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BILITY
REPORT

brunner ::



Introduction


2023 brought new challenges – driven by war, inflation, economic turbulence and climatic changes. In such times, it is crucial to respond flexibly to changing circumstances without losing sight of important long-term goals. During difficult periods in particular, it is essential for companies to take responsibility and be proactive in shaping the future environmentally, socially and in the governance sector. In our view, it is clear that sustainability and long-term economic success are not conflicting goals, but instead go hand-in-hand.


In recent years, our company has explored the topic of sustainability at great length and in 2023 we resolutely

continued to pursue this path. The established sustainability management is constantly being expanded to drive our sustainability activities forward in various ways. We place great emphasis on using resources efficiently and with a view to achieving a closed-loop economy. We take the utmost care when choosing our partners, focussing not only on geographical proximity, but also on shared values. Our production processes are geared towards ensuring maximum efficiency and we rely on materials that comply with the most stringent standards to do so, especially when it comes to health. We firmly believe that transparency is the key to successfully acting in a sustainable manner. That's why we strive to both share our own knowledge and actively make an impact on our environment.

We feel that sustainability is not only an obligation, but a source of inspiration. We recognise potential for innovation and positive change, and believe that it is essential to continually improve and learn new things. Our commitment to acting sustainably is firmly embedded in our corporate philosophy and we are determined to make a positive contribution to shaping a more sustainable future.

Together, we can promote the development of sustainable and conscientious measures that have a positive influence not only on our company but on the world around us.


 Dr. Marc Brunner


 Philip Brunner

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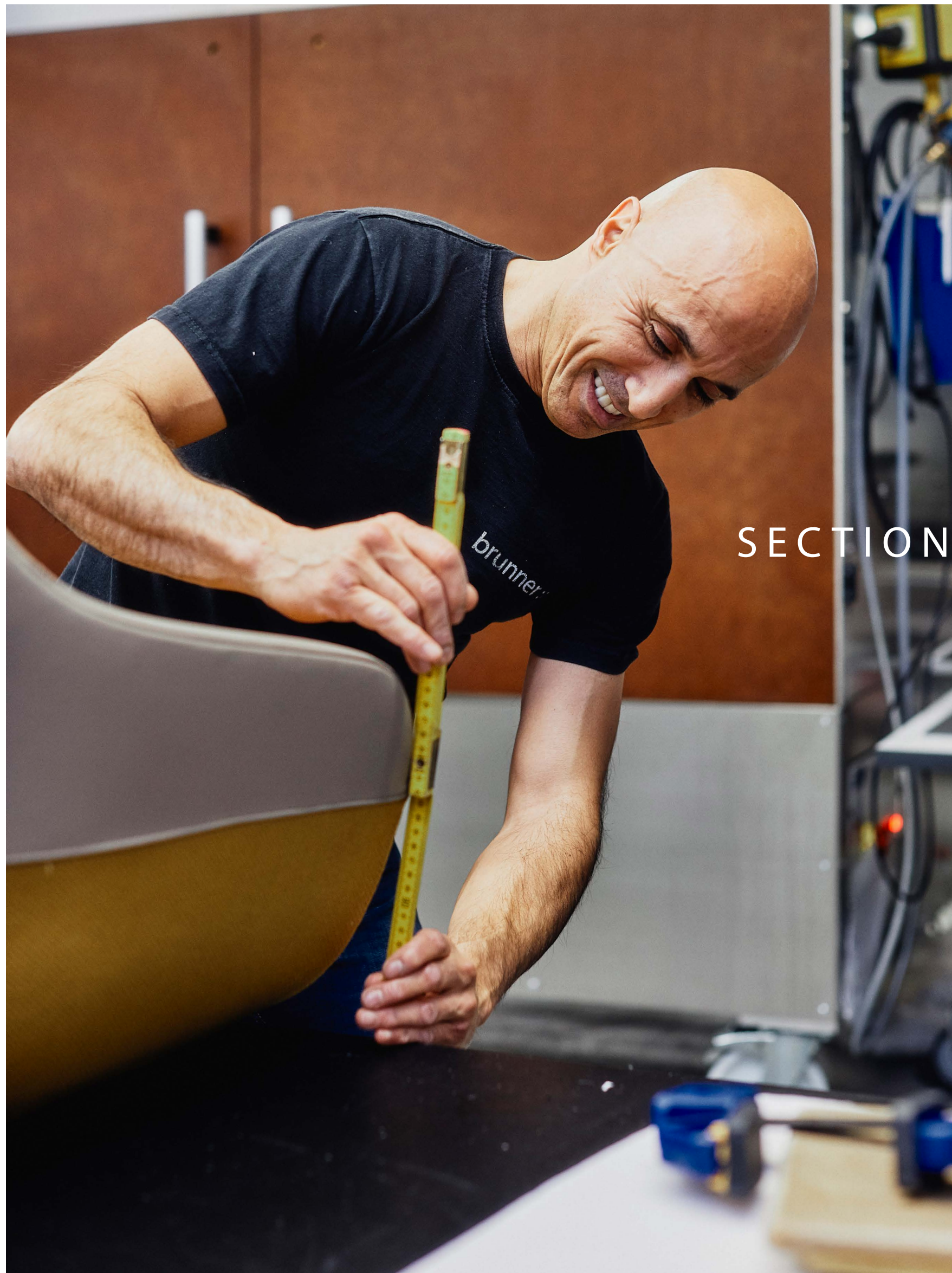
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SECTION 01

About us



Our history

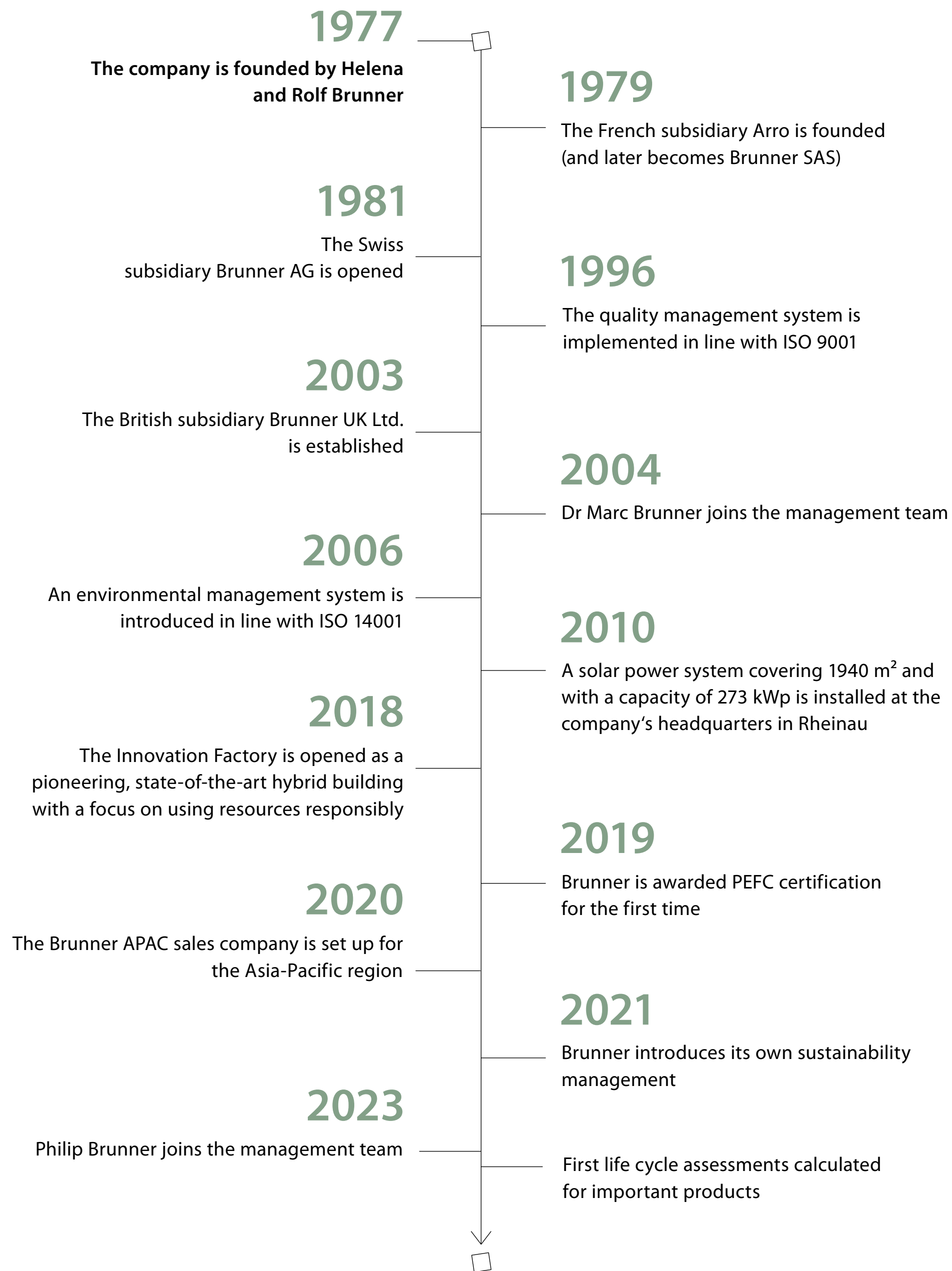


1977:

In a second-hand VW Bulli van, Rolf and Helena Brunner set out to complete an order for a customer that their former employers had declared “impossible”. And this was when they decided to found their own company. Today, more than 40 years later, the principle remains the same: our next innovation could be anything – just not impossible.

For over 45 years, the Brunner family has managed the company in a results-orientated and decisive manner while working to the highest ethical standards every step of the way. And they have never lost sight of the company’s huge responsibility to the region, its partners, customers, employees and suppliers. The company is managed by Helena and Rolf Brunner and, in the second generation, by Dr Marc Brunner and Philip Brunner. It is therefore already ensured that the company’s values will be preserved into the future.

Our milestones



Our values

DNA

We stand for contract furniture of the highest design standard and functionality.

Our production processes bring together modern and traditional manufacturing methods, with the aim of always achieving the very best result. We work closely with prestigious designers to create premium furniture with purpose.

Our company's roots in Baden, Germany, can be seen in our down-to-earth working methods and our appreciation of the finer things in life. Our products are made in Germany and benefit from being anchored in a culture rich in industrial history and manufacturing expertise – thanks to our headquarters at the heart of Europe. As a family business, we are a reliable and agile partner standing side by side with our customers. We are driven by our passion for helping our customers solve their problems and our determination to turn their dreams into reality. With our focus firmly on the future, we are fully committed to our responsibilities toward the environment and wider society as a whole.

MISSION

Individuals – and their wants and needs – always come first. Then we design the furniture to match.

We are a partner, consultant and solution provider. The problems faced by our customers are always the starting point for our working process. Based on our profound understanding of the diverse wants and needs of everyone involved, we create bespoke furniture that helps improve the quality of life in offices, public spaces and healthcare facilities.

By their very nature, our products are as varied as the requirements they meet. Some challenges need closer attention and a more targeted approach. In these cases, we work closely with our customers, Brunner's in-house development department and our designers to create custom furniture solutions that tick all the boxes for everyone concerned.

Our furniture gives institutions an identity, provides the perfect ergonomic setting for people who use it, and creates inspiring surroundings for communication, concentration and collaboration – or maybe even regeneration.

CLAIM

We reinvent furniture.

Our furniture is designed to push back and redefine boundaries – and we work tirelessly, inimitably, and sometimes unconventionally, to achieve that goal.

We are eager to explore bold new ideas. And we are fascinated by the innovations the future might bring and always on the lookout for the next challenge. We are never afraid to explore the unknown, seizing the potential for innovation and advancement. Complex problems excite us and inspire us to experiment. Rather than being disheartened by setbacks, we focus on what we can learn to get closer to our goal. We do not just wait for critical reviews – we go out and find them. We can only improve our processes, create interfaces and meet all the demands placed on us by getting everyone involved in a project around the table and truly understanding their motives. This is how we go about setting new standards for the contract furniture sector time and time again.



GLOBAL PRESENCE

At home all around the world

BRUNNER GROUP

GERMANY

RHEINAU-FREISTETT
(HEADQUARTERS)

BERLIN

MUNICH

FRANKFURT AM MAIN

STUTT GART

HANOVER

SWITZERLAND

SCHÖNBÜHL

WINTERTHUR

BUSSIGNY

FRANCE

PARIS

LYON

NANTES

STRASBOURG

GREAT BRITAIN

LONDON

ASIA

SINGAPORE

HONG KONG

SALES PARTNERS

NORWAY

SWEDEN

DENMARK

FINLAND

NETHERLANDS

BELGIUM

LUXEMBOURG

AUSTRIA

POLAND

CZECH REPUBLIC

SLOVAKIA

SLOVENIA

HUNGARY

SPAIN

AMERICA

AUSTRALIA

NEW ZEALAND

CHINA

INDIA

RUSSIA

UNITED ARAB EMIRATES

QATAR

KUWAIT

SAUDI ARABIA

OMAN

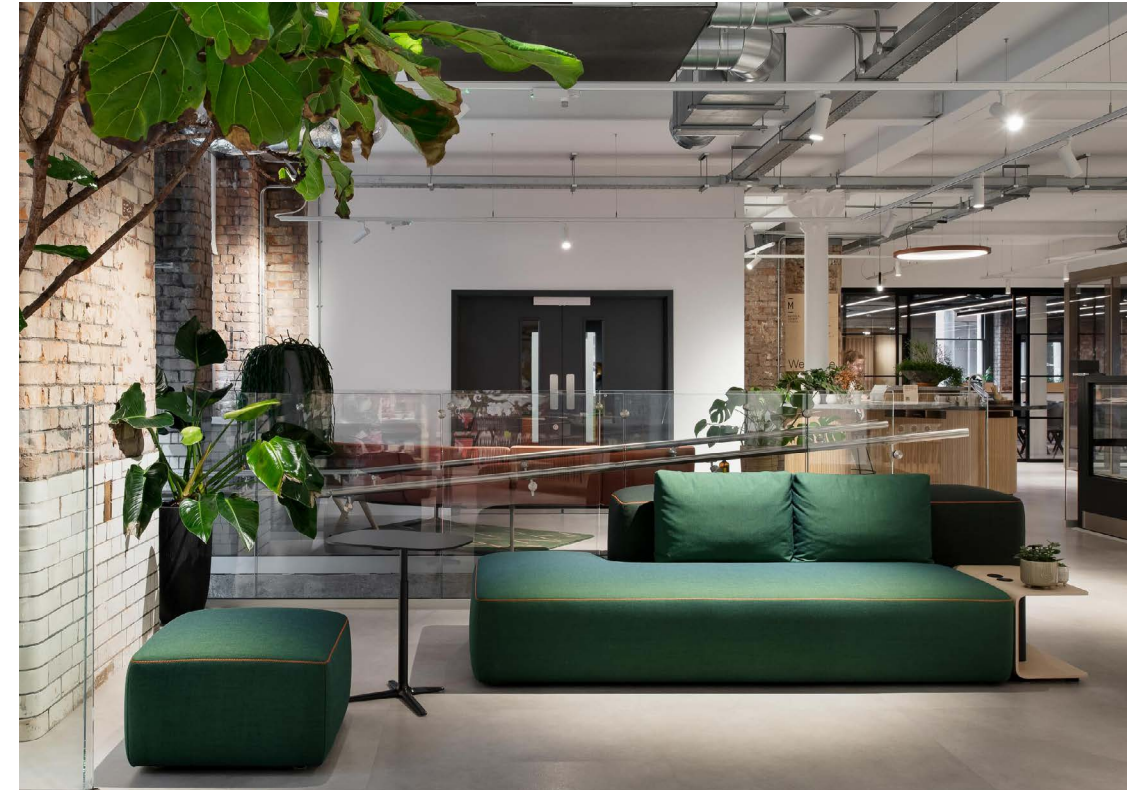




45+ years
of experience



18
showrooms
worldwide



Sales
in **120+** countries



500+
employees



90+
ranges



EUR
147 million
in group sales

ECONOMIC PROGRESS

At a glance



ECONOMIC PROGRESS

Digital transformation

We firmly believe that our company can only evolve if we invest in optimising all our processes. SAP is the backbone of it all as a full ERP system that is forever being upgraded.

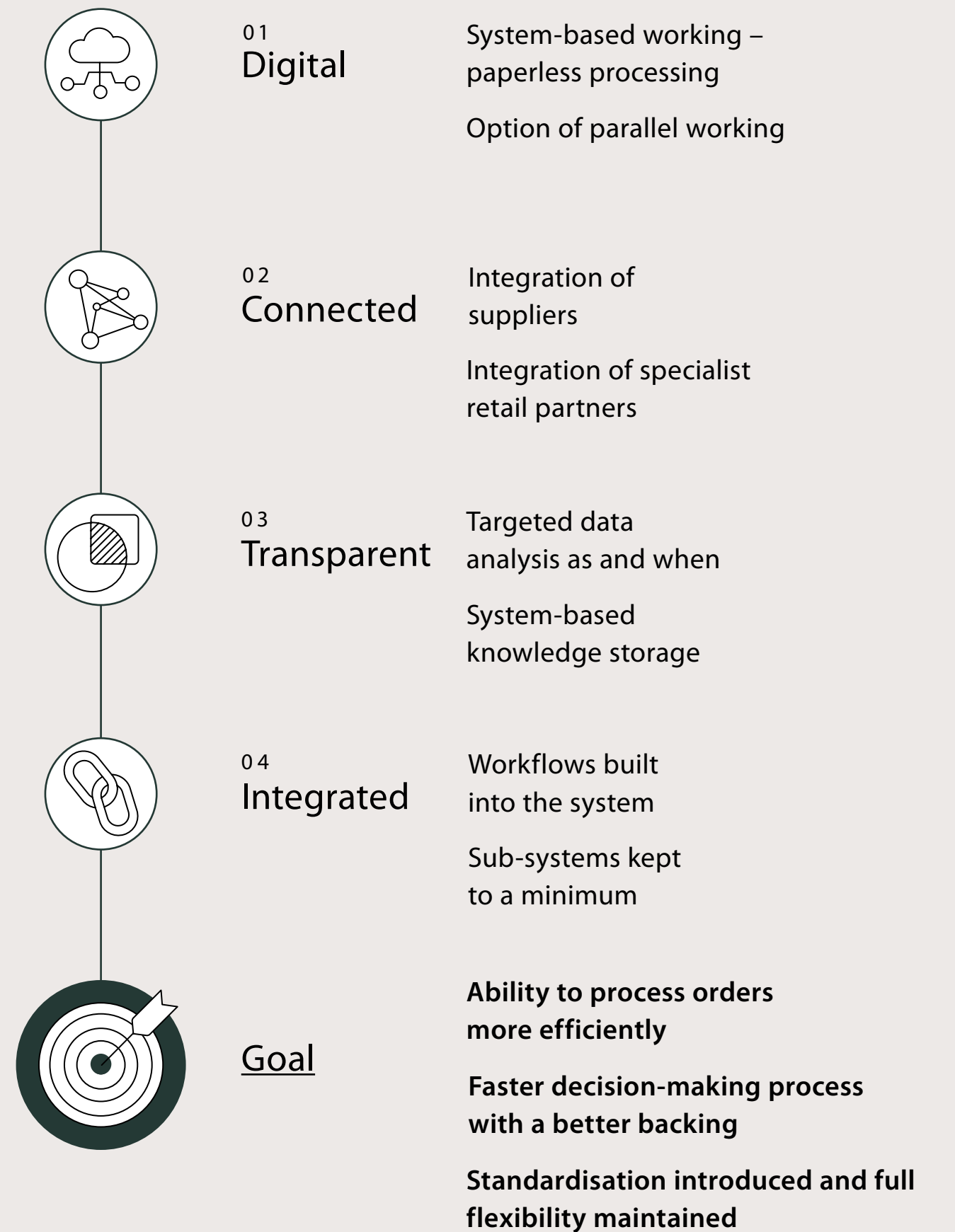
Since 2021, we have had 20 people working together in a project team to realign the processes and reconfigure the SAP parameters. The go-live date in 2024 will lay the foundation for the digitalisation of our processes. From this point on, the networked system will allow for information to be shared digitally, drastically reducing the amount of paper we use. We will also see our supply chains become much more efficient with significantly speedier response times.

The system will be able to digitally accept orders from our specialist retail partners and establish an EDI connection between us and our key suppliers. This will allow for decisions to be made more quickly on a tactical and strategic level using real-time data and, most critically, with more evidence to back them up. It will be possible to access data and supporting documentation, including photos, files and correspondence, digitally at any time via our linked document management system. Before too long, wasting time filing paperwork and looking for the right documents will be a thing of the past.

Speed is of the essence in day-to-day business operations. And so it makes sense to optimise delivery times, internal lead times and supply chain responsiveness with a view to achieving excellence. The goal is to process orders as effectively as possible in the best interests of our customers.

GOAL

A digital, connected, transparent and integrated way of working



ECONOMIC PROGRESS

Infrastructure and development



The new Brunner Innovation Factory opened its doors at the end of 2018. Underneath its sustainable roof structure made from wooden components with impressive energy properties, the visionary hybrid building houses the development department and its state-of-the-art prototype workshop, the assembly and shipping areas, the office and communication spaces and the staff canteen.

Glass walls open up the space, making it easier for employees and partners to communicate and offering an in-depth insight into the company. The south-eastern façade is glazed at the ground floor level by the assembly area, while the north-western façade is glazed from top to bottom. Resembling an enormous shop window from the outside, it shows off Brunner products in use in different areas of the building and lets in plenty of natural light.

And it offers a welcome view of the central campus square. The beautifully landscaped outdoor area links the Innovation Factory with the modern communication centre and the established administration buildings. There are numerous seating options throughout the vast green spaces and pond area, where people can reflect and reset as they enjoy the change of scenery.

» The architecture brings the outdoors in and has a positive impact on our employees' well-being.«

Dr. Marc Brunner



ECONOMIC PROGRESS

Redesign of the communication centre

Experience rather than observe is the motto of Brunner's new living showroom at the company's headquarters in Rheinau-Freistett. Together with the design studio of the Ippolito Fleitz Group, an interactive presentation has been created. Visitors can immerse themselves in the different areas of Brunner's world of contract furniture in the extended space of the Communication Centre and the Innovation Factory.

"We've brought to life vibrant and inspiring yet practical new work scenarios and have thought carefully about how our visitors experience the space. The impressive area is open and welcoming. Visitors who come here for advice are immersed in different micro-worlds and given the opportunity to try out Brunner products in real-life settings. Screens are used as digital shop windows, offering an insight into the production processes and different uses for Brunner's functional designer furniture," explains Tilla Goldberg, Head of Product Design at IFG.

There are clearly defined and carefully designed zones for every purpose – hybrid working, meetings, workshops, seminars, large spaces, lounge and cafeteria. IFG has pushed the boundaries with its bold choice of colours and materials. The design studio has also made clever use of different heights, visual dividers and biophilic elements. Functionality, design and comfort come together here in perfect harmony. The deliberate decision to integrate actual workspaces and break areas used by Brunner employees helps to bring the new showroom concept to life.



Environmental awareness

The fact that human activity is having a major impact on climate change and contributing to global warming that is affecting our planet's atmosphere, oceans and land is impossible to ignore.

The IPCC (Intergovernmental Panel on Climate Change) report from 2022 urgently calls for drastic measures to limit global warming to 1.5 degrees Celsius. This urgency was emphasised again at the UN Climate Change Conference (COP28) in 2023.

We are doing everything in our power and working tirelessly to keep doing better in favour of the ecological balance. But environmental awareness goes further than that for us. For us, it is about being aware of our society, other people and our economic impact and accepting responsibility in all those areas

We therefore orientate ourselves on the three pillars of sustainability: planet, profit and people. Our aim is to always benefit at least two of the three pillars in any given situation, without having a negative impact on any of them.



Key facts

- Family-owned company aware of its responsibility toward future generations
- Production exclusively in Germany
- Focus on local supply chain
- Environmental management system certified in accordance with the ISO 14001 standard for environmentally friendly and resource-efficient processes and materials
- Quality management system certified in accordance with the ISO 9001 standard for optimised and efficient operational processes
- Ongoing investment in new technologies with a more positive environmental impact
- High-quality products that last at least 15 years
- Availability of individual spare parts for 5-10 years to facilitate maintenance and repairs
- Use of recyclable materials
- Optimised route planning for deliveries using own fleet of vehicles

Environmental awareness

Integration of the sustainability management

Brunner is committed to setting environmental, social and economic goals that are feasible within the context of its sector and recording its progress towards achieving them. In response to this commitment, we welcomed a sustainability manager to our team in 2021. This is allowing us to rethink our company's strategy with a stronger focus on sustainability. We are being much more specific about our desired outcomes, which we are monitoring on an ongoing basis over the long term and ultimately delivering. When formulating our strategy and deciding what should be covered, our sustainability manager communicates with the Management Board. Working closely with our leadership team makes it possible to identify current and future risks, which inform our action plan.

Economic impact

Times are more challenging now than they have ever been. At a time of high economic growth, resources are becoming increasingly scarce and costs are rising. Climate change continues at pace. Global events are impacting on economic flows. Urgent action must be taken. We are reflecting these changes and the impact they are having on our business activities in our calculations and costings and in our strategic planning.



MATERIAL TOPICS

We use annual market analyses, surveys addressing stakeholder requirements, and changing environmental conditions to identify the most significant opportunities, risks and areas for action. These are the areas in which we are already taking action or planning to make significant changes in the future:

- Resource efficiency & circular economy
- Climate protection & emissions
- Safety & Quality of products
- Working safety/ conditions
- Regional & fair procurement
- Digitalisation
- Supplier management
- Packaging management



SECTION 02

Sustainable actions



Sustainable actions

We are committed to having a positive impact on people and nature when designing and manufacturing our products and in all other aspects of our business. We learn from what our modern society needs and promise never to stop adapting and evolving.

TRANSPARENCY & EXPERTISE

We are working hard to raise awareness of sustainable development. To that end, we publish information relating to our products and share relevant knowledge.

RESPONSIBLE USE OF RESOURCES

It is sad but true that the human race did not treat the natural resources on this planet with the respect they deserved in the past. And now it falls to us to rectify the situation and use the raw materials we do still have access to responsibly and efficiently.

STRATEGIC PARTNERSHIPS

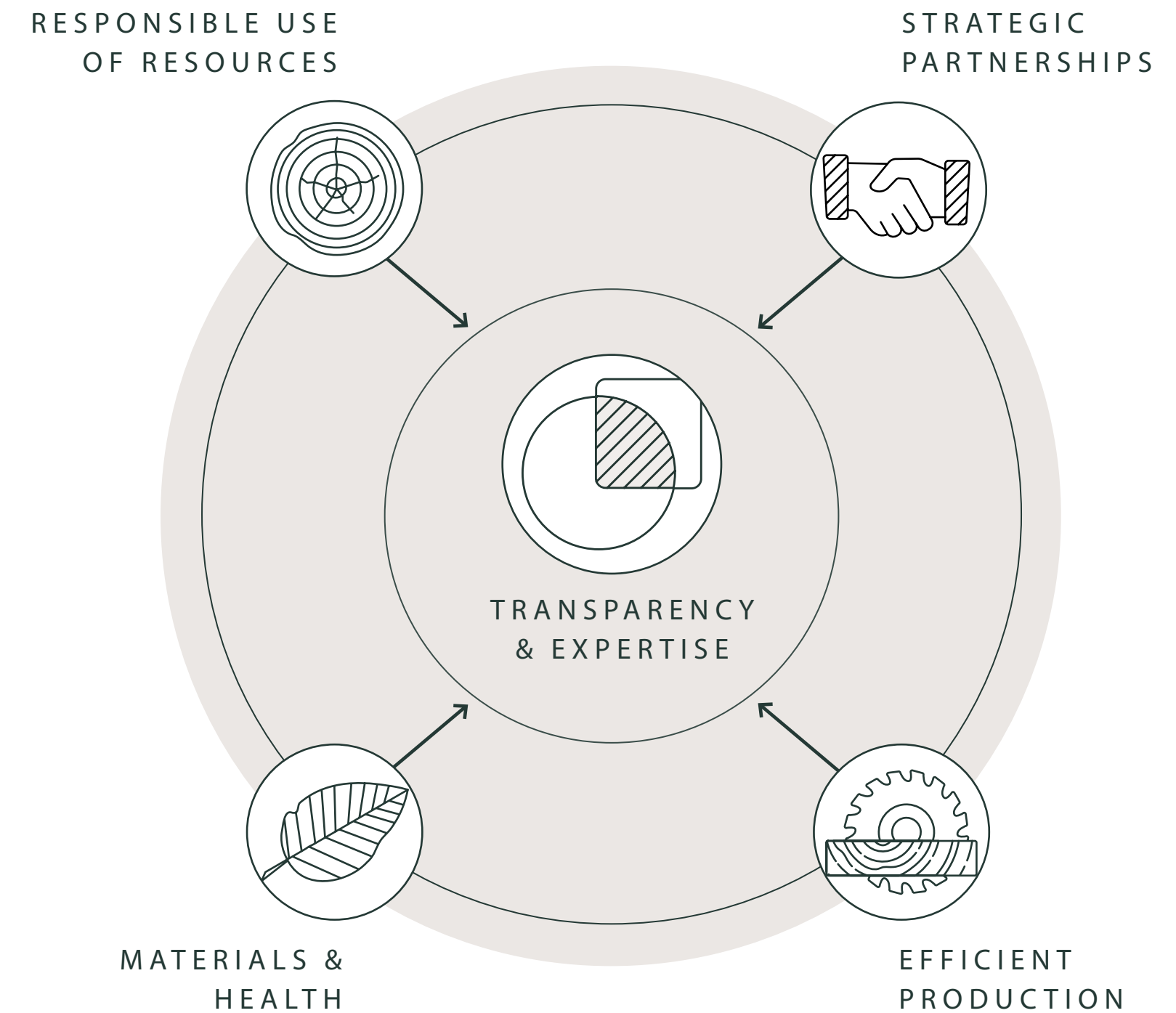
It is impossible to run a business sustainably without a network of suppliers, customers and other business partners who are committed to the same goals. When we work together, we can have a much more significant impact.

EFFICIENT PRODUCTION

Our production processes give us huge scope to optimise our working conditions, reduce our corporate carbon footprint and improve the quality of our products.

MATERIALS & HEALTH

We only ever use materials of the highest quality and we always design our products for ease of maintenance, repairs and parts replacements, which extends the life cycle of our products. These materials also come with other properties that have a positive impact on a social and ecological level.



RESPONSIBLE USE OF RESOURCES

Development & design

We are well aware that natural resources, and fossil fuels in particular, are limited and becoming increasingly scarce.

Even at the early product development stage, we keep our designs clear and simple, avoiding unnecessary elements and minimising the materials used. We consider lots of other criteria when developing new products.

We aim to include as many natural resources and recycled materials as possible. Our products are designed to last. This requires high-end designs and unwavering ultimate comfort. We have specific replacements for all our wearing parts and make sure that repairs are simple enough that our products can keep going and going. We know that our furniture will have to reach the end of its life cycle at some point. When that time comes, all or almost all the components can be separated, sorted and recycled by the customer. We make the whole process easier for them by labelling all our plastic and metal parts.

We have been awarded PEFC certification (Programme for the Endorsement of Forest Certification Schemes) since 2019. This certification provides assurance that wood and wooden composites can be shown to come from ecologically and socially sustainable forestry.

Brunner is also always on the lookout for alternative materials. We identify critical materials and question factors like supply shortages and the impact on human health. We never stop looking for potential alternatives and test the options we find to assess their suitability.



RESPONSIBLE USE OF RESOURCES

Sustainability in product development.

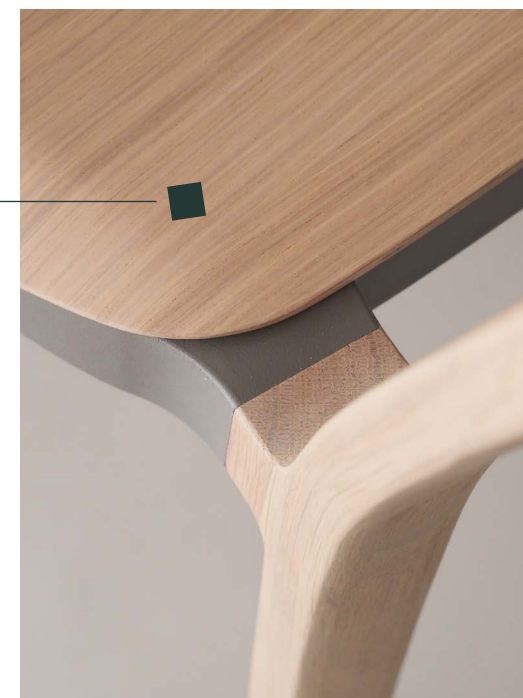
Longevity

Our products are designed to last. In addition to high quality construction and lasting comfort, large product families offer the opportunity to use the products in a variety of ways and adapt them to individual needs. We have specific replacements for all our wearing parts and make sure that repairs are simple enough that our products can keep going and going.



Regenerative raw materials and material cycles

We are committed to maximising the use of renewable resources and recycled materials in our products. We continuously identify critical materials and question factors like supply shortages and the impact on human health. We never stop looking for potential alternatives and test the options we find to assess their suitability.



Recyclability

When the life cycle reaches its end, all or almost all the components can be separated, sorted and recycled by the customer. We make the whole process easier for them by labelling all our plastic and metal parts.

Health

Our furniture is designed with the health and well-being of our customers in mind. We therefore make sure that our products support healthy air quality, are regularly tested for harmful substances and emissions and can be used safe and risk-free.

Clear design

A clear design in product development enables us to minimise material consumption by using a reduced design language and avoiding unnecessary elements.



STRATEGIC PARTNERSHIPS

Suppliers & procurement

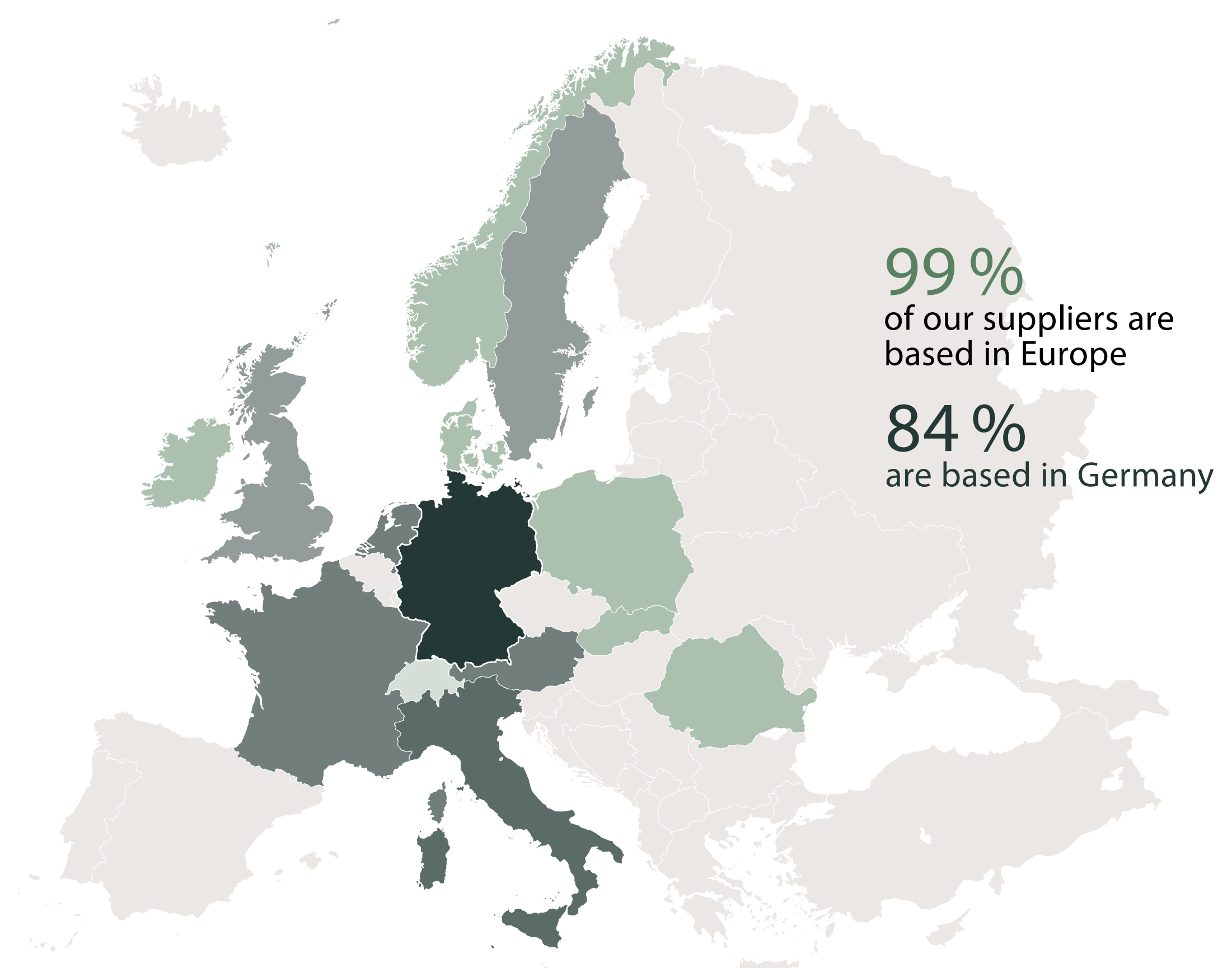
We choose our suppliers wisely. Social aspects are important to us, so we ensure that suppliers respect human rights and treat all their staff fairly. The quality of materials and components is high on our list of priorities alongside how they are produced. We only work with suppliers who respect our supplier code of conduct and understand that we have to assess our suppliers against a long list of criteria regularly to meet our own high quality standards.

These checks and controls – along with the certifications we ask to see – are a way of us verifying that our suppliers have exemplary processes in place at their companies, deliver products of exceptional quality and follow sustainable values. And this has an impact on the overall

sustainability of our own value chain. It is important to us that our suppliers are always looking for and implementing optimised solutions within their remit.

By aiming to work with local companies wherever possible, we keep the distances being covered as short and environmentally friendly as possible.

Since so many of our suppliers share our values, visions and standards, long-term partnerships have blossomed over time. Our relationships have a friendly tone and are based on trust. We keep things productive so that we are ready to respond to market changes together quickly and with an innovative approach.



99 %
of our suppliers are based in Europe

84 %
are based in Germany

GERMANY	84%	
ITALY	6%	
FRANCE	2%	OTHER IN EUROPE 1%
NETHERLANDS	2%	DENMARK
AUSTRIA	2%	SWITZERLAND
GREAT BRITAIN	1%	POLAND
SWEDEN	1%	SLOWENIA



STRATEGIC PARTNERSHIPS

Retailers

Our business model is based on a two-stage sales process. Carefully selected specialist office and furniture retailers work together with the Brunner sales team to take on the important task of advising our end customers as well as taking care of logistics and assembly activities.

Brunner takes these strategic partnerships very seriously indeed. We stay in close contact with our retailers so that we can discuss market changes on a regular basis and build up a clearer picture of how we can respond to shifting user requirements through our portfolio.

It is interesting for new employees joining our specialist retailers in particular to find out more about Brunner, how we work and how our furniture is produced. That is exactly why we also offer regular training sessions and events through the

Brunner Academy. We provide introductions to our new and existing products, offer tours of our factory and can deliver training on Brunner Future Works, sustainability and materials at Brunner on request



Architects

With consultation being so key to contract furniture, architects have a special role to play. Alongside the manufacturer and retailers, they can help end customers to find the best solution for them. For them, design is an important aspect alongside the functional and commercial considerations: Is there scope to inject personality into the design? Does the furniture accentuate the architecture? Whatever the brief, we can provide the perfect solution – or develop it in close collaboration with architects and developers.





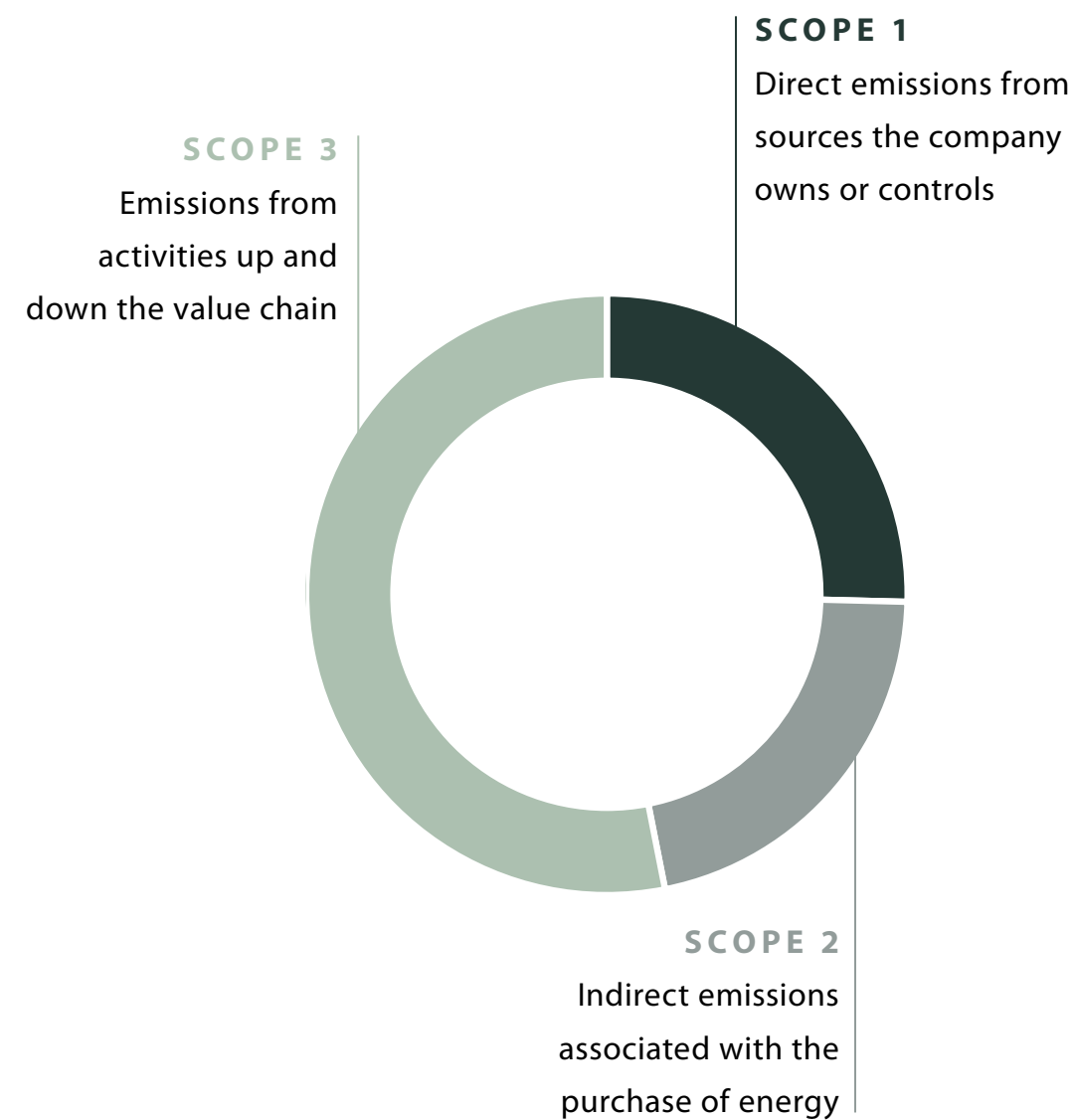
EFFICIENT PRODUCTION

Corporate carbon footprint

One of the major challenges we face in the modern world is the reduction of greenhouse gas emissions. If we do not manage to make major progress soon, global warming will have even more devastating effects than ever before. This will have a direct impact on our lives and on the lives of future generations. In line with the Paris Agreement, we all need to take action to limit global warming to 1.5 degrees Celsius.

We are doing our bit by continually introducing more ecological and economical solutions and technologies to our business operations. This improves our energy efficiency and reduces our energy consumption. We classify, review and monitor air, noise and greenhouse gas emissions before they are released.

We provide a detailed breakdown of environmental risk factors by calculating our corporate carbon footprint every year in line with the Greenhouse Gas (GHG) Protocol and with close reference to the ISO 14064 and PAS 2060 standards. We identify the main sources of our emissions – direct (Scope 1) and indirect (Scopes 2 and 3) – and define specific countermeasures. Working together with different departments, we will assign clear and consistent responsibilities and map out workflows, all of which will help us reduce our CO₂ emissions even further in the future. This will allow us to reduce our carbon footprint for our production facilities and our products.



EFFICIENT PRODUCTION

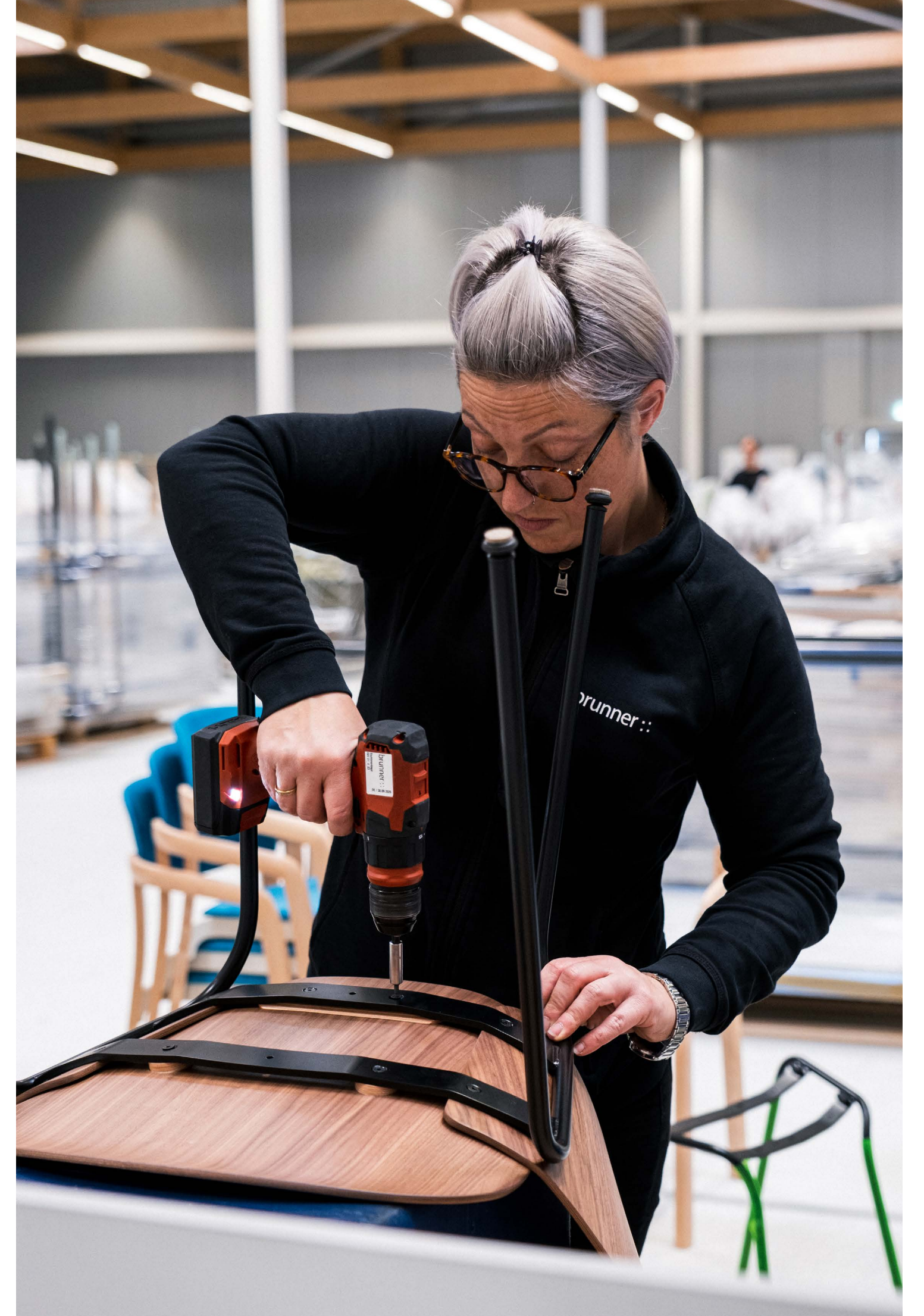
Manufacturing processes

We have a major impact on social and ecological factors within our own production processes. We can identify risks and weaknesses directly and take specific countermeasures to protect our employees and the environment.

Within our production processes, we prioritise the health of people responsible for making our furniture. With a view to relieving any physical strain, we provide an ergonomic working environment with adjustable chairs. Height-adjustable tables can also be set up precisely

for the person using them and the task they are working on in upholstery, woodworking or final assembly, for example. Anti-fatigue mats reduce stress on our employees' legs and backs when they are standing and avoid long-term damage caused by injuries or poor posture. At the Innovation Factory, the products being made at a workstation change on a daily basis. Rotating responsibilities avoids monotony and keeps concentration levels high. Suitable extraction systems have been installed in any working areas where there is a risk of harmful emissions being released. This means that harmful substances are filtered out directly, leaving the air clean.

To protect the planet, we also use the latest technologies, such as UV-hardening water-based varnish for wooden components: Varnish waste is reduced to a minimum, and excess varnish is collected and reintroduced into the loop after reprocessing.



EFFICIENT PRODUCTION

'Hand-made in Germany' quality

We apply our high quality standards to everything we do. There are many steps we have to take before we can delight our end customers with functional and comfortable contract furniture that lasts. We rely on state-of-the-art technology, premium materials supplied by local partners, and engaged employees who know exactly what they are doing. Working together as a team, we never stop striving to optimise our production processes, and we always adopt a responsible approach to our use of resources. Our quality management system is ISO 9001:2015 certified.

For us, making things by hand is a core skill. It is an essential part of our production process. We are proud of this fact and are holding on to it. In a world of mass production by machines, it is rare for things to be made by hand. The benefits of making products by hand are clear... We know our products inside out. We know exactly what they can do and

how to repair them to ensure they last and last. We produce items of furniture that tell a story, express the designer's creativity, reflect the care taken over the choice of materials, and show off the skill of people that made them. This makes them special and valuable as a reflection of our high quality standards across the board.

Here at Brunner, the production process starts with the frame. That is the component providing the foundation for functionality and comfort, after all. We use screw sockets in our seat shells to stop the screws working loose later down the line. That is just one way we make sure our contract furniture lasts and lasts. Wooden surfaces are sanded, stained and varnished by hand for the same reason. Trained employees are responsible for checking that fabric and leather cuts are just right before they are transformed into upholstery covers sewn to perfection. The covers are lined by hand and added to the upholstery elements by our skilled upholsterers with strong and powerful movements. A strap is attached in a pre-made opening in the seat area of some models for added comfort.

At the final assembly stage that takes place at our Innovation Factory, our products are put together by experienced employees. A final quality check on each product ensures that only furniture of the highest quality leaves our factory.



EFFICIENT PRODUCTION

Waste management

As our company evolves to become more sustainable, one of our priorities is to monitor and reduce waste, including product packaging. We generate waste as part of our production processes and within our admin department. We accumulate waste when we take back packaging from customers and when our products reach the end of their useful life.

With a view to reducing the amount of waste from our products, we apply the criteria of a circular economy from when we first start developing new products. These days, it is essential to create designs that conserve resources and use recyclable materials. Ideally, materials that can only be used for energy recovery rather than





being recycled should be avoided wherever possible. This opens up the opportunity to introduce alternative materials that are more environmentally friendly. True to our commitment to making Brunner products last as long as possible, we also consider factors that will extend their usable lifespan. Our products promise optimum comfort, having been made from dependable materials and produced to the highest of standards. High availability of spare parts and our repair service mean that replacements take place quickly and a wide range of components can be retrofitted. When a product does inevitably reach the end of its life cycle, the individual components can be separated and recycled or used for energy recovery.

We regularly organise a „second choice sale“. This initiative makes it possible to purchase high-quality Brunner products with minor defects or display items and thus contributes to waste avoidance.

To minimise packaging material waste, we have worked closely with our suppliers to introduce standardised cardboard packaging that can be reused. And that is just one example. We use this packaging to provide internal protection for all our products and for delivery to our customers. For example, one piece of cardboard used as a protective layer between two materials has been reused 31 times.

We have introduced several measures for reusing materials to minimise the amount of waste being left behind after production. We use a raw material compressor to make it easier for us to recycle our waste. This can be used to press paper, cardboard and plastic after they have been sorted. Once the materials to be recycled are in that state, they can be transferred to a recycling centre and given a new lease of life.

In 2023, the following contributions to resource conservation and climate protection were achieved through the material (recycling) and energy recovery of our waste:

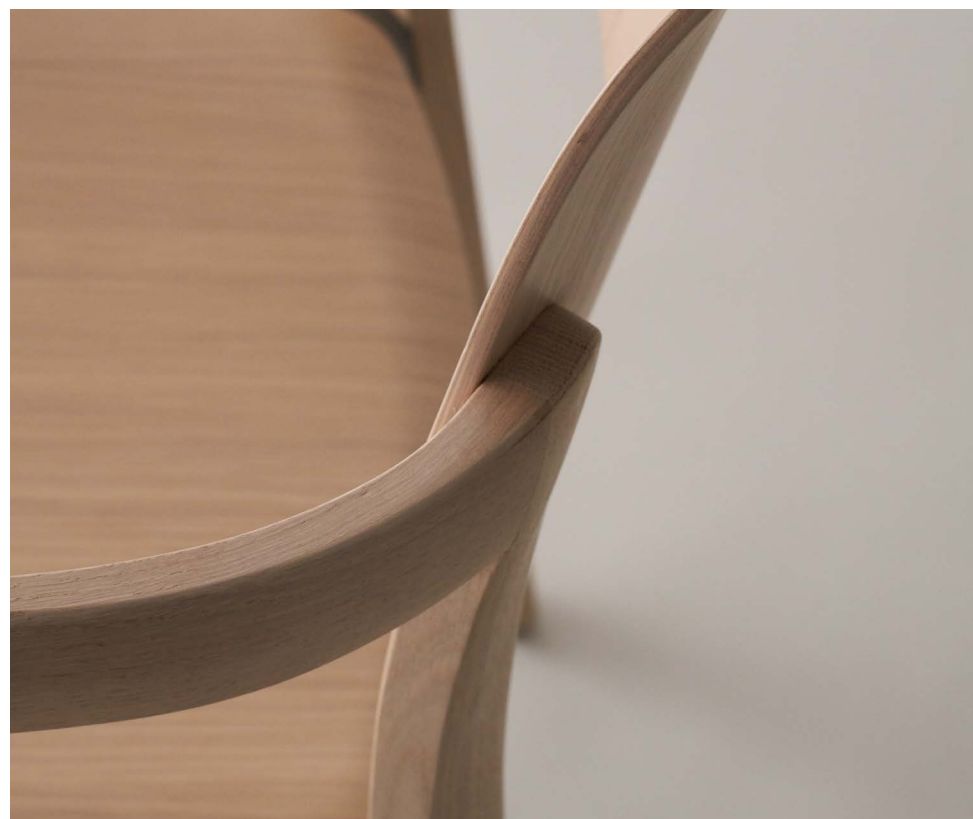
	Energy generation & saving	2.036,7 MWh
	CO ₂ savings	49,5 t CO ₂ equivalents
	Primary raw material savings fossil	90,8 t Oil equivalents
	Primary raw material savings biogenic	303,6 m ³ Wood equivalents



MATERIALS & HEALTH

High-quality foundation

The high-quality raw materials we use in our production processes are at the heart of our furniture products. From the specification to the finished furniture product, environmental and health aspects are important to us every step of the way. It is thanks to our care and attention that our customers can rely on carefree comfort with every piece of our furniture. And we never want to stop improving, so we are forever looking for sustainable alternatives with promise for our portfolio.



Wood and wooden composites

Wood is a natural material that absorbs CO₂ from the atmosphere throughout its useful life. This means that the carbon footprint of furniture made from wood is comparatively lower than that of furniture made from other materials. Wood brings warmth and a natural touch to any room. We therefore use it frequently. We have been awarded PEFC certification (Programme for the Endorsement of Forest Certification Schemes). This certification provides assurance that wood and wooden composites can be shown to come from ecologically and socially sustainable forestry. The wooden composites we use comply with emissions class E05 (formaldehyde emission limit) and contain no biocides such as pentachlorophenol (PCP) or lindane. Emissions of volatile organic compounds (VOCs) also remain below the stipulated limit values.



Plastics

Due to a number of unique properties, plastics cannot be used easily or at all in many products. By applying heat, all kinds of shapes can be moulded with high levels of stability guaranteed. With the addition of coloured granules, a whole world of creativity is opened up with this material. We are well aware that care must be taken when using plastics. That is exactly why we only use this material for products when it is a logical choice and no better alternative is available. We are also committed to increasing the proportion of recycled material in our plastics. In fact, we already use recycled plastic in our corona light eco and nate products. We want to follow these good examples and use even more recycled plastic in our products going forward.

Metals and metallic surfaces

We mostly use steel and aluminium. Steel has an average recycled content of 54 %, while aluminium consists of 56 % recycled materials on average. Compared to the production of primary aluminium, recycling the material requires up to 95 % less energy and only 5 % of greenhouse gas emissions. Both metals are also fully recyclable. We use only ecologically sound materials and surface finishings that do not contain heavy metals such as mercury, cadmium or lead. The powder coating on our metallic surfaces contains only organic binding agents, is REACH-compliant and contains no hazardous substances (SVHC). All metallic surfaces are low-emission and do not present any risk to health.

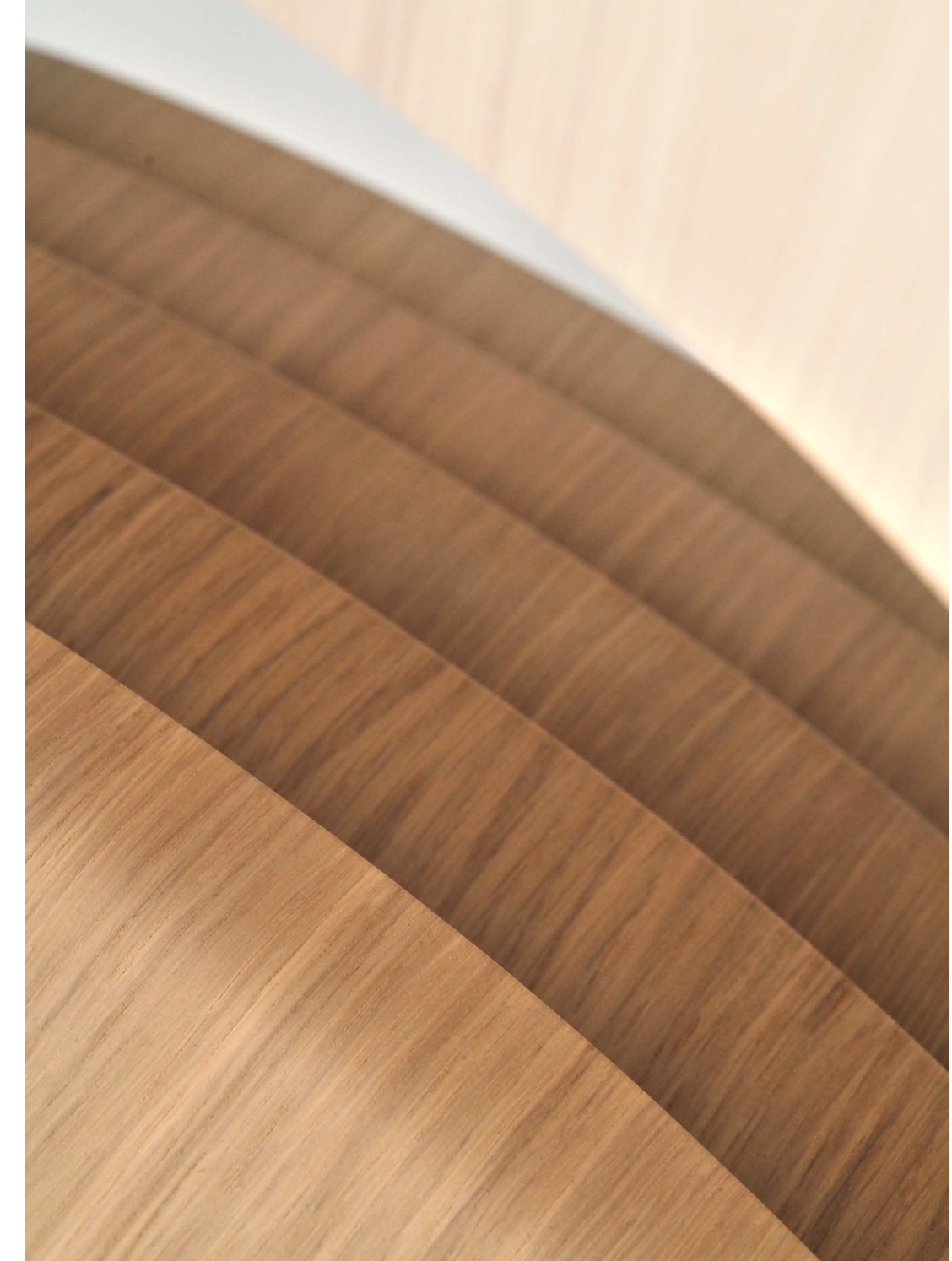


MATERIALS & HEALTH

High-quality foundation

Paint, varnish and adhesive

To varnish our beech surfaces, we use a high-quality UV-hardening water-based varnish system. Varnishing is fully automated and varnish residues are collected, reprocessed and reused. The varnish used and the stain for our beech surfaces are water based and low emission (VOC). An appropriate varnish can also be used for our oak surfaces. We only ever use water-based dispersion adhesive with no organic solvents to secure upholstery foams. Bonding of cover materials to upholstery foams is, where possible, prevented by the design. Our use of solvent-based adhesive is minimal as it is, but we are gradually reducing it even further. All materials used are REACH-compliant and fully cured and they do not pose a risk to health.



Textiles and leather

Almost all of the cover fabrics in our standard range have been awarded the EU Ecolabel or the STANDARD 100 certification by OEKO-TEX®, which means they have been tested for azo dyes, formaldehyde, nickel and compliance with the REACH directive and SVHC Candidate List. There is also a selection of fabrics made from recycled materials. Our leather collections torro and sevilla 2 have also been awarded the Blue Angel and have therefore also already been thoroughly tested for harmful substances.



MATERIALS & HEALTH

Healthy furniture

Our concern for the health and well-being of our customers shines through in our choice of materials and our product designs. Comfort has a huge impact on user well-being. With that in mind, we work hard to make our furniture as ergonomic as possible. This way, it can support people as it was designed to do without putting any undue stress or strain on their body.

Besides these design aspects, we also take great care to not affect the air quality with our products. Our ‚TÜV Tested for harmful substances and emissions‘ certification verifies our compliance with the limits on harmful substances. And that means that use of our furniture is safe and risk-free.



TRANSPARENCY & EXPERTISE

Product information

Detailed information and high-quality data make it possible to analyse a business and its products or services in much greater depth. We want to unlock this level of analysis in the future by being more transparent.

We have produced Product environmental information for around 80% of the products in our portfolio to make the environmental impact of individual product ranges and models clearer. And that percentage is on the rise. These self-declarations provide information about Brunner's environmental efforts in general, list the materials used and the recyclability of the product. From 2024, the respective recycling percentages will also be listed for all models already shown.

Since 2023, life cycle analyses have been carried out for core products. This makes it possible to assess other aspects, such as greenhouse gas potential and toxicity to humans. As a result, it will be easier for customers to compare products and make the best purchasing decisions for our planet.



TRANSPARENCY & EXPERTISE

Brunner Academy

Sales representatives, architects, interior designers, planners, customer service staff and fitters – some of the key players in the furniture sector – need to have in-depth knowledge about the product portfolio, the manufacturer and the context on top of being good at their jobs.

And that is exactly why the Brunner Academy, the company's own training and education programme for our partners and employees, has been offering basic courses for newcomers to the sector and the company and specific product-related training aimed at sales staff who already have experience within the contract furniture space (Advanced care, Advanced office & public space) since March 2020.

A total of three basic courses were held in 2023. These training courses are designed to provide participants with solid basic knowledge in specific areas, including insights into the company and production, information on products and materials and details of Brunner's sustainability activities.





TRANSPARENCY & EXPERTISE

Brunner Future Works

» In the future, employees will come into the office because they want to, not because they have to.«

Ippolito Fleitz

The future working world is a guiding star for our in-house development department. As a medium-sized company, we have our feet firmly on the ground, but we are always looking ahead. After all, if you do not understand how work and working environments are changing, you cannot help to shape what work will look like in the future. We want to harness this force and open up new spaces, leading the way with clarity and inspiration.

This was the inspiration behind us creating the www.brunner-futureworks.com platform in partnership with the Ippolito Fleitz Group design studio. In keeping with our status as an international company, it is accessible to anyone in the world regardless of time and location. This gives everyone the chance to get involved with the topic of New Work, learn about our visions, benefit from our wealth of experience and get in touch with us. It is an invitation to not only collaborate with us on considering new organisational structures, collaborative opportunities and the impact on corporate culture, but also to shape all these things in concrete ways.

Our change propositions – what has caused this change and what is shaping it – get the conversation going. The digital transformation is one key aspect that has well and truly caused a domino effect. It raises the question of why employees should still go into the office. It is increasingly possible to work from anywhere. But if businesses lose their office spaces, what will happen to face-to-face human contact? How will teams be brought together and synergies revealed? Our time in lockdown showed us just how important that quick, unrestricted communication is and reminded us that a large proportion of it takes place informally. On the other hand, the workspace needs to be as appealing as possible to bring colleagues and partners together. Sustainable and social values create a sense of identity. Functional, ergonomic and flexible conditions increase the benefits on site compared to the effort involved in travelling to the office.

It is about equipment, comfort and the opportunity for direct communication. As a result, we believe that businesses will rethink their workspaces in the future. As for what those workspaces might look like? Our platform is looking to the future and offering inspiration in the form of visionary virtual spaces in different business zones.





SECTION 03

GRI Index



GRI 2: General disclosures

The Brunner GmbH Sustainability Report 2023 was produced with reference to the GRI Standards.

Global Reporting Initiative (GRI) is a non-profit institution that works closely with businesses, institutes, government organisations and other stakeholders and publishes globally recognised standards for sustainability reporting. The initiative envisions a sustainable future, where organisations publish their sustainability goals, achievements and impacts relating to planet, people and profit for full transparency.

GRI	Description	
2-1	Organizational details	<p>Legal name: Brunner GmbH Nature of ownership and legal form: Brunner GmbH is a family-owned company. Location of headquarters: Brunner GmbH, 77866 Rheinau, Germany Countries of operation: Brunner delivers to over 120 countries.</p>
2-2	Entities included in the organisation's sustainability reporting	<p>The sustainability report includes data and information relating to Brunner GmbH and its subsidiaries and sales company Brunner AG, Brunner SAS, Brunner UK and Brunner APAC.</p>
2-3	Reporting period, frequency and contact point	<p>Reporting period: 1 January 2023 to 31 December 2023 Frequency: The next report is due in 2025. Contact point: see the 'Contact' section</p>
2-6	Activities, value chain and other business relationships	<p>This family-owned company founded in 1977 is led by Helena and Rolf Brunner and, in the second generation, by Dr Marc Brunner and Philip Brunner. Brunner has over 540 employees. Its business segments include developing, producing and marketing high-quality chairs, tables and contract furniture for office and administrative buildings, public spaces as well as care and health facilities. With a good 500,000 chairs and 100,000 tables produced each year, a group turnover of EUR 147 million and an export share of 50%, Brunner is one of the leading contract furniture manufacturers in Europe.</p> <p>The supply chain is a significant part of our network. For that reason, we work closely with our suppliers to ensure we can achieve the best possible results together. We work with local manufacturers wherever possible and are conscious of our impact on the environment all the way along the supply chain. We adopt a socially and environmentally responsible approach to procurement by requiring our key suppliers to sign a supplier code of conduct. We also perform a regular supplier audit on a large proportion of our suppliers in accordance with ISO 9001:2015. This way, we can guarantee well-thought-out designs and high-quality workmanship – including from an ecological perspective.</p>

2-7 Employees

In December 2023, Brunner employed 542 employees around the world. Over 56 % work in our production. The proportion of female employees is around 37 %.

BESCHÄFTIGTE	BRUNNER GMBH		BRUNNER AG		BRUNNER UK		BRUNNER SAS		BRUNNER APAC		TOTAL
	M	F	M	F	M	F	M	F	M	F	
Permanent employees	292	167	14	9	14	5	18	11	2	10	542
Temporary employees	26	11	0	0	0	0	0	0	0	0	37
Employees on zero-hour contracts	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	280	127	12	5	11	5	18	8	2	10	478
Part-time employees	40	12	2	4	3	0	0	3	0	0	64
Employees on parental leave	17		3		0		0		-		20
Ø length of service [in years]	10		7,5		10		10		-		9,4
Ø age [in years]	44,5		44		40		50		-		44,6

*M: Male / F: Female

2-9 Governance structure and composition

[See the 'Integration of the sustainability management system' section](#)

2-14 Role of the highest governance body in sustainability reporting

The sustainability report is created with the support of Brunner's Management Board and the Head of Marketing and Business Development. The final version of the report is reviewed and signed off by the Management Board.

2-17 Collective knowledge of the highest governance body

Our Managing Director Dr Marc Brunner oversees sustainability management at the highest level. He has overall responsibility for managing and reviewing the strategy, achieving the defined goals and creating a detailed action plan to ensure compliance with the strategy.

2-22 Statement on sustainable development strategy

[See the 'Introduction'](#)

2-28 Membership associations

[See the 'Memberships' section](#)

2-29 Approach to stakeholder engagement

Brunner maintains an ongoing dialogue with its stakeholders. Involving and including all stakeholder groups is key to the continuation of business activities and to the success of the company. Our interaction with all these stakeholders allows us to respond to shifts in society, identify room for improvement on a social and ecological level, and do all we can to help protect the planet.

Brunner GmbH has identified the following stakeholders:

- employees
- Subsidiaries (Brunner AG, Brunner SAS, Brunner UK), Sales company (Brunner APAC)
- Owners
- End customers
- Suppliers
- Architects
- Retailers
- Government/legislators/local authorities/associations



GRI 3: Material topics

GRI	Description	
3-1	Process to determine material topics	<p>Relevant topics that impact on the world of Brunner are identified and lined up for implementation in regular discussions with the Management Board, senior managers and team leaders. Analyses are conducted continually to optimise the company's strategic direction and in turn identify areas where action needs to be taken. An analysis may take the form of an assessment of opportunities and risks, a stakeholder analysis or an evaluation of environmental aspects.</p> <p>Our integrated management system is based on the ISO 9001:2015 and ISO 14001:2015 standards. This allows us to set specific goals and monitor our progress towards achieving them using KPIs. Relevant actions are set out, our employees are kept informed with sufficient detail, and functioning structures are set up within the company accordingly.</p> <p>See the 'Integration of the sustainability management system' section</p>
3-2	List of material topics	See the 'Material topics' section
3-3	Management of material topics	<p>We rely on the ISO 9001:2015 and ISO 14001:2015 management systems to optimise our ability to plan, implement, monitor and refine our goals and our action plan. This allows us to monitor process efficiency, customer focus, speed of response to market requirements and opportunities to help protect the environment. We also identify action required through internal audits, workshops and the 'Brunner ImProve!' initiative and monitor progress in management reviews. We involve our suppliers in our sustainability efforts through our supplier code of conduct and communicate to them our expectations on a social and environmental level.</p>

GRI 201: Economic performance

GRI	Description	
201-1	Direct economic value generated and distributed	Brunner GmbH achieved a turnover of EUR 125 million in 2023.
201-2	Financial implications and other risks and opportunities due to climate change	When assessing our opportunities and risks, environmental influences and impacts are a major factor. Annual market analyses allow us to identify relevant risk factors, along with their cause and likelihood, and develop preventative measures that can be implemented early on and potentially lead to new opportunities.

GRI 202: Market presence

GRI	Description	
202-2	Proportion of senior management hired from the local community	As a medium-sized, family-owned company, Brunner has close ties to the local community. The majority of the employees based at our headquarters live in nearby towns and villages. Our senior managers have built their lives in the local community too.

GRI 203: Indirect economic impacts

GRI	Description	
203-2	Significant indirect economic impacts	See the 'Economic impact' section

GRI 301: Materials

GRI	Description																	
301-1	Materials used by weight or volume	<p>The main materials we use are:</p> <ul style="list-style-type: none"> • Wood and wooden composites • Steel • Aluminium • Plastics • Textiles <p>The materials used and their proportions in specific products can be found in the corresponding environmental product declarations. These can be downloaded from our Media Centre.</p>																
301-2	Recycled input materials used	<p>We are striving to increase our use of recycled materials in our products wherever possible. We work closely with our suppliers to identify materials with room for improvement and assess their potential, with a view to increasing the proportion of recycled content (pre-consumer and post-consumer). The values listed here are based on supplier data or industry averages.</p> <table border="0"> <tr> <td>Chipboard</td> <td>0–68 %</td> </tr> <tr> <td>Block board</td> <td>0 %</td> </tr> <tr> <td>MDF boards</td> <td>0 %</td> </tr> <tr> <td>Bonded laminated wood</td> <td>0 %</td> </tr> <tr> <td>Steel</td> <td>18–100 % [Ø 54 %]</td> </tr> <tr> <td>Aluminium</td> <td>0–100 % [Ø 56 %]</td> </tr> <tr> <td>Plastic</td> <td>0–75 %</td> </tr> <tr> <td>Cover fabrics</td> <td>0–100 %</td> </tr> </table>	Chipboard	0–68 %	Block board	0 %	MDF boards	0 %	Bonded laminated wood	0 %	Steel	18–100 % [Ø 54 %]	Aluminium	0–100 % [Ø 56 %]	Plastic	0–75 %	Cover fabrics	0–100 %
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Plastic	0–75 %																	
Cover fabrics	0–100 %																	
301-3	Reclaimed products and their packaging materials	<p>At the early stages of the product development phase, we focus on sturdy designs and premium materials to ensure that our products can continue to be used for at least 15 years. They can usually be used for longer than that, making them ideal candidates to become second life products at the very least. High availability of spare parts and our repair service mean that replacements take place quickly and a wide range of components can be retrofitted.</p> <p>See the 'Waste management' section</p>																

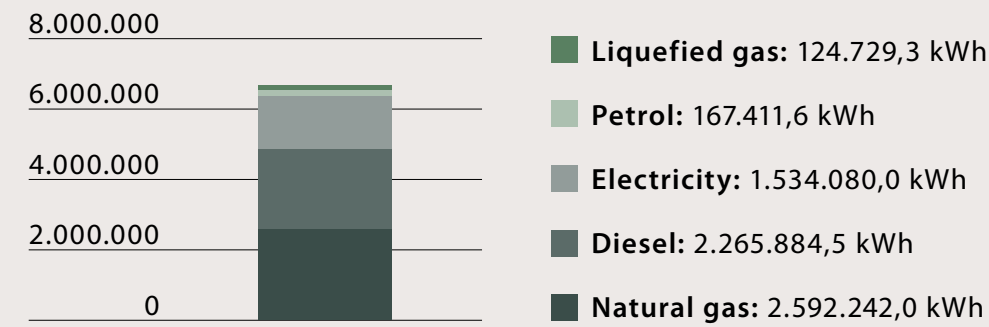


GRI 302: Energy

GRI Description

302-1 Energy consumption within the organisation

ENERGY CONSUMPTION* 2023 in kWh



* The energy consumption covers the production, logistics and administrative areas at the company's headquarters in Rheinau in Germany.

302-3 Energy intensity

Energy intensity = 15,9 kWh/product

Based on the energy consumption at the headquarters and the sales volume in 2023.

302-4 Reduction of energy consumption

We are committed to continually reducing our energy consumption – to do our bit to reduce CO2 emissions in line with the Paris Agreement but also to use resources more sparingly and conserve finite resources.

We believe we can make the biggest difference at our only production site in Germany, so we are currently in the process of making an action plan to reduce energy consumption and use alternative energy sources.

The following activities, among others, have already been successfully implemented in recent years:

- Conversion of the vehicle fleet to hybrid and electric vehicles
- Gradual switch to reusable packaging
- Provision of shuttle buses for employees
- Reduction of transport journeys through the use of tigger trains
- Switching to LED lighting (reduction in electricity consumption for lighting by > 50% since 2018)

We also conduct energy audits every four or five years as a way of identifying new ways to make improvements. Regardless of the measures already implemented, we still see some potential for improvement, which we will continue to develop and realise in the near future.

302-5 Reductions in energy requirements of products and services

We apply the criteria of a circular economy when we are developing new products. This includes the carbon footprint of a product during its life cycle. We are careful about using materials with a low carbon footprint and keeping the energy consumption to a minimum during the processes required to make our products.



GRI 303: Water and effluents

GRI **Description**

303-1 Interactions with water as a shared resource

Conscious about conserving this precious resource, we continually monitor our water usage and are constantly striving to reduce it. Our environmental management system requires us to adopt a responsible approach to our use of water, conduct an annual review of our water usage and identify new ways to keep reducing our water usage in the future.

We expect the same of our suppliers. Our supplier code of conduct covers environmental aspects including wastewater treatment. Wastewater has to be classified and monitored, with potential ways of reducing it being introduced.

There is no wastewater resulting from Brunner production processes.

We use water for our sanitation facilities and the varnish system in production.

303-3 Water withdrawal

303-4 Water discharge

303-5 Water consumption

The table below breaks down our water consumption in m³ at our headquarters in 2023:

	2018	2019	2020	2021	2022	2023
Varnish system	1716	1395	1306	1113	1191	1184
Sanitation facilities	2256	2375	2819	1734	1836	1747
TOTAL	3972	3770	4125	2847	3027	2931

Water stress level* at our sites (data from 2019):

		COUNTRY	WATER STRESS
Headquarters	Brunner GmbH	Germany	Medium/High
	Brunner AG	Switzerland	Low
Subsidiaries	Brunner SAS	France	Medium/High
	Brunner UK	Great Britain	Low/Medium
Sales company	Brunner APAC	Malaysia	Low
		China	Medium/High

* Water stress applies when water withdrawal exceeds 20% of the renewable water supply and the drinking water supply in relation to the water withdrawal is a significant barrier to development.



GRI 304: Biodiversity

GRI	Description	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of the Brunner Group's sites are in or adjacent to a protected area or an area of high biodiversity value.
304-3	Significant impacts of activities, products, and services on biodiversity	Biodiversity refers to the diversity of species, ecosystems and habitats. With this diversity in grave danger now for a number of reasons, it is critical that we protect flora and fauna in their natural habitats. Here at Brunner, we refrain from seal soiling as far as possible. Large lawns on our campus provide an important habitat and also have a positive impact on our employees' mental health. Our nature-friendly pond filled with plants is home to many species. We purchased land spanning 43,790 m ² to compensate for all our built-up land. This space is covered with a wildflower meadow and a wet meadow.

GRI 305: Emissions

GRI Description

305-1 Direct (Scope 1) GHG emissions

Brunner has been calculating its corporate carbon footprint (CCF) every year since 2020 as a means of identifying targeted ways of reducing greenhouse gas emissions. The data refers to the headquarters and production site in Rheinau in Germany.

	2020		2021		2022	
	[t CO ₂]	[%]	[t CO ₂]	[%]	[t CO ₂]	[%]
SCOPE 1	956,3	27,4	1.291,3	33,0	1.009,2	25,4
Fleet	645,1	18,5	643,3	16,4	644,6	16,2
Cooling	311,2	8,9	648,0	12,2	364,6	9,2

305-2 Energy indirect (Scope 2) GHG emissions

	2020		2021		2022	
	[t CO ₂]	[%]	[t CO ₂]	[%]	[t CO ₂]	[%]
SCOPE 2	920,1	26,4	667,1	17,0	855,1	21,5
Heating	559,1	16,0	364,6	9,3	560,4	14,1
Electricity	361,0	10,4	302,5	7,7	294,7	7,4

305-3 Other indirect (Scope 3) GHG emissions

	2020		2021		2022	
	[t CO ₂]	[%]	[t CO ₂]	[%]	[t CO ₂]	[%]
SCOPE 3	1.608,8	46,2	1959,8	50,0	2.108,2	53,1
Outbound logistics	-	-	-	-	182,5	4,6
Stationery	2,0	0,1	11,7	0,3	10,9	0,3
Catering	60,0	1,7	74,8	1,9	71,2	1,8
Print products	18,0	0,5	42,9	1,1	10,5	0,3
Water and effluents	2,8	0,1	0,3	0,0	0,4	0,0
Fleet upstream chain	96,2	2,8	365,2	9,3	368,4	9,3
Electricity upstream chain	140,2	4,0	176,3	4,5	171,7	4,3
Heating/cooling upstream chain	124,8	3,6	108,3	2,8	91,1	2,3
Industrial waste	108,0	3,1	115,3	2,9	89,9	2,3
Transport for waste disposal	-	-	-	-	24,5	0,6
Flights	-	-	-	-	2,4	0,1
Train	-	-	0,4	0,0	0,6	0,0
Private and rental cars	-	-	0,1	0,0	0,0	0,0
Employee commute	1.056,8	30,3	1.064,5	27,2	1.084,1	27,3

GRI 306: Waste

GRI	Description	
306-1	Waste generation and significant waste-related impacts	<p>One priority for any company looking to increase their sustainability efforts is monitoring and reducing all waste, with product packaging being a key consideration.</p> <p>We log all the types of waste created during our processes within our internal management system. The waste is categorised, environmental risks are defined and action is taken in response. All our bins are properly labelled, hazardous materials are added to a list and all waste is disposed of by certified companies.</p> <p>See GRI 306-3</p>
306-2	Management of significant waste-related impacts	<p>See the 'Waste management' section</p>

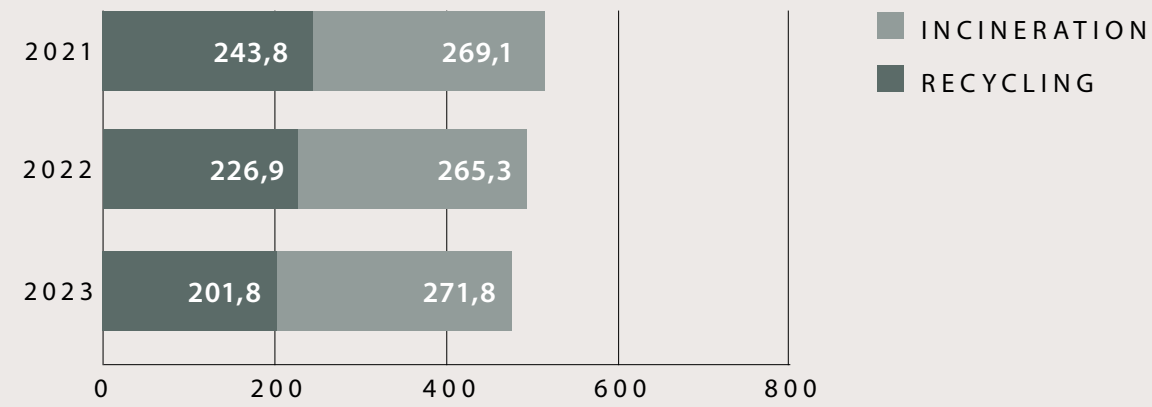
GRI 306: Waste

GRI Description

306-3 Waste generated

TYPE OF WASTE	2019	2020	2021	2022	2023	DISPOSAL
NON-HAZARDOUS WASTE (in t)						
Paper/cardboard	260,8	213,7	207,9	194,7	173,4	Recycling
Wood	120,1	86,5	83,1	83,2	80,9	Incineration
Foil	16,1	5,2	9,2	4,8	4,3	Recycling
Mixed municipal waste	49,9	32,6	28,3	30,0	28,9	Incineration
Residual waste	1,2	0,0	0,0	0,0	0,0	Incineration
Alternative fuels	177,0	131,9	134,3	129,9	136,2	Incineration
Glass	0,0	3,0	1,0	6,0	1,1	Recycling
Metal	23,7	25,6	25,7	21,4	23,0	Recycling
Sludge	11,8	8,4	10,7	9,1	13,6	Incineration
HAZARDOUS WASTE (in t)						
Adhesive and other sealants	1,5	0,4	0,5	0,5	0,4	Incineration
Other solvents	4,9	5,8	2,8	4,2	4,6	Incineration
Paint and varnish waste	6,4	5,7	9,5	8,4	7,2	Incineration

DISPOSAL BREAKDOWN (in t)



GRI 307: Environmental compliance

GRI	Description	
307-1	Non-compliance with environmental laws and regulations	There were no breaches of environmental laws or regulations in 2023. We document and monitor laws relating to the environment. Our compliance with all the regulations is also audited externally as part of our ISO 14001:2015 certification.

GRI 308: Supplier environmental assessment

GRI	Description	
308-1	New suppliers that were screened using environmental criteria	Our suppliers are required to sign a supplier code of conduct. This contains principles on the topics of respect for human rights, rejection of child and forced labour, fair and equal treatment of employees, health protection and occupational safety as well as guidelines for protecting the ecological environment. The Supplier Code of Conduct has already been signed by 85% of our most important suppliers (by sales volume).

GRI 401: Employment

GRI	Description	
401-1	New employee hires and employee turnover	See GRI 2-7
401-3	Parental leave	The Brunner Group parental leave policy complies with the laws and regulations that apply locally. 17 Brunner GmbH employees were on parental leave in 2023.

GRI 403: Occupational health and safety

GRI	Description	
403-1	Occupational health and safety management system	<p>When it comes to monitoring and implementing all processes, we refer to an integrated management handbook that provides centralised access to all the relevant overviews, information and documents. Our ISO 9001:2015 and ISO 14001:2015 certification confirms that our management system is fully functional and that our processes are analysed on an ongoing basis. This also indicates a high level of responsibility for the assessment of risks and actions.</p> <p>Health and safety standards are defined and followed by our employees on the ground at all our sites around the world. At our production site in Rheinau in Germany, safety concepts are in place, employees receive regular training on related topics and the conditions are designed to promote worker health as effectively as possible as the workspace allows. Workplace safety committee meetings are held quarterly to discuss matters relating to health and safety in the workplace. These meetings provide a regular opportunity to discuss cases of accidents and illness, risk assessments and any planned changes, and any action that needs to be taken in light of the current circumstances. Committee members represent different areas of the company, which means they are able to focus their attention on the health and safety standards in those specific areas.</p>
403-2	Hazard identification, risk assessment, and incident investigation	We carry out regular risk assessments in relevant working areas, divide the various risk factors up into a long list of criteria and assess the physical and mental health risks arising. On that basis, we define and implement countermeasures. Quarterly safety inspections also flag up any potential safety risks in relevant areas and provide an opportunity to check that all standards and measures are being implemented and followed as expected.
403-4	Worker participation, consultation, and communication on occupational health and safety	Talking directly with our employees is one of our main ways of identifying hazards. In-depth training helps raise awareness of health and safety issues amongst our employees and equips them with the basic rules. Employees are also welcome to get involved directly with health and safety in the workplace by becoming a first-aider, fire marshal or safety representative.
403-5	Worker training on occupational health and safety	Our employees and the responsible managers complete mandatory training and safety briefings so they know how to use the materials and systems required in their job role. This training might cover how to use equipment, how to handle hazardous substances and chemicals, what to do in case of fire or other emergency and who to contact in different situations.
403-6	Promotion of worker health	<p>See GRI 403-1</p> <p>See 'Manufacturing processes' section</p>
403-9	Work-related injuries	<p>We take a range of preventative measures to minimise the risk of injury for our employees' protection. These measures include briefings, operating instructions, regular safety inspections and training on how to use materials and systems. If an employee is injured despite our best efforts, this must be reported as soon as possible and within three working days at the latest.</p> <p>6 work-related injuries were recorded in total in 2023.</p>
403-10	Work-related ill health	No instances of work-related ill health were reported during the reporting period.

GRI 404: Training and education

GRI	Description	
404-2	Programmes for upgrading employee skills and transition assistance programs	<p>Training and education are important aspects of our employees' careers. They allow employees to improve their skills and develop their confidence in performing certain tasks. This all has a huge impact on the growth and success of the company and the personal and professional development of our employees. We are happy to give our employees development opportunities and we give them the tools they need to make real progress.</p> <p>New employees are offered training through the Brunner Academy, with presentations and interactive workshops introducing them to the company and the products.</p> <p>See 'Brunner Academy' section</p>
404-3	Percentage of employees receiving regular performance and career development reviews	Over 85% of our employees are offered annual reviews as an opportunity to set future goals to improve their performance and their skills. Employees are also asked to share their suggestions for improvements and are given the opportunity to play an active part in shaping their own working environment.

GRI 405: Diversity and equal opportunity

GRI	Description	
405-1	Diversity of governance bodies and employees	See GRI 2-7

GRI 406: Non-discrimination

GRI	Description	
406-1	Incidents of discrimination and corrective actions taken	<p>Brunner does not tolerate any discriminatory behaviour or harassment due to ethnic origin, religion, age, sex/gender, nationality, physical or mental disability, sexual orientation or other unlawful criteria. Every one of our employees around the world works in conditions that comply with the local laws and regulations.</p> <p>No cases of discrimination were reported in 2023.</p> <p>By signing our supplier code of conduct, our suppliers also commit to prohibiting all kinds of discrimination in the interests of protecting personal rights and privacy.</p>

GRI 408: Child labour

GRI	Description	
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>99% of all parts supplied to Brunner come from within Europe, where human rights are well and truly protected by law. With such strict regulations in place, we can assume that we do not need to have any concerns about child labour or forced labour. To show how seriously we take these matters nevertheless, we have still included them in our supplier code of conduct.</p>

GRI 409: Forced or compulsory labor

GRI	Description	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>See GRI 408-1</p>

GRI 414: Supplier social assessment

GRI	Description
414-1	<p>New suppliers that were screened using social criteria</p> <p>Our suppliers are key to our quality promise, so we aim to establish close partnerships that stand the test of time. We ask that these strong partners sign the Brunner supplier code of conduct to ensure they meet our social and environmental requirements. The foundation for the supplier code of conduct is provided by the International Labour Organization (ILO) and the principles of the United Nations Global Compact.</p> <p>We use our regular supplier audits to keep monitoring our suppliers and identifying areas where improvements can be made. We work on any potential improvements with the suppliers themselves.</p>

GRI 416: Customer health and safety

GRI	Description
416-1	<p>Assessment of the health and safety impacts of product and service categories</p> <p>The health of our customers is an essential element of our quality promise. Throughout its usable lifespan, our furniture should help create a safe and healthy environment that is more sustainable too.</p> <p>We meet the legal limits for harmful substances at the very least. Examples include the REACH directive and the limits on formaldehyde emission of wood-based materials (E1/E05) as per the Prohibited Chemicals Ordinance. We always avoid or limit chemicals such as mercury, cadmium, lead, phthalates and CFCs. We remain in constant conversation with our suppliers to ensure this is the case.</p> <p>When considering new and alternative materials, one of our criteria is a reduction in harmful emissions.</p> <p>We provide information about the properties of specific materials and their proportions in our products in our environmental product declarations.</p> <p>Most of our range is tested for harmful substances and other emissions under the TÜV Rheinland Testing Standards 2019 (TÜV Rheinland certification). All relevant materials have been subjected to emissions and material testing. The materials to be tested have also been carefully selected so they can cover other models in our portfolio and be used as a substitute for all models.</p> <p>All our chairs undergo safety testing. The internal equipment used for this testing is subject to periodic inspections by external inspection bodies. A large proportion of our portfolio is also subject to an official safety inspection for GS certification. It is tested according to the current valid standards for the contract sector.</p>

GRI 417: Marketing and labelling

GRI	Description	
417-1	Requirements for product and service information and labelling	We provide various resources relating to our products on the corresponding product page on our website, including data sheets, certificates, brochures, environmental product declarations, assembly and usage instructions, and cleaning and care instructions. If a product has been awarded certification, this information is not displayed on the product itself. All the corresponding details can be found on our website and in our other resources.

MEMBERSHIPS

Associations & organisations

An important part of our business activities is proactively sharing knowledge and experience and fostering a sense of community. That is why we are a member of the following associations, organisations and groups:

Deutscher Designer Club

The DDC provides platforms where designers representing all different disciplines can come together to network and join the conversation. The club supports talented young designers and stays on top of the latest trends to ensure the sector develops in a sustainable way.

German Red Cross

As part of the world's largest humanitarian network, the German Red Cross has been helping those facing disaster, conflict and health and social problems for over 150 years now. Over 100 million volunteers and members around the world help the German Red Cross to help others.

German Research Association for Surface Treatment

The German Research Association for Surface Treatment (DFO) is a technical research organisation specialising in industrial varnishing and working closely with institutes, universities and other educational institutions. Its focus is on conducting research and sharing knowledge in formats including analyses, talks, technical consultations and educational videos.

Die jungen Unternehmer

Die Jungen Unternehmer is a cross-sector association representing the interests of young family businesses and owner entrepreneurs. The association fights to achieve the best possible conditions for entrepreneurs in Europe.

Chambers of Industry and Commerce

The Chambers of Industry and Commerce bring together businesses in all different sectors and represent them as a regional unit. The Chambers of Industry and Commerce deliver updates and training on business topics at events and elsewhere, provide valuable networking opportunities, represent the interests of companies to government, and spark an entrepreneurial mindset in school students and other young people.

nectanet

With the overall aim of supporting businesses in the Ortenau region, nectanet provides a platform to encourage dialogue between the worlds of business and politics, to enable searches for workers in Germany and beyond, to strengthen the position of start-ups in the community, and to support education and related projects.

New Work

With its brands, products and services, New Work is finding new ways to shift the focus onto people in the world of work and helping businesses be more successful. The brands include XING, kununu and Honeypot.

Anne Frank Gymnasium Förderverein

The Anne Frank Gymnasium Förderverein provides school students with support for school trips and other school initiatives. The association also helps out with school equipment, cultural activities and financing for tuition projects.

Association of Industrial Enterprises in Baden

The Association of Industrial Enterprises in Baden arranges annual events relating to businesses, employees, customers, society and the environment, providing networking opportunities for medium-sized enterprises and managers who want to share knowledge and experiences.

YPO

YPO is a global leadership community of chief executives with over 30,000 members in more than 140 countries. The organisation provides networking opportunities for members so they can share ideas and experiences and improve their leadership skills to put them in a stronger position to have a positive impact on the world.



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GENDER REFERENCE

For reasons of readability, the male form is used with personal names in this document. These terms apply with regard to equal treatment for all genders and do not represent any kind of valuation.

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