

Sustainability Report 2023

BISLEY

Content

3	Introducing Bisley - Made for Life
4	Our Values
5	CEO Message
6	A Year in Review - 2022 2023
8	Our Commitments
9	The Well-being of Future Generations (Wales) Act
10	Governance
11	Our Net Zero Journey
12	Our People
17	Customers
20	Society & Community
24	Environment
25	Energy
29	Sustainable Design
32	Circularity
35	Our Business
36	Accreditations & Compliance
37	Procurement
38	Climate Risk & Opportunity
43	Disclosure

Introducing Bisley. Made for Life.

Life may be unpredictable, but you can always count on Bisley.

We're a design and manufacturing powerhouse. For over ninety years, we've been quietly creating innovative products that meet the evolving needs of our working world. And now more than ever, the workspace is ripe for reimagination.

While the world may evolve, our passion for design never changes. Our drive, energy and capabilities mean that we can produce whatever you need, in the volumes you need, wherever you might need it.

When it comes to creating work environments, Bisley is the name people turn to for quality they can trust. Since we launched the iconic MultiDrawer in 1958, we have pioneered innovative furniture solutions that meet the challenges of the times and stay relevant, decade after decade.

Whether you're in the office

or at home, Bisley gives you unique, innovative furniture that doesn't compromise on style – so you can thrive anywhere.

'Made for Life' identifies what Bisley stands for and is the founding principle towards sustainability. This report covers the sustainable aspects of Bisley - our customers, the community, our staff, business, and the environment.

As well as further disclosure of our Scope 1 and 2 emissions, we have reported our practices against the Sustainability Accounting Standards Board (SASB) standards which can be viewed in the disclosure section of this report.

We also have further disclosure of our policies and certifications available to view on our corporate website: www.bisley.com

Bisley.
Made for you.
Made for life.



Our Values

Integrity

We're proud of our heritage and the trust that comes with a long history. Honesty is paramount to us. We do not sacrifice our long-term reputation for short-term gain. We stand by our word and do what we say we'll do, always acting with compassion. Our clients' trust depends on it.

Pioneering

We are restless, yet considered in our approach to innovation, always listening to new ideas. Using the latest manufacturing processes and technologies, we will continually seek to improve our products and designs to ensure we lead the market.

Sustainability

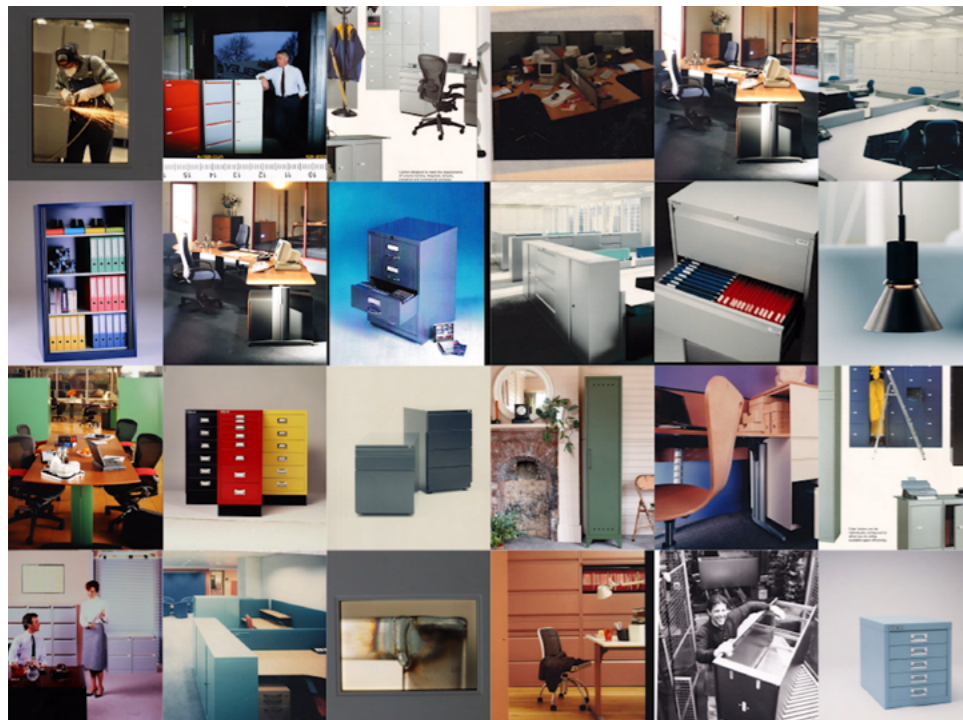
We will continue to act responsibly when concerning our environmental impact and care of our employees. To thrive in today's global market, we will continue to invest in our people, processes, manufacturing, talent, and leadership - for the long-term benefit of our customers, colleagues, and shareholders.

Creativity

Creativity fuels better products, services, and processes. Our agility means that we can respond creatively to challenges in the internal and external environment without losing momentum or vision. We are constantly seeking to improve and innovate.

Connected

Our brand relies on the loyalty and connection that we have with our customers, our suppliers and most importantly, each other.



Richard Costin
Chief Executive Officer

In 2023, the world has seen many changes, both within the company and the environment, which has increased the cost of living, interest rates, and specifically, energy pricing.

During the last year, we have proactively and positively changed the business; reducing costs, improving efficiency, and enhancing profitability – to protect Bisley and to provide long-term employment for our staff. Our investment in new technology, machinery, marketing, and our people remains of paramount importance. We have recently invested in a new showroom in Manchester to support our growth and our sales strategy. Our new Home sections within our showrooms openly demonstrates our designs that we sell across our online platforms.

We have a dedicated New Product Development team and a product roadmap that provides direction as to how the workplace will look in the future, while always being flexible to adapt to any change. The mix of Home and Office products continues to evolve as we invest further within the consumer markets. We are committed to diversification, producing different products into new and emerging markets.

Bisley is an honest, faithful British manufacturer that is privately owned. Prior to the passing of the Chairman, Mr Anthony Brown, he and the management team created an Employee Ownership Trust (EOT), whereby he gifted 51% of the business to its staff, allowing us all to benefit from its success. Bisley employs hundreds of staff in the UK and overseas and has a duty to protect our colleagues and their families for the long-term. Our succession plan is simple, we wish our existing staff to be the future of Bisley!

We often use the phrase that our furniture is made for life. And while that is true of our products, we also take that into every part of our manufacturing processes and company culture. We want to create furniture that lasts a lifetime for our customers – made from the highest quality materials, using the latest innovative technologies and processes, with minimum impact on our environment.

We are pleased to commit Bisley to continuously improving upon the high standards we set for ourselves – for our colleagues, customers, and our future.

A Year in Review 2022 | 2023



Bisley Manchester showroom, 2023.

A big year for Bisley.

The past year has seen significant developments at Bisley:

The development of the Bisley Employee Ownership Trust has been an integral part of Mr Brown's ongoing succession planning since he began working for his father in 1960.

The implementation of the EOT means that Bisley's employees have been given 51% of the company shares, most of whom are based in the UK, but also with offices throughout the world, including Dubai, New York, Paris, Germany, the Netherlands, and Ireland, ensuring Bisley's long-term success.

We opened our new Manchester showroom based in Mosley Street, with the 2,900 sq ft showroom becoming our first in the north of England, and our eighth worldwide.

For a second consecutive year, we were delighted to win two Design Guild Mark awards for our Hideaway desk collection – our fourth and fifth to date. The Design Guild Mark is awarded by The Furniture Makers' Company, the City of London livery company and charity for the furnishing industry, to drive excellence and to raise the profile of British design and innovation.

Winners of Mixology North Manufacturer of the Year 2023 - an award recognising our achievements within the commercial interiors industry.

Further diversification was created by the development of Bisley Bespoke, which delivers interiors solutions to companies that require tailored, custom-made furniture for workplaces, from corporate office space to hospitals and hotels.

Our new Home Space showroom was unveiled during Clerkenwell Design Week, which explored the theme of People, Well-being and Space – at Home and at Work. The introduction of the brand-new area of the showroom saw an installation created by interior design writer and stylist Cate St Hill. The theme of wellness has continued with a redevelopment of our own wellness policy and dedicated accompanying programme, focusing on the health and well-being of staff.

2023 was another successful year in our carbon reduction plan; reducing Scope 1 and 2 emissions by over 46% since 2018, keeping the company firmly on track to meet its net zero and carbon neutral goals comfortably. We have continued to ensure our wood is ethically sourced, utilising FSC® certified suppliers and materials. Bisley is maintaining its journey towards zero to landfill, which is 100% for general waste, as we continue to explore different ways to reduce our other waste streams accordingly.

Circularity was another focus for Bisley with thorough analysis of product lifecycles being key to determining how we can offer a second life for our products and subsequently implement various end of life solutions to support our customers and the environment.

We have continued our ongoing trend of providing a transparent business to our stakeholders, maintaining certification for **ISO14001, 45001, 9001, 27001** and numerous accreditations including the recent addition of SafeContractor. We have developed this transparency further with additional disclosure based upon the Sustainability Accounting Standards Board (SASB), Building Products & Furnishings, Sustainable Industry Classification System (SICS) CG-BF Version **2023-06** (see disclosure section).

Our Commitment

Bisley is committed to creating a green, sustainable environment for all, reducing our environmental footprint, as well as supporting the health and well-being of our staff and communities, encapsulating all the United Nation's Sustainable Development Goals into our company's operations.

The Sustainable Development Goals (SDGs) is a set of 17 global targets developed by the United Nations, which define global priorities and aspirations for 2030. The goals aim to address major societal and environmental concerns. The Well-being of Future Generations (Wales) Act is about utilising the SDGs, improving the social, economic, environmental, and cultural well-being of Wales through sustainable development.

We acknowledge the importance of contributing to these priority SDG frameworks, recognising that positive contributions can result from tackling environmental risks and providing beneficial products or services. We initially started with the modest ambition of supporting four of the UN SDGs, but we are now fully committed to integrating all these fundamental principles into all operational and business practices.



The United Nation's Sustainable Development Goals

The Well-being of Future Generations (Wales) Act

The assessment criteria for sustainable development moving forward is also built upon the strong foundations of the Well-being of Future Generations (Wales) Act, allowing the continued revision and development of our sustainable practices. It is important that these actions are continually monitored to ensure that Bisley continues to develop in a progressive, sustainable fashion.

A step-by-step narrative has been implemented using the framework set out by the Wales Future Generations Commission, to ensure that this continued improvement can be accurately measured and assessed. The narrative will include:

Understanding and identifying impacts – identifying impacts towards the triple bottom line of society, the environment, and the economy, to indicate what factors positively or negatively contribute to sustainable development.

Mapping framework – to identify the best pathway towards positively contributing to change, through mapping current practices and continuing improvements.

Insight and prioritisation – review the mapping framework and decide what stands out for the company, identifying our values, what can be done differently, deciding what is important, and how to move forward on reporting goals.

Reporting – helping to ensure that the key messages are captured and communicated, which ensures transparency and full disclosure to all.

Measuring – gauging the changes currently being made and assessing what can be done to make a greater contribution moving forward.



Governance

The overall governance structure for managing sustainability at Bisley comprises of a number of individuals who all play a key role in driving and implementing change across the company. While the Board takes overall accountability for the management of sustainability focused topics, such as climate change, our CEO, Richard Costin is responsible for the overall agenda.

To ensure that the agenda encompasses all the relevant facets, Bisley has developed a sustainability committee that oversees the development of the environment, the community, customers and staff, as well as all other stakeholders. The committee also reviews performance and looks for opportunities and sustainability risks.

They are:



Richard Costin
CEO



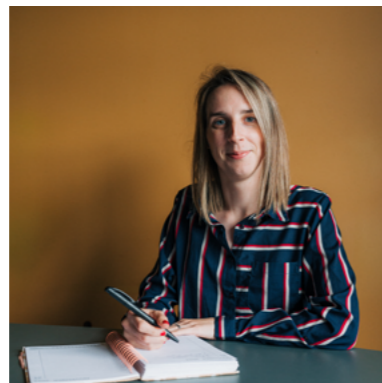
Emily Griffiths
Marketing Director



Kieran Keohane
Compliance and Sustainability Officer



Phil Westcott
Group HR Manager



Emma Davies
Communications Executive



Louise Williams
E-commerce Business Manager

Glyn Rowles
Health, Safety, Environment and Quality Manager

Our Net Zero Journey

After the United Nations Conference of Parties meeting in 2015 (COP21), the world has begun its journey to net zero. This means significantly reducing Green House Gas emissions (GHGs) in an effort to ensure that the global average temperature increase is kept below 2 degrees above pre-industrial levels. The target threshold is 1.5 degrees.

The definition of net zero, according to the United Nation's Intergovernmental Panel on Climate Change (IPCC), is classed as when "anthropogenic emissions of greenhouse gases to the atmosphere are balanced by anthropogenic removals over a specified period."

As a result, Bisley is focused on reducing all emissions associated with both our products and business practices. To ensure that we follow the most appropriate pathway, we have formed both long-and-short-term emissions reduction targets, as well as identifying material climate related risks, including their strategic, operational, and financial implications.

We have devised a range of targets to guide our pathway:

In the short-term – this period will be driven by a focus on emissions reductions throughout the company and across the value chain, aiming to exceed the net zero time period formulated by the UN. The aim will be to achieve this through tangible changes and not by carbon offsetting, if feasible.

In the long-term – this period will be built upon carbon removals to balance any residual emissions, to successfully achieve the net zero goal.

- Short-term emissions reduction target – to reduce in absolute terms our operational (Scope 1 and 2) emissions by 25% by 2025, against our 2018 baseline.
- Medium-term emissions reduction target – to reduce in absolute terms our operational emissions (Scope 1 and 2) by 70% by 2030, against baseline.
- Long-term net zero value chain target – to achieve net zero emissions covering Scope 1, 2 and 3 emissions by 2050.

While we have already made significant improvements, we are still in the early stages of our net zero journey.

Our people

Empowering people

We want to empower our staff. We actively try to create a supportive and accessible environment where individuals can learn and develop, becoming the leaders of tomorrow. We have applied TWI (Training Within Industry) methodologies to simplify and create safer working methods and practices for employees. The initiative also provides essential skills to improve performance and efficiency in the workplace.

We recognise the value in investing heavily in our staff and over the past year, we have provided over 30% of our employees with professional development training, resulting in qualifications ranging from NVQs to degrees.

Occupational health service

Occupational health aims to improve general health and well-being, providing support to employees who are in work or returning to work, complying with equality legislation, and considering the specific needs of every individual that have disabilities or health conditions.

We offer an occupational health service, which provides an advisory role to safeguard all our staff, to ensure that their health and welfare is not negatively impacted by working practices.

Rewards for employees

As well as education and healthcare support, Bisley offers employee rewards. We provide staff with rugby tickets, discounted Costco memberships, as well as regular sponsorship of local causes that are important to our people.

We have always regarded ourselves as a responsible employer and have successfully provided staff with a savings scheme for over 20 years, helping staff to manage their finances.

Staff benefits

- Life assurance
- Private healthcare (BUPA/AXA)
- Cycle to work scheme
- Long service awards
- Rugby tickets
- Bonus
- Company pension
- Death in service
- Costco memberships
- Company savings scheme

Engagement with staff

At the forefront of change is our staff, and we recognise the importance of good communication for positive transformation.

We conduct regular Works Council meetings, with an agenda created based upon staff requests. We also provide internal team briefs, have an interactive Health and Safety team, relevant forums and supply information and updates via our work intranet, Blink. We also like to celebrate staff dedication and long service.

Diversity and inclusion

We are proud of the diverse cultural footprint at Bisley, and we continually strive to ensure that both new and existing employees consider the importance of inclusivity.

We recently employed MAKEuk to provide equality and diversity training for managers at Bisley, to ensure everyone feels supported and has a voice within the company. The training was delivered to appreciate and understand individual differences, providing everyone with the relevant skills to work in an inclusive way.

The training encapsulated several key themes:

Dignity	The Equality Act 2010.
Protected characteristics	Types of discrimination (e.g. Harassment, victimisation, bullying and disability).
Unconscious bias	How to promote best practice in an organisation.

Well-being programme

We recognise the critical importance of the health and well-being of everyone in our workplace. We are committed to ensuring that we provide an environment where people feel comfortable to express how they are feeling, offering a positive framework for employee welfare, and supplying the appropriate support. This commitment has also led to the recent addition of trained mental health first aiders at our head office.

We want everyone to have access to wellness plans and resources that they can use. Our wellness programme is founded upon three main areas of focus, comprising of physical, mental, and financial well-being. These will be engaged through a variety of wellness resources which will include:

- Programmes and initiatives that enable staff to support their well-being.
- Providing education on all aspects of health, offering advice on how to manage the challenges that can be posed.

Employee Ownership Trust (EOT)

In 2023, we established an Employee Ownership Trust (EOT), gifting employees with 51% of the shares in the company. This means that Bisley is indirectly owned by its circa 500 global employees.

The development of the EOT has been an integral part of Mr. Brown's succession plan to ensure the long-term success of Bisley, with its people at the heart of the company.

Staff are at the heartbeat of everything we do, and we aim to create a happy, supportive workplace where everyone feels valued, with over 30% of the current workforce having worked here for more than 20 years.

There has been a renewed focus on this over the past year and staff turnover has improved by over 22% when compared to the previous year. This further confirms that Bisley is an environment where individuals can develop and thrive as part of a team.

Looking ahead:

- Setting a minimum of 5 activities which focus on well-being over the next year. Increase engagement by 20% through well-being activities.
- Increase number of mental health first aiders.
- Create a dedicated sustainability group ensuring fair representation of everyone at Bisley.

In compliance with UN SDG:

- 3. Good health and well-being**
- 5. Gender equality**
- 10. Reduced inequalities**

Gender pay gap

Mean	-3%
Median	-7.7%





Bisley Dubai showroom launch, 2023.

Customers

Implementation of new customer experience system

The launch of this internal portal has given us a greater insight into any areas where we need to focus to serve our customers in the best way. It provides us with greater visibility than ever, allowing us to drill into the detail from a central function. The system focuses on two areas – the customer experience and the product experience, so that we can log, review, and continually assess the areas of greatest importance to our customers.

Showroom events

Our showrooms are fantastic spaces to showcase our products, however, they are also great meeting places for customers and for hosting all sorts of events. One recent example was an evening of Singo Bingo that took place in our Manchester showroom, which raised over £500 for the Save the Children Foundation.

Bisley London 'Nerdworking' event (2023).



Bisley Manchester 'Singo Bingo' event (2023).



E-commerce customers

Serving our e-commerce customers continues to be an area of focus for us, with increased dedicated resource within our e-commerce customer support team. In 2023, we received Feefo Trusted Service Awards for two of our e-commerce sites – the Bisley Shop (Gold Trusted Service Award) and Bisley Direct (Trusted Service Award). Since receiving these accolades, our average score for Bisley Direct customer service has increased by a further 10%.

Here's what some of our customers had to say about our products and services:



Great quality office furniture and excellent customer service!

Excellent quality units and desk. Very pleased with the furniture and also the customer service – would highly recommend.

Lovely website, beautiful quality product, exactly as shown and described. I was able to get a sample of colours and I was kept informed of my order status. My products were delivered well packaged, and the delivery company kindly unwrapped my products and took the packaging with them. Would definitely purchase from them again.

Great service

Easy to order, continued contact from ordering to delivery, keeping me informed of progress. Delivered on time. Great product, suits its purpose and a great colour.

Excellent customer service

Truly excellent customer service – a problem was dealt with quickly and efficiently and resolved entirely to our satisfaction. Splendid bright yellow filing cabinet. Finally my home office is complete!

Great products and great service

Wonderful products, made to order. My new 10-drawer cabinet came exactly as described, perfectly matching another one I bought years ago. Delivery was good – I could change the day and it came as requested.

Good experience

I knew the product well and received the usual top-quality goods. The delivery service was impeccable. Brilliant team!



Life cycle analysis

As climate change continues to affect the world, we are increasingly aware of the impact that products and services can have on the planet. As a consequence, we are determined to change the narrative, by identifying all of our impacts and actively seeking ways to reduce them. We consider transparency to be integral towards achieving this aim. Understanding our metrics on water use, waste, and greenhouse gases (GHGs), can help us to recognize what needs to be done to achieve net zero and ensure Bisley has a fully sustainable business model moving forwards.

Life Cycle Analysis (LCA) is a scientific method to assess the level of sustainability that a process or product has. We use this process to analyse our products and then offer a number of Environmental Product Declarations (EPDs), which provide customers with comprehensive information about the environmental impacts of waste, energy use, water use, and other resource use associated with our products. EPDs are used to identify the environmental impact throughout the life cycle of a product, from raw material supply and manufacturing, through its distribution and use, right up to end of life. To guarantee reliability and complete transparency, our EPDs are certified under independent external verification, using data driven by science in accordance with **ISO14040** and **ISO14044**. This ensures that our customers can make ethical, informed choices when choosing our products, knowing that they have been verified to the highest standards.



THE INTERNATIONAL EPD® SYSTEM

Looking ahead:

- More benefits for subscribers to our e-commerce sites. This year, subscribers were given early access to additional discounts on our Black Friday promotions. Next year will see additional benefits throughout the year.
- Dealer portal – a new online system that will provide a quick alternative for customers to place orders with additional functions, including the ability to access information 24 hours a day.



Society and community

We have a rich history of supporting the local region. We are involved in several local initiatives to invest in the community, realising the importance of giving back and making a positive difference to both current and future generations.

This year, Bisley has provided over £105,000 worth of charitable donations to causes both locally and overseas. Our contribution has been recognised by several organisations and published in literature for the Salvation Army, Newport U3A, Bullies Out,

and the Newport Dragons rugby team. Charitable acts include donating furniture, sponsoring local sports teams and members of staff taking part in events, as well as hosting events ourselves, such as the Macmillan Coffee Morning.

We also provide ongoing donations to St David's Hospice, generated from the sale of scrap metal to recycling firms.

Charitable causes

Newport Choir
 Newport Sea Cadets
 Newport Cricket Club
 The war in Ukraine
 Salvation Army
 Newport U3A
 Bullies Out
 Newport Dragons Rugby Team

Donated furniture
 Discounted lockers
 Donated storage for junior team
 Donated office furniture and PPE equipment/clothing
 Donated furniture
 Donated furniture
 Donated furniture
 Support team and invest in the Tony Brown Gateway project

Ukraine

Supporting the humanitarian crisis in Ukraine.

The Ukraine conflict has impacted the lives of countless women, men and children, forcing over 7 million people to leave and become refugees, and leaving 17 million people in need of humanitarian assistance.

Access to healthcare and other services has become severely impacted, as has pre-existing inequalities, increasing the risks for marginalised groups. Schools, hospitals, homes, and other infrastructure has been destroyed, forcing many to endure a second winter without basic essentials like warmth, water, and electricity. Bisley has responded to this humanitarian crisis, providing over £51,000 (971 items) worth, in an effort to support those affected and trying to rebuild their lives.



Dragons RFC

The Tony Brown Gateway Rugby initiative works with over a million people.

The Dragons RFC and Bisley partnership is rich in history, having been associated with each other for over two decades. But where did it all begin? The late Tony Brown, former owner, and Chairman of Bisley, had a deep-rooted passion for Newport, the local rugby club and its surrounding community.

Tony wanted to bring aspirations and hope to the people of Newport, firstly assembling a star-studded team on the pitch, bringing the team up from the depths of the bottom of the rugby table. He ultimately became their chief executive and then owner before Welsh rugby's introduction of the regions in 2003.

As the team went from strength to strength, Tony saw how important and inspirational the rugby club was to the community. His vision and determination to create a team to be proud of inspired the idea behind the Tony Brown Gateway Rugby initiative, which launched in 2000.

For the last 23 years, the Community team that runs the project regularly visits schools, clubs, and community groups up and down the county, teaching attendees about the sport and the invaluable life skills that rugby can provide, such as the importance of teamwork, determination, and good communication.

The success of the project speaks for itself – it's still going strong today and involves engaging and building a rapport with primary schools up and down the region. These sessions take place every fortnight at a dedicated school and during the hour-long sessions, the children learn not only about the physical benefits of rugby, but also about the importance of caring for their health and well-being.

While difficult to give an exact figure, on average, the Community team engage with over 70,000 people per year, meaning that the total number of people the project has impacted or supported could be as many as 1.5 million people!

As such, Bisley continues to be proud to support the project. The landscape of the community has developed massively over the past few years and the work the Community team does on a daily basis continues to provide life-changing and inspiring opportunities for thousands of people on an annual basis.

Speaking about the impact of the initiative, Mike Sage, Community Manager said; "When we get time to reflect in between our busy community work, we have to pinch ourselves. We continue to have unbelievable experiences and have met some amazing people along the way, including fellow staff members, community partners, coaches, and world-class rugby players.

"The continued support from our community partners like yourselves is vital in allowing us to create and provide life changing opportunities for our Dragons family members. Our department is certainly at the heart of our communities, and you provide the life blood that keep our heart beating. Tony was a true visionary and loved to support and inspire and the Community team are proud to keep building on his vision to keep his legacy living on well into the future."

And what does the future hold for the Tony Brown Gateway Rugby? The team plans to continue to deliver their programme to the highest standards, to recruit new members at every opportunity, and they also hope to expand their team to engage with more people than ever.



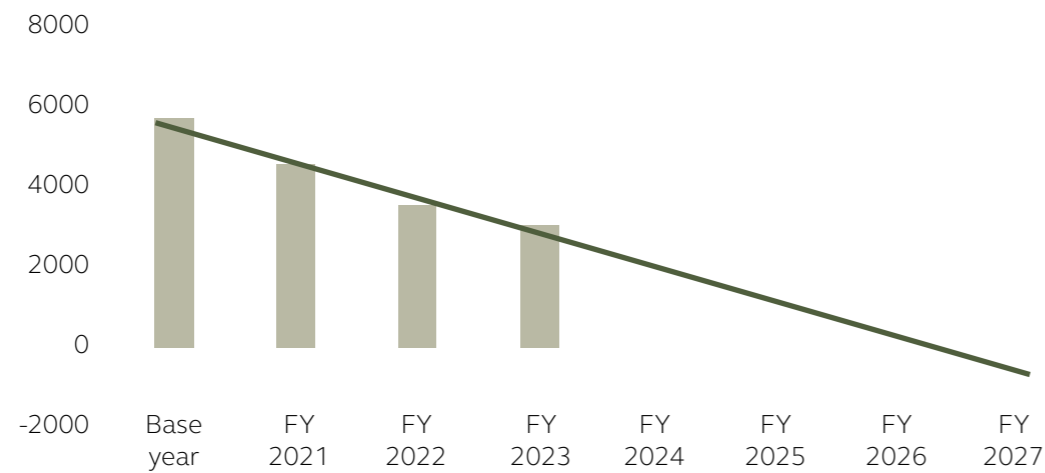
Looking ahead:

- We want to actively engage even more in supporting our local communities and moving forward, we will implement initiatives for staff to participate in voluntary work projects within the community.
- We will look to further expand supporting beyond value chain mitigation of emissions, by increasing our contributions towards reforestation projects across the globe.

Environment

We are not only committed to achieving net zero emissions by 2050 in line with current UK Government legislation and targets set forth by the Paris Agreement, but we are also actively seeking ways to achieve this goal ahead of schedule.

Total Scope 1 & 2 (Location based)



The time for action is short, and companies such as ours have a critical role to play. Taking accountability is crucial to meeting these aims. Targets help us to identify how much and how quickly we need to reduce emissions to reach these goals, avoiding the potential environmental catastrophes of exceeding the temperature threshold (1.5C) associated with not meeting the targets. We aim to ensure that our

targets are quantitative and transparent, aligned with the latest climate science. The initial 2025 goal of reducing Scope 1 and 2 emissions by 25% has already been surpassed, with Bisley reducing the combined Scope 1 and 2 emissions by over 46% since the baseline year of 2018. We will endeavour to continue this trend of rapid progression and adjust our targets accordingly.



Energy

Bisley is backed by electricity generated from renewable sources from UK Renewable Energy Guarantees of Origin (REGOs) or European GoOs, including hydro, wind, solar, biomass and landfill gas. 100% of the electricity supplied is renewable and has a zero emissions factor for Scope 2 reporting.

In compliance with UN SDG:

7. Affordable and clean energy



Waste

We have internal methods for disposal of all materials used to ensure waste is reduced, appropriately disposed of, and as much as possible is recycled.

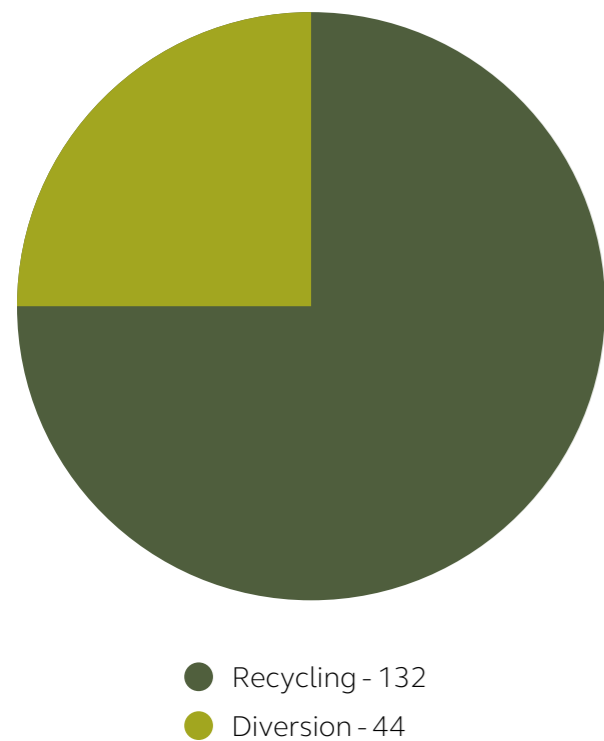
All process waste at our manufacturing facility, including steel and wood offcuts, is captured and segregated for appropriate disposal and recycling, with steel offcuts and scrap material collected and processed for reintegration into the steel manufacturing process. 100% of our general and wood waste collected this past year has been recycled or diverted from landfill. We aim for the entire company to become zero to landfill by 2030.

Over the last year, 537.6 tonnes of general and wood waste were collected, of which 71.41% was recycled and the remaining waste diverted away from landfill. By diverting this waste from landfill, 176 kg of CO2 has been saved, which is the equivalent of 66 cars being off the road for a year (CO2e) or planting 606 trees.

In compliance with UN SDG:

12. Responsible consumption and production

CO2 Saved (kg) by Disposal Facility Type



Waste to Wonder

Over the last year, Bisley has supported several individual office clear outs, using the Waste to Wonder Trust. Waste to Wonder provide ongoing support to over 500,000 children across multiple countries, including thousands in the UK. We have donated over £21,000 worth of office equipment that has gone to support education around the world.

Amount of furniture reused (kg)	8273
Carbon saving through reuse (kg)	29961

In compliance with UN SDG:

- 4. Quality education
- 17. Partnerships for the goals

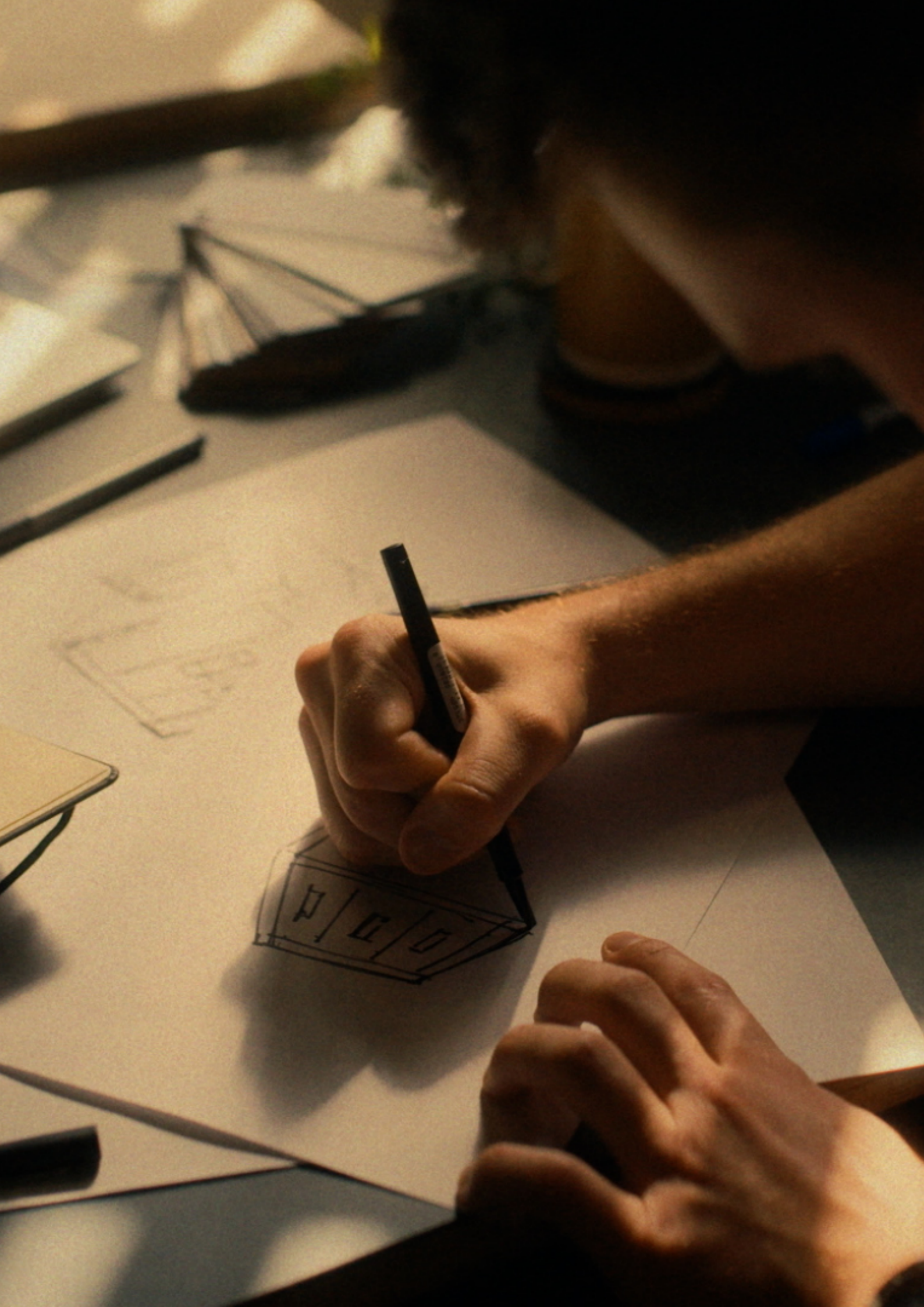
Packaging

To reduce waste, we have reviewed our packaging process and adopted a 3-tier specification dependent on customer requirement. All our pallets are made from wood, which are recyclable or can be reused. We have invested in our own cardboard machine, which allows us to drastically reduce any waste from offcuts, utilising the maximum potential of each board.

100% of all packaging from the supply chain is recycled including plastic, cardboard, paper, and our cardboard is collected by the same company we use to purchase it, creating a closed loop initiative.

Transport

To further contribute to the reduction of our organisational carbon footprint, Bisley utilises trailer load optimisation and route planning software to ensure maximum use of trailer space and the shortest routes for delivery. Our haulier also operates under the Fleet Operator Recognition Scheme (FORS). Our corporate vehicle fleet consists almost entirely of electric and hybrid vehicles.



Sustainable design

Bisley has continued to successfully implement a Green Design protocol, which enables the design team to consider the environmental properties of every new product, from its inception to testing to the finished product and its delivery. The design protocol encapsulates material selection, build category, and product reuse at end of life.

Material selection

Sustainable materials are integrated into all product design. Our primary raw materials are steel and wood, and we use them due to their sustainable qualities. The steel used in the production of many of our product ranges is fundamental to achieving a circular economy, as it is the most recycled material in the world and is 100% recyclable. This ensures the maximum value of resources through recovery and reuse, reducing the overall carbon footprint associated with landfill waste and extraction of virgin materials.

While the FSC® certification system used enables us to use forests and forest products responsibly and sustainably, we are also looking into sustainable fabric options such as recycled PET in future designs. It's not just the product material that we're looking to make sustainable either. In the next 12 months, Bisley will be looking to end paper leaflets, and include digital documentation for all our products, lowering environmental footprint even further.

Build quality

We are continuously implementing more sustainable construction methods into our processes and are reviewing our product portfolio to ensure that we use the most efficient construction methods using the most sustainable machinery available. This ensures structures fully utilise the size of the raw materials, allowing us to reduce waste production and number of separate materials used within production processes. Our design engineers also undergo TWI training, allowing them to maximise the performance and efficiency of the product and the construction process itself.

Made for Life is what Bisley stands for, and quality and durability are integral to this and our sustainability principles. Longevity is considered during the embryonic stage of design, and we test products to the BS EN standards to ensure strength and stability as well as safety, ensuring our products can withstand the test of time, with minimal maintenance required, providing lasting quality and performance.

Reuse at end of life

We design our products with the user's possible future needs in mind and the Product Design team work to incorporate interchangeability of parts to further extend the life of our products. The high level of modularity designed into our products allow ease of upgrading and retrofitting of new interior fittings to breathe new life into the product.

The team also work to ensure that the design process builds in ease of product disassembly, so that materials can be separated easily when the product is at its end of life to enable and promote recycling.

Investing in a sustainable future

We continue to optimise our business practices through ecological modernisation, utilising the ESOS (Energy Savings Offset Scheme), SECR (Streamlined Energy and Carbon Reporting) and by incorporating lean manufacturing practices. As a result, we have seen substantial reductions in our emissions.

The ESOS and SECR has led to:

2022

Installation of a full factory LED lighting system.

Installation of electrical, high efficiency drying systems to powder coating pre-wash processes.

Replacement of some machines with newer, more energy efficient alternatives.

Installation of more energy efficient transformers.

Installation of a power factor correction system.

Fitting of variable speed drives to motors used in several processes.

Roll out of the ‘Switch it Off’ campaign to increase workforce awareness of energy use and encourage shut down of machinery or equipment that is not in use.

Post-shift shut down patrols carried out by personnel from the maintenance function.

The success of simple changes, such as the “Switch it Off” campaign has been significant. The incorporation of this change across the site has amounted to a 3571.29kwh in average weekly saving in 2023, when compared to 2022.

This is the same as watching a 50” LED tv for 8 years or cooking in the oven for 2.48 months

Our most recent SECR shows that we have significantly reduced consumption. Installation and implementation of the new measures suggested by the ESOS has allowed us to reduce consumption across Scope 1 and 2 emissions by 2,730tCO2e when compared to base levels, which is 11709702 kWh.

We monitor energy usage and have successfully achieved a 67% reduction in manufacturing Scopes 1 and 2 GHG emissions between 2012 and 2021 under our current energy use management.

2023

Insulation of PP1,2,3 and 9 oven roofs covering 604m².

Implementation of temperature optimisation for PP9 oven.

Installation of variable speed compressors.

Implementation of compressor scheduling system. Application of PP1 and 2 air circulating fan cooling cycle.

Introducing compressor site pressure reduction, Installation of 12off gas and electric data loggers.

Installation of Power Factor Correction Servicing Sub (PFC).

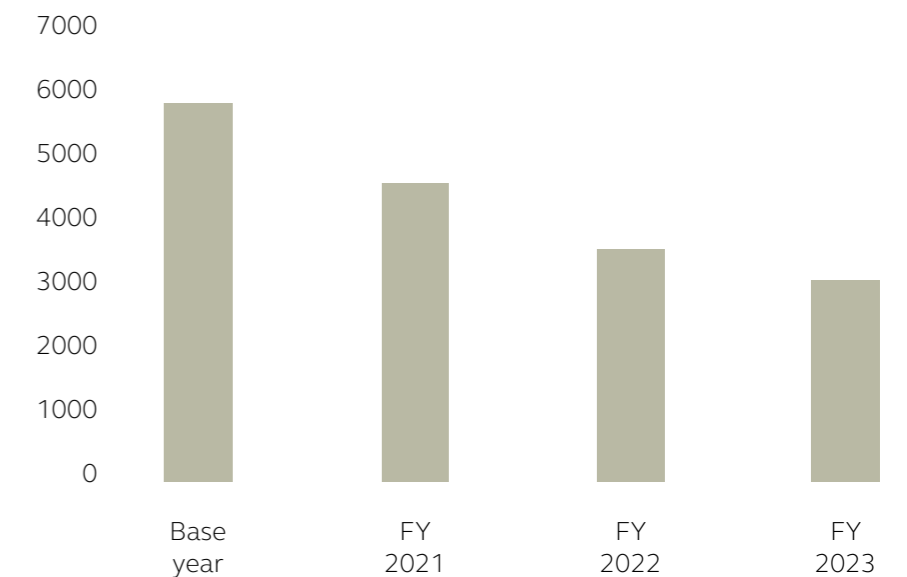
	Base year tCO2e	FY 2021 tCO2e	FY 2022 tCO2e	FY 2023 tCO2e
Scope 1 natural gas	3268	2926	2181	1877
Scope 1 Propane	22	22	4	3
Scope 1 transport diesel	83	42	37	49
Scope 1 transport petroleum	14	13	14	12
Scope 2 grid electricity (Location based)	2433	1577	1352	1149
Scope 2 grid electricity (Market based)	2433	0	0	0
Total Scope 1+2 (Location based)	5820	4580	3588	3090
Total Scope 1+2 (Market based)	5820	3003	2236	1941

As mentioned, our initial 2025 goal of reducing Scopes 1 and 2 emissions was originally 25%, but this has already been vastly surpassed, contributing to a decrease of over 46% since 2018.

Our emissions figures are even more impressive when factoring that the electricity supplied is renewable, which would reduce our overall figures for 2022 by a further 38%. However, we want to dual report this using the location-based method for reporting Scope 2 to provide full transparency of the breakdown of electricity that we use.

- 46% decrease in Scope 1 and 2 since 2018.
- 25% decrease in Scopes 1 and 2 between 2021 and 2022 and a further 13% drop between 2022 and 2023.

Total Scope 1 & 2 emissions (Location based)



In compliance with UN SDG:

9. Industry, Innovation and Infrastructure 13. Climate Action

Circularity

We are constantly striving to develop a more circular business at Bisley, and a big component of this has been the issue of what to do with our products at the end of their lives.

The principles of the circular economy were inspired by nature, recreating the natural cycles of the world, where the end of one life cycle merely means the beginning of another, reusing everything with nothing being wasted. Product take back initiatives echo this natural cycle, in a process that enables products and their materials to be taken back at the end of their lives, being either reused or recycled. This process has a positive impact

on the environment, helping to reduce consumption, pollution, reducing landfill waste, and lowering global carbon footprint.

We are proud to announce that we have developed initiatives with the British Heart Foundation and Clearabee, which will provide all our customers with the opportunity to give unwanted products a second life, contributing to making a positive difference to the environment.



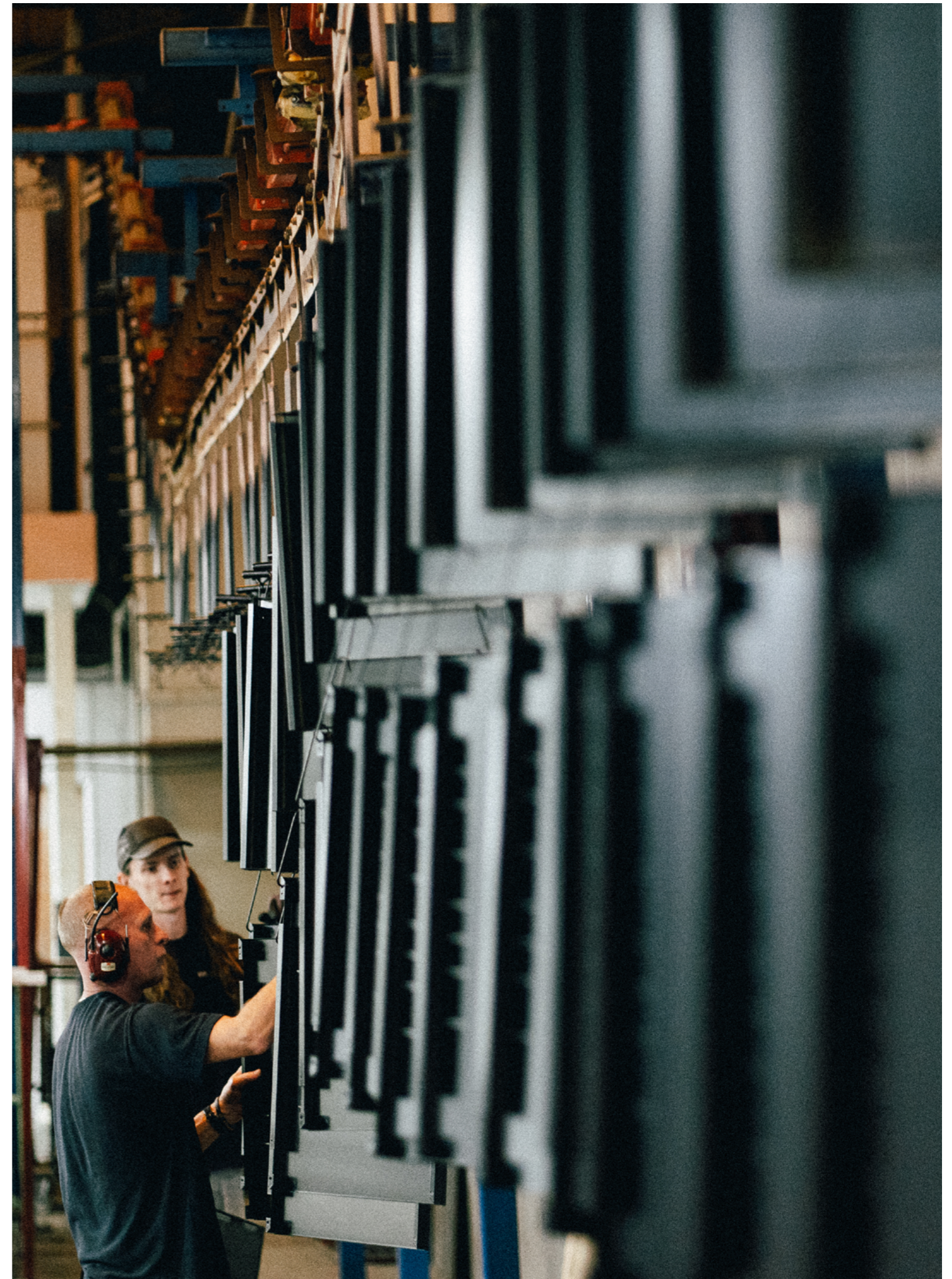
Looking ahead:

- We will be undertaking a detailed Scope 3 emissions mapping, to fully account for any emissions indirectly caused by Bisley. We will have science-based targets for all scope emissions.
- After the successes of this previous year, Bisley will look to push the envelope, continuing our progressive Scopes 1 and 2 emissions reductions while beginning our journey of closing the loop and recording and reducing Scope 3, comprehensively covering all emissions as we continue our pathway to net zero.
- As we move into monitoring Scope 3 emissions, we will use sustainable credentials as a focal part of our decision-making process when assessing suppliers, including the actions they are taking and the progress they are making on their own journey towards net zero.
- We will also look to investigate our water usage and projects that could be implemented to not only improve efficiency, but to also reduce the waste of this precious resource.



In compliance with UN SDG:

- 12. Responsible consumption and production**
- 17. Partnerships for the goals**





Our business

Due to the critical damage being caused by current ecological crises, it is imperative that definitive and courageous action is undertaken by companies that have the power to do so. Using science-based targets to reach the net zero goals is becoming a basic expectation and companies need to look beyond their own value chains to really support and accelerate genuine change, addressing both the anthropogenic impacts and environmental injustices being felt worldwide. We aim to make a difference, which involves supporting beyond value chain mitigation. By doing this, we aim to generate benefits to both people and nature, increasing the possibility of achieving the global 1.5°C target posed by the United Nations.

Investing in reforestation and restoring natural areas could significantly address this emissions gap and this is why we have decided to work together with Treeapp. We are focusing on bringing support to the areas that need it most, looking to alleviate desertification, species extinction, soil erosion, landslides and flooding as well as social injustices. By using agroforestry and utilising ecosystem

services, we can maximise the potential of these areas, improving blue carbon, increasing biodiversity, reforestation, carbon sinks and creating a valuable source of income and food for local communities.

Our primary areas of focus will be Ethiopia, Haiti, Indonesia, and Madagascar. Deforestation has led to more than 98% of Haiti's forests disappearing, with similar situations occurring elsewhere, with Madagascar losing 80% of woodlands and mangrove forests being depleted by over 40% in Indonesia. Meanwhile, desertification is so extreme in Ethiopia, it has put biodiversity hotspots including the Horn of Africa and the Afromontane at extreme risk, making reforestation a vital need to stabilise the area and mitigate the effects of climate change.

Each quote we produce will contribute to these causes, reforesting land and absorbing CO₂, as well as providing vital ecosystem services, improving both the environment and the lives of the local inhabitants.

In compliance with UN SDG:

- | | |
|-------------------------------|----------------------|
| 1. No poverty | 14. Life below water |
| 2. Zero hunger | 15. Life on land |
| 6. Clean water and Sanitation | |

Accreditations and compliance

Bisley has GS Mark certification for an extensive proportion of steel products. All our products are designed to be ergonomically compliant in line with known standards, including **BS EN14073** and **BS EN14074**. Many of our products have undergone volatile organic compound (VOC) testing, meeting the requirements of standards **ANSI/BIFMA M7.1** and **CDPH 01350**, which form the criteria for low emitting materials under both LEED and WELL schemes.

Bisley is also certified in a range of accreditations, including **FSC®**, **FISP**, **Constructionline Gold**, **Achilles**, **SafeContractor**, **Acclaim SSIP**, **ISO14001**, **ISO9001**, **ISO45001**, **ISO27001**.

Over the past year, across all our operations globally, we have recorded zero environmental non-compliance or socioeconomic sanctions. This is essential to our operations as we need to comply with the relevant laws of each country. This can include E1 regulations in

Europe and CARB2 and TSCA VI compliance in the US. We operate a zero-tolerance policy towards any breaches of anti-bribery, modern slavery, human rights, and child labour, and have zero cases of any within our own operations.

These high standards also apply to our supply chain and are a minimum requirement that we expect from them.

We actively review and update all our core policies, ranging from GDPR, IT, whistleblowing, health and safety, diversity, modern slavery, and sustainable procurement. We have also incorporated several sustainability related policies, to ensure we are held accountable to only the highest standards.

In compliance with UN SDG:

- 8. Decent work and economic growth
- 11. Sustainable cities and communities
- 16. Peace, justice and strong institutions

Procurement

Timber used in our products is sourced from UK and European suppliers. We ensure our wood is ethically sourced, utilising FSC® certified suppliers and materials.

The Forest Stewardship Council (FSC®) is a universally recognised NGO (Non-Governmental Organisation), that actively promotes the sustainable management of forests around the world, covering over 160million hectares of forest.

We use the FSC® certification system as it enables us to purchase wood that supports responsible forestry, as the FSC® ensures that the forests are being overseen to ensure not only economic viability, but also to protect biodiversity, and improves the lives of the local communities through several mandatory principles.

The FSC® chain of custody certification that Bisley utilises means that the wood we purchase has been verified as FSC® certified

and separated from any uncontrolled material.

We utilise local suppliers whenever feasible, with most steel being supplied by local manufacturers. Much of our raw materials are manufactured in the UK, as is our packaging and many of our internal components. The local proximity of our supply chain ensures we produce a lower carbon footprint, whilst generating economic and social value at a local level.

In compliance with UN SDG:

- 11. Sustainable cities and communities
- 15. Peace, justice and strong institutions

Climate risks and opportunities

The effects of climate change has the potential to impact businesses in varying levels of intensity during both short-and-long-term periods. Land degradation, water scarcity, and extreme weather events can all seriously affect businesses across all scopes of our operation.

As well as physical factors, the United Nations’ led drive to a low carbon society and economy can greatly impact government policies and regulations, as well as consumer attitudes and behaviours. However, these risks can also pose opportunities. These risks are considered during the development of our sustainability strategy and reviewed on an ongoing basis as more information and data emerges.

Transition/Regulatory risks

Risk

Carbon tax

Both regional and national regulations and commitments to lowering emissions could lead to carbon tax becoming increasingly more robust, with a larger implementation across more businesses. This could potentially lead to an escalation in the price regarding direct and indirect costs linked to carbon emissions. This could be most greatly felt by Bisley through the costs of purchasing raw materials as well as production and distribution of the products themselves.

Carbon taxes applied to emissions and waste in households could negatively affect disposable income and impact their purchasing.

Timeframe: Medium-term to long-term.

Land use regulations

Current conservation and reforestation areas could be significantly expanded if they were to be utilised as significant carbon sinks.

This could reduce land available for timber, affecting both accessibility and price of this raw material. A sizeable proportion of our products are derived from wood and thus any limitations placed on land use would impact business.

Timeframe: Medium-term to long-term.

Management of risk

Actions: We utilise the Energy Savings Offset Scheme (ESOS), which sets out in detail activities to reduce our carbon emissions. The aim is to reduce energy demand and emissions in our operations.

Key targets:

- 70% GHG reduction of Scope 1+2 emissions in our operations by 2030.
- Net zero GHG emissions across our value chain by 2040.

Actions: We observe current and potential land use regulations to ensure we understand their implications so that we can adapt our supply chain model for raw materials.

We continue to work towards supporting sustainable forest management through our supply chain for our wood based raw materials.

Key targets:

- Continued use of FSC® certification system as

it enables us to purchase wood that supports responsible forestry.

- Help protect land, forests, and oceans through our support of Treeapp and continued procurement of FSC® sourced wood.

Product regulations

Changes to these regulations could result in restrictions for the use of particular components that are GHG intensive. This could necessitate changes to designs of both products and packaging to ensure regulatory compliance, impacting costs.

Timeframe: Medium-term to long-term.

Actions: We actively monitor regulatory changes to ensure that our products are compliant.

We are actively working towards reducing the environmental impacts of both our products and packaging, including changing our production processes and looking for alternative substitutions.

We offer products in a range of formats to meet consumer’s specific needs at the tendering stage, helping to alleviate any restrictions on GHGs and other environmental/human safety related impacts that certain nations impose.

Key targets:

- Reduce Scope 1 +2 emissions by 70% by 2030.
- Utilise climate related legislation to design future products and drive innovation.

Sourcing transparency and product labelling regulations

Transparency and labelling requirements could increase due to climate change driving pressure from multiple stakeholders, including regulators, consumers, and investors.

Significant changes to regulation could result in disclosure related compliancy risks and costs, attributed to ensuring supply chain adherence, as well as potential market share losses to competitors who are more transparent.

Timeframe: Medium-term to long-term.

Actions: As with product regulations, we actively monitor regulatory changes to labelling to ensure that our products are compliant. We already implement particular labelling to meet legislative requirements for various nations, including achievement of compliance with California Proposition 65 legislation.

We are dedicated to improving sourcing transparency, communicating to customers the life cycle and carbon footprint of our products through Environmental Product Declarations (EPDs). We have a diverse portfolio of products and offer a range of formats to meet consumer’s needs, ensuring the required product labelling regulations are met for each specific need.

Key targets:

- Communicate a carbon footprint for every

product we sell by 2030.

- Increase range of products with EPDs.

Extended producer responsibility (EPR)

Producer responsibility ensures that businesses that manufacture, import and sell products are responsible for their environmental impact across the value chain.

This has come into force in England in 2023 and future requirements could affect product design, manufacturing processes to life cycle traceability and management, as well as resource extraction. Larger costs could also be incurred through recycling and disposal management fees for producers.

Timeframe: Short-term to long-term.

Actions: We actively support the new EPR policies and we're investing directly in waste collection, processing and waste reduction as well as improving reporting transparency.

Our packaging has already been reviewed to reduce waste and all the packaging we provide is recyclable. We will also look to increase the recycled content of the packaging and products we provide moving forwards.

Key targets:

- Reduce packaging waste.
- Recycled content increase in all packaging by 2030.

Energy transition and rising energy prices

Climate change and increasing energy demands could lead to potential energy blackouts, creating further rises and infrastructure that can support demand and meet sustainable criteria. Adopting low carbon technologies could increase operational costs as well as utility costs for consumers, reducing disposable income and impacting purchasing power.

Timeframe: Short-term to long-term.

Actions: We are mitigating our market risks within our operations through eco-efficiency measures in our factories, reducing overall energy use and looking at long-term targets for implementation of renewable energy sources to improve resilience.

Key targets:

- Maximise ESOS to identify all possible eco efficiency measures that can be undertaken within the factory by 2035.
- 100% renewable electricity by 2040.

Energy and commodity market volatility

Costs could be incurred as a result of greater uncertainty in both areas, as forecasting and planning become increasingly uncertain due to climate change, raising the risk management costs.

Supply disruptions and subsequent availability could impact manufacturing and costs of both energy and raw materials.

Actions: We manage commodity price risks through forward-buying of a number of our traded commodities including steel.

Key targets:

- Monitor and then look to support sustainability of supply chain.

Timeframe: Short-term to long-term.

Physical environment risks

Risk

Water scarcity

Water shortages could lead to increased droughts, leading to land degradation, and irrigation shortages, limiting output of forest development.

Water shortages or limitations posed to water use could also impact manufacturing processes.

Timeframe: Medium-term to long-term.

Management of risk

Actions: We mitigate physical environmental risks by investing in new products that support water management, such as infrared sensor taps in wash facilities on site.

We are working to develop water stewardship programmes.

Key targets:

- Implement water stewardship programmes to reduce water use and waste by 2030.

Extreme weather events

Extreme weather events could disrupt complete value chain.

High temperatures could inhibit and reduce forest development through losses of soil productivity, draught and photo-oxidation. This would lead to higher prices of wood.

Hurricanes and floods could increase in both intensity and occurrence, potentially causing severe disruption to both production, network and infrastructure.

These events could also lead to negative market externalities, impacting consumer spending, especially in the areas directly impacted by these events.

Timeframe: Medium-term to long-term.

Actions:

Bisley has conducted a Business Impact Assessment (BIA) incorporated into a Business Continuity Plan (BCP), that contains a contingency plan for adverse weather, flooding, and loss of utilities.

We forward purchase large quantities of steel to manage potential commodity price risks.

We aim to increase the hectares of protected and regenerated land through our regular donations to Treeapp.

Key targets:

- Empower communities to protect and regenerate their local environments.

Innovative products and services opportunities

Opportunity

Growth in purchases of sustainable products

This could increase rapidly in the coming years. As people become more environmentally conscious and there is regulation on both land and energy use, we could see a rise in consumers consumers making more informed decisions.

Timeframe: Short-term to long-term.

Capitalisation of opportunity

Actions: We're capitalising on innovative product and service opportunities by offering a range of products that can contain sustainably sourced wood and steel that is infinitely recyclable. We'll also offer options to extend the life cycle of the product through partnerships to take back used furniture.

Key targets:

- Increase range of products to contain materials with even higher levels of recycled content and lower their overall carbon footprint.

Resource efficiency, resilience, and market opportunities

Opportunity

Investment in energy transition technologies

This represents a shift to efficient and less centralised energy supply and consumption (e.g. through on-site renewable energy generation and storage), zero-emission logistics and creating products through resource-efficient production.

This could drive decarbonisation across the value chain, while opening the opportunity to access the utility market as an off-grid generator and create new revenue streams from grid balancing or demand side response services. This could also provide excess renewable power of oversized capacity to supply chain partners.

Timeframe: Short-term to long-term.

Looking ahead:

We are undergoing a reviewing process for contracts with suppliers, with a renewed focus on their sustainable credentials and we are also actively looking to source even more local products and services moving forwards, providing they meet our supplier codes of conduct.

In 2024, we will be providing self-assessment (SAQs) questionnaires to all suppliers, ensuring that they are working towards a sustainable pathway and have the relevant certifications and policies.

We will continue to review changes in legislation to ensure Bisley remains compliant with all regulatory requirements. Climate risks and opportunities will also be reviewed to ensure that Bisley's financial model is future proofed against any of these scenarios.

Disclosure

At Bisley, we strive to provide all our stakeholders with comprehensive disclosure across the full spectrum of our products and working practices. The disclosure below is based upon the Sustainability Accounting Standards Board (SASB), Building Products & Furnishings, Sustainable Industry Classification System (SICS) CG-BF Version 2023-06.

2023 SASB Disclosure
All SASB data is up to 31st July 2023.

Accounting Metric	Code	Response
Energy Management in Manufacturing		
Total Energy Consumed (GJ)	CG-BF-130a.1	Total energy consumed in 2023 = 66586.3488 GJ
Percentage grid electricity		33% of energy consumed supplied from grid electricity.
Percentage renewable		The percentage of energy consumed that was renewable was 33%. Bisley is backed by electricity generated from renewable sources from UK Renewable Energy Guarantees of Origin (REGOs) or European GoOs, including hydro, wind, solar, biomass and landfill gas. 100% of the electricity supplied is renewable and has a zero emissions factor for Scope 2 reporting.
Management of Chemicals in Products		
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	CG-BF-250a.1	Bisley Office Furniture Limited/FC Brown (Steel Equipment) Limited, does not directly import or formulate any of the chemicals covered by REACH regulations and are classified as a downstream user. All chemicals and preparations used during the production of Bisley products are in accordance with instructions for use set out by chemical or substance suppliers. Bisley has no registration obligations under REACH as we are a manufacturer of articles/products with no intended or foreseeable release and therefore the requirements of REACH regulations do not apply to Bisley products.
Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards.	CG-BF-250a.2	100% of all our products that are sent to the USA or Canada are compliant with the current TSCA VI VOC emissions standards.

Accounting Metric	Code	Response
Product Lifecycle Environmental Impacts		
Description of efforts to manage product lifecycle impacts and meet demand for sustainable products.	CG-BF-410a.1	<p>Our design process builds in recyclability. All products are manufactured to enable them to be disassembled with simple tools to make them easier to recycle. There is a high level of modularity in our products that also makes refurbishment an option to continue their life cycle.</p> <p>To reduce waste, the company has reviewed packaging and adopted a 3-tier specification dependent on customer requirement. All our pallets are made from wood, which are recyclable or can be reused. Within the past year we have purchased our own cardboard machine, allowing us to drastically reduce any waste from offcuts, utilising the maximum potential of each board.</p> <p>100% of all packaging from the supply chain is recycled including plastic, cardboard, and paper. Our cardboard is collected by the same company we use to purchase it, creating a closed loop initiative.</p> <p>Sustainable materials are integrated into all our product design. Our primary raw materials are steel and wood, and we use them due to their sustainable qualities. The steel used in the production of many of our product ranges is fundamental to achieving a circular economy, as it is the most recycled material in the world and is 100% recyclable, ensuring the maximum value of resources through recovery and reuse, reducing the overall carbon footprint associated with landfill waste and extraction of virgin materials. The FSC® certification system used by Bisley enables us to use forests and forest products responsibly and sustainably.</p> <p>Life Cycle Analysis (LCA) is a scientific method to assess the level of sustainability that a process or product has. We use this process to analyse our products and then offer a number of Environmental Product Declarations (EPDs), which provide customers with comprehensive information about the environmental impacts of waste, energy use, water use, and other resource use associated with</p>
Weight of end-of-life material recovered.		

	CG-BF-410a.2	our products. EPDs are certified under independent external verification, using data driven by science in accordance with ISO140040 and ISO14044.
Percentage of recovered materials recycled.		7942 kg of material recovered provided via a third party charity, Waste to Wonder. All of the materials collected were reused, which could have potentially been discarded as waste.
		0% (all end-of-life materials were reused by the Waste to Wonder trust, to support education around the world), as the products meet specification of 1. All products collected were to be used for the same purpose for which they were conceived.

Wood Supply Chain Management

Total weight of wood fibre materials purchased.	CG-BF-430a.1	1,465,725 kg
Percentage from third-party certified forestlands.		100%
Percentage by standard.		99.5% FSC® 0.5% PEFC
Percentage certified to other wood fibre standards.		0%
Percentage by standard.	Note to CG-BF-430a.1	N/a
		We only purchase wood from suppliers that are accredited to FSC® or PEFC standards as it enables us to purchase wood that supports responsible forestry.

**Table 2
Activity Metric**

Annual production.	CF-BF-000.A	7,793,481 kg (Steel) 1,465,725 kg (Wood)
Area of manufacturing facilities.	CG-BF-000.B	37000m2

BISLEY