

2025.01.01

# Policy Sustainability

*At Nitton93, we are committed to creating sustainable and responsible interior solutions. Our ambition is to contribute to a more sustainable future by designing and delivering products that are not only functional and aesthetically appealing but also environmentally friendly and socially responsible. We strive to be a leading player in sustainable interiors by continuously reducing our environmental impact and ensuring ethical working conditions throughout our supply chain.*



# Environmental Sustainability

## Global Compact goal 13

*We take our responsibility for the environment seriously and work to minimize the negative impact of our operations on the planet. We aim to support our customers and suppliers in making better environmental choices.*

### **Resource Use**

We strive to minimize our resource consumption by optimizing energy and water usage and reducing waste. We prioritize recycling and sustainable alternatives wherever possible.

### **Climate Responsibility**

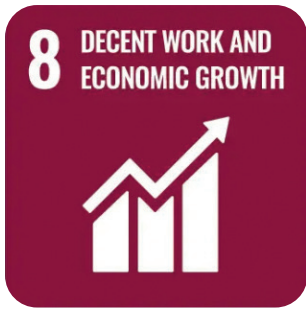
We are committed to reducing our carbon footprint and actively working to implement climate-friendly solutions in all aspects of our business. Through the Science Based Targets initiative (SBTi), we have committed to reducing our emissions.

### **Sustainable Purchasing**

We aim to select suppliers and partners who share our values of environmental responsibility and sustainability, prioritizing eco-friendly products and services in our purchasing decisions.

### **Innovation for the Environment**

We encourage innovation and initiatives that promote sustainability, such as the development of new, more environmentally friendly products or services. We aim to support our customers and partners in making better environmental decisions through our proprietary TripleC methodology, which considers the interplay between Cost, Concept, and Carbon.



# Social Sustainability

## Global Compact goal 8 och 10

*We strive to create an inclusive, fair, and respectful work environment where everyone is treated with dignity and respect, regardless of gender, age, ethnicity, religion, sexual orientation, disability, or other personal characteristics.*

### **Equality, Inclusion, and Equal Treatment**

We promote diversity and work to ensure that all employees have equal opportunities regardless of their background. We strongly oppose all forms of harassment, discrimination, and unfair treatment. At Nitton93, we adhere to our equal treatment plan.

### **Working Conditions**

We respect all employees' rights to fair working conditions, a safe and healthy work environment, fair wages, and union representation. We strive to promote work-life balance and actively conduct accident and incident reporting as well as risk analysis.

### **Well-being and Health**

We care about our employees' physical and mental well-being and support initiatives that promote a healthy workplace.

### **Community and Collaboration**

We encourage a positive and cooperative work climate where everyone feels included and has the opportunity to contribute.

### **Professionalism**

We act honestly and transparently, keep our commitments, and treat each other with respect and humility.



# Ethical Sustainability

## Global Compact goal 12

*We operate with the highest level of ethics and integrity in our work and business relationships.*

### **Transparency and Accountability**

We work openly and honestly in all business processes. We take responsibility for our actions and decisions and strive to be transparent with colleagues, customers, and other stakeholders.

### **Corruption and Bribery**

We do not accept bribes or any other illegal or unethical business practices. We comply with all applicable laws and regulations regarding business ethics and commercial relationships.

### **Business Ethics**

We aim to uphold fairness in all business transactions, both internally and externally. We work towards long-term, mutually beneficial relationships with our customers, suppliers, and other partners.

### **Confidentiality and Integrity**

We respect and protect all confidential information concerning both the company and our employees. Integrity is a fundamental principle in our work.

# Measurement and Follow-up

*We continuously measure and track our sustainability efforts. We work with measurable goals to ensure progress in the following areas:*

- Reduce our carbon footprint with a target of a 42% reduction by 2030.
- Increase the share of sustainable materials in production through the TripleC methodology.
- Reduce waste, increase recycling, and reuse store interiors through close collaboration with customers and manufacturers.
- Improve working conditions and ethical standards in our supply chain through risk analyses and site visits.

We regularly report our progress through sustainability reports aligned with both the SBTi and the UN Global Compact. These reports are communicated to our customers, employees, and other stakeholders. We follow up on our suppliers sustainability efforts, assess sustainability risks in our supply chain, and determine necessary actions.

A major focus within sustainability in 2025 is the implementation of CSRD reporting, including a double materiality analysis that will form the foundation for determining which ESRS standards to report on. Since 2023, the company has also complied with the Norwegian Transparency Act (Åpenhetsloven), and the disclosure report can be downloaded from our website, [nitton93.com](https://nitton93.com).

# Education and Engagement

We engage and educate our employees on sustainability issues through both external and internal initiatives to ensure that sustainability becomes an integral part of our corporate culture. All employees, from management to production,

should be aware of our sustainability goals and the work required to achieve them. We set requirements for our suppliers and influence our customers through our sustainability efforts.

# Organization and Improvements

We have a clear structure for our sustainability work, with defined responsibilities, task distribution, ongoing follow-up, and decision-making processes. We are constantly working to improve our sustainability performance.

By continuously evaluating our methods and gathering input both internally and externally, we strive not only to meet today's requirements but also to prepare for future sustainability challenges.



**Troy Abrahamsen**

CEO Nitton93 Group

*Nitton93's management is ultimately responsible for this policy.*