

Company Corporate and Social Responsibility (CSR) Policy



Subject	Company Corporate and Social Responsibility (CSR) Policy	
To	European Furniture Group Limited	
Date	March 2023	
Status	Internal use only	
Version	1.1	March 2023

Scope

This policy covers all employees of the Company.

Purpose

EFG can confirm that we have clear arrangements for colleague training for environmental and sustainable issues. Sustainability is considered in everything we do and is reflected in one of our values;

“We CARE about each other and making a difference for a sustainable future”

We actively encourage our colleagues to think about the impact of their decisions on the environment and the wider community. If a decision has a negative impact; we encourage our colleagues to think and find alternative solutions. Sustainability and Social Value are included within our Company Induction, Annual Strategic Objectives, Personal Development Plans and Quarterly Business Town Halls.

Policy

European Furniture Group Limited is committed to:

- Continuous improvement in our Corporate and Social Responsibility (CSR) strategy by;
 - Encouraging our business partners to implement CSR
 - Continually improving our performance and meeting all applicable legislation;
 - Informing our staff to be mindful of the effect of their actions on non-renewable resources.
 - Introducing procedures to assist with implementing CSR.
- The CSR policy is to make clear to all stakeholders what EFG mean by CSR and how EFG propose to work towards implementing and achieving CSR. The CSR policy applies throughout all activities of the company.
- EFG will use the UN Global Compact at the basis for its CSR policy. See <http://www.unglobalcompact.org>
- EFG recognise that CSR embraces all aspects of sustainable development and social issues which are of most relevance to EFG and decide at what stage this CSR policy could most effectively and legally be included
- EFG shall operate in a way that safeguards against unfair business practices
- EFG believe that a responsible approach to developing relationships between companies and communities they serve, national and international, is a vital part of delivering business success
- When carrying out our business, EFG will determine the environmental, social and economic issues
- EFG will continually review all policies and business practices to encourage engagement with business partners and to promote development.

Targets for the coming years, including:

- EFG UK commits to reduce scope 1 and scope 2 GHG emissions 38% by 2030 from a 2021 base year.
- To measure and reduce its scope 3 emissions.
- EFG UK commits to reach net-zero greenhouse gas emissions across the value chain by 2033 from a 2021 base year

Corporate Governance

- EFG are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards
- All the laws that regulate and apply will be complied with
- EFG endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the service provided, by the conduct and professionalism of all staff. EFG do this by continually training and developing our staff
- All groups and individuals with whom EFG have a business relationship will be treated in a fair, open and respectful manner
- Competition will be reasonable and based upon the quality, value and integrity of the services being supplied
- Feedback on performance will be actively sought, and EFG will encourage customers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon
- EFG shall comply with the requirements of The Anti-Bribery Act 2010

Environment

- EFG objective is to endeavour to reduce the impact on the environment through a commitment to continual improvement
- EFG will continue to work with our partners to reduce their impact on the environment
- EFG will by applying Responsible Care to all activities, assess the environmental impact and report against these findings and report openly to all stakeholders.

- EFG will work with a Waste Partner to ensure all waste is either recycled or reused and been zero to landfill since 2009.

Human Rights

- EFG aim to support and respect the protection of internationally proclaimed human rights
- All partners are actively encouraged to observe international human rights norms within their work.
- EFG aim to eliminate discrimination based on any grounds and promote equality of opportunity in the transport logistics supply chain (Please refer to our Equality & Diversity Policy for further details)
- EFG will comply with the requirements of The Modern Slavery Act 2015

Sustainability

- A Sustainable Policy for Procurement of services will be maintained that will set out the principles, policies and procedures within Company.

Ethics and Ethical Trading

- EFG will ensure clear visibility through the utilised supply chains to know where products are being moved from and to
- Training will be provided to relevant people on environmental and social issues affecting the logistics supply chains
- EFG will ensure that partners uphold the workplace standards and behaviours consistent with the Company's requirements.
- A documented environmental and social assessment will be undertaken for every new contracted partner
- EFG are committed to ensuring that the welfare of workers and labour conditions within the logistics supply chain meet or exceed recognised and legal standards
- EFG hold regular meetings with partners to support this

This policy carries the authority of the senior management team and shall be reviewed on an annual basis.

David Murphy
Managing Director