



We create better homes

SUSTAINABLE DEVELOPMENT STRATEGY

THE CAPITAL GROUP OF FABRYKI MEBLI "FORTE" S.A.

Annex to Resolution No. 17/2022 of the Management Board of FABRYKI MEBLI "FORTE" S.A. of 27 July 2022.

27 July 2022.

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At FORTE, we believe that every home deserves beauty, safety and comfort. Our mission is to create better homes.

Staying true to our mission is an ongoing journey. As we follow it, we are constantly looking for new ways to better care for people and the planet, and, of course, make a profit at the same time. As a company with family roots, we have never thought about doing business only in terms of quarterly results. It was important to us to create value in the long term and to see it not only in financial, but also in environmental and social terms.

This way of thinking has been with us for many years. Being one of the largest employers in the region and an important participant in society, we realise that we have a responsibility beyond business. The safety of employees, neighbours, business partners, ecology and care for the planet, as well as education, health and culture are important areas of our business to which we devote a great deal of attention alongside furniture production. However, we realise that this is still not enough and that our ambitions must be greater.




We spent last year coordinating our efforts and clarifying our commitments. We were guided by the UN Sustainable Development Goals - we joined the global mobilisation. We chose the six goals that we could most fully support. We started from the premise that, in this case, less is more: focusing action on the areas where we have the biggest impact will yield the best and most sustainable results.

While working on the strategy, we created a central map of ESG priorities, followed by a stakeholder map and materiality matrix. As a result, we identified long-term goals in three areas: environmental, social and corporate governance. We have enshrined them in the Strategy as our commitments for the coming years, and we will report on our progress in implementing them in our non-financial reports.

The challenges of today's world, climate change, social, economic problems further convince us that the path of sustainable development - with ambitious goals and the creation of partnerships to strengthen sustainability more broadly - is the only right one. I believe that business today has a choice: to be part of the problem or part of the solution. For us, the choice is clear. Sustainable development is development that meets the needs of today's generation without jeopardising the opportunities of future generations.

At FORTE, we create value for generations.

 **Maria Florczuk**
Member of the Management Board
FABRYKI MEBLI "FORTE" S.A.



2

How did we build the Sustainable Development Strategy?





2

How we built the Sustainable Development Strategy?

Sustainable development is an integral part of the business strategy of the Capital Group of FABRYKI MEBLI "FORTE" S.A. and we are deeply convinced that in order to continue to grow and become a better company, we still have to do it in a sustainable way.

The developed Strategy defines the goals and directions of FORTE Group activities in three areas:



Environment



Social responsibility



Governance

The Strategy identifies short-term goals for the period 2022-2030, and for some areas also long-term goals, with a view to 2050. Planned actions and progress towards their implementation, defined by financial metrics and non-financial, we will systematically evaluate and report.



Step 1 - UN goals

In preparing the Sustainable Development Strategy, we recognised that we wanted to support the implementation of the Global 17 Sustainable Development Goals 2030 set by the United Nations and adopted by all 193 UN member states, including Poland. **We have chosen 6 Goals that we have the most influence on and will focus on achieving.**

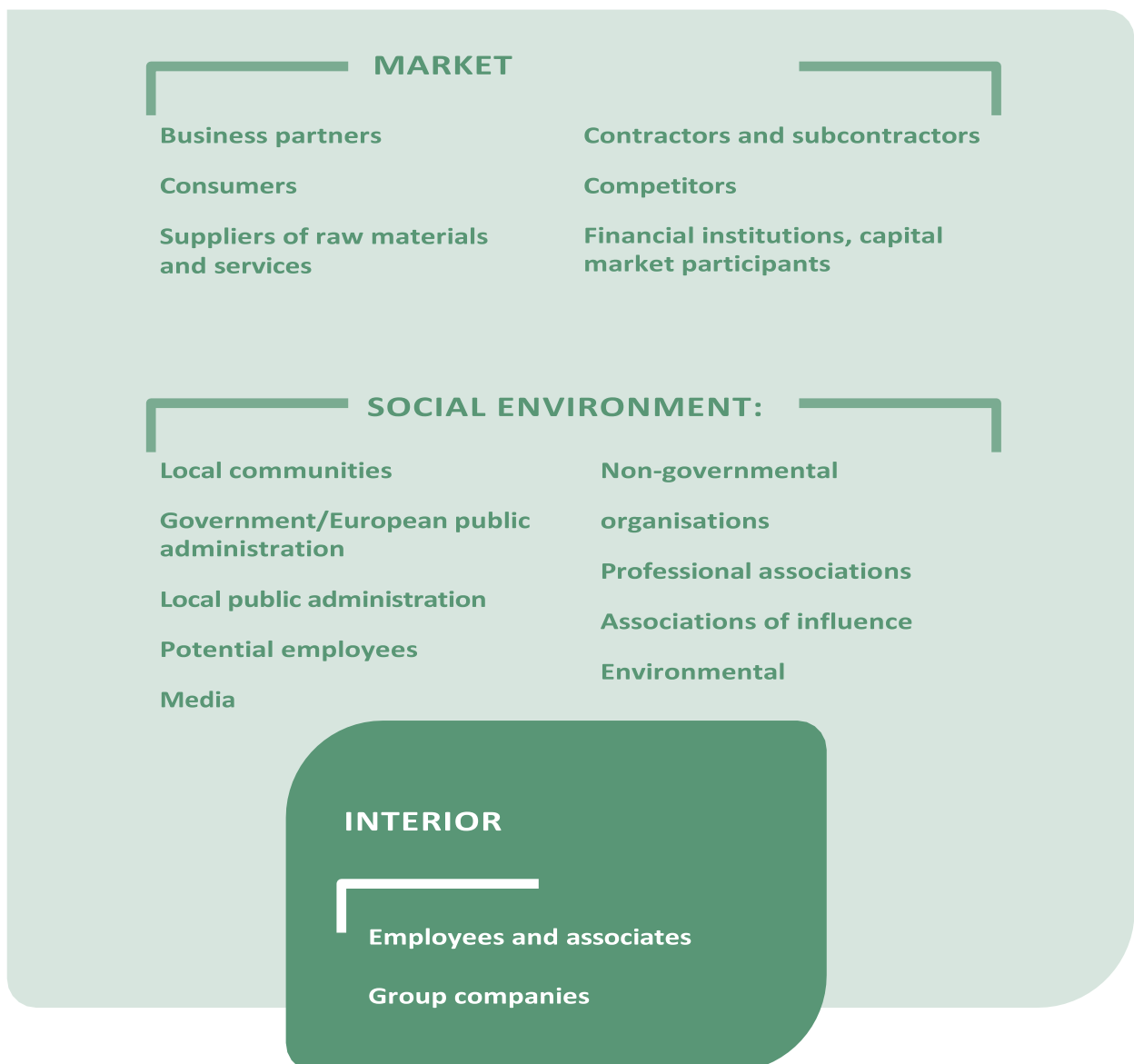


Step 2 - Stakeholder groups

The dynamic growth of our company would not have been possible without the cooperation with various stakeholder groups. When creating the Strategy, we started by identifying the key stakeholders that have an impact on FORTE Group's activities and which the FORTE Group influences through its decisions, actions and their effects.

We study the needs of stakeholders, create relationships, respond to all the most relevant issues they signal and, above all, we are in constant dialogue with them.

STAKEHOLDER GROUPS



WAYS OF COMMUNICATING WITH STAKEHOLDERS

Market environment

We appreciate our business partners who provide us with a distribution network throughout Europe. An important group of stakeholders for us are also **the millions of customers** who have chosen FORTE furniture.

An opportunity for dialogue **with customers, suppliers and business partners** include face-to-face meetings at trade fairs in our exhibition centre in Germany, as well as in Europe and around the world. We talk, we consult, we ask and this enables us to offer furniture tailored to each market.

Capital market participants, investors, banks communicate with us at face-to-face meetings and investor conferences, which we organise several times a year. Equal access to information is ensured through the publication of periodic reports on our website and current and presentation of results.

Internal environment

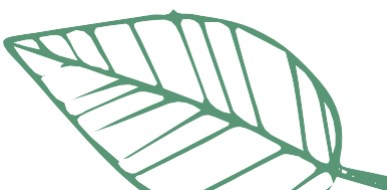
FORTE Group employees have equal access to information through: internal newsletters, information brochures, guides, the intranet, a closed Facebook group and cascade meetings with superiors. We post important news and production department results on notice boards.

Our employees have the opportunity to express their opinions in satisfaction surveys and employee questionnaires. They also have the opportunity for face-to-face meetings at company events or specially organised meetings between the Management Board and employee representatives.

Social environment

We meet with **representatives of local communities**. We engage in dialogue to tailor our initiatives to the needs of the environment. We ask and we listen. But we also communicate our values, educate about ecology, we help development.

Potential employees, today's **students and pupils**, is a special community for us, to which we devote a lot of care. We reach out to them through partnerships with universities and secondary schools. We organise career days for students and graduates, we open our factories and invite young people to see how FORTE works "from the inside".

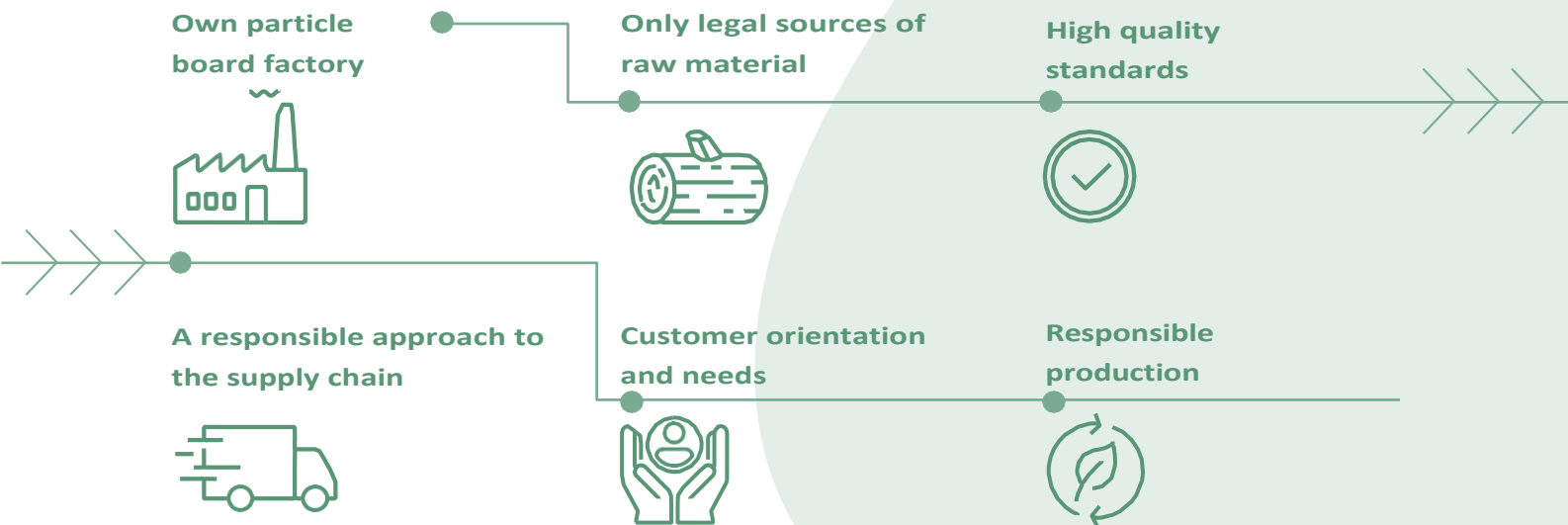




Step 3 - The FORTE Group Value Chain

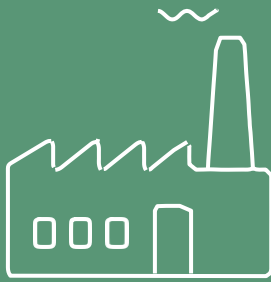
Our focus is on **producing high-quality furniture** that is safe for both users and the planet.

We take care of the product at every stage of its development, from the selection of raw materials and components, control of materials, through design and production in accordance with the requirements of European safety standards, daily quality monitoring, to delivery to the customer.



FORTE GROUP'S VALUE CHAIN

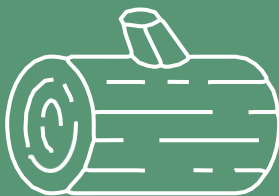
Own particle board factory



One factor that enhances the ability to control production processes, and thus their impact on the environment, is vertical integration.

With this in mind, in 2018 we launched our own particleboard factory (TANNE), which fully covers our demand for this basic raw material for furniture production. The boards produced at the factory are characterised by low formaldehyde emissions, meeting the requirements of the European and US markets. Since 2018, we have been CARB II certified for manufactured wood products, which certifies compliance of formaldehyde emissions with the stringent California Air Resources Board (CARB II) standards.

Only legal sources of raw material



We control the legality of wood and wood products, and we only use raw materials from sustainably managed forests that protect biodiversity. We ensure that the raw materials we use are certified, attesting to the highest quality and ethical sourcing.

Since 2013, we have been certified under the FSC® Chain of Custody for furniture production, which we extended in 2018 to include particleboard production in TANNE.

FORTE licence number FSC-C118178.



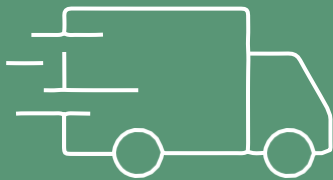
High quality standards

We select components with the utmost care. We minimise the use of plastic and polystyrene, we are constantly working to optimise our packaging in terms of environmental impact. We also continually strive to make our packaging environmentally friendly.

At the TANNE factory, we have our own accredited laboratory where we carry out tests and chipboard testing to ensure that FORTE furniture meets the highest quality standards.

We are the first company in Poland in the wood-based products industry to receive such accreditation.

A responsible approach to the supply chain, including for the purchase and transport of raw materials and the transport of products



FORTE's purchasing policy guarantees the highest quality of sourced materials, goods and services, while ensuring high ethical, social and environmental standards. We expect the actions of our suppliers to be in line with our values.

Customer orientation and needs



Our team of designers and product development experts are constantly researching changing consumer needs, looking for new solutions, unusual decors and functionality - always with care and respect for the environment, with the highest quality and ethical standards.

Responsible production

In addition to attractive design and functionality, we want to offer reliable quality and favourable prices. This approach requires us to improve the best possible organisation of our production, warehouse and supply chain processes. We therefore focus on their continuous improvement, including by implementing proven Lean Management tools, avoiding waste and optimising costs.

✓ We pay a great deal of attention to reducing electricity consumption as much as possible during furniture manufacturing. To this end, we develop energy-saving technologies and invest in machines and equipment with low energy consumption and a long service life.

✓ We know how valuable natural resources are and how important it is to use them appropriately. This is why we implement solutions in our factories that are in line with the concept of a closed-loop economy. At present, we mainly focus on closed-loop processes for wood waste, where the resulting waste is treated as raw material in subsequent production stages.

✓ We are constantly improving our production processes to minimise the use of raw materials, particularly those related to the origin of the wood material. We reuse process rejects, such as board and cardboard, to reduce the amount of waste generated.

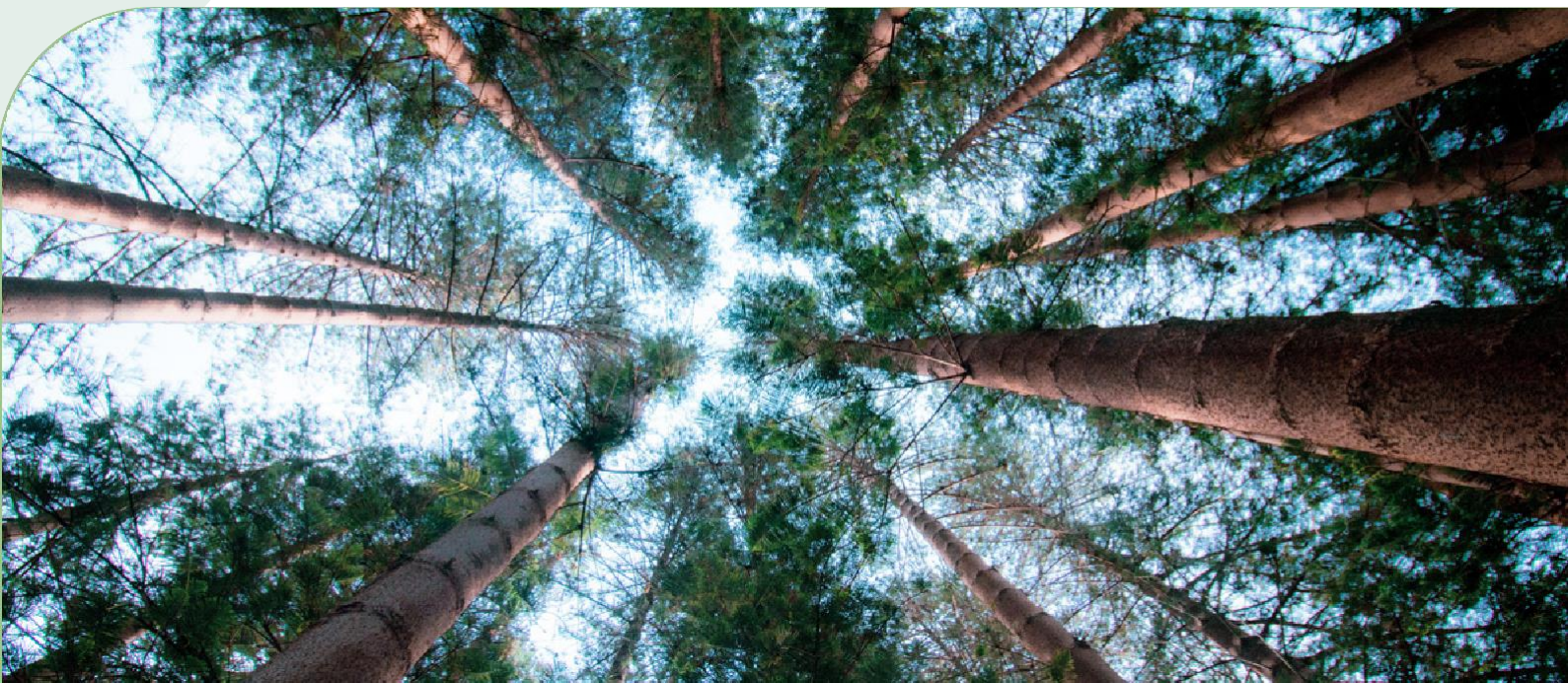
Since 2020, we have been using recycled raw materials, such as wood waste from furniture production processes or damaged pallets, as well as leftover from sawmills. This approach minimises the use of natural resources and allows a second life to be given to waste and unnecessary items.

Step 4 - Materiality matrix

For each link in the FORTE Group's value chain, we have identified issues relevant to the areas of: Environment, Social Responsibility and Governance (ESG). **A long list of issues emerged from which we selected the 16 most important ones.** We superimposed them on a materiality matrix with their position in relation to the degree of stakeholder interest and potential impact on the company's operations. **As a result of this work, we have set Sustainable Development Goals** on which we will focus in the coming years.

The issues selected are highly interlinked and can often influence each other, so we are not looking at them individually, leaning more and more towards an integrated one, a holistic approach to sustainability management.

When defining objectives, we also anticipated ESG risks, knowing that they are an integral part of the company's development and part of the concept of sustainable development. Risk management in the FORTE Group is a continuous, iterative process involving the identification, analysis and assess the risks and take remedial action to prevent the possibility of adverse effects.



● Environment ● Social responsibility ● Corporate governance

Materiality matrix

RELEVANCE TO STAKEHOLDERS



RELEVANCE TO FORTE



3

Our Sustainability Goals






3.1.


Environment and climate

Policies defining our approach in the environmental field


As part of our operations, we want to make efficient use of natural resources while maintaining economic and climate sustainability. We have set out principles in this regard in:



Environmental Policy - established to limit the negative impact of FORTE Group on the environment and to protect the environment, including pollution prevention. The policy includes a declaration of fulfilment of compliance obligations in relation to the environment, as well as to continuous improvement; it provides a framework for setting environmental objectives.



Climate policy - established to limit the negative impact of our company on the climate, including the prevention of climate change. The policy defines FORTE Group's activities that support keeping the temperature increase below 2° C compared to pre-industrial levels and adapting to the impacts brought about by climate change.

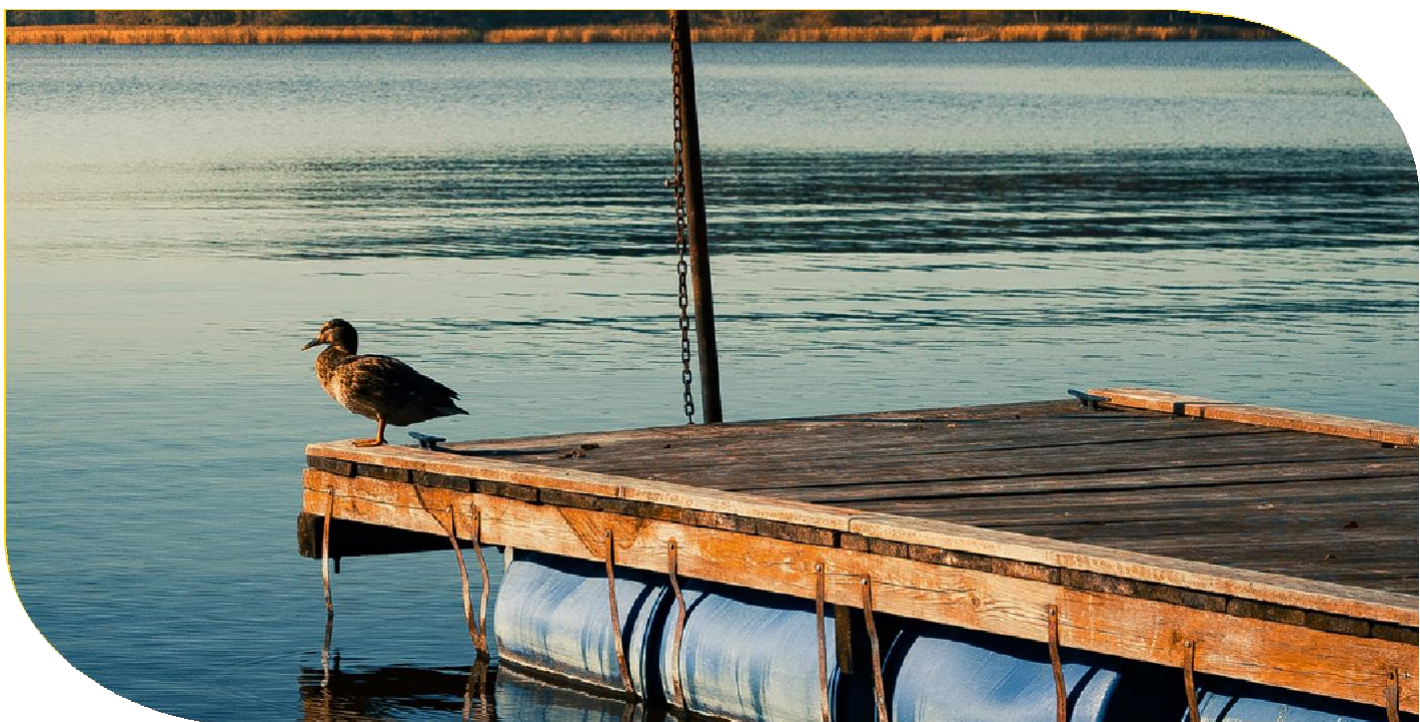


FSC Policy® - established to provide stakeholders with the company's support for the FSC values® identified in document FSC-POL-01-004.

Areas of significant environmental impact

Environmental management is based on environmental aspects indicating those elements of an organisation's activities, products or services that affect or may affect the environment. At FORTE Group, **we have identified these aspects in accordance with the ISO 14001:2015 standard** and on the basis of the **carbon footprint study** carried out. They are updated every time there is a change in a process or product that may have a specific impact on the environment.

We have identified aspects in relation to the life cycle of products and services provided by FORTE Group and all processes covered by the environmental management system, such as purchasing of components, raw materials and services, production processes (including storage and storage of raw materials, semi-finished products, finished products, waste), supporting processes (production and purchase of process utilities, periodic condition checks, overhaul of equipment and installations environmental protection), improvement processes and the supply chain.



The significant environmental aspects established in the FORTE Group are:



production and consumption of raw materials and components, i.e: wood materials, resins, hardeners, chipboard, finish foils, packaging materials - cardboard, foils, polystyrene



hazardous waste management



transportation of products to customers



energy efficiency



waste from unpacking the products at consumers



emissions - carbon footprint

Wood is a key raw material for us, and its extraction for production is FORTE's most significant area of environmental impact. **We cannot allow the devastating exploitation of forests**, which stabilise the climate of our planet by absorbing greenhouse gases.

This is why our efforts are focused on **building a closed-loop economy for wood materials and controlling the supply chain** to ensure that wood is only harvested from sustainably managed areas.

Our commitments in the environmental area



Circulation management Closed

- **100% closed-loop wood waste in the FORTE Group by 2025**
- **Extended Producer Responsibility - specific objective under development.**



Reduction of material consumption from non-renewable raw materials

- **Eliminate polystyrene in packaging by 2030.**
 - 20% less polystyrene in packages by the end of 2025*
 - 10% more optimal filling of packages by 2025
 - 10% more alternative materials used in packaging by 2025*.
 - Implementation of alternative materials and/or packaging methods
- **Reduction in the consumption of other materials from non-renewable raw materials - specific objective in tact of definition.**

*For December 2021.



Climate neutrality - minimising carbon footprint

- **Reducing the carbon footprint - achieving carbon neutrality by 2050.**



Rational waste management

- 100% cardboard waste recycled
- 100% of plastics waste returned for recycling by 2030 30%*
- reduction in unsorted waste
- a 20%* reduction in the generation of hazardous waste by 2030 - e.g. through the use of non-hazardous substitutes
- Elimination of generated waste storage

*for December 2021.



Designing with the planet in mind

- Reduce the proportion of packaging materials by an average of 10% per pack across all products
- Use of environmentally friendly components, materials and solutions
- Creating 100% recyclable packaging
- Development of structured guidelines for designers, product development, technology, production - how to design, prepare a product, always bearing in mind the environment

In order to create an environmentally friendly product, it is necessary to design it in such a way that the design solutions adopted and the materials to be used do not contradict the principles of sustainability and the finished product does not leave a negative footprint on the environment.



The packaging of the POLYPODY collection is 100% recyclable, and we have completely dispensed with fillings made made of polystyrene.



Raising environmental awareness

Environmental awareness is the first step to making things happen in the spirit of sustainability. It is essential at every stage of the product life cycle, from suppliers, service providers, employees and colleagues, right through to customers and ultimate consumers.

We want to reach out to everyone who can make the smallest contribution to protecting the planet. We are starting to educate our suppliers in order to jointly implement measures that can reduce greenhouse gas emissions in the manufacturing processes of the products/raw materials that are then used to make our furniture.

In the Supplier Code, we commit our suppliers to environmental care and active climate action.

Equally important is the education of our customers and consumers, i.e. the users of FORTE furniture. It is up to them whether the packaging material or the worn-out product gets a second life and returns to circulation as a substitute for natural resources, or whether it ends up in the environment as waste.





3.2.

Social responsibility

Policies that define our approach in the employee and social area

It is the employees who drive the sustainability of the company and the environment, this is why FORTE has social objectives alongside its economic objectives.



Direction for managers and employees, incorporating sustainability into all personnel management processes - from employment planning, recruitment and selection, development and motivation, to the shaping of working conditions - is determined by **the FORTE Group's HR Policy**.

The policy supports the company in achieving its objectives and shapes the development of the organisational culture by setting the principles and standards used in relations with employees.



An important element of social responsibility and sustainable development in the FORTE Group is diversity management.

The principles concerning the management of diversity at work are regulated by **the FORTE Group's Diversity Policy**. The objective indicated in the Diversity Policy is to create workplaces in which everyone - regardless of the based on their age, gender, race, nationality, ethnic origin, political beliefs, state of health, disability, family status, religion, lifestyle, sexual orientation or any other criterion - they will feel valued, appreciated and will be able to develop to their full potential with job satisfaction and contentment.

We are building an organisational culture of a company that is open to diversity, which contributes to the success of the organisation, leads to increased work efficiency, counteracts discrimination and mobbing and improves the performance of FORTE Group.

At FORTE we are constantly looking at sustainability in the workplace



A company is people, a kind of community with its own traditions, values and attitudes and structured relationships



We consistently develop and strengthen our organisational culture that builds employee engagement.



The main principles in the cooperation are transparency and ethics.



Collaboration and teamwork accompany us in our day-to-day tasks and projects, which is why we nurture the individuality of teams to strengthen identification with the group and the active pursuit of goals.



We invest in employee development. We have created the FORTE Academy including our internal programmes training and development, and specialisation of staff, providing the opportunity to best match skills with company needs and employees.



The key to the development of the company and employees is the competence of our managers, which is why we take care to develop their ability to manage the team, motivate and build commitment in line with the principles of FORTE Group HR Policy. A high level of business awareness among managers is a priority for effective team and company performance management, which is why we foster attitudes of taking responsibility for the tasks performed and focusing on the results of their work. Strengthening the decision-making power of employees, also strengthens the company and gives them a sense of influence on the goals achieved.



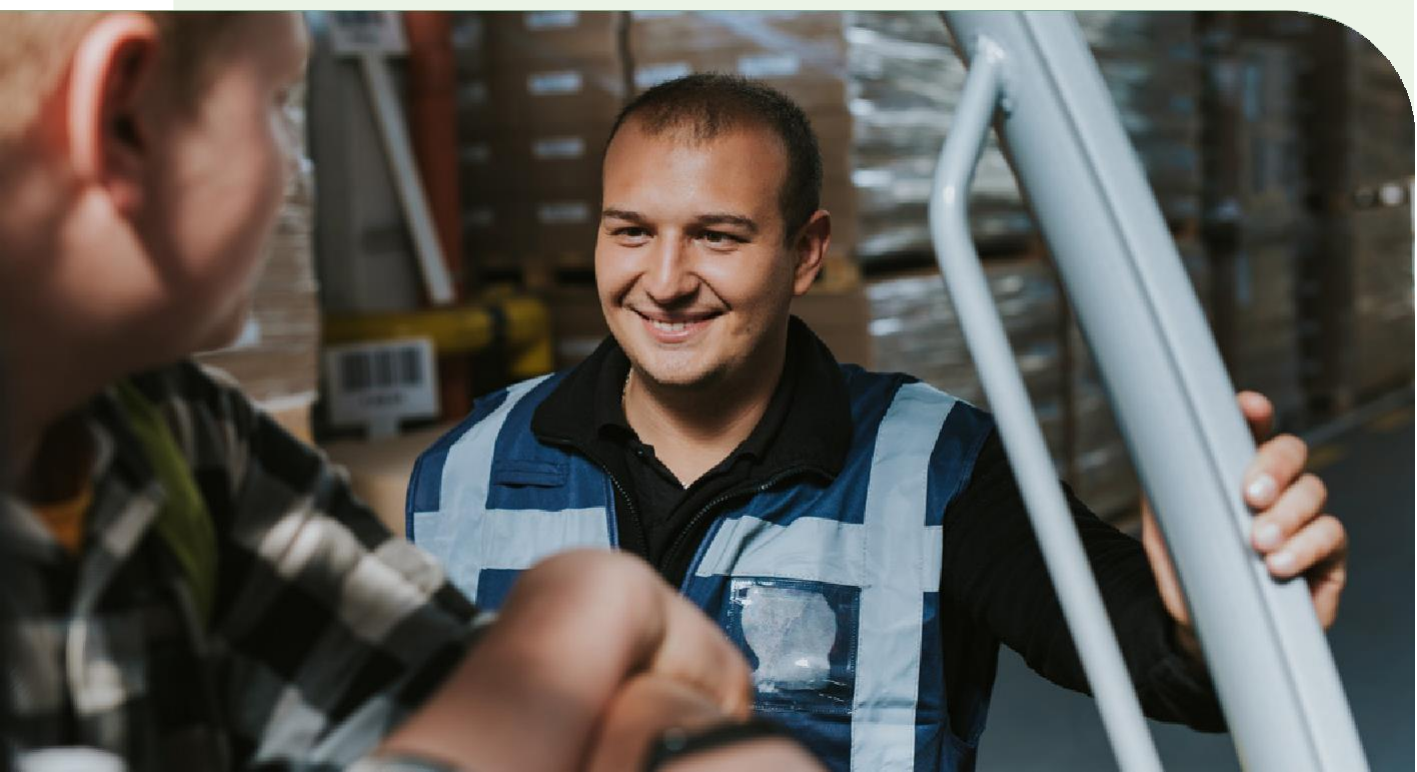
We reinforce a culture of continuous communication with employees, providing ongoing and systematic feedback on tasks and behaviours. We recognise employees' achievements with a fair remuneration system that supports their development and commitment and the achievement of company goals.



The strength of teams is their diversity. We want each and every person employed to feel respected and appreciated so that they can use their full potential and contribute to the achievement of FORTE Group goals.



Ensuring a safe and healthy working environment is our common goal. In addition to regulatory measures, we introduce a number of policies and initiatives that reinforce an internal culture of safety and comfort at work.



Commitments in the social and personnel area



Balanced performance

We are a manufacturing industry requiring a physical commitment to work, which entails increased employee turnover. **Managing turnover is a factor that guarantees the right conditions for the implementation of the company's strategy** and economic objectives, and makes it possible to build a stable and motivated team.

OBJECTIVE


Balanced performance

INDICATORS

Maintain the combined turnover rate (voluntary and involuntary) of staff at a safe level according to the annual target set

ACTIONS

- Improvement of personnel management processes
- Development of managerial competences
- Diagnosis of causes of increased turnover and targeted measures









Diverse and inclusive work culture

Managing diversity and inclusivity is about drawing on from the potential of each employee. We believe that by basing our policy on diversity management, we can grow faster and maintain a leading market position, because in addition to the benefits of extensive knowledge and skills of the employees, we influence them to increase their commitment and job satisfaction.

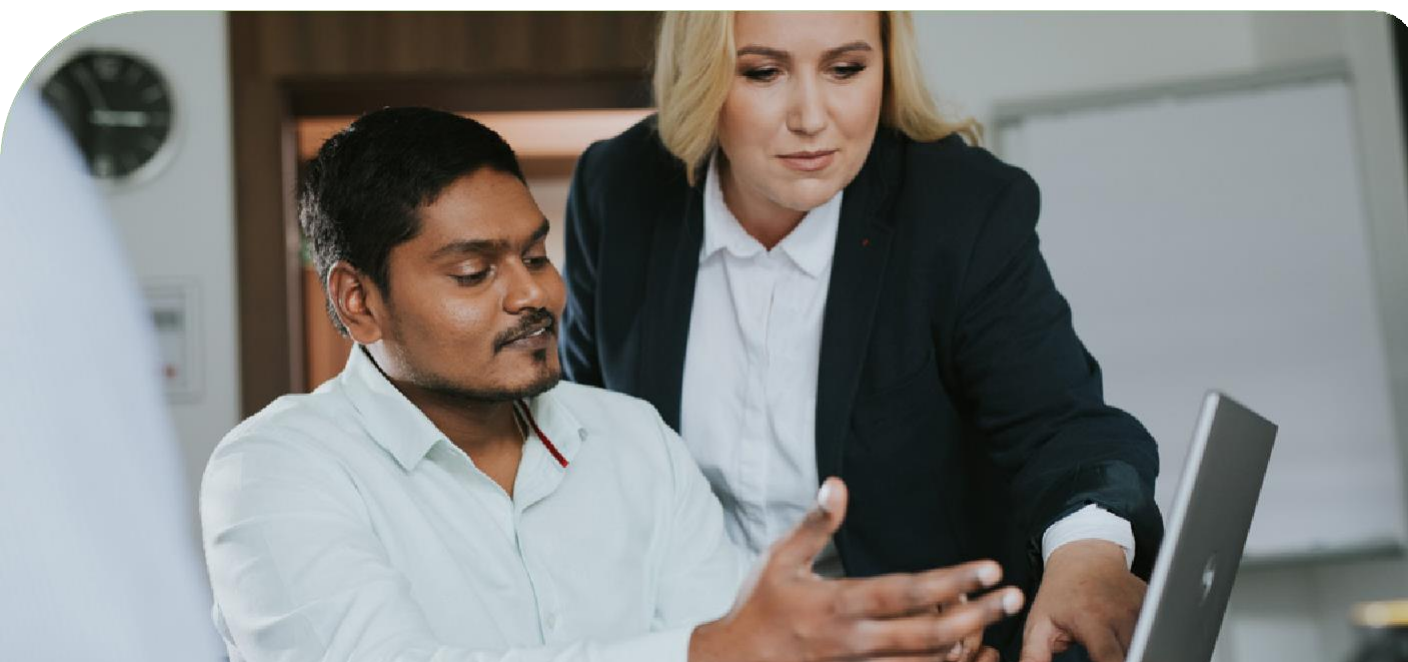
The aim of diversity and inclusivity management is to prevent any form of discrimination and to create conditions in the company such that everyone feels respected and valued, thereby engaging their full potential to contribute to the company's tasks and objectives.

AREAS TO WHICH WE PAY PARTICULAR ATTENTION IN TERMS OF THE RISK OF DISCRIMINATION:

-  respect in direct and indirect contacts
-  access to employee benefits
-  assignment of tasks and setting of objectives
-  access to training and development of promotion
-  paths
-  remuneration



DIVERSE #WEAREFORTE



OBJECTIVE

Diverse and inclusive work culture

INDICATORS

Diversity indicators, taking into account:

- gender
- age
- education
- professional experience
- nationality
- disability

ACTIONS

- Promoting diversity
- Building awareness of diversity and inclusivity management
- Digitisation and automation - faster access to data and employee reports for HR and managers
- Diversity management - mainstreaming into HR processes (recruitment, selection, hiring, development, promotion)
- Anti-discrimination - procedures and principles, and planned actions



Creating a friendly and safe workplace

Taking care of **the safety of workers**, preventing accidents and injuries in the workplace, ensuring epidemiological safety, acting to protect health and consistently supporting and promoting ethical behaviour is our daily role.

The commitment to creating a safe and welcoming workplace is confirmed by the positive ratings from the social audits from which the 2021, we received excellent results. The results of the SMETA and ICS audits confirmed that in the FORTE Group we follow best practices in line with the international code of ETI Base Code of Ethical Conduct.



The FORTE Group's Code of Ethics upholds ethics and respect for human rights in our company. Thanks to it, we create the conviction that in our everyday work we should be guided by a coherent and universal system of values and principles applicable to everyone, regardless of their position.

We know how important **internal communication** is, so we continue to develop it, improve it and adapt it to the needs of all employees. We encourage employee dialogue, talk to employee representatives and trade union organisations. This helps to develop creative solutions. FORTE Group employees have the full right to voluntary association.

OBJECTIVE

Creating a friendly and safe workplace

INDICATORS

- Number of submissions to the Code of Ethics
- Number of violations
- Promptness and efficiency of handling explanations, recommendations, problem solving to reports and violations
- Occupational health and safety - monitoring of number of accidents, number of days without accidents, number of injuries
- Regulations and policies in place internally for work systems and conditions that support flexibility
- Number of employees affiliated to employees' organisations

ACTIONS

- Promoting a friendly and ethical workplace
- Maintain, periodically review and update internal company regulations that reinforce an ethical workplace culture
- Analyse reports and violations and take targeted action to change behaviour
- Supporting and building an ethical workplace culture - communication, training, employer branding activities
- Supporting and promoting health and safety at work
- Promoting health-promoting behaviour and preventive health measures
- Implementing flexible working conditions





Recognition of achievements supported by a fair remuneration system

In the FORTE Group, we precisely define job needs and expectations so that we can take proper care of **a well-matched and competent team**. The knowledge and skills our employees use in their work are the company's most valuable asset.

We recognise employees' achievements **with fair remuneration** regardless of gender, origin and other aspects of diversity.

We take into account the complexity of the tasks, the results of the work performed, the skills of the and competences necessary for the performance of their duties. Attention to equal pay is part of the pay policy.



OBJECTIVE

Recognition of achievements supported by a fair remuneration system

INDICATORS

- Wage gap - indicator of gender pay equality in the company during the reporting period
- Average employee salaries compared to market salaries, by employee group

ACTIONS

- Implementation of appropriate mechanisms and adequate remuneration policies
- Maintain a market-driven and fair employee compensation system tailored to the needs of the organisation
- Development of an effective methodology for calculating and analysing the wage equality indicator - the wage gap
- Implementing measures to close the wage gap





Building environmental awareness among employees - "Green HR"

Mutual respect, sensitivity and a positive attitude define our behaviour towards people and the planet.

We reinforce respect for the environment among our employees through implemented policies: environmental, climate, FSC® and Code of Ethics, as well as appropriate procedures. For several years, we have been running a volunteer programme called FORMS - FABRYKA INICJATYW, successfully involving our employees and their relatives in activities for local communities and the environment. We organise competitions and pro-environmental actions to raise awareness in this area.

We also want to implement appropriate practices in the area of staff acquisition and development, with a view to building the company's green image in the labour market and spreading and strengthening environmentally sensitive attitudes.

OBJECTIVE

Building environmental awareness among employees - "Green HR"

INDICATORS

- Activity of employees in support of environmental activities
- Environmental awareness surveys
- Activity of employees in competitions and campaigns on environmental issues

ACTION

- Environmental topics in onboarding training Mandatory continuous and awareness-building training
- Implementation of new environmental aspects in HR strategy (Code of Ethics including ecological aspects, consideration of ecological behaviour and ecological sensitivity in the selection of candidates)
- Organised EB activities with an environmental theme - competitions, actions, communication



3.3.

Corporate governance

In building the FORTE Group's position, the achievement of the objectives of sound corporate governance has a particular location. We emphasise the protection of **intellectual property, company secrets, the protection of personal data and the ICT security of the entire Group.**

We recognise that the proper use of creativity and innovation in business, as well as continuously raising the awareness of employees in the aforementioned areas leads to increased competitiveness and development of the FORTE Group, while the progressive importance of modern technologies in the economy causes additional challenges.

Corporate governance commitments



ESG Management and Communication

- Development of the ESG management structure in the FORTE Group
- Integration of ESG standards with business processes, risks and assignment of responsibilities and setting of ESG targets for the different areas in the Group
- Transparency in the allocation of duties and responsibilities of directors and board members
- Identification of ESG risks and their integration into FORTE Group's risk management system
- Education of employees, contractors and other stakeholders on ESG
- Improving ESG disclosure standards so that they are viewed positively by shareholders and the wider investor community
- Proper communication with shareholders and other investors regarding the setting and achievement of ESG targets and indicators



Information and personal data security

- Ensuring the security of business secrets and know-how
- Ensuring information security in ICT systems
- Ensuring personal data security in the FORTE Group



Maintaining compliance with requirements and standards - effective legislative monitoring

- Monitoring of planned changes and ongoing new regulations at EU level, Polish level and all legislation of our customers/suppliers both from the point of view of materials, environmental requirements, product safety, consumer service
- Implementation, compliance and monitoring of internal regulations





4

Integration of sustainability factors



Integration of sustainability factors



In the changing external conditions - increasing globalisation, changes in economic structures, manufacturing and communication techniques, growing demands of customers - **the integration of processes** that ensure high product quality **with care for the environment**, with particular consideration for social issues, extends to all aspects of FORTE Group's activities. This integration is ensured by high standards process management, certified by the relevant certificates.



Certified integrated quality management system and the environment: ISO 9001 and ISO 14001, which integrates quality and environmental criteria into the business model, by which FORTE Group promotes sustainable development and protects the environment in which it operates. The scope of the system is **"Design, production and sale of furniture"** and **"Production and sale of chipboard."** Implemented and maintained system covers the operations of: Fabryk Mebli "FORTE" S.A. in particular the Central Office (including design, technology, purchasing, sales and logistics), the Ostrów Mazowiecka plant and the Branches in Suwałki, Białystok (under restructuring) and Hajnówka, as well as the DYSTRI- FORTE Sp. z o.o. and TANNE Sp. z o.o. companies.



FSC certified[®] - certification number NC-COC-013500 valid until 2023, which promotes the responsible management of forest resources. For FSC-certified products[®], we purchase wood raw materials only from legal sources certified and inspected according to FSC standards .[®]

FSC certification[®] excludes the possibility of using raw materials from stolen and unknown sources, harvested under a predatory and irresponsible logging policy, from areas of special natural value and other sources of legal, social and environmental concern. With the introduction of the system, we guarantee traceability of the raw material supply chain from the point of collection to the finished product in which it is used.

We use wood raw material responsibly throughout the entire supply chain, i.e. in the board manufacturing process and furniture production.

[®]Licence number FSC-C118178.



TANNE's 2021 certified system for meeting the KZR INiG sustainability criteria.

It confirms that wood fuels throughout the supply chain meet the sustainability criteria set out in the system, and that their combustion under certain conditions meets the European Commission's greenhouse gas reduction requirements. KZR certification is an internationally recognised certification scheme for biomass fuels from which thermal energy is extracted.





We realise that the goals we have set ourselves within the framework of the adopted Sustainable Development Strategy are ambitious, but at the same time we are motivated to achieve them. We want to be actively involved on an ongoing basis contribute to improving the climate and the environment, and become an increasingly better employer, neighbour and business partner. We are aware of the opportunities and we know what risks threaten us. We also know that both involve being open to what is new and better. That is why we are already taking a number of steps in the direction of sustainability, including increasing investment in this area, making changes to the way we package our furniture to be as environmentally friendly as possible, and changing our offering. Responsible sourcing of raw materials and use of natural resources, the progressive reduction of emissions, the reduction of waste and the introduction of a closed-loop economy, as well as working even harder to comply with ethical, health and safety principles or to promote diversity and inclusivity in the workplace are among the most important commitments that we identified in the Strategy and which we will consistently implement.

Our responsibility, similar to any company, is growing today, but so is our awareness in the ESG area. With this strategy, we are confirming the direction we have already been following for years and committing ourselves to further action in this area.



Mariusz Gazda
Member of the Management Board
FABRYKI MEBLI „FORTE” S.A.

