



SUSTAINABILITY POLICY

The objective of Dams Furniture is to conscientiously manufacture office-based furniture while delivering sustainable practices. Dams will achieve this by implementing and reaching sustainability-focused targets which comply with ISO 14001:2015 and industry standard sustainability considerations.

Dams Furniture recognises that its order of business influences, and is equally influenced by, practicing sustainability. Business practices can impact multiple key sustainability areas:

- Use of natural resources
- Waste production and disposal
- Energy use
- Environmental services and advocacy
- Greenhouse gas/carbon emissions

Dams recognises that it has a responsibility to implement sustainable practices wherever it has an opportunity and to help lead the progressive change towards sustainability within the manufacturing and furniture industries. As such, the organisation is committed to the continual development of the following sustainable practices:

- Implementing sustainable procurement and design of our products;
- Improve the conscientiousness of sustainable sourcing and purchasing within our procurement team through professional training;
- Improve the understanding of sustainable business practices within our workforce through Toolbox Talk training;
- Offering our customers the choice of preventing discarded furniture from going to landfill through our office furniture recycling program, re.think;
- Switching to reusable packaging where reasonably practicable;
- Employing waste hierarchy principles wherever possible (Prevention, Re-use, Recycling, Recovery, Disposal) and improve utilisation of materials in both the manufacturing and lifecycle of our products;
- Continue to further segregate waste into refined waste streams;
- Continue to ensure that no waste goes to landfill;
- Implementing renewable energy where possible.
- Continuously gather, analyse and report environmental and sustainability focused data, increasing its resolution where possible.

To ensure we are successful in our goal to maintain and fulfill further sustainable practices within Dams, the following targets have been set for 2026:

- Maintain FSC certification following our 2026 audit;
- Maintain FISP certification following our 2026 audit;
- Prepare to enrol in the SBTi scheme with particular focus on Scope 3 emissions;
- Focus on reducing Scope 3 emissions from 'Purchased Goods and Services' and 'Transportation and Distribution' categories;
- Create Environmental Data Sheets for all Social Spaces furniture.

It is fundamental that our business approach is conducted with a sustainability-centred mindset, as it now stands as a requisite to capture the interest of the current market.

We ensure that all efforts are made to uphold our sustainability targets and make sure that contributing towards them is achievable for all staff within their daily work. Next review due January 2027.

Signed on behalf of Dams Furniture Ltd.

A handwritten signature in black ink, appearing to read "Chris Scott".

Chris Scott
Position: Managing Director

Date reviewed: 31/03/2026