

We recognise our responsibility to the environment and publish this policy to show their commitment to its protection both locally and globally.

We are manufacturers of furniture products. We will complete our company objectives in an environmentally responsible manner.

We have recognised that through our operations and the activities of our suppliers that we inevitably impact on the environment. Through regular environmental reviews and audits we have highlighted the use of raw materials, energy use and the production and disposal of waste, including end disposal of product, as the main aspects of our activities.

The company will ensure that proper managerial, technical and administrative controls will operate in order to enable this policy to be maintained. We will seek to incorporate the use of processes, practises, materials or products that are compatible with our commitment to prevention of pollution.

We will comply with all relevant current environmental legislation, regulations and any other requirements of industry best practise.

It is the policy of the company to ensure that all personnel involved in the company's operations have appropriate training and that each individual concerned understands the environmental aspects, impacts and pollution control instructions of their job function.

This policy embraces relationships with our suppliers with whom we will promote improved environmental performance through communication of our policy and objectives. The policy will also be communicated to our customers and is available to the public when requested.

As a business we do not exist in isolation. Customers, suppliers and the local community are affected by our company and what we do.

We understand that our products, and the way we make them have an impact on the environment. Therefore having Corporate Social Responsibility as part of our business strategy is important to us and through it we embrace responsibility for our company's actions. Some of which are:

- Reduce waste through recycling and reduced paper printing.
- Recycle components from returned products.
- Burn Barrel incineration system - reduces waste to landfill.
- 92% of our waste that is sent to landfill is recycled via our waste disposal partner.
- Procurement of Fair-trade products in staff canteens.
- Fuel efficient distribution systems fitted to all delivery vehicles.
- Buy locally and source responsibly.
- Offcuts of fabric are recycled by Camira.
- Offcuts of acrylic are recycled by local authority schools.
- Sustainably sourced and bio-degradable fabrics available through our fabric partners.



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We also work with a number of charities:

### **Macmillan Cancer Care - Nominated charity**

Fundraising through sponsored runs, coffee mornings and other exciting challenges and events.

### **Hampshire & Isle of Wight Wildlife Trust**

We are one of their Wildlife Investors and take an active part in the work the trust does in the local area.

### **Student Undergraduate Design Placement Scheme**

In 2005 we introduced a student placement scheme. We employ undergraduate design students from universities across the country to gain experience that can apply to their degrees. It has been highly successful and a number of our previous placement students now hold full time positions with us.



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