

boss

Sustainability & Wellness Manifesto

Boss CSR Vision

V7

Sustainable Design

At Boss Design our goal is to protect the environment through sustainable manufacturing and create a better and more prosperous society to live in. We do this by designing products to last, providing quality jobs and supporting local and global initiatives.

We understand that everything we do has an environmental and social impact. Working towards a sustainable future, we measure the impact of our activities and strive to continuously improve our processes. We are transparent about what we do, share our knowledge and have embedded a sustainable design mindset into our process, from the inception of each product through to its end-of-life plan.

It's also important that we play a positive role in society. At Boss Design we ensure that everyone we deal with is treated with respect, that our employees receive fair and equal wages and that we always provide a safe working environment. Our community and educational programme gives people in our local communities an insight into our manufacturing practices and our commitment to the environment.

The six core principles we work to are outlined in our Sustainability & Wellness Manifesto: Economic Prosperity; Global Responsibility; Community Cohesion; Technical Innovation; A Focus on People; and Insightful Collaboration.



Our Commitment

Sustainability has been at the heart of our design philosophy and day-to-day culture since Boss Design was founded, but there is always more we can do.

Quality, durability, responsibly-sourced materials and a long-term vision for every product we create are helping us on our journey towards a circular production model and a greener world.

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Sustainability & Wellness

Principals

1. Economically Prosperous

Our products are insightfully designed, and responsibly manufactured to provide benefit for clients, users and us. We are innovative with the materials we use, processes we operate, and we are committed to a low carbon society which recognises the limits of the global environment and therefore uses resources efficiently. We develop a skilled and well-educated work force in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

4. Technical Innovation

We draw upon industry best practices, coupled with material innovation to design and produce products which help create healthy and sustainable environments. We use recycled and sustainable plastics where ever possible and look to continually improve the recycled content and recyclability of our furniture. Our products are built to facilitate repair and remanufacturing, using quality materials and sustainable manufacturing methods. Our aims to eradicate human exposure to hazardous material ingredients through the restriction or elimination of compounds or products known to be toxic.

2. Globally Responsible

We believe in products that are built to last, it makes sense for us and it makes sense for the planet. We have a responsibility to limit the impact on the environment ensuring our products stay relevant and we use responsible, quality materials that will withstand the test of time. We are committed to becoming carbon neutral and a zero waste group by 2030. As of 2019 our products are a positive contributor to clean air in all spaces our products occupy with BIFMA clean air certification

5. People Focus

Through our market insight and experience we promote, and deliver knowledge that will improve health and wellbeing. We look for opportunities to engage and educate, by resourcing the expertise of established leaders in ergonomics, health, business, design and operations. Our team work, is designed to address the diverse factors that influence cognitive and emotional well-being and look to continually build and improve support mechanisms.

3. Community Cohesion

We are proud of our UK heritage and constantly looking to improve the communities we operate in. Through education, quality jobs and local charities we look to bring our communities together to improve people's physical and mental well-being. Our workplace cohesion is important, we celebrate our colleagues and look to develop and encourage our team.

6. Insightful Collaborations

Through research and understanding we create real world solutions to for people, spaces and planet. Using our expertise and that of our partners to benefit the environment, social causes, encourage economic resilience and world class furniture.



Our manufacturing facilities are a hybrid of twenty first century technology with with traditional skills and methods to produce a consistently beautiful, quality products.



Sustainable Manufacturing

Collaboration and continuous improvement

Our lean manufacturing process means we send zero waste to landfill across our facilities, and we have a range of initiatives in place to reduce our packaging and improve the reuse and recyclability of our products. The Boss Design factory has run on 100% renewable energy since 2018.

At Boss Design our focus on sustainable manufacturing extends well beyond our internal operations. We realise that how we make our furniture has an impact on the environment – upstream in terms of material sourcing and the energy that requires, and downstream in terms of waste and recycling.

To address these issues, we continually improve the technology, techniques and tooling deployed in our production process.

For example, our investment in new polymer technologies and injection mould equipment has reduced the amount of plastics we use as well as the manufacturing time of our components, resulting in lower energy consumption.

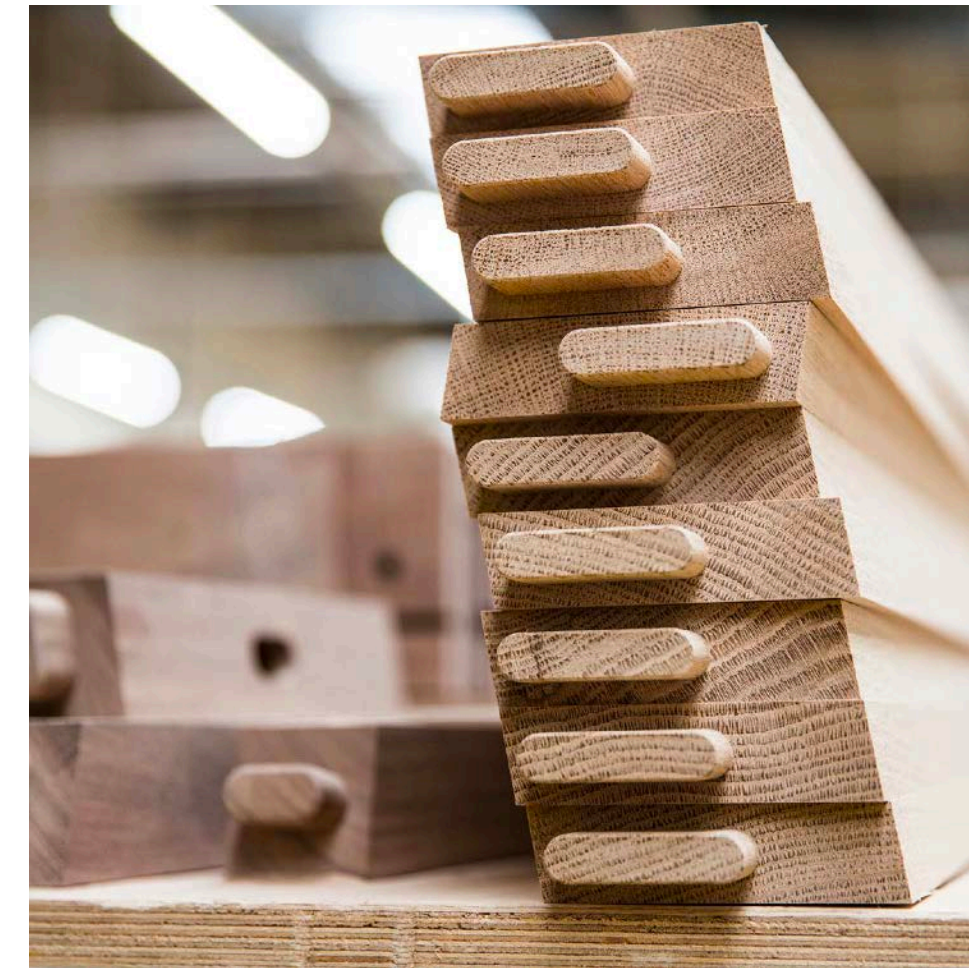
Building relationships

We work closely with our equipment suppliers and our emphasis on sustainability is acknowledged by their research and development teams. This means Boss Design is well positioned to benefit when new innovations in machining, materials, finishing and process technology are brought forward.

As a result, we are using more post-consumer plastics in our products and continue to collaborate with our suppliers to extend this.

Our 2030 vision

There is still a long way to go. We're honest about that. CO2e emissions are measured across our business, including the carbon footprint of our products and we are striving to become a carbon-neutral manufacturer by 2030.





Design Futures

Investing in Tomorrow

What is sustainable design? For us, it means designing furniture for minimum impact on the environment. Our aim is to reduce the embodied carbon in each piece of furniture we make and to design waste out of our products and processes.

Sustainable design presents us with multiple challenges and is opening many important conversations with our customers and suppliers.

The role of design in sustainability

One of the most direct ways of reducing the carbon footprint of a piece of furniture is to design it so that it uses less raw materials and less energy. In many cases, our design team works towards a lean and elegant aesthetic.

However, this doesn't come at the expense of build quality. Alongside that lean approach, we engineer our products to last. Build quality has always been a priority at Boss Design and we support this by designing our furniture so that it is easy to maintain, repair and refurbish.

Today, we design all our new collections with circularity in mind. From concept, we ensure that they will be easy to disassemble so that components and materials can be separated, recovered, reused and/or recycled when a piece comes to the end of its serviceable life. New products are then made from the old.

How it looks, how it feels

Aesthetic appeal is also incredibly important when it comes to the environmental impact of a piece of furniture. Our designers have a talent for creating pieces that are comfortable, functional and elegant. The timeless quality of our furniture makes it difficult to part with.

Investing for the future

At Boss Design we invest about 4% of our annual turnover in research and development, with the majority of that devoted to sustainable design and exploring how we can move to a circular production model.

We believe that creating beautiful furniture that lasts a generation, rather than five to seven years, is the essence of sustainable design in our sector. It's the most effective way of reducing the amount of energy and materials our industry consumes, and the amount of waste generated.

Sustainable

Product Life Concept

Materiality

We believe in products that are built to last. It makes sense for us and it makes sense for the planet. We have a responsibility to limit the impact on the environment ensuring our products stay relevant and we use responsible, quality materials that will withstand the test of time.



Reduce

In addition to designing our products with the ease of component replacement at Boss Design we can also provide an end-of-life product management process.



Reuse

Through our ethical reuse and recycling partnership we have diverted over 1620 tonnes of equipment from landfill and have equipped over 750 schools in 18 countries with office equipment.



Recycle

We design and manufacture with recyclability in mind. Our task seating can be easily disassembled for repair or recycling and our upholstery uses quality materials which at end of life can be easily separated.

We continually review and monitor our waste creation and look to improve efficiencies where ever possible. Manufacturing facilities in Dudley are zero landfill, any that can not be recycled to energy recovery where the waste is burnt and electricity is produced.



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Materiality

Durable, renewable & recyclable

Quality and durability have always been key criteria in our selection of materials. The longer something lasts, the less often it needs to be replaced, reducing its environmental impact.

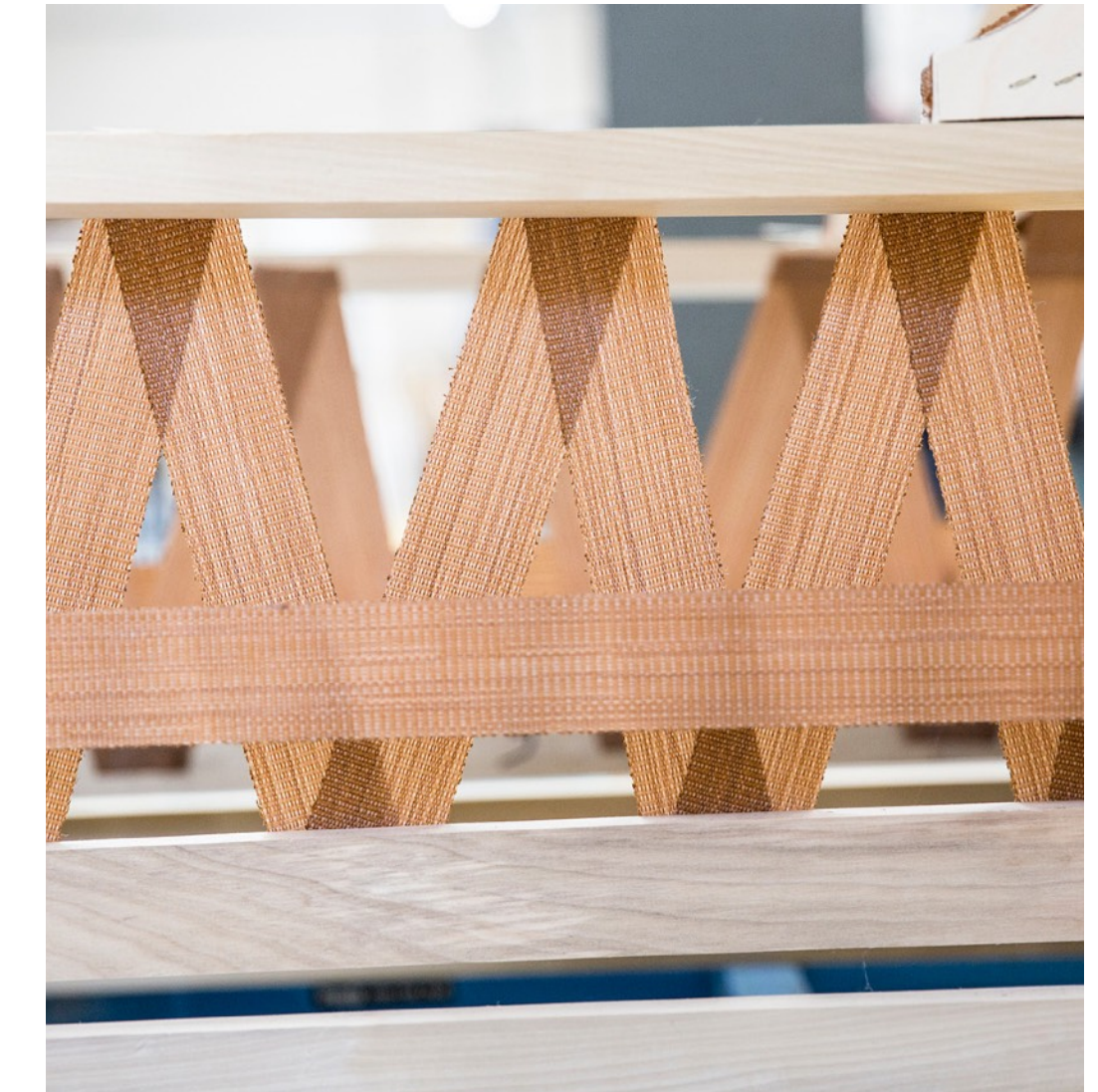
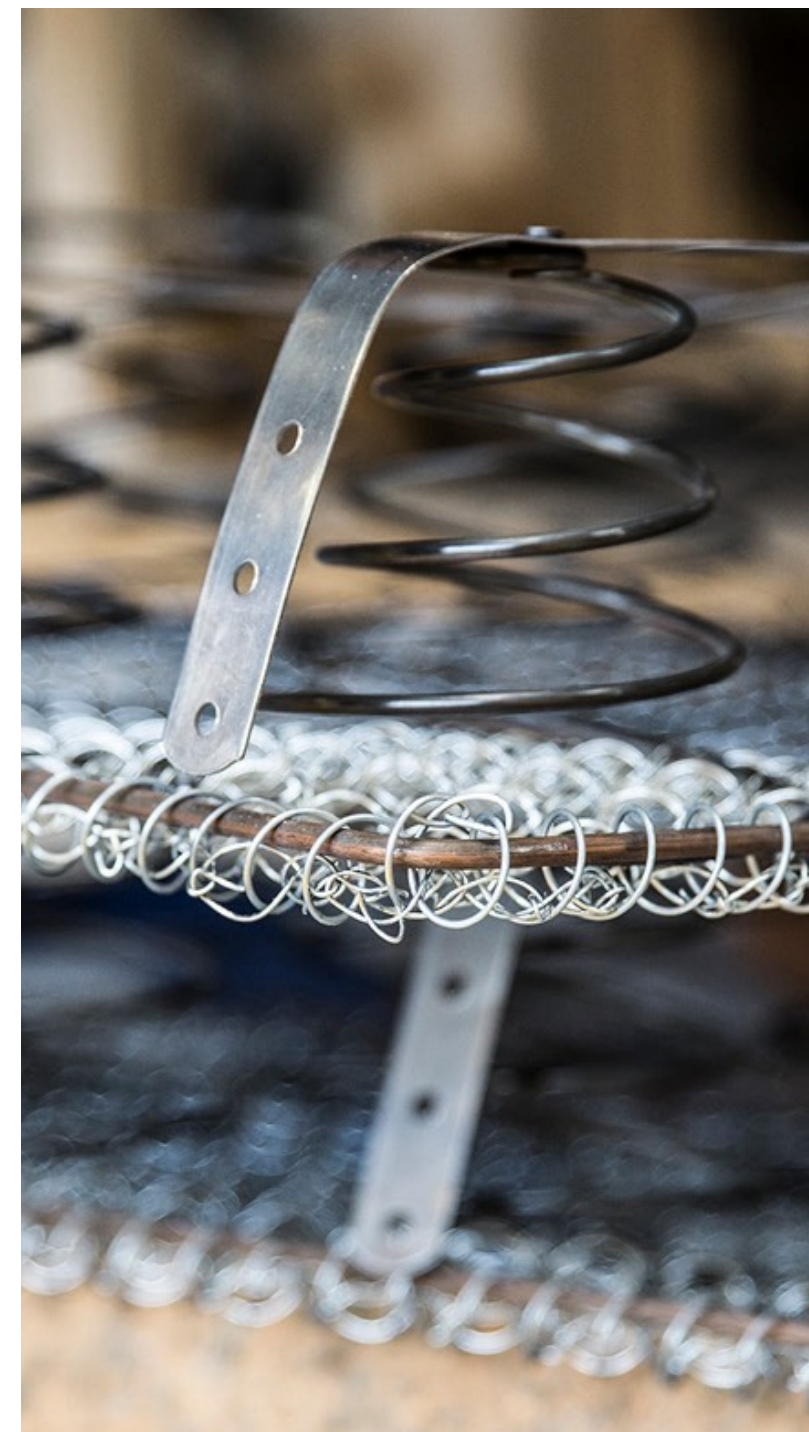
As we move towards a circular production model, we are avid about the use of renewable, recycled and recyclable materials and this is a key area of innovation and growth for Boss Design.

Our raw materials

As commercial furniture manufacturers, our core materials include wood, metal, glass, polymers and fabric. In each category, we are increasing the proportion of recycled materials used while at the same time increasing the recyclability of the materials in our products.

We are exploring the use of faster growing species like pine instead of hardwood in some products and looking into the use of parts made from recycled coffee grounds.

The range of natural fibres and textiles our customers are able to choose from is expanding all the time and we're looking at new options such as bamboo and hemp, both for finishes and seat stuffing.



Manufacturing Transparency

Recycled materials

A high proportion of the glass and metal we use is recycled and can be recycled again at the end of a product's lifecycle, and we are continually reviewing our aluminium suppliers to increase the recycled content. Polymers are a trickier area but this area is seeing the greatest innovation. Derived from fossil fuels, virgin polymer granules are not ideal, and we are continually increasing the recycled polymer content of our products.

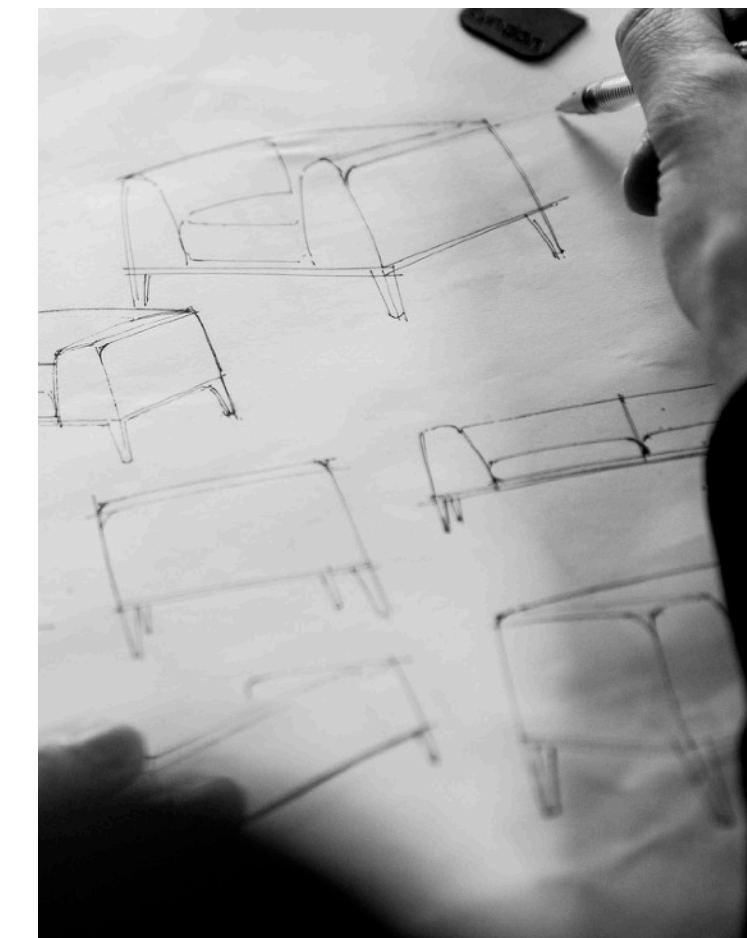
For example, we have projects exploring the use of plastic from recycled bottles to replace plywood and moulded plastic parts in some of our furniture. We are also looking at hemp-based parts as plastic replacements and finding ways to use 100% recycled polypropylene, with our existing tools, instead of virgin plastics.

Transparency for customers

Several factors need to be taken into account. For example, recycling some materials requires a large amount of energy which can increase carbon footprint. In other cases, a component made from a renewable or recyclable material may break more easily than one made from something that seems less sustainable, leading to greater overall consumption of materials and energy in the long run.

To meet this challenge, we calculate the carbon footprint and environmental impact of every material we choose. This includes its original sourcing, transport, chain of custody, processing before we receive it, our manufacturing process, in-life use and reuse, and the recovery and recycling of the material afterwards.

Our aim is always to minimise the embodied carbon and waste generated by Boss Design furniture, and to be transparent about this. Every product we list has an Environmental Product Declaration, so you can see what its environmental impact is when making a purchase decision.



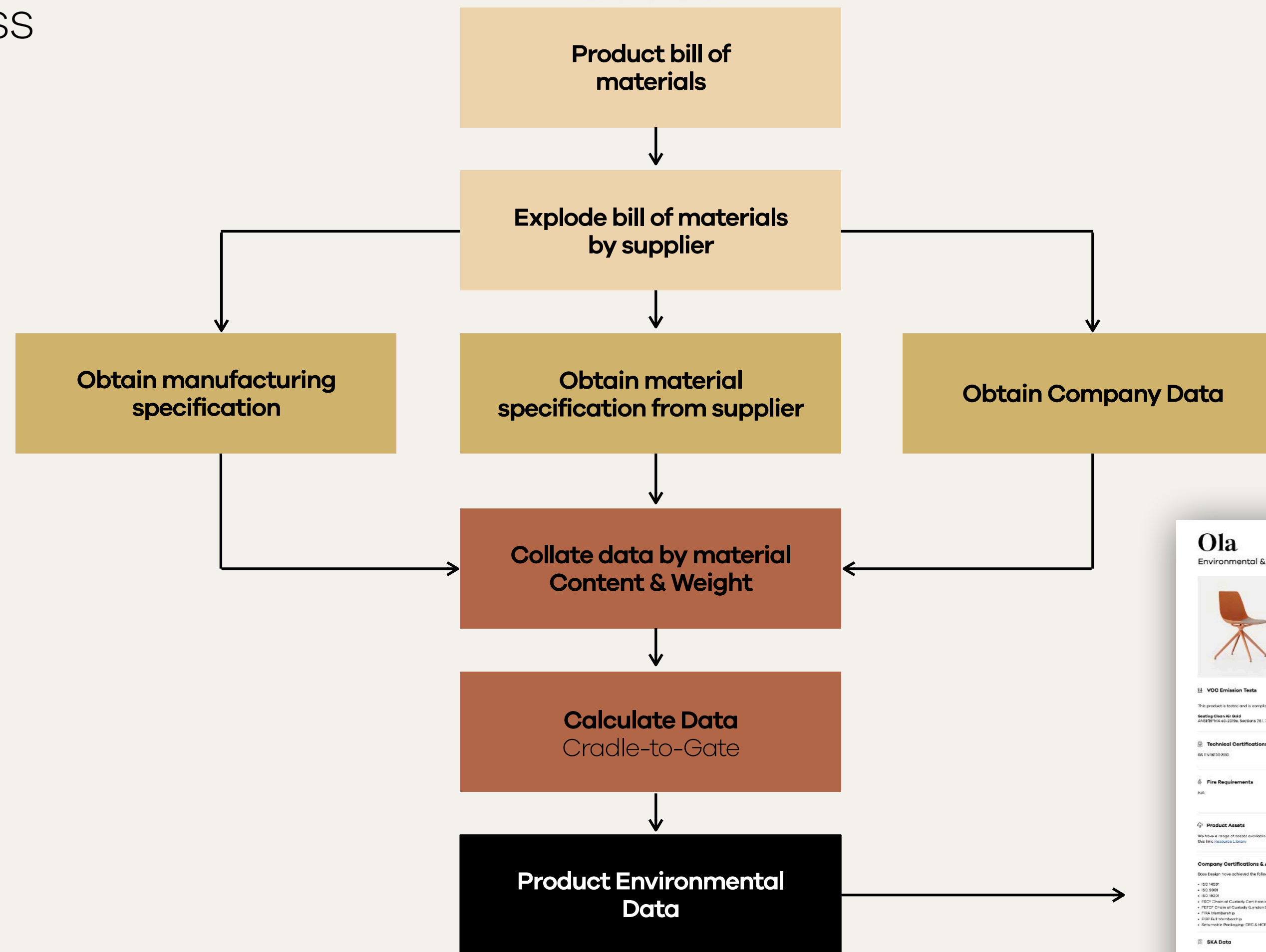
Environmental

Kg CO2e Data Collation Process

We understand the importance of connecting consumption with impact on the planet. We believe information that openly discloses the individual carbon footprint of a product has potential to change the way we consume forever.

With carbon labelling we are able to determine between low and high impact products and more importantly understand how price and quality relates to production and transportation methods. Our Carbon data collation and reporting process enables our customers to better understand the carbon footprint of our products and materials we use as well as provide the transparency that allows consumers to make informed consumption choices.

Calculations made by using our Calculator carbon footprint tool, are calculated on average emissions factors for materials, energy consumption and transportation based on product category, total weight of product, the weight of unique materials used in each product (or packaging) part, location and distances between supplier, manufacturing facility and distribution center and modes of transport between each as well as the source of energy used in production. Calculations cover the cradle-to-gate and are self-declared.



Materials	Weight (kg)	Weight (lb)	Recycled Content (%)	Recycled Content (kg)	Recycled Content (lb)	Incidence
ALUMINUM	1.50	3.31	33%	0.50	1.10	None
POLY	0.50	1.10	2%	0.01	0.02	None
STEEL	1.33	2.93	100%	1.33	2.93	None
ALUMINUM	2.17	4.78	23%	0.50	1.10	None
POLY	1.22	2.69	5%	0.06	0.13	None
Totals	6.53kg	14.43lb	100%	21.32%	55.46%	

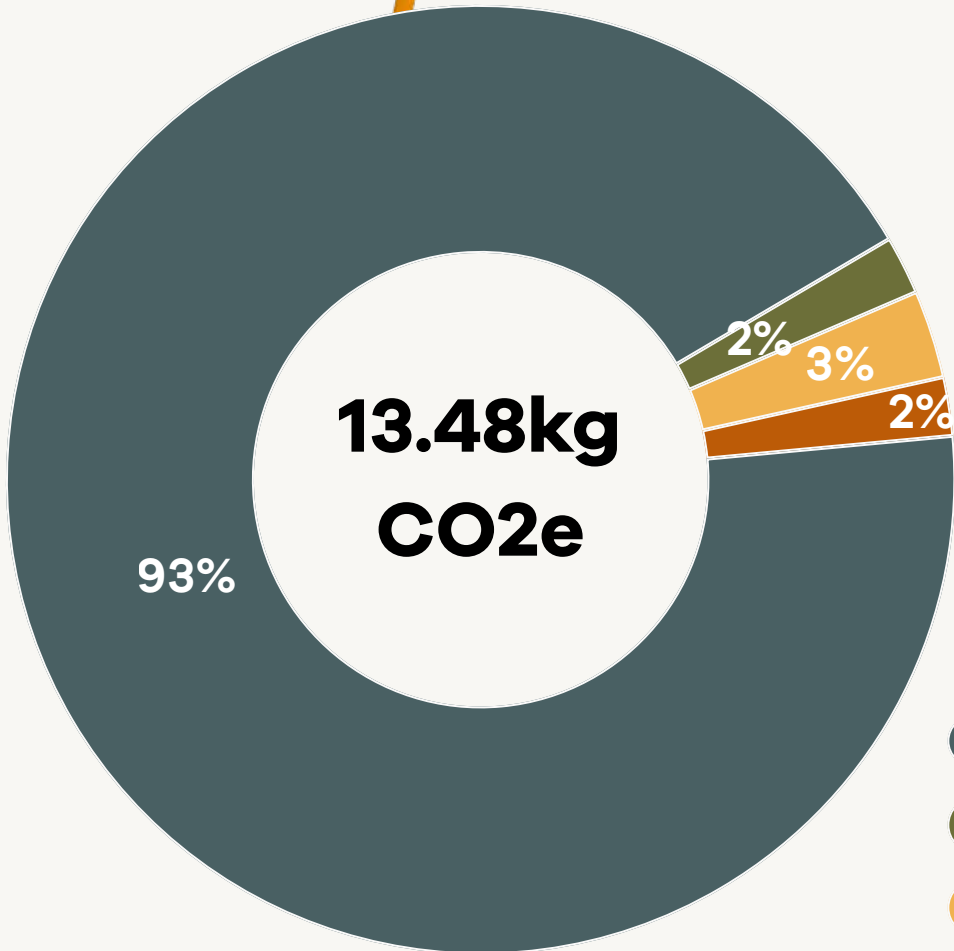
Ola

Environmental Data

OLA/1/BPS/BPF



Carbon Make up



- Material
- Packaging
- Energy
- Transportation

Product Specification

- Shell - Black painted
- Base - 4 leg frame
- Upholstered options available in a variety of colours/fabrics.
- 4 leg frame with arms also available

Product Dimensions

- | | |
|--|---|
| • Height
850 mm
33.5 inches | • Seat Height
445 mm
18.5 inches |
| • Width
565 mm
22.25 inches | • Seat Width
470 mm
18.5 inches |
| • Depth
540 mm
21 inches | • Seat Depth
460 mm
18 inches |

VOC Emission Tests

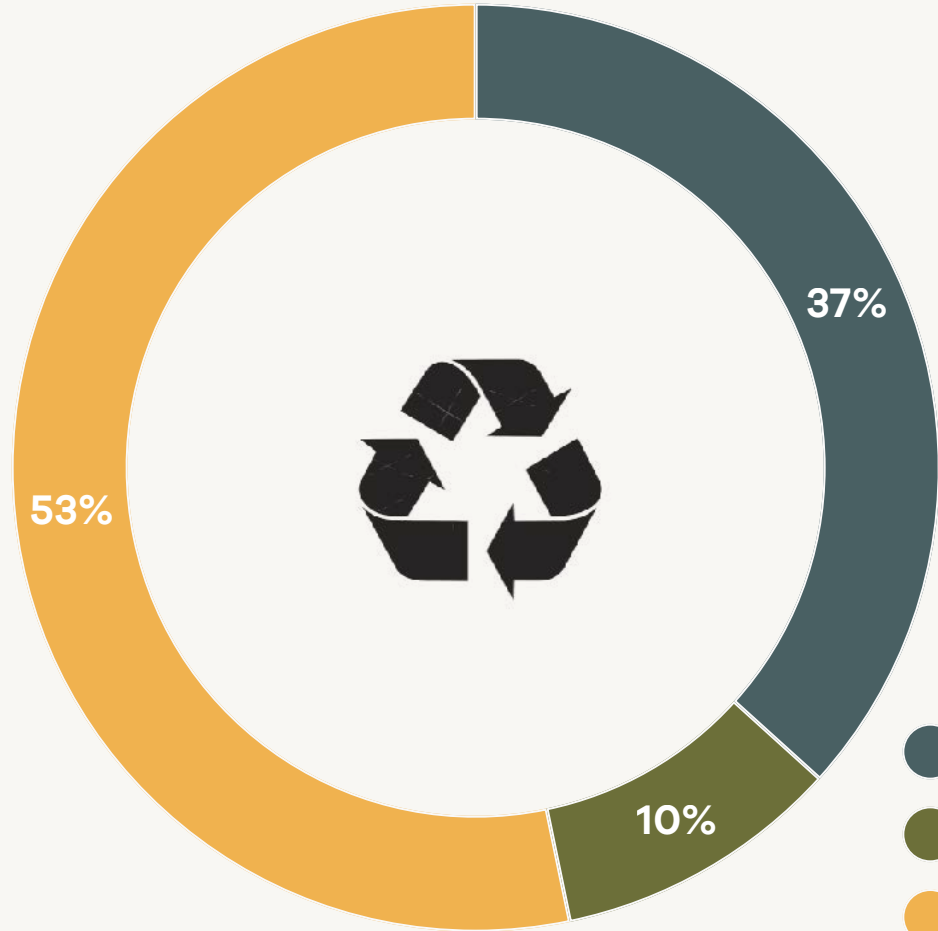
This product is tested and is compliant with:

Seating Clean Air Gold
ANSI/BIFMA e3-2019e, Sections 7.6.1, 7.6.2, 7.6.3.

Technical Certifications

BS EN 16139:2013
ANSI/BIFMA x5.1: 2017

Recycled content



- Post Industrial Recycled
- Post Consumer Recycled
- Virgin Material

Declare.

Certified

LEED V4

WELL v2

BREEAM®

BIFMA



CERTIFIED
CLEAN AIR GOLD

CleanAir

Replacing the bad

It's essential that we, as furniture makers, pay close attention to the design and manufacture of products to ensure an optimal level of air quality by reducing the use of compounds that might affect it adversely.

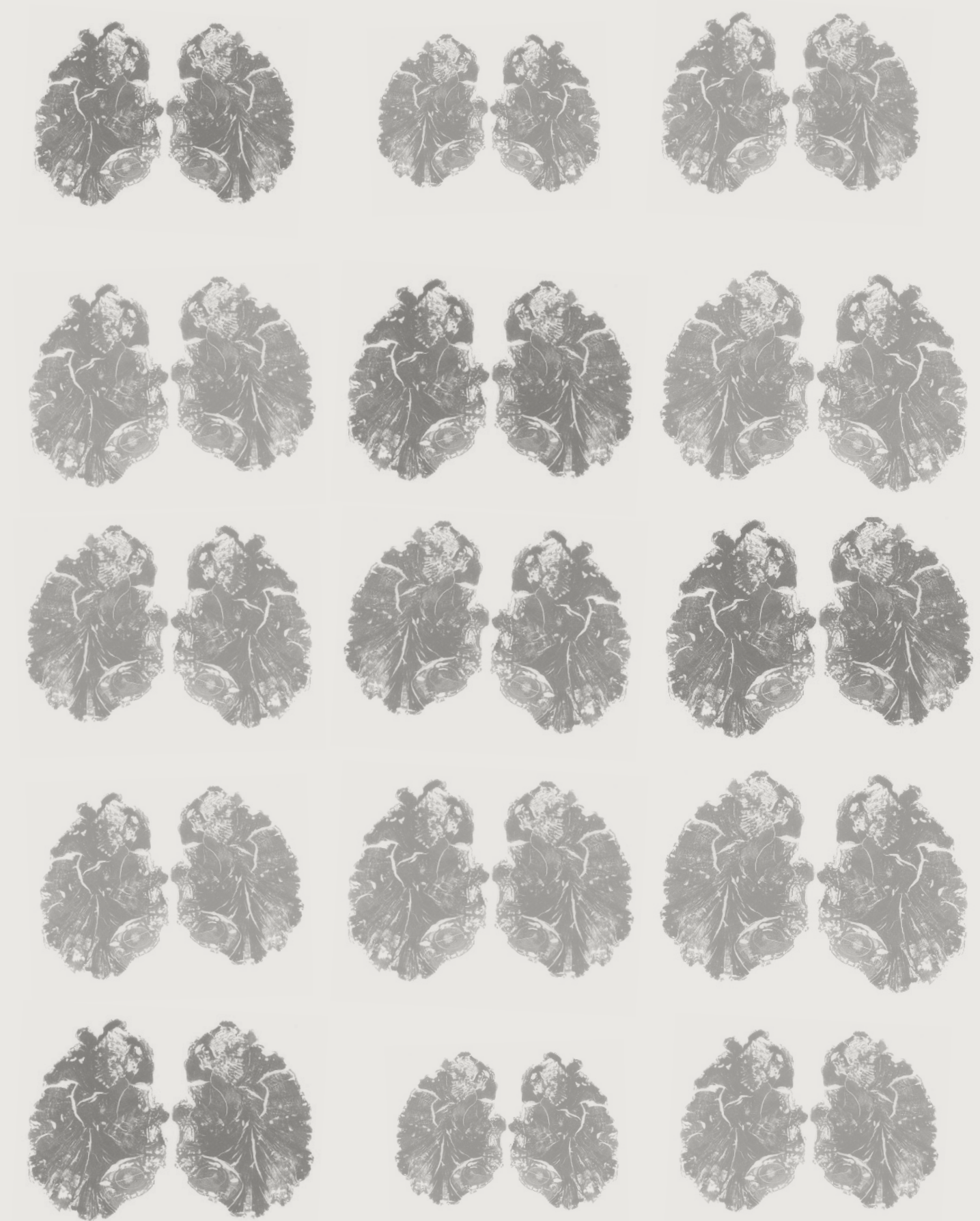
Our approach not only sets Boss Design out from the field, but also demonstrates our wider commitment to providing offices that address a wide range of productivity and wellbeing goals inline with WELL V2 concepts and standards.



VOC Volatile Organic Compounds

Although not the only source of volatile organic compounds (VOCs) in offices, it's essential that we as furniture makers pay close attention to the design and manufacture of products to ensure an optimal level of air quality by reducing the use of compounds that might affect it adversely.

As one of the world's leading innovators in office design, Boss Design is at the forefront of addressing these issues. An extensive commitment to testing and certification confirms that Boss manufactures low-emitting furniture and contributes significantly to LEED, BREEAM, WELL Building and Healthy Hospitals accreditations. We have been awarded Clear Air certification to ANSI/BIFMA e3-2019e, Sections 7.6.1 7.6.2. 7.6.3 for all of our product collections.





CERTIFIED
CLEAN AIR GOLD

Intertek does hereby certify that an independent assessment has been conducted on behalf of

BOSS DESIGN

Certificate Number: CA-44506-2023b
Certification valid until: 27 June 2024


Applicant Address: Boss Drive
Dudley WSTMID DY2 8SZ GBR

Product Category: Furniture, Seating

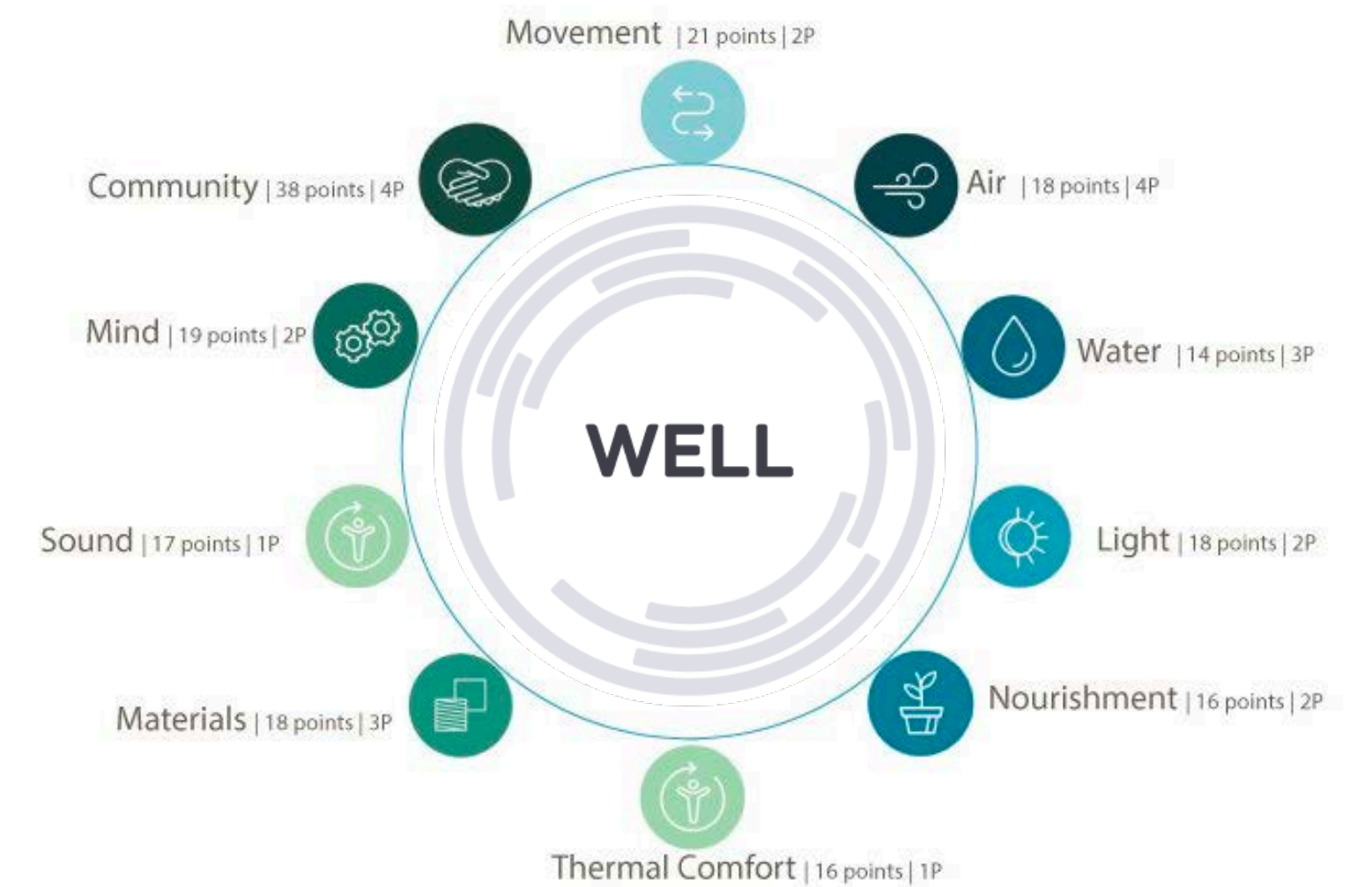
Product Details: See Appendix

Conformance Criteria: ANSI/BIFMA e3-2019, Sections 7.6.1, 7.6.2, 7.6.3: Open Plan Office and Private Office.

Issuing Office Name & Address: Intertek Testing Services NA, Inc.
4700 Broadmoor Ave SE, Suite 200
Kentwood, MI 49512 USA
Ph: +1-616-656-7401


Jesse Ondersma
Certification Officer
28 June 2023

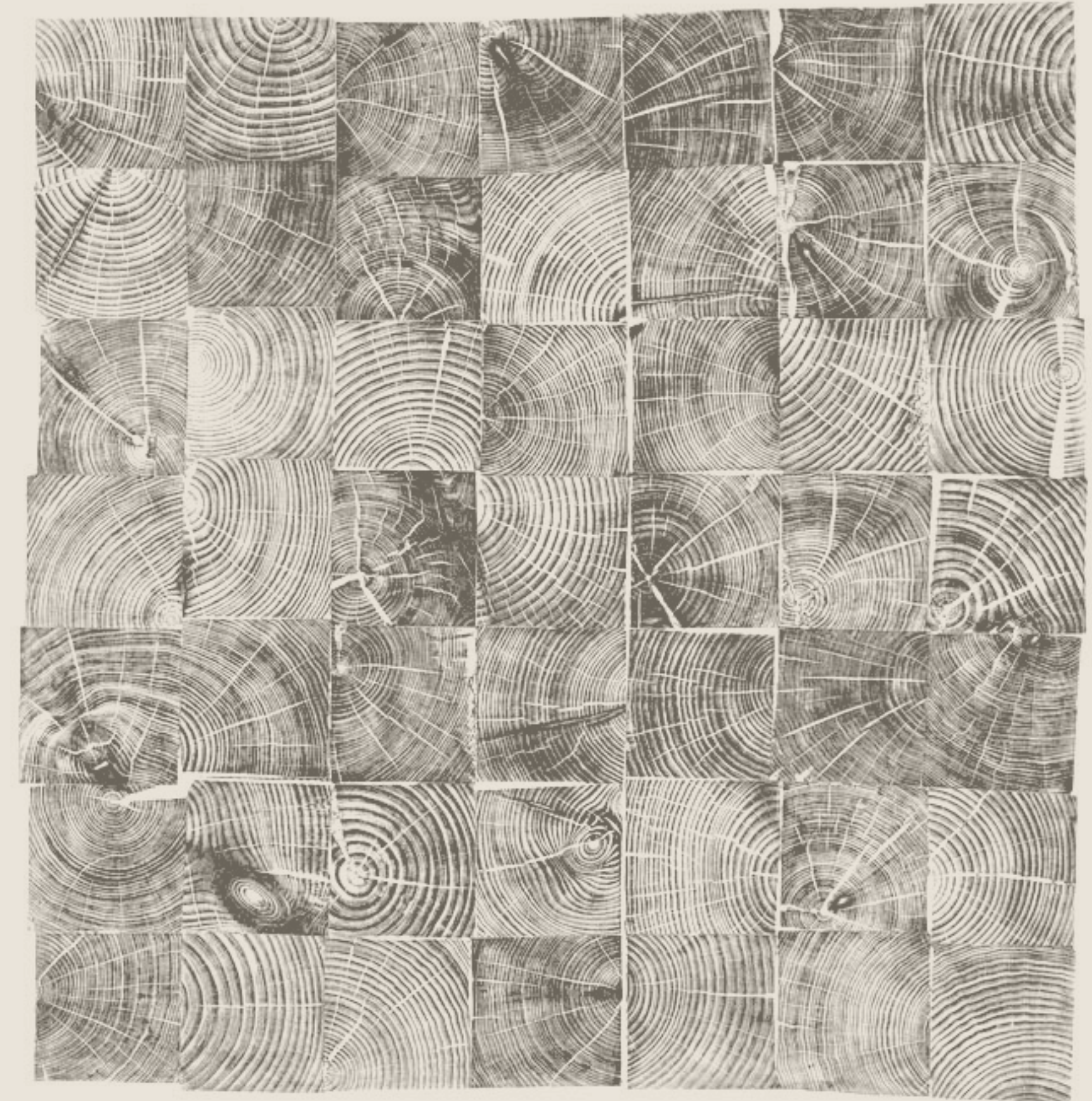
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Green Energy

We invest in green energy, simply because it's the right thing to do.

Our staff are all committed to reducing our energy usage, such as being vigilant about lighting usage and turning off IT equipment when not in use. It is our staff environmental suggestion scheme, which has seen over 60% of suggestions implemented that has allowed us to maintain our energy usage for the last three years despite an increase in our overall footprint. As of April 2018 our energy has been 100% renewable sourced solely from wind, hydro and solar.



Packaging

Overview

We have a number of initiatives to reduce plastic pollution, striving to optimise our packaging and use plastic packaging which is reusable, recyclable or compostable.

Our achievements

- All of our plastic bag packaging is made from 100% recyclable plastic.
- Where possible, we collect and reuse plastic packaging
- We have reduced the amount of plastic packaging used on our larger pieces of furniture and are continually looking at reducing the plastic used further.
- 100% plastic waste from our factories is recycled
- Continually review the recycled content in our products with a view to maximise post consumer recycled plastics.
- We will also eliminate unnecessary and problematic single-use plastic packaging items.

Packaging Type	Used for	Specification
Protective bags	All seating products	100% reusable 100% recyclable
Cardboard base covers	All aluminium/chrome bases/arms	76% recycled content 100% reusable 100% recyclable
Kraft paper	All product legs	76% recycled content 100% recyclable
Cardboard boxes	All tables/credenzas and overseas products	76% recycled content 100% reusable 100% recyclable

Next Life

Our Circular Concept

By building furniture that lasts using responsible materials, we are helping our customers extend their refurbishment cycles and cut their environmental impact. And, when your Boss Design product reaches the end of its first life, our service will collect it, safety check it and donate it to one of our partner organisations.

Planning product lifecycles

At Boss Design, we are moving towards a circular production model. There's a long way to go, but lifecycle planning is already embedded in our product development process. We can help extend the service life of your Boss Design products by supporting you with repair and maintenance and can reupholster pieces to refresh them or to meet branding updates such as new colourways.

When a product reaches the end of its service in your organisation, we'll work with you to plan the next phase of its life cycle. Our preference is for it to be reused – this represents the least energy consumption and lowest carbon output. To that end, we work with the ethical clearance company Waste to Wonder.

Waste to Wonder and Boss Design

Our reuse and recycling partnership with Waste to Wonder began in 2003 and has diverted over 1,600 tones of office furniture from landfill to ethical causes, so far.

For example, Boss Design and our customers have helped equip over 750 schools in 18 countries including Sierra Leone, Kenya and India. Projects ranging from 10 to 5,000 workstations can be supported, saving customers thousands of pounds in disposal costs.

Recover and recycle

If reuse is not an option, our products can be taken apart using standard hand tools, then separated into different material groups for recycling. All new furniture we manufacture is designed with this in mind, and the materials we recover will then constitute new products, which will begin new life cycles of their own.

Every time we reuse a piece of furniture or break down a worn-out product to recycle its materials, we reduce what we take from the natural environment, reduce waste and reduce carbon emissions. This is the aim of the circular economy, and it's our goal too.

Many customers are joining us on this journey, and we are seeing increased demand for second life Boss Design products.

Products with Purpose

Partnering with Waste to Wonder Certified by Social Enterprise UK

Part of the Buy Social Corporate Challenge

The Buy Social Corporate Challenge is a simple initiative with a bold ambition: businesses aiming to collectively spend £1 billion with social enterprises through their procurement.

Led by Social Enterprise UK in partnership with the Department for Digital, Culture, Media & Sport, the Buy Social Corporate Challenge has the opportunity to help businesses engage with a range of innovative suppliers and embeds sustainability and diversity into their core operations. Whilst helping high-performing social enterprise suppliers to grow their revenues and impact by tapping into corporate purchasing power.

The Boss partnership with Waste to Wonder is the only certified programme of its kind. It began in 2008 and to date has diverted over 1,240 tones of furniture from landfills to ethical causes, so far.

The Boss Design Next Life programme and our customers have helped equip over 750 schools in 18 countries including Sierra Leone, Kenya and India. Projects ranging from 5 to 5,000 pieces of furniture can be supported, saving thousands of pounds in disposal costs.



“The ethical and environmental impact of our partnership with Boss Design has been profound. With young people in some of the most disadvantaged communities in the world having better chances in life. We look forward to improving even more lives with Boss in 2022.”

Micheal Amos, Waste to Wonder

Recover + Recycle Partnership

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How does it work?

1. Survey

From 50 to 10,000 workstations, we'll survey your furniture and IT equipment then provide a bespoke quote.

2. Manage Clearance

We remove your redundant office furniture and equipment to ensure a clear footprint ready for site handover.

3. Redistribution

Typically between 80-100% of items are redistributed to schools and charities around the world and damaged items are recycled.

4. Project Report

We provide a report detailing CO2 savings, cost savings and the positive impact of your Ethical Clearance project.

Many customers are joining us on this journey, and we are seeing increased demand for second life Boss Design products.



“More than ever, consumers value transparency. Through a responsible approach to product end of life and life cycle management, our certified Next Life programme can have a positive impact on society and the environment.”

Stewart Davie, Corporate Sales Director

ReUpholstery

Hight Street Bank Case study



Sustainability has been at the heart of our design philosophy and day-to-day culture since Boss Design was founded, but there is always more we can do.

Quality, durability, responsibly-sourced materials and a long-term vision for every product we create are helping us on our journey towards a circular production model and a greener world.

As part of our work the circular economy we have partnered with a high street retail bank with a large UK network to undertake the reupholstery and refurbishment of three furniture items: sofa; armchair; customer chair. The items had already been in use for between 3 and 5 years they were structurally sound and so the client wanted to repurpose them for another brand. That meant changing the colour of all of the fabrics, but also gave us an opportunity to refurbish any legs that had been scratched and replace any foams that had been damaged. The project was conducted over a period of 5 months and touched every region of the UK.

The client saved circa £200k and improved their sustainable credentials significantly compared to buying new pieces. All reupholstered items were given a new warranty from Boss.

Supporting Education

To support young and emerging talent, we work in partnership with schools, higher education and organisations like the NEWH hope to build cohesion, diversity and creative synergy within the manufacturing and creative sectors. Our local school walk and talk programme, alongside close links with university in Wolverhampton, Coventry and Birmingham foster new relationships that benefit us and the wider community.

Fund raising events with partners like NEWH, who have a scholarship programme for young designers and architects, creates opportunities to build relationships in our professional community and another opportunity to add value.



Apprenticeships

Apprenticeships are adding real value to our business and invaluable opportunities for those who are willing to learn. Our apprenticeship scheme is taking their place alongside career development programmes and striving to fill the UK skills gaps of the future.

'There's a real buzz in the office around apprentices as people increasingly see the benefits they can bring. Apprenticeships also give staff opportunities to supervise and mentor people - opportunities that they previously may not have had.'

We have found that bringing in a younger generation of talent, with fresh enthusiasm and a willingness to learn has introduced a different level of problem solving and ideas to our teams. The bright young team for tomorrow, who have grown up with the digital world and social media, can often bring a new perspective to business as well as a much-needed extra pair of hands. This reciprocal arrangement develops valued engaged learners into roles that have literally been tailor made for them.



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Thank You

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