

# ESG POLICY

Environmental awareness, social responsibility and good governance.

# Responsible by design

At Bodahl Møbler, we combine aesthetic design and superior quality with an ongoing focus on global resources and societal well-being. Our business philosophy is rooted in delivering high-quality products while supporting environmental awareness, social responsibility and ethical business behaviour.

This policy sets out Bodahl Møbler's commitment to environmental, social and governance principles and serves as a cornerstone of the way we conduct business.

## PREMISE OF THE ESG POLICY

Compliance with all relevant legislation across our areas of operation is the foundation of this policy.

Every employee is expected to contribute to sustainability initiatives and uphold our ethical standards so that we achieve our ESG goals together.

### **E** Environment

Our impact and use of resources

### **S** Social

People, rights and working conditions

### **G** Governance

Integrity, compliance and oversight

# Employees and working conditions

We prioritise good employment conditions and a diverse workplace. We actively work to improve gender representation in management roles and safeguard employees' rights to freedom of association and collective bargaining.

We are committed to cultivating a positive working environment based on mutual respect and to preventing bullying and other unacceptable conduct.

## People

Good working conditions are built through respect, dialogue and equal opportunity.

01

Good employment conditions

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02

Workplace diversity

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03

Freedom of association

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Collective bargaining

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Mutual respect

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06

No bullying

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# Equal opportunity. No exploitation.

Bodahl Møbler opposes all forms of unequal treatment and discrimination and is committed to equal opportunities for every employee. Discrimination based on gender, ethnicity, religion, political opinion, age, disability or sexual orientation will not be tolerated.

Any form of pressure, harassment or exploitation within Bodahl Møbler is prohibited, including forced labour and child labour. The minimum employment age must not be below 15 years. Young workers under the age of 18 may not perform night work or hazardous work.

## NO DISCRIMINATION

Equal opportunity is a fundamental principle.

## NO FORCED LABOUR

Employment must always be freely chosen.

## NO CHILD LABOUR

Minimum age: 15 years, subject to stricter local law.

## PROTECTION OF YOUNG WORKERS

No night work or hazardous tasks for employees under 18.

# Reducing our impact

Through continuous focus and practical initiatives, we strive to minimise our environmental impact. Our commitment to increasing reuse and recycling and reducing waste extends across our processes and products.

We encourage defective products to be repurposed for charitable purposes where appropriate, and we work to minimise packaging waste.

## REUSE

Keep products and materials in use for longer.

## RECYCLING

Support recovery of materials wherever possible.

## WASTE REDUCTION

Reduce avoidable waste across processes and products.

## PACKAGING

Minimise packaging waste and improve efficiency.

## Our environmental work is ongoing.

The policy provides a common direction; daily decisions turn that direction into measurable progress.

# Ethical business and oversight

## ANTI-CORRUPTION

### Zero tolerance

We conduct every aspect of our business honestly and ethically. We maintain a zero-tolerance approach to corruption and bribery and are committed to preventing illegal conduct and irregularities within our organisation, including non-compliance with this ESG policy.

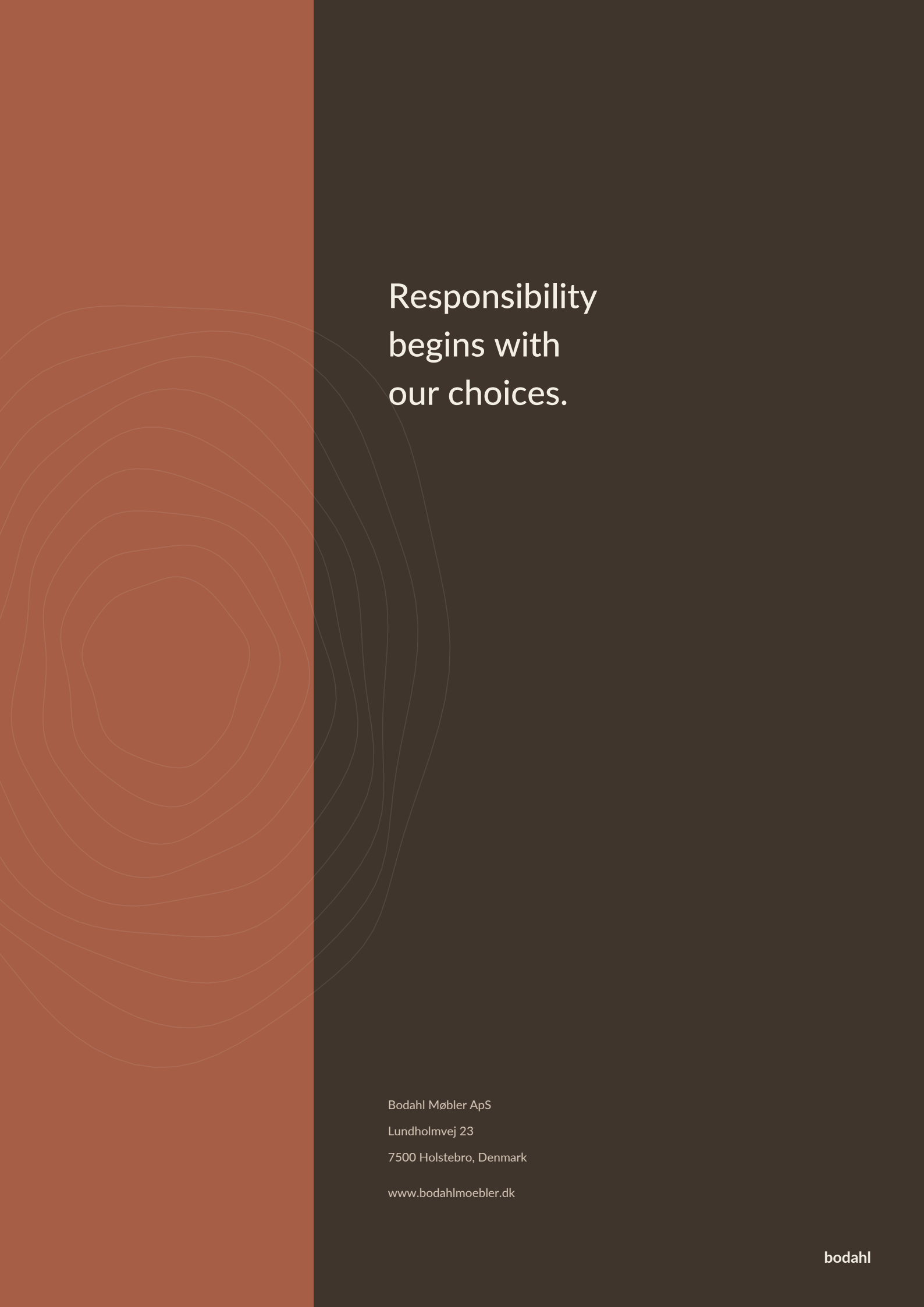
## REVIEW OF POLICY

### Reviewed annually

The ESG policy is reviewed annually to ensure that it remains aligned with changing circumstances and future priorities. The CEO of Bodahl Møbler approves the revised policy, reflecting our continued commitment to responsible business behaviour.

### A common framework for responsible decisions

This policy supports employees and management in turning Bodahl Møbler's values into consistent action.



Responsibility  
begins with  
our choices.

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