



ZEITRAUM

SUSTAINABILITY
REPORT
2022/2023



ZEITRAUM

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DEAR READERS,

As part of our work as designers for well-known furniture companies, we decided over 30 years ago to found and establish our own brand, ZEITRAUM. We did this in order to consistently pursue our goal of producing sustainable furniture from solid wood. Our aim is to meet the environmental and social challenges that were already apparent at the time. The result is a collection that now includes more than a hundred products. We continue to manufacture our furniture with great care at selected manufacturing companies in the region. We trust in the craftsmanship, reliability and quality awareness of our partners. This cooperation, respectful interaction and constructive collaboration have been characterising ZEITRAUM for decades.

With this report, we would like to show you the steps we are taking to become a more sustainable company. We want to share our philosophy with you and thank you for your interest.

Yours



Birgit Gämmerler
CEO



Peter Gaebelein
Managing Director



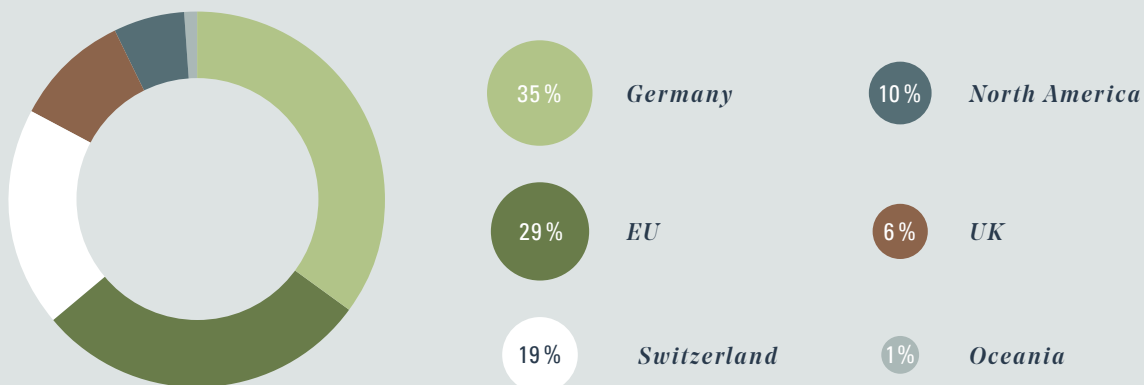
ZEITRAUM

PHILOSOPHY

Craftsmanship and the wood we use are traditional cultural assets that have shaped people's way of life for centuries and that we want to preserve. Especially here in the Alpine region, where ZEITRAUM is based, working with wood has a long tradition. That is why we trust in the skills of everyone involved and strive to do justice to the craftsmanship and potential of solid wood in each of our designs.

In our fast-moving world of short-lived consumer goods, solid wood furniture is grounding. It gives people a piece of their identity and roots — it tells stories and preserves emotions for generations. We focus our senses on what is functional and of high quality. Contributing to a world worth living in has always been a key part of our strategy and sustainability has always been an integral part of our corporate philosophy.

- **27 employees**
- **481 dealers**
- **144 products**
- **7 production sites**
- **11 exhibitions**
- **7 million euros turnover**
- **Market share per region 2023**
- **19 Partner repair shops**



HISTORY

The history of ZEITRAUM began in 1990. The place of the first hour was an old mill in the south of Munich, where our team still works today. This is where the first designs for simple, ecological solid wood furniture were created, inspired by the traditional craftsmanship of the region and the people's love of nature. The social changes of the 1970s and the resulting increase in environmental awareness were important motivations for starting a movement against the ever-increasing consumerism with sustainable furniture that was independent of trends. The idea was to convey a message of sustainability through high design and material quality and by respecting ecological principles. The two founders, Birgit Gämmerler and Rolf Huber, thus formulated what was at the time an unusual and new understanding of living and quality of life, which was to become the guiding principle of their design and entrepreneurial work from then on.

The first appearance at the Cologne Furniture Fair was in January 1991. It was a simple stand, just twelve square metres in size, with nothing more than a table, a cupboard and a chair. The material: oiled beech. No paint, no varnish, no frills. The contrast with the other stands could not have been greater: The exhibition attracted

visitors with unusual shapes and artificial materials. The simple solid wood furniture looked rather out of place, almost colourless, in this garish sea of bright paint. Nevertheless, the concept was adhered to — and it paid off in 1994: ZEITRAUM launched BALANCE, a bed with rungs that was right on trend.

With a passion for quality design, the product range has been gradually expanded over the years. The original company philosophy still forms the basis of production and is more relevant than ever. Without losing sight of the spirit of the times, the design language remains deliberately pure and understated, the quality standards remain high and the commitment to sustainability is constantly reformulated. There are now more than 140 products to choose from. From the

restaurant in Sydney to the office in Paris, from the university in Utrecht to the family café in Moscow — ZEITRAUM furniture is at home all over the world.



1990

Birgit Gämmerler and Rolf Huber found ZEITRAUM with the aim of producing durable furniture that combines ecology and aesthetics

ZEITRAUM

1994

Breakthrough with the BALANCE ladder bed



2006

Der Tisch CENA bekommt ein neues modulares Design. Nun kann er auch im „Flatpack“ transportiert werden

1990

“Made in Germany” is a seal of quality that we live by.

1991

First appearance at the Cologne Furniture Fair



1994

The BLUE CHAIR, the oldest classic in our collection, is launched



2004

CENA is added to the range. Almost 20 years later, it is still our best-selling table



2009

ZEITRAUM uses 100 %
green electricity at its
Wolfratshausen site

2019

ZEITRAUM publishes its first
sustainability report.

A second production partner
commissions its own photovoltaic
system. This covers 50 % of the
company's energy needs



2009

Our love of the material and our requirement to make every piece

2012

A photovoltaic system goes into
operation at one of the largest
furniture production sites.
This covers more than 20 % of the
company's electricity requirements

2020

ZEITRAUM presents the
"Furniture Footprint", its own
evaluation system based on
material-specific life cycle
assessment data, and wins the
German Sustainability Award
Design 2020

FURNITURE
FOOTPRINT



MASTERPIECES CRAFTED FROM SOLID WOOD

2020

Joining the UN Global Compact

2021

One of our largest manufacturing partners uses 100 % green electricity from the beginning of 2021

With the introduction of a traffic light system and the inclusion of even more detailed information on materials and raw materials, the Furniture Footprint becomes even more transparent in terms of sustainability and value creation

a masterpiece are what makes the value in our collection.

2023

Start of transition to more sustainable packaging materials

2020

2021

Publication of the second sustainability report since 2019



64% of chairs packaged without plastic

PERSPECTIVES

The past few years have been marked by diverse and sometimes unexpected political and economic challenges. Despite the uncertainties, we have proven our ability to adapt. We have shown that value based management is resilient even in times of crisis. We are convinced that we are on the right path, but we are also aware that there is still a long way to go.

At the end of 2022, we started to build up a partner network of repair workshops. The network now comprises 19 companies in Germany, Austria and the Netherlands. ZEITRAUM furniture can be repaired and refurbished regionally in the workshops by individual agreement between customer and partner.

Since 2023, we have used plastic-free packaging for around 86 % of our chairs. We have also advanced the introduction of a 100 % recyclable fleece.

A lot has also been done in the area of "carbon neutral operations". From 2023, an average of almost 30 % of our production sites' electricity needs can be covered by own photovoltaic systems. In addition, our manufacturing partners generate an average of around 77 % of the thermal energy they need by using wood waste.

We know that the sustainability of a product is decided at the design stage, so we have developed a Design Guideline based on 10 key principles that set out the requirements for new products. Together with the Furniture Footprint, these guidelines will ensure the sustainable development of our product range while reducing our dependence on new materials and resources.



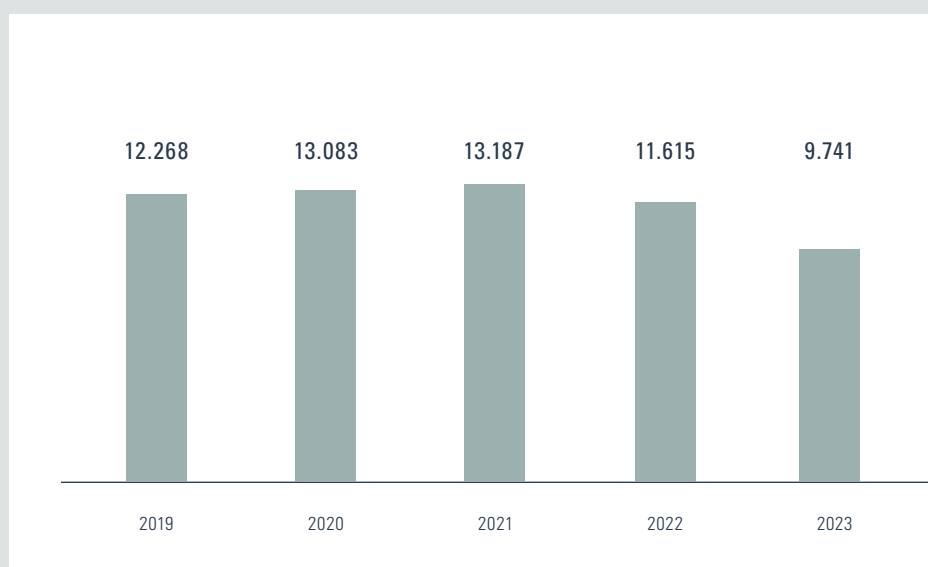
OBJECTIVES 2025

Our ambition is to further optimise our products and our actions along the entire value chain. We will continue to produce durable natural products as locally as possible and ensure that our high quality furniture can be used for generations and is recyclable.

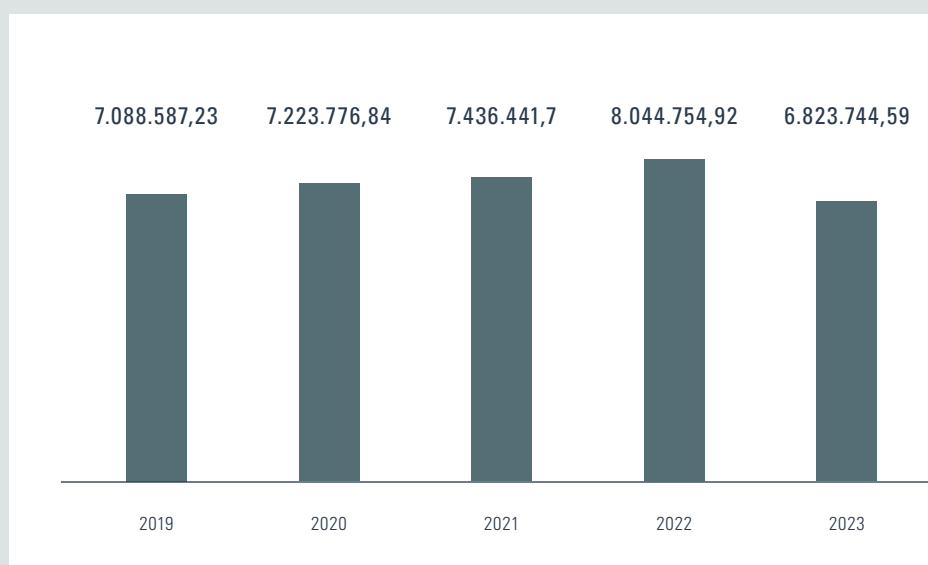


- All furniture will be packaged using secondary materials and / or renewable resources
- To become a B Corp company
- Realisation of a nationwide repair partner network with 25 workshops in Germany
- Realisation of a repair network of 10 repair shops in the capitals and big cities of neighbouring European countries
- 100 % of our key suppliers have signed our Code of Conduct

● **Products sold (product family: excluding samples, commercial documents, service, freight, other)**



● **Turnover**



Reporting boundaries

In our reporting, we comply with applicable standards and focus on social and economic aspects in addition to a wide range of environmental issues.

The relevant topics are derived from our 2020 materiality analysis. The focus is on ZEITRAUM GmbH, but the following sections also address furniture manufacturing, logistics and other important indirect impacts that are not directly caused by us but are fundamental to the environmental impact of our value chain.



IN A MATERIALITY ANALYSIS, WE
ASKED OUR STAKEHOLDERS WHAT IS
MOST IMPORTANT TO THEM IN THE
AREA OF SUSTAINABILITY.

Sustainability is a broad term and we have a lot to talk about. Topics range from our repair network and packaging materials to community involvement and training.

We did not decide on our own which of the many issues to cover in this report. We used a materiality analysis to identify the targets with the greatest impact, risk and potential for our value chain and the materials used in it. The results are presented in this report.

Our stakeholders are:

- *Retailer*
 - *Manufacturers*
 - *Suppliers*
 - *Designers*
 - *Architects*
- *Private costumers*
 - *Forwarding companies*
 - *Photographers*
 - *Employees*
 - *Service provider*

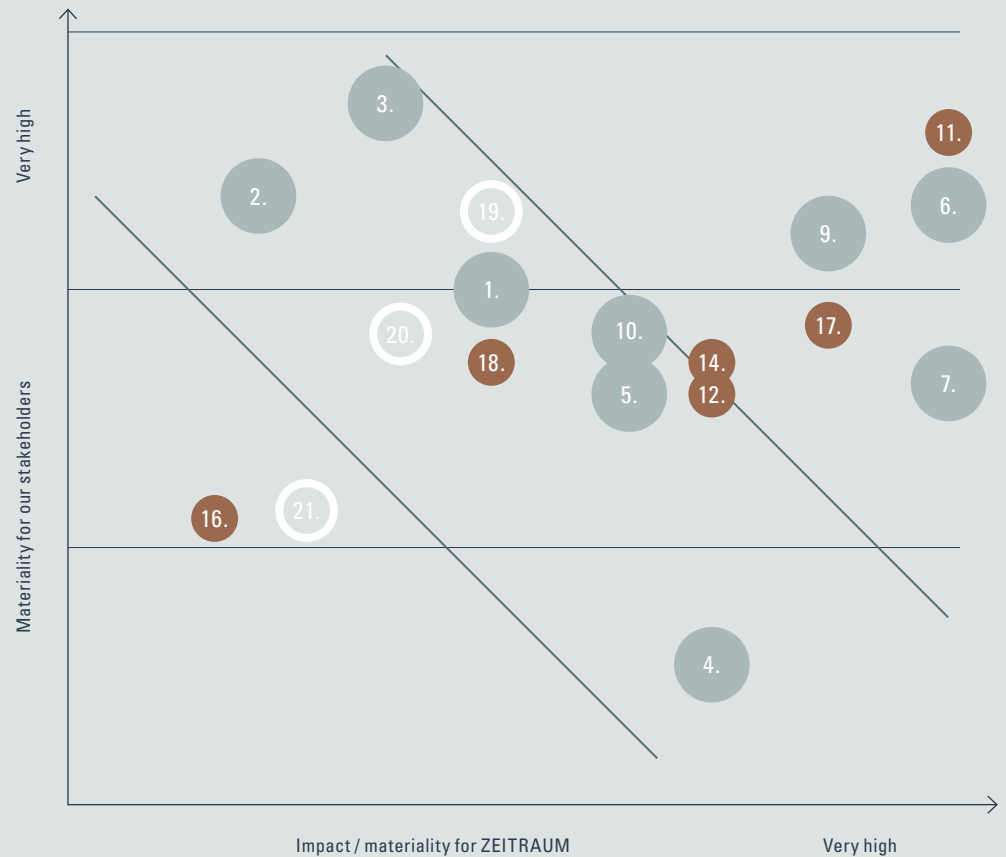
Materiality analysis — important issues

Ranking	Topic
1	Compliance with human rights
2	High repairability
3	Natural materials
4	Transparency
5	Little waste
6	Further training
7	Sustainable packaging
8	Equality & Diversity

Materiality analysis

A materiality analysis is used to set the right focus and relate your own objectives and impacts to the needs of your stakeholders. This creates an important exchange that is essential for consistent sustainability management and authentic reporting.

Results of our materiality analysis



Humans

- 11. Observance of human rights
- 12. Equality & Diversity
- 13. Health / working conditions
- 14. Advanced training
- 15. Certificates, social
- 16. Social commitment
- 17. Transparency
- 18. Supplier selection based on social standards

Environment

- 1. Low emissions
- 2. Low energy and water consumption
- 3. Low consumption of resources
- 4. Short transportation
- 5. High recyclability
- 6. High repairability
- 7. Little waste
- 8. Certificates, ecological
- 9. Natural materials
- 10. Sustainable packaging

Economy

- 19. Local Production
- 20. Circulation potential
- 21. Price transparency

Note


In the following report, reference is made to the respective focus targets for each topic area in relation to the “17 Sustainable Development Goals” and the 10 principles of the UN Global Compact.

FOCUS

All 17 of the United Nations’ Sustainable Development Goals are of course close to our hearts, and we strive to review our activities along the value chain for optimisation potential and consistency. However, we believe it is particularly important to pursue our own goals, namely those that represent the greatest risk or potential for our processes and the materials we use:



Analysis of value creation

Potential — Sustainable consumption and production 

Over 80 % of our furniture is manufactured within a radius of 600 kilometres. Transport routes are short and our value creation has been continuously improved through decades of partnership. Our products resist the transient nature of fashion, are built to endure generations and are easy to repair. Our promotion of conscious consumption is based on transparent communication with our customers and partners and testing our furniture extensively.

Facts, activities and progress on the issue:

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Forest as a source of raw materials

Risk — Life in the country²

Forest management is always an intervention in nature. However, it must be protected for us and for future generations. Sustainable use and responsible management of this unique habitat is therefore a matter of course for ZEITRAUM.



Wood

Potential — climate action³

Reducing greenhouse gas emissions is crucial to combating climate change and its effects. There are several ways to reduce these emissions. The use of wood as a carbon and energy store has a high transformation potential in this area and, if used in a well considered way, can contribute to a significant reduction in CO₂ emissions and positive climate development.

Facts, activities and progress on the issue:

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SUSTAINABILITY STRATEGY

ZEITRAUM's sustainability strategy is a permanent "measuring tape" that we apply in all areas. The building blocks of this strategy are derived from the content of our focus topics and the results of the materiality analysis. Our aim is to improve our products in the identified areas, to treat people and nature responsibly and to communicate this transparently and openly.

This report is organised according to the core topics of our sustainability strategy. The activities, progress and targets for the individual topics are presented at the end of each chapter.

Products

ZEITRAUM furniture is a faithful friend that impresses with its timeless design, dependability, and superior quality, as well as its use of natural materials and repairability. Sustainably and regionally manufactured, they inspire for generations to come.

Environment

We want to protect and preserve natural resources and ecosystems by utilising them responsibly and sustainably. This is achieved by using renewable, eco-friendly materials efficiently and by supporting sustainable forestry practices.

Transparency

Following the slogan "Sustainability begins with transparency", we published the "Furniture Footprint" a few years ago. The information, which is based on independent life cycle assessment data from ÖKOBAUDAT, enables us to optimise our processes on the one hand and promote responsible consumption on the other. For us, transparency and open communication are the basis for the sustainable and joint development of our entire value chain.

People

Our furniture is made by many dedicated and passionate individuals. We treat them with respect and thank them for their valuable work. We also strive for fairness, justice, sustainability, and social harmony throughout our value chain, even beyond our immediate sphere of influence.



Products

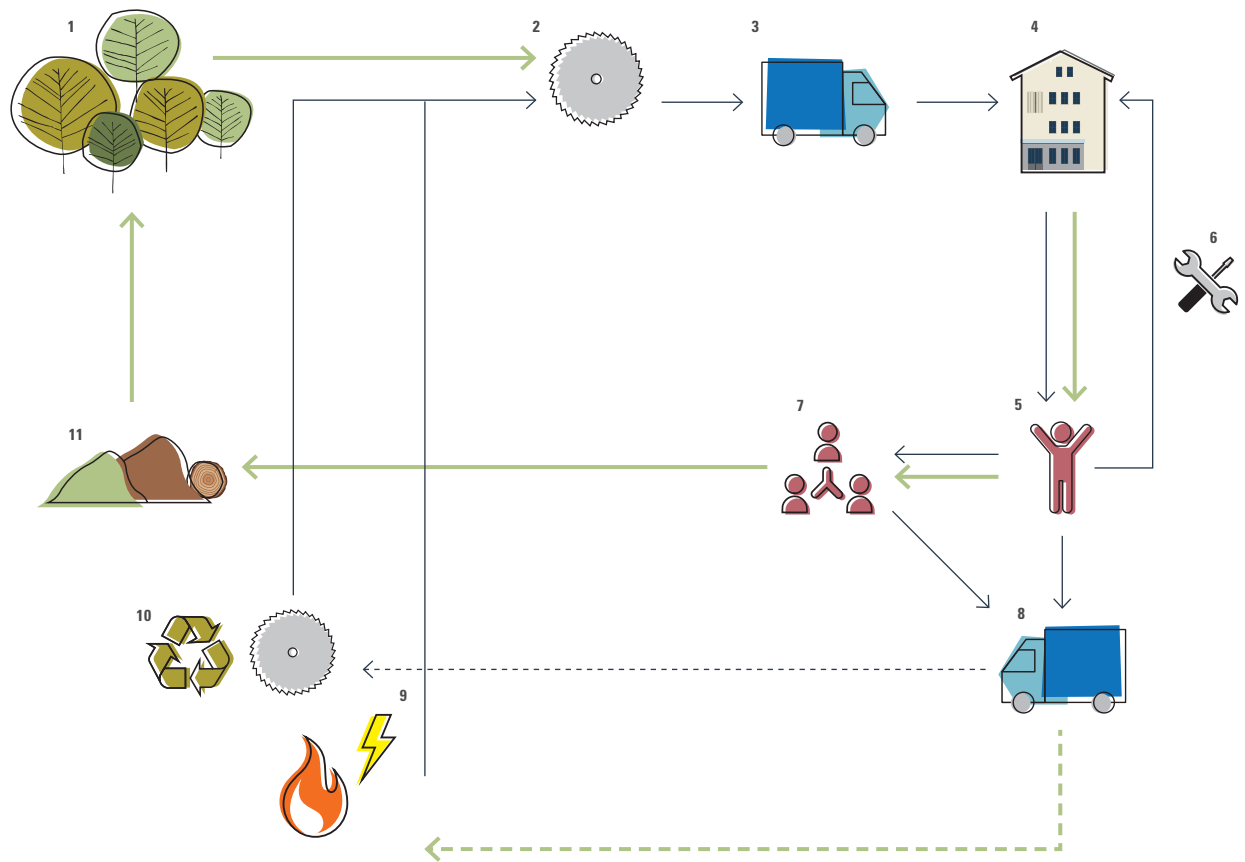
FURNITURE IN CIRCULATION


Our furniture is of high quality and can be used for generations. With the solid wood's easy repairability and our modular product design, repairs are simple and possible at any time. We provide an extensive range of spare parts and care kits for maintenance. In addition, we have been building up a network of partner repair shops since 2022, where larger repairs can be carried out professionally. Consequently, this guarantees that our solid wood furniture has an almost endless lifespan.

However, if a piece of furniture is irreparable, all materials can be separated from each other. The wood can then be recycled into higher-value materials. It thus forms new resources and circulates in material cycles for a long time.



- | | | | |
|---|--------------------------------|----|-------------------------------|
| 1 | Wood from sustainable forestry | 7 | Sharing and passing on |
| 2 | Furniture production | 8 | Disposal |
| 3 | Transport | 9 | Thermal/energetic utilisation |
| 4 | Retailer and service | 10 | Recycling |
| 5 | Use | 11 | Composting |
| 6 | Repair | | |



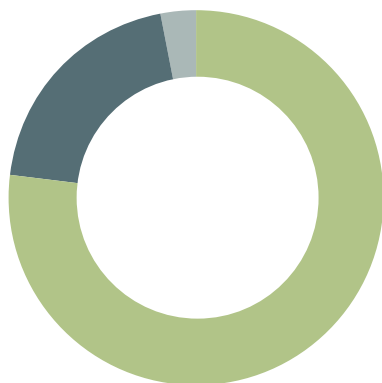
 Biological cycle
 Technological cycle



PRODUCTION

We choose dependable partners and handpick raw materials to create first-rate products. We work towards long-term relationships that are built on shared values such as quality, sustainability, transparency, and responsible product development. This is why we at ZEITRAUM trust production partners who are experts in their field and work transparently, meeting our high sustainability standards. We are in constant dialogue with our production partners and have also agreed a Code of Conduct since 2020 that sets standards for joint and conscientious action in the areas of human rights, labour law, environmental protection and anti-corruption.

Length of our partnerships (based on our main suppliers and production sites; total number: 21):



● 77 % > 10 Years
● 3 % 1 to 5 Years

● 20 % 5 to 10 Years

**OUR CODE OF CONDUCT HAS
ALREADY BEEN SIGNED BY 100 %
OF OUR PRODUCTION SITES AND
74 % OF OUR MAIN SUPPLIERS.**

2023

Main suppliers	74 %
Production sites	100 %

Target by 2025 100 %

PRODUCTION SITES AND SUPPLIERS

ZEITRAUM manufactures where it makes environmental and economic sense and where safe, healthy and fair working conditions are guaranteed. That is why we only choose partners from countries that have a similar understanding of values. We prioritize short communication and transport routes, which not only safeguards the environment, but also strengthens our collaboration. Around 91 % of our production sites and suppliers are located within a radius of 600 kilometres around Munich. 70 % of our production partners are in Germany. The remaining partners are located within the EU and no more than 1.100 kilometres away.

Locations of our furniture manufacturing:

Germany
Northern Italy

Main suppliers of furniture elements, upholstery, leather and textiles:

Germany
Italy
Scandinavia
Romania



Note

Companies with an annual turnover of over 2.000 euros are included.

PRODUCTION SITES AND SUPPLIERS



● 70 % Germany

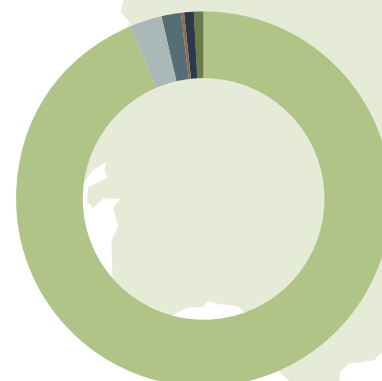
● 30 % EU



MADE IN GERMANY

We acquire our goods and parts from nearby areas to cut down on transport routes. If a product is not available locally, we rely on selected partners with whom we maintain close contact. In 2023, we spent around 94 % of our product manufacturing costs on German companies.

Supplier revenue by the country of production as a percentage (excluding architects and agents):



● 93,8 % Germany

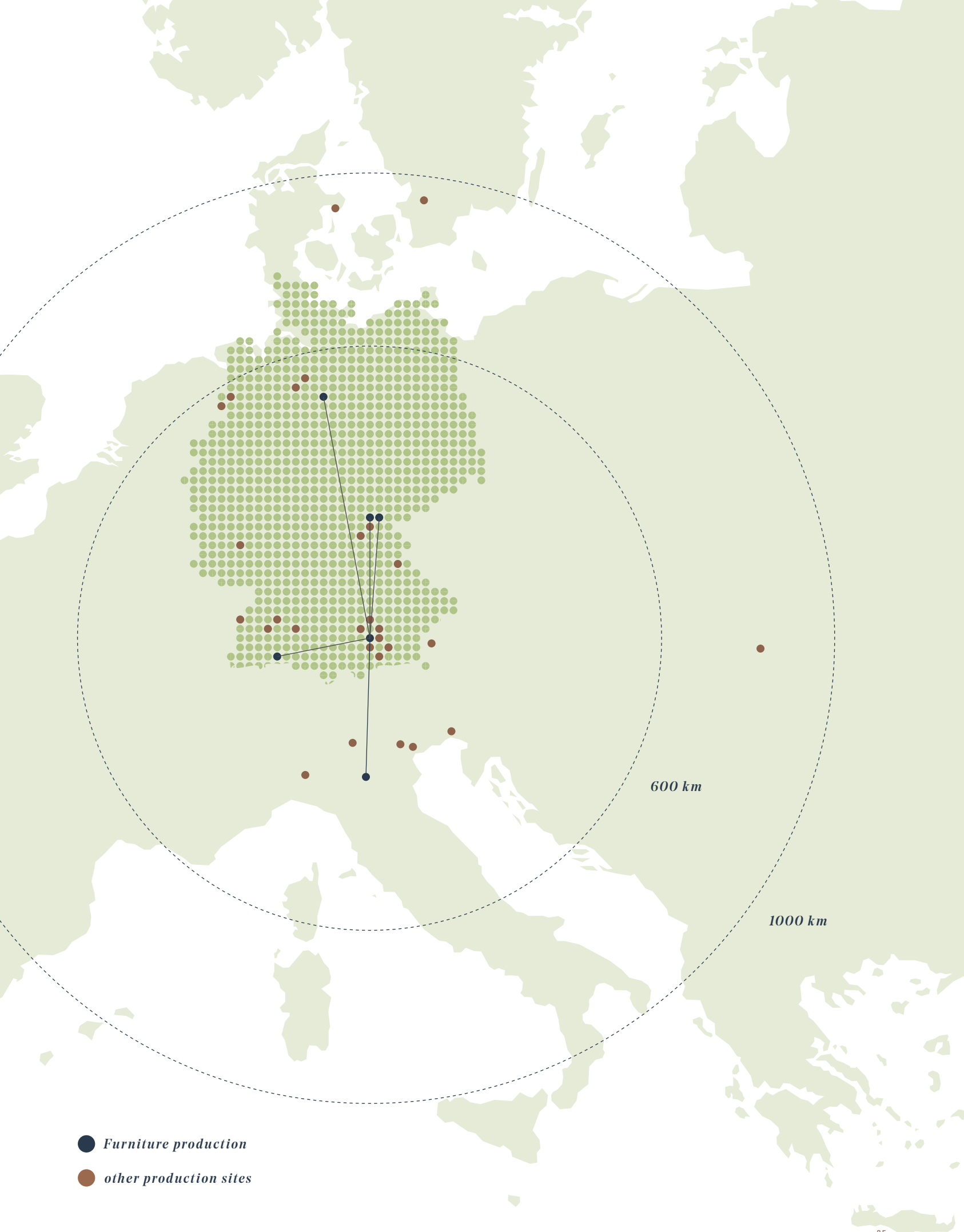
● 0,2 % Sweden

● 2,6 % Italy

● 0,8 % Spain

● 1,8 % Denmark

● 0,8 % EU



- Furniture production
- other production sites



SUSTAINABLE PRODUCT DESIGN

Our design principles serve to deeply integrate our values and promises into the design process. They establish our standards for quality and guarantee the environmentally friendly and socially responsible growth of our product line.

1. Timelessness

Our goal is to make durable products that last and become trusted friends.
Our goal is to produce classic designs that are not influenced by passing fads.

2. Simplicity

An appropriately minimalist design language guarantees production efficiency, reusability and durability.

3. Socially compatible

To ensure our production is socially responsible, we prioritize short transportation distances and establishing long-lasting partnerships on equal terms.
We solely employ materials from accountable sources for our furniture and when feasible, from local suppliers (as mentioned in the “Made in Germany” chapter).

4. Environmentally friendly

We prefer using natural materials that have a lengthy lifespan and the least detrimental ecological effect. For new products, renewable or recycled materials need to constitute a minimum of 80 %. Furthermore, the energy required for production must be proportionate to the lifetime of the material.

5. Transparency

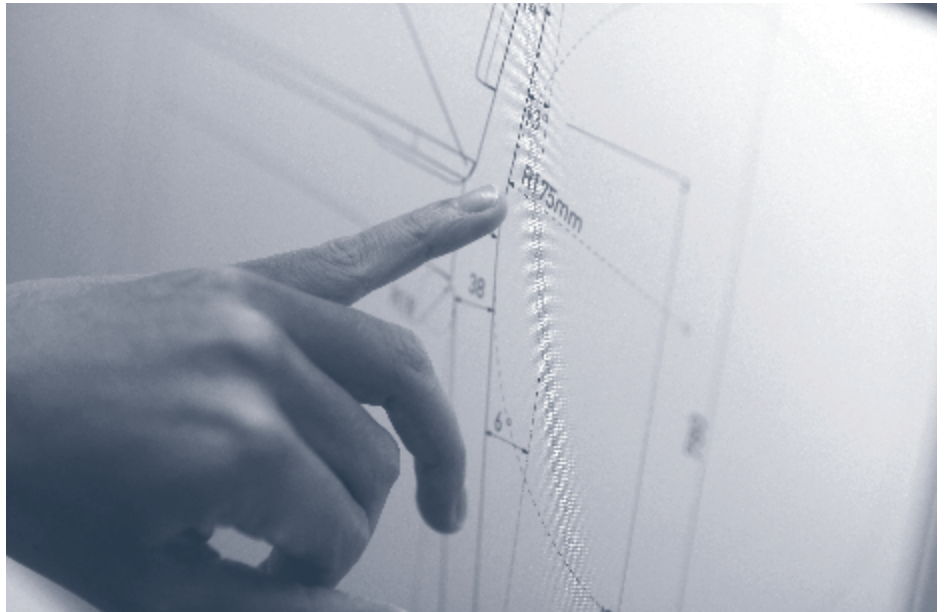
Meaningful and full details on the parameters considered in the Furniture Footprint should be accessible for every material used, including data on life cycle assessment, source, durability, recyclability, and social compatibility. (refer to the “Furniture Footprint” chapter).

6. Quality

All materials must meet the highest quality standards for durability, social compatibility, emission control, absence of harmful substances, and fire resistance based on their function and properties.

7. Longevity

The stability of our furniture is not just down to the strength of the materials used. They are designed to withstand the stresses and strains they are likely to encounter over a very long period of time. It’s important that the materials used are durable and easy to maintain. Any parts that wear out or need to be replaced after a reasonable period of use must be designed to be reversible.



8. Repair and availability of replacement parts

For effortless maintenance and repair of the products, all materials should be kept apart from each other, and fittings and small parts should be exchangeable with parts available commercially.

9. Circulation capability

Good recycling requires separating materials by type. Our furniture is designed to be easily separated, so the materials can be detached and recycled effectively.

10. Packaging

Our planning objective is to ensure that the products can be packaged as flat packs wherever possible, without the use of plastic and with minimal use of materials. The packaging design is taken into account in the design process depending on requirements and the shape of the furniture.



MATERIALS

Our furniture is mostly crafted from solid wood and wood-based materials, which means that wood is our most valuable resource. Additionally, we incorporate highquality materials like leather, textiles, and steel.

Wood

All wood used by ZEITRAUM meets FSC and PEFC standards. ZEITRAUM doesn't import wood from areas where logging or slash and burn pose a threat. About 83 % of the wood we use comes from Central European forests, mostly located near our production facilities. The remaining 17 % comes from extensive forests in Pennsylvania and Missouri.



Textiles

The combination of upholstery fabrics and wood makes ZEITRAUM furniture a tactile experience. The textiles flatter the hand and contribute to a high level of seating comfort. Our standard range includes high-quality textiles from Kvadrat and Rohi. These carefully selected products fulfil our high ecological requirements and are very durable.





Leather

Leather is a unique natural material with outstanding properties. It is characterised by its robustness and ages with incomparable grace. At ZEITRAUM, selected cattle hides are carefully chosen and processed into upholstered furniture with the utmost care. The processing of animal raw materials requires not only responsible handling of the animals, but also a deep understanding of the material. This is why we work with our long-standing partners Elmo from Sweden and Leder Reinhardt from Germany, who treat this valuable raw material with the utmost appreciation and respect. We consciously choose leather with marks and scars. This shows that the animals were allowed to spend their lives outdoors and were not locked up. Grain leather has a unique character and, like the solid wood we use, tells a story that can be passed down through generations due to the durability of these materials.



Steel

Steel is forgeable, hard and robust. It has a very high strength and offers a wide range of processing options. It also has a high recycled content and is excellent for recycling. The combination of wood and metal is an interplay of two absolutely resistant materials and an aesthetic addition to our pure wood products.



Surfaces

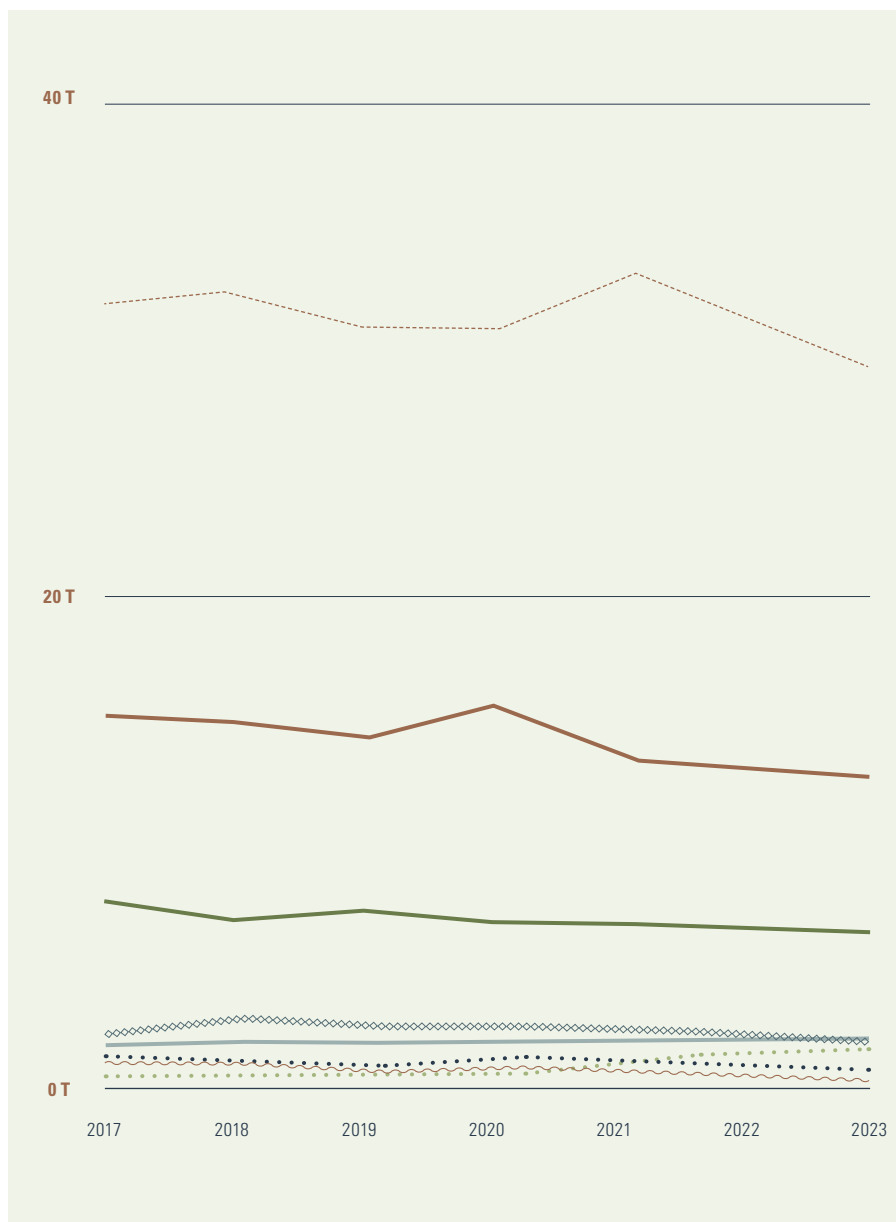
The wooden surfaces of ZEITRAUM furniture are usually protected with hard wax oil. This oiled surface is very resistant, harmless to humans and can also be repaired or maintained with very simple measures. The open-pored surface, combined with the natural breathability of the solid wood, ensures a balanced room climate and also prevents the material from becoming statically charged. This means it does not attract dust, which is particularly important for allergy sufferers.

Water based colour stain

ZEITRAUM uses a water based colour stain. Colour pigments are dissolved in water. With this surface treatment, the pigments first penetrate the pores of the wood with the water. The water then evaporates, leaving the pigments in the pores. The wood has a different colour. By introducing the pigments with water, a deep colour is achieved. This type of surface treatment is permanent, so there is no risk of the colour flaking off.



Material consumption



Material	2017	2018	2019	2020	2021	2022	2023
Solid wood in T	195,063	185,157	172,998	180,706	150,598	137,84	103,50
Molded wood in T	6,884	6,259	5,853	4,551	4,865	4,736	3,19
Plywood in T	13,475	12,763	11,897	12,943	10,156	8,186	5,72
MDF in T	0,763	0,76	0,818	0,829	1,856	1,823	1,71
Steel in T	31,154	31,969	30,501	29,992	31,381	26,809	25,76
Aluminium in T	0,257	0,256	0,2	0,36	0,168	0,178	0,12
Upholstery foam in T	3359	3,178	3,01	2,823	2,629	2,32	1,82
Upholstery fabric in rm	3155,5	3975,1	3603,3	3613,8	2812,4	1912,80	1950,90
Kvadrat (incl. samples)	2566,5	3433,1	2.772,3	2873,8	2134	1213	1306
Rohi	589	542	831	740	678,4	699,80	644,90
Leather in sqm total	2612,8	2193,9	1360,52	1612,69	1012,13	922,13	727,79
Reinhardt in sqm	1507,8	1177,9	863,52	662,69	556,13	577,13	552,79
Elmo in sqm	1105	1016	497	950	456	345	175



QUALITY

We define the quality of our products not only by the flawless nature of the materials and perfect craftsmanship. For us, quality is an interaction between people, nature and the furniture itself. The social and environmental added value achieved through sustainable value creation plays a very important role. We define this added value through fair and respectful treatment of our internal employees, as well as the external employees of our partner companies.

Working with solid wood requires concentration and skill from all those involved. The high level of training of our carpenters plays a crucial role in the production of our furniture. Even when selecting the wood, which requires a trained and sensitive eye, the image of the finished product must be present in the mind, but it is precisely this challenge that ultimately determines the satisfaction of the employees.

CATAS member

All our chairs and bar stools are CATAS tested. Before a piece of seating furniture is added to the collection, it must be thoroughly tested to ensure that it is suitable for public spaces. We rely on the globally recognised CATAS test procedure.



Complaints

Complaints are always a form of feedback. Of course, it would be nice if there were no complaints. But nothing is perfect and we can and will learn from our mistakes. The graph below shows the complaint rate over the last few years. It is low, despite the fact that 15 % are custom-made products, which we can easily realise for our customers thanks to our artisanal production structure. Compared to the previous year, the number of complaints has again fallen. For 2023, we recorded a complaint rate of less than 1 %, but we are always open to constructive criticism or just general feedback. This will help us to achieve our high quality goals and further reduce the complaint rate.

**OUR COMPLAINT RATE
HAS FALLEN BACK TO 0.95 %
SINCE 2021.**

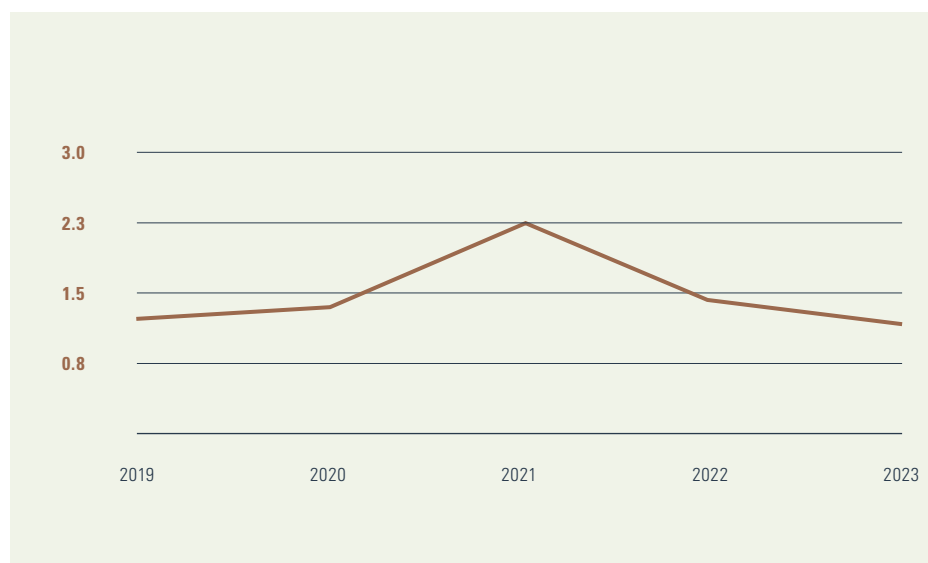
2023

Complaint rate	0.95 %
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Target by 2025

< 1 %

— Complaints in %
(number of complained products /
number of products sold)

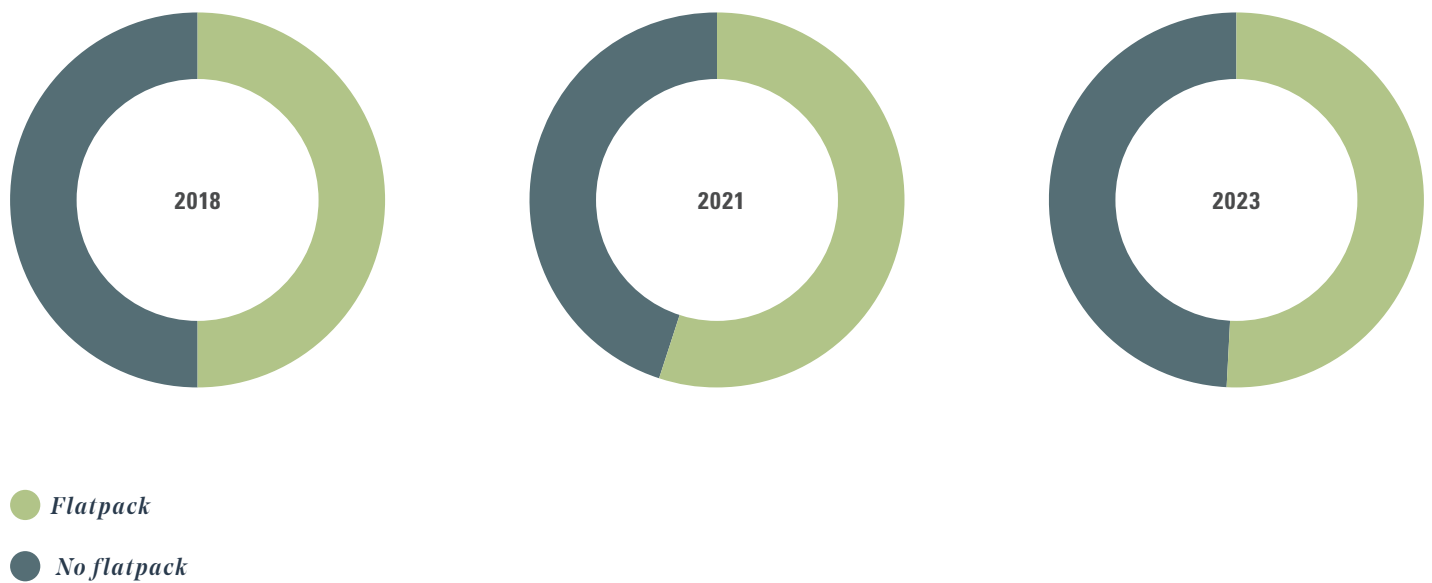




PACKAGING DESIGN


The majority of our products are packaged and transported as flatpacks, using disassembly capabilities. This saves up to 500 % of the actual transport volume and thus valuable fossil resources. In 2023 the figure was 51 %. Our goal is to continue to design our furniture so that it can be transported in the most resource-efficient way possible.


Flatpack share:



Packaging material

As well as the size of the package, the choice of packaging material is also important to us. Since 2020, we have stepped up our efforts to make our packaging as environmentally friendly as possible. The aim is to replace all primary materials with recycled or biodegradable alternatives by 2025. We already use packaging materials several times for our “special sale”.

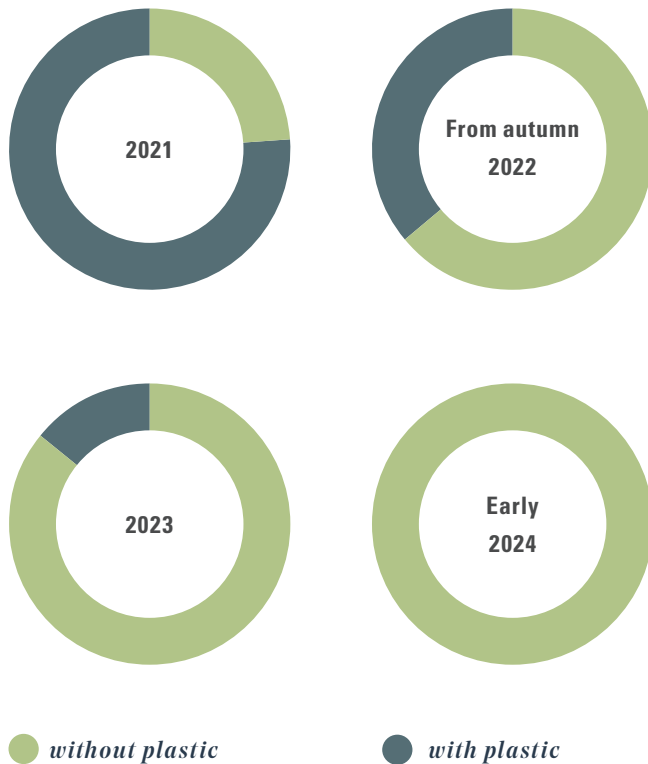
The boxes used by ZEITRAUM are made in Germany, consist of up to 85 % recycled paper and are predominantly FSC certified. 

Product	Materials	Recyclability
Cardboard boxes	60 %-85 % Recycled content	 Recyclable
Until 2024: PE foam fleece	100 % Polyethylene	
From 2024: Recycling PE needle felt	100 % Recycled polyethylene	
PP strapping	100 % Polypropylene	
Paper tape	99 % Paper 1 % Polyethylene	



Chair packaging without plastic

Share from 2021 to 2024:



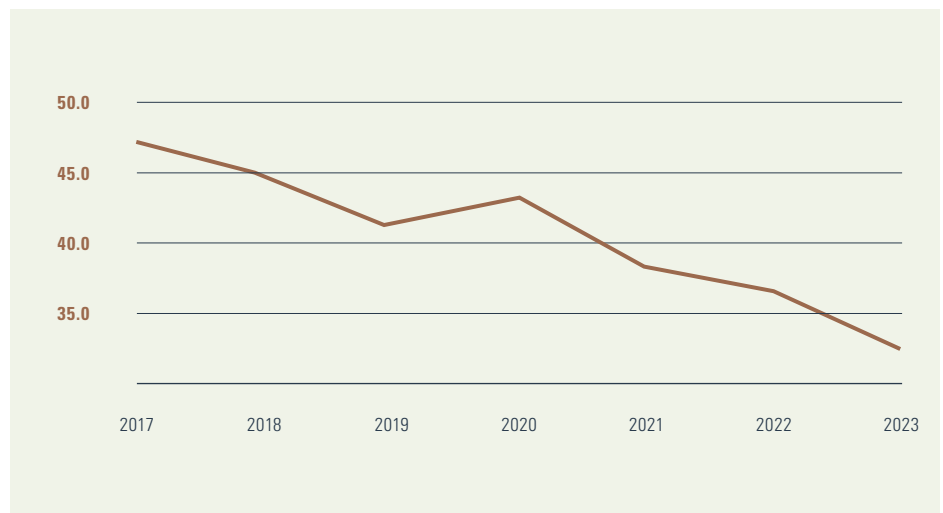
SINCE 2020, WE HAVE BEEN WORKING ON GRADUALLY CHANGING HOW WE PACK. THE TARGET IS TO REPLACE ALL PRIMARY RAW MATERIALS WITH 100 % RECYCLED OR BIODEGRADABLE ALTERNATIVES BY 2025.

Target by 2025

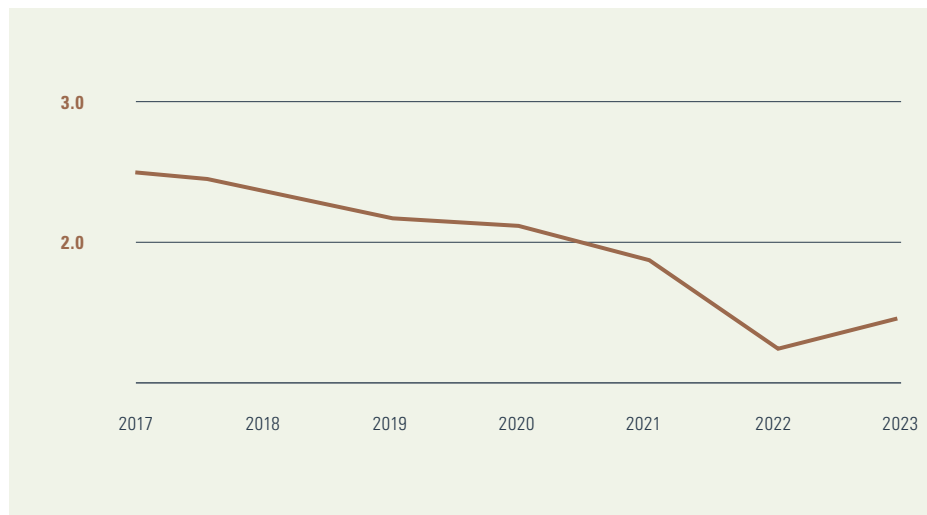
100 %

PACKAGING CONSUMPTION

— Cardboard consumption in T

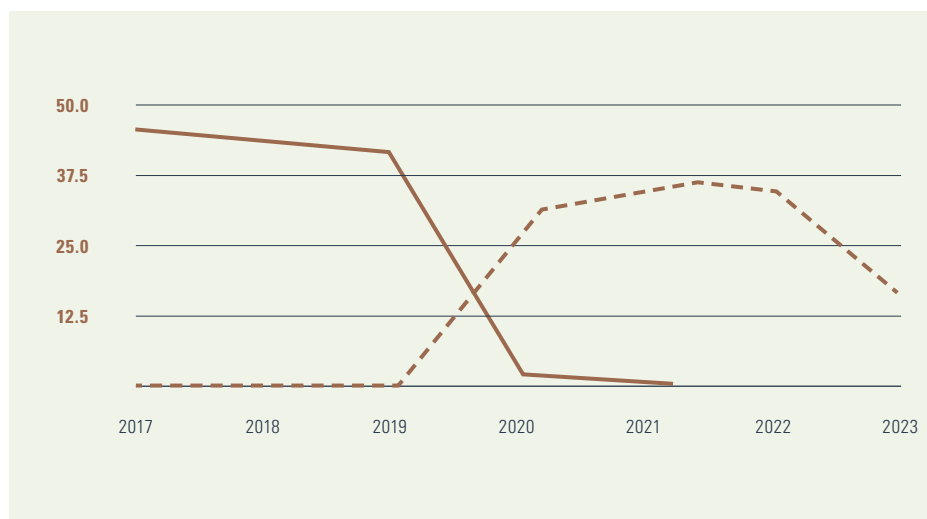


— PE foam fleece/air bubble wrap in T

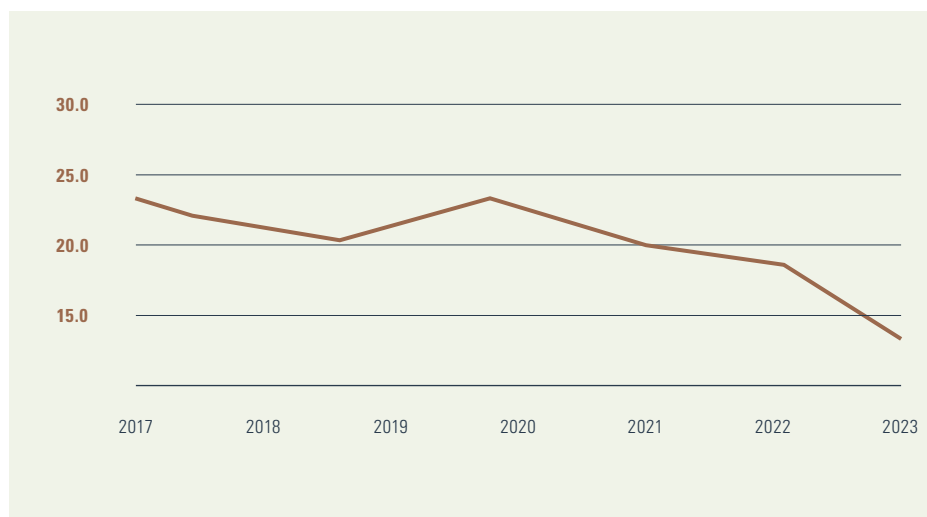


— Plastic tape in km

- - - Paper tape in km



— PP strapping in km





OUTLET PRODUCTS

A long life cycle of consumer goods is a key factor for us as one of our contributions to the sustainable development of the economy. To promote this goal in our internal processes, all trade fair and exhibition items as well as refurbished returns are offered online in our ZEITRAUM OUTLET Shop.

With the ZEITRAUM OUTLET Shop, we honour the longevity of our furniture online and celebrate the idea of conscious consumption.

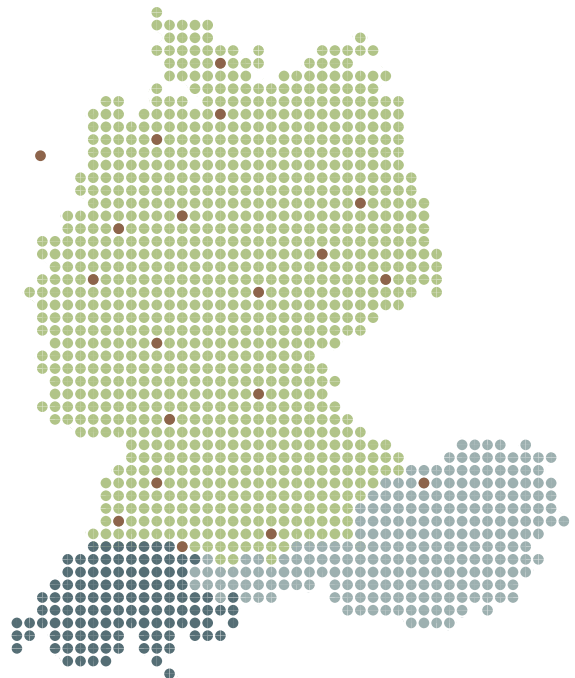
Many of the outlet products have been refurbished and are in mint condition. They come from photo shoots, sampling, trade fairs or product developments. It goes without saying that all furniture offered in the OUTLET is carefully checked beforehand and refurbished if necessary. For this piece of furniture, a second life begins in the spirit of sustainability.

The OUTLET Shop is currently focused on German-speaking countries, but we are working on an Europe-wide distribution in the future.

REPAIR

In an increasingly alienated and digitalised world, knowing that something can be repaired gives us a sense of stability. We can use it longer, get to know it, appreciate it and pass it on. For us, the durability and reparability of our products is one of the most important quality features. This value and the resulting longevity create an emotional bond between our customers and their furniture.

The ravages of time also leave their mark on our furniture — a chair leg is loose, a hinge has been lost, or a tabletop is marked by burns and water stains. We have taken precautions for such cases. In addition to a large selection of spare parts and detailed repair and maintenance instructions, we offer the ZEITRAUM repair service.





Repair service

If a piece of furniture needs professional repair or has lost its lustre over the years, ZEITRAUM furniture can be restored by us or in one of our partner repair shops. Our partner repair shops have been trained in ZEITRAUM furniture, so they have the necessary expertise and are supported by us in word and deed. ZEITRAUM partner repair shops are currently located in Amsterdam, Berlin, Bremen, Dortmund, Dresden, Erfurt, Frankfurt, Freiburg, Hamburg, Heidelberg, Kiel, Konstanz, Cologne, Leipzig, Linz, Nuremberg, Osnabrück and Stuttgart.

Our goal is to find 25 partner repair shops in Germany and 10 in European capitals or large cities by 2025 and 5 partner repair shops outside Europe by 2030 to make furniture repair a habit again.

What spare parts are available?

Basically, you can reorder anything. For some parts this is even possible for 20 years after the purchase of your product. Usually 10 years is no problem. From screws, table legs and seat shells to furniture glides, almost anything is possible.

NUMBER OF PARTNER REPAIR SHOPS IN GERMANY AND ABROAD.


2023

Germany	17
Europe	2
Abroad Europe	0

Target by 2025 and 2030

Germany (2025)	25
Europe (2025)	10
Abroad Europe (2030)	5

Activities and goals related to the UNGC principles and the Sustainable Development Goals (SDGs)

UNGC Principles	SDGs	Action	Target	Period	Status target achievement	Previous year %
7, 8, 9	3, 4, 9, 11, 10, 12, 13, 14, 15	Assortment changeover	80 % share of vegetable tanned leather	By 2030	 29 %	29 %
7, 8, 9	9, 12, 13	Changeover of packaging materials	Replacement of primary PE packaging materials; reduction by 100 %	By 2030	 24 %	20 %
7, 8, 9	9, 11, 12, 13	Develop and expand “flatpack” compatible design	Share of “flatpack furniture” of 60 %	By 2030	 85 %	51 %
7, 8, 9	9, 11, 12, 13	Replacement of plastic covers with cardboard boxes	Plastic free chair packaging	From 2020 to 2025	 87 %	64 %
7, 8	8, 9, 11, 12, 13	Opening of repair shops	25 repair shops in Germany	By 2025	 68 %	8 %
7, 8	8, 9, 11, 12, 13	Opening of repair shops	10 repair shops in Europe	By 2025	 20 %	0 %
7, 8	8, 9, 11, 12, 13	Opening of repair shops	5 repair shops outside Europe	2021 until the end of 2030	 0 %	0 %
7, 8	8, 9, 11, 12, 13	Design optimisation and quality assurance through control systems and design guidelines	Complaint rate of less than 1 %	By 2025	 100 %	1.26 %



Transparency

OPEN COMMUNICATION

We strive to provide information about ourselves, our furniture and our added value in as varied and open a way as possible. We use both digital and print media. In addition, we are always available to our customers at trade fairs, through our global dealer network or directly on site. Our sustainability reports, which we have been producing since 2018, are publicly available both in printed form and as an excerpt or download on our website. With the aim of maximising transparency in terms of materials, value creation, supply chain and certifications, we developed the "Furniture Footprint" in 2018 and have been continuously developing it since then.



FURNITURE FOOTPRINT

The Furniture Footprint is our way of communicating product-specific information to our customers. It is an interactive sustainability assessment system based on the Life Cycle Assessment data from the German government's ÖKOBAUDAT. It allows us to track products and their sustainability immediately and interactively, and to obtain all the information about the materials used. We are thus able to offer customers maximum transparency and enable them to make well-founded purchasing decisions. It also promotes product development and our value creation in terms of environmental, social and economic sustainability.



You have access to all sustainability-related information in the product-specific data sheets. You can trace the origin of the raw materials used and see where and under what social conditions production took place. The materials are rated with points from 0 to 10 based on sustainability criteria. The six parameters are based on the „17 Sustainable Development Goals“ of the United Nations and the specific life cycle assessment data of the materials. The „Furniture Footprint“ builds a bridge between subjective design perception and objective, sustainability-relevant areas and thus forms an interface between aesthetics and conscious consumption.



TARGETS

Fairness

Despite global distribution and high price pressure, we have our furniture produced as regionally as possible. ZEITRAUM favours longterm partnerships and fair co-operation. We are convinced that conscious consumer behaviour can only be achieved through appropriate communication. Our customers should know where and under what conditions our products are manufactured and decide for themselves whether our furniture fulfils their individual ideas of sustainability in addition to the formal aspects. The Furniture Footprint is an opportunity to communicate knowledge quickly, fairly and at eye level and to disclose information about our products to ultimately promote responsible purchasing decisions.

Climate

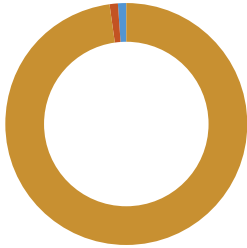
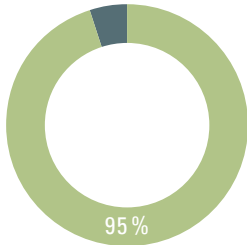
We can use the charts to simulate material combinations and optimise our choice of materials for each product in terms of sustainable added value. In the search for more sustainable alternatives, the Furniture Footprint shows us our own weaknesses. We can use the system to raise awareness and work with our customers to develop more climate-friendly products.

Resources

By evaluating the parameters, we can quickly and efficiently identify resource consumption and optimise processes where necessary. Our customers can also actively compare product variants and material combinations, environmental data and transport routes and decide on the right product. We give our customers the opportunity to question their own consumer behaviour, recognise the ecological advantages of solid wood over other materials and work together to promote positive development.

Produktdatenblatt

SIT, wooden seat, oak



Wood / wood based material

Steel

PA

Natural oil

PVAC adhesive

Parameter

LCA, production

LCA, transport

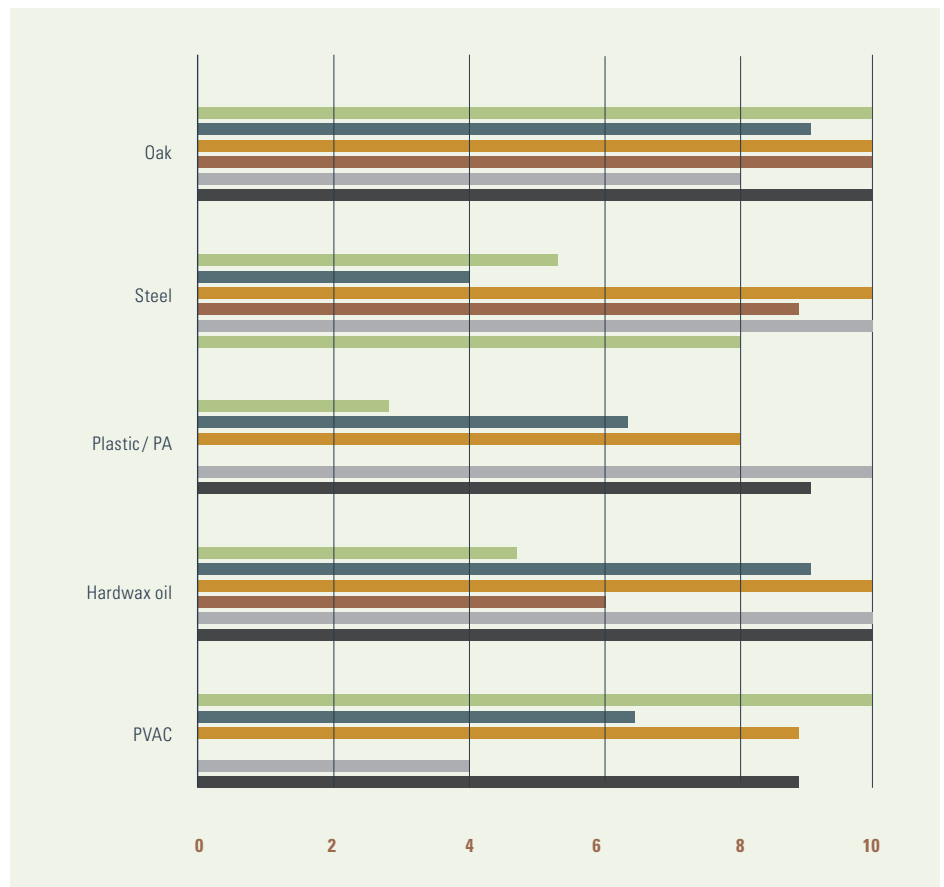
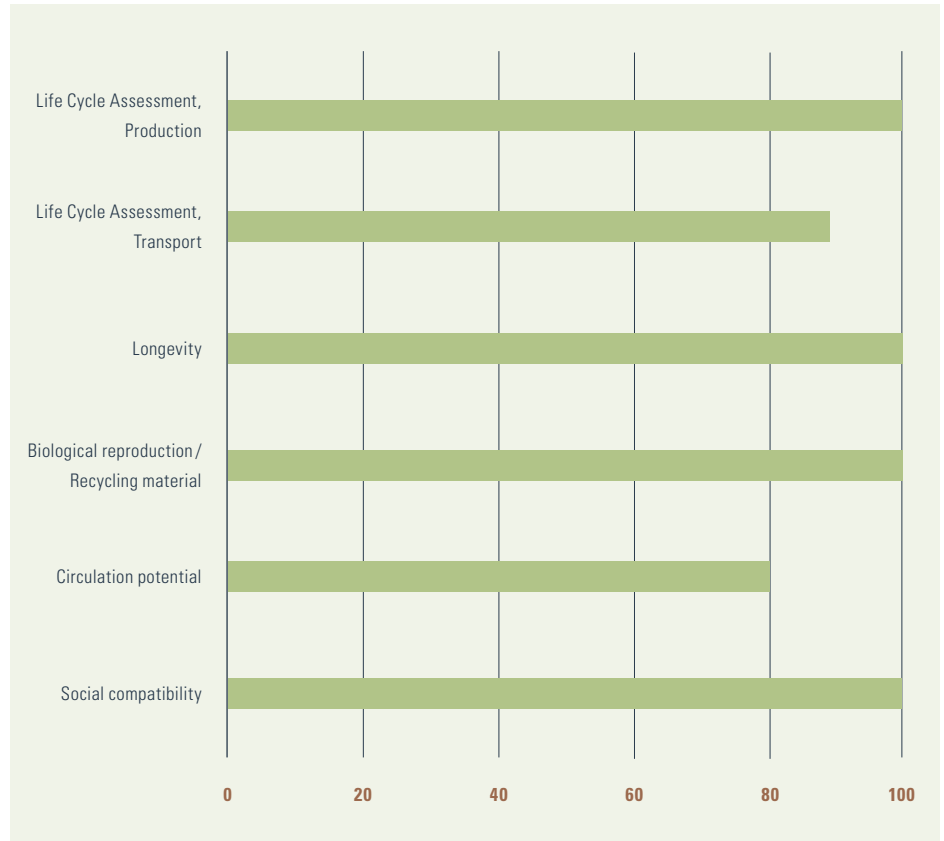
Longevity

Biological reproduction / /




Recycling material

Circulation potential

Social compatibility



**Activities and goals related to
the UNGC principles and the
Sustainable Development Goals (SDGs)**

UNGC Principles	SDGs	Action	Target	Period	Status target achievement	Previous year %
1-10	1-17	Extension of the "Furniture Footprint" to all product groups	Transparency and thoughtful consumption	By 2025	 85 %	90 %
1-10	1-17	Extension of the Furniture Footprint with manufacturer-specific details	Transparency and thoughtful consumption	By 2025	 77 %	0 %
1-10	1-17	Expansion of the Furniture Footprint through interactive presentation on the website	Transparency and thoughtful consumption	By 2025	 0 %	0 %
1-10	1-17	We will work towards complete transparency in the value chain by 2025		From 2017 until 2023	n. a	



Forest and environment

There is much more to the word forest than most of us realise. The forest not only gives us a wide range of recreational opportunities and is a valuable cultural asset. It is also a highly complex ecosystem that is very sensitive to external influences such as climate and soil changes. At the same time, it fulfils a number of important functions for us and for the environment. Forests provide habitats for many species of animals and plants, and protect us from storms, avalanches, soil erosion and flooding. It improves the quality of drinking water and has a positive effect on the global, regional and local climate. It filters noise and dust, stores solar energy and is an effective sink for pollutants and CO₂. And last but not least, along with tree resins, mushrooms, cork and many fruits, it provides one of the most sustainable and versatile building materials of all: wood.

We want to help preserve the social, environmental and economic value of our forests for future generations. This is why we only use high quality wood from sustainably managed forests in Europe and the USA for the production of our furniture. A large proportion of this comes from local German forests. Our suppliers are long-term partners, some of whom we have worked with for decades. Together we are committed to responsible, sustainable and environmentally friendly forestry. Overexploitation, clear-cutting and plantations are out of the question.





The forest in climate change

Climate change is also having an impact on our forests. Diseases favoured by the milder climate, prolonged heat waves, drought and invasive fungi and insects are severely affecting many tree species. Elm has been particularly affected for decades. However, spruce

(bark beetle), ash (ash dieback, invasive fungal diseases) and oak (oak processionary moth, invasive insects) have also been severely affected in recent years. This makes responsible and resource-efficient forest management all the more important.

Forest management in Germany

Forest management in Germany is regulated by the Federal Forest Act. The aim of forest policy is to safeguard the multiple functions and services of forests and to ensure their sustainable use. In conjunction with the forest laws of the federal states, the Federal Forestry Act protects forests in particular from deforestation, uncontrolled conversion to other uses, and inappropriate treatment. Accordingly, forest owners in Germany are legally obliged to reforest cleared forest areas.

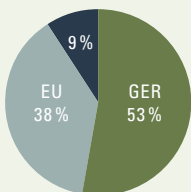
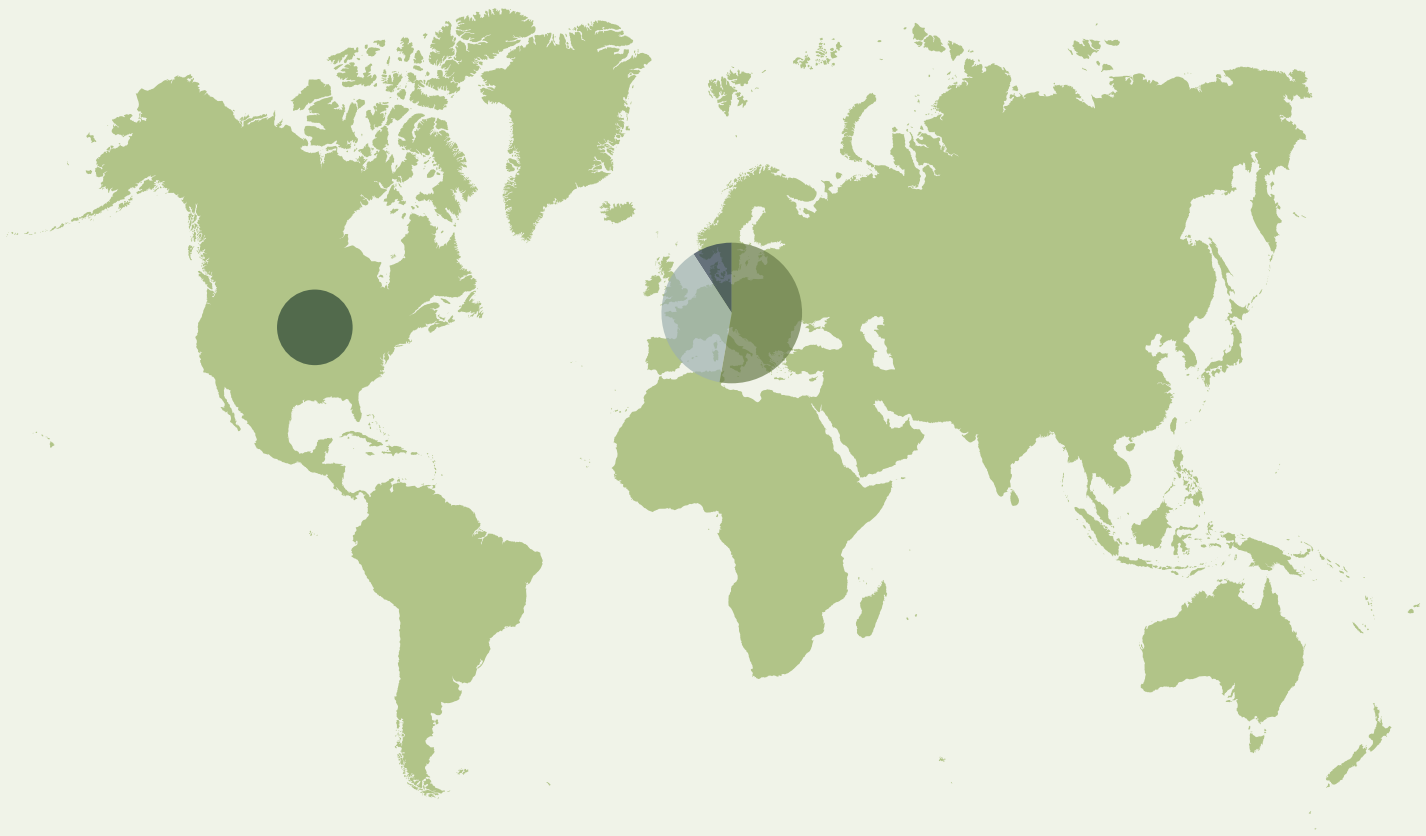
The Federal Forestry Act's mandate to promote forestry and balance interests is based on the fact that forests and their sustainable management fulfil a number of socially important functions and services. In Germany, sustainably produced timber is the basis of the economy, especially in rural areas. It is our most important renewable resource and creates many jobs. In addition, sustainably produced timber from Germany reduces the pressure on forests in other parts of the world. ⁵

Woods from the USA

For many years we have worked with family owned businesses in Missouri and Pennsylvania. This is where we source our American hardwoods. The companies are members of the American Hardwood Council (AHEC) and operate in a fully sustainable manner. In order to meet the European standards of the EUTR (European Timber Regulation) and to make the environmentally friendly production of traded timber transparent, the American Hardwood Council developed an "Environmental Profile" in 2013. This tool allows all environmental data to be analysed independently and individually: From the lifecycle assessment of each species, to occurrence and annual harvest, to growth per second, all data is publicly available.



WHERE DOES OUR WOOD COME FROM?



Europe 83 %

17 %

U.S.A

Wood purchasing based on furniture sold, 2022

OUR COMMITMENT

The global destruction of our forests continues despite many international efforts. Countless habitats and fragile ecosystems are being lost. This threatens not only the existence of many animal and plant species, but also the livelihoods of all people. Our direct dependence on nature shapes our awareness of responsibility and sustainability. As a manufacturer of solid wood furniture, our values are rooted in respect for our natural environment. We support various environmental organisations to protect it and contribute to global reforestation, the maintenance of our forests and the preservation of biodiversity.

Partnership with OroVerde

On this journey, OroVerde was to accompany us. The Bonn-based conservation organisation has been working to protect tropical forests in Asia, Central and South America for over 30 years. OroVerde is a politically independent, non-profit foundation that combines tropical forest conservation with development aid. This interaction is particularly important to ZEITRAUM, as poverty is one of the main causes of forest destruction and sustainable forest protection can only be achieved through far-reaching measures. On the ground, the organisation relies on local projects with local partners and deliberately does not employ its own staff: In most tropical forest countries, there are local initiatives that are very committed to protecting their natural environment. However, they often lack the money and infrastructure to work effectively. The Foundation provides the necessary start-up aid and supports local organisations with advice and assistance until the projects are self-sustaining.

The activities of the OroVerde Tropical Forest Foundation vary greatly depending on the region and country. For example, it establishes and manages rainforest conservation areas, supports reforestation efforts, takes measures to prevent deforestation and poaching, and works with local communities to develop alternative livelihoods. OroVerde promotes the introduction of forest-friendly and sustainable farming methods to improve local livelihoods



so that people can live from and with the forest. Only together with the local population can rainforest conservation be sustainable in the long-term. Together with local organisations and the local population, solutions are sought that offer a way out of poverty and at the same time protect the unique rainforest habitat. ZEITRAUM supports these measures and thus contributes to the protection of the valuable rainforest.



German Forest Protection Fund within NABU

Old natural forests are habitats. As well as the familiar forest dwellers such as deer, squirrels and wild boar, the old gnarled giants are home to many other animals. Bats hide in hollows and crevices during the day, the hammering of woodpeckers fills the air, and impressive beetles such as the stag beetle defend their territory. It is exciting to watch an old tree fall, as the dead wood provides a valuable habitat for a wide variety of beetles and fungi, while making room for new shoots to germinate. A natural forest, with its true-to-life cycle of growth and decay, turns every walk in the woods into a voyage of discovery, allowing the soul to relax and the walker to return home refreshed. However, such living natural forests are rare in Germany. Although a third of Germany is covered by forest, almost all of it is managed forest. In commercial forests, trees are felled after only a third of their natural lifespan, before the structures vital to many forest species, such as deadwood, cavities and coarse bark, have had a chance to form. To enable forest areas in Germany to develop into species-rich natural forests again without human intervention, NABU launched the “German Forest Conservation Fund within NABU” through its NABU National Natural Heritage Foundation in 2013. The NABU Foundation uses the Forest Protection Fund to purchase forest areas so that they can develop undisturbed into the primeval forests of tomorrow. For example, NABU-owned beech forests, which are typical of Germany, can once again be home to more than 4,300 plant and fungal species and over 6,700 animal species.

We have provided financial support to NABU’s “Forest Protection Fund” in 2022 and would like to continue and, if possible, expand this commitment in the future, as the preservation and creation of unspoilt natural areas is an important part of the sustainable management of our forests.



The “Bergwaldprojekt” (mountain forest project)

The “Bergwaldprojekt” has been working for over 30 years to preserve and protect our forests. As well as Germany, the Mountain Forest Project is also active in Switzerland, Austria, Liechtenstein, Spain and the Ukraine.

The aim of the organisation is to protect, conserve and maintain the forest, in particular the mountain forest and the cultural landscape, and to promote understanding of the interrelationships in nature, the concerns of the forest and the dependence of humans on these foundations of life. To this end, the „Bergwaldprojekt” works with volunteers in forests, moors and open biotopes at various locations in Germany. The aim of the work is to preserve the diverse functions of ecosystems, to raise awareness of the importance of and threats to our natural resources, and to encourage the general public to use natural resources in an environmentally friendly way.

To make a contribution right on our doorstep, we donated € 1,350 to the “Bergwaldprojekt e.V.” in 2022 to support the preservation of our local forests.



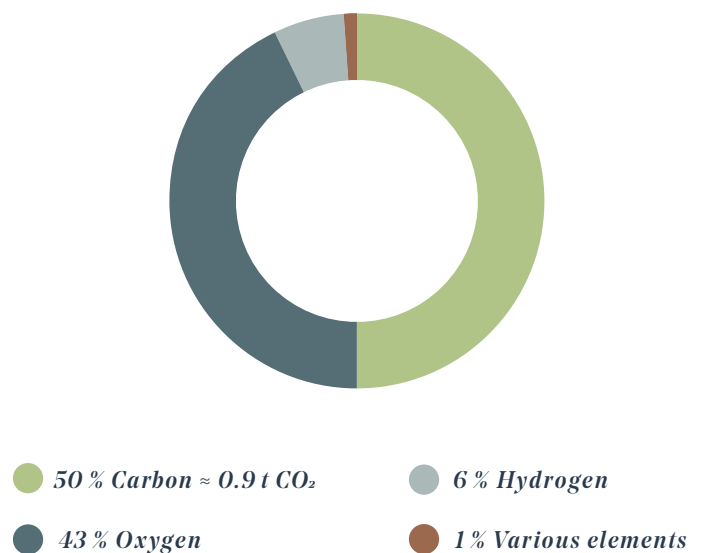
WHY WOOD?

Wood offers the opportunity to create sustainable living spaces. Few other raw materials are as environmentally friendly and available worldwide. Wood has high strength at very low weight and is easy to process. In addition, with its positive energy and carbon footprint and its material and energy recycling potential, wood plays a key role in climate protection.

Carbon storage

Trees produce biomass and oxygen from sunlight and CO₂, permanently sequestering CO₂ in the form of carbon (C) and helping to reduce greenhouse gases. The carbon is retained in the processed timber and ultimately in our furniture, and is only released when the wood is burned or decomposes at the end of its life. Very little energy is used in the processing of wood. The material and thermal recovery of wood residues also means that very little waste is produced. This conserves fossil fuels and reduces CO₂ emissions.

Material composition of wood per m³
(average volume percentages for hardwood)



Life cycle assessment of wood ⁹

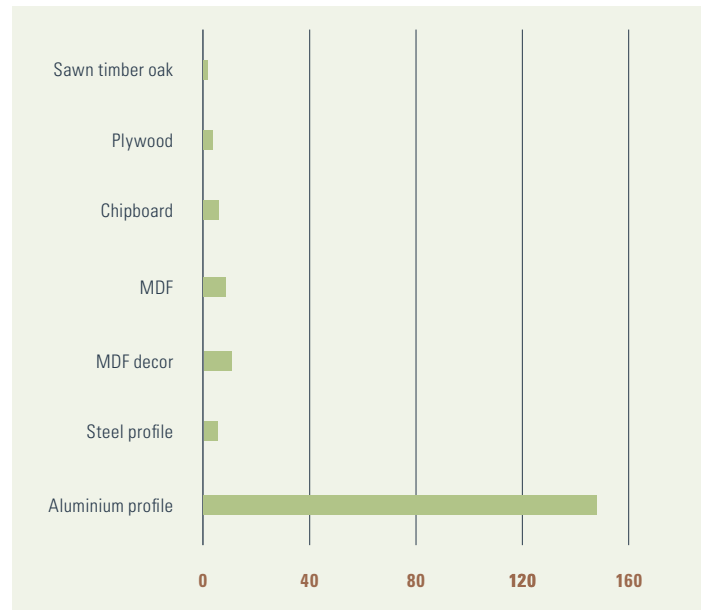
The graphs show various environmental parameters for different materials from raw material extraction to production (A1 to A3). In particular, the primary energy requirement (PENRT) and global warming potential (GWP) of the materials are compared. Wood-based materials have a negative global warming potential. This is because wood stores CO₂ in the form of carbon. Each cubic metre of wood stores more carbon than is released as CO₂ in phases A1 to A3, resulting in a negative value. MDF scores comparatively less positively due to the complex production process and high glue content. Metals, on the other hand, have a clearly positive value as they do not store carbon.

Another notable difference between the materials is the difference in energy consumption (PENRT, primary energy requirement from non-renewable sources). Fossil energy consumption for the production of MDF is almost seven times higher than for sawn timber. The energy consumption for the production of aluminium in phases A1 to A3 is even more than 50 times higher than for the production of sawn timber.

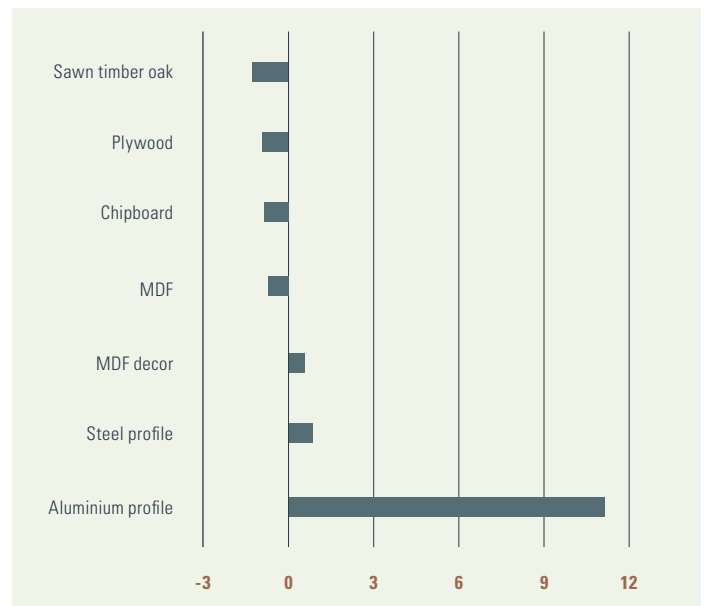
It provides an overview of the environmental performance of the materials and illustrates the benefits of using solid wood.

ÖKOBAUDAT life cycle assessment datasets, A1-A3; environmental data (input/output) from raw material extraction to production (BMI, 2019)

● PENRT in MJ/kg






● GWP in kg CO₂ eq./kg



CERTIFICATES

Sustainable furniture production is based on the raw materials, their processing and the way in which everyone involved is treated. Certifications can be used to verify the social sustainability of products and business practices, as well as the environmental aspects. They can guarantee different qualities and help us, and ultimately our customers, to navigate the oversupply and act responsibly.

The product and manufacturer certificates are listed on the right side. The allocation and explanation of the certificates can be found in the following table.

Material	Certificates of manufacturers and suppliers
European solid wood Ash, Oak, European walnut	  FSC and PEFC on request
American solid wood Walnut, Cherry (* AHEC)	The Evergreen Initiative 
Derived timber product	   
Hardwax-oil	 
Lacquer & stain	  
Glue	 
Fabrics from Kvadrat	   
Fabrics from Rohi	  
Leather from Elmo	 
Cushioning material	 
Cotton	
Down	 
Natural latex	
Polyester fibre sticks	
Sheep's wool fleece	
Moulded fleece	
Cardboard packaging	 
Lampshade coverings	
Slatted base system	 
Linoleum	   
Metal	

Definitions



Blue Angel: The Blue Angel guarantees compliance with the highest standards of environmental, health and user properties. The entire life cycle of the product is taken into account.



CE: With the CE marking, the manufacturing company, the distributor or the EU authorised representative ensures that the product complies with the applicable requirements in accordance with EU Regulation 765/2008.



Émissions Dans L'Air Intérieur: The French VOC label has been mandatory for products entering the French market since 1 January 2012 and classifies them according to emission classes from A+ to C.



EU Ecolabel: The EU Ecolabel is a certification scheme for environmentally friendly products and services. It aims to reduce global environmental pollution and is recognised in all Member States of the European Union as well as in Norway, Liechtenstein and Iceland.

CFC free: Chlorofluorocarbons CFCs are a chemical group of lowmolecular organic compounds. They can be used as propellants, coolants or solvents. Today, they are banned in many areas of application as they are largely responsible for the depletion of the ozone layer.



FSC: The Forest Stewardship Council (FSC) was founded in 1993, one year after the “Environment and Development” conference in Rio de Janeiro. The FSC is supported by environmental and nature conservation organisations (WWF, NABU, etc.), social organisations (IG BAU, IG Metall, etc.) and numerous private companies. It is a label for responsible and sustainable forest management and defines criteria and principles not only for timber but also for many other forest products such as resin, brushwood, berries and mushrooms.



GREENGUARD Certification: The GREENGUARD certification is an environmental label issued by UL Environment to a wide range of products. It guarantees that certified products meet strict requirements for the emission of volatile organic compounds (VOCs) into indoor air.



ISO 14001: The globally recognised international certification ISO 14001 defines requirements for an environmental management system for products and services.

ISO 22000: The international standard ISO 22000 came into force on 30 September 2005 and defines requirements for food safety.

ISO 500001: ISO 500001 is a global standard and defines requirements for effective energy management.

ISO 9001: The international certification according to ISO 9001 defines a globally recognised standard for the requirements of effective quality management in companies across all industries and borders.



NHLA: The NHLA (National Hardwood Lumber Association) has developed a Sustainability Verification Certificate which, similar to the FSC certificate, refers specifically to environmental issues and sets requirements for sustainable forestry.



OEKO-TEX 100: OEKO-Tex 100 is a globally recognised, independent testing and certification system for textile raw materials, intermediate and end products at all stages of processing, as well as for accessories used. The test criteria and limit values relate to key legislation on banned azo dyes, formaldehyde, nickel, etc. as well as the European chemicals regulation REACH and many other environmentally relevant substance classes.



PEFC: The Programme for Endorsement of Forest Certification Schemes (PEFC) is an initiative of the European Forest Owners' Association. It was founded in Helsinki in 1999 to protect European forests and covers around 69 % of the certified forest area in Germany. It is an independent environmental label that defines comprehensive requirements for sustainable forest management.

QUALITÄTSVERBAND
UMWELTVERTRÄGLICHE
LATEXMATRATZEN e.V.



Quality Association for Environmentally Compatible Latex Mattresses e.V.:

The QUL test stands for pollutant-free natural latex products of the highest quality.



REACH: "REACH" means the EC Regulation directly applicable in the Member States of the EU entitled "Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and establishing a European Chemicals Agency".



Responsible Down Standard: The Responsible Down Standard (RDS) is a certification for down and feather products from Control Union Certifications Germany GmbH. The requirements cover the entire value chain. RDS certification guarantees the absence of force-feeding and live plucking and enables full traceability of raw materials from producer to processing company.



CONSUMPTION

Electricity, heat and water

We strive to be as climate-friendly as possible throughout our value chain. This applies not only to the purchase of 100 % green electricity, the careful selection of all materials and suppliers, the use of fuel-efficient and electric vehicles and the introduction of employee bicycles, but also to all other business decisions that promote an environmentally and socially responsible orientation.

Our largest production partner has been sourcing almost 50 % of its energy from photovoltaic systems since 2012, while another heats the entire production facility with 100 % self-generated thermal energy from wood offcuts. Overall, our partners cover an average of around 29 % of their electricity requirements with their own photovoltaic systems and 77 % of their heating requirements through the thermal utilisation of waste wood.



● 77 % *Waste-to-energy heat generation*

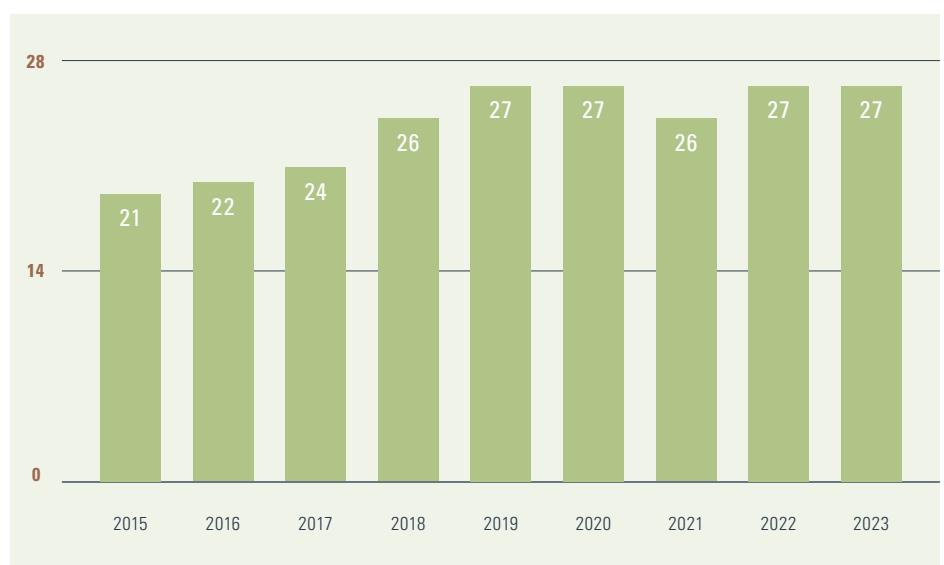


● 29 % *Electricity generation
from photovoltaic systems*

Staff and spatial development

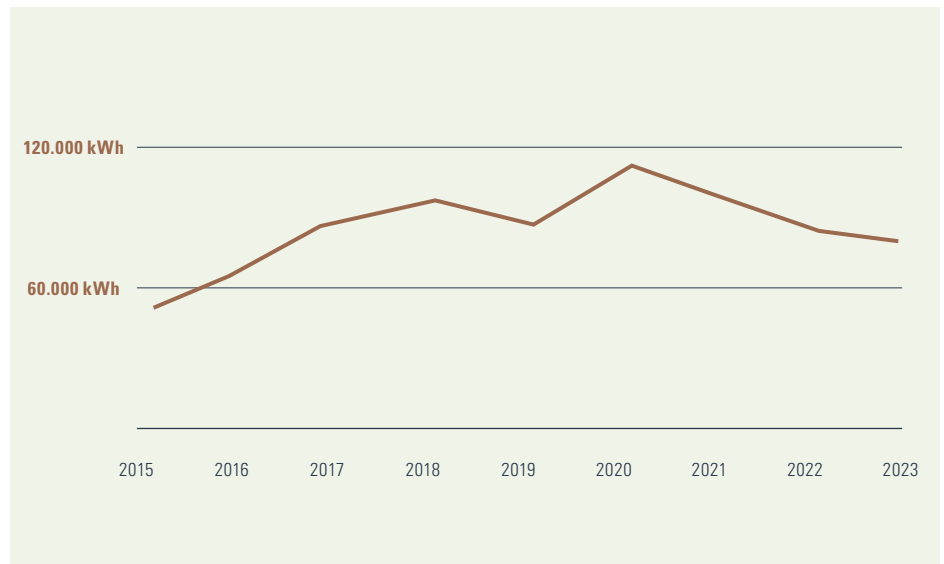
Electricity consumption per employee has been reduced by more than 50 % since 2015, despite an increase in the number of employees and an expansion of the premises. Gas consumption per employee has remained roughly constant, while water consumption has decreased despite the drinking water treatment plant. This plant has been supplying us with water of excellent quality since the beginning of 2018. As a positive side effect, we have been able to completely eliminate the purchase of glass and plastic bottles.

● Number of employees

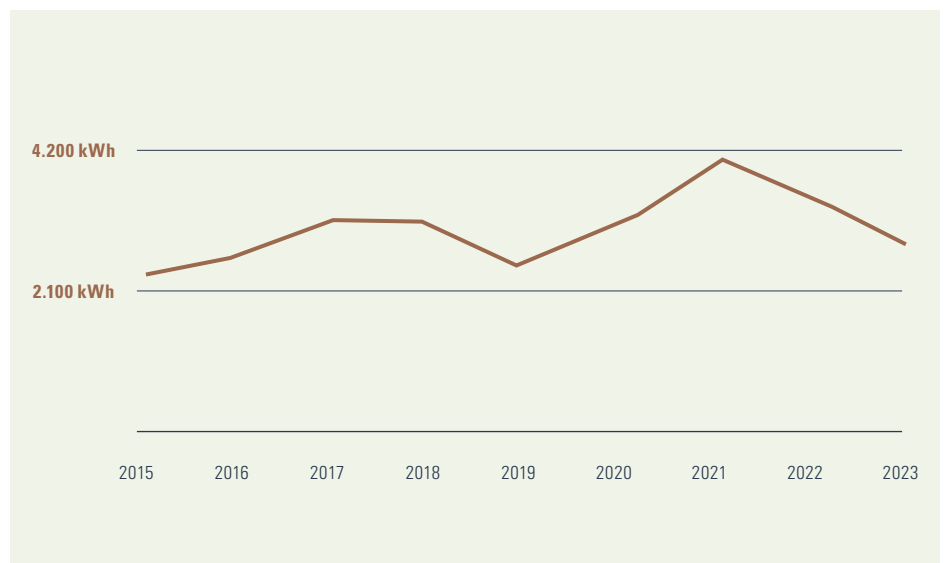


Natural gas consumption

— Natural gas consumption per year in kWh

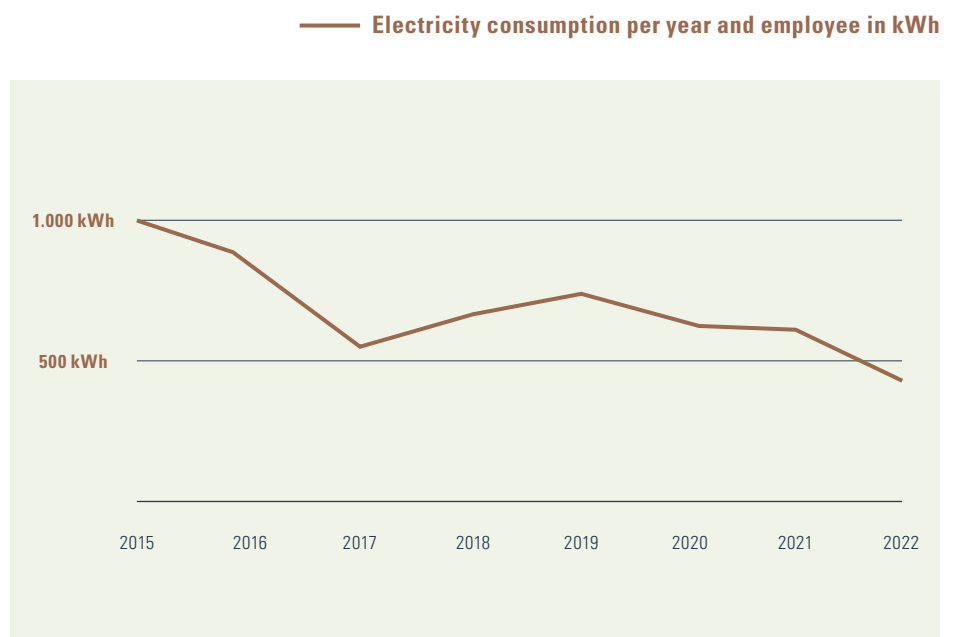


— Natural gas consumption per year and employee in kWh



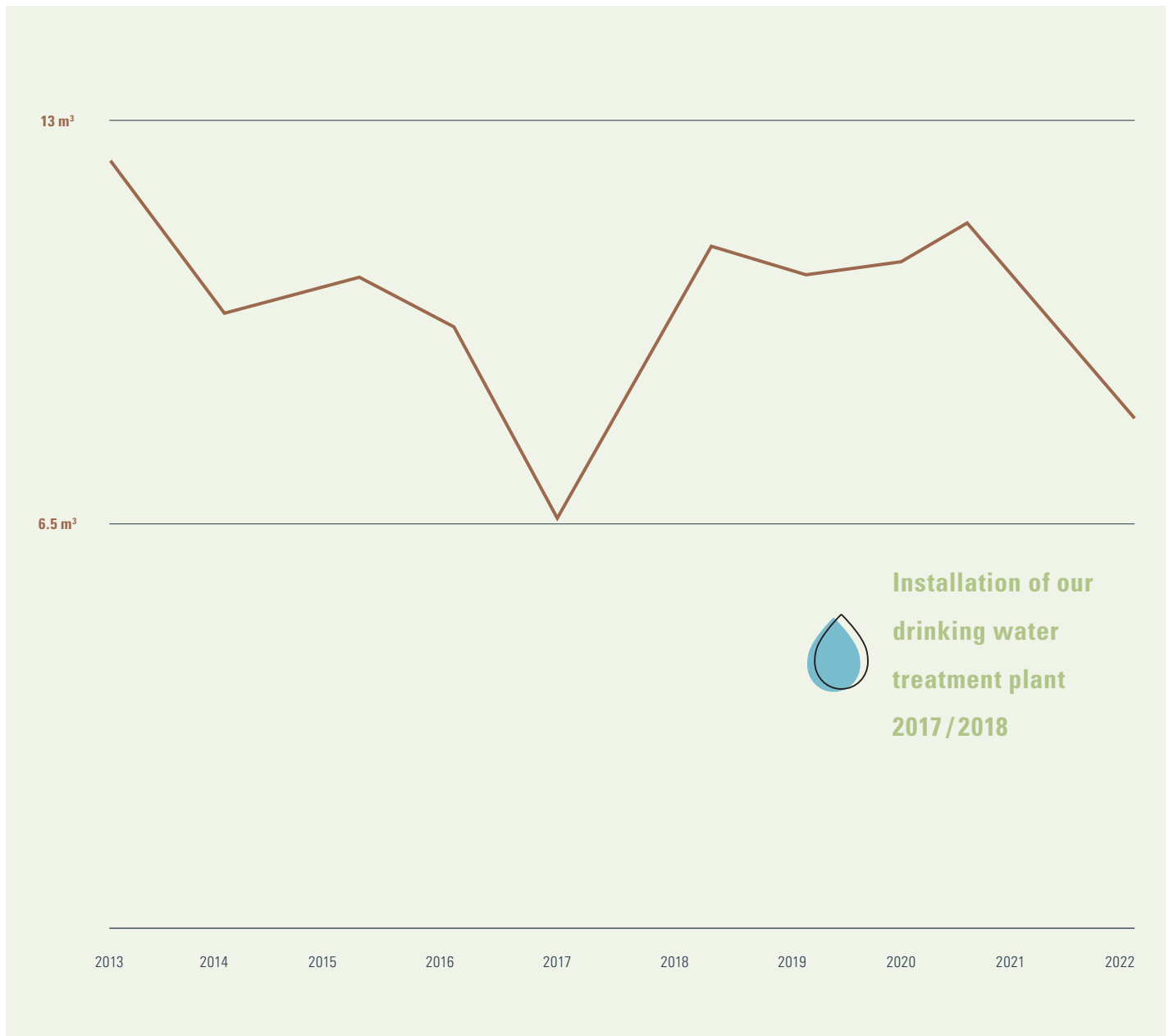
Green electricity consumption

ZEITRAUM has been using 100 % green electricity since 2009. The data shows the electricity consumption perhead since 2015.



Water consumption

— Water consumption per year and employee in m³



Waste, consumables and supplies

Our office, where design, marketing, sales and order processing take place, naturally generates waste and consumption. In addition to water, electricity and heat, we use paper, cardboard and hygiene products. We can hardly do without one or the other — but we can control the type of paper, cardboard

and sanitary products we use. For example, since 2015 we have only used recycled products, and we are committed to gradually reducing our use of printer paper and cardboard in the future. You can see how much we have used in recent years in the tables and graphs below.

Consumption in the office

in Wolfratshausen:

*R = (Material) recycling

T = Thermal utilization

	Disposal method	2015	2016	2017	2018	2019	2020	2021	2022	2023
Mixed paper in t, AVV 20 01 01	R	3.545	3	3.455	2.42	2.55	2.755	4,39	2.36	2.32
Mixed wood, coated, AVV 17 02 01	T	0	0	0	0.075	0	0.39	0.3	flatrate	flatrate
Sanitary paper in t		0.45	0.47	0.45	0.46	0.43	0.27	0.089	0.085	n. a
Total waste in t		3.995	3.47	3.905	2.955	2.98	3.415	4.779	n. a	n. a
Residual waste container 240 l	is collected every two weeks									
Organic waste 80 l	is collected every two weeks									
Paper container 1100 l	is collected every two weeks									

Paper use

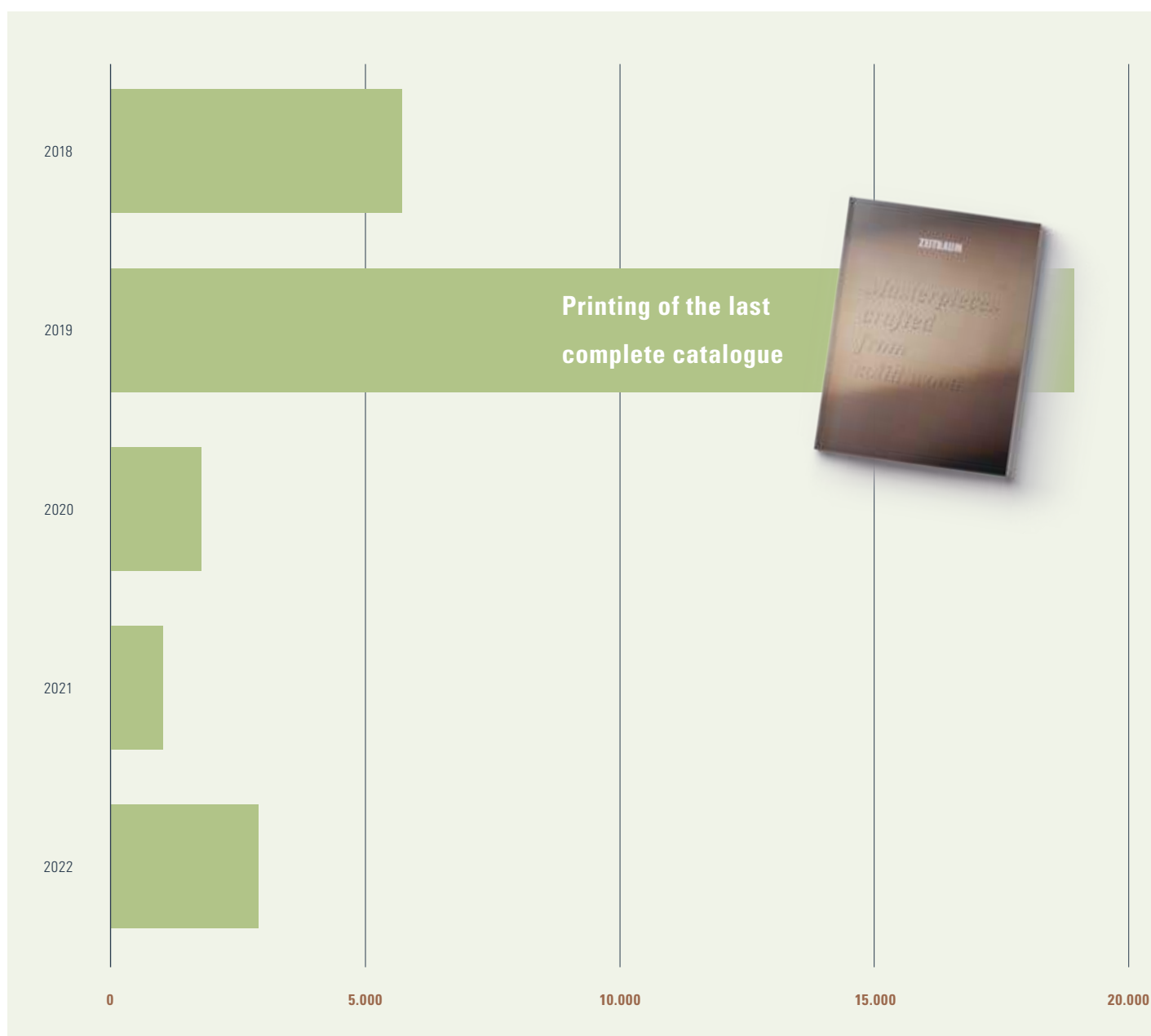
We always make a conscious decision about what to print and what not to print. We want our catalogues to do justice to the products and the precious raw materials we use. The quality of the furniture is reflected in the look and feel of our catalogues.

The general catalogue, which will be printed for the last time in 2019, is






valid for at least three years and is used by architects, dealers and partners well beyond that. This makes it an important communication tool for us. It represents the history of ZEITRAUM — in words and pictures.

Printed catalogues and
print media from 2018 to 2021:

● Paper for catalogues and other printed media in kg



Activities and goals related to the UNGC principles and the Sustainable Development Goals (SDGs)

UNGC Principles	SDGs	Action	Target	Period	Status target achievement	Previous year %
1, 5, 7, 8, 10	1, 4, 8, 10, 11, 13, 15, 16, 17	Increase donations to environmental protection organisations	Donation value for reforestation projects or similar of 10.000 €	2020-2030	 0 %	40 %
7, 8, 9	7, 9, 11, 12, 13	Motion detector, light	30 % reduction in electricity consumption per employee	2018-2030	 100 %	7.5 %
7, 8, 9	4, 6, 9, 11, 12, 13	Educational measures and building optimisation	Reduction of gas consumption by 20 %	2018-2030	 75 %	-13.1 %
7, 8, 9	4, 11, 12, 13	Digitisation measures and educational measures	Reduction of paper consumption by 30 %	2018-2025	 100 %	-39 %
7, 8, 9	13	Purchase of new electric vehicles	Replace 80 % of company vehicles with electric vehicles or ecologically equivalent vehicles	2021-2030	 17 %	17 %
7, 8, 10	9, 11, 12, 14	Parcel and postal changeover	CO ₂ neutral shipping of parcels from WOR	By the end of 2025	n.a	



People

FAIR SUPPLY CHAINS

A. Acting sustainably together

We know our partners. Close business relationships and regular personal dialogue have enabled us to grow together over the years and decades. We share the same goals and want to act responsibly together. We do this by constantly setting new standards and reviewing our supply chains against the strict requirements set out in our Code of Conduct.

B. Corporate Social Responsibility — Check

In 2023, we introduced a Corporate Social Responsibility (CSR) audit in the form of questionnaires. Using these questionnaires, we will collect sustainability-related data from our suppliers and manufacturers at regular two-year intervals. The aim is to document the current status, identify the need for optimisation along our supply chain at an early stage and increase the innovative power of our processes.

C. Furniture Footprint

The Furniture Footprint is our way of communicating with our customers. It is an interactive product sustainability rating system that allows anyone to instantly and clearly understand the sustainability and supply chain of products. It also offers the opportunity to find out everything about the materials used in the product. Through total transparency, we empower our customers to act responsibly and consciously.

D. Code of Conduct

We aim to make a contribution to the sustainable development of the economy and our world. To achieve this together with our partners, we need defined behaviours and values that create the basis for a positive working environment and a responsible value chain. Our Code of Conduct helps us to make the right decisions and do good together. The content of the Code of Conduct is based on the “17 Sustainable Development Goals”, the principles of the Universal Declaration of Human Rights, the anti-corruption principles, the principles of the ILO (International Labour Organisation) and our internal mission statement. We introduced the Code of Conduct in 2020 and expect our business partners to respect and comply with the principles it contains as well as national laws.



A HEALTHY WORKING ENVIRONMENT

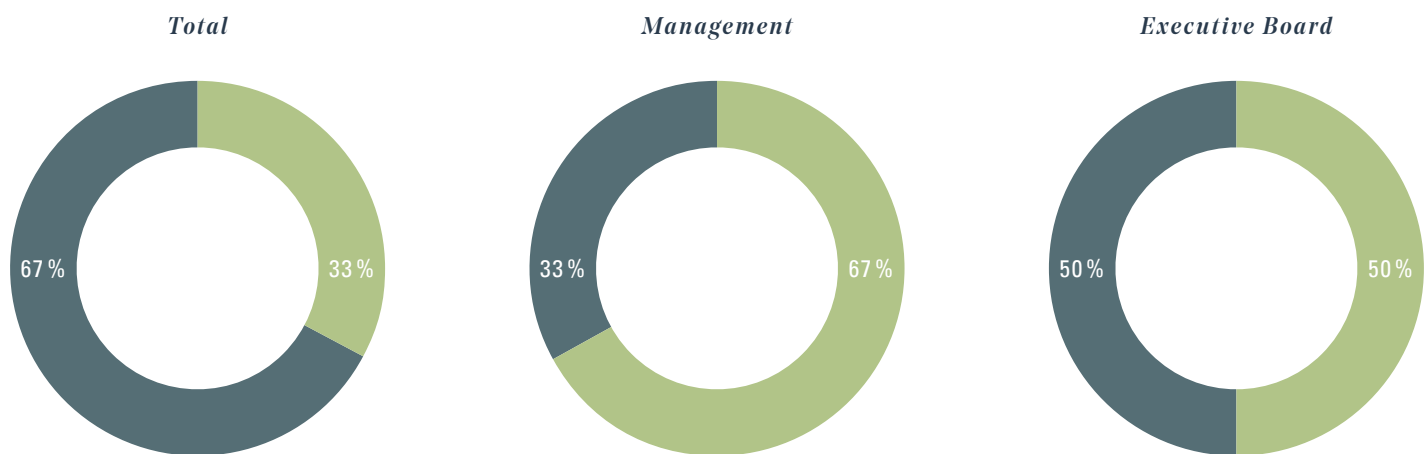
The foothills of the Alps characterise life and work south of Munich. Here, in a mill along the river Loisach, is the home of ideas, design and, to some extent, furniture making. The proximity to nature invites you to swim in the cool stream in summer and take a walk at lunchtime all year round. Away from the hustle and bustle of city life, natural solid wood furniture of timeless design is created here. The company structure is characterised by flat hierarchies. Close cooperation enables an open exchange of ideas. All employees are involved in projects and work independently and loyally for the common good.



Employee structure

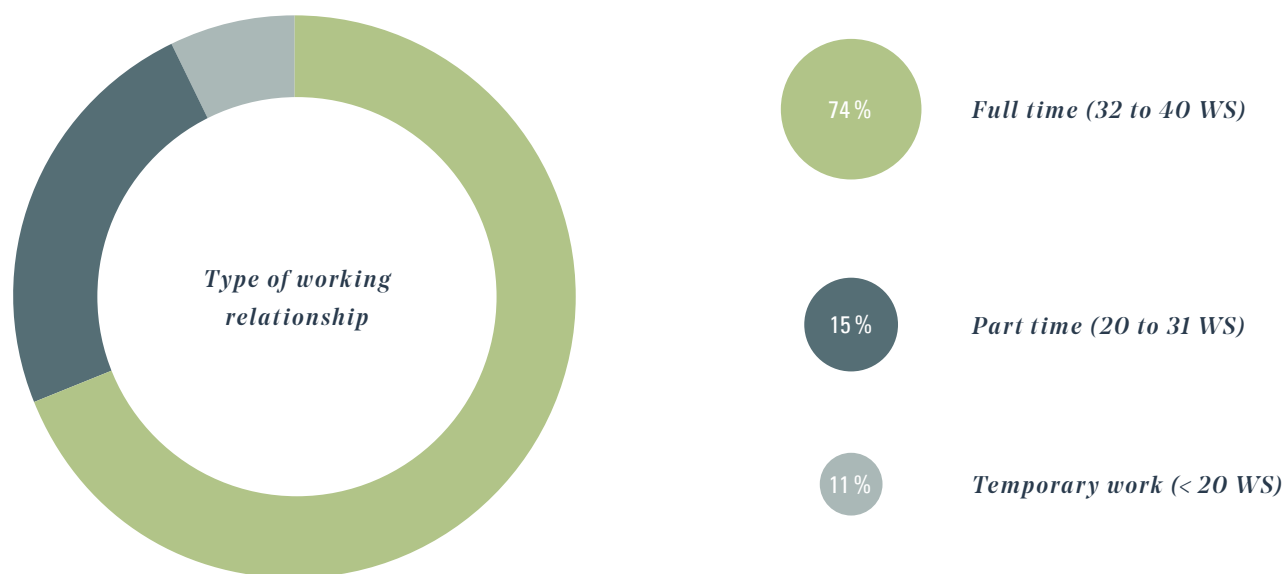
ZEITRAUM currently employs 27 people of different cultural backgrounds and age groups, most of whom come from the surrounding region. Equality is not just a word here. It is lived. The ZEITRAUM team is predominantly female. ZEITRAUM has been run by Birgit Gämmerler for more than 30 years now and together with Peter Gaebelein since 2016.

● Male ● Female



Number of employees	27
Average age	45.8 years
Average years of employment	11.8 years
Gender distribution	67 % Women 33 % Men 0 % Diverse (27 Persons)
Gender distribution of management	33 % Women 67 % Men (6 Persons)
Gender distribution CEO	50 % Women 50 % Men (2 Persons)
Ø-days of sick leave, 2022 for ZEITRAUM	4.6 %
Ø-days of sick leave, 2022 in Germany	6.8 %

Seniority and type of working relationship



Seniority in years	% of total
< 1 year	4 %
1 to 5 years	22 %
5 to 10 years	33 %
> 10 years	41 %

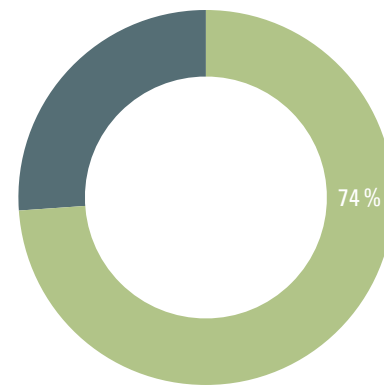


10 *Result of the employee survey (2021)

(more than 6 out of 10 points = satisfied)

Fair remuneration¹⁰

ZEITRAUM attaches great importance to equal opportunities. In addition to the fact that all employees receive the same salary for the same job, the existing salary is renegotiated at a fixed date each year and adjusted if necessary. Christmas and holiday bonuses are paid throughout the year. The salary structure is fair and moderate, with no disproportionate outliers. Once a year there is a voluntary profit-sharing scheme for all employees. Wherever possible, 10 % of surplus profits are distributed equally and two-thirds are reinvested in new projects. This ensures the continued growth of the company.



*Percentage of employees who believe they are remunerated in line with their performance**

Further training programs

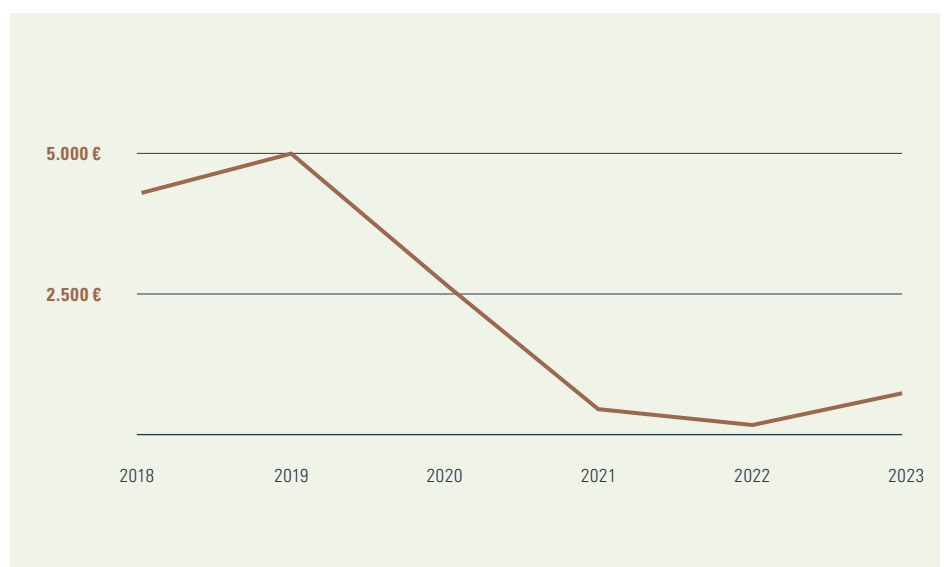
It is important to encourage continuous learning so that our employees can develop to their full potential and, of course, so that we can develop as a company. This is done by setting realistic goals and discussing personal potential in annual performance reviews. Cross-departmental collaboration and plant tours create interactive action and understanding of the various activities within the company and beyond. Through dialogue and experience, complex processes become tangible and new solutions and ideas emerge. Travel and trade shows around the world also broaden horizons and sharpen the eye for new things. Access to specialist literature is a matter of course in order to increase expertise and knowledge and to stimulate the in-

terest of employees. In view of the rapid digital developments in technology and management systems, ZEITRAUM offers its employees the opportunity to take part in software seminars or other training courses.

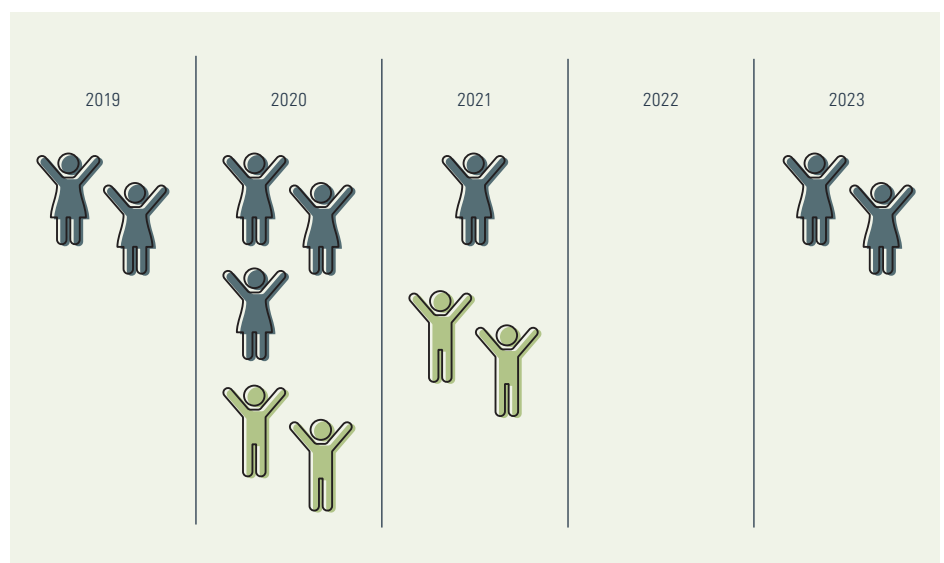
The following graph first show the training expenditure for the years 2019 to 2022. The next figure shows how many employees participated in training. Unfortunately, there has been a sharp decline in training in the past year, mainly due to the economic impact of COVID-19 and the war in Ukraine. However, our goal is to significantly increase training spending again by 2025.



— Expenditure on further training in €



Participants in continuing education programmes: Number and gender





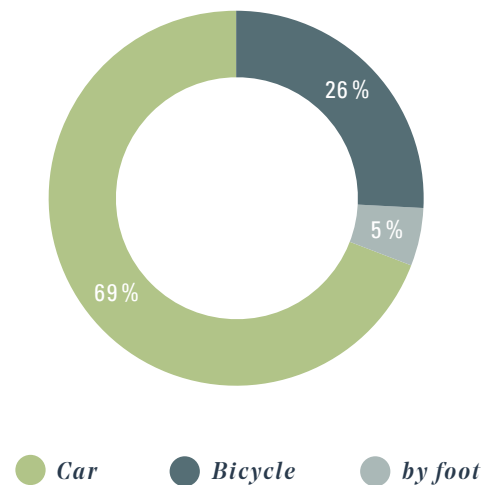
Mobility

Wolfratshausen is about 50 kilometres south of Munich. The majority of our employees come from this area. Anyone living in the foothills of the Alps will be familiar with the many mountains and hills that make up this beautiful landscape. However, it is very difficult to overcome all these obstacles by bike. In rural areas, the car is usually the preferred mode of transport - probably because public transport is poorly developed.

The ZEITRAUM fleet consists of 6 cars and several bicycles. All vehicles are equipped with low-consumption engines. In 2020, one pool vehicle was replaced by an electric vehicle. In addition, we have been offering our employees a bicycle leasing scheme since 2020 and hope that our employees will experience great moments on their new bikes and perhaps even cycle over the odd hill to ZEITRAUM in the future. That would not only be good for the environment, but also for our health.

For many journeys that don't take us to Wolfratshausen, we take the train. Most of our journeys within Germany are relaxed trips from A to B or abroad to major furniture fairs such as Milan. In the future, we want to expand our environmentally friendly mobility even further. As well as issuing railcards, this will of course include more electric vehicles. Or meetings will be planned and organised digitally from the outset.

How we get to work:

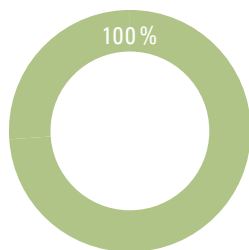




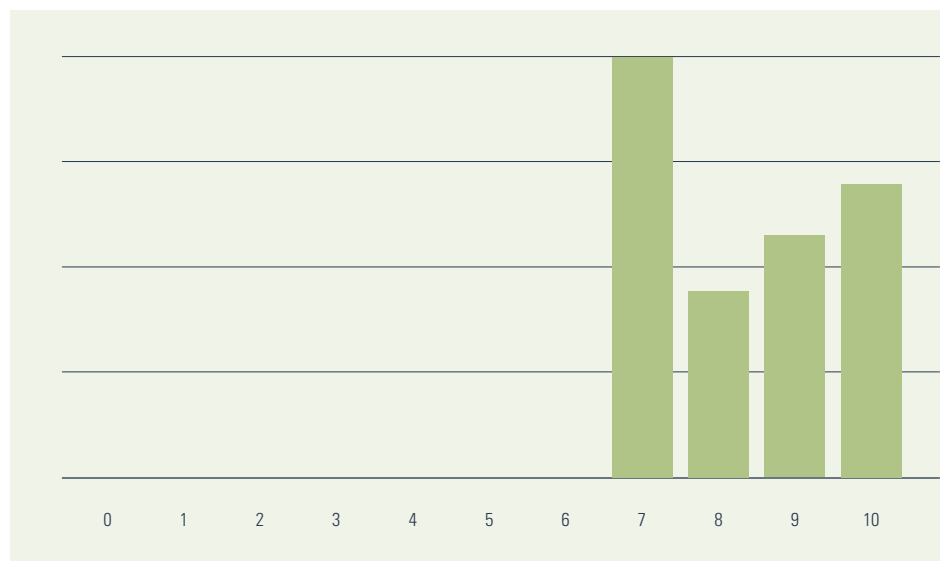
Leisure and work ¹¹

Work-life balance is an important part of the modern work environment. Flexible working hours allow our employees to organise their working day individually and make time for family and friends. It is also possible to work from home. This allows us to recharge our batteries for new tasks and keep our feet on the ground in a pulsating world. At ZEITRAUM, all full-time employees are entitled to 30 days' holiday per year. By law, the minimum entitlement in Germany is 20 days for a 5-day week (§ 3 BUrlG).

ZEITRAUM employees have a working time account which they can manage according to their individual needs. This is intended to strengthen independent, entrepreneurial behaviour. We also support our employees in the company pension scheme: The company contributes 20 % of the gross salary invested, regardless of the amount.



Percentage of employees who feel they have a good work-life balance (result of the 2021 employee survey; from 6 points = satisfied)





SOCIAL COMMITMENT

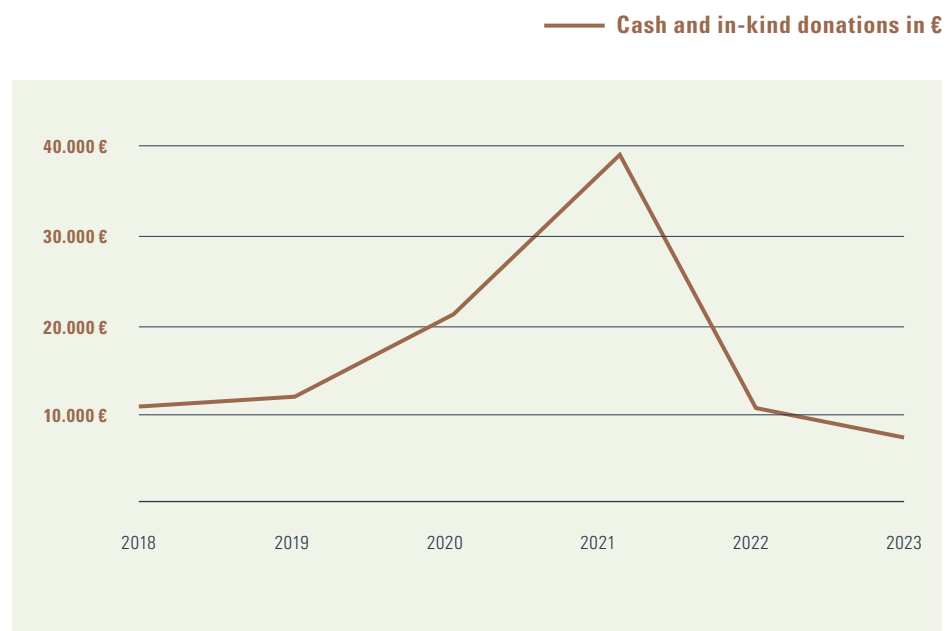
Donations

As a sustainable company, ZEITRAUM is committed not only to ecological issues, but also to social issues. We want to have a positive influence on society within the scope of our possibilities.





To this end, we create the appropriate framework conditions. Students and school pupils are regularly given the opportunity to gain an insight into everyday working life at ZEITRAUM through internships. We support students in particular by providing expert advice on bachelor's and master's theses and regularly organise guest visits to universities to give lectures on sustainable furniture design.

In addition to our internal commitment, we also support charitable projects in the region and abroad. In recent years, we have supported social and/or

ecological projects/organisations such as OroVerde, Nähwerkstatt Netzwerk e.V., Diakonie Jugendhilfe Haidhausen, Bürger für Bürger Neighbourhood Aid e.V., Kulturraum München e.V., Therapiezentrum Osterhof e.V., Klecks School of Fantasy e.V. in Wolfratshausen, BISS — Citizens in Social Difficulties e.V., and Luftikus e.V., an association for ventilated children in need of intensive care. In 2021, we were able to significantly exceed our goal of donating €30.000 per year by 2022. In 2021, ZEITRAUM provided donations in kind and direct financial support to the value of over 36,300 euros. For this reason, and due to the general recession, we unfortunately had to reduce our spending somewhat in 2022 and 2023. Nevertheless, we were able to record donations of over 10.000 Euros and 7.000 Euros. Our aim is of course to build on the success of 2021 in the future.



Activities and goals related to the UNGC principles and the Sustainable Development Goals (SDGs)


UNGC Principles	SDGs	Action	Target	Period	Status target achievement	Previous year %
1-10	1-17	Donations	Donation amount up to € 16.400 (depending on company turnover)	By 2030	 43%	66 %
1, 6, 7, 8, 9	9, 4, 5, 8, 10	Further training programs	€ 7.000 for further training	By 2030	 23%	0 %
1, 6, 7, 8, 9	4, 5, 8, 10	Further training programs	50 % of employees participate in training	By 2030	 7%	0 %
7, 8, 9	3, 5, 9, 11, 13, 14, 15, 17	Introduction of employee bicycles	Percentage of employees who cycle to work is 35 %	By 2025	 74%	74 %
1-10	1-17	CSR-Checks	All manufacturing companies	By 2025	 100%	0 %
1-10	1-17	Code of Conduct; extension to key suppliers	Extended to all suppliers with an annual turnover of over € 15.000	By 2025	 75%	74 %

SDGs / UNGC Index



As described at the beginning of this report, we want to play our part in achieving the United Nations' 17 Sustainable Development Goals. To this end, we have joined the UN Global Compact in 2020 and have incorporated its 10 principles and 17 goals into our processes and corporate philosophy. Naturally, not all of these goals and principles affect our processes in the same way. The following overview shows which of them affect us and where we are already making a contribution.





Chapter	Page	SDGs	UNGC principles
Furniture in Circulation	20	8, 9, 12, 13, 15	7, 8, 9
Production	22	8, 9, 12, 13, 15	7, 8, 9
Production sites and suppliers	23	1, 10, 16, 17	1, 2, 4, 5, 10
Made in Germany	24	1, 10, 16, 17	1, 2, 4, 5, 10
Sustainable product design	26	3, 12, 13, 14, 15	7, 8, 9
Materials	28	3, 10, 12, 13, 14, 15, 17	1, 2, 4, 5, 7, 8, 9, 10
Quality	32	3, 12	7
Packaging design	34	12, 13, 14, 15	7
Outlet products	38	4, 8, 11, 12, 13, 17	7, 8
Repair	39		
Open communication	42	4, 12, 13, 15	7, 8, 9
Furniture Footprint	42		
Where does our wood come from?	48	13, 15, 17	7, 8, 10
Our commitment	49	1, 2, 4, 6, 8, 10, 13, 14, 15, 16, 17	1, 4, 5, 7, 8, 10
Why wood?	51	7, 13, 15	7, 8, 9
Certificates	53	13, 15, 17	7, 8, 10
Consumption	58	7, 11, 12, 13	7, 8, 9
Fair supply chains	66	1, 10, 16, 17	1, 2, 4, 5, 10
A healthy working environment	67	5, 8, 10	1, 3, 6
Social commitment	74	1-17	1-10

Glossary

Term	Explanation
AZO dyes	“AZO dyes” are synthetic dyes. They are suspected of containing releasable, carcinogenic arylamine components.
Biodegradable	Materials are said to be biodegradable if, due to their natural composition, they can be returned to nature over time without leaving any residue and without harming it. In the biological cycle, these materials are broken down by microorganisms at the end of their life cycle. The resulting excretions in turn provide a breeding ground for new living organisms.
CFC	Is the abbreviation for chlorofluorocarbons. CFCs are a large chemical group of low-molecular organic compounds that were used, for example, as refrigerants in refrigerators or as solvents. It is now known that they are largely responsible for the depletion of the ozone layer.
Circular economy	The circular economy is the opposite of the linear economic model. In this model, resources are reused, reprocessed, repaired, etc. for as long as possible. The aim is to reduce residual materials, resource consumption and waste.
CO ₂ equivalent	The CO ₂ equivalent describes the relative contribution of a chemical compound to the greenhouse effect. It indicates how much a defined mass of a defined greenhouse gas contributes to global warming compared to the corresponding amount of CO ₂ .
Composites	Composite materials are materials made up of at least two different materials. These materials are bonded together over their entire surface and are very difficult or impossible to separate.
Consumerism	Consumerism describes an attitude to life in which the need for new things must be satisfied. An intensification of consumerism is “shopping addiction”.
Cradle to Cradle	Cradle to Cradle describes a material cycle in which manufactured products can be converted back into new raw materials at the end of their useful life without producing waste.
Diversity	In this context, diversity refers to the desired variety of people. Diversity refers to the following: Age, disability, ethnic origin, family status, gender, gender expression, gender identity, genetic information, national origin, physical characteristics, political affiliation, pregnancy, religion, social origin, sexual orientation, trade union membership and other legally relevant criteria.
Emissions	Refers to the emission of pollutants into the atmosphere. In this context, these are greenhouse gases.

Term	Explanation
End of life products	This term refers to products that have reached the end of their life cycle.
Energy efficiency	Energy efficiency is the ratio of energy input to desired output.
Global Warming Potential (GWP)	The Global Warming Potential describes the relative contribution of a chemical compound to the greenhouse effect.
Green electricity	Refers to electricity generated from environmentally friendly, renewable energy sources. Examples of environmentally friendly renewable energy sources are wind turbines, hydroelectric power stations, biogas plants or photovoltaic systems.
LCA data	LCA data is information collected as part of a Life Cycle Assessment. It describes the analysed object with all its environmental impacts.
Life Cycle Assessment	All process steps and materials used in production are included and analysed under various environmental aspects. As a result, this method provides a comprehensive picture of the environmental impact of the analysed product and thus forms the basis for a realistic and holistic assessment.
Modularity	Modular products are designed to be separable. This means they can be easily disassembled and packed into compact cartons for transport.
Primary energy	Primary energy is the energy available as a result of the original energy production. It is transformed into secondary energy through conversion processes. After further losses, it finally reaches the consumer as final energy.
Primary Raw Materials	Raw materials that are newly obtained for a process and do not come from a recycling process or similar.
Recycling	Recycling is a form of material recovery. It is part of the circular economy. The quality of the recycled material is maintained.
Renewable resources	This refers to plant and animal raw materials from agriculture and forestry which, in contrast to fossil resources, regenerate themselves through natural processes within a relatively short time frame.
Secondary raw materials	Are raw materials that come from a recycling process.

Term	Explanation
Stakeholder	Stakeholders are interest groups of a company. A distinction is made between internal and external stakeholders, whereby there is a mutual (direct or indirect) dependency between stakeholders and the company.
Sustainability	Sustainability Sustainability means using the resources we have responsibly. Sustainability touches every aspect of our lives, covering social, environmental and economic aspects.
Sustainable Development Goals	The 17 Sustainable Development Goals (SDGs) of the 2030 Agenda were developed by UN member states and aim to contribute to sustainable development on an economic, social and environmental level.
UN Global Compact	The UN Global Compact is a voluntary pact between businesses and the United Nations to help shape the social and environmental future of the globalised world. Participants commit themselves to ten principles for a better world and pledge to meet minimum social and environmental standards with regard to corruption, environmental hazards, human rights abuses, etc. The Pact entered its operational phase on 26 July 2000.
Value creation	Sequence of value-adding processes necessary for the manufacture of a product. The term is usually understood in the sense of monetary value added - ZEITRAUM understands it as ecological, social and economic increase in value through all necessary processes.
Cellulose	Zellulose ist die Gerüstsubstanz der Pflanzenzellen. Ihr Grundbaustein ist das Glucosemolekül. Als Faser hat sie in der Pflanze eine statische Funktion und dient vor allem der Zugfestigkeit.

List of abbreviations

AgBB	Committee for the Health Evaluation of Building Products	FIA	Forest Service Inventory Analysis	PCP	Pentachlorophenol
AHEC	American Hardwood Export Council	FSC	Forest Stewardship Council	PE	Polyethylene
Eq.	Equivalent	HCFC	Partially halogenated fluorine-chlorine hydrocarbons	PEFC	Programme for the Endorsement of Forest Certification Schemes
BMEL	Federal Ministry of Food and Agriculture	HPL	High Pressure Laminate	PP	Polypropylene
BMI	Federal Ministry of the Interior, for Building and Home Affairs	ISO	International Organization for Standardization	PUR	Polyurethane
BMUB	Federal Ministry for the Environment, Nature Conservation and Nuclear Safety	kg	Kilogram	PVAc	Polyvinyl acetate
C2C	Cradle to Cradle	km	Kilometer	PVC	Polyvinyl chloride
CO²	Carbon dioxide	COM	EU Commission	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
DDT	Dichlorodiphenyltrichloroethane	kWh	Kilowatt hour	SCS	Scientific Certification Systems
DGNB	German Sustainable Building Council	LCA	Life Cycle Assessment	SDG	Sustainable Development Goals
DIN	German Institute for Standardisation	LEED	Leadership in Energy and Environmental Design	TDI	Tolylene diisocyanate
EN	European Standard	LKW	Truck	UBA	Federal Environment Agency
EPD	Environmental Product Declaration	sqm	Square meter	UN	United Nations
EUTR	European Timber Regulation	m³	Cubic meter	UNGC	United Nations Global Compact
CFC	Chlorofluorocarbons	Mio.	Million	USDA	United States Department of Agriculture
		MJ	Megajoules	VOC	Volatile organic compounds
		PA	Polyamide		
		PAH	Polycyclic aromatic hydrocarbons		

Sources

- 1 SDGs 2020: Goal 15: Life in rural areas <<https://17ziele.de/ziele/15.html>> Accessed on 12 December 2020
- 2 SDGs 2020: Goal 13: Climate action <<https://17ziele.de/ziele/13.html>> Accessed on 13 December 2020
- 3 SDGs 2020: Goal 12: Sustainable consumption and production <<https://17ziele.de/ziele/12.html>> Accessed on 13 December 2020
- 4 MONOWELL 2023: Material <www.monowell.de> Accessed on 31 October 2023
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- 10 *Result of the employee survey (more than 6 out of 10 points = satisfied)
- 11 *Result of the employee survey (more than 6 out of 10 points = satisfied)

Sustainability Report

2022 / 2023

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COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.