

# SUSTAINABLE ENGAGEMENT

A responsible attitude towards the management of resources in all dimensions is one of the fundamental values at Forbo. We are committed to protecting the environment and continuously investing in a sustainable future. As a manufacturer and employer conscious of its responsibilities, Forbo sets very high standards for health, safety, environment, and quality.

## Social dimension

Forbo cultivates a high-performance culture in order to fulfill the high demands of our customers and business partners as well as our own demands on ourselves. This is why we promote the necessary capabilities and competences on all organizational levels, and support this internally with seminars and further training activities.

This means that the divisions provide internal training in a wide range of areas regarding products and applications, health and safety in the workplace, sales and marketing, finance, operations, project management, strategy implementation, and Forbo's values. Continuous intensive trainings in the area of health and safety include measures in the areas of accident prevention, risk awareness, and work safety.

On the Group level Forbo has successfully established an internal management training program in collaboration with the University of St. Gallen, as well as other external partners and internal experts. This practice-oriented advanced training program for senior managers and persons in key positions consists of a first training week that includes various modules from management and sales to marketing and operations. A second training week expands on this and includes additional leadership modules, focusing on strategic implementation and leadership themes such as dealing with organizational and team changes as well as performance management.



### Ecological dimension

Protection of the environment and the generation of ecological added-value are important factors in all of Forbo's development and investment decisions. Our customers also demand efficient and sustainable products and services. Both divisions are meeting these demands by offering purely natural products in their product portfolio.

With linoleum, Flooring Systems offers a floor covering made of 97% renewable raw materials of which 72% are renewable within ten years. Linoleum is made from the natural raw materials linseed oil, natural resin, wood flour and limestone as well as jute and pigments. A natural product through and through which, in view of its long service life and positive ecological balance, is regarded as the most environmentally friendly resilient floor covering available. At the end of its long service life it can be composted, as it is 100% biodegradable. In addition to this, linoleum is made from 43% recycled material, which lowers the consumption of primary raw materials accordingly.

Vinyl floor coverings receive their elasticity, pliability and flexibility properties from plasticizers. Flooring Systems is the clear leader in the use of phthalate-free plasticizers of the latest generation. They also contain up to 45% recycled material in the substrate layer. Within the framework of our 'back to the floor' program, we collect off-cuts of our vinyl coverings as well as waste material from our own production and put these back into the production of new coverings, for example for the substrate layer of carpet tiles and Flotex.

Flooring Systems gets 100% of the electricity used at our production locations from renewable energy sources.

With the BioBelt, Movement Systems is the first ever conveyor belt manufacturer to develop a biodegradable conveyor belt whose physical and dynamic properties are equal to standard belts. The same applies to its performance and long service life. In BioBelt products, oil-based raw materials and synthetic-technical materials have been largely substituted by materials from renewable, plant-based raw materials.



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In order to maximize environmental compatibility and at the same time increase the product advantages, Movement Systems patented a special coating (AmpMiser) that significantly reduces the friction between the underside of the belt and the slider bed compared with conventional conveyor belts. Conveyor belts coated with AmpMiser display their advantages most clearly where goods are being continuously conveyed and many belts are in use, for example at airports or in logistics and distribution centers. For this type of application, energy savings for the overall systems of up to 40% are achieved.

We have also made it our aim to continually shape our own activities more sustainably and efficiently. We do this by using less material and energy to realize equivalent or even better solutions. Both divisions are working constantly on the optimization of production processes in terms of water and energy consumption, reduction of emissions, reuse of heat generated in the production process, and in the reduction and the efficient recycling of waste material in order to reduce the burden on the environment. A wide range of certifications verify these efforts. At the same time, we are

working on innovative ideas regarding the materials used in the production process as well as new application techniques.

## FLOORING SYSTEMS

Floor coverings are part of our everyday lives and define our living, leisure, and working space. Whether as a direct end customer, builder of a major project, architect or installer, for every demand group the issue of sustainability plays an important role in the decision-making process. This is why it is important for Flooring Systems to differentiate itself from its competitors with comprehensible and convincing arguments, also in terms of sustainability.

With the new approach 'committed to the health of one' Flooring Systems wants, alongside a fully transparent product declaration, to highlight the sustainability features more clearly than up to now and place them in correlation to each individual. Under HEALTH we understand holistic physical, mental, and social well-being, and with ONE we mean persons as well as companies, the environment, organizations, customer segments, etc. In this way, the relevant product prop-





erties and explicit differentiation features are emphasized for each demand group: for example, suitable floor covering solutions for allergy sufferers, children in a playgroup, patients in a ward, doctors in an operating theater, cleaning personnel in large buildings, employees at the workplace, travelers on the train, etc.

**MOVEMENT SYSTEMS**

Movement Systems’ resource management is based on the continuous improvement of consumption efficiency by the development and the targeted implementation of measures for the optimization of electricity, gas, and water consumption. Alongside saving energy, energy recovery is an important factor, i.e. the use of energy released in the downstream incineration plant for the purposes of heating and/or power generation. In order to reduce water consumption and avoid unnecessary waste, Movement Systems is increasingly using closed water circulation systems. Some of the used water can be used in another production step in order to minimize water requirements. The reduction and productive reuse of waste material is increasingly the focus of sustainability initiatives. Cut-offs from the belts we produce in certain countries are sold to other

companies to be reused in their production. The locations in North America collect sanding dust in filters which is then processed as material by external partners in their production. Some of the waste from plastic modular belts and polyurethane cut-offs is recycled back into our own production.

**Economic dimension**

As a listed company, Forbo also engages intensively with the economic dimension of sustainability. Compliance is enormously important for the reputation and positioning of a company. We are successful as a company when we fulfill the expectations of the customers, when the employees are enthusiastic and committed, and when we create added value in the long term for our shareholders.

In the reporting year we have constantly maintained our efforts in terms of a conscious attitude to what we do by reinforcing consciousness regarding the contents of the code of conduct, competition law and anti-corruption principles, as well as the uncompromising implementation of the risk management process.

