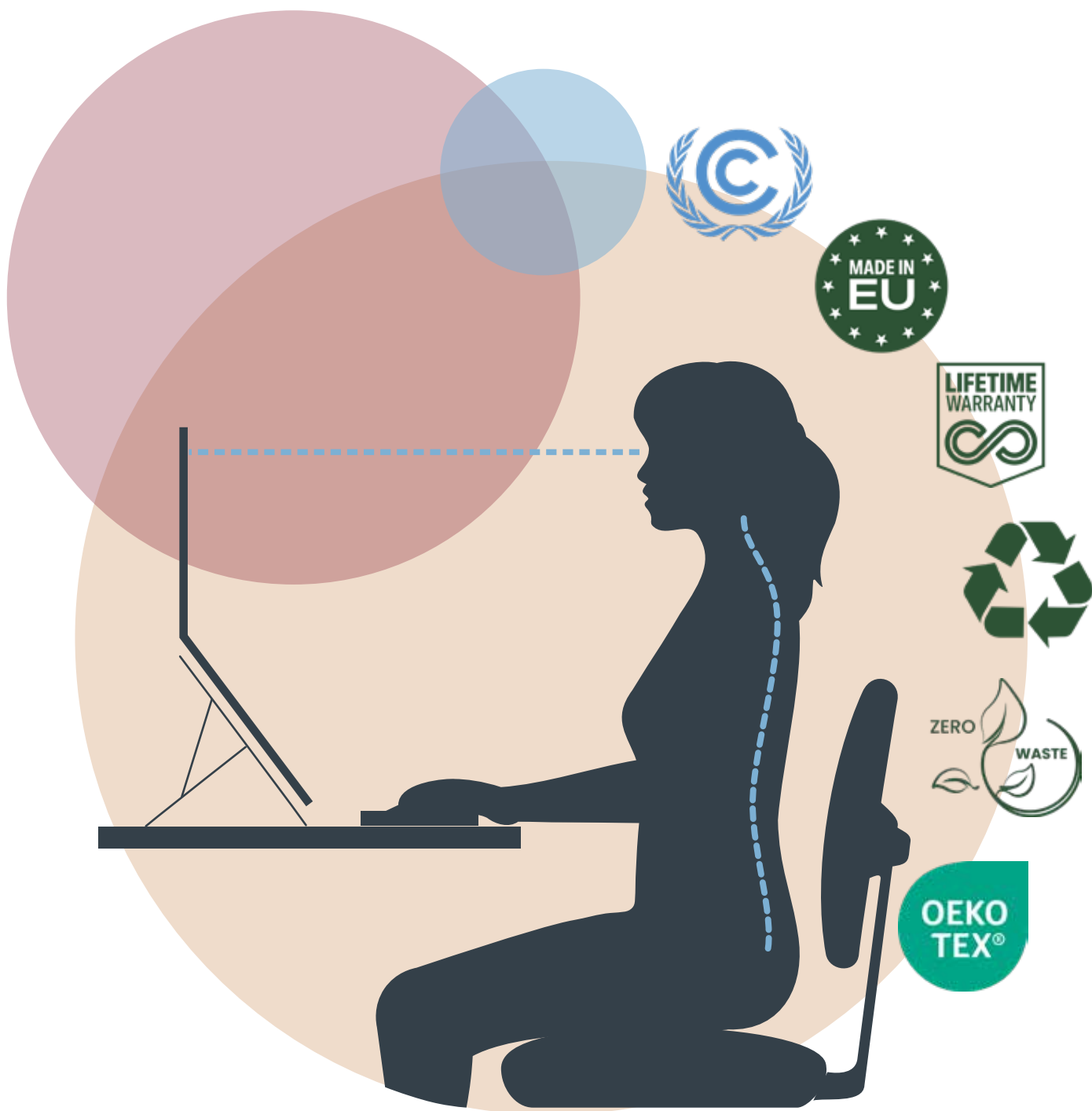


standivarius



Sustainable Ergonomics 2025

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Standivarius' Continuous Commitment for a Better World

Our Pledge to Sustainability

Here At Standivarius we are more in the business of crafting products that improve the wellbeing and mobility for our customers rather than words – yet we find that it is our duty to provide you as a visitor a transparent overview of how we conduct our work.

Doing so is not the initial impulse of any company given the market and competitive landscape and of course the human nature in itself. Add to that the inherent challenges of operating a small business—limited resources, the monumental tasks of research, implementation, and then communication—and the idea becomes even more daunting. But, when we pause to reflect on our journey, it becomes clear that transparency isn't just the right thing to do; it's mutually beneficial for us and for you.

It is how we see A **Better World**.

When we talk about sustainability, we're referring to a very specific ethos: create significant value to our customers while consuming the least resources to accomplish this. More specific, in the current context of hybrid work, this translates to designing products and offering services that not only improve our customers work experience but do so with the least possible toll on our

In this Sustainability Policy, you can find our core principles and how we employ them. From the position of a designer, manufacturer, and distributor, we gain an understanding of what the transability of our Product is, its interaction with the involved parties from “cradle to the grave”. With this perspective we can aim to:

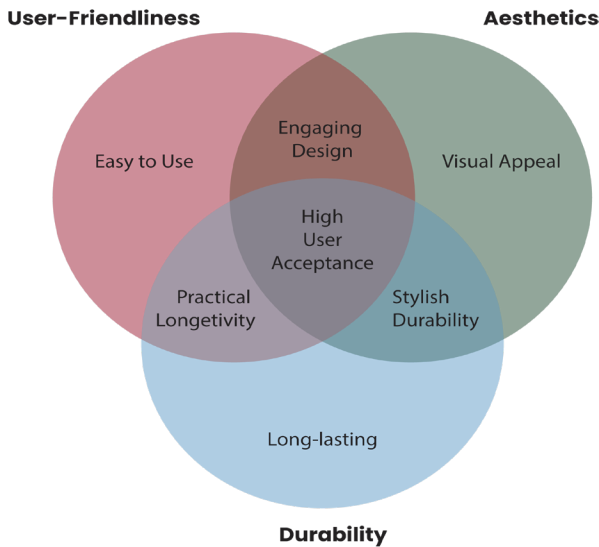
- (i) Reduce Consumerism by making durable products that people enjoy using on a long term.
- (ii) Select raw materials from viable and ethical sources.
- (iii) Reduce waste by increased efficiency of our production and distribution processes.
- (iv) Ensure our products are recyclable at the end of their lifecycle.
- (v) Increase our involvement in ergonomic education of general public.
- (vi) And as creating anything requires energy we try to compensate, as much as possible, for the resources we use. – carbon neutrality

It's worth noting that we don't have a templated, off-the-shelf guide for our sustainability journey. Much of our strategy is rooted in common sense, inspired by best practices that are publicly available. We're continually learning, adapting, and striving to do better. And we're committed to being open about our process.

So, if you ever have suggestions on how we could improve, or if you're simply curious about our sustainability efforts, please don't hesitate to reach out to me personally. I'm always open for a genuine, constructive conversation.
-Marius Moldovan, General Manager
mm@standivarius.com

Beyond the Buy

Combating consumerism to promote sustainability ergonomics



The Venn diagram illustrates how user-friendliness, aesthetics, and durability intersect to lead to high user acceptance. Ergonomic benefits are considered as the common intersection of all these factors.

Straightforward logic and numerous studies indicate that frequent replacement is the main driver for consumerism. We know that it is a major cause of environmental degradation and climate change, and that people often replace products for various reasons.

To address this, we focus on two aspects:

- Creating products that people love to use and that suit their needs and preferences.
- Designing products that are durable, reliable, and easy to maintain.

By employing industrial design principles and leveraging almost 15 years of experience in the ergonomic field, we ensure that our products are not only functional, but also comfortable, attractive, and enjoyable. We believe that by enhancing the user experience and extending the product lifespan, we can help people consume less and live more sustainably.

User Acceptance is the key metric we use to measure our products' success. It reflects how many customers continue to use the products after a certain time period—in our case, three months. Empirical evidence shows that Standivarius products enjoy considerably higher usage rates. At the same time, customer feedback indicates that while laptops may be upgraded, Standivarius laptop stands remain in

Other related proofs:

- IGR Certified Ergonomics: A testament to our dedication to ergonomics. It's not just about design; it's about well-being.



- FIRA Award: Recognized for upholding unparalleled ergonomic standards, we provide solutions that support both your productivity and health.



- ISO 9001 - Quality Management System (QMS)



ISO 9001

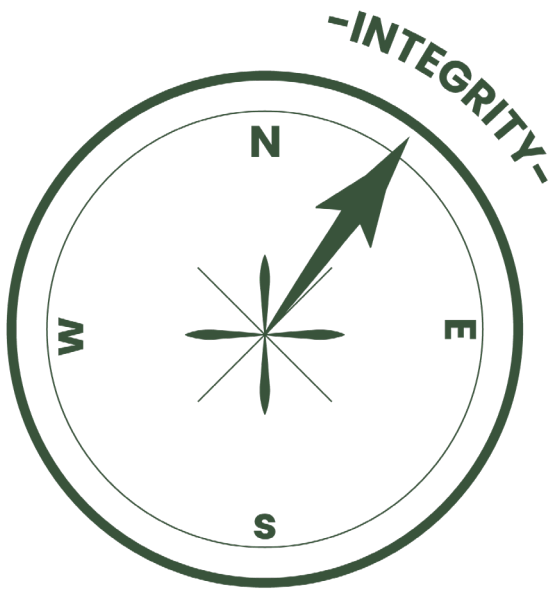
Key Points

Crafting Enduring Appeal in Every Creation

- We craft beloved, durable products that minimize replacement frequency.
- Our ergonomic designs combine aesthetics and comfort, honed over 15 years.
- Standivarius products enjoy higher user loyalty compared to alternatives.
- Recognized for excellence with IGR, FIRA, and ISO 9001 certifications.

Sourcing with Integrity

Ethical & Viable Materials



It's no secret that material sourcing can be a challenge for sustainability. On one hand, quality materials define our products; on the other, they can come with environmental costs. Our approach zeroes in on three areas:

a. The Responsible Use of Aluminium

Aluminium is a signature material for us, but extraction and processing of virgin aluminium has significant environmental and climate impact. In response, we are shifting to Certified Suppliers who can ensure that a minimum of 20% of the aluminium they supply is sourced from recycled materials.

b. Local Sourcing for Better Visibility

There are clear benefits from doing this: support local economy and higher transparency of the viability of the sources. Additionally, it reduces the energy spent on transportation, aligning with our commitment to lower our carbon footprint.

c. Carrying Sleeves- Back to Nature

As of 2023 we introduced a new assortment of sleeves for our stands and following a careful scrutiny we decided to use Recycled/ Re-bonded Leather from a European partner who can certify the highest standard of eco-friendly ingredients used in production and the ability to be recycled. Not only are these sleeves produced responsibly, but they are also recyclable, marking another step in our sustainable journey.



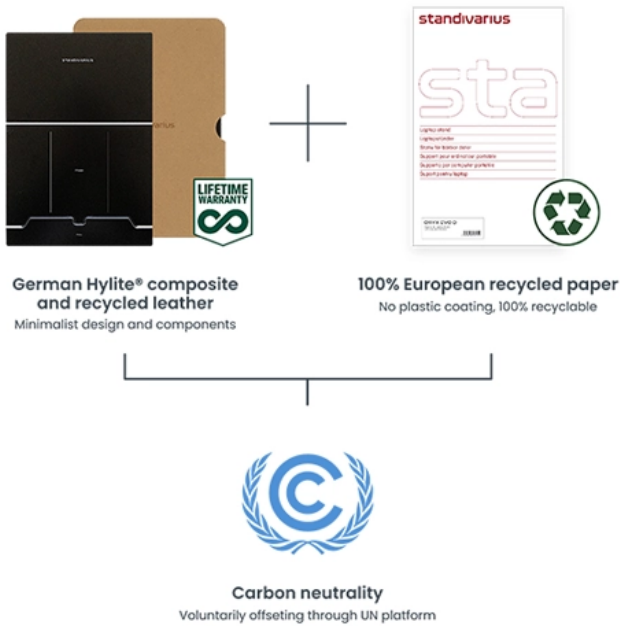
Key Points

Sustaining Quality and Environment in Harmony

- We ensure ethical, green material sourcing to uphold sustainability.
- At least 20% of our aluminium is recycled, sourced from certified suppliers.
- We support the European economy and cut our carbon footprint through local sourcing.
- Our recycled leather carrying sleeves showcase our commitment to recyclable, eco-friendly materials.

Less is More

Waste-Reducing Production & Distribution Efficiency



Waste management and operational efficiency are far from mere talking points for us; they're integral to how we do business. In this section, we explore how we can reduce both our expenses and our environmental impact with four specific strategies:

a. Less energy intensive production machineries

In 2020, we overhauled our primary production machinery, including CNC routers and vacuum pumps, to be more energy efficient. This led to a 23% reduction in energy consumption for the same output.

b. Less distance traveled - Western Europe warehouse

Since 2021, we've operated a 3PL shared warehouse in Germany, substantially reducing the distance our products travel to distribution points. This strategic location not only minimises our carbon footprint but also accelerates delivery times for our European clients.

c. Less harmful printing practices

Solvents and inks involved in UV printing have been traditionally a major environmental concern due to their toxicity. As of 2021 we switched the entire UV printing consumables to certified eco-friendly substances.

d. Less raw materials used for the same output

Better design will not only reduce our manufacturing costs and improve user experience but will also reduce the actual waste. Our yearly product reviews, based on customer feedback and new insights, help us improve designs that not only cut manufacturing costs but also reduce raw material usage.

Key Points

Refining Operations for Environmental Impact

- Strategies aim at reducing waste and increasing efficiency.
- Energy-efficient machinery introduced in 2020 lowers energy use by 23%.
- A Western Europe warehouse approach reduces travel by 33%, decreasing emissions and speeding deliveries.
- Transition to eco-friendly UV inks and solvents enhances printing practices.
- Design improvements result in a yearly 4.5% reduction in material use.

Full-Circle Responsibility

Cradle-to-Grave Recycling Audit



Beyond ethical sourcing of raw materials, we're committed to a cradle-to-grave approach that ensures our products not only start life sustainably but also end it that way. Our goal is to create a circular flow that minimises waste and maximises recyclability. With this, we focus on three pillars to integrate our products into the circular economy:

a. Prioritising Recyclable Materials in Product Design

Our in-house designed and manufactured products now feature partially recycled and almost entirely recyclable materials*. Working closely with our suppliers, we continuously explore greener and fully recyclable options.

b. Transitioning to Recycled and Fully Recyclable Packaging

As part of our commitment, 78% of our products are already packaged in recycled materials, and we're aiming for 95% by 2026. Importantly, all our packaging is designed to be recyclable, facilitating its re-entry into the materials cycle.

c. Ensuring Responsible Disposal through WEEE Compliance

Electronics often require specialised disposal methods. By subscribing to the WEEE scheme, we ensure that the electronic components in our products are responsibly recycled, adhering to EU and UK directives.

Key Points

From Creation to Recycle – A Circular Journey

- Our approach emphasizes sustainability at every stage of our products' life.
- Our designs increasingly use recycled materials, aiming for full recyclability.
- By 2026, we plan for 95% of our packaging to be recycled and entirely recyclable.
- Adhering to the WEEE scheme, we ensure the responsible recycling of electronic parts.

Beyond the Products

Our Social Commitment to Ergonomic Education



In spite of being such an important pillar to A Better World, we have to admit that the progress in the Social Responsibility area of our Sustainability objectives has been limited. We can point some reasons such as limited physical presence in the markets we sell into, and also limited understanding of the actual system

– but this still does not cover the lack of real implications. We want to use this opportunity to actually put forward an open pro-

a. Ergonomic education of students, from early school to higher education, where we can promote a healthier way of working, including supplying with ergonomic equipment to schools from disadvantaged areas.

b. Participate alongside universities or other research institutions to studies that can contribute to a better understanding of hybrid work and how health associated risks can be addressed.

Key Points

Advancing Healthier Workspaces

- Collaborating to enhance social responsibility and impact positively.
- Advocating for ergonomic education in schools to instill healthy work habits.
- Engaging in research to explore hybrid work's health implications.

Paying Our Share

Voluntary CO2 Offsetting Through Green Energy Initiatives



As of 2021, Standivarius initiated a voluntary process to account for the emissions related to the business and products in our portfolio. Simply put, we decided to assess and then compensate for the CO2 emission generated by:

(i) our business

(ii) our products

Following certain recommendations put forward by UN in its Sustainable Developments Goals Framework. More specific, UN Carbon Offset Platform provides a guide on how to account for the CO2 emissions while providing also a transparent method on how to compensate for these emissions through investing in green energy projects.

How it works? Dedicated calculators and guidelines for self-auditing allows us to estimate the following:

(i) Energy consumption in all its forms and related to the business: direct manufacturing, heating and electricity for physical facilities, person and goods transportation.

(ii) Energy consumption generated by manufacturing of the products* in Standivarius Portfolio using a "cradle-to-grave" methodology: from CO2 emitted from "digging" for the raw materials, the intermediate manufacturing and transportation, all the way to recycling or disposal of end of life products.

Once estimation of the CO2 emissions are done, the resulting quantity of CO2 (in metric tons) is converted into investment opportunities in green (solar, hydro or wind) projects around the world supervised or coordinated by UN. In this way the CO2 emitted by Standivarius as a business and the products sold by us along their entire life are compensated by the equivalent energy produced through non-emitting CO2 facilities.

It is though beyond the scope of this specific document to go into the details of the process. We put though forward for scrutiny the Standivarius 2022 Annual Report for voluntary CO2 Offsetting document where the process and numbers are available.

Key Points

Reducing Carbon Impact

- Since 2021, we've actively assessed and offset our CO2 emissions.
- Following UN goals, we ensure transparent carbon offset methods.
- Our investments in global green energy projects counter-balance our CO2 footprint.



Closing Thoughts

Standivarius' Continuous Commitment for a Better World

By engaging in a sustainability project, Standivarius is committed to carry on this activity for the foreseeable future. It is an ongoing work, with good and lesser good results, but one that has to be carried out at individual and organization level.

In that respect, we are constantly trying to improve our auditing, assessment, and actions such that the footprint of Standivarius will provide a positive impact on society, namely, to create more value than we consume.

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