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OVERVIEW

Reform was formed in 2014 by Jeppe Christensen and Michael Andersen with the aim of solving an age-old problem – that great kitchen design has always been exclusionary, expensive and out of reach for regular people.

Reform's aim is to create a solution that more people could relate to in terms of both aesthetics, functionality and price. With internationally acclaimed architects and designers, we want to challenge the traditional kitchen industry by pushing the boundaries of what people associate with kitchen design.

We believe that good design is everyone right, so we made it our mission to make good design available for everybody, but it must not be at the expense of making our employees, people in general or the planet worse.

Reform understands sustainability as the Reform's responsibility arising from the impact of its activity on people's lives, society and the planet.

To comply with this responsibility, Reforms integrates social, environmental and ethical concerns, as well as those on human rights and stakeholders, into its daily business and relations with them.



BASIS

COMMITMENTS

Reform Sustainability Policy intends to create a framework that helps defining and promoting behaviors allowing for value creation for all stakeholders (clients, employees, shareholders, suppliers and society) within the framework for responsible business model.

Reform has defined its Sustainability Policy according to the United Nations' Sustainable Development Goals and Reform's Sustainable Strategy Plan 2021-2025.

In order to comply with these principles, Reform has implemented the following specific commitments:

Better together

Clients:

- To place our clients at the core of the activity, in order to establish long-lasting relationships based on mutual trust and value contribution.
- To encourage the development of products and services with a high social or environmental value, based on consumers sustainable journey and feedback.
- To enable our clients the access to more sustainable choices for their homes and lifestyles.
- To listen to their queries and continuously improve satisfaction metrics.

Employees

- To follow stricter standards and objectives in terms of H&S: ZERO accidents and near misses targets, as well as general reduction of negative KPIs in terms of health and safety.
- To maintain a safe and healthy workspace through risk management, the adoption of preventative measures and the promotion and protection of health.
- To respect diversity and promote the equal opportunities, in addition to the nondiscrimination due to origin, culture, religion, gender, age, sex orientation, disability or any other circumstance.
- To respect the principles set out in the United Nations' Universal Declaration of Human Rights and in the International Labour Organisation's Declaration (ILO), the principles of the United Nations' Global Compact, the United Nations Guiding Principles on Business and Human Rights, as well as the OECD Principles of Corporate Governance.
- To promote flexible work-life balanced practices.
- To promote continuous development and capacity building for our coworkers.
- To conduct meaningful reviews and continuous feedback.

Suppliers:

- To ensure that the supply chain complies with the principles and values embodied in Reform's Supplier and Business Partners Code of Conduct.
- To screen and evaluate of suppliers against reputational, social and environmental impacts.
- To incorporate inclusive supply polices for the incorporation of local suppliers, suppliers at risk of social exclusion or developing areas.
- Promote responsible purchase of products and services providing complete and transparent information in the supply processes, respecting human and labor rights in the supply chain, and stimulating demand of socially responsible products and services.
- To promote the extension of Health and Safety Reform's standards on the whole value chain.
- To eradicate modern slavery on the supply chain.

Shareholders and investors

- To deliver the strategy based on sustainable principles and purpose, considering in every strategical decision the risks and potential for positive impact in the near, medium and long term.
- To manage and mitigate risk delivered from Reform's operation.
- To promote transparency, truthfulness and homogeneity in disclosing information.

- To facilitate awareness of issues that may be necessary to enable an appropriate exercise of shareholders' rights.

Designers and architectures

- To promote together the sustainable principles in all stages of the product design, production, use and disposal.
- To promote together the industry transformation and partnerships to reach sustainable design and follow new developments and standards.

Use business to protect the nature

Climate change

- To contribute and support the fight against climate change, striving to reduce emissions in all Company activities aligned with The Paris Agreement.
- To set meaningful reduction targets based on Science Based Targets with the objective of achieving carbon neutrality in midterm.
- To settle partnerships with climate change experts in order to collaborate mutually on the development of a meaningful and robust climate change strategy.
- To measure, reduce and make public corporate and product related environmental and social footprint of Reform's products.

Biodiversity

- To continuously measure the impact of Reform's business on biodiversity, with the firm commitment to minimize the impact on ecosystems and promote an operative that respects the natural environment.
- To protect and respect the biodiversity especially in forests as the source of our most important raw materials.
- To collaborate with experts on biodiversity heritage protection.

Externalities management

- To define and apply a robust Environmental Management System.
- To measure and reduce externalities related to Reform business: emissions, waste generation, water use, soil contamination.

Sustainable by design

- To introduce sustainable credentials and compromises to every product since the briefing stage to the end of the life of the product.
- To increase sustainability-based services: repairing, recycling, recovering, etc.
- To embrace circularity and cradle to cradle impact measurement.

- To guarantee safe materials and components and continuously reduce the possible health impact of our products.
- To be an active partner of renamed Circularity initiatives and partnerships.

Inclusive progress

- To guarantee that the highest governing body is responsible for sustainable policies and commitments execution.
- To consider sustainability performance in the evaluations of the highest governing body of the company and of the board of directors.
- To evaluate and mitigate ESG risks and opportunities as a strategic process.
- To eradicate any kind of bribery and corruption activities in Reform value chain.
- To protect Human Rights, which includes respect for human rights in accordance with the International Bill of Human Rights and the United Nations Global Compact.
- To promote the Company's engagement in the local communities of the countries and regions where it operates, respecting their culture, and creating collaborative environments for generating value aimed at promoting economic, social and environmental development.
- To undertake social actions and initiatives in the local communities where we conduct our business, aimed at supporting their development and wellbeing.



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THE GOVERNANCE OF THE POLICY

Sustainability department shall be responsible for the implementation of this Policy and shall address and clarify any doubts that may arise as to its applicability and enforcement.

DISTRIBUTION AND PUBLICATION

As part of the Company's set of regulations, this Policy shall be distributed and published based on the rules and procedures determined by Global Compact and Local rules. Reform shall be responsible for its distribution, publication and monitoring.



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