



**environmental,
social &
governance
report 2025**

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flexiform



our values

At Flexiform, we are an ethically driven company, prioritising 4 key goals; **sustainable operations**, **social responsibility**, **quality products**, and **premium customer service**. We believe they are the cornerstones of a successful company and are ingrained into our way of working throughout Flexiform and our sister company, Asgard Storage.

Quality products and sustainable manufacturing go hand-in-hand. Simply put, if it's made well, it'll last. Over the last 12 years, we have been investing heavily in our factory to maximise the potential and reduce our environmental footprint. Going forward, we continue to be committed to maintaining our high-quality standards whilst reducing our environmental footprint even further.

As we design, manufacture and install our own furniture, we offer after-sales customer support to fix any broken furniture, helping extend the lifespan of every product. Once a product comes to the end of its life with the client, we donate furniture to local schools and charities, respray it to fit into a new interior design scheme, break it apart into reusable components, or send it for recycling to generate Energy from Waste. Here's a quick summery of our 4 key goals and how we achieve them:



Sustainable Operations

- ✓ ISO 45001 approved
- ✓ Part of FISP sustainable furniture
- ✓ 100% recycled/ recyclable ranges
- ✓ Solar powered factory*
- ✓ Continous investment
- ✓ Reduced consumption



Quality Products

- ✓ ISO 9001 approved
- ✓ UK designed & made products
- ✓ UK-made steel from Welsh mills
- ✓ Hand-picked furniture suppliers
- ✓ Designed to last
- ✓ FIRA approved furniture



Social Responsibility

- ✓ Employ local teams
- ✓ Increased local supply chain
- ✓ Donate professional services
- ✓ Mental health first aid team
- ✓ Donations & fundraising events
- ✓ Research, development & training



Premium Customer Service

- ✓ All-in-one service
- ✓ Manufactured & supplied products
- ✓ Dedicated project manager
- ✓ Site visits with UK wide teams
- ✓ Interior design & space planning
- ✓ Trained designers to BIM ISO 19650

net0 by
2042

net zero

As a British manufacturer, we understand the importance of our commitment to Net Zero. That's why we aim to reach Net Zero Scope 1, 2 and 3 (excluding materials) by 2042.

As materials currently comprise 90.19% of our total emissions, we're committed to sourcing more sustainable materials and supporting our supply partners in achieving Net Zero Scope 3 material-related emissions by 2047.

This includes both Flexiform Business Furniture Ltd and sister company Asgard Secure Steel Storage, all statistics are inclusive of both brands' operations.

We reduced our carbon footprint by 2485 tonnes of CO2.

(Compared to 2006 Baseline + Material Usage)

...
thats equal to 124,250 trees absorbing carbon for a year*



Our Scope 1 Results
Fuels, owned and leased ICE vehicles.
2006 Baseline: 850 tonnes of CO2
2022: 483 tonnes of CO2
2023: 292 tonnes of CO2
2024: 326 tonnes of CO2
Reduction: 524 tonnes of CO2



Our Scope 2 Results
Electricity, heating and cooling & owned EV vehicles.
2006 Baseline: 899 tonnes of CO2
2022: 411 tonnes of CO2
2023: 176 tonnes of CO2
2024: 135 tonnes of CO2
Reduction: 723 tonnes of CO2



Our Scope 3 Results
Water, waste disposal, freighting goods, accommodation, business travel, commuting & home working. Exc. of food consumption.
2006 Baseline: 359 tonnes of CO2
2022: 146 tonnes of CO2
2023: 348 tonnes of CO2
2024: 305 tonnes of CO2
Reduction: 55 tonnes of CO2



Our Scope 3 Material Use
Materials to manufacture products only.
2006: Not included in report.
2022 Baseline: 8189 tonnes of CO2
2023: 8045 tonnes of CO2
2024: 7044 tonnes of CO2
Reduction: 1185 tonnes of CO2

Total Carbon Reduction: 2485 tonnes of CO2
Compared to 2006 baseline + material reduction

*www.anthesisgroup.com/insights/what-exactly-is-1-tonne-of-co2/



achievements

We've been investing in sustainable manufacturing for decades, with projects such as installing condensate drains to eliminate oil waste, reducing air leaks, installing roller doors to keep the heat in, and upgrading the paint track and machinery to make them more efficient (plus many more!).

Some of our most recent investments include a two-phase solar panel installation to generate electricity (**left**), swapping over to LED office lighting and investing in fully electric Material Handling Equipment. To encourage the use of electric vehicles, we are swapping company cars for full EV cars when they come up for renewal and have installed electric vehicle charging points at our manufacturing facility. We have also significantly invested in a new low-emission laser steel cutting machine and reprogramming panels to maximise the efficiency of steel usage.

All these investments work towards creating sustainable operations, here are some of the key environmental achievements:



Electricity

66.41% reduction in electricity per £m manufactured turnover 2010-2024. Our factory uses 47% renewable electricity with an additional 21% of our overall usage produced by our factory solar panels. Our London showroom uses 100% renewable power.



Natural Gas

66.17% reduction per £m manufactured turnover 2010 - 2024



Water

74.03% reduction m3/ £m turnover, 2010 - 2024



0% Waste to Landfil

Since 2021 all our manufacturing waste has been recycled, with the remaining items which cannot be recycled converted to energy. We consistently achieve over 95% of our monthly waste recycled and have installed an improved waste segregation skip system in 2024.



Steel Recycling

67.18% reduction per £m manufactured turnover, 2010 - 2023 (increased efficiency in steel usage)



Transport

19.20% reduction in CO2 diesel emissions per Asgard Storage product drop 2020-2024.

our roadmap

By 2027, we are planning to achieve an **overall 65% reduction in CO2 emissions** compared to the 2006 baseline. We will achieve this by continuing to swap to EV company cars and encouraging the use of public or car-sharing schemes to reduce our commuting emissions. Within the factory, we will be replacing gas heating with heat source technology or electric boilers and swapping all our remote sites to 100% renewable energy.

Our long term plans to reach net zero include a phased approach to maintain our goals whilst providing competitive price points for our products and services. Our plans include:



Electricity Usage

Within our manufacturing facilities, we aim to use 60% renewable energy by 2032, and use 100% renewable energy by 2037.



Gas Usage

We plan to replace the gas stoving ovens with hybrid ovens (gaining a 60% CO2 reduction) by 2032, and to go fully electric by 2042 (gaining a 100% reduction).



Carbon Capture

We plan to utilise carbon capture technology to reduce any remaining emissions by 2042. This is an interesting and growing area which we will implement when and where feasible.



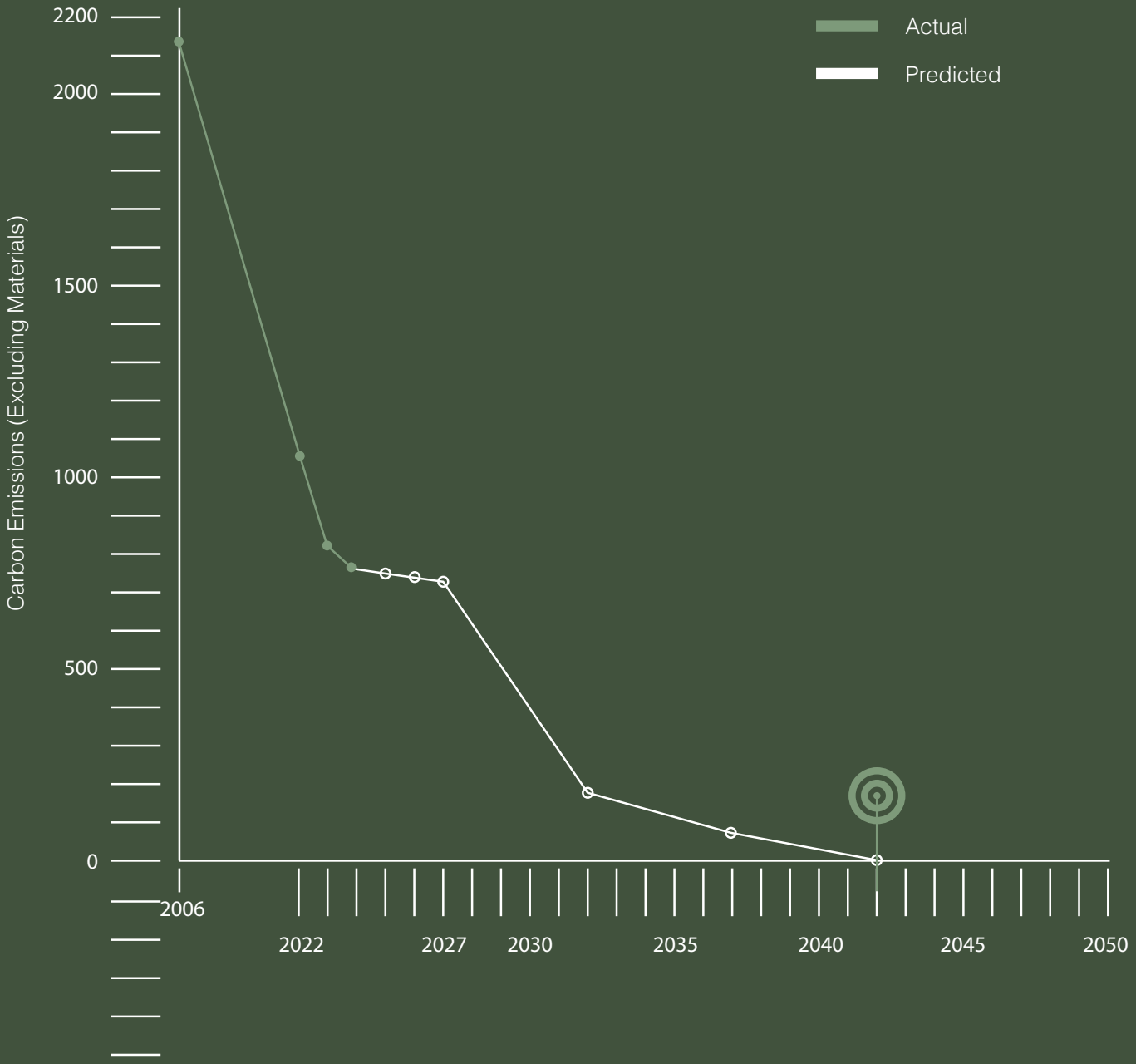
Logistics

We plan to implement full electric ICE vans and commercials by 2037 and utilise 100% EV transport companies by 2032.



Material Use

We will continue to introduce sustainable material choices within our product range using recycled and recyclable materials.



social value

Community investment and UK-made products are at the heart of our operations. We've been working with Thrive, social value experts, to calculate our social value - how our operations contribute to individuals, our community, wellbeing and social capital. Here are some of our achievements:



R&D
We've invested £1,981,782 in research and development of new technologies and processes, helping support our operations and allow staff to expand their knowledge. (2016-2024).



Local Spend
We've created £91,249,088 of social value by shopping locally. By buying from UK manufacturers and suppliers we're supporting UK businesses, helping to create jobs and support communities. (2017-2024 calculated yearly, does not include R&D projects).



Supporting SME's
81% of our total spend is on Small to Medium enterprises, helping companies to grow.



Local Employment
We've created £2,584,069 of social value by hiring local people and supporting the Yorkshire community. This helps support Levelling Up programmes. (2015-2024).



Non-Local Employment
Through remote working and our London and Scotland hubs, we've provided £734,572 of social value by providing employment and supporting communities and the economy.



Mental Health Support
We've invested in the mental health and wellbeing of our staff, introducing Simply Health, a platform that gives access to free legal advice, therapy and financial help to support their health. We've also trained 9 mental health first aiders to give support to staff and held various work-shops.





Scotland Hub volunteering for SAMH mental health charity

community fundraising



As well as in-direct community support, we also donate materials and goods, run charity events throughout the years and help donate our time and skillsets.

Since 2015, we've offered **£2.31 million of social value in professional services** to the community. Our Managing Director sits on the board of The Nell Bank Charitable Trust, an outdoor education centre for children and young people. This invaluable experience creates a huge contribution to communities.



In addition to our professional services, we've also contributed **£21,067 of social value in community fundraising** since 2018, and **£540,286 of social value by donating furniture, sheds and materials** since 2017. This monumental effort is driven by our staff to support the local community.



sustainable products

We believe quality manufacturing and sustainability go hand-in-hand. Creating long-lasting high-quality furniture and outdoor storage is key to reducing over-consumption and living sustainably. We believe there are 2 main areas in manufacturing sustainable furniture - materials and design.

Utilising sustainable materials is an important part of creating a sustainable product, and whilst there are various options on the market, we use these core products (**right**) which offer a great balance of sustainability, practicality, strength and durability.

Our in-house design and engineering team have been developing products to maximise material efficiency and make them easy to disassemble at the end of their life. Our new Meira desk (**right**) is an excellent example of putting this concept into practice. With a thinner frame, Meira utilises 25% less steel than its predecessor and creates a 40% reduction in worktop waste*. Meira's foot has been redesigned to easily separate materials at the end of its life to aid recycling. With 99.95% recyclable content and 61.07% recycled content, Meira is a great environmentally conscious desk. We will continue to design products which utilise this theory.

*depending on configuration



Steel

Our steel features 20% recycled content and is sourced from Welsh mills. Steel is 100% recyclable without losing quality or strength. Using finishes from Akzo Nobel (sourced in the UK) to maintain high quality, we powder coat all our steel in our Yorkshire factory. The paint track has had many environmental upgrades over the years, with the installation of electric ovens planned to help us reach Net Zero. Powder paint finishes use no solvents in the drying process and are easy to recycle reducing waste and resources.



Fabric

Our fabrics are sourced from Camira, Kvadrat, Moons, InLoom and Panaz, with 54% of our standard range offering featuring an environmental feature, from reduced water use to 100% natural fibres or 100% post-consumer recycled content. We aim to increase the percentage of sustainable fabrics within our range whilst offering our customers choice, performance and a variety of price points.



MFC

Our MFC's are manufactured with 80% recycled content (40% recycled wood and 40% by-products of the sawmill) and are 100% recyclable. MFCs are sourced from Egger in the UK, FSC® certified and processed in our partner factory in West Yorkshire. (FSC® licence code C015991).

MFC's offer a great long-lasting performance at an excellent price point (now with 2 cost bandings for the best price).



Plastics

Our standard chair shells feature up to 30% recycled content with the introduction of a new 100% recycled and recyclable chairs in 2024. All our shells are 100% recyclable. The Flexiform chair range is assembled in our Yorkshire factory.



Meira desk



certification

Flexiform boasts one of the highest levels of certification in products, processes and systems within the industry. By achieving these certifications Flexiform can demonstrate its commitment to quality and compliance of our legal, moral and social responsibilities.

To maintain this level of certification, we perform regular internal reviews, audits and inspections of our management systems and processes, which are also subjected to independent external reviews, audits and inspections.

The key element of the certification process is an emphasis on continual improvement. Regular internal assessment combined with independent external assessments ensure that new gaps or inefficiencies are constantly identified, and corrective actions are implemented to ensure Flexiform maintains its high quality and health and safety standards across all areas of the business. Our Certifications include:



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