaining an understanding of the Report and the Parameters therein, and other engagement circumstances, we have considered the process used to prepare the Report and to calculate and present the Parameters in order to design assurance procedures that are appropriate in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the Company's process of internal control over the preparation of the Report and calculation and presentation of the Parameters.

Our engagement also included assessing the appropriateness of the subject matter and the suitability of the criteria used by the Company.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



Our procedures included in particular:

- Based on interviews with selected members of the Company's management responsible for the design, implementation and maintenance of its system of internal control and for the preparation of the Report, obtaining an understanding of the system of internal control enabling the preparation of the Report and the calculation and presentation of the Parameters;
- Based on interviews with individuals responsible for the calculation and presentation of the Parameters, obtaining an understanding of the methods of collecting source data and of the assumptions used in calculating the Parameters;
- Comparing the data and information used in the calculation and presentation of the Parameters to relevant underlying documents, reports or other sources of information provided by the Company;
- Checking the correctness of the calculation of the Parameters to the criteria contained in the GRI Standards, and also checking the mathematical correctness of the calculation of the Parameters of a numerical (quantitative) nature.

Criteria

The applicable criteria against which the Parameters were evaluated are included in the GRI Standards.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Parameters included in the Report, are not calculated and presented, in all material respects, in accordance with the criteria contained in the GRI Standards.

KPMG Advisory Spółka z ograniczoną odpowiedzialnością s.k.

Warszawa, 20 December 2024

