



EMAS ENVIRONMENTAL STATEMENT



2020

TEAM7



CONTENTS



PROTECTING THE ENVIRONMENT CALLS FOR RESPONSIBLE ACTIONS

The TEAM 7 brand is a promise of quality. Right from the start, we think very carefully about the design and form of our furniture. High-quality materials, award-winning design, innovative technology and impeccable workmanship turn our furniture into genuine objects of value. Numerous international design awards bear witness to the outstanding quality of our creations. Technical innovations such as **2soft**, the soft-close swivel technology used in our tables and the height-adjustable functions of the **k7** kitchen island make us truly unique in the market. They ensure the unrivalled ease of use that our furniture guarantees, further extending the long-lasting enjoyment that it brings. We have our furniture quality-checked in our own test lab months before it even gets onto the market.

We have been awarded the Austrian Ecolabel for many years now in recognition of our environmentally friendly and sustainable production. Despite these clear signs of success, we refuse to stand still or rest on our laurels and instead work tirelessly on getting better and better.

This environmental statement documents our efforts to consistently align all of TEAM 7's activities with the principles of sustainable management and to create products that are naturally beautiful.

Only if we succeed in creating a production process which is consistently in harmony with nature can we escape the throw-away society. Only by living responsibly and sustainably can we ensure that future generations will also have all they need to live: raw materials, food, fresh air and clean water.

Dr Georg Emprechtinger,
CEO, owner

We at TEAM 7 are particularly proud of our environmental statement presented here. This is because, rather than merely being a report on what we have been up to, it is an affirmation of the values that shape and guide TEAM 7. Since the early 1980s, we have stuck rigorously to "green" principles. For TEAM 7, taking ecological, social and economic responsibility for everything we do is a matter of course. We are committed to making our furniture in harmony with people and nature.

TEAM 7 monitors the entire value chain, from the tree to the finished furniture, and ensures a sustainable production process that conserves the environment. Employee welfare is also extremely important to us: we have strict guidelines for working conditions, safety and health protection. As a pioneer and market leader in natural living, we use European hardwood trees from sustainable forestry, which we treat exclusively with natural oils and process locally by hand, not far from where they were grown. Rather than churning out short-lived "throw-away" furniture, we make products with a long functional and aesthetic lifespan. This is because only things that endure and provide a lifetime of enjoyment can truly be called sustainable.

This sustainability report fulfils the requirements to prepare an environmental statement in accordance with EMAS III V01221:2009 and is valid for TEAM 7's Ried and Pram sites.

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SINCE
1959



– it's a tree story:

GROWN FOR YOU.

The deciduous trees that we use to make our furniture are grown for decades in controlled, sustainable forestry. The surfaces are finished using pure, natural oil and nothing else, thus promoting a natural, healthy ambience in your home. This makes TEAM 7 furniture very easy to treat and touch up, preserving its naturally beautiful character for many decades.



DESIGNED FOR YOU.

Your comfort is our motivation. That's why we don't just stop at the standards, but try to create greater flexibility with our furniture. We work on visionary, sophisticated solutions to make your home even more comfortable. For instance, our 30-member development team is continuously working on innovative solutions, such as the new synchronous extension of our **nox** table.

MADE FOR YOU.

Our furniture is not produced for a warehouse, it is created only in response to customer requests. Developed by designers, planned in accordance with your wishes by trained interior architects and realised by master carpenters: our award-winning solid wood furniture draws upon traditional Austrian craftsmanship skills. Every piece of furniture is a unique item, made to measure and requiring much skilled handwork. And the best thing about it – TEAM 7 furniture is available for all parts of your home.



PIONEER OF "ENVIRONMENTALLY FRIENDLY DESIGNER FURNITURE" – ESTABLISHED IN 1959

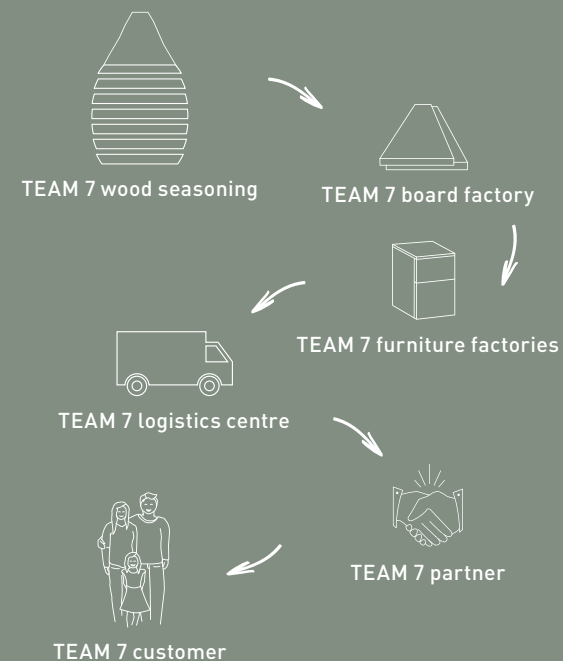
- 1959**
Erwin Berghammer founds a carpentry firm in the Upper Austrian town of Ried im Innkreis, which soon begins to set and meet high standards of design. The TEAM 7 trademark is registered shortly afterwards.
- 1980**
Blazing an environmentally sustainable trail, TEAM 7 switches all its production processes over to eco-friendly furniture.
- 1999**
Dr Georg Emprechtlinger takes over as Managing Director. Under his leadership, the artisans at TEAM 7 combine environmental sustainability with design and win the company numerous international design awards.
- 2006**
Georg Emprechtlinger becomes the sole owner of the company.

SUPPLY CHAIN

From the forest to the finished furniture, it's in our hands.



every order is custom made in our own workshops in Austria



IMS POLICY

quality – environment – energy – occupational health & safety

TEAM 7 undertakes to meet the quality requirements for defined processes and to work towards improving these at all times. This commitment includes an undertaking to avoid or consistently reduce damage to the environment caused by the company and its products.

TEAM 7 sets out to develop high-quality, innovative and future-oriented products without neglecting environmental, economic and social aspects in order to ensure the company's success.

TEAM 7 assumes responsibility for maintaining and expanding attractive work places. Occupational health and safety and employee well-being play a key role in this.

TEAM 7 aims to avoid injuries and illnesses of any kind and to minimise risks as far as possible. Sustainable solutions are launched to continuously improve occupational health and safety performance.

TEAM 7 undertakes to reduce energy consumption over the long term and to increase energy efficiency through a continuous improvement process.

TEAM 7 actively involves its employees and interested parties in implementing its IMS policy through regular, targeted updates and communications via the communication channels we have determined internally.

TEAM 7 follows an internal procedure to ensure compliance with all legal regulations applicable to the company and ensures the availability of information and all resources required in order to meet its objectives.

TEAM 7 uses internal and external supervisory bodies in order to ensure that the certified standards are subject to ongoing reviews and updates.

TEAM 7 works with regional purchasing structures and buys energy-efficient products and services.

TEAM 7 respects the natural world and is committed to preserving it for the long term.

TEAM 7 ensures sustainable forestry and uses the best available technologies to avoid wasting resources and increase their yield. Environmental pollution is reduced and only natural raw materials are processed wherever possible.

SUSTAINABILITY

Our very own bee colonies support the balance in our ecosystems and preserve plant diversity and thus the livelihoods of other insects and creatures.



Anyone who works with wood is familiar with the concept of sustainability. Indeed, the term was originally coined in relation to the forest. So that the forest can sustain itself, it is important to ensure that no more wood is felled than can regrow naturally. In terms of economic activity in general, this means that anyone who acts in a sustainable manner will also ensure that the fundamentals for our existence are also preserved for future generations. Firstly, there are the products: all furniture from TEAM 7 is manufactured in such a way that it can be returned to the natural cycle at any time. Yet sustainability does not stop there: our entire production, our efforts as employer and our activities in and for the region are characterised by sustainability.

Sustainability starts with the design.

Perfect design which keeps its promise and meets the highest moral and ecological standards is another important aspect in real sustainability. After all, people only want to hold on to things which bring them lasting enjoyment. The pieces of furniture built by TEAM 7 are already future classics. Innovative technology and sustainability need not be mutually exclusive. On the contrary: we consciously equip our furniture with the latest technology in order to guarantee maximum convenience, because this brings enduring pleasure.

Sustainable management out of respect for nature.

We make responsible use of our resources during manufacture and therefore produce our furniture strictly to order, thus preventing any valuable material from going to waste. We produce our furniture and boards locally in order to avoid long transport routes and reduce our CO₂ emissions. Producing goods at our own plant allows us to control the entire manufacturing process. Two-thirds of the entire staff at TEAM 7 are carpenters who are masters in traditional craftsmanship techniques. Their knowledge guarantees the high quality and long lifespan of our furniture.

TEAM 7 makes very conscious and careful use of our valuable resources. We produce our goods in accordance with the highest environmental and economic perspectives, from the tree in the forest to the finished furniture. Wood has some specific benefits compared

with other materials. As well as consuming relatively little energy in production, its ability to store carbon (C) is also particularly noteworthy. For instance, a master's thesis analysing the potential for CO₂ emissions (2012) showed that TEAM 7's own forest absorbs some 865 tonnes of CO₂ each year. The thesis also demonstrated that around 8,758 tonnes of CO₂ were stored in our furniture for the long term in 2011. Our furniture is designed from the outset to ensure that the material is used as efficiently as possible. We attach particular importance to cleaner production, i.e. to optimising operational energy use and minimising water consumption and waste. The wood chips left over are used for heat production in our own furnace and our new boiler house fitted with a biomass boiler and chip silo. The CO₂ that this emits had already been removed from the atmosphere while the trees were growing. By burning this biomass we produce energy to heat our offices, production facilities and drying chambers. The energy generated is also used as process heat for our board presses. All the electricity we purchase for our production facilities comes from renewable energy sources. We also supply electricity to the public grid using one of our three in-house photovoltaic systems.

Preserving the environment for future generations.

Sustainable products are made from natural materials, are of the highest quality and are long-lived. We only use premium hardwood trees for our solid wood furniture. TEAM 7 attaches the greatest importance to the wood's origin and only works with suppliers that guarantee sustainable forestry. This is why we decided to incorporate a forest with a total surface area of 77 hectares into our company in the direct vicinity of our production sites and to manage it sustainably. The fact that the wood used to produce our premium TEAM 7 furniture is free from pesticides and harmful substances is extremely important to us. It goes without saying that TEAM 7 does not use any tropical wood and is mindful of regional proximity when selecting suppliers. The wood used in our furniture is only finished with pure natural oil. The primary ingredients of our oil are all natural: linseed oil, soy oil and beeswax. With no varnish, staining or other chemical components, the wood remains free of toxins and retains its outstanding features: it absorbs moisture and releases it again slowly, thereby ensuring a pleasant and healthy indoor climate.

BECOMING A GREEN FACTORY THROUGH...

→ *an integrated management system that is actively embraced.*

TEAM 7's management system is certified to ISO 9001, ISO 14001, ISO 45001, ISO 50001 and EMAS standards. Environmental protection, energy efficiency, occupational health and safety and all quality-related matters are thus embedded permanently in all company processes.

→ *controlling the entire value chain from the tree to the finished furniture.*

TEAM 7 owns 77 hectares of forest, which it manages sustainably. What makes wood such an excellent material to work with is not only how little energy is consumed in processing it but also its ability to draw CO₂ from the atmosphere while the tree grows and store it for the long term. A master's thesis analysing the potential for CO₂ emissions (2012) showed that TEAM 7's very own forest saves some 865 tonnes of CO₂ each year.

→ *using energy from biomass.*

The scraps of wood that accumulate during production are used in the company's own furnaces to generate heat. The CO₂ that this emits had already been removed from the atmosphere while the trees were growing. Using biomass therefore enables energy to be supplied on a carbon-neutral basis to heat our offices, production halls and drying chambers. The heat produced is also used as process heat for our board presses. The new boiler house in Pram, which is equipped with a biomass boiler and a chip silo some 650 m³ in size, gives the site a much more autonomous and environmentally friendly supply of internally generated heat. The boiler house covers an area of 310 m² and produces an output of 2 MW. Flue gases are purified using an e-filter. The plant is equipped with a 90,000-litre buffer storage system and is connected to the old facility by an elevated line some 110 metres long.

→ *using electric vehicles for factory traffic.*

We rely on electric mobility for courier trips and factory traffic between Ried and Pram. Since 2014, for instance, we have travelled roughly 5,100 km a year on electric power alone, thereby reducing the strain on our environment. Effectively, the electrical energy required for the electric car is produced using our own photovoltaic system.

→ *using power from green electricity and a photovoltaic system.*

All the electricity we purchase for our Ried and Pram production sites comes from renewable energy sources. This is 100% green electricity in both places. We also produce electricity using our three in-house photovoltaic systems. The system in Ried generates 7.5 kWp. The hall roof at the new logistics centre in Pram houses two more photovoltaic systems, which came on stream in early 2019. They produce a total output of some 400 kWp across an area of 2,400 m². One of the Pram systems feeds all of the electricity it generates into the public grid, while the other is used to power our own facilities. The new photovoltaic systems produce enough electricity to cover the annual consumption by nearly 100 people.

→ *ventilation using circulating air.*

All of our production halls are fitted with the latest ventilation systems. They are energy efficient and ultra-silent thanks to SEPAS-Plus and, for the surface technology, SELAS-Plus (made by Scheuch). Both kinds of system are equipped with heat recovery systems that channel the used internal air, which is still warm, through heat exchangers and thus pre-heat the fresh air from outside. This, coupled with a high level of energy efficiency, is helping us to take the strain off our climate.

→ *compressor systems with intelligent controls.*

At both sites, the base load for the compressed air required is generated by a fixed-drive compressor. Peak loads are managed and covered intelligently by speed-controlled compressors. Using these controls allows a pressure belt control system to be used instead of a cascade control system. The general pressure level inside the whole system can thus be reduced by 0.5 to 1 bar, saving electrical energy. Requiring a minimal amount of compressed air, the higher-level controls ensure that one of the smaller compressors will supply the compressed air in this operating mode.

→ *smart lighting controls.*

Using a lighting control system that adapts to daylight levels allows us to optimise lighting in our production halls in line with our requirements and depending on the natural sources of light. The light intensity is adjusted to suit each individual working area. Across the whole of our production area, we make maximum use of the spaces exposed to natural light. A timer switches the lights off automatically at the end of the normal working day.

CLIMATE CHANGE



We were already eco before it was cool.



Scientific studies have proved that humanity has been the main cause of global warming for the past 100 years. The surface of the Earth is heated by the Sun's rays. This heat is reflected off the Earth's surface and back up into the atmosphere. Some of the reflected heat is absorbed by particles in the air. These gas particles (greenhouse gases) in the air contribute to the warming of our planet, supplementing the effect of direct sunlight. This is a completely natural and necessary process.

Over the past 100 years, however, human activity, such as the intensive burning of fossil fuels, have caused the levels of these greenhouse gases to double. Burning oil or natural gas, for instance, releases additional carbon dioxide (CO₂) into the atmosphere. These extra greenhouse gases, such as CO₂, prevent enough of the reflected heat from escaping from our atmosphere, causing temperatures on the Earth to rise higher and higher.

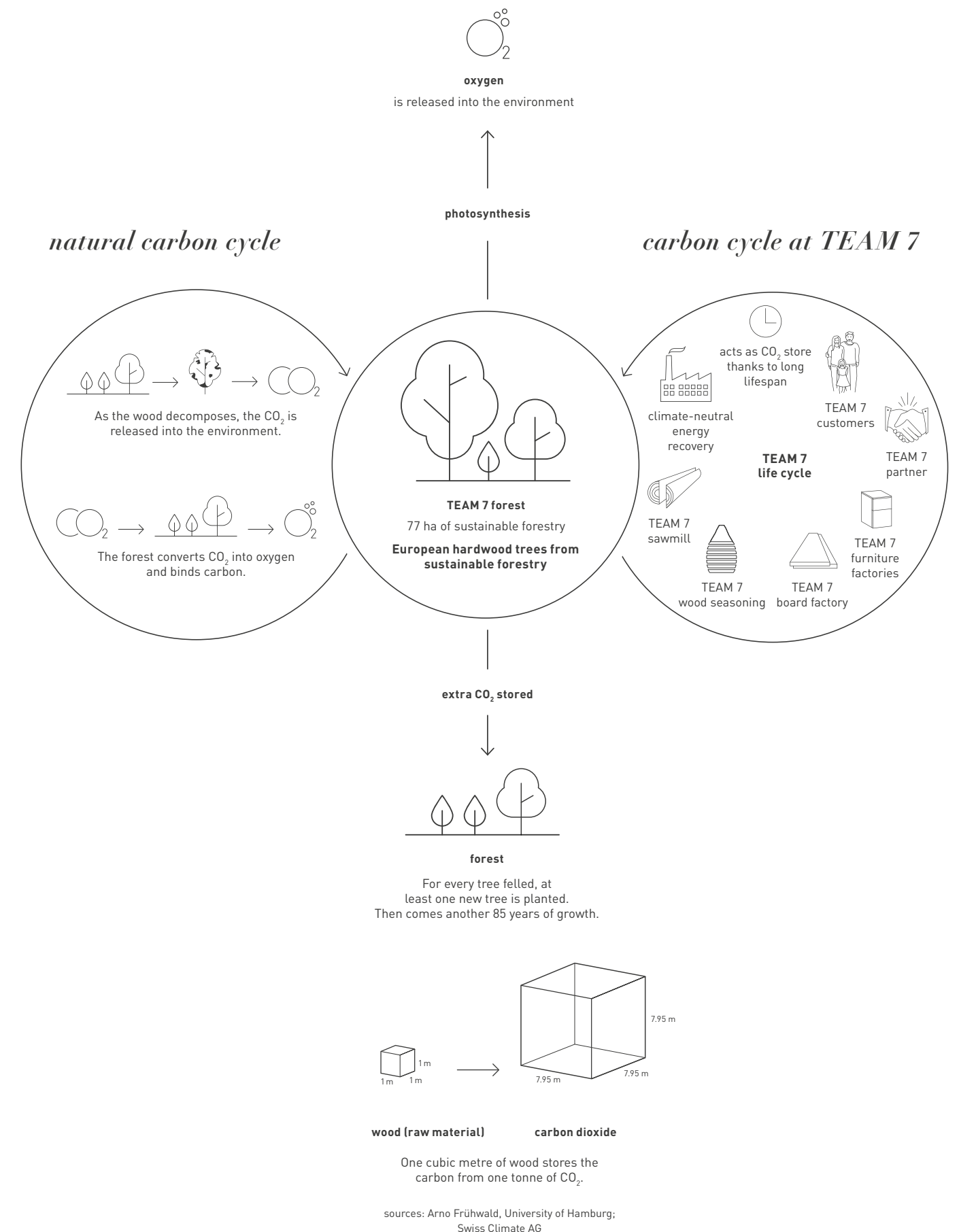
the natural carbon cycle of wood as a raw material

Forests draw CO₂ from the atmosphere through the process of photosynthesis (using energy from the Sun to convert inorganic substances into energy-rich organic compounds, mainly carbohydrates). In other words, trees absorb CO₂ from the air, convert it into carbohydrates (sugars) in a chemical process and store it in their cells. This provides the tree's source of life and binds the carbon permanently in the wood. In turn, the oxygen (O₂)

released via photosynthesis is what allows us humans to survive. Trees decompose when they die, freeing the previously bound carbon into the environment in the form of CO₂. They can never release more CO₂ than they had absorbed through photosynthesis during their lifetime. This process thus forms a closed carbon cycle.

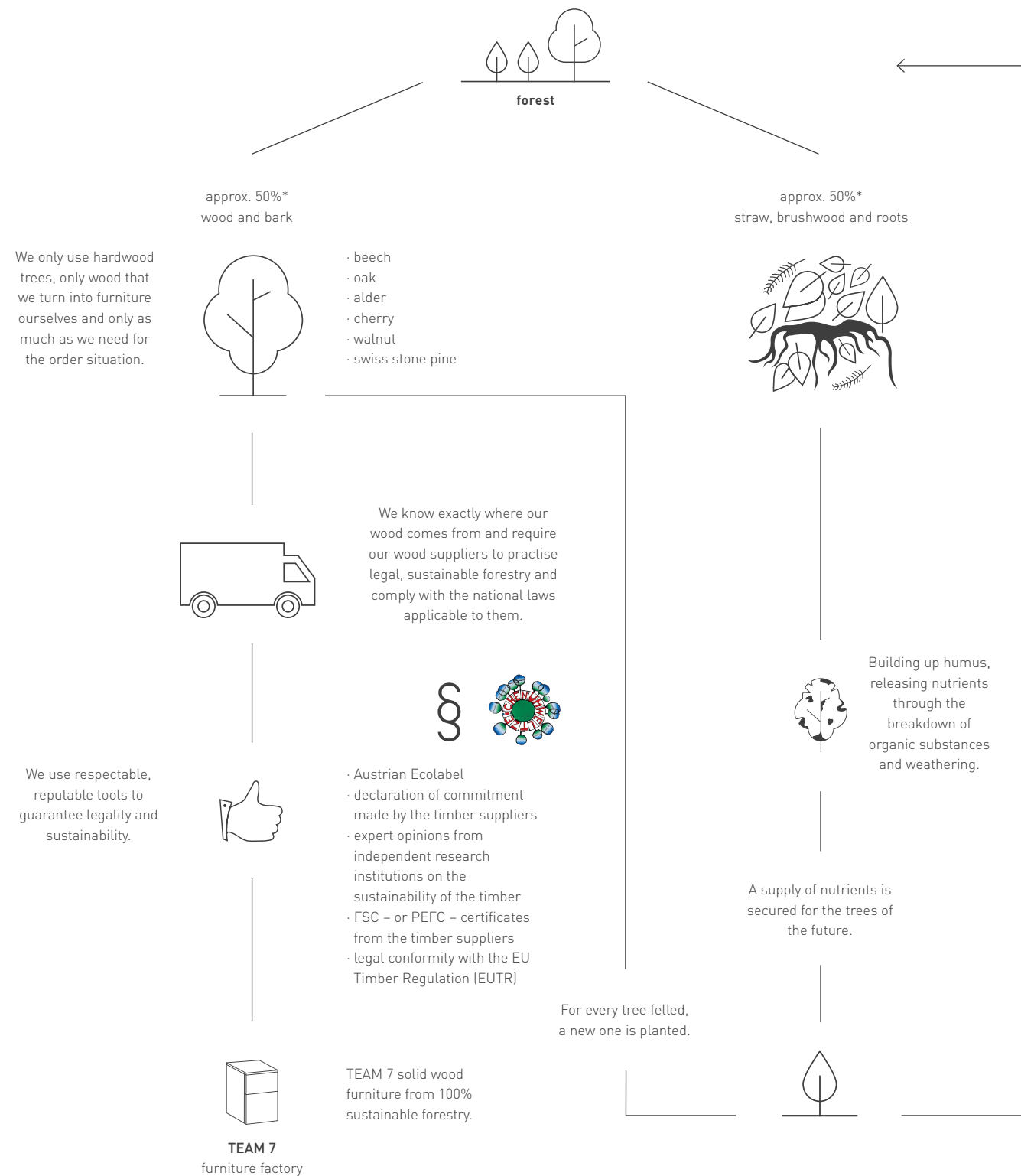
wood's carbon cycle at TEAM 7

To create TEAM 7's premium quality solid wood furniture, we need to use a precious raw material – wood – which is harvested from forests. To ensure the forest is maintained and managed sustainably for future generations, every time a tree is felled, we plant at least one new tree to replace it. The key benefit of solid wood furniture from TEAM 7 is the fact that the carbon stored in the wood stays put. In other words, our furniture provides long-term carbon storage. Not until many, many years later will the captured carbon be released back into the atmosphere as CO₂ in a climate-neutral energy recovery process. The major advantage here is that the oiled surface of TEAM 7 furniture does not contain any plastics, synthetic resin or synthetic wax, making it ideal for reusing the energy stored inside. While the furniture is acting as a carbon store, the newly planted trees are busy growing, binding more carbon through photosynthesis. The long lifespan of the furniture, which can last for generations, and the minimal amount of CO₂ emitted in production result in a positive carbon footprint that helps to combat climate change.



SUSTAINABLE FORESTRY AT TEAM 7

Solar energy; water and CO₂ combine to enable photosynthesis and thus the creation of organic substances.



The process as described here is ensured through internal audit processes and external monitoring and certification. Compliance with the requirements is audited, verified and validated every year. The work we do provides us with precise details of the following parameters for every cubic metre of wood:

supplier | address | sawmill | address | wood type | quantity | country of origin | region | proof of sustainability

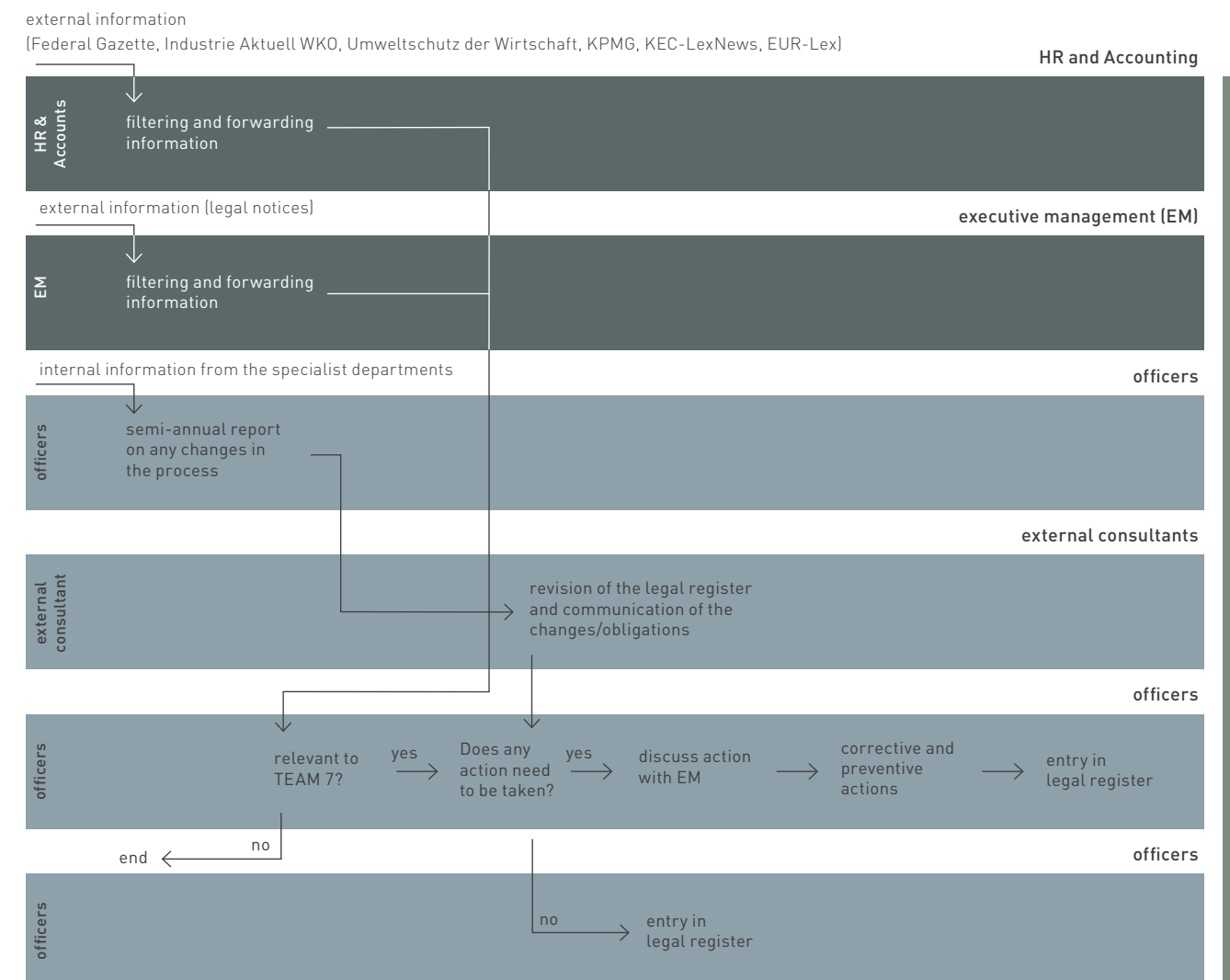
*source: Dr Peter Burschel

COMPLIANCE WITH LEGAL REGULATIONS

Employment law, environment law, HR law and employee protection – just like any other company, TEAM 7 is also governed by an extensive and complex set of regulations. Maintaining an overview of everything is a real challenge. For this reason, we have set to work internally and devised

a specific procedure on our own initiative that allows us to check whether we are complying with the relevant laws and regulations on an ongoing basis. This has enabled us to achieve maximum legal security for our company, our products and our employees.

OBTAINING LEGAL SECURITY



COMPANY PROFILE

2019 financial year

(as of January 2020)

Managing Directors

Dr Georg Emprechtinger, MBA
CEO, Sales, Commercial Division
Hermann Pretzl, MBA
COO, Production, Procurement

owner

G. Emprechtinger GmbH

range

custom-made solid wood furniture
for kitchens, dining rooms, living
rooms, bedrooms and kids' rooms

subsidiaries

TEAM 7 Österreich GmbH
Vienna, Vienna kitchen Store, Graz, Linz,
Wels TEAM 7 Deutschland GmbH,
Hamburg City, Hamburg Altona, Berlin,
Düsseldorf, Stuttgart, Frankfurt, Munich
Managing Director: Georg Emprechtinger
NHT Kft (Hungary), sawmill,
Managing Directors: Thomas
Hajdu and Hermann Pretzl

selective sales and distribution

12 of our own flagship stores,
monobrand stores
and brand stores in 34 countries

production sites

Ried im Innkreis and Pram (Upper Austria),
Borsfa (Hungary)

sales

2018: EUR 98 million (-2%)
2019: EUR 99 million (+1.02%)

export share

86% (D, CH, I, F, Benelux, UK,
Eastern Europe, USA, China, Japan,
India, Australia and others)

employees

720, including 602 in Austria
38 apprentices

investments in 2019

EUR 4 million

purchasing

49% from Austria,
a further 32% from Germany and Italy,
18.4% from the rest of Europe,
0.6% from other countries

environmentally relevant plant and equipment

compressors
heating systems

key performance indicators

resources and raw materials,
water, waste, emissions

ÖNACE
31.09-0



factory for elements, Ried i. I.
Upper Austria



factory for solid wood boards,
tables and beds, Pram
Upper Austria



■ Ried ■ Pram

figures

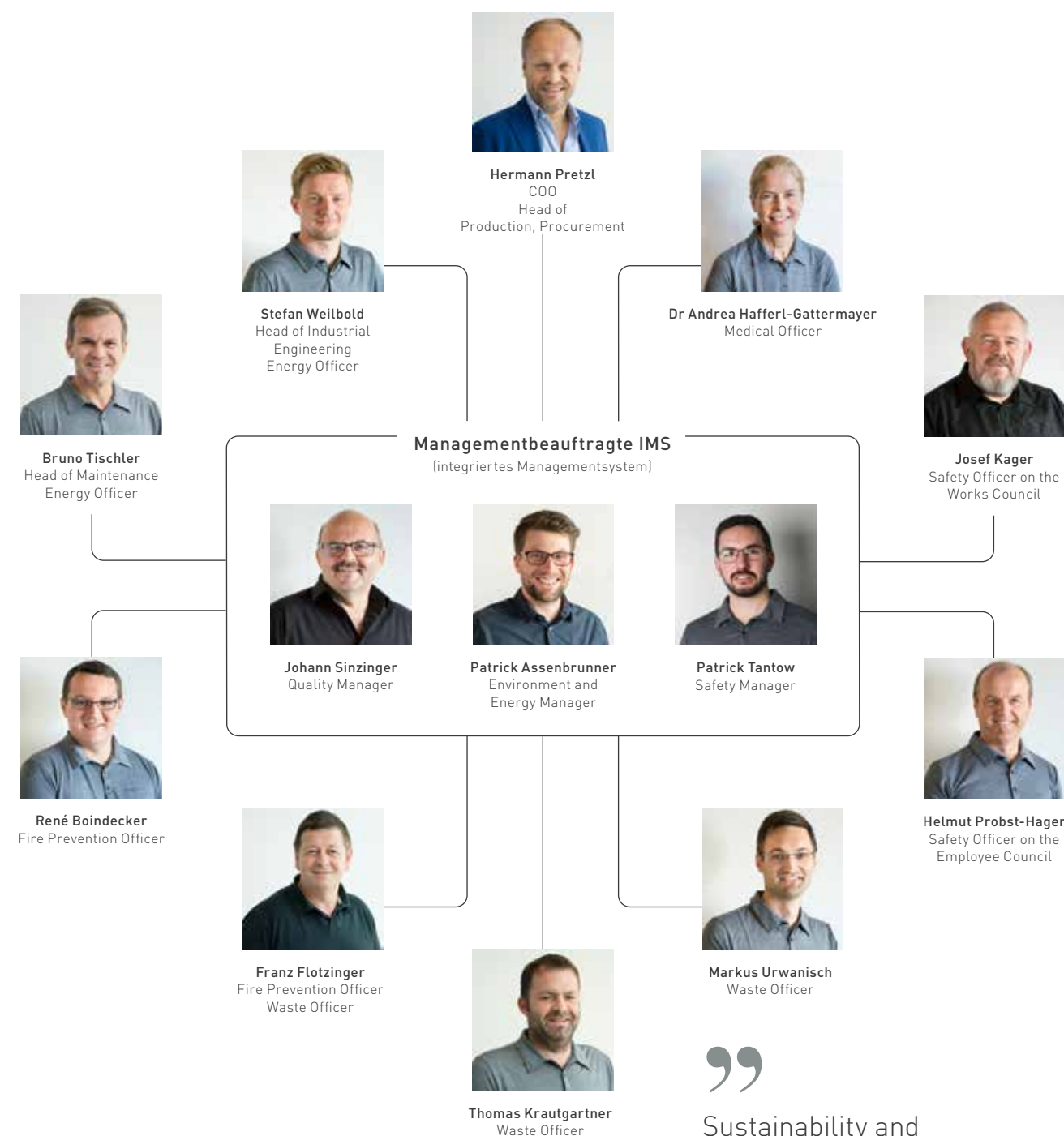
| | total area | construction area in buildings | construction area, paved | unpaved area | unpaved area as a % | forest | average headcount for the year |
|--------------|------------------------------|--------------------------------------|-----------------------------|-----------------------------|------------------------|------------------------------|--------------------------------------|
| Ried site | 30,031 m ² | 12,715 m ² | 5,174 m ² | 12,142 m ² | 40.43% | - | 360 |
| Pram site | 130,978 m ² | 32,086 m ² | 80,018 m ² | 18,874 m ² | 14.41% | - | 273 |
| total | 161,009 m² | 44,801 m² | 85,192 m² | 31,016 m² | 19.26% | 770,997 m² | 633 |

Information acc. to entries in the Land Register as at 27 September 2019.

IMS TEAM

The team that looks after our integrated management system (the IMS team) is responsible for achieving the objectives we have set in terms of the environment, quality, energy, occupational health and safety and TEAM 7's social responsibility. Amongst other things, therefore,

the officers on the team are required to ensure long-term process capability in terms of how the company structures its processes. To this end, staff training is provided on an ongoing basis and individual projects are aligned with the company's philosophy in a targeted way.



Sustainability and environmental protection start with the individual – they are not based on regulations!

ENVIRONMENTAL AND ENERGY MANAGEMENT

Environmental and energy management forms part of TEAM 7's overall management system. The production process, the products, all materials used and all manufacturing steps right down to employee behaviour are organised according to environmental criteria with the aid of an environmental and energy management system and a sustainability programme. Specifically, this is about defining measures that are environmentally necessary and economically advantageous for TEAM 7, organising the implementation of these measures, implementing them and monitoring their success. The environmental and energy management system also considers potential process improvements. A system of this kind guarantees that, rather than merely being complied with, environmental regulations are actually implemented in the best possible way.

Environmental and energy management is carried out in line with precisely defined standards. TEAM 7 has integrated three internationally recognised standards and sets of regulations into its management system – ISO 14001, ISO 50001 and EMAS – and has thus embedded environmental protection systematically in its management processes: ISO 14001 and ISO 50001 set out requirements for an environmental and energy management system. These standards are centred around a corporate environmental and energy policy, environmental and energy-related objectives and targets, and a programme for implementing the planned measures. EMAS, the Eco-Management and Audit Scheme, is an EU-wide environmental management and environmental audit scheme for organisations looking to improve their environmental performance and act sustainably. As a basic principle, management systems of this kind help to define the relevant aspects, make them quantifiable and improve them in an ongoing process. For this reason, we also regularly invite independent certification organisations to review our success as well as subjecting our company to an internal environmental audit every six months.

QUALITY MANAGEMENT

Quality is key to the success of TEAM 7 as a manufacturer of branded furniture. The trust placed in the brand hinges on the quality of its products. Ensuring this quality is the job of the internal quality management system, which is structured accordingly and based on the internationally recognised ISO 9001 standard.

concept

TEAM 7 does not compromise on quality. This is why it monitors the entire value chain from the forest to the finished furniture. At every stage of the production process and in every workplace, employees are called on to focus particularly on product quality. Independent institutions conduct regular audits of raw materials and products. The continuous quest for improvement is the guiding principle of our quality management. TEAM 7 applies the PDCA (Plan-Do-Check-Act) method to achieve quality improvements, starting small before scaling up: the process is first analysed, improved and trialled in a single location before being rolled out as the new standard for the entire production.



the PDCA cycle

raw materials

Quality starts with the raw materials. TEAM 7 only works with unmixed raw materials that can be returned to the cycle of nature. Although we use leather, glass, ceramic and metal in our furniture, the most important raw material is choice wood. We select our wood based on ultra-strict internal guidelines that we have brought together in a quality manual. TEAM 7 only works with European woods, preferably those that grow in the best possible conditions for each specific type. Sawmills are required to sign a contract guaranteeing that their wood comes from sustainably managed forests, something that is monitored by means of spot checks. The wood is tested for radioactivity before it enters the production facility. The only thing used to treat the wood is natural oil – in keeping with our promise: pure solid wood. This oil is made of natural essences such as linseed oil, soy oil and beeswax. TEAM 7 processes the wood into strong, warp-resistant boards in its own plant without the use of formaldehyde. This ensures that TEAM 7 furniture stays natural and free of toxic substances and contributes to a pleasant and healthy room climate.



test lab

TEAM 7 has its very own test lab, which allows it to verify the construction, function, ergonomics, strength and safety of its products – on site and before the design process has even finished. These five attributes will lay the foundations of product quality further down the line. The testing laboratory also ensures that all current DIN, ISO and national Austrian standards are adhered to. As well as the quality of the finish, this also includes the requirements made of kids' furniture in particular.

employees

Staff who understand their craft do much for a product's quality. For this reason, TEAM 7 places great importance on traditional artisan craftsmanship – two thirds of its employees are carpenters. TEAM 7 makes training available to all staff at all times, giving them the opportunity for continuing professional development. Regular workshops are organised in order to fine-tune processes for ensuring quality.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Our sites in Ried and Pram are certified to ISO 45001 in order to prevent accidents at work and damage to health – ultimately, to protect our employees' well-being. We look for sources of danger on the premises and in our ongoing work process. We check our entire production and workflows for potential health damage caused by dust, noise or machinery. We assess processes based on ergonomic criteria, check and supervise construction work and test all working materials with which employees come into contact. Needless to say, TEAM 7 provides all employees with suitable work clothing to mitigate the consequences of a potential accident. Recognised experts are also on hand for emergencies and other dangerous situations and conduct regular inspections in the company. They have helped us draw up emergency plans so that we can respond quickly and efficiently if we ever need to.

To prevent any health consequences from wood dust, the individual extraction systems have been replaced by the SEPAS-Plus extraction system, significantly reducing the amount of harmful dust produced. Alongside the extraction systems used in the plants, dust build-up in the workspace for manual tasks is another important factor. Training is given to raise employees' awareness of this issue. The Occupational Health and Safety Committee is responsible for ensuring that staff are always up to date on how to handle wood dust.

Another hazard associated with wood dust is its high flammability. This fire risk is increased further by the oil-soaked cloths and sponges, which are spontaneously combustible. A fire alarm system and a sprinkler system have been installed to counter these risks. There is also a smoke and heat extractor as well as a spark extinguishing system inside the extraction system. A special CO and NOx detector is fitted inside the wood chip silo in order to respond quickly to a hazard (smouldering fire etc.). A "VBF" container in accordance with the Austrian Flammable Liquids Regulation is on hand for storing hazardous substances safely. Air-tight, water-filled containers in the workplace for disposing of oil-soaked sponges and rags further reduce the

risk of a fire. In addition, staff are specifically made aware of the risks posed by spontaneously combustible oily sponges. A special risk management system guarantees that production is maintained in the event of an emergency or, as appropriate, is resumed as quickly as possible. We want to make sure at all times that TEAM 7 complies with its obligations to its employees and customers.

EMPLOYEE BENEFITS

Valuing people forms an integral part of TEAM 7's corporate philosophy. The singular quality of our furniture, the unique aura that gives each piece that special something, is shaped by the skills and talents of our employees. At our company, we are a community of people who are all focused on the same goal, who love their work and believe in what they do. This is what makes TEAM 7 a success. Having all staff identify with the company is part of how we see ourselves, and we go out of our way to make sure that everyone feels happy here. For this reason, our employee benefits are another essential component of our corporate policy. The health of our employees is extremely important to us. An external medical officer ensures that regular vaccinations, eye and hearing tests are carried out at the company. We provide all employees with suitable protective work clothing and run first aid courses as well as subsidising staff lunches. Regular parties and team ski trips strengthen team spirit and make a key contribution to a healthy working environment.



”
Our staff are our most important asset, and their safety is top priority for TEAM 7.

society and social matters

Sustainable production means fair trade. Creating jobs in the region, integrating younger and older people into the world of work on an equal footing, keeping work enjoyable for a lifetime and fostering a strong team spirit – all of these are important for TEAM 7. TEAM 7 has been recognised as one of the most important employers in the region. We are committed to Austria as a place to do business and to its craftsmanship as a valuable tradition that is still actively practised to this day. We have introduced sensible working time models to enable our employees to find a healthy work/life balance.

All staff receive in-company training, with a particular focus on continuing professional development, to maintain and improve their skills over the long term. We give everyone the opportunity to advance their career. We expressly want our employees to develop and to get enjoyment out of making progress.

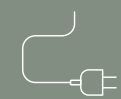
People with disabilities also matter a great deal to us, which is why we work with five different sheltered workshops.

INPUT & OUTPUT

data for 1 January to 31 December 2019

INPUT

energy¹



| | |
|----------------------------------|---------------|
| electricity total | 6,744,222 kWh |
| Ried | 2,154,230 kWh |
| Pram (energy mix see page 26) | 4,589,992 kWh |



| | |
|-------------------------------------|-------------|
| Ried PV system | 8,885 kWh |
| Pram PV system | 390,193 kWh |
| CO₂ savings total | 367,152 kg |

raw materials



water
9,734 m³



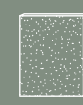
fuel
158,004 l
(diesel)



wood
15,986 m³



glass
211 t



ceramic
10.2 t



wood chips
6,476 loose m³
(heat production)



leather
28.5 t



natural oil
16,835 l



HEAD OFFICE



BOARD PRODUCTION



TABLE AND BED FACTORY

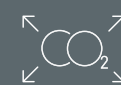


ELEMENT PRODUCTION



OUTPUT

emissions



| | |
|--------------------------------------|-----------------------|
| electricity¹ total | 107 t CO ₂ |
| Ried | 34 t CO ₂ |
| Pram | 73 t CO ₂ |

fuel² 489 t CO₂

fed into the public grid total 204,010 kWh



boards
75,611 m²



furnishings
45,009 orders



wastewater
7,985 m³³



waste
Ried 240 t
Pram 141 t



of which hazardous
Ried 36 t
Pram 29 t

¹ Ried: green electricity
Pram: green electricity CO₂ calculation according to Environment Agency Austria

² CO₂ calculation according to Environment Agency Austria

³ approx. 12% of the input evaporates via the humidifier, with an extra approx. 6% of the input required for treatment inside the drying chambers.

ENVIRONMENTALLY RESPONSIBLE PROCUREMENT CRITERIA

TEAM 7 selects its suppliers in accordance with whether they comply with the company's guiding principles, and endeavours to convey its philosophy onto suppliers.

TEAM 7 overwhelmingly selects natural materials provided that these guarantee the necessary functionality as well as auxiliary materials that have been produced on a natural basis and do not contain any problematic substances.

TEAM 7 is careful to avoid waste from purchased products as much as possible and requires unmixed, environmentally friendly packaging from its suppliers along with the promotion of reusable systems.

TEAM 7 prefers local suppliers in order to ensure respect for human rights and core working standards in the supply chain. CO₂ emissions are also reduced to a minimum.

TEAM 7 predominantly selects renewable or recycled raw materials, with due regard to life-cycle management and sustainability, and requires its suppliers to provide flawless quality in accordance with its own strict quality directives.

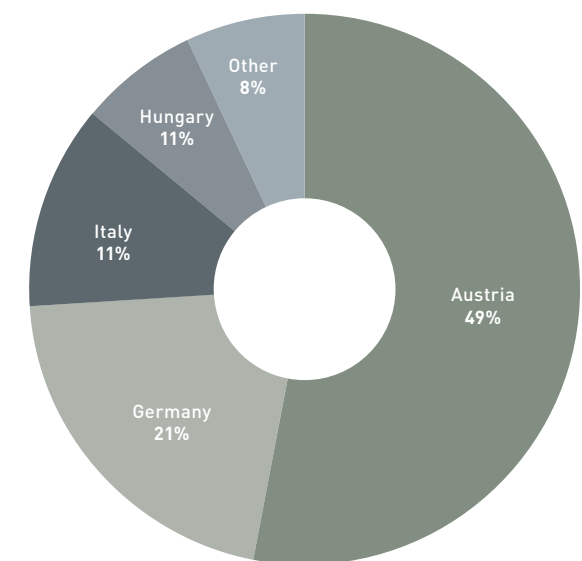
TEAM 7 ensures that the new systems and machinery that it procures are as energy efficient as possible and use the best available technology.

TEAM 7 selects electrical drives with the highest feasible efficiency class whenever economically possible upon replacement or renewal.

TEAM 7 requires the use of energy-efficient methods in and outside its plants when procuring services

PURCHASING

Bucking the current trend towards global sourcing, **TEAM 7** relies on regional purchasing structures. As well as keeping journeys short, which reduces pollutant and CO₂ emissions, the flexibility of a regional network of suppliers is a particularly important component of our operational efficiency. It also has a positive impact on the creation and retention of high-quality jobs in the region. By keeping our procurement local and exporting a high percentage of our products, we are giving a lasting boost to **Austria** as a place to do business.



2019 data – based on purchasing volume

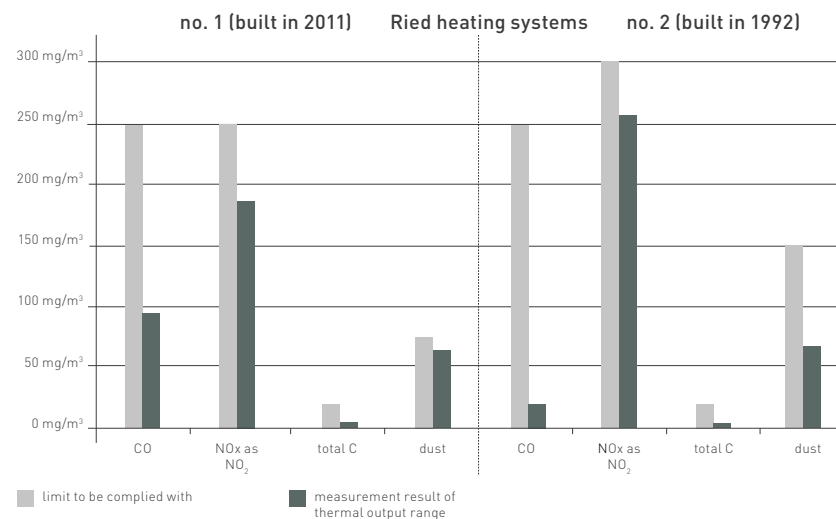
EMISSIONS

heating system

heating system (carbon-neutral)

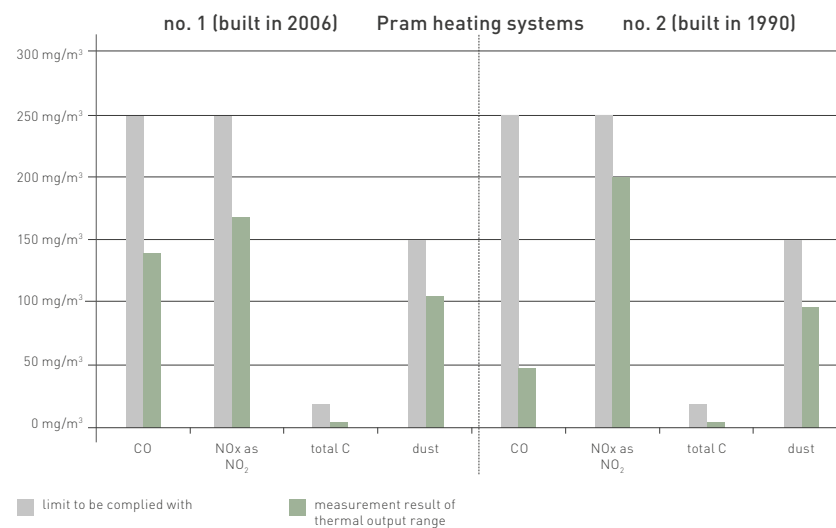
Using energy from biomass (wood chips) allows all the sites to be powered on a carbon-neutral basis. The amount of CO₂ generated when the biomass is burned had already been removed from the atmosphere while the trees were growing.

emissions tests, Ried, 2018 | period between tests: 5 years



Measurement report: Umweltmesstechnik Kallab, authorised testing laboratory of the federal research centre for forests that tests emissions of large-scale heating systems up to 10 MW.

emissions tests, Pram, 2018 | period between tests: 5 years



Measurement report: Umweltmesstechnik Kallab, authorised testing laboratory of the federal research centre for forests that tests emissions of large-scale heating systems up to 10 MW.

impact in the event of abnormal operating conditions and emergencies

failure of heating systems

The Ried and Pram locations each have two heating systems installed. A mobile gas or oil heating system can be connected rapidly to the heating circuit in the event that both of these fail at either location.

wood chip consumption per site and employee



total wood chip consumption in 2019 at Ried and Pram 6,476 loose m³.

*Whilst the consumption of wood chips had remained constant in previous years, it rose slightly once again in 2019 as a result of building the new logistics centre in Pram, which covers an area of 7,230 m². In Ried, the heating has been used more and for longer in the past few years due to temperature fluctuations caused by the changing climate and seasons. The intervals between heating also depend to a very great extent on measures taken to safeguard the production process.



The primary ingredients of the natural TEAM 7 oils are linseed oil, soy oil and beeswax. None of these products are subject to any labelling requirements.

SURFACE TREATMENT

surface treatment

impact in the event of abnormal operating conditions and emergencies

fire risk due to surface treatment

Danger of spontaneous combustion by oil-soaked cloths, sponges and sanding dust. The oil-soaked cloths and sponges are put in water and disposed of after use as a precautionary measure.

key

| | | |
|-----------------------------|------------------------|-----------------------------|
| environmental impact | need for action | environmental aspect |
| low | low | direct |
| moderate | moderate | indirect |
| high | high | |

TRAFFIC

factory traffic

The production sites at Ried and Pram are only 20 km apart.

freight forwarders

All HGVs used comply with at least EURO 5 or even EURO 6 emission standard in accordance with the Austrian ordinance on the identification of exhaust gas classes EURO 6 (lowest environmental impact) EURO 1 (high environmental impact)

own fleet

Low-emission vehicles. No old vehicles.

52 cars: average standard consumption per car 6.00 l/100 km EURO 5 and 6

4 HGVs: average standard consumption per HGV 26.50 l/100 km

1 car with electrical drive for factory trips between Ried/Pram and courier trips

9 diesel forklift trucks: 7,702 annual operating hours

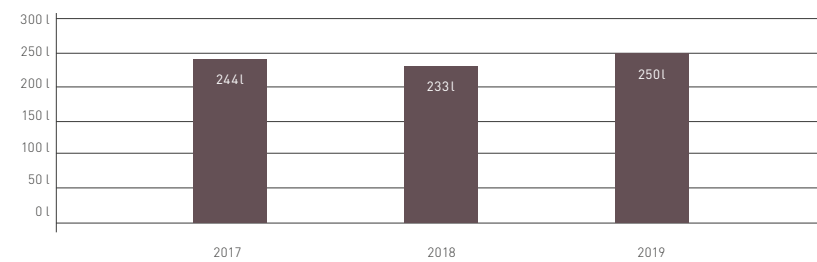
10 electric forklift trucks: 9,393 annual operating hours

impact in the event of abnormal operating conditions and emergencies

high mileage

Applies to factory traffic, freight forwarders and agents/installers.

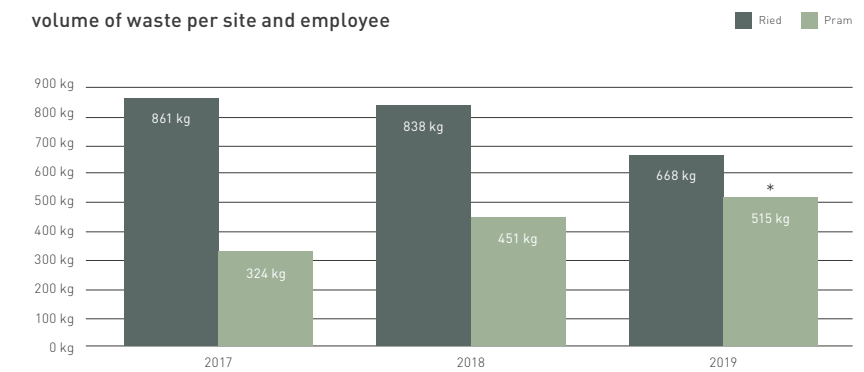
diesel fuels, Ried and Pram, per employee



total 2019, Ried and Pram
158,004 l

WASTE

volume of waste per site and employee



*The increase in Pram is due to the construction of the new logistics centre, where there has been a marked rise in municipal waste and similar commercial waste as well as packaging material and cardboard boxes.

explanation
of codes

waste paper, paper and cardboard, uncoated 18718
work paper and office documents

glass 31408
broken glass is collected up before being recycled.

batteries 35335
household batteries for wood moisture meters and other consumers as well as drive batteries for industrial trucks

plastic film 57119
packaging for merchandise and fittings.

timber and demolition wood 17202
demolition and conversion work

glue and adhesive waste, not hardened 55905
formaldehyde-free PVAC glue

iron and steel waste, contaminated 35103
demolition and conversion work

oil separator contents 54702
underneath company filling station and cleaning area

waste electrical and electronic equipment 35231
monitors, computers, electric cables, lamps and electric installations

municipal waste and similar commercial waste 91101
residual waste

solid operating materials contaminated with grease and oil 54930
Rags and sponges are used to apply the natural oils. These must be disposed of separately and are spontaneously combustible.

polystyrene 57108
packaging

flue ash and dust from furnace 31301
Harmless wood ash is left over when the biomass (wood chips) is burnt.

packaging material and cardboard boxes 91201
packaging for merchandise and fittings.

gas-discharge lamps 35339
replacement of lamps/gradual switch to LEDs

detergent waste 59405
cellulose thinner to clean machinery, other detergents

key

environmental impact

- low
- moderate
- high

need for action

- low
- moderate
- high

environmental aspect

- direct
- indirect

waste, Ried, 2019

designation of substance/material in accordance with ÖNORM S 2100

| | | | | | |
|--------------------|--|--|---|---|-------------|
| | | used oil | ⇒ | ! | 180 kg |
| | | waste paper, paper and cardboard, uncoated | ⇒ | | 17,350 kg |
| | | batteries | ⇒ | ! | 31 kg |
| | | timber and demolition wood | ⇒ | | 3,860 kg |
| | | iron and steel waste, contaminated | ⇒ | | 3,480 kg |
| | | waste electrical and electronic equipment | ⇒ | | 1,190 kg |
| | | solid operating materials contaminated with grease and oil | ⇒ | ! | 28,645 kg |
| | | flue ash and dust from furnace | ⇒ | | 1,750 kg |
| | | glass | ⇒ | | 3,150 kg |
| | | plastic film | ⇒ | ↻ | 6,470 kg |
| | | oil separator contents | ⇒ | ! | 180 kg |
| | | municipal waste and similar commercial waste | ⇒ | | 28,630 kg |
| | | polystyrene | ⇒ | ↻ | 690 kg |
| | | packaging material and cardboard boxes | ⇒ | | 137,500 kg |
| | | detergent waste | ⇒ | ! | 7,180 kg |
| total waste, Ried | | | | | 240,326 kg |
| of which hazardous | | | | | ! 36,256 kg |

impact in the event of abnormal operating conditions and emergencies

| | | |
|--|--|--------------------------|
| | | waste sorted incorrectly |
| | | fire in waste container |

The figures and data for the assessment are taken from the 2019 records.

waste, Pram, 2019

designation of substance/material in accordance with ÖNORM S 2100

| | | | | | |
|--------------------|--|--|---|---|-------------|
| | | waste paper, paper and cardboard, uncoated | ⇒ | | 9,500 kg |
| | | batteries | ⇒ | ! | 28 kg |
| | | iron and steel waste, contaminated | ⇒ | | 11,560 kg |
| | | waste electrical and electronic equipment | ⇒ | | 90 kg |
| | | solid operating materials contaminated with grease and oil | ⇒ | ! | 20,100 kg |
| | | flue ash and dust from furnace | ⇒ | | 4,344 kg |
| | | glass | ⇒ | | 30 kg |
| | | plastic film | ⇒ | ↻ | 4,190 kg |
| | | glue and adhesive waste, not hardened | ⇒ | | 2,560 kg |
| | | oil separator contents | ⇒ | ! | 5,690 kg |
| | | municipal waste and similar commercial waste | ⇒ | | 42,200 kg |
| | | packaging material and cardboard boxes | ⇒ | | 36,840 kg |
| | | detergent waste | ⇒ | ! | 3,350 kg |
| total waste, Ried | | | | | 140,502 kg |
| of which hazardous | | | | | ! 29,168 kg |

total waste 2019

| | |
|----------------------------|--------------------|
| total waste, Ried and Pram | 380,828 kg |
| of which hazardous | ! 65,424 kg |

impact in the event of abnormal operating conditions and emergencies

| | | |
|--|--|--------------------------|
| | | waste sorted incorrectly |
| | | fire in waste container |

The figures and data for the assessment are taken from the 2019 records.

key

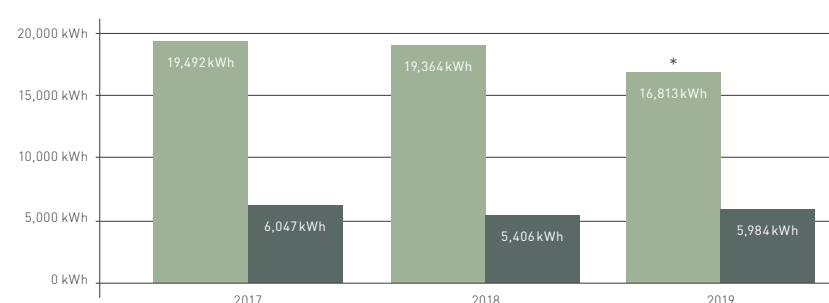
| | | | | | |
|--|----------------------|--|-----------------|---|----------------------|
| | environmental impact | | need for action | | environmental aspect |
| | low | | low | ⇒ | direct |
| | moderate | | moderate | ↻ | indirect |
| | high | | high | | |

RESOURCES AND RAW MATERIALS

use of resources/raw materials



electricity consumption per site and employee



electricity consumption

*Electricity consumption per employee fell year on year as a result of energy efficiency measures, the construction of the new logistics centre in Pram and the relocation of some employees that this involved.

Pram

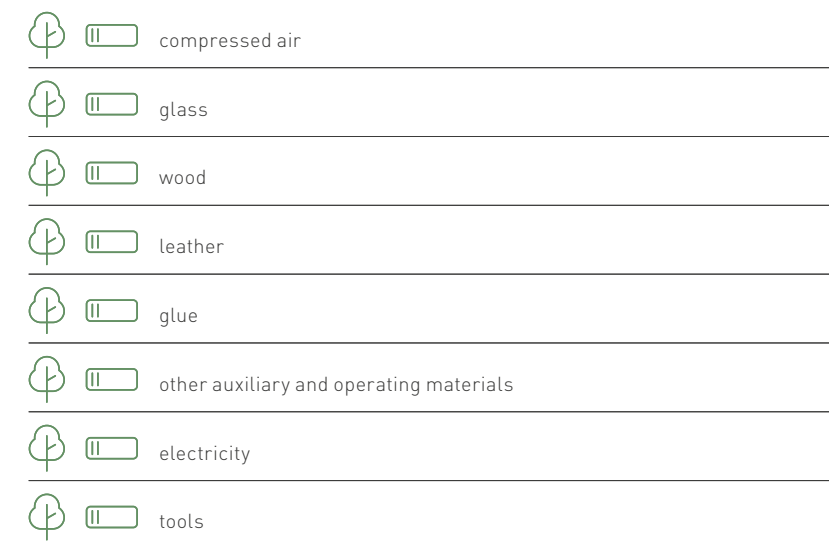
green electricity (86.18% hydro power, 8.51% wind power, 3.33% solid biomass, 1.02% solar power, 0.97% other green electricity)
source: ENAMO calculation, December 2019

Ried

green electricity (86.18% hydro power, 8.51% wind power, 3.33% solid biomass, 1.02% solar power, 0.97% other green electricity)
source: ENAMO calculation, December 2019

overall in 2019 for Ried and Pram
6,744,222 kWh

impact in the event of abnormal operating conditions and emergencies



All aspects relevant to the use of resources and raw materials were considered in a comprehensive risk analysis, which found that the environmental impact and thus the need for action can be regarded as low for all aspects.

notes

compressed air

The power supply to the compressor systems is measured and monitored.

glass

The most important raw materials used to make float glass are soda, lime and silicate. These materials are available in ample quantities in nature and do not pose any problems in terms of their disposal. Quite the reverse, in fact: glass is currently regarded as a textbook example of successful recycling.

wood

from sustainable forestry
beech, origin: Austria, Germany, Croatia, Slovakia
alder, origin: Hungary
oak, origin: Austria, Germany, Hungary, Romania, Croatia
beech heartwood, origin: Austria, Germany, Croatia, Slovakia, Romania
cherry, origin: Romania, Hungary
Walnut, origin: Romania, Hungary
swiss stone pine, origin: Austria

leather

Only pure natural leather is used – no faux leather. Raw materials: bull- and cowhide from southern Germany and appropriate sources. Leather is a natural product with natural, authentic properties and characteristics.

glue

Only formaldehyde-free PVAC glue is used. No toxic fumes are produced when the glue is made.

Other auxiliary and operating materials

lubricants, adhesives and small tools

electricity

TEAM 7 runs on 100% green electricity and has had no fewer than three of its own PV systems since 2019. In Ried, there is also the option of switching to the other transformer if the power fails in the first one, thus keeping the most important parts of the site supplied with electricity.

tools

saw blades, milling tools, drills, etc.

key

environmental impact

- low
- moderate
- high

need for action

- low
- moderate
- high

environmental aspect

- direct
- indirect

RESOURCES AND RAW MATERIALS IN ACCORDANCE WITH THE REQUIREMENTS OF THE AUSTRIAN ECOLABEL.



Environmental factors in our homes and workplaces have a major impact on comfort and health. After all, most people spend 90 per cent of their time indoors. As a result, low-pollution furniture in living rooms, bedrooms and children's rooms and for office and school areas which is harmless to health is especially important for quality of life and of work.

Since traditional furniture varnish and certain adhesives can impact the air inside for months after their use as a result of VOCs (volatile organic compounds), the residual emissions set out in this directive are very low (evidence: testing agency measurements). Under the Austrian Ecolabel, the wood-based materials used must not exceed half of the "E1" limit as defined by the Formaldehyde Regulation. By using TEAM 7 natural oil and formaldehyde-free glue, we easily meet the requirements under the directive. Only minimum amounts of plastics are permitted as functional parts or as a coating for work boards. Leather is required to undergo a chromate test, which must not detect any hexavalent chromium (detection limit 3 mg/kg). Wherever possible, hides and tanned semi-finished products must not be chemically preserved for transport or storage. If preserving agents are used to preserve hides, these must comply with the requirements under the directive. Chemical preservation of finished leather is not permitted. The woods used must originate from legal and sustainable sources. Compliance with the statutory regulations and standards is of course a requirement for award of the Austrian Ecolabel. Companies must also have a waste management concept or an environmental management system. This ensures that any environmental weaknesses in the production process are highlighted and can be eliminated. The packaging should also allow residual gas emissions to escape. This should prevent any negative health effects, and also prevent unpleasant odours. There are additional requirements related to the surface quality of children's furniture with strict safety standards imposed.

Requirements under the directive relating to the quality and durability of the furniture, ease of repair and availability of spare parts are basic principles of eco-design. These are aimed at increasing the durability of the furniture, and thereby also result in environment protection and cost savings at the same time. Ergonomic office and school furniture is essential for the health of its users. This is why the directive also includes criteria reflecting relevant standards and provides information on ergonomically correct planning and use.

source: Austrian Ecolabel Guideline UZ 06, version dated 1 July 2019

LOCAL PHENOMENA

noise

Noise is only transmitted outside to a limited extent. The limits set by the authorities are not exceeded, and there have been no complaints of disturbance.

INCIDENTS

risk of fire

Caused by flammable sanding dust and spontaneously combustible oil-soaked cloths and sponges.

storms

Neither the Ried nor the Pram site is in an area prone to storms.

LAND USE

land taken up by buildings

The plots of land are not listed in the register of contaminated sites or the register of sites suspected of being contaminated. 40% of the total land area at the Ried site is unpaved. The figure at the Pram site is 14% [see company profile, land in Ried and Pram, page 12].

WATER CONSUMPTION

water infeed and discharge

sanitary wastewater

surface water

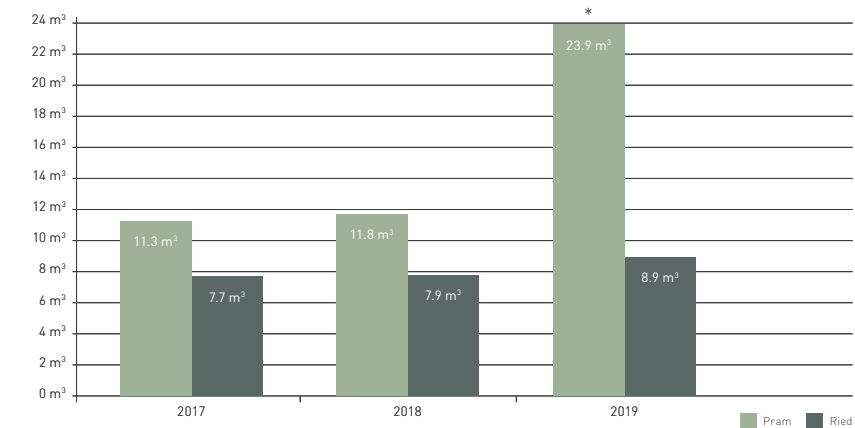
No hazardous substances can be transported into the groundwater via rainwater.

humidifier

The hygroscopic properties of solid wood require the climate in the production halls to be regulated using humidifiers.

water consumption per site and employee

The total water consumption is calculated for Pram using the bill from the municipality of Pram and for Ried using the bill from Energie AG Ried.



total water consumption 2019, Ried and Pram 9,734 m³

*The increase in Pram in 2019 is due to the construction of the new logistics centre. The total area built on for this purpose amounts to about 20,000 m². A new main meter has also been installed for the sprinkler system.

impact in the event of abnormal operating conditions and emergencies

flood

No substances or materials hazardous to the environment could be washed away in a flood.

| key | environmental impact | need for action | environmental aspect |
|-----|----------------------|-----------------|----------------------|
| | low | low | direct |
| | moderate | moderate | indirect |
| | high | high | |

LIST OF PROJECTS ACCOMPLISHED

2019–2020

| project focus | objective | staff responsible | action | location |
|--|---|-----------------------------------|--|----------------|
| | | | | implementation |
| occupational health and safety | promoting employee health in a holistic way | HR Department/ A&G management | conducting the second employee survey as part of an occupational health promotion project ("BGF") | Ried/Pram |
| | | | | 2020 |
| | | | setting up a crisis intervention team (Covid-19 pandemic) to instigate and implement all measures to provide the best possible protection to all TEAM 7 staff and suppliers and external companies working at TEAM 7 | Ried/Pram |
| | | | | 2020 |
| fire prevention | rapid intervention in the event of a fire | Fire Prevention Officer | setting up a fire prevention team to intervene rapidly in the event of a fire | Pram |
| | | | 2020 | |
| | raising staff awareness | | firefighting drills using a fire extinguisher simulator | Ried/Pram |
| | | | | 2019–20 |
| energy efficiency | CO ₂ and energy savings, increasing energy efficiency | maintenance/ energy management | creating a step-by-step energy efficiency plan for 2019–2023 | Ried/Pram |
| | | | | 2019 |
| | | | lighting: replacing fluorescent/halogen lamps with LED lamps at the Ried/Pram production sites (ongoing process) | Ried/Pram |
| | | | | 2020 |
| | | | commissioning a PV system with a total output of 400 kWp | Pram |
| | | | | 2019 |
| | | | fine-tuning energy monitoring: measuring the energy consumption of additional systems | Ried/Pram |
| | 2020 | | | |
| | | | switching to finished dimensions when products leave the board factory – removing the need for the formatting line and the double-end profiling machine in the Ried furniture factory | Ried |
| | | | | 2019 |
| | | | raising awareness: training in efficient office heating (handout) | Ried |
| | | | | 2019 |
| documenting the integrated management system | more user-friendly IMS documentation, transparent, digital and automated administration | IMS management | rolling out use of CAQ software to other areas of the company (maintenance in Ried/Pram) – measure was launched last year and is being continued (see list of projects accomplished in 2018–2019) | Ried/Pram |
| | | | | 2019–2020 |

LIST OF PROJECTS ACCOMPLISHED

2018–2019

| project focus | objective | staff responsible | action | location |
|--|--|-------------------------------------|---|----------------|
| | | | | implementation |
| occupational health and safety | process management | plant management/ A&G management | implementation of the standardised process applicable to all sites for purchasing new equipment (workshop with the General Accident Insurance Institution [AUVA], project managers at the plants and relevant officers) | Ried/Pram |
| | | | | 2018–2019 |
| energy efficiency | CO ₂ and energy savings, increasing energy efficiency | maintenance/ energy management | implementation of the step-by-step plan for 2017–2019 (see list of projects accomplished in 2016) | Ried/Pram |
| | | | | 2018–2019 |
| | | | expanding the usage-based control system for lighting wherever this is possible/sensible | Ried/Pram |
| | | | | 2018–2019 |
| | | | writing the second energy audit report in accordance with the Austrian Energy Efficiency Act including deriving actions to be taken and reporting to the monitoring body | Ried/Pram |
| | | | | 2018–2019 |
| documenting the integrated management system | more user-friendly IMS documentation, transparent, digital and automated administration | IMS management | rolling out use of CAQ software to other areas of the company (maintenance in Ried/Pram) | Ried/Pram |
| | | | | 2018–2019 |
| continuous improvement process (CIP) | increased staff awareness for CIP measures/tools, energy efficiency and environmental protection | IMS management/ CIP team | specific workshops based on the TEAM 7 production management system (maturity model) delivered by CIP consultants and CIP moderators | Ried/Pram |
| | | | | 2018–2019 |

ACTION PLAN

2020–2021

| project focus | objective | staff responsible | action | location |
|--|---|-----------------------------------|--|-------------------|
| | | | | implementation |
| occupational health and safety | promoting employee health in a holistic way | HR Department/ A&G management | continuing the BGF occupational health project – implementing the measures from the cross-site workshops in small groups | Ried/Pram 2021 |
| | | | acting on the findings from the employee survey, deriving measures to be taken and incorporating them into the evaluation | Ried/Pram 2021 |
| | minimising dust exposure | | connecting all manual sanding equipment (e.g. random orbital sanders) to the central extraction system, then commissioning AUVA (Austrian Dust (Silicosis) Control Centre – ÖSBS) to measure dust levels | Ried 2021 |
| fire prevention | eliminating the potential danger posed by fire | maintenance | fitting timers to chargers | Pram 2021 |
| energy efficiency | CO ₂ and energy savings, increasing energy efficiency | maintenance/ energy management | replacing the skylights at the Ried production site with others offering better insulation | Ried 2020 |
| | | | replacing the control units on the drying chambers in order to dry wood more efficiently and using less energy | Pram 2021 |
| | | | replacing the motor in the extractor at the Pram site with one in a higher energy efficiency class | Pram 2021–2023 |
| | | | dry container: switching from electrically powered to hot water heating | Pram 2020 |
| | | | lighting: replacing fluorescent/halogen lamps with LED lamps at the Ried/Pram production sites (ongoing project) | Ried/Pram 2021 |
| | | | rolling out use of CAQ software to other areas of the company (maintenance in Ried/Pram) – measure was launched back in 2018 and is being continued (see list of projects accomplished in 2019–2020) | Ried/Pram 2021 |
| documenting the integrated management system | more user-friendly IMS documentation, transparent, digital and automated administration | IMS management | | |

ENERGY SAVING PROJECTS

2012–2020

- **heat optimisation** – replacing pumps and hydronic balancing
- **light optimisation**
 - replacement of the group extraction system with the **energy-efficient SEPAS-Plus extraction system** (made by Scheuch)
- **heat recovery** – SELAS-Plus ventilation system (made by Scheuch)
- equipment conversion – **vacuum dryer**
- equipment conversion – **high pressure humidifier**
- **optimisation of compressed air**
- equipment conversion – **individual biomass plant** (furnace)
- switch to **finished dimensions from when products leave the board factory**
- instalment of a **photovoltaic system** with an output of 400 kWp



| environment and energy | customer benefits | who tests and awards | for which products or sites |
|---|---|---|---|
|  Austrian Ecolabel | healthy living due to <ul style="list-style-type: none"> • lower emissions from the furniture (formaldehyde, VOCs) • sustainable and legally compliant forest management • checking the materials used to make sure they contain no carcinogenic, toxic, mutagenic or reprotoxic substances • checking compliance with the relevant furniture standards (construction, durability and quality) (see also page 28) | awarded by the Austrian Federal Ministry for Agriculture, Forestry, Environment and Water (BMLFUW) evaluated by the Austrian Association for Consumer Information (Verein für Konsumenteninformation, VKI) | TEAM 7 products are certified in accordance with the following Ecolabel directives: UZ 06 – furniture and similar products made of wood and wood-based materials UZ 07 – wood, wood-based materials and flooring made of wood |
|  EMAS Validation | <ul style="list-style-type: none"> • sustainable production • efficient use of resources • adherence to relevant environmental laws • consideration for and improvement of environmental aspects in the processes (refer also to the TEAM 7 sustainability report) | Austrian Federal Ministry for Sustainability and Tourism (BMNT) evaluation by DEKRA Certification GmbH Austria | Ried i. I. and Pram |
|  ISO 14001 certificate | <ul style="list-style-type: none"> • sustainable production • efficient use of resources • adherence to relevant environmental laws • consideration for and improvement of environmental aspects in the processes (refer also to the TEAM 7 sustainability report) | evaluation and awarding by DEKRA Certification GmbH AUSTRIA | Ried i. I. and Pram |
|  ISO 50001 certificate | <ul style="list-style-type: none"> • sustainable production • efficient use of energy • optimisation of energy-related performance • adherence to relevant environmental laws • consideration for and improvement of environmental aspects throughout the processes | evaluation and awarding by DEKRA Certification GmbH AUSTRIA | Ried i. I. and Pram |
| quality | customer benefits | who tests and awards | for which products or sites |
|  ISO 9001 certificate | <ul style="list-style-type: none"> • quality management standards • standardised workflows • lasting quality of the furniture • continual improvements of the processes (KVP) | evaluation and awarding by DEKRA Certification GmbH AUSTRIA | Ried i. I. and Pram |
|  Austria Mark | intended for Austrian companies | evaluation and awarding Austrian Economic Chambers | Ried i. I. and Pram |
| safety | customer benefits | who tests and awards | for which products or sites |
|  GS Mark Product Safety | safety tested for <ul style="list-style-type: none"> • compliance with the Austrian Equipment and Product Safety Act (Geräte- und Produktsicherheitsgesetz, GPSG) • compliance with all relevant guidelines and standards • compliance with the legal regulations governing safety and health (see also page 11) | evaluation and awarding by TÜV Rheinland LGA Products GmbH | entire kitchen range, k7 island, mobile beds, mobile desk, mobile swivel chair, nappy-changing table, fully glued glass fronts |
|  ISO 45001 certificate | <ul style="list-style-type: none"> • safety during production and delivery • employee health and safety in the workplace • prevention of accidents at work and work-related injuries and illnesses • adherence to relevant labour and health protection regulations • continual improvements to the workspace | evaluation and awarding by DEKRA Certification GmbH AUSTRIA | Ried i. I. and Pram |

Declaration of the expert assessor on the assessment and validation activities

I the undersigned, **Dr Ulrike Riedl, MSc.** for **Dekra Austria Automotive GmbH**, EMAS expert assessor with registration number AT-V-0027, accredited for the area (NACE code 31.09), confirm that I have verified that the sites of **TEAM 7 Natürlich Wohnen GmbH, Braunauer Straße 26, 4910 Ried im Innkreis** and **TEAM 7 Natürlich Wohnen GmbH, Gewerbepark 1, 4742 Pram**, as stated in the organisation’s **Environmental Declaration** with registration number AT-000018, meet all requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009, and Commission Regulation (EU) 2017/1505 of 28 August 2017 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

By signing this Declaration I confirm that

- the assessment and validation have been carried out in full compliance with the requirements under this Regulation,
- there is no evidence of any failure to comply with applicable environmental regulations,
- the data and information in the Environmental Declaration of the **organisation TEAM 7 Natürlich Wohnen GmbH** provide a reliable, credible and truthful picture of all activities at the locations **Braunauer Straße 26, 4910 Ried im Innkreis** and **Gewerbepark 1, 4742 Pram** within the area specified in the Environmental Declaration.

Vienna, 18 September 2020

Ulrike Riedl

Dipl. Ing. Dr. Ulrike Riedl, MSc.



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version dated October 2020

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TEAM 7