



Designflooding

Designflooding Evolve[®]
Sustainability Report 2023

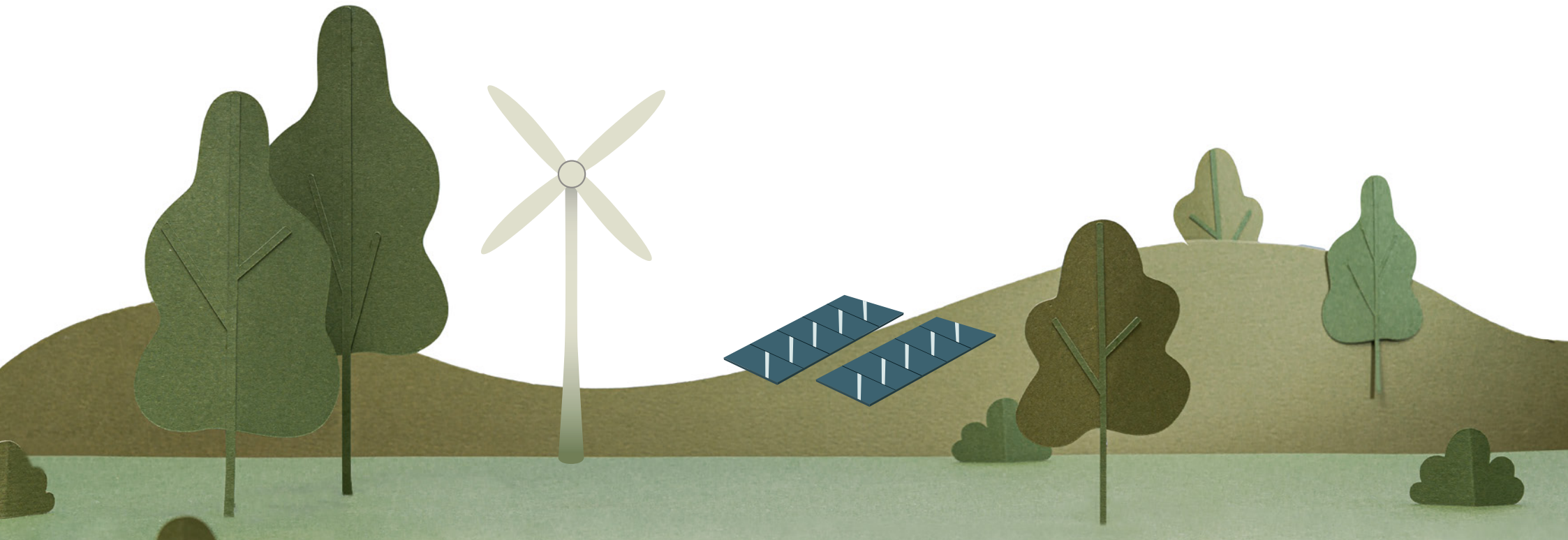
Welcome

Our story began in 1973 when a former flooring installer started a business from his family home, believing luxury vinyl flooring should be both practical and beautiful. This vision led to the formation of Designflooring.

At Designflooring, we see flooring differently. Our quest for exceptional floors takes us around the world, drawing inspiration from nature to create beautiful, cutting-edge designs.

We are committed to sustainability, continuously assessing and improving our operations and products to minimise environmental impact. This dedication is central to our “design for life” ethos, focusing on our customers, colleagues, and communities.

Despite our global success, we remain a family business at heart, dedicated to sustainability and quality, reflecting our passion for making a positive impact on the world. Trusted by Fortune 500 corporations and private end-users alike, we are leaders in innovation and a well-trusted brand.





"Our sustainability commitment is a key consideration in all major business decisions. We understand that our business has an impact on both the planet and people, and we are committed to ensuring that impact is positive."

Ed Perrin,
Group CEO



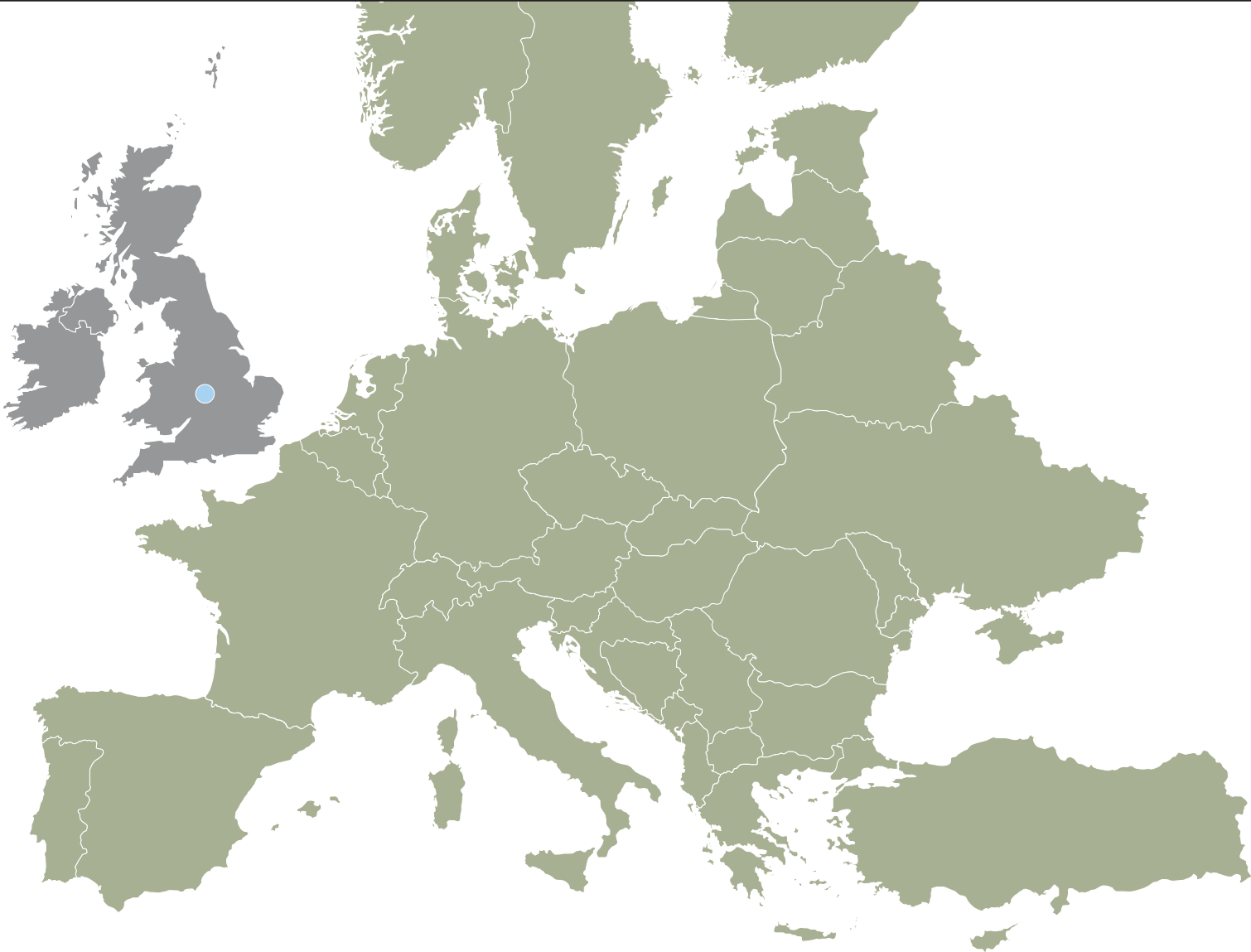
"I'm very proud to be part of a company that has taken such important steps towards being more sustainable, that recognises its responsibility to protect the planet, and is fully committed to leading the way to create meaningful long-term change. I'm excited by what we can achieve as a business as we all work towards a common goal to enact positive change."

Jamie Shaw,
Global Head
of Sustainability



Our locations

- Head office
- Designflooring



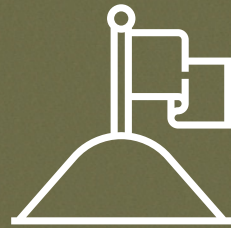
Our core values

Core values guide our actions. They neatly summarise expected behaviours and demonstrate how we should interact with each other as employees, as well as with customers and suppliers.



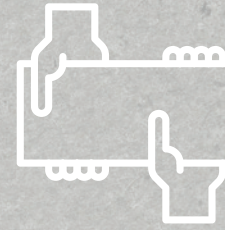
People Matter

Empowered people are at the heart of Designflooring. We trust each other and recognise achievement.



Pioneering Spirit

We encourage bravery and creative thinking. It built Designflooring and will define our future.



Deliver the Promise

We behave with integrity and commit to our customers, our goals and the team. We each play a part in our shared success.



Positive Energy

Our business is fuelled by dynamism, drive and an enthusiastic “can do” attitude.

The story so far

Significant improvement in sustainable performance is not achieved overnight and we're taking a long-term view of improving our performance. Although we're still at the beginning of this transformation, we have already taken action during 2022 and 2023.

To date we have:



Our key focus areas

Confront climate change

Reducing our carbon footprint through energy efficiency and use of renewable energy. We are developing targets through the Science Based Targets initiative to reduce our emissions by at least 50% by 2030.

Health & wellbeing

Ensuring the health and safety of those involved with the manufacturing and use of our products.

Sustainable use of resources

Conserving natural resources; using post-industrial and post-consumer recycled materials; making products that can be recycled; elimination of raw materials derived from crude oil; creating closed-loop production processes.

Inclusion & diversity

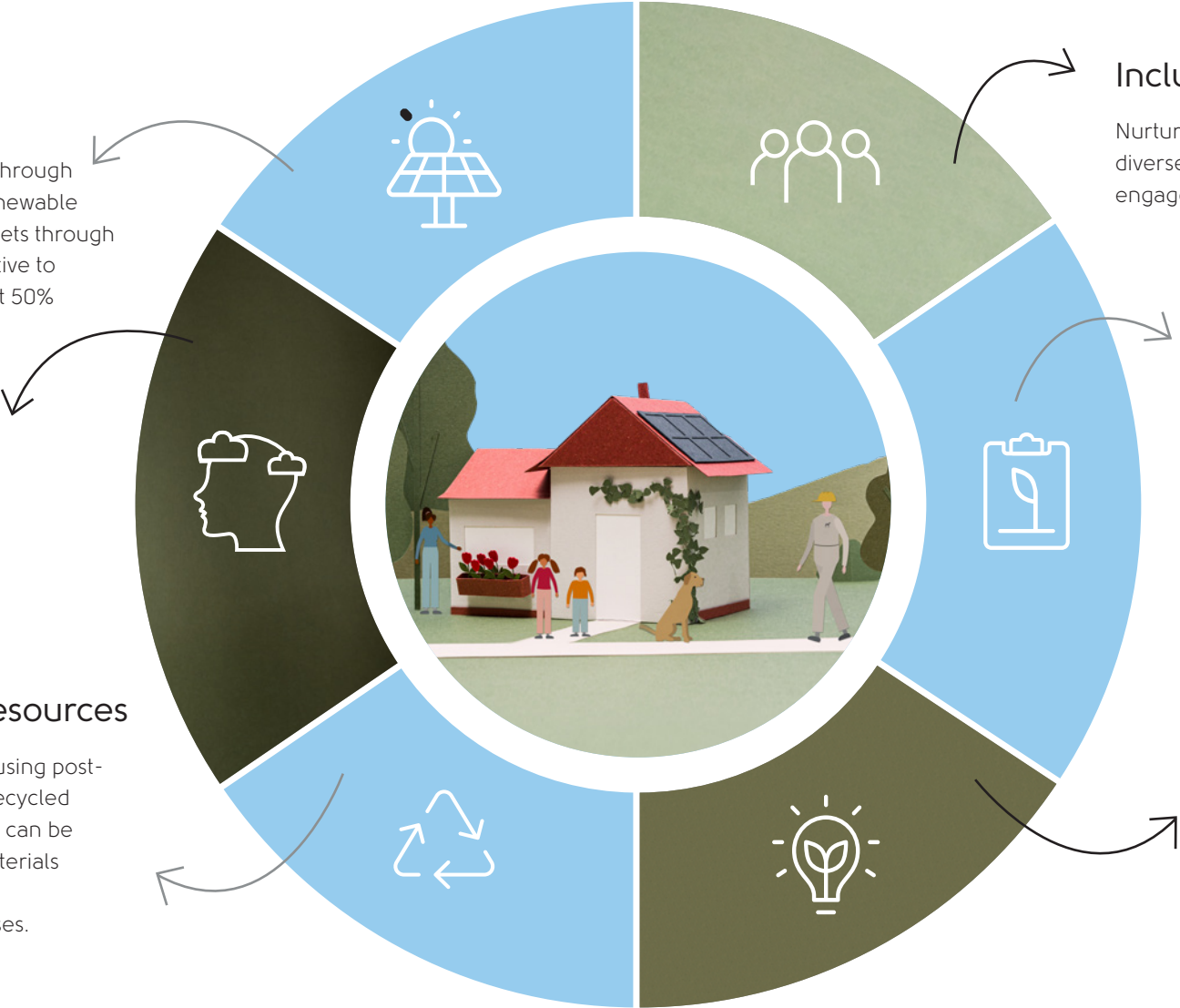
Nurturing an equitable, inclusive and diverse workplace culture through engagement and education.

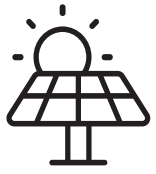
Supply chain transparency

Third-party certifications for environmental and social responsibility, including fair treatment and safe conditions for workers.

Education

Educating employees about the importance of sustainability, helping them understand what role they play and increasing the likelihood of achieving our goals.



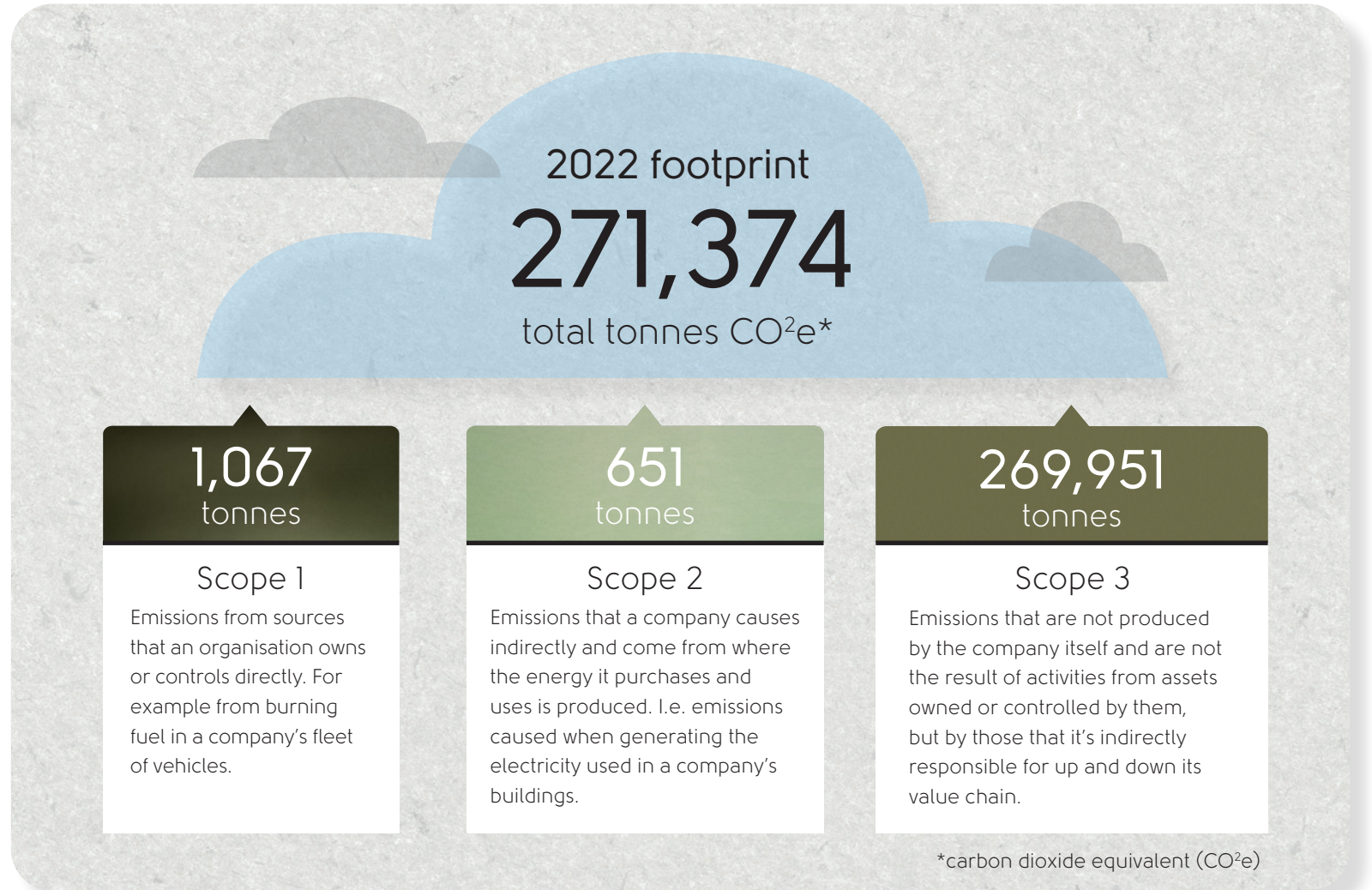


Key focus area 1

Confront climate change

We have established the ability to calculate and report our greenhouse gas emissions across scopes 1, 2, and 3 as defined by the Greenhouse Gas Protocol.

This footprint has been externally verified and will be used as the baseline year for setting our targets and monitoring our performance against.



Designflooring has committed to setting near term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). These are yet to be approved. We have also responded to the SBTi's urgent call for corporate climate action by committing to align with 1.5°C and net-zero through the Business Ambition for 1.5°C campaign.

We are publicly committed to setting emission reduction targets through the Science Based Targets initiative.

Head office

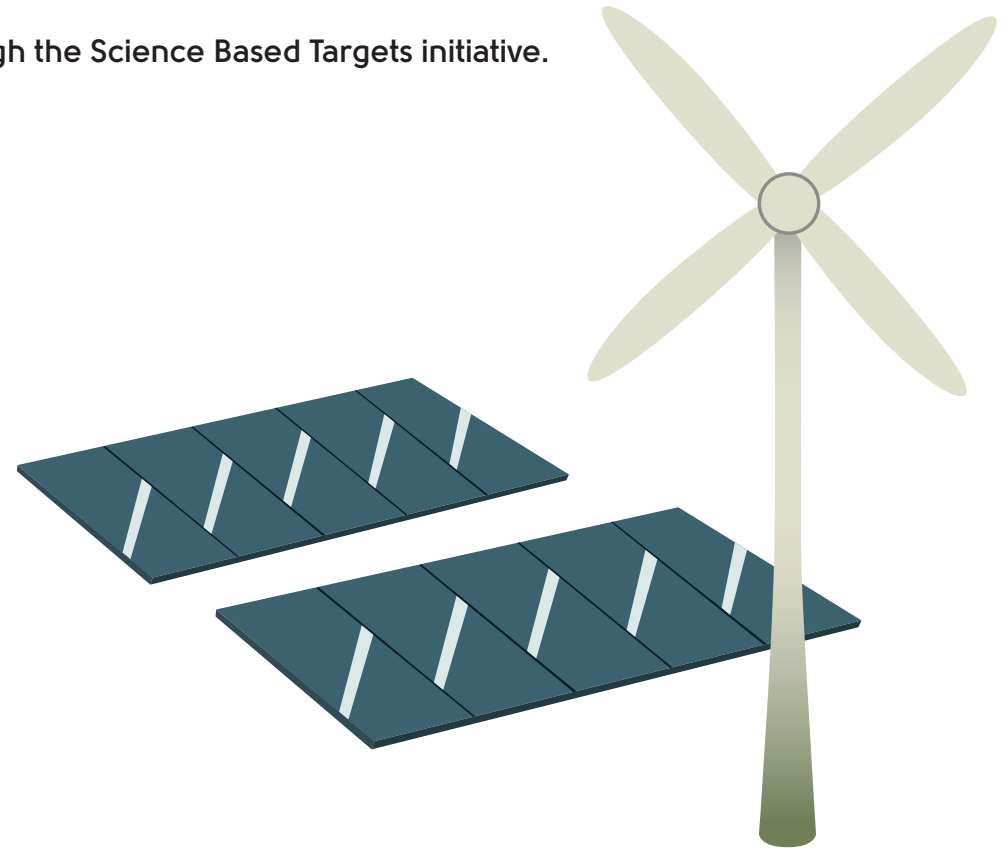
All Designflooring buildings are now fitted with solar panels. In 2023 we added extra renewable power generation capacity. This adds to the existing panels on the UK distribution centre which have been generating power since November 2021.

The head office is now generating approximately 150,000 kilowatt hours of additional renewable power per year saving more than 30 tonnes of carbon.

LED lighting has been installed in all three buildings, along with sensor controls in the warehouse contributing to total electricity consumption reductions of over 40% across the site.

Supply Chain

Our partner factories are generating increasing levels of renewable power on site through solar panel installations and the use of biomass to generate steam used in the production process.





Key focus area 2

Health & wellbeing

Sustainability is about more than protecting the planet – it's about people, too. As we continue manufacturing safe products that can be trusted in homes and commercial spaces, we are also focused on ensuring fair treatment and safe conditions for our own employees, the supply chain involved in producing the products, installers involved in fitting the flooring, and customers who live day in and day out with the products.

Our products are free from heavy metals and unsafe phthalates, as well as Eurofins Indoor Air Comfort (Gold) and FloorScore® certified for post-installation indoor air quality, with third-party testing rating them A+ for volatile organic compounds. Our adhesives are either water-based or solvent-free with very low VOC emissions.

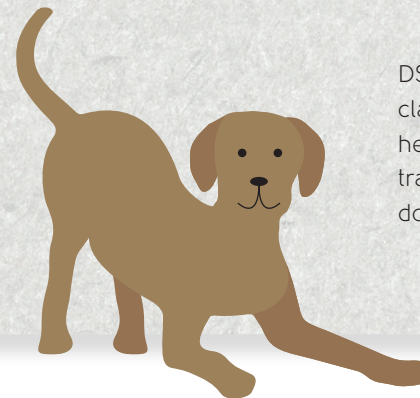
Head Office

We have provided on site yoga classes for the team, free fruit is provided every day as a healthy snack option, and mental health first aiders have been appointed and trained.



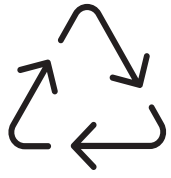
Supply Chain

In Asia, we have now audited all our factories on their social performance through an independent third party. The audit covers health and safety in the workplace, checks and challenges the number of hours that workers are doing, and provides a set of actions and recommendations for each factory to act on. We then follow up on those items as part of the factory's sustainability performance review.



DSL, our UK-based supply chain team hold regular classes to help body and mind, provide fruit and healthy snacks in the office, ensure team members are trained in mental health first aid, and support therapy dog visits to their Evesham office.





Key focus area 3

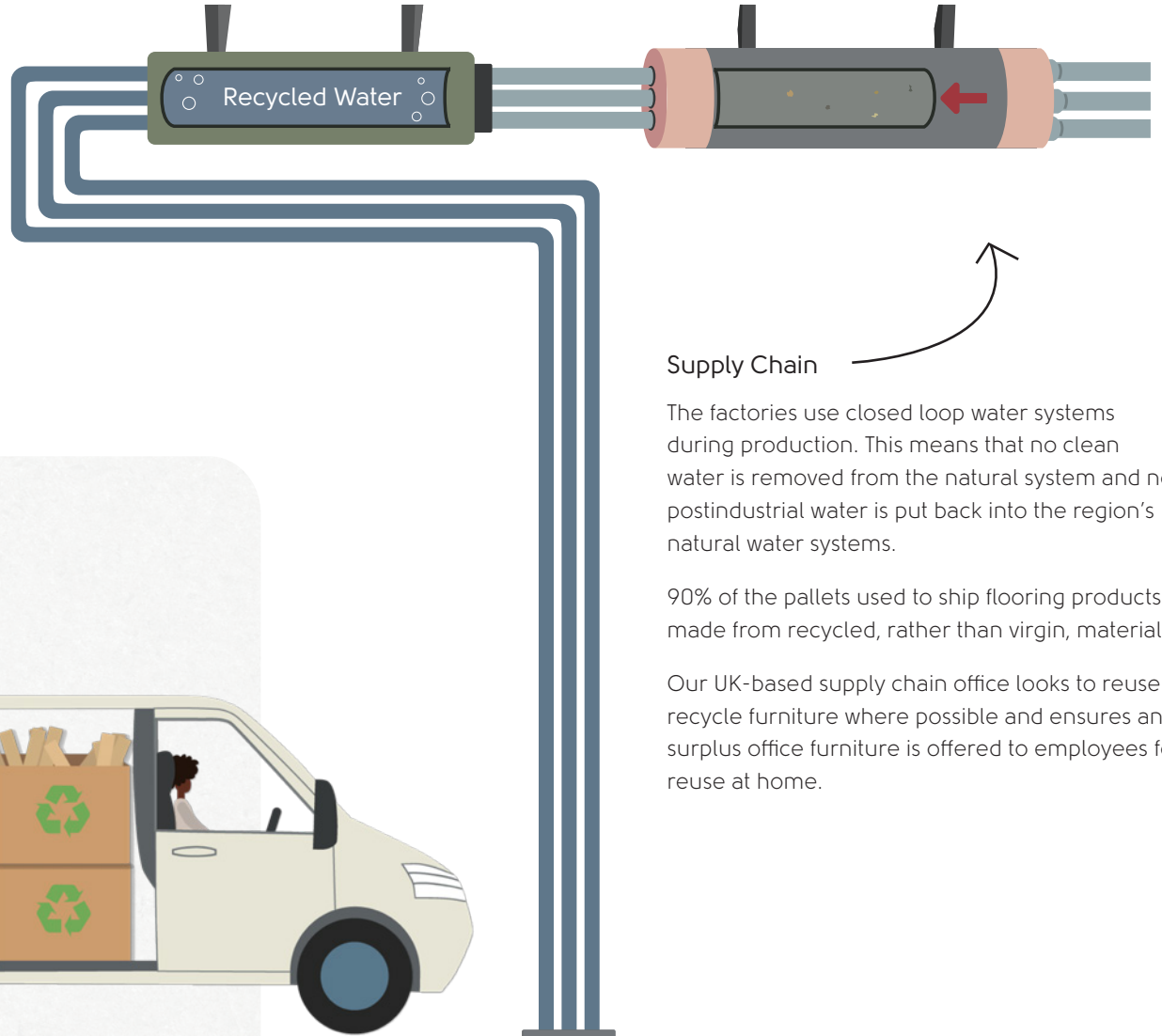
Sustainable use of resources

We recognise the need to move to a more circular economy. The current linear models do not provide sufficient benefit from an environmental or social perspective.

However, there are significant technical, logistical, and practical challenges to moving instantaneously to a circular model. We are taking steps to move from linear to circular in many facets of what we do. These include:

Head Office

In our UK operations we send up to 300 tonnes of unused product offcuts for recycling every year. The material is reused for distinct items of street furniture.



Supply Chain

The factories use closed loop water systems during production. This means that no clean water is removed from the natural system and no postindustrial water is put back into the region's natural water systems.

90% of the pallets used to ship flooring products are made from recycled, rather than virgin, materials.

Our UK-based supply chain office looks to reuse and recycle furniture where possible and ensures any surplus office furniture is offered to employees for reuse at home.



Key focus area 4

Inclusion & diversity

We are committed to making our workplace fair, welcoming, and diverse through continuous engagement and education. Like many businesses, we are not as rich in diversity as we could be and therefore can't be as inclusive as we would want to be. We have recognised the need to embrace diversity and inclusion across the organisation and positive change is happening.

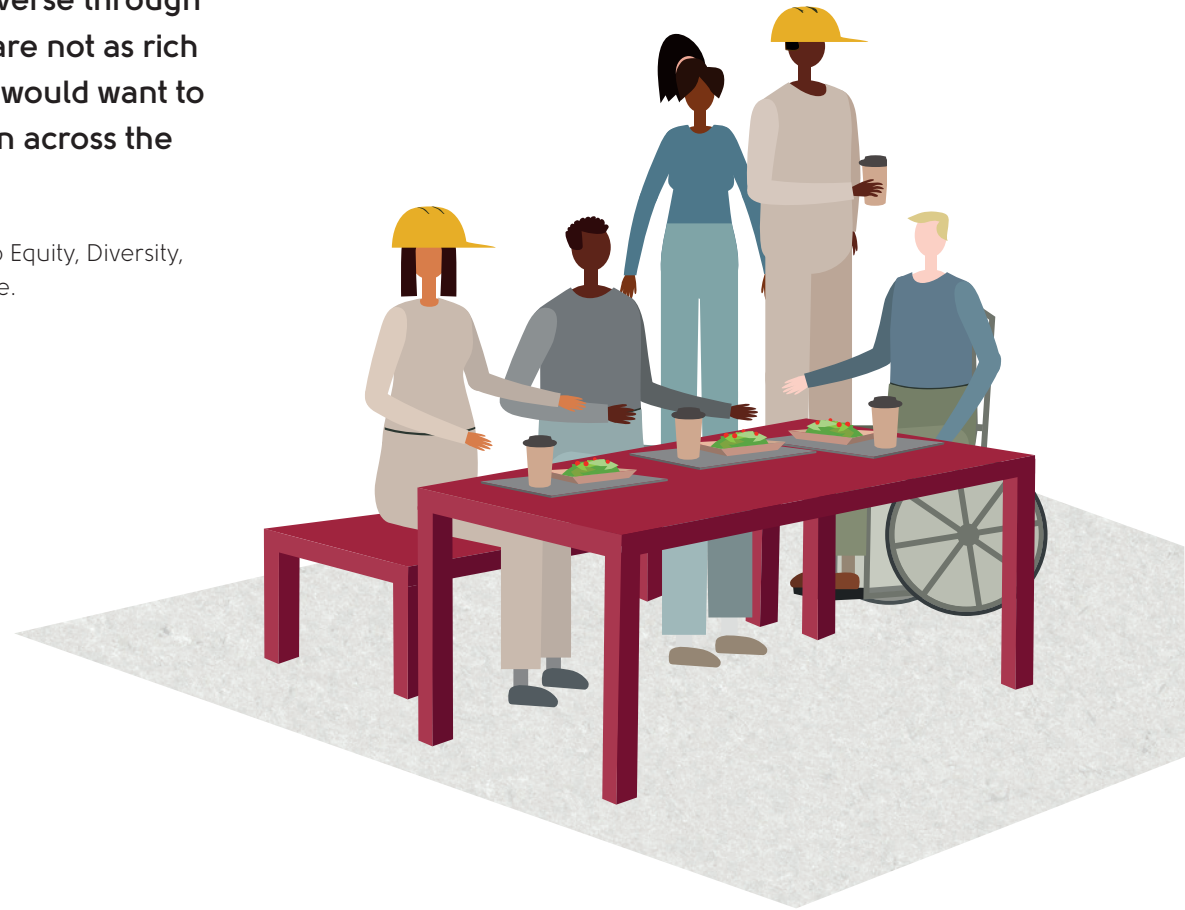
At Designflooring we celebrate our individuality and want everyone to feel included and so Equity, Diversity, and Inclusion (EDI) is something we are embedding throughout every aspect of our culture.

Head Office

The business has recently joined the Armed Forces Covenant, partnered with social inclusion recruitment charity People Plus, and launched paid volunteering days.

An Equity, Diversity and Inclusion group has been started to drive awareness and change at all levels in business and gender pay gap reporting is fully established.

Modern slavery training has been provided to the senior leadership team.





Key focus area 5

Supply chain transparency

We are committed to ensuring that what we do and how we do it is as transparent as possible. And with a growing factory supply chain that includes operations in China, Vietnam, Taiwan, and South Korea we want to ensure that our performance across that supply chain is independently checked and verified.

Environment

We have continued to invest in the Environmental Product Declaration (EPD) process. Our first EPDs were established back in 2019 and all our products are covered by product specific, region specific documentation. This is to allow designers, specifiers, and end users to see the environmental impact of the products across their entire lifetime before they choose which product they will purchase.

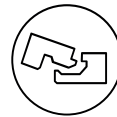
These EPDs exist for:



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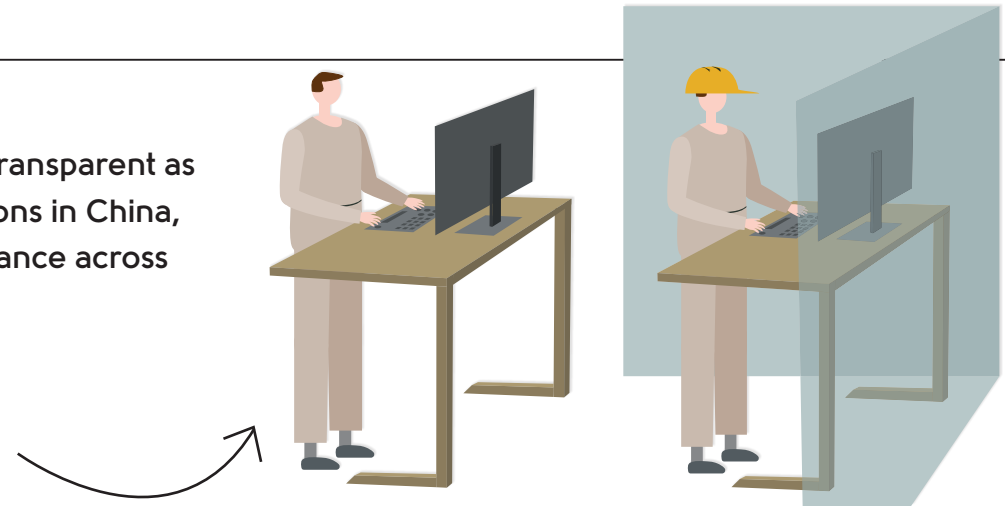


Rigid core
(EPC & SPC)

All factories supplying products are certified to ISO 14001, the international standard for environmental management.

Social

We have audited all of the factories we use on their social performance. This was done through an independent organisation who checked items such as health and safety conditions on site, health and wellbeing practices implemented by the factories, and workers' hours and corresponding pay.



Governance

- We have appointed a sustainability lead to implement our strategy, engage with our teams, and improve our sustainability performance.
- Sustainability and diversity are standing agenda items at board level and risk committee meetings.
- Product suppliers are now provided with clear expectations of sustainability requirements, targets, and improvements with performance monitored annually.
- We audit our product suppliers on their sustainability performance.
- We are committed to producing an annual report on our sustainability performance.



Key focus area 6 Education

We believe that one of the best ways to create a more sustainable future for all is through engagement and education. That is why education is one of our six focus areas within Designflooring Evolve®. As we learn and progress on our own sustainability programme we are keen to share that insight with our own employees, our suppliers, our customers, and anyone who can potentially benefit from our insight.

In Q4 2023 we launched our first dedicated sustainability training to all employees in all territories. This detailed course looks at climate change and explains the reasons behind human impact on the climate and what we need to do differently to drive our emissions down, both as a business and as individuals.

More than 50% of our office-based employees have successfully completed the course.

As well as a focus on climate change, we have provided training to senior members of the business on modern slavery. Executives have so far completed the online training course 'Responding to the Modern Slavery Act' through the Supply Chain Sustainability School.

Externally, we have also started engaging with more stakeholders in the built environment, hosting a series of sessions with specifiers on Environmental Product Declarations.



Memberships & accreditations

An important part of any ESG programme is third party verification. We are proud to work with the following bodies and partners to ensure all our sustainability initiatives are transparent, verified and accountable.





Designflooring

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