



# impact report

teknion



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# a letter from david feldberg



Thank you for taking the time to review our 2022 Impact Report. The last two years have been challenging for us all. The pandemic, along with a major reckoning of the consequences of endemic inequity, racial discrimination and climate change have driven a shift in our priorities and perspectives. Now, more than ever, we share an amplified desire for environmental stewardship,

an amplified concern for safety and wellbeing, and an amplified need to be seen and included.

Within this shifting landscape, we have pushed ourselves to take stock of our efforts, internally and externally, so that we can do better. We have always been an entrepreneurial company; with our success and growth driven by the diversity of our people and the mosaic of new ideas they bring. I am proud of what we have achieved.

However, these past two years have taught us that we can't just rely on a comfortable evolution toward greater sustainability. We need to constantly challenge and disrupt our own ways of doing things and to measure our shortcomings along with our strengths to find not just who we are but who we can be.

This report is an accounting of where we have made progress and where there is work yet to be done to creating a more just, equitable and sustainable future. Sustainability is a journey. It doesn't have a finish line. We look forward to sharing our journey with you.

*David Feldberg*

**David Feldberg**  
President and CEO

# highlights from our sustainability team:

Sustainability is embedded in our culture, empowering everyone from the plant floor through to our executive leadership to contribute to corporate responsibility at Teknion. Our sustainability team ensures that as an organization we remain accountable, transparent and that we continually look for ways to improve the way we do business.

## Some of our recent successes include:

- Attaining the Just Social Justice Label as a reflection of our ongoing commitment to making Teknion a place where everyone feels they are valued and belong and a way to demonstrate our commitment to social justice and equity issues
- Extending WELL's principles beyond our showrooms through WELL Portfolio to foster wellbeing in every employee no matter if they are in an office or on the plant floor
- Defining short term reduction targets that support long term climate goals, including a 5% annual reduction of our carbon emissions and a commitment to formalize science based targets through the Science Based Targets initiative (SBTi)



*From left to right:  
Tracy Backus, Director Sustainable Programs,  
David McDivitt, Director Corporate Program Management,  
Maxine Mann, Chief Sustainability and Sales Officer, Margo Gordon, Vice President Human Resources,  
Farjad Shah, Manager Sustainability Programs*

# our approach to sustainability

As a privately held, family-run company, we can look beyond quarterly results to take a long-term approach to our corporate responsibility. We invest in programs and processes that raise the bar and further sustainability, even in challenging times.

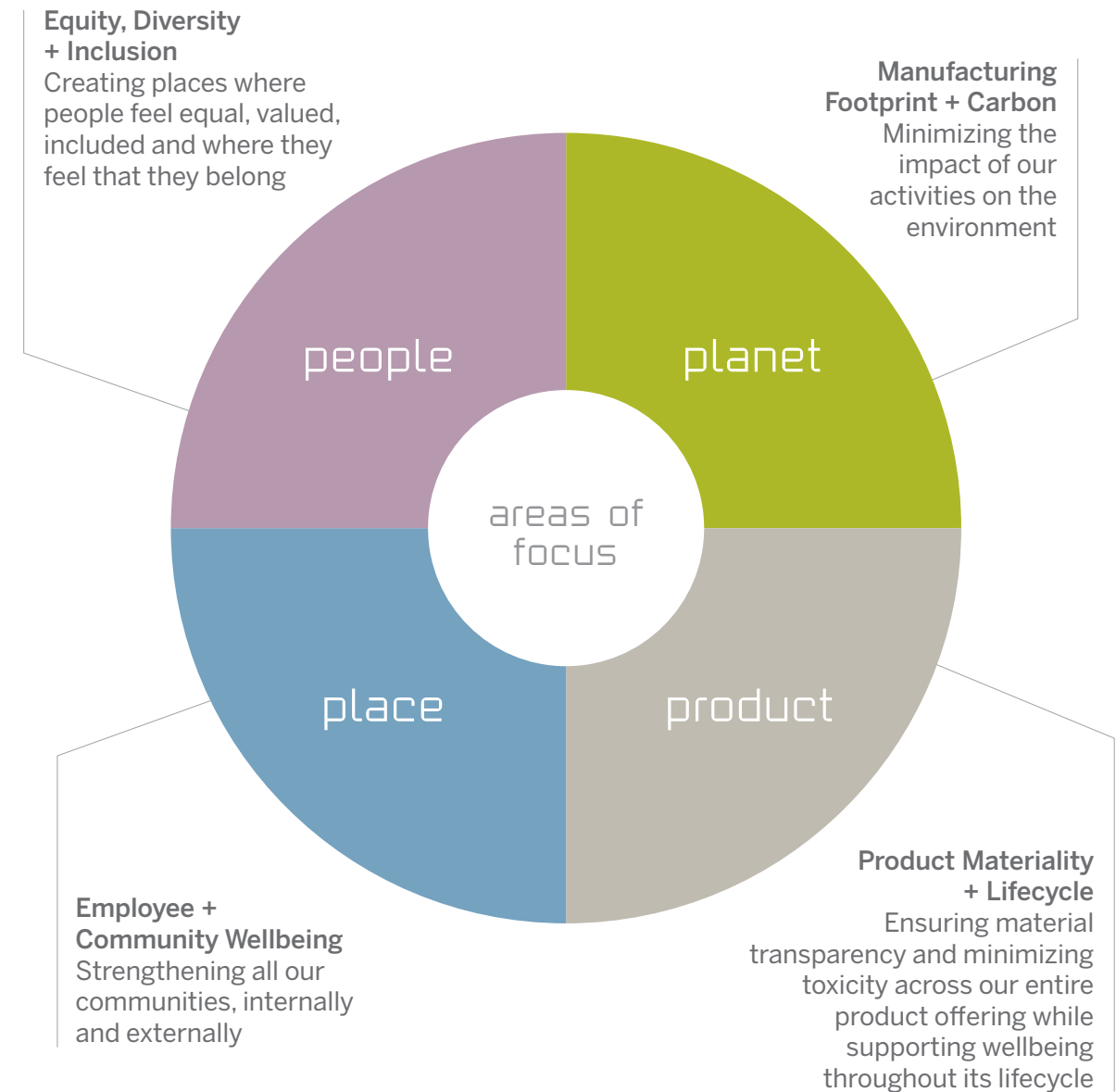
Our entrepreneurial spirit drives us forward. While we work towards larger objectives, our strategy is to identify near term priorities and goals along the way. This ensures that, at every level of the company, we continually explore what's possible and adjust our approach based on our learnings as we progress.

Our focus has also been on how we map and share our journey toward greater sustainability. It is important we are transparent and show where we are succeeding and where we need to do better. That is why we have purposefully chosen certifications that favor scorecards over pledges and checkmarks.

Understanding there is still much work to do, this report is a snapshot of where we are on our journey.

**“There’s one thing we need more than hope, and it’s action.  
But when we act, hope is all around us.”**

– Greta Thunberg, Environmental Activist





# people: equity, diversity + inclusion

## our purpose:

Our employees and the diversity they bring with them are the defining strength of our company. Their collective insights, skills, and abilities drive our growth. Ultimately, our cultural goal is to create a place where individual initiative and ideas are valued and supported, and where opportunity is equally available to all. A place where every employee feels they belong.

## our planning:

Our recent Just scorecard audit for certification helps guide our efforts over the near term. We have identified the following opportunities moving forward:

**Expand** our Equity, Diversity & Inclusion (EDI) task force efforts across all regions

**Graduate** the first employees identified through our Women in Teknion Program, providing them with leadership development

**Attain** the objective of reaching 40% total representation for women in our organization

**Increase** training opportunities for underserved groups through apprenticeships, internships, and scholarships



# our progress

## Just Social Justice Label

Just is a program administered by the International Living Future Institute (ILFI). Like ILFI's Declare ingredient label, it provides a transparent, publishable scorecard of our efforts across six key categories. Measuring how we are doing and where we need to improve, Just provides an additional layer of learning through ILFI, with whom we have a ten-year plus relationship. Just is supported and recognized throughout well-established building standards like LEED and WELL.



# Just.

**Organization Name:** Teknion  
**Organization Type:** Manufacturing  
**Headquarters:** Toronto, Ontario, Canada  
**Number of Employees:** 2819

**Social Justice Indicators:**

<b>Diversity &amp; Inclusion</b> ■ ■ ■ Gender Diversity ■ ■ ■ Ethnic Diversity ■ ■ ■ Inclusion ■ ■ ■ Engagement	<b>Employee Benefits</b> ■ ■ ■ Health Care ■ ■ ■ Retirement Provision ■ ■ ■ Family/Medical Leave ■ ■ ■ Training/Education
<b>Equity</b> ■ ■ ■ Full-Time Employment ■ ■ ■ Pay-Scale Equity ■ ■ ■ Freedom of Association ■ ■ ■ Living Wage ■ ■ ■ Gender Pay Equity	<b>Stewardship</b> ■ ■ ■ Local Communities ■ ■ ■ Volunteering ■ ■ ■ Animal Welfare ■ ■ ■ Charitable Giving ■ ■ ■ Positive Products
<b>Employee Health</b> ■ ■ ■ Physical Health ■ ■ ■ Well-Being	<b>Purchasing &amp; Supply Chain</b> ■ ■ ■ Equitable Purchasing ■ ■ ■ Supply Chain

**THE SOCIAL JUSTICE LABEL 2.0**  
TEK-001      EXP. 07/01/2023

INTERNATIONAL LIVING FUTURE INSTITUTE™

# our progress

## Diversity in our Supply Chain

We are constantly searching for ways to incorporate new ideas, products, and best practices into our processes. Teknion wants suppliers from a wide variety of backgrounds, experiences, and talents because pursuing diversity in our supply chain spurs innovation, social and economic wellbeing for all. We are committed to identifying and fostering the growth of a diverse supplier base and providing equal and fair opportunities. As part of Just, wherever possible, we are committed to procuring products and services from small, local independent businesses to enable equitable local economic and community development for our customers.

## Supporting Women Leadership

We have taken a two-pronged approach to supporting women within the organization. The first identifies tools needed to support and train future women leaders at Teknion and provides programming directed at obtaining those skills that are needed to advance. The second provides opportunities for women to network across the organization.



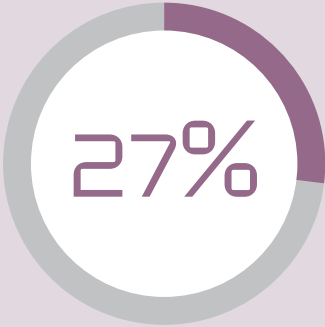
**25%** of our US dealer partners have at least one of the following designations:

- Minority-owned
- Woman-owned
- Disability-owned
- Veteran-owned
- Just labeled

**37%** of all Teknion employees are women



of new Executive appointments over the past 2 years are women



of leadership roles (Director & above) are women



# our progress

## Supporting Local Workers

To support and strengthen the communities in which we operate by providing good employment opportunities, we recruit from the local community for our regional facilities.

## EDI Graduate Scholarship

In partnership with Laval University (Quebec, Canada) Teknion is providing a two-year, \$40,000 scholarship to support eligible students in receiving a master's degree specializing in Diversity Equity and Inclusion. This multidisciplinary program will support academic inquiry and research into issues such as race, ethnicity, culture, disability, and sexual orientation. Still at the early stages, Teknion and Laval are co-creating a curriculum plan that will enable selected students to evaluate and guide Teknion in our efforts to extend EDI initiatives in our company.

## Registered Apprenticeship Program (RAP) + Work Experience

Our wood facility in Calgary has partnered with their local school board to provide hands-on learning opportunities for grade 12 students. Students in the program can earn extra credits and work experience at our wood facility, and if they are successful, Teknion will help them connect with Apprenticeship programs to further hone their skill set and advance their career path.

## Additional Partnerships

Our ongoing partnerships with organizations help at-risk, racialized, and marginalized youth and people with physical and mental disabilities acquire the skills needed to attain and keep meaningful work in the communities in which they live.

**100%** of our workforce in Malaysian manufacturing operations are local

Currently, Teknion employs full time:



**20**  
employees  
at Formaca

*Formaca is a social economic enterprise that offers useful and rewarding jobs to people with physical or intellectual limitations, or difficulties integrating into the workplace.*



**22**  
employees  
at Travail  
Jeunesse

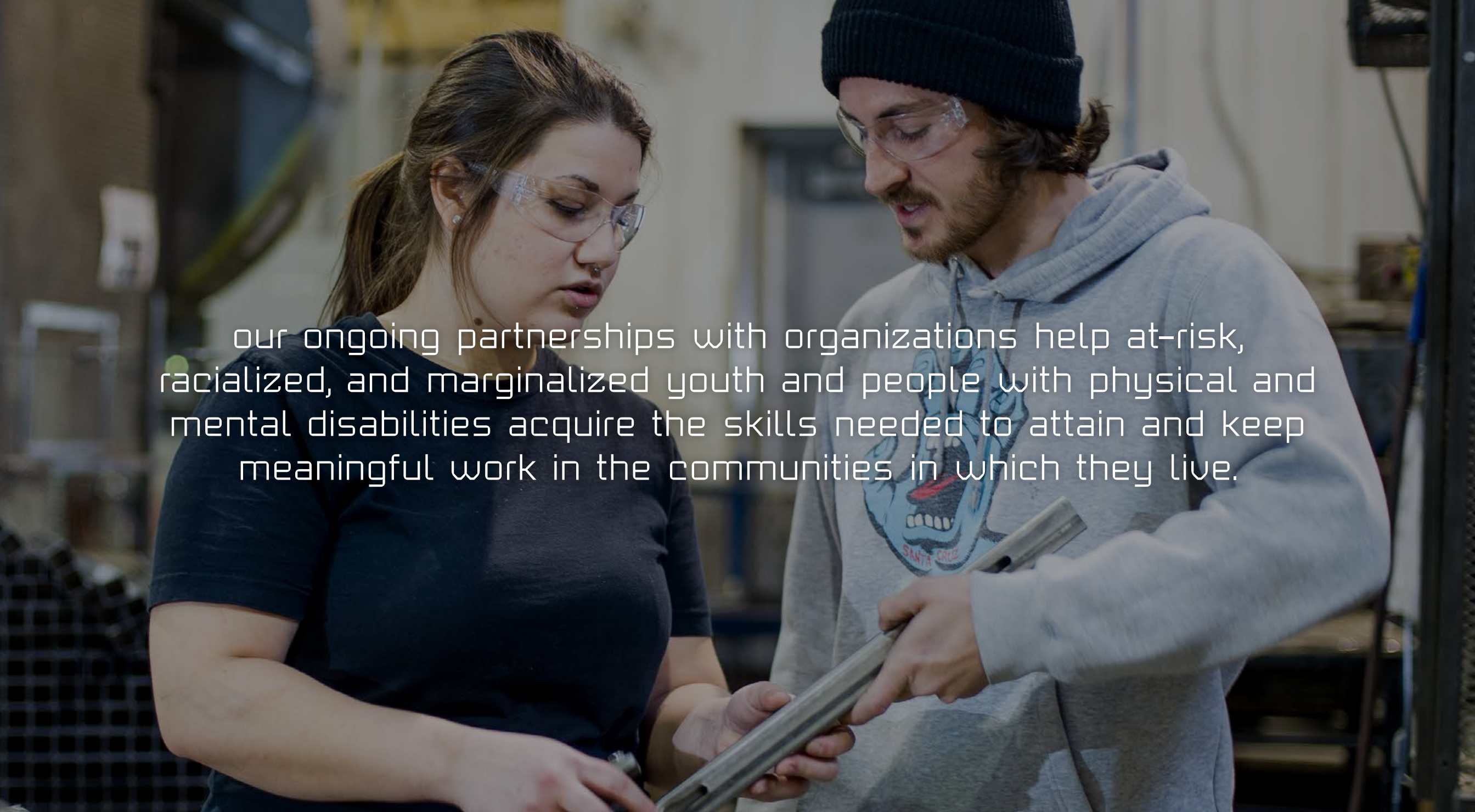
*Travail Jeunesse is an organization dedicated to helping at-risk youth attain the skills needed for gainful employment.*



**175**  
employees  
at Cetal

*Cetal is a not-for-profit that employs people with functional limitations.*





our ongoing partnerships with organizations help at-risk, racialized, and marginalized youth and people with physical and mental disabilities acquire the skills needed to attain and keep meaningful work in the communities in which they live.



# our progress

## EDI Council + Task Force

The EDI Council is the product of the work of over 40 committed employees across the US market who identified measurable initiatives aimed at advancing EDI across our global workforce. From there, the Council, along with regional task forces, are implementing EDI initiatives across all areas of our organization within the following three areas:

**Workforce:** Recruit, develop and retain high performing, talented employees with diverse backgrounds and perspectives.

**Workplace:** Develop, communicate, and design environments to foster an inclusive culture.

**Marketplace:** Contribute to community and build valued relationships with diverse customers, dealers, and suppliers.

To strengthen our collective understanding of EDI, we are implementing educational programs across the organization, beginning with our first session, Understanding Equity, Diversity & Inclusion.



*Top 3 rows:  
Canadian Task  
Force members from  
Toronto region.  
Bottom 2 rows: US  
Task Force members*



# our progress

## Toronto Regional Task Force: Blackhurst Cultural Centre (formally A Different Booklist Cultural Centre)

Our Toronto Regional Task Force is comprised of 15 members who are finding ways to connect more holistically with the communities in which we operate. Their recent work with Blackhurst Cultural Centre (BCC) demonstrates how we can build strong relationships and build new bridges. Since its inception in 2015, BCC has shared and given voice to the rich culture and history of the Afro Caribbean community.

When BCC moved to their new home, Teknion donated design services and furniture to meet the needs of a range of space types – from lounge areas to classrooms. Additionally, Teknion continues to support the hub, build awareness, and create opportunity for connection by participating in community activities and inviting customers to

## Sharleene Osbourne + Blackhurst Cultural Centre (BCC): A Conversation on the Importance of Community + Connection



### What is A Different Booklist Cultural Centre?

Originally a bookstore, Blackhurst Cultural Centre (BCC), located in the heart of downtown Toronto, has grown and evolved into a non-profit hub and destination that shares and gives voice to the rich culture and history of Canadians of African and Caribbean ancestry. The not-for-profit Cultural Centre engages the public through a range of programming in literature, music, drama, dance, culinary and visual arts.

### How did you and Teknion get involved in the project?

I met Judah Mulalu, and Nazlie Salehi the project architects at a local panel discussion on the perils and promise of community development and revitalization. We struck up a conversation on the intent of BCC and their aspirations for what it can become. As part of the City of Toronto's community redevelopment plan for the block on which the Centre was located, an opportunity had arisen to expand the Cultural Centre to support programming like rehearsal spaces, performance

areas, art galleries, meeting and event rooms and a tech hub. I thought it would be a great idea for Teknion to participate in this initiative. I began with seeing if we can get some furniture donated. However, once we saw the plans put together by the team at Ten-2-Four Architecture, we (Teknion) were all in agreement that we wanted to do more. To go beyond just furniture and collaborate with the BCC in a more meaningful way.

### Why is it important to support this initiative?

There's not a lot of people who look like me in the A+D community, so it was important for me to get involved – to connect my industry with my community. That means building awareness within my community and promoting architecture and design as a viable career path. Getting Teknion involved on an ongoing basis will help ensure we stay connected to the diversity and promise of our city and our industry – two things I'm super excited about.

*From left to right: Sharleene Osbourne, Account Manager, Teknion; Judah Mulalu, Principal, Ten-2-Four Architecture; Nazli Salehi, Principal, Ten-2-Four Architecture*



# place: employee + community wellbeing

## our purpose:

We contribute to causes that strengthen the wellbeing of the communities in which we operate. We also find different ways to engage with our employees, customers, partners, and community that go deeper, stretch wider and have a more meaningful impact on the world around us.

## our planning:

In the near term, we continue to find ways to amplify wellbeing, connection, culture, and community across our organization and our industry. These include:

**Expand** our BeWell customer engagement series across more regions

**Attain** WELL Health Safety Rating for all showrooms in 2022 and increase our WELL AP and faculty members

**Scale** WELL principles beyond showroom certification to include WELL Portfolio at a global level

**Support** the communities in which we work and live to create a sense of belonging and generate opportunity for all





# our progress

## Stakeholder Engagement: BeWell Series

The fundamental shift in the perspectives and priorities of people returning to the workplace post pandemic, has sparked a shift in the way we interact with our customers and stakeholders from simply customer engagement to customer and community enrichment. A series of monthly events and activities related to the ten categories of the WELL Building Standard, the BeWell series considers how we can do better for ourselves and the world around us.

BeWell activities have included:

- Hidden Talents Art Fair
- Yoga and Barre Classes
- True Colors Trade Show to benefit LGBTQIA groups
- Golf clinics for women to improve skill and confidence

## A Conversation with Heather Brunini + Annie Tudryn, our BeWell Series Co-Creators



### What is the BeWell Customer Series?

It's a monthly series of activities that focus on the seven concepts of the WELL Building Standard: air, water, nourishment, light, fitness, comfort and mind.

### What motivated you to put this program together?

It's exactly that – it's BeWell. The series is organized around the tenets of wellness, which I think Teknion has always been at the forefront of, but then you compound it with a global health pandemic, and it brings the concept of wellness into even sharper focus. So, when we started to plan our customer engagement for 2021, we asked ourselves, "What is our brand? How can we connect with our customers in a way that is authentic to who we are?" Our answer was to do what we naturally excel at, which is engaging our customers on an individual level, focusing on connection and being the best version of ourselves, which is not just crucial to sales but to our general health and wellbeing.

*Annie Tudryn, A+D Market Manager (right) and Heather Brunini, Business Development Manager at the Teknion True Colors Trade Show booth*

### What are some of the events you've already organized?

In the earlier stages of the pandemic, we focused on the Mind and Movement and conducted on-line classes like Yoga and Barre. Once vaccines rolled out, we focused on Air, with organized hikes. Water, and Lighting was next with their own related activities. And, as we progressed in our series, we noticed something special happening – when you're out in the open, walking, breathing fresh air, or collectively bonding over a challenging workout, our connection and quality of conversation become that much more meaningful and productive.

### What's next for you and Teknion?

We've both become WELL AP which will spur us and others to expand the BeWell series across our markets – because it's not just about selling furniture, it's also about supporting wellbeing.



# our progress

## Local Donation Partnerships

On a regular basis, we donate unused materials to local charities and not-for-profits, affording us the ability to divert waste from landfill while supporting the communities in which we work and live.

Our wood facility in Calgary, Canada donates wood scraps and plexiglass off-cuts to local schools for use in art projects like bird house design and building.

At our StudioTK facility in North Carolina, we donate leftover fabric to the Scrap Exchange, a local waste diversion collective and charity that offers arts and crafts materials to local artists, schools, and any other individuals engaged in creative projects.

**The Scrap Exchange** is a nonprofit organization with a mission to promote creativity, environmental awareness, and community through re-use.





A man with a beard, wearing a blue and white striped polo shirt, and a woman with long dark hair, wearing a black and white patterned top, are looking at a piece of red fabric. They are in a workshop or studio filled with various materials, including rolls of fabric and hanging garments. The man is holding the fabric, and the woman is pointing at it. The background shows shelves with more fabric and a rack of hanging clothes.

StudioTK donates all its unused fabric to the Scrap Exchange, enabling local community members to upcycle these materials into their personal creative projects.



# our progress

## Knowledge Sharing Opportunities

We actively engage in programming to share knowledge that advances our customers, the industry, and ourselves. We do this across a variety of forums including workshops, continuing education forums, thought leadership webinars, WELL AP exam prep, study courses and coaching as well as teaching partnerships with higher education institutes.

Some recent workshops include:

- Workplace Wellbeing: Building a Culture of Wellbeing in 2021 and Beyond
- Health Safety Rating
- Chalk it Up: Using the UNSDGs On Campus
- Doing More by Doing WELL: The Journey of Version 1 to Today's WELL V2 Standard

## Professional Development + Training

We offer enhanced training opportunities via a variety of platforms including online classes, webinars and in-person training.

Examples of recent courses include:

- Leading Your Team Through Coaching
- Getting the Most Out of Your Teams

## Health + Safety

Owning our manufacturing enables us to maintain the highest standards across our supply chain. One hundred percent of our global manufacturing facilities are represented by a formal Health and Safety Committee. This group brings together plant employees and management to assist in the development and review of health and safety policies and procedures for the workplace.



of our employees are represented by a formal Health and Safety Committee



**8,500+** engaged in WELL education through WELL AP exam study prep and coaching, CEUs, internal and external learning and training opportunities, sustainability conferences and customer events in our showrooms



# our progress

## Community Healthcare

At the height of the COVID pandemic, when there was an urgent need for more homegrown PPE, we mobilized our manufacturing capabilities to help our community. Working with North America’s leading manufacturer of re-useable surgical products, we used their samples to fast-track the production of isolation gowns. Working collaboratively, our internal seating, engineering, and manufacturing teams reverse engineered the samples to align with Teknion’s manufacturing processes, enabling us to produce gowns that meet critical medical standards for the community.

## Mental Health Supports: HR-Connect

HR-Connect is a weekly communication piece that covers a range of topics including mental health, EDI and professional development. It also provides tools and resources to help all office employees manage stress, cope with remote work, COVID fatigue and other challenges they are facing during and post-pandemic.



**444,000** isolation gowns manufactured at cost to be distributed to health care centers across our community



Voluntary employee turnover rate in 2021

**16 yrs**  
Average tenure of manufacturing employees, nearly 2X industry average

**14 yrs**  
Average tenure of salaried employees, over 1.5X industry average

# planet: manufacturing footprint + carbon

## our approach:

As a manufacturer we want to minimize the environmental impact of our activities. That is why we remain committed to owning our manufacturing and supply chain as it affords us greater control to push sustainability forward. We continue to monitor, assess, and challenge ourselves to minimize our emissions and ultimately reduce our carbon footprint.

## our planning:

The best way to minimize our carbon footprint is not to create the emissions in the first place. We are focusing on reformative actions on the factory floor to lower our absolute emissions in context of Scope One (direct) and Scope Two (indirect) emissions. Additionally, we are researching opportunities to lower our Scope Three (indirect) emissions. We have committed to formalize our science based carbon reduction targets with the Science Based Targets initiative and to focus on meeting these objectives without the use of carbon offsets. This includes the following near term actions for each scope:

### Scope One

Continuing to leverage ISO 14001 and CDP as frameworks to measure and guide efforts to reduce our emissions across all facilities

### Scope Two

Prioritizing regional initiatives that lower the purchase and usage of energy coming from high emitting sources like coal-fired power plants

### Scope Three

Consider ways we can reduce or eliminate emissions created by our sales force through travel including choosing like-minded vendors and suppliers that committed to reducing CO<sub>2</sub> emissions and using innovative ways to connect to clients





# our progress

## Absolute Reductions

We use the ISO 14001 Environmental Management System (EMS) as a framework to reduce environmental impacts within our manufacturing processes by minimizing our water, electricity, and natural gas usage and waste production.

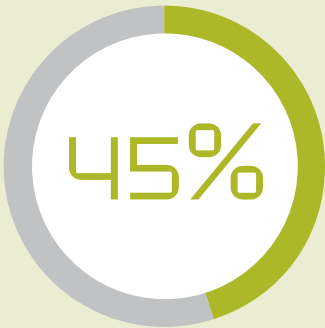
From 2010 to 2021, we have saved:

- 71,405,451 kwh** of electricity  
– enough to power 7,140 homes for a year
- 8,364,366 m<sup>3</sup>** of natural gas  
– enough to heat 4,402 homes for a year
- 485,775 L** of propane  
– enough to heat 255 homes for a year

From 2010 to 2021, we have saved:



of our waste  
diverted



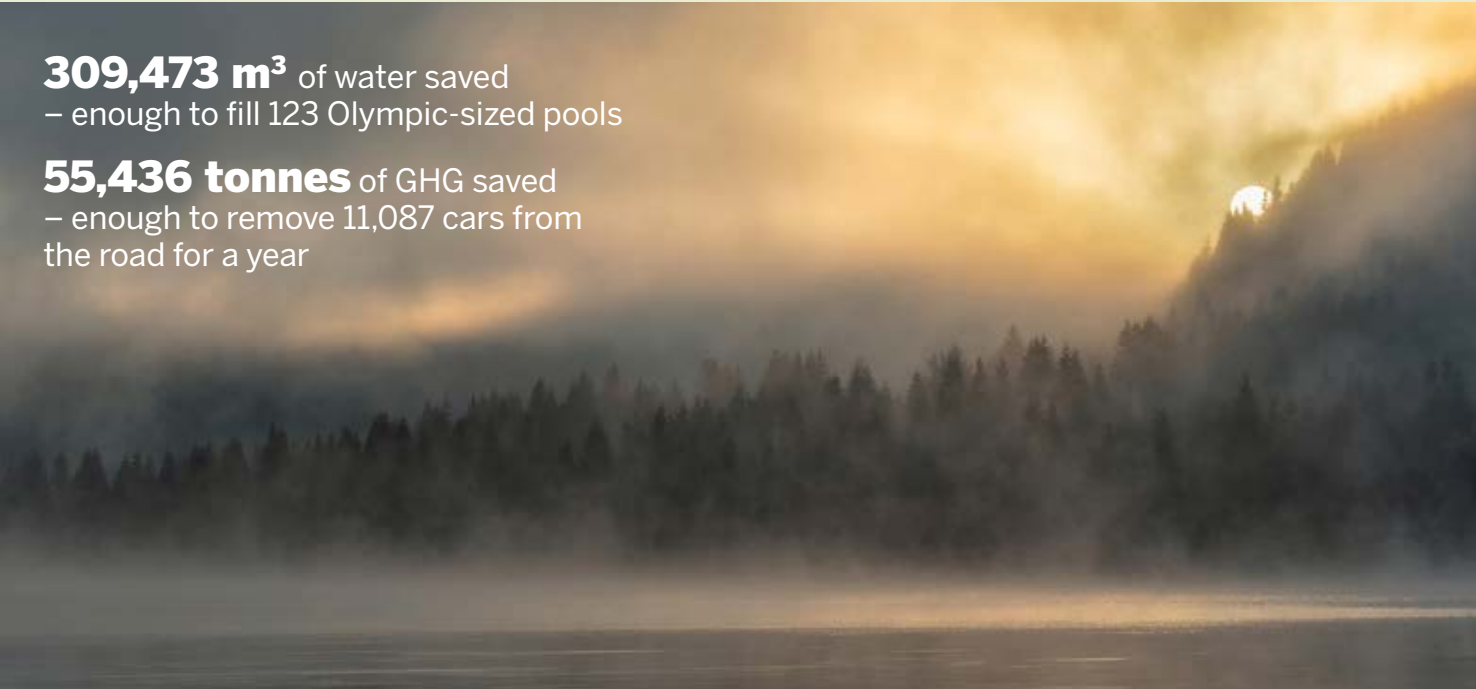
overall reduction in  
absolute Greenhouse  
Gas emissions



reduction in Scope 2  
absolute Greenhouse  
Gas emissions

**309,473 m<sup>3</sup>** of water saved  
– enough to fill 123 Olympic-sized pools

**55,436 tonnes** of GHG saved  
– enough to remove 11,087 cars from  
the road for a year



# our progress

## Carbon Disclosure Project (CDP)

As our sustainability efforts mature, as an organization we want to expand our focus beyond viewing our reduction efforts only through the lens of ISO 14001 metrics, to also considering how we reduce our absolute carbon across the organization.

We engage the CDP to provide third-party reporting that measures, discloses, manages, and shares environmental information, to further our accountability and transparency across Scope 1, 2 and 3 emissions.

**5%** annual reduction of our carbon emissions is our priority, and we have committed to set a science based target through the Science Based Targets initiative

## David McDivitt + Carbon: A Conversation on the Challenges + Opportunities of Transitioning to a Low Carbon Economy



### How is your approach to carbon reduction evolving?

We want to look at not just how much energy we are using (natural gas, electricity, propane etc.), but also consider where that energy comes from and whether it is a low carbon or high carbon source. This way we can make more effective choices to reduce our absolute carbon footprint and align ourselves with a low carbon economy.

### Why are you targeting your emissions strategies regionally?

We are taking a more detailed look at where our emissions come from at a regional level. Teknion has 23 manufacturing sites worldwide that span five significantly different regions in terms of geography and climate. For example, our facilities in Quebec and Calgary experience cold winter months, and therefore use more natural gas as part of their heating systems, than our Malaysian operations that are predominantly warm and humid year-round. In addition to examining how energy is used, we also consider where our energy source is coming from

– like Quebec’s power grid that is predominantly supplied by lower emitting hydro-electricity. Looking at these factors together, we may see that while one facility may use more electricity than natural gas, their natural gas usage actually contributed more carbon emissions to that facility’s total. This approach enables us to really examine the carbon intensity at our facilities, then adjust our priorities and investments to ensure they are targeted at reducing our highest emitting activities first.

### What’s next?

Our focus up until this point has been on reductions within our manufacturing facilities. As we continue to expand our view outward, we are challenged by high carbon-producing activities outside our walls that are beyond our control, like transportation by diesel-fueled trains or steel production with blast furnaces where low carbon alternatives are only in their infancy. It’s important that we continue to monitor and adjust our approach, so we are ready to support more sustainable methods as they become available to us.

David McDivitt, Director,  
Corporate Program Management





local partnerships enable us to advance  
innovation like the ability to recycle laminate glass  
from our Quebec manufacturing facilities.



# our progress

manufacturing initiatives  
to reduce footprint:

## Green Impact Program

Our Toronto facilities have challenged themselves to ensure that at least 10% of cost saving targets are derived from “green” initiatives such as energy and resource usage, logistics, sustainable energy sources, recycling efforts and packaging. Ideas are generated from cross-functional teams within each plant and shared peer-to-peer to ensure good ideas are implemented and then extended across all facilities.

## Natural Gas + Electricity Initiatives

We implemented initiatives large and small across our facilities to reduce natural gas and electricity usage. This includes simple measures like turning down the thermostat on the plant floor, to investments in new equipment that enable more heat to be recovered back into the building, saving natural gas in the winter.

**50 tonnes** of CO<sub>2</sub>e emissions eliminated annually (27,273 m<sup>3</sup> of natural gas) at our table facility by installing variable frequency drives (VFDs) and upgrading controls on our paint line ovens to optimize the RPMs of our motors so they can run less and therefore pull less heat

**16.9%**

of the total cost savings in 2020 are comprised of green initiatives – nearly 7% above our goal

# 1,331,000 Kwh

has been saved in our Quebec facility since 2016 through the replacement of lamps with LEDs



# our progress

## manufacturing initiatives to reduce footprint:

### Manufacturing Locally for the Market

Thinking global and acting local applies not just to sales, but also our manufacturing processes. Investments were made to enable our Malaysian manufacturing facilities to produce Architectural Wall products locally for the market. Sourcing glass locally reduces the distance we need to transport materials, minimizing our footprint in that region.

### Packaging

Finding ways to reduce packaging not only minimizes our use of raw materials, but also reduces the amount of waste we generate. One of our latest packaging reduction initiatives includes eliminating plastic tie wraps used in intra-plant transportation.

### Pallet Program

Wood pallets are not only a source of waste, when they decompose in landfill, they also produce carbon. Implementing recycling programs at our facilities ensure we repurpose and re-use our wood pallets as much as possible. When the pallets are unable to be re-used further, we dispose of them in responsible ways that ensure they do not end up in landfill.

Our StudioTK facilities now use Optiledge pallets for outgoing shipments to customers. Fully recyclable, these pallets are stackable and smaller than wood, making them easier for customers to take to recycling facilities. End-of-life wood pallets at StudioTK are shredded and used in other products like mulch.



**50,000** tie wraps diverted per year from our waste stream at our Quebec facilities by switching to re-useable belts

**97%** less space is used by Optiledge pallets compared to traditional wood pallets





# our progress

## manufacturing initiatives to reduce footprint:

### Material Recovery + Re-use

Re-use and recycling initiatives are encouraged at a local level to target specific ways each facility can reduce their waste.

### Reducing Transportation + Textile Waste

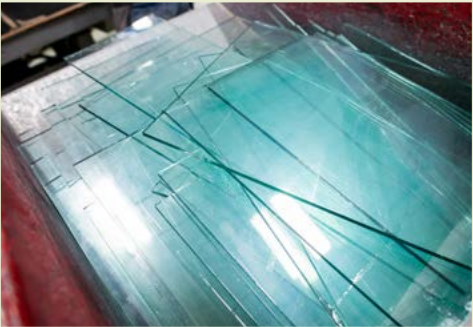
As a vertically integrated organization with a family of brands, we can realize efficiencies across brands to reduce our footprint. With regular deliveries of Luum textiles to our manufacturing facilities, we optimize our loads to minimize total transportation and subsequent emissions. Additionally, as Luum is in stock at our facilities, we eliminate the waste normally associated with having unused fabric leftover from a project, because more fabric is often sent than is needed for each project.

Textile waste is baled and sent to other manufacturers to be used as filler



**369 tonnes** of waste diverted, 18 tonnes of CO<sub>2</sub> avoided and \$29,200 in savings realized by transforming laminated glass scraps into abrasive products

*On average we recycle 75,000 kg of tempered glass and 60,000 kg of laminate glass per month into abrasive products.*





# product: product materiality + lifecycle

## our purpose:

Examining our entire product lifecycle from design (material selection and sourcing) through to end-of-life (recycling, re-using or donating), we constantly seek better ways to create products that contribute to the wellbeing of our customers, employees, and the communities in which they are made.

## our planning:

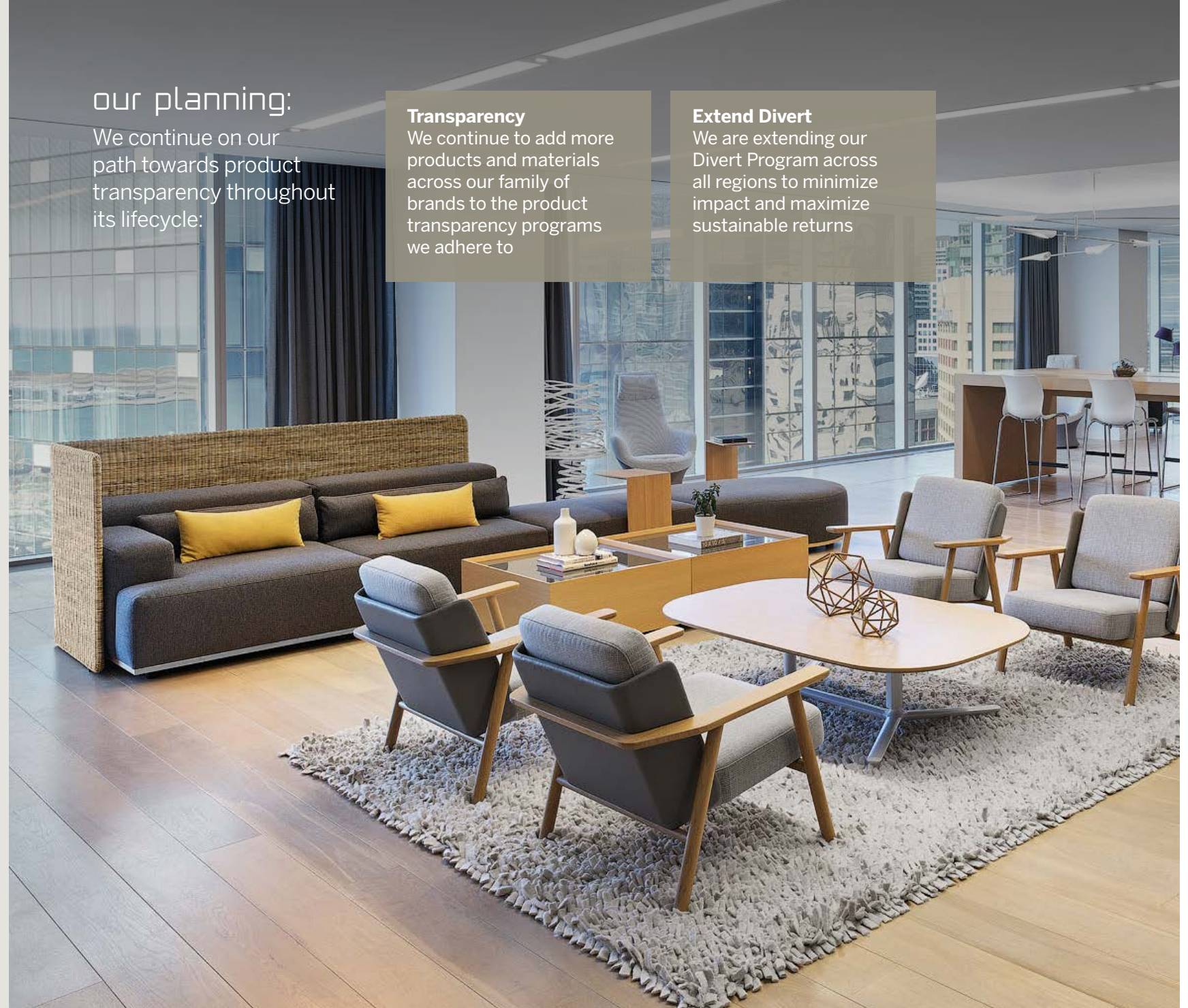
We continue on our path towards product transparency throughout its lifecycle:

### Transparency

We continue to add more products and materials across our family of brands to the product transparency programs we adhere to

### Extend Divert

We are extending our Divert Program across all regions to minimize impact and maximize sustainable returns





# our progress

## Divert: Product Lifecycle

Established to help achieve our customers' goal of zero waste, Teknion's Divert Program is a turnkey service that provides the people and expertise to support our customers in diverting their decommissioned furniture and building assets from landfill.

Transparent and traceable, this program provides our customers the option to sell, donate, and/or recycle unwanted furniture, building materials and equipment, ensuring they garner maximum financial and social benefit with minimum environmental impact to themselves and the communities in which they operate.



sell



donate



recycle

Through the Divert Program we have:



# our progress

## product transparency:

### Toxnot

We use the Toxnot database internally to assess the chemical ingredients used in our products and facilitate various transparency reports like Declare or Healthy Product Declarations (HPD's). Includes:

**300+** Products

**250+** Materials

### mindful MATERIALS (mM)

We continue to actively contribute to the mM product database, to foster transparency and enable customers, design teams, and end-users to easily find environmental data and metrics on our products. Includes:

**70** Teknion products

**37** StudioTK products

**89** Luum textiles



### Forestry Stewardship Council (FSC)

Using FSC certified wood assures our customers that forestry is managed in an environmentally responsible and socially beneficial manner.

**90%+** of our wood is FSC certified as standard

**100%** of StudioTK's wood is FSC certified all the way through the process – unique within the upholstering community

### LBC Red List + Declare

We use Declare as a platform to transparently disclose our products' composition including potential harmful materials as noted on the LBC Red List:

**70+** products are Red List Free

**10** Declare labels with 100% ingredient transparency, inclusive of our supply chain

**100%** of all standard powder coat paints meet the Red List Free Criteria

### Environmental Product Declarations (EPD)

We create EPDs to report and communicate what our products are made of and how they impact the environment across their entire life cycle:

**10** available EPDs including architectural systems, major Systems and Casegoods like Zones and Expansion Casegoods

### BIFMA Level

Level provides our customers with third-party evaluation and certification that delivers an open and holistic means of evaluating and communicating the environmental and social impacts of furniture products in the built environment:

**e3** Furniture Sustainability Standard (furniture upgraded from 2014 to most recent 2019 standard); all products except some seating meet e3 – the highest level


### SCS Indoor Advantage

We certify products for low VOC emissions with SCS Indoor Advantage, a transparent indoor air quality (IAQ) standard for furniture and building materials. We chose this certification because it aligns with the greatest number of built environment sustainability standards:

**100%** of Teknion's Wood Veneer finished furniture products (Systems, Casegoods, Tables, Storage) are SCS Indoor Advantage Gold certified to meet the more stringent VOC emissions standard recognized by LEED and WELL





A person is drawing a hand sketching a diagram on a whiteboard with blue and red markers. The diagram consists of a central circle with a cross inside, surrounded by various lines and shapes. The person is wearing a dark blue long-sleeved shirt and a black watch. The background is a blurred outdoor setting.

our 11 Design for Environment (DfE) guidelines are continually reviewed to see if improvements can be made to forward sustainability throughout the design development process.

# our progress

## Architectural Interiors

Teknion's Architectural Interior products provide superior sustainable attributes over conventional construction. Our portfolio of wall products is designed from a universal platform of component parts to ensure the most flexibility and reconfigurability both within and between product lines. This kit of parts approach allows our customers to configure and reconfigure their walls endlessly with minimal to no new parts required. It also enables us to develop new and innovative lines from that base kit of parts without the payload of extra resources consumed and carbon outputted from new tooling and machinery.

Teknion Architectural Interiors products are designed in our specification system to the specific site conditions, thus precision engineered for the site, ensuring only a very limited amount of waste per project enters the traditional construction waste stream as compared to the approximate one pound of waste for every square foot of drywall installed. Product design & minimal packaging will increase shipping efficiency in addition to reducing landfill contributions.

For a major energy company, we installed:

**25 miles of walls** across 14 buildings with only three panel sizes to create multiple room types



*Walls are manufactured in our owned facilities along with our other products, utilizing similar materials, processes and are held to the same sustainability standards, including adhering to Red List Free standards and SCS Indoor Advantage certification.*



# our progress

## Partner Products + Materiality

We choose to partner with other companies that are raising the bar for sustainability in their products.

**Gus Modern.** The Truss Chair is available with Vegan AppleSkin™ – formed by upcycling discarded fruit fiber into a durable covering that retains the classic aesthetic of natural leather.



**100%** recycled polyethylene plastic is utilized in the base structure of StudioTK's Cesto, a mobile collection of seating and occasional tables



*Partnering with a local upcycling facility, plastic powder pellets are heated and molded to shape a seamless base that is lightweight and strong making Cesto easy to move and reconfigure.*





# our progress

## Luum + Sustainable Textiles

From fiber to finish, Luum's textiles directly reflect Tick Studio's design intention and commitment to sustainability for the wellness of people and the planet. New innovations from Luum Textiles' latest Shared Ground Collection include the integration of pre- and post-consumer recycled wool, acrylic and polyester from the fashion industry as material components in their Melange Check and Wool Fleck lines from Luum's Shared Ground Collection.



*Luum's Melange Check and Wool Fleck textiles are the product of a partnership between two woman-owned businesses: Suzanne Tick's Tick Studio and an Italian textile mill that specializes in procuring and producing custom blended pre- and post-consumer recycled yarns derived from textile waste – a sustainable activity they have been practicing since the 1850's.*

## Suzanne Tick: A Conversation on the Importance of Reducing Textile Waste



**100%** recycled, biodegradable polyester technology used in Ecotone multipurpose and Grid State multipurpose textiles

### What was your inspiration for this collection the Shared Ground Collection?

Shared Ground is inspired by our shared roots and responsibility to the Earth, and how these principles can be translated into textile design. We looked back at the foundation of textile making and discovered plaids and plainweaves across many cultures and time periods. We are all connected by a common thread. This is how we respond to the textile waste crisis. Melange Check and Wool Fleck address the physical impact of humans' overconsumption through the re-use of garment waste as fiber.

### These are big issues, how have you tackled them in the broader Luum collection?

Well, as a foundational step, we continue to implement sustainable practices in our product development process, including using renewable fibers and recycled or biodegradable synthetics wherever possible, as well as adhering to a range of sustainable certifications such as Red List Free, REACH Regulation Compliant, metal free and fluorine free stain repellents. In 2021, we launched Ecotone and Grid State – the first and second 100% recycled, biodegradable

polyester textiles in the contract textiles marketplace. This, for me, represents an important next step in a very necessary journey for the textile industry, which is to reduce our impact on landfill.

### What was your design intention behind the biodegradable polyester textiles?

It took us three years to develop Ecotone and Grid State because, not only did we have to work through the usual technical and design steps of new product development, but we also had to test its biodegradability. And so, we waited to ensure that the materials did what they were designed to do, which is biodegrade back into the earth in approximately 1,278 days in a landfill setting. Both Grid State and Ecotone can be used vertically for things like walls and panels as well as an upholstery which give us more usage per square foot thereby maximizing positive impact. And of course, there's the materiality of the textiles themselves. Ecotone, for example – even though it's made from 100% recycled polyester, it actually looks and feels like wool and comes in a gorgeous color palette with a lovely matte finish.



A photograph of two women with long blonde hair working together at a table. The woman on the left is wearing a black long-sleeved top and is looking down at a piece of orange fabric. The woman on the right is wearing a white long-sleeved top and is looking towards the left. They are surrounded by various fabric samples in different colors like blue, green, and purple. The background is a light blue wall.

let's  
get to  
work  
together

teknion

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