



## **Flexiform Business Furniture Limited Environmental Management Statement**

Flexiform are, and have been for many years, fully conscious of the environmental, social and health related aspects of our operations.

As a responsible employer, we owe it to our employees, customers, stakeholders and anybody with whom we come into contact, to carry out our operations in a professional and safe manner. This is reflected in our ethical, environmental, equal opportunities and health and safety policies.

Whilst we have significantly reduced the environmental impact of the business over the last few years, in line with our environmental policy and our ISO14001 accreditation, we are committed to further efforts in this area.

Key actions are outlined below:

### 1. Energy

We intend to reduce our energy consumption per thousand pounds of sale by 9% by the end of 2010. This will be achieved by improving raw material yields, upgrading manufacturing plant and improved asset management, particularly of the paint plant. Where possible, all lighting will be low consumption by the end of 2008. We are targeting for 20% of electricity usage being from renewable sources by 2009. By the end of 2008, our delivery fleet will have been completely renewed delivering fuel efficiency gains of up to 20%.

### 2. Water

New water metering has enabled us to reduce our usage of water by 6% in the last two years. We now will continue this improvement with a further 2% reduction in 2008 and 2009.

### 3. Process Waste

New programming and manufacturing plant has reduced process waste by 11%. The next application of this technology will enable us to target further reductions of 5% by the end of 2009. Process waste water has been reduced due to recycling. This is targeted for a further 10% reduction by 2009.

### 4. UK Sourcing and Supply

We have increased our UK and local sourcing and will continue to do so. By the end of 2008, all steel, wood and fabric raw material purchases will be from UK supply. Finished product supply will be 90% by volume (80% by value) UK sourced. We source no finished goods from Eastern Europe or the Far East.

### 5. Health and Safety

In line with our OHSAS18001 and Safe Contractor accreditations, we are committed to train, teach and mentor our staff, employees and sub-contractors in best practice regarding Health and Safety in the workplace. By the end of 2008, all direct employees will have been re-trained in the new PPE required relating to our manufacturing plant and installation activities.

Our target is to reduce RIDDOR incidences to zero in 2008 and hold it at that level. We have reduced these incidents by 92% in the last 5 years through better training, improved PPE and stakeholder buy in to the policy.

6. Noise Pollution

We have reduced the incidence of noise related issues by more than 80% from our manufacturing activities. We are on target to reduce this to zero in 2008 and we will then hold it at this rate.

### Stakeholders

The shareholders of the business are totally committed to this policy as they are also the Directors of the business who have written this policy.

The customers of the business are the beneficiaries of this policy as the implementation of it ensures that they are sourcing from an ethical company with a demonstrable CSR record.

The employees of the business benefit from the improvements in health and safety and from the improvement in the business that this policy creates.

The suppliers of the business are audited to the same standards as those we use. We insist on back to back accreditations to ensure that the supply chain is both robust and that suppliers are working towards the same goals as we are.

The local community benefits from the improvement in the local environment and from the employment our improved performance provides.

This policy is published on our web sites ([www.flexiform.co.uk](http://www.flexiform.co.uk) and [www.jotdesingn.com](http://www.jotdesingn.com)) and is available in our annual results pack

Signed



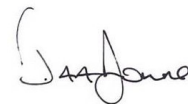
**Nick Hewitt**

Managing Director



**Nick Saunders**

Sales & Marketing Director



**James Downs**

Finance Director