



**bodah!**

**LIVING CULTURE**

**ESG POLICY**



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## INTRODUCTION

At Bodahl Møbler, we combine aesthetic design and superior quality with an ongoing focus on global resources and societal well-being. Our business philosophy is anchored in delivering high-quality products while supporting environmental awareness, social responsibility and ethical business behavior.

This policy outlines Bodahl Møbler's commitment to upholding principles of environmental, social and economic sustainability (ESG), serving as a cornerstone for our way of doing business.

## PREMISE OF THE ESG POLICY

The foundational principle of Bodahl Møblers ESG policy is compliance with all relevant legislation across our operational areas and every employee is expected to contribute to sustainability initiatives and uphold our ethical standards to ensure we achieve our ESG goals together.

## EMPLOYEES AND WORKING CONDITIONS

We prioritize maintaining good employment conditions and fostering workplace diversity, actively striving to enhance gender representation in managing roles. Safeguarding our employees' rights to association and collective bargaining is non-negotiable. We are committed in cultivating a positive work environment, promoting mutual respect, and eliminating bullying.

## HUMAN RIGHTS

Bodahl Møbler explicitly opposes all forms of differential treatment and discrimination, ensuring equal opportunities for every employee. Discrimination based on gender, ethnicity, religion, political opinion, age, disability, or sexual orientation will not be tolerated.

Any form of pressure, harassment, or exploitation within Bodahl Møbler is forbidden, including forced labor and child labor. The minimum age for employment must not be less than 15 years old. Young workers under the age of 18 may not perform night work or any kind of hazardous work.

## ENVIRONMENT AND CLIMATE

Through ongoing focus and initiatives, we strive to minimize our environmental impact. Our commitment to increase reuse, recycling and waste reduction extends across all levels of our processes and products. We encourage that defective products are repurposed for charitable endeavors, and we strive to minimize packing waste.

## ANTI-CORRUPTION

We will run every aspect of our business in an honest and ethical manner. We maintain a zero-tolerance policy towards corruption and bribery and are committed to preventing illegal conduct and irregularities within our organisation, including non-compliance with this ESG policy.

## REVIEW OF POLICY

The ESG policy undergoes annual review to ensure continuous alignment with our evolving circumstances and future projections. The CEO of Bodahl Møbler approves the revised ESG policy, reflecting our ongoing commitment to responsible business behavior.