

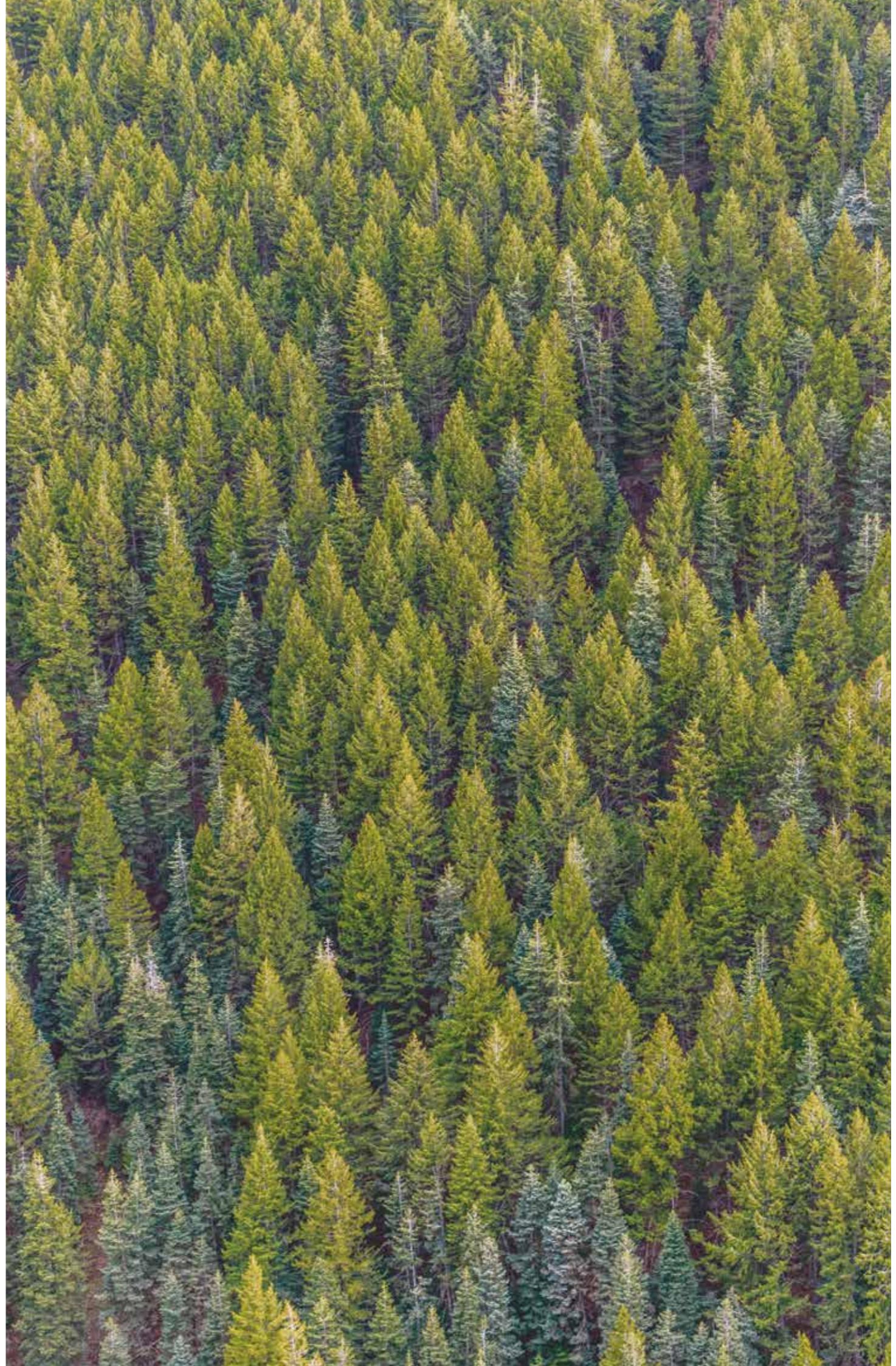


Sustainability Report 2026

Issue 3

CONTENTS

1 / ABOUT	3
2 / DESIGN & MANUFACTURE	4
3 / PRODUCT LIFE CYCLE	5
4 / MATERIALITY	6
5 / ACCREDITATIONS	7
6 / CARBON NEUTRAL	8
7 / SUSTAINABLE DEVELOPMENT GOALS	9
8 / TRANSPARENCY & FUTURE	11



ABOUT

ØRN Furniture is an emerging brand which manufactures design-led furniture that meets the needs and challenges facing the fast-changing and flexible workplace we find ourselves in today. Our furniture is designed to encourage collaboration, co-working and productivity with sustainability and wellbeing at the heart of each brief.

OUR PEOPLE

At ØRN, our greatest asset undoubtedly lies within the exceptional individuals that make up our team. We take immense pride in fostering a community of dedicated professionals, who not only possess a wealth of knowledge, but also embody a friendly and approachable demeanour. Their commitment to providing the best assistance extends not only to our valued customers but also to their fellow colleagues.

When it comes to our customers, our team takes the time to truly understand their unique requirements and challenges. We believe that by listening attentively and offering tailored solutions, we can forge lasting relationships built on trust. Our friendly nature and willingness to assist are ingrained in the core values of ØRN, and we consistently strive to exceed expectations.



DESIGN

At ØRN, we are committed to integrating sustainability into every aspect of our design process. We firmly believe that sustainable design is not just a trend but a responsibility we owe to the environment and future generations. To achieve this, we embrace a fundamental principle called "Re-Use, Re-Locate, and Re-Cycle."



RE-USE

Encouraging the repeated utilization of products and materials to minimize waste and conserve resources.



RE-LOCATE

Creating products or structures with components that can be easily taken apart, facilitating the relocation or reuse of individual parts.



RE-CYCLE

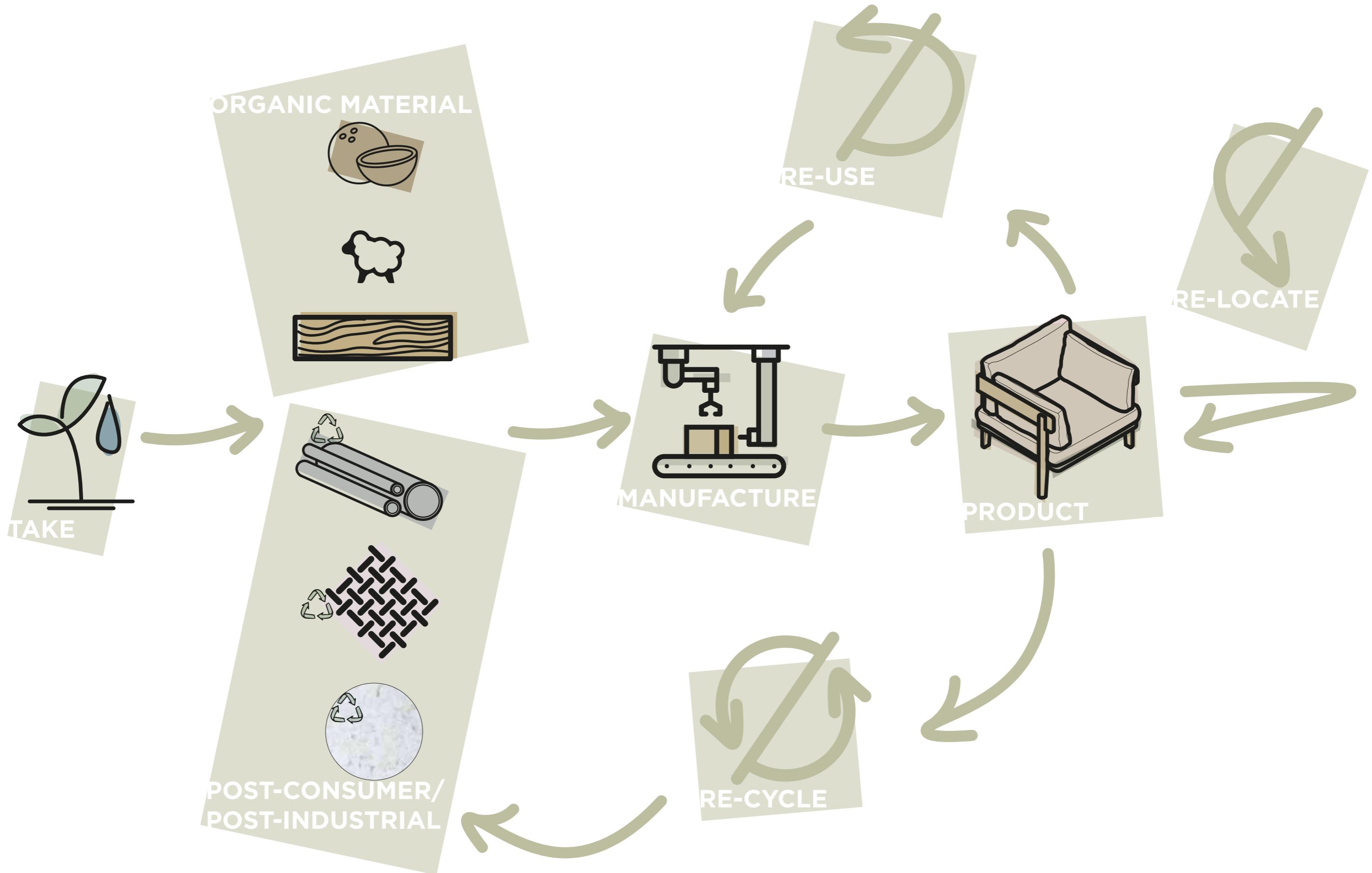
Focussing on the collection, processing, and conversion of waste materials into reusable products to reduce environmental impact and conserve resources.

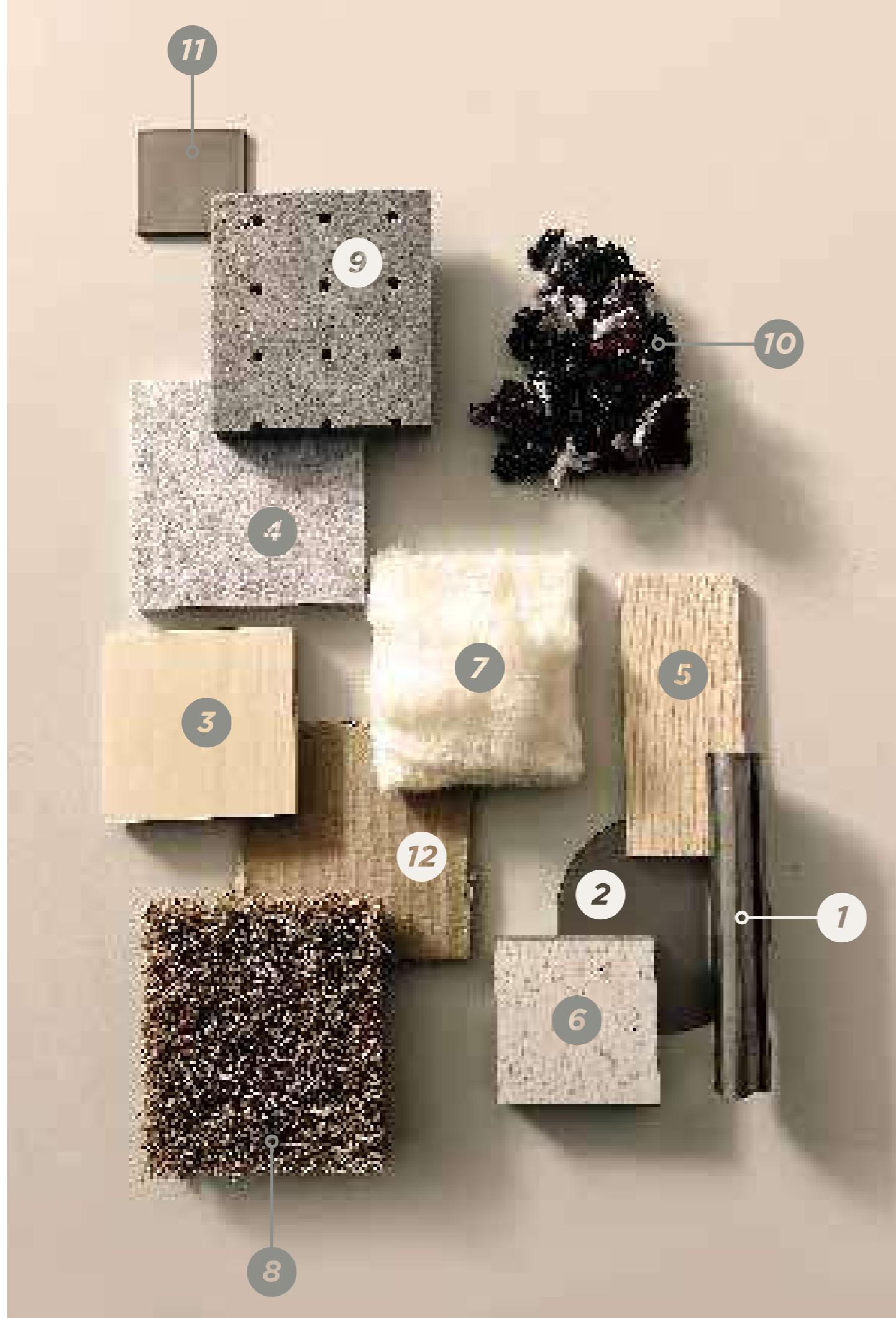
MANUFACTURING

ØRN Furniture boasts exceptional manufacturing capabilities through a strategic collaboration with primarily UK-based partners, combined with carefully selected European partners, all of whom possess extensive experience and specialisation in the furniture industry.



UK-based manufacturing partners





MATERIALITY

We believe designing product with the ability to change build materials allows for continual evolution. As an industry, we find ourselves leaning on elements with well established and scaled production providing accessible, competitive components. Identifying materials that need refinement or replacement will be an ongoing learning curve, as we better understand their environmental implications .

- 1 Rolled Steel
- 2 Flat Sheet Steel
- 3 FSC Birch Plywood
- 4 PET Felt
- 5 FSC Timber - Beech | Ash | Oak
- 6 Smile Plastics - Heron
- 7 Organic British Wool
- 8 Coconut Fibre
- 9 Natural Latex
- 10 Post-Consumer/Post-Industry Fabric
- 11 Post-Consumer/Post-Industry Polypropylene
- 12 Brown Paper Packaging



QUALITY MANAGEMENT SYSTEMS

ISO 9001 standard is a collection of management principles designed to ensure that an organisation's quality management systems meet the needs of customers, staff and other key stakeholders.

ENVIRONMENTAL MANAGEMENT SYSTEMS

ISO14001 is the International Standard for Environmental Management Systems (EMS). It is designed to help businesses and other organisations to reduce their environmental impact.

OCCUPATIONAL HEALTH & SAFETY SYSTEMS

ISO45001:2018 specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organisations to provide safe and healthy workspaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance.

LIVING WAGE EMPLOYER

We are proud to be a living wage employer, which ensures that all employees aged 18 and over, including certain classes of contracted staff, are paid at least the living wage.



SCAN LINK TO CERTIFICATES

FOREST STEWARDSHIP COUNCIL

FSC is an International, non-governmental organisation dedicated to promoting responsible management of the world's forests. FSC has developed a system of forest certification and product labelling that enables people to identify responsibly sourced wood, paper and other forest products.

FURNITURE INDUSTRY SUSTAINABILITY PROGRAMME

FISP is an independently certified furniture industry sustainability programme tailored to the needs of the Furniture Industry supply chain. FISP promotes best practise to drive social, economic and environmental change, via continual improvement of member's business operations.

CARBON NEUTRAL

ØRN are a carbon neutral business and are committed to an ongoing active plan of CO₂ reduction projects for Scopes 1-3, reducing wherever possible and partnering with one of the UK's leading carbon offset businesses by working with them on projects which focus on People, Sustainability and the Environment.



1 / MEASURE

We have measured our carbon footprint in accordance with the Greenhouse Gas Protocol, Scopes 1-3, for the last five years, calculating our business mileage and flights taken, the energy consumption, waste and product shipping from our suppliers

SCOPE 1 (DIRECT)



BUSINESS MILEAGE & FLIGHTS

SCOPE 2 (INDIRECT)



UTILITIES

SCOPE 3 (INDIRECT)



TRANSPORTATION & WASTE

2 / REDUCE

We set ourselves environmental and sustainability targets and goals each year with direct actions to improve processes, be increasingly efficient and reduce our carbon emissions.

3 / OFFSET

We work with one of the UK's leading carbon offset businesses and fund projects based in India which focusses on People, the Environment and Sustainability opportunities.

Projects we support:

COOKSTOVES

Improving health, energy efficient and environmentally friendly.

SDGS



SOLAR ENERGY

A Solar energy plant providing renewable energy to the local community.

SDGS



WIND POWER

A wind power project with the installation of 6 x Wind Turbines to supply renewable energy to the local community.

SDGS



SUSTAINABILITY DEVELOPMENT GOALS

The Sustainable Development Goals or Global Goals are a collection of seventeen interlinked objectives designed to serve as a "shared blueprint for peace and prosperity for people and the planet, now and into the future"



ØRN's code of ethical trading is shared and adopted by our Supply Chain partners and audited externally to ensure that all workers in the process are paid at least the minimum wage.



We pay no less than the real living wage to all our employees in the UK, and ensure that our partner factories commit to paying all their employees no less than the legal minimum wage within the country they operate in.



We ensure health and wellbeing measures are in place, to provide clear guidance and direction and to underpin our commitment to provide a great place to work. We carry out regular listening with employees, to understand their needs better and implement changes that improve their time at work



ØRN delivers a robust induction and mandatory training program for all employees and role specific training for roles within the organisation. We provide internal and external training for employees to support their development and growth, working with recognised, established training partners.



We have policies on equality, diversity and inclusion established and cascaded annually to our employees. Line Management and Directors complete an e-learning training module as part of our commitment to ensuring we have gender equality across the organisation.



- Switching company vehicles over to electric vehicles where viable and the Installation of EV charging points.
- Switching all MHE (Manual Handling Equipment) used in the warehouses to electric.
- Sensor PIR driven LED lighting through the warehouse.



ØRN are committed to providing a safe and secure working environment for our employees. We review our pay, conditions, and reward annually to ensure it is reflective of the jobs that are carried out, whilst encouraging employee development and growth.



We are establishing a product development and manufacturing facility, creating an environment that fosters individual learning, fuels innovation, and generates valuable local job opportunities.



We work with our Supply Chain partners to ensure that they, like us, embrace a waste reduction programme. We have a very active recycling programme which covers Cardboard, Plastic, Paper, Toner cartridges and Eco compostable drinking water cups. We also recycle manufacturing materials to reduce landfill and create new useful products from waste.



We are now certified as Carbon Neutral and report on our annual Carbon Footprint and Sustainability/Environmental goals. We are working with our Supply Chain partners on a circular approach to design and sourcing of raw materials.



We offer table tops and fabrics made from recycled plastic that has been collected from seas and rivers, this helps to reduce the mass of disposable plastic that harms the environment. These products can be recycled after use, providing a closed loop.



We use FSC certified timbers and cardboard, and are committed to reducing single use plastic packaging. We also now include a minimum 30% recycled plastic in our general packaging.



ØRN is proud to work with both local business organisations, Buckingham Business First, Carbon Footprint UK and internationally with United Nations Global Compact and QMS for the delivery of ISO's which help to shape our decision making to put Sustainability at the heart of every decision we undertake as a business.



EMPLOYEE ENGAGEMENT



SKA DATA



REMOVE PETRO-BASED FOAM BY 2028



ESTABLISH IN-HOUSE MANUFACTURING

REDUCTION IN PRODUCT MILEAGE & FURTHER CONTROL OVER WASTE MANAGEMENT



FACTORY SOLAR PANELS



MORE INFORMATIVE DATA SHEETS FOR EACH PRODUCT



EVOLVE SUPPLIER & PARTNER AUDIT PROCESS



REPURPOSING MATERIALS FROM ØRN GROUP INTO FURNITURE SOLUTIONS

TRANSPARENCY

In our commitment to sustainability and transparency, we have implemented a rigorous system of external audits and criteria to assess our furniture. By doing so, we aim to provide accurate and reliable data on the environmental friendliness of our offerings and avoid the practice of 'greenwashing.' These audits are conducted by independent, accredited organizations with expertise in environmental assessments. They thoroughly evaluate every aspect of our

furniture's lifecycle, from raw material sourcing to manufacturing processes and end-of-life considerations. By relying on external audits and criteria, we can ensure that our claims of sustainability are backed by credible evidence and avoid any misleading or deceptive practices. This approach not only reinforces our dedication to eco-consciousness but also empowers consumers to make well-informed choices around our sustainable furniture options.

FUTURE

The conversation surrounding the environment and sustainability is always on the move, reflecting the dynamic nature of our world. We're excitedly looking ahead to areas where we can make things better and more innovative. Right now, we're shining a spotlight on specific areas that need improvement to strengthen our environmental commitment. By focussing on

these aspects, we aim to reinforce our stance on environmental issues. As the conversation continues to evolve, we're staying adaptable and committed to refining our strategies. Our active involvement in this ongoing dialogue highlights our dedication to taking meaningful steps that support the environment and promote positive change.



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