



# Input interior's sustainability report 23/24





# Contents

This is Input interior	2-11
Our framework	12-13
<b>Environment</b>	<b>14-21</b>
Climate goals	15-16
The year with Greenified	21
<b>Social</b>	<b>22-33</b>
Working environment	24-25
Enablers	26-27
Our rating system	30
<b>Governance</b>	<b>34-35</b>
Our foundations	35

# This is Input interior

# 1987

Since 1987, Input interior has worked with needs-adapted interior design and today we are the Nordic region's largest independent interior design Group.

## Our vision

With needs-adapted sustainable solutions and the greatest possible freedom of choice, we ensure the right functionality in environments that affect people's everyday activities throughout their lives.

## We work in four business areas

- Office and business
- Hotels and restaurants
- Schools and education
- Health and social care

Read more about each business area at [inputinterior.com/business-areas](http://inputinterior.com/business-areas)

## Our assignment

**We want to become** the best and be innovators in the field of sustainability. Our unwavering commitment has enabled us to develop a broad skills base for our clients and partners. Our aim is to manage this and drive it forward. Input interior's sustainability work is characterised by initiatives that provide long-term solutions rather than temporary fixes. Implementing a green thread that runs through our organisation, business model and our offering has made this a reality.



# Our values

**Our values** are put into action every day and help us to continue to nurture our business and guide it in the right direction.

These are the values that shape Input interior.



## Dedicated

**We are knowledgeable** and passionate about what we do. The relationship between ourselves and our clients drives us forward.

We are genuinely interested in our clients' businesses and interior design needs. Through know-how and dedication we tackle interior challenges to support clients in developing successfully.

## Transparent

**All our communication** begins with listening; that's the key to successful projects and long-term business relationships. Our conduct is always professional and our independence ensures that the client comes first. We are a loyal partner to our clients and offer several dimensions of collaboration, where we serve as each other's ambassadors for successful partnership.

## Creative

**We are driven** by the client's wishes and visions. With our expertise we contribute to creative and needs-adapted solutions.

Our model translates the client's needs, brand and culture into dynamic environments optimised for effective leadership. Our creativity enables our clients' businesses to evolve.

## Unique

**We are unique** and we see every client as unique. As far as we are concerned the word impossible does not exist; we view any challenge as an exciting new journey.

We turn bespoke into customised standards and provide scope for architects and clients to create unique and sustainable solutions.



# Our value chain

1

Client requirements



2

Our suppliers



3

Sales



4

Distribution



5

Use and reuse





# Our value chain



# 1

## The client's requirements

---

**All our communication** begins with listening; that's the key to successful projects and long-term business relationships. We use client analysis to get an idea of both the wishes and requirements of each project. An important part of the analysis is to see the bigger picture and understand what opportunities exist. We want to share knowledge so that our clients can make informed decisions and reduce their carbon footprint.

Input interior offers unique solutions with the common goal of reducing the carbon footprint. This may involve refurbishing existing furniture, buying second-hand furniture or selling products when needs change. Read more about the possibilities on page 9.

Once the customer analysis is completed, we present our proposals for the project. The ambition is always to create tailored, sustainable and long-term solutions. That's why we always stay close to our clients, guiding them to the right products and showing them what is possible. This also applies after projects have been completed, we are always there to provide guidance when needed.

# 2

## Our suppliers

---

**Our clients and partners** can be confident that our suppliers meet high standards when it comes to social sustainability.

Input interior's rating system reviews and grades suppliers according to how well they satisfy the requirements laid down in our Code of Conduct. Read more about the rating system on page 30.

We also carry out compliance audits of our suppliers. In many cases, specific requirements are laid down for furniture and interior design in the public environments. Here we can always ensure that products meet the requirements of each unique client.

By maintaining our independence and by offering the widest range of products on the market, we are able to provide the best solutions for our clients. We are not restricted by a limited production facility, instead client requirements and needs drive the outcome.

# 3

## Sales

---

**The best interior** is the one that is customised to the needs and unique conditions of each project. At Input interior we have no off-the-shelf package solutions. An order placed with us can never be too large, too small or too complicated.

Once needs are specified, procurement, tendering, order management and confirmation, logistics planning, delivery assurance and coordination are initiated. A task that is administrated by the client's contact at Input interior with the help of support staff, local logistics centres and our experienced interior designers.

We also offer flexible financing solutions and functional rentals. This creates added value for the client, avoids tying up capital and facilitates the sustainable management of temporary needs.

If a specific function is requested, we will customise a rental plan. This facilitates needs-based interior design management and avoids the re-purchasing of items. When the functionality is no longer required, we ensure that the products are put to use by someone else.

# 4

## Distribution

---

**Input interior** ensures that the vision and interior design proposal are realised within a given time frame and budget. Whenever possible, we avoid unnecessary transport by using a system where goods are delivered directly from the manufacturer to the client and received and handled by our furniture installers. Otherwise, the delivery is coordinated at one of Input interior's logistics centres and then distributed according to the client's requirements – at the right place, at the right time and with the least possible environmental impact.

Our proprietary *Delivery* system enables us to schedule efficient deliveries and automatically calculate driving times. The tool helps to reduce the number of partial deliveries, which benefits both the environment and the wallet.

In addition to delivery, assembly and installation, our furniture installers provide advice on use and care. Everything is overseen by a supervising project manager, who ensures that the vision becomes a reality. Relocation or handling of existing interior furnishings completes the delivery.

# 5

## Use and reuse

---

**Interior design** must be functional, ergonomic, durable and financially justifiable, support day-to-day activities, be attractive and create comfort. We believe in sustainable production, smart material choices, purchasing with a conscious long-term commitment, reuse and responsible renewal.

We want to be a long-term partner for our clients. This means that even after delivery, we are there to serve whenever needed. Through service contracts, warranties, training courses and consultancy, we create safe and sustainable solutions.

The top priority is always to make informed choices from the very start. Once the right conditions are in place, we can ensure that furnishings have the longest possible lifespan. We achieve this by using the right products in the right environment and making sure that we can maintain the furniture when needed.

If needs change, our aim is for clients' furniture to find new lease of life with new owners. With a client base numbering in the thousands in the Nordic region, Input interior can offer the widest range of second-hand furniture on the market. We renovate, repair and refurbish products to extend their useful life. Once they are worn out and no longer fill a purpose, we ensure that they are recycled in an eco-friendly manner.



# Input interior in the Nordics

**Input interior** operates in four countries and has the capacity to carry out assignments far beyond the borders of the Nordic region.

Each year, Input interior delivers furniture and interior design services worth approx. SEK 3.5 billion.

With large purchase volumes, we offer an efficient and transparent business process without unnecessary intermediaries.

With thousands of projects completed every year, we have acquired unique expertise and experience that we are delighted to share.

**677** committed employees.

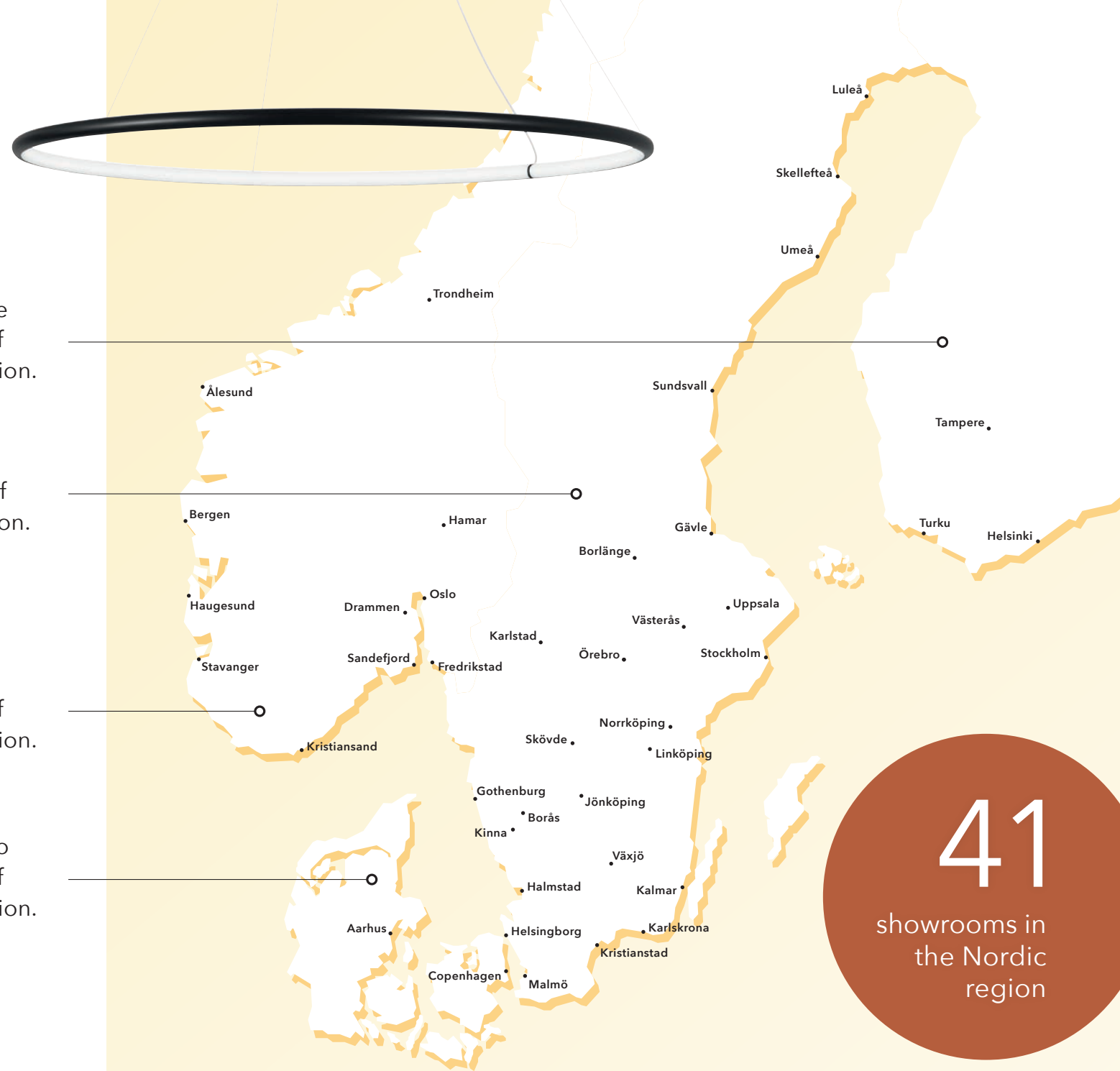
**In our showrooms,** you can experience furnishings from the widest range on the market.

In **Finland** there are three offices with a turnover of approximately SEK 195 million.

In **Sweden** there are 25 offices with a turnover of approximately SEK 2.2 billion.

In **Norway** there are 11 offices with a turnover of approximately SEK 751 million.

In **Denmark** there are two offices with a turnover of approximately SEK 108 million.



**41** showrooms in the Nordic region



# Go Green – Go Greenified

Utilisation of the earth's limited resources must be part of a circular process - not a one-way trip to the tip.

Greenified is one of our initiatives to create a more sustainable interior design industry. The aim is to counteract unnecessary waste and extend the life of furniture.



Approx.  
**250 pods**  
are rented out  
via Greenified





# Through **Greenified** we offer several services linked to circular furniture flows

## Greenified **Web**

---

**On Greenified Web** there is a large selection of second-hand furniture waiting to be matched with new owners. The site is a large-scale circular furniture marketplace for those who want to easily buy, rent or sell furniture in a cost-effective and sustainable way. Here, furnishings that no longer fulfil their purpose are given a new life, in a new environment, with someone else.

**Once you've found** what you're looking for, we'll manage logistics and delivery. Quality products at a great price – just a click away.

Furniture is seldom discarded because it is worn or broken. Instead, it's replaced during a relocation or reorganisation. Or simply because it no longer aligns with preferences for colour, style or function.

## Greenified **Rental**

---

**Greenified Rental** is a rental solution that creates added value for clients, freeing them from tying up capital and allowing them to manage temporary needs in a cost-effective and sustainable way.

Greenified Rental offers three levels of flexibility and a wide range of furniture and fittings. When a rental agreement is terminated, the products can be rented out again, or put up for sale on Greenified Web.

**A popular product** to rent are pods that offer a secluded space for concentrated work and digital meetings. They occupy minimal space, and when needs change, pods can be relocated to optimise the layout without the need for renovation. We currently have around 250 pods for hire.

## Greenified **Inventory**

---

**Greenified Inventory** provides companies, organisations and public enterprises with an improved overview of their existing inventory, including stock-keeping. The system is designed to be used in projects prior to relocation or reorganisation.

All products are inventoried, labelled with QR tags and registered on a web-platform. The labels can be scanned with a smartphone and information about the design can be updated.

**The system** is also integrated with Greenified Web, making it easy to sell surplus products. Inventory also makes it easy to recondition, recycle or sell products internally. Projects simply become more flexible, cost-effective and sustainable.

## Greenified **IMS**

---

**Greenified Interior Management System** is an asset management system that facilitates the inventorying and daily management of existing interior design.

The system is designed to be used for products purchased via Input interior. Each product is labelled with a QR code or RFID tag containing unique information about the product and its location in the organisation.

**The system provides** instant traceability of products and serves as an effective tool in day-to-day operations, for example to update relocations or maintenance of furniture within the organisation. Notifications of new orders and case management in the form of discrepancies and maintenance are provided by an app and handled by Greenified with minimum administration.

# A message from our **Sustainability Manager**

**A lot is happening within sustainability**, both for us at Input interior and for our clients and suppliers. The topic is becoming an ever more important part of the decision-making process where the climate footprint and lifespan of products are discussed more openly and valued more highly – which in our opinion is only natural and positive.

During the year, new legislation on sustainability reporting came into force, making sustainability information more transparent and easier to compare. We are not yet covered by the law but have nevertheless chosen to follow the structure of the CSRD\* which includes the GHG Protocol. This assesses our direct climate impact, our indirect emissions from purchased energy and all other emissions.

Efforts to reduce our direct climate impact have resulted in a new climate goal, which you can read more about on page 13. In short, our aim is to reduce our Scope 1 and 2 greenhouse gas emissions by 50 per cent by 2030. In specific terms, we are well on our way to increasing the share of fossil-free fuels we use in our vehicle fleet, and we are making major investments in more electric vehicles.

Our circular e-commerce platform Greenified summarises an eventful year with new records and an extended offering. Increasing the share of renewable and recycled materials is an important factor to reduce our carbon footprint, as is reusing furniture that we and others have already sold. Greenified plays a significant role in this.

As mentioned before, a lot is happening and we are making progress. At Input interior, we strive towards Net Zero and want to involve as many people as possible – together we can make a difference!



\* EU directive on companies' sustainability reporting - Corporate Sustainability Reporting Directive.



**Patrik Clavenstam**  
Sustainability Manager at Input interior



# A broad and transparent sustainability programme

**People, companies and organisations** everywhere are faced with the same global challenge – creating a sustainable future. At Input interior, we want to be pioneers, that's why we always strive to find new answers. Answers that we can in turn develop into tools that make a real difference.

Our goal is for all employees at Input interior to always have sustainability in mind. To lead us forward in this area and help us meet the challenges ahead, we have the Sustainability Group. The group is made up of representatives from different parts of the company, bringing a broad range of skills to the table. By setting up a diverse group, we ensure that we create the right conditions for the whole organisation and sharpen the efforts going forwards.

**In this year's Sustainability Report**, we look forward to sharing our work in 2023/2024.

In the report, we present sustainability data together with examples of what our sustainability work looks like in practice. This helps us understand how our initiatives are actually making a difference. We have a lot of exciting news to share, including the achievement of our HVO sub-target for a more sustainable vehicle fleet. All Input interior offices are now ISO certified and the transition to renewable energy has continued to move forwards.

A new feature of this year's report is that the order now follows the ESRS\* standard. As of financial year 2025/2026, Input interior will be subject to the CSRD. We have therefore chosen to shape, and hence prepare, the report for future requirements.





# Input interior's prioritised goals according to **Agenda 2030**

The UN's **Agenda 2030** is the most ambitious global sustainable development strategy ever devised. Setting out 17 global goals, the ambition is to:

- **Eliminate extreme poverty**
- **Reduce inequality and injustice around the world**
- **Promote peace and justice**
- **Solve the climate crisis**

**At Input interior**, we have been working towards achieving the UN's global goals for several years now and always strive to adapt and improve our efforts to maximise the difference we can make. Our ambition is to contribute in all areas where we can make a difference. Initially, we have chosen to focus on five of the 17 objectives.





## 7 AFFORDABLE AND CLEAN ENERGY



**Access to sustainable, reliable and renewable energy and clean fuels is a prerequisite for being able to meet a number of the challenges the world currently faces, such as poverty, climate change and inclusive growth.**

**Input interior** has continued to transition to a fossil-free vehicle fleet during the year and progress is being made. Our HVO100 sub-target has already been achieved and today 90 per cent of our offices use renewable electricity.

Using ISO 14001 procedures, we continue to work in a structured way to reduce our carbon footprint. Read more about our goals on pages 15-19.

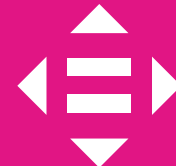
## 8 DECENT WORK AND ECONOMIC GROWTH



**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent working conditions for all.**

**Input interior's** own rating system provides a unique overview of suppliers' social responsibility throughout the production chain. During the year, the system has continued to be developed and has become an important tool in a number of projects.

## 10 REDUCED INEQUALITIES



**Reduce inequality and promote the inclusion of all people, irrespective of age, sex, disability, race, ethnicity, origin or religion, in all areas of society.**

**Input interior** is working actively to counteract all types of harassment and to achieve gender equality in management positions in the company.

Through an annual mapping and survey in the Group, we collect data that forms the basis for our action plans.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



**Ensure sustainable consumption and production patterns, promote sustainable procurement practices and the efficient use of natural resources.**

**Input interior** is based on expertise and engagement with clients and suppliers to provide guidance in conscious, long-term and sustainable choices.

Our Code of Conduct is designed to ensure compliance with requirements in relation to human rights, working conditions and the environment throughout the value chain. We expect all our partners to fulfil these requirements.

## 13 CLIMATE ACTION



**Take urgent action to combat climate change and its impacts - by strengthening resilience to climate-related hazards and natural disasters.**

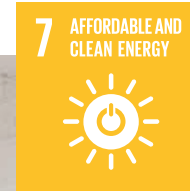
**Input interior** has set a new overarching carbon dioxide footprint reduction target. By 2030, Scope 1 and 2 emissions will be reduced by 50 per cent from the 2020/2021 base year.

Dissemination of knowledge has also been a key focus during the year. The basis for combating climate change is knowledge about our climate impact, sustainable alternatives and actions. This knowledge enables us to help clients make informed choices and helps motivate suppliers to broaden their social responsibility and reduce their emissions.

# Environment

At Input interior, our goal is clearer than ever. Our aim is to be the best in the industry when it comes to sustainability.

That applies to all areas of our organisation – the products we offer, the services we develop and the deliveries we make. With great ambition and purpose, we have taken further steps over the past year to make a real difference.





# Input interior's climate goals

As part of our continuous development, we have now set a new climate goal to aim for:

**Input interior's goal is to reduce our greenhouse gas Scope 1 and 2 emissions by 50% by 2030, starting from the 2020/2021 financial year.**

In the table below, we can see that our emissions have decreased by 35% since the 2020/2021 base year. We continue to work in the same direction and expect a further reduction in the coming years.

Year	2020/2021	2023/2024	2026/2027	2029/2030
% reduction	Base year	35%	45%	50%
Tonnes CO <sub>2</sub> e	1 649	1 067	907	825

**Sub-targets** on the way to halving emissions:

**The transition** to a fossil-free vehicle fleet by 2030 is an important part of achieving the climate target.

Last year, we set the sub-target of increasing the proportion of fossil-free fuel to 20 per cent on vehicles that can run on HVO100 by the end of the financial year 2024/2025. A milestone that we have already reached which shows that work is progressing.

**All electricity** for our own operations should come from fossil-free sources by the financial year 2025/2026. Wherever possible, we aim to use electricity from 100 per cent renewable sources.

We are committed to reaching our target and in the coming year we will set new climate goals to aim for.





# Climate goals in practice

## Interim report for overview

Every four months we prepare a summary of target fulfilment, where we measure the development of **HVO100** use. The report is sent out to our site managers as a way of providing an overview of progress and tools for formulating new measures.

Similarly, we compile a summary of electricity consumption once a year. In practice, the reports ensure that the work is having an impact and improving the chances of achieving our environmental goals.

## Streamlining delivery

Our **Delivery** system enables us to schedule efficient deliveries and automatically calculate driving times. It is a tool that contributes to more efficient transport operations, with fewer partial deliveries. Something that benefits both the environment and the wallet.



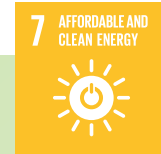
## Renewable electricity

Today, we use renewable electricity in over **90%** of our showrooms. We continue to implement renewable energy sources.

# 90%

Share of **renewable electricity** at Input interior's showrooms



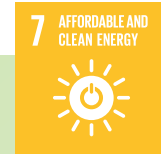


# Our total emissions

**We currently report** all our Scope 1 and 2 emissions with a base year of 2020/2021. We have also chosen to include Scope 3 emissions related to fuel and energy consumption. The table below summarises emissions for the respective scope and year.

Here we can see, for example, that Scope 2 emissions have increased in recent years. This is due to our investment in electric vehicles, which naturally results in higher energy consumption. At the same time, we see a significant decrease in Scope 1 over the years, which is also an effect of the transition to fossil-free fuels.

	20/21	21/22	22/23	23/24
<b>Scope 1</b> direct greenhouse gas emissions	1 549 t CO <sub>2</sub> e	1 400 t CO <sub>2</sub> e	1 233 t CO <sub>2</sub> e	909 t CO <sub>2</sub> e
<b>Scope 2</b> indirect greenhouse gas emissions Market-based	100 t CO <sub>2</sub> e	101 t CO <sub>2</sub> e	116 t CO <sub>2</sub> e	150 t CO <sub>2</sub> e
<b>Scope 2</b> indirect greenhouse gas emissions Location-based	136 t CO <sub>2</sub> e	137 t CO <sub>2</sub> e	150 t CO <sub>2</sub> e	181 t CO <sub>2</sub> e
<b>Scope 3</b> indirect greenhouse gas emissions <small>Fuel and energy-related emissions (not linked to scope 1 and 2)</small>	272 t CO <sub>2</sub> e	263 t CO <sub>2</sub> e	292 t CO <sub>2</sub> e	258 t CO <sub>2</sub> e
<b>Total</b> Market-based	1 922 t CO <sub>2</sub> e	1 764 t CO <sub>2</sub> e	1 642 t CO <sub>2</sub> e	1 317 t CO <sub>2</sub> e
<b>Total</b> Location-based	1 958 t CO <sub>2</sub> e	1 800 t CO <sub>2</sub> e	1 676 t CO <sub>2</sub> e	1 347 t CO <sub>2</sub> e
<b>Reduction (%) compared with base year</b>		8%	15%	31%

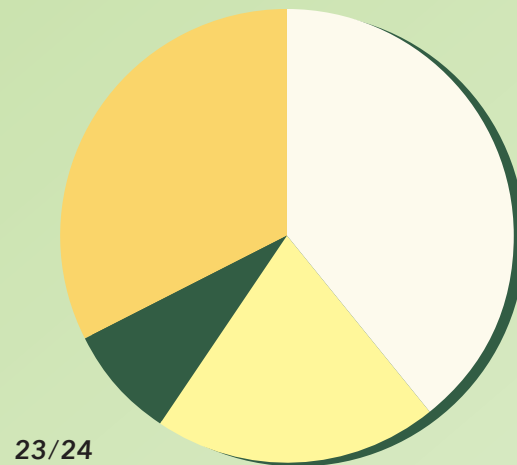
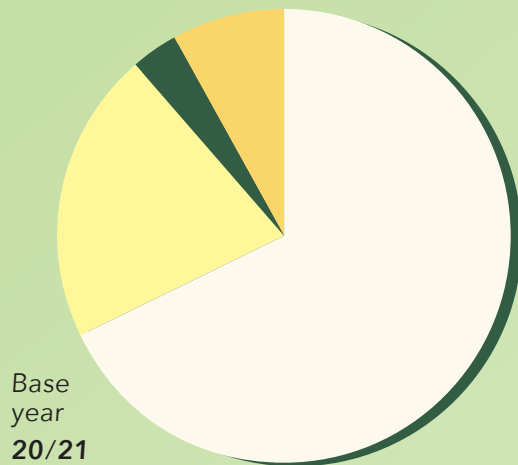


# Input interior's vehicle fleet

**We have started** the journey towards a fossil-free fleet and are already seeing results from our initiatives. To achieve this goal, we will replace diesel with HVO100 as much as possible and invest in more electric vehicles. The diagrams show the current distribution between diesel, petrol, HVO100, biogas or hybrid and electricity. The calculation is based on the number of kilometres driven with each fuel.

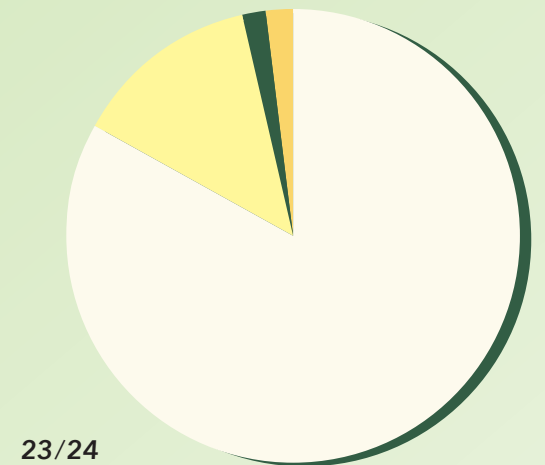
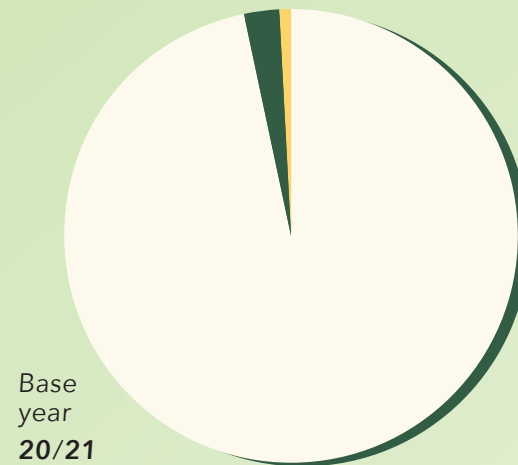
## Company cars and pool cars

Legend: Diesel (white), Petrol (yellow), Plug-in (dark green), Electric (orange)



## Transport vehicles

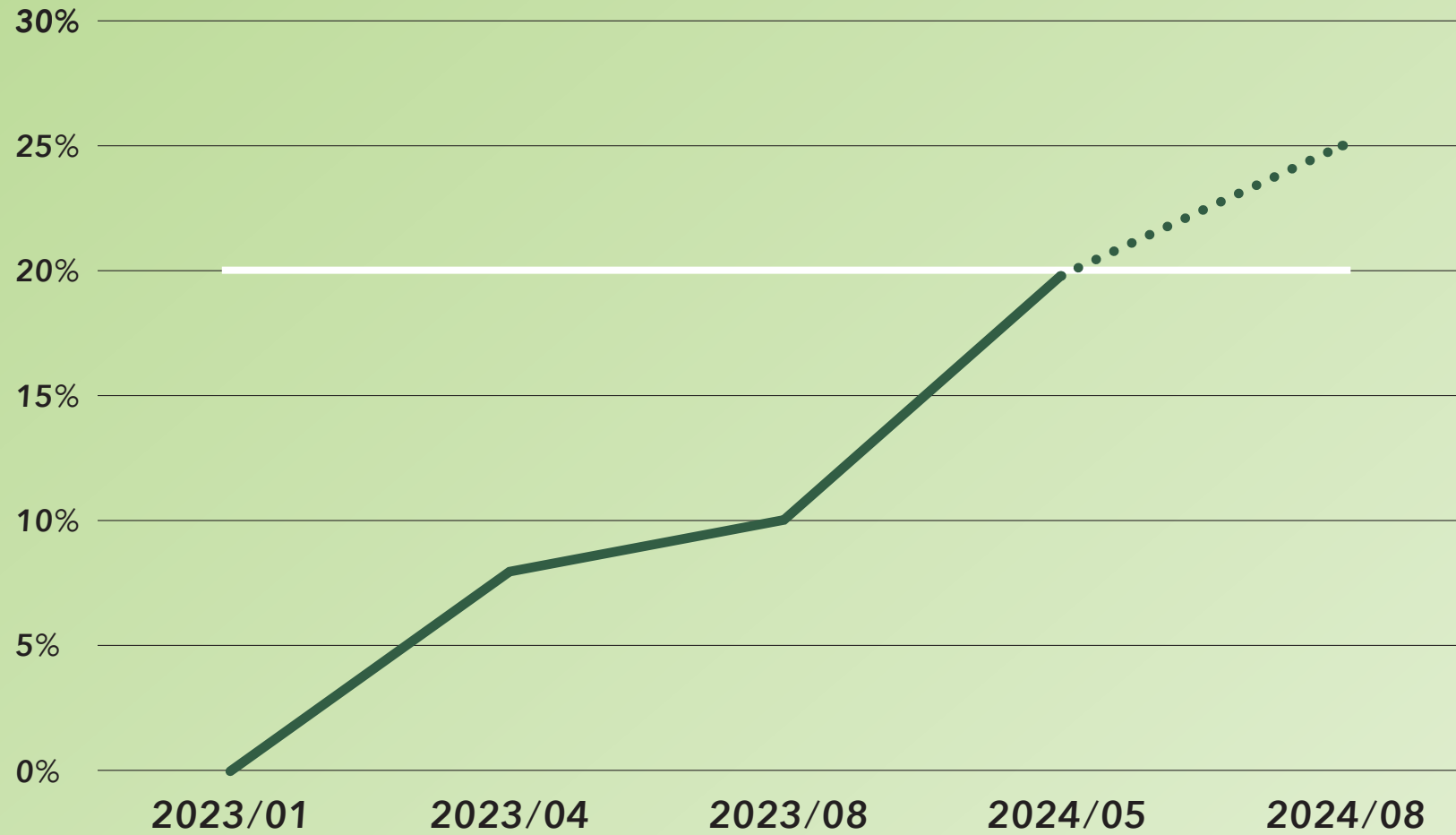
Legend: Diesel (white), HVO100 (yellow), Biogas (dark green), Electric (orange)







# The increase in HVO100



## What is HVO100?

HVO stands for **Hydrotreated Vegetable Oil** and is a renewable fuel for diesel engines. As the fuel is not produced from fossil raw materials, a fuel is created that reduces CO<sub>2</sub> emissions.

# ISO lays the foundation and takes us forward

**All Input interior offices** are ISO certified in accordance with **ISO 9001** and **ISO 14001**. Certification is an important guarantee for us and demonstrates our ongoing work on improvement and quality.

We have integrated the requirements laid down in the standards for environmental and quality management systems, i.e. 14001 and 9001, into our procedures. Through our management system we also manage our systematic work environment management. Our ISO group conducts annual internal audits and looks for opportunities for improvement in all offices of the Group. The ISO group generates both awareness and engagement locally, which helps us to continue our systematic efforts to achieve our goals.

## Local ISO work

Each office has its own challenges and opportunities. Therefore, our management system is flexible and customisable to local needs. The point of ISO is to enable us to make continual improvements. That's why we make sure we regularly review our goals and adjust them to the conditions in each office. By ensuring best practice for processes and procedures, we minimise the number of errors made and can instead streamline our work. Looking ahead, this means issues are addressed more quickly which reduces installation costs and ensures smoother deliveries. This way, we get more satisfied clients and have less environmental impact.



Stina Viking and Amina Wetterfors are working actively with ISO and our management system to streamline and develop procedures in our offices. Among other things, internal audits are carried out every year as part of this work.



# An eventful year for **Greenified**

**We have been** promoting sustainable interior design, informed purchasing, circular ownership and responsible renewal under the Greenified brand since 2015. Over the past year, we have reached several milestones and further expanded our business.

**The long-term goal** of becoming a large-scale circular furniture market has already become a reality and Greenified is today established in four countries. At the same time, business continues to grow and so does the demand for reuse.

The growing demand for reuse is a result of increased awareness and improved conditions for buying, renting and selling second-hand furniture. This is reflected in Greenified, which reached a new milestone during the year when over 13,000 products were available on the site at the same time. Jenny Lek Berglund, Administrative Support at Greenified, tells us more about the development.

"We have seen an increased interest in buying, renting and selling second-hand furniture. It's really inspiring that more and more people are making sustainable choices by reusing their furniture and giving it a chance at a new life", she says.

## **Saving time and money**

Greenified is also developing digital services and during the year launched Inventory, a tool that gives companies, organisations and public enterprises a better overview of their existing inventory, including stock-keeping. The system is designed to be used in projects prior to relocation or reorganisation.

Products are inventoried and labelled with QR/Rfid tags and registered on a web platform. The labels can be scanned with a smartphone to enable information about the status of the products and their location. The system is also integrated with Greenified Web, making it easy to sell surplus products. The service has been in demand and since its launch, Inventory has already been used in several projects.

"We have received a very good response and Inventory has given us the opportunity to be involved in major exciting assignments, like when E.ON moved to its new Nordic headquarters in Malmö", says Jenny Lek Berglund.

## **New records**

As the demand for circular products and services increases, we also see a growth in turnover at Greenified. In April 2023, sales on Greenified Web reached SEK one million in a single month for the first time. A year later, in April 2024, sales reached over SEK 4 million – clear evidence of the increased demand.

"We see that demand is continuing to increase and we want to continue to grow and develop both our expertise and our offering. We are living in exciting times", concludes Jenny Lek Berglund. ■



**Jenny Lek Berglund**

Administrative Support at Greenified



# Social

**We want to** help build a better society for everyone. The biggest impact we have is on the people who come into direct contact with us, our services or products.

In this section, we share how we are working to look after our employees and clients, create a needs-adapted society and ensure fair conditions in the supply chain.







# Input Academy

**Our industry** is constantly changing. Staying ahead of the curve and remaining relevant requires expertise. We believe it goes without saying that our employees should take part in training courses and have the opportunity to develop in their roles. By giving our employees the right tools, we can ultimately provide our clients with a professional expertise offering.

Input Academy is our training unit at Input interior. Each year, a course catalogue is released and employees are given the opportunity to sign up for training courses. The training courses are devised by our experienced suppliers and are always up-to-date with the latest news from the industry. This ensures that the expertise we add to the toolbox is relevant and sought after. Knowledge is put to direct use in everyday life where it can be transformed into skills. Skills which are necessary in order to provide the best response to the client's questions and challenges.

Training in sustainability has become particularly important for us. That's why our sustainability training has been part of our onboarding package since 2022.

In addition, our intranet provides training videos and manuals in a variety of areas. These include sustainability training, training in internal systems, finance and Greenified. They also cover procedures and FAQs.

**"I think it's great that we can offer our employees this kind of training course."**

*Input Academy offers a wide range of courses on topics such as colour choice and materials science, ergonomics, design history, environmental, social and economic responsibility as well as project management"*

**Anna Säterö**

Executive Assistant at Input interior

# It should feel good to go to work

**Every year** Input interior sends out a survey to all employees. The aim is to raise awareness and promote a more equal workplace. Everyone should feel safe at work and have the opportunity to make their voice heard.

The survey includes questions on gender equality, occupational safety and health, stress, skills development, job satisfaction and harassment. The questions are directly linked to the seven ways discrimination can occur. This makes it easier to draw conclusions and analyse systematic errors. Our Payroll department is responsible for sending out and compiling the survey and report.

## An equal workplace

All Input interiors employees, regardless of gender, gender identity, ethnicity, religion or belief, disability, sexual orientation or age, must be treated with respect and dignity and have equal rights and obligations within our organisation. At Input interior, we draw up an annual plan of active measures to combat discrimination and promote equal rights and opportunities in the workplace.

On this occasion, Input interior's employee survey reveals that 98 per cent feel safe in the workplace and that 95 per cent enjoy their workplace.

## Equal pay for equal work

Production of the plan is preceded by an extensive survey of any pay inequalities, with goals and measures being formulated to actively prevent unjustified pay inequalities between men and women.

## Our active measures are based on:

- Continuously investigating, addressing and following up on working conditions, employment conditions and salaries, recruitment and promotion, training and skills development, as well as scope for combining work and family.
- Promoting gender equality.
- Developing guidelines and procedures to prevent all forms of harassment.

## Active work to ensure an equal workplace

At the time the statistics were produced, 677 people were working at Input interior. That figure includes permanent employees, part-time employees, fixed-term employees, hourly temps and contractors. Of this number, 47 per cent were women and 53 per cent men.

At Input interior, we strive for an equal distribution between women and men in all positions and departments. During the recruitment process we endeavour, alongside skills requirements, to ensure workplace diversity in terms of gender, age, background and experience. Input interior applies positive discrimination, and if two candidates are deemed equal for a particular post, we will select the under-represented gender.



98%

feel safe in  
the workplace

95%

are happy at their  
workplace



# The physical working environment

**Businesses and organisations** are fundamentally about people. Collaboration and communication create common goals to take the business forward.

## The importance of interior design

Interior design can save money, contribute to a sustainable society and increase employee productivity. It can support day-to-day work and create a platform for development and innovation. It can be ergonomic, increase well-being and reduce absenteeism. It can also clarify the brand, strengthen corporate culture and attract expertise. Yes, we are an interior design company, so it should come as no surprise that we put a lot of energy into the importance of interior design in the workplace.

## The Input model

The majority of our offices have activity-based furniture where employees themselves choose the environment according to the work assignment. This creates room for flexibility and a natural exchange between colleagues. An activity-based layout provides room for more people in the same space and facilitates reorganisation.

## Quality and convenience

Good ergonomics is not an advantage, it is a foundation. Our offices offer a wide range of workstations and opportunities to find the right working position. Our aim is to provide all employees with the right conditions to avoid excessive physical strain. Everyone should be able to vary their working position and incorporate movement into their daily lives. The aim is to combine quality and convenience. That's why we make sure everyone can alternate between standing and sitting, have access to the right lighting, have the option to screen themselves off if necessary, choose a chair according to their own preferences and much more.

Read more about how we work with ergonomics, both in our own organisation and for our clients, at [inputinterior.com](https://inputinterior.com)



Input interior's showroom and office in Oslo

# Input interior – Enablers

**At Input interior** we want to encourage employees to help make a better world. Building on the UN Sustainable Development Goals, we hope to increase awareness and engagement on sustainability issues.

The focus on sustainability has grown stronger over time and today permeates our entire business. This ranges from training courses and occupational safety and health, to news stories and projects. The Enablers concept is one of the latest initiatives for a more sustainable world.

Enablers is an initiative where we give our employees the opportunity to engage in sustainable issues on their own. This means that an employee can apply to use paid working time to participate in a social sustainability project.

"With this project, we want to both elevate existing commitments and inspire new initiatives", says Sara Björkman, Bid Manager and member of the Enabler project group at Input interior.

Since the start, we have had the privilege of supporting the projects of several employees. One of them is Markus Eliasson, Business Controller at Input interior's head office. In fact, Enablers emerged in the context of Markus' project, so he is our pioneer Facilitator.

## The hospital in Chad

In winter 2023, Markus travelled to Chad to support the development of a hospital. With his background in economics, his main task was to help with financial planning, administration and monitoring

for the hospital. Markus has a long-standing interest in volunteering and has been active in aid projects for much of his life. He also grew up in different parts of Africa where his parents worked on similar projects. So when the opportunity to help at the hospital in Chad arose, the answer was obvious.

## Facilitators become a reality

In the context of the project, Enablers was born at Input interior. Markus told his manager about his plans and wanted to take out vacation in order to go through with the project. Since sustainability is one of Input interior's most important focus areas, it was decided to contribute to the project instead. Markus was then able to use his working hours to support the development of the hospital in Chad. A great opportunity that is now available to all our employees.

"For me, sustainability issues are hugely important. The fact that my employer shares these values and encourages charitable projects is fantastic. This kind of initiative shows commitment and actually says a lot about an organisation", says Markus.



**Markus Eliasson**

Business Controller at Input interior



# Input interior – Enablers

## Arriving in Chad – challenges and opportunities

On the ground in Chad, Markus has trained staff in the management of finances. The hospital is functioning well and has a good pool of doctors and nurses. One challenge, however, is financial administration, planning and monitoring. The aim is for the hospital to become self-sufficient. This means that revenue should be able to cover the costs of staff and medicines. Making this a reality requires knowledge of how to organise and distribute financial resources.

"I have seen several aid projects where they have invested and started up hospitals and schools. The long-term problem then is the lack of expertise in place to drive the projects forward. Then, all of a sudden, they have a school or a hospital that can no longer be used. It is therefore crucial to provide what we call 'help for self-help'. When we eventually leave Chad, the hospital will continue to operate."

Chad has been moulded by colonialism and corruption. Today it is a very poor country with major developmental challenges. This has resulted in many people, especially children, living with malnutrition. At the hospital in Chad, they have started a programme to provide children with access to nutrition. The programme is entirely funded by aid as the hospital is currently unable to cover its costs.

"There is one group in society that will never be able to pay for itself and that is malnourished children. Nothing is more important than ensuring that these children have access to nutrition. We must help and ensure that the hospital can continue to help this incredibly vulnerable group."

## Future plans

Markus will return to Chad to follow up on the work. An ongoing project and sub-target of the hospital's development is to install solar panels. Using photovoltaic energy has several advantages. For the hospital, the main benefit will be financial. Markus is positive about the development of the hospital so far and sees a great deal of commitment on the ground.

"For me, it feels good that I can contribute to something like this and that it is received the way it is. So far, there is no clear end to the project in sight. It simply depends on when the hospital has the conditions and the ability to operate independently. Until then, I hope to continue to do what I can to help", concludes Markus. ■

## About Chad

Located in the north of Africa, Chad is one of the poorest countries in the world. Hunger is widespread and a large proportion of the population is estimated to be malnourished. Over 6 million people are in need of humanitarian assistance.

Markus Eliasson and project colleague Daniel Olsson in Chad.



# Interior design for **the whole community**

**We work with both private and public stakeholders** throughout society. Our products are found in all kinds of environments and are part of people's everyday lives.

Society is diverse, so we think furniture should be too. Our range is wide and has great customisation possibilities. Based on the client's wishes and needs, we always try to find solutions that take into account society at large.

During the year, we have worked to develop training courses on the *Universal Design Accessibility Standard*. The standard is about making the society we live in inclusive, recognising that all people are different and do not always have the same abilities and needs.

## Family unit Tillsammans

This year, in collaboration with the paediatric clinic in Region Kronoberg, Växjö Charity and the Linnea Dahl Foundation, we have been involved in the 'Tillsammans' project. The aim was to create a peaceful place for seriously ill children and their families who often spend a long time in hospital.

When a major part of life is suddenly spent in a hospital setting, it comes at the expense of everyday life. The idea of the Tillsammans family unit is to bring back an element of normality. Families will have the opportunity to cook together, watch TV and socialise in a homely environment.

Input interior, together with the SAJT architecture studio, took on the task of furnish and decorate the apartment.

"We have been fortunate to be able to install sofas, coffee tables, poufs, beds, daybeds, dining areas, TV stands, everything. We've had fantastic suppliers for whom collaboration was given. So it's been a great experience", says Emma Johansson, site manager at Input interior in Växjö.

What used to be cramped and dark spaces have now been transformed into a bright and modern apartment. The environment feels warm and the choice of furniture has emphasised and enhanced the homely feel.

We are proud of the results and look forward to more opportunities like these. A new project on the same theme has started in Denmark. By sharing the projects, we hope to spark ideas for more initiatives. ■



Scan the QR code and watch the film about the project.



# Input interior's Code of Conduct

All **Input interior's** suppliers are required to sign a Code of Conduct regarding human rights, working conditions, occupational safety and health and the environment throughout the value chain.

Our Code of Conduct is based on and is compatible with:

- **The UN's Universal Declaration of Human Rights**
- **The International Labour Organisation's (ILO) eight core conventions on human rights at work**
- **The UN's Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises**
- **The UN's universal principles for companies under the Global Compact**

**The requirements of the Code of Conduct** are primarily ensured through a self-assessment form supported by relevant documents. Signing the Code of Conduct gives us a deeper insight into our suppliers' social responsibility and work on sustainability issues. If there are questions or ambiguities in the form, follow-up questions are applied according to procedure.

If **Input interior** judges that there are discrepancies arising from the audit, these are addressed immediately and more supporting documents are requested.

In the event that the supplier is not able to prove it satisfies the requirements, we set up an action plan to achieve a solution together with the supplier.





# Our unique rating system

At Input interior, we are constantly working to promote social responsibility and ensure that human rights are respected. Part of that work is our unique rating system and compliance with the Transparency Act.

## The rating system

In March 2023, we launched our rating system to help us evaluate our suppliers based on their compliance with our Code of Conduct in the area of social responsibility.

The rating system is based on a self-assessment form that our suppliers are asked to fill in. To certify the answers given, relevant documents must be attached. The answers are then converted into points and, based on the score, the supplier is assigned a grade. The grade is exposed to all Input interior employees on our intranet and simplifies the process of finding suppliers who excel in the field of social responsibility.

The background to the system is a desire to improve our sustainability work and at the same time drive development in the industry. The aim is that our suppliers will want to increase their rating and thus improve their work processes in relation to social sustainability. If a supplier feels unsure about how to proceed, we support and guide them going forward. Together we can do better!

The system helps us create value for the people in our supply chain and unrivalled value for our clients. It should be safe to work with Input interior, no matter where you are in the chain.

Our internal sustainability group has been a driving force in the development of the rating system and Sara Björkman, who is part of the group, tells us more about how it has been received by our suppliers.

"It has been well received. Many people are initially surprised that we ask follow-up questions on their answers and then realise that they actually have to make an effort, which shows that many people see us as a serious player, which is very positive", she says.

At present, suppliers who account for 67% of our purchases have been allocated a rating. The work is ongoing and the current target is for 75% to have been rated by the end of 2024/2025.

"Once we have reached our target, it will be time to review the process. If necessary, we will do another round of reviews on all currently reviewed suppliers. The procedure is that the audits will be repeated every three years", says Sara Björkman.

Since its launch, the rating system has been used in several projects. For example, when EY was moving to a new headquarters in Oslo.

## The Transparency Act

Norway's Transparency Act is based on the EU directive Human Rights Due Diligence, which sets out rules for medium-sized and large companies to identify, mitigate and review risks to human rights in their operations.

For Input interior this means conducting a review and risk analysis of our business, which we use to develop preventive measures that we actively work with. These are followed up on in an annual management review. The rating system plays a central role in this work, as it helps us identify risks in our value chain. Input interior's review, risk analysis and action plans are summarised in an annual report. Read more about how we are complying with the Act at [inputinterior.no/apenhetsloven](https://inputinterior.no/apenhetsloven). ■

Sara Björkman, together with Knut Herman Otterbech, is the driving force behind the rating system.



# Case: EY Oslo

**Incorporating sustainability** into every part of the project was a given for EY ahead of the move to their new Norwegian headquarters.

To find the right furniture for the concept, clear guidelines were formulated and Input interior's unique rating system became an important tool for the project.





# Case: EY Oslo

When multinational auditing and consulting firm EY moved to new premises in Oslo, sustainability was a priority.

"In specific terms, I would say that one of the main things we are advocating is that sustainability should be included in all the different processes. Everything from the choice of premises and the purchase of new furniture, to which furniture should be discarded and which recycled", says Marita Hagerup Vogt, Sustainability Manager at EY Norway.

Together with I-d. Interiørarkitektur & Design, which was responsible for the interior design concept, involved Input interior at an early stage of the project. The list of requirements drawn up by EY not only prioritised high-quality furniture, supply chain and social sustainability was also a clear focus.

"It is really important that we take many topics into account in our sustainability work, and issues such as supply chain and human rights are a given. At the same time, it is very challenging to keep track of the supply chains of different brands", says Marita Hagerup Vogt.

In March 2023, Input interior launched the rating system which evaluated our suppliers based on how well they comply with our Code of Conduct in the area of social responsibility. A tool that simplifies the process of finding suppliers who take greater responsibility and succeed in meeting high standards. Something that turned out to be an important component of the project.

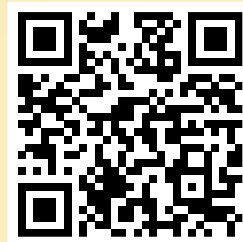
## "It made it a lot easier for us"

"I would say that the rating system made things a lot easier for us. Mainly because of the requirements that we had put in place. Input interior was able to start from them and easily find the right suppliers who actually showed that they are able to meet the high expectations", says Marita Hagerup Vogt and continues:

"I know that there were some suppliers who were dropped from the project because they were unable to meet the Code of Conduct and supply chain requirements."

Input interior acted as a kind of gatekeeper for the project and was thus able to provide security to the parties involved in the project. Among other things, a new concept was coined during the project.

"We stamped 'Approved by Input' on suppliers who shared the project's values, and who complied with human rights and the UN's Sustainable Development Goals", says Jonas Bergum, Sales Manager at Input interior in Oslo. ■



**Scan the QR code** to see the results, meet the interior designer and Marita Hagerup Vogt, Sustainability Manager at EY, who tells how the rating system simplified the process.





# An expanded **expertise offer**

**A prerequisite** for working successfully with sustainability is to understand what it means. We have gone the extra mile to raise awareness and knowledge of sustainability both internally and externally. Internally, this is reflected in training courses and meetings, among other things. Externally, this is reflected in sustainability seminars, trade fairs and client visits.

Interest in sustainable products and services is growing, which we think is fantastic. That is why we are constantly building our expertise offering and guiding our surroundings in the right direction.

## Sustainability seminar

How can sustainability permeate every project, do we sense a positive turnaround and how do we challenge each other to make conscious choices? These are questions that we face every day in our sustainability work and that help us to develop.

Over the past year, we have had the opportunity to organise sustainability seminars on several occasions. Attendees had the chance to learn more about our sustainability work and find out what we can contribute to both small and large projects. Fun and important initiatives that further help to spread our knowledge on difficult issues.

## Advocating stringent environmental requirements

Input interior works on procurements in Denmark, Finland, Norway and Sweden. In the context of RFI's, which the procuring authorities use to ask questions and express views, we make a point of advocating thorough environmental and sustainability requirements. Today, there are many more aspects to take into account than just the price of products. Input Interior's local offices work together with the central tender team to meet national sustainability requirements. They also assist each other on environmental and social responsibility issues.



During Input Pop-up in Malmö, we organised seminars that provided insight into our sustainability work and into what we can contribute to small and large projects. A celebrated event that attracted a large audience.





# Governance

At **Input interior** we have a strong incentive to address sustainability issues. There is a shared vision of what we want to achieve, and the management has taken great responsibility for promoting it.







# Governing documents and policies

**Our governing documents** are designed to clarify our approach to specific issues and how we expect our staff to behave. Management, with the help of the ISO team, is responsible for producing and developing the documents. All our policies are available to our staff via the management system on the intranet. New employees also receive the documents during onboarding.

## Whistleblowing

Whistleblowing is an alert from one or more people about irregularities and misconduct in companies, authorities and organisations. At Input interior, we encourage anyone who suspects serious wrongdoing to report it. With us, you are guaranteed anonymity in the event of whistleblowing and the case will be handled with total confidentiality in accordance with EU Directive 2019/1937. We are committed to whistleblower protection - and our channel is safe, neutral and open to all. For more information on our whistleblowing function, please visit [inputinterior.com](http://inputinterior.com) or access through link [inputinterior.whistlelink.com](http://inputinterior.whistlelink.com)

## Anti-corruption

Corruption, extortion or bribery in any form will not be tolerated. Information on our work on anti-corruption can be found in our Code of Conduct and Ethics Policy. Both are available to our staff via the intranet and the management system, and form part of the induction pack for new staff.

Our suppliers are informed about our anti-corruption work through our Code of Conduct. We expect our suppliers to have procedures and processes in place to detect, address and manage potential corruption. Suppliers and their employees may not, directly or indirectly, offer inappropriate payment, gift or other consideration for the purpose of obtaining an advantage for their activities, thereby influencing the objectivity of business decisions.

Promotional activities, entertainment and gifts should be characterised by transparency, moderation and always have a natural connection with the business relationship. This also applies to agents and other intermediaries.

## Our policies and guidelines

- **Environmental policy**
- **Diversity and Equality policy**
- **Security policy**
- **Alcohol and Drug policy**
- **Road Safety policy**
- **Quality policy**
- **Occupational Safety and Health policy**
- **Ethics policy**
- **Code of Conduct**

# Case: E.ON Malmö

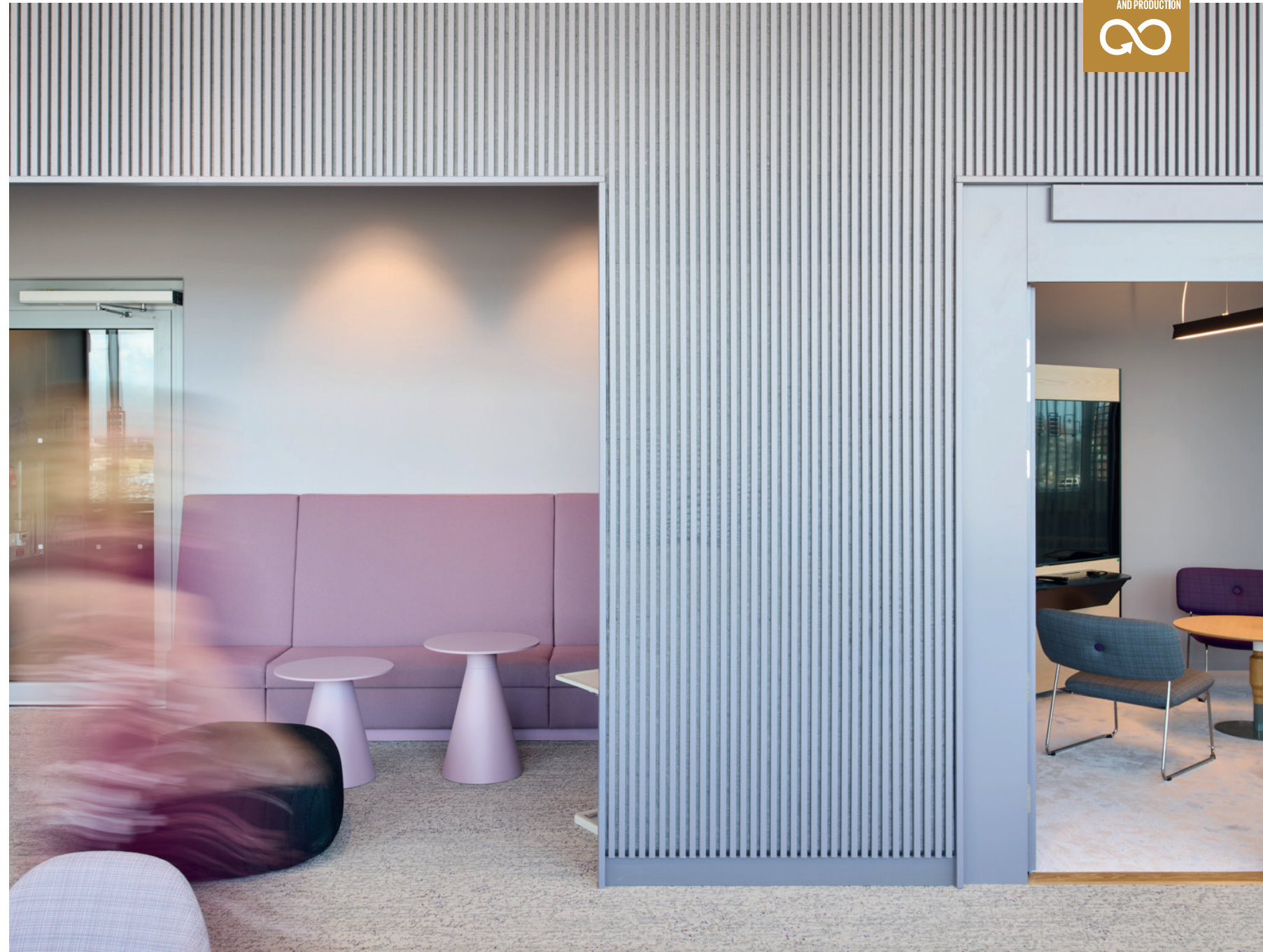
**When E.ON**, one of Europe's largest energy companies, moved to a new Nordic headquarters in Malmö, sustainability had to permeate every aspect of the interior design.

Through Input interiors' innovative services and creative reuse, the office project has become one of a kind.

"From the very beginning, we were very clear that reuse would be part of our work in this project. It is an incredibly important signal to show that we live as we learn. That sustainability should permeate our relocation was therefore given", says Carina Tollmar, Sustainability Manager at E.ON.

To achieve the desired result, the architectural firm Tengbom was involved with responsibility for interior design and Space in Order as interior project manager. Input interior has acted as a full-service supplier of interior design and, in addition to assisting with guidance on products, there was a great deal of work in managing the existing interior in the best way.

"Through curiosity, innovation and co-operation, the project team has pushed each other to find new sustainable solutions. Every choice made had environmental savings in mind and for an office with 1,500 employees, that is quite unique", says Erik Lundqvist, Head of Project Sales & Business Development at Input interior.





# Case: E.ON Malmö

In the new office, employees who were previously scattered in three different locations around Malmö have been brought together in one.

"E.ON had three offices totalling 48,000 square metres. It's gigantic and you can't imagine how much furniture there was. These were office blocks where they had been situated since the 1960s, so there was a lot of furnishings and no inventory. Saying the inventory was a big challenge is an understatement", says Katia Sorkine, project manager at Space in Order.

Greenified and the Inventory service were an important tool in this work. With Inventory, E.ON has been able to document and get a better overview of which products should be sold and which reused. A great deal of work has led to the saving of large quantities of sheet material and textiles, which can now be found in the new headquarters - in a new design.

"During the project, we collected all the textiles hanging in the windows and glass partitions of the old offices, which was one tonne of textiles in total. We sent these to a partner who made new fabrics from the material", says Erik Lundqvist and continues:

"In addition, we took care of a thousand storage cabinets that E.ON had in its existing premises. We dismantled the cabinets and re-used the sheet material to build the frames for all the new storage units. In total, we have saved 24 tonnes of material and almost 1,900 square metres of sheet material."



**See the office** and hear E.ON's sustainability manager, interior designer, interior project manager and environmental consultant talk about the solutions that formed the basis of the project.



# Case: E.ON Malmö

At E.ON's new offices, all 975 workstations are reused and the initiatives behind them - such as the new storage facilities - stand out.

"The cabinets that we managed to transform look like brand new cabinets and they are 'just' reused from solutions we had before. I think it's great that we've been able to recycle and reuse all the wooden materials, and I'm extra proud of that", says Carina Tollmar.

## One of a kind

'Ideally, our aim is to recycle everything, but if we can't, then at least as much as possible'. That was E.ON's goal, and that was the outcome. The reuse rate in the project has been very high.

In order to show the quantities of carbon dioxide emissions and environmental savings actually made in the project, the environmental consultants Bengt Dahlgren were commissioned to produce an environmental report.

**"The project is unique** because we are reusing furniture on a large scale. Although many individuals have been doing it for a long time, it is not so common for companies to do it"

- Kajsa Eliasson at Bengt Dahlgren



"Costs have been reduced by **19%** and waste has been reduced by **95 tonnes** thanks to reuse" **Bengt Dahlgren**

**Costs** ↓ 19%

**Waste** ↓ 95 tonnes



**Erik Lundqvist**  
Head of Project Sales & Business Development at Input interior



# Case: E.ON Malmö

Among other things, the report shows that the project has saved 195 tonnes of CO<sub>2</sub>e in greenhouse gas emissions - the equivalent of 808 000 miles in a car or 33 laps around the world.

"I am very happy that we took the initiative and contacted Bengt Dahlgren. We wanted to do it as thoroughly as possible and it becomes concrete when you put figures on it", says Carina Tollmar.

## Inspiring others

E.ON has now been in its new premises for a while and the pride in the project is palpable in the office. Among other things, they have organised 'office safaris' to spread awareness among employees about the project itself and the extent to which sustainability has been the main focus.

Carina Tollmar is also proud of the project and hopes it will inspire others to undertake similar projects.

"I firmly believe that projects of this kind can inspire others. From these seeds that we have sown, we have actually reaped solutions that are more sustainable, more efficient and also cheaper. I hope this will inspire others to dare to make similar efforts", she concludes. ■

## Greenhouse gas emissions

↓ **195 tonnes CO<sub>2</sub>e**







At **Input interior** we are constantly striving to be better and do more in our work towards a sustainable future. In this report, we have shown what we are doing to contribute to a better industry – and in the long term to a better and more sustainable world.

### Ready for a new direction?

Please contact us if you are interested in or have questions about our sustainability work, our training courses or how we can improve together.

Sustainability Group – [csr@inputinterior.se](mailto:csr@inputinterior.se)

Patrik Clavenstam, Sustainability Manager

[patrik.clavenstam@inputinterior.se](mailto:patrik.clavenstam@inputinterior.se)

+46 73 302 59 13

