

HOWE**CSR, Environment & Quality Policy**

We want to influence people all over the world. To have a positive impact on the way they live, work, learn, and communicate. Ultimately, we want to have an effect on how people think. This overall vision sets HOWE's ambition for our development and sales of furniture. And to the same extend this is our ambition when we work with Social Responsibility, Environmental Sustainability and Quality.

Our Quality and Environment Management Systems are integrated into one, Integrated Management System.

CSR

To HOWE taking a social responsibility is a way of doing business - not a way of using our profit. By that we mean that we emphasize integrating a structured effort in taking social, ethical and environmental responsibility into consideration so that it permeates all business operations from the product development all the way through the supply chain, and until the product is at the end of its useful life.

Humanity is one of HOWE's fundamental values upon which we build our business. By this core value we wish to commit ourselves to do business responsibly and always with a basic human understanding and fundamental respect for people and environment. We believe this to be the prerequisite for our present and future success. This set of norms, rules, and responsibilities we comply to is defined in our [Code of Conduct](#), [anti-bribery](#) and [anti-harassment and anti-discrimination](#) policies.

ENVIRONMENT

Showing respect for the environment is of great importance to HOWE. We are dedicated to avoid unnecessary use of resources and to reduce pollution of the environment. Thus, HOWE strives to continuously reduce the environmental effects and impacts of our products and activities.

In this policy the terminology environment covers the environment that surrounds us. This policy establishes the overall guidelines for HOWE's commitments in terms of the effects that HOWE's activities can have on the surroundings.

The environmental management system covers activities and processes that take place at HOWE in Odense /Denmark and in Poznań /Poland, and is run according to the demands in the ISO 14001. However, our environmental requirements apply to HOWE products across all our sites.

QUALITY

A high and uniform quality level is crucial to HOWE. We are highly quality conscious and constantly trying to develop and improve our quality according to our stakeholders' expectations.

Quality management is an incorporated part of our business processes and this policy covers all activities within HOWE's business. Our quality system is managed according to the requirements of ISO 9001 and for our activities in Odense /Denmark and Poznań /Poland. However, as our Management systems are integrated across systems, they are also integrated across all our sites.

HOWE STRIVES TO:

- **abide by legal requirements** and all other requirements within CSR, environment, and quality that are relevant for HOWE in general and for our products and services
- prevent pollution and cooperate with advisors in relation to environmental aspects
- continuously improve the management systems' effectiveness
- follow through with **continuous improvements** of CSR, environmental, quality aspects when this is technically and economically possible
- systematically assess the effects on CSR, environment, and quality by planning the work and adjusting the processes
- inform about and involve the company's CSR, environmental, and quality policy with regard to duties and tasks in the daily work
- **educate and motivate employees** to do their work in a justifiable manner in accordance with this policy
- publish and hand out relevant policies whenever requested

Constantly, HOWE will make sure that the policy is documented, implemented, and maintained and that it is communicated to all employees.

Annually, HOWE will go through and make sure that the policy is relevant for the company and that it is suited to maintain focus on CSR, environment, and quality in the daily work.

DIVISION OF RESPONSIBILITY AT HOWE

The top management is responsible to:

- uphold a certified environmental and quality management system
- uphold an updated organizational chart and a description of the division of responsibilities
- review and approve this policy annually as well as establishing targets for it
- initiate necessary and sufficient adjustments when this is needed

The employees are responsible for:

- **contributing with suggestions** for improving the management systems if they see areas of improvement while going about with their daily routines
- **complying with the procedures** agreed upon and thereby effecting the environment as little as possible and securing the expected level of quality in their work

4 April 2022

Michael Jacobsen
CEO / President