



ESG

OUR APPROACH AND COMMITMENTS
2023

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ABOUT

US

At Consider64, we pride ourselves on our independent perspective and extensive knowledge of the furniture industry. Our highly experienced team work to ensure that we consistently deliver high-end projects that provide the absolute best solutions for our clients.



The trust and opinion of our clients are what matters most to us at Consider64. Our commitment is long-term, so our priority from the start? Listening. We take the time to get to know organisations, what makes them special and how their people like to work together to achieve maximum results!



**WE ARE
AUTHENTIC**



**WE ARE
SUSTAINABLE**



**WE ARE
ACOUNTABLE**



**WE ARE
EFFICIENT**

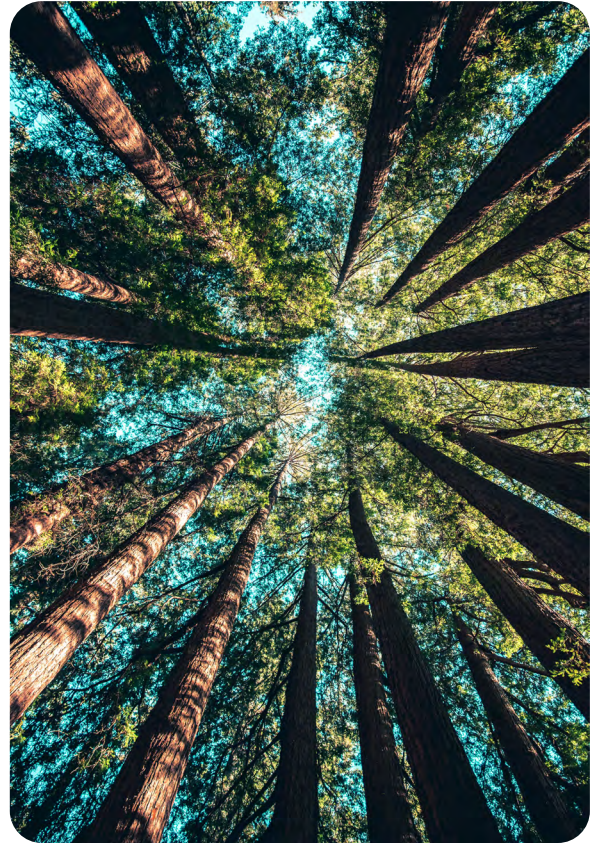


OUR STORY

... SO FAR

The journey of sustainability is never-ending, yet we all have a responsibility to ensure we're living and working in ways that put the health of our planet front and centre.

At Consider64, we are proud to be at the forefront of our industry in leading the charge on sustainability efforts. We understand that our clients need furniture, but we also know that it's our responsibility to minimise the impact it has on the environment. That's why we provide a range of sustainably-focused products and services, that help our clients meet their goals and further our own ambitions to make a positive impact on the planet.



Each year we set new targets that aim to create a measurable difference in our efforts to booster our ESG performance. We are continuously looking for new and innovative ways to make a difference that will benefit our employees, our clients and the environment.

We want to empower our people to take action on sustainability and extend our positive impact far beyond Consider64. We believe that together, we can make a difference and create a greater future for us all.



Accredited

We are very proud to be accredited by the Good Business Charter in recognition of our responsible ethics and business practices. The Good Business Charter has the potential to change business behaviour which will have a positive impact on all stakeholders including employees, customers and suppliers.

The GBC consists of 10 components and commits organisations to:



Real Living Wage



Fairer Hours and Contracts



Employee Well-being



Employee Representation



Equality, Diversity and Inclusion



Environmental Responsibility



Pay Fair Tax



Commitment to Customers



Ethical Sourcing



Prompt Payment to Suppliers

OCEAN BOTTLE

If your sink was overflowing, would you turn off the tap or start mopping the floor? Until now, humankind's response to the ocean plastic crisis has been like mopping the floor. At Consider64, we are confident that we are at the forefront of sustainability within our industry - though we didn't want our efforts to just stop there. We have partnered with Ocean Bottle to further help our clients take action and help meet their sustainability goals. As part of our after service offering, we encourage our clients to look at disposable cups in and around the office place and make the switch to Ocean Bottles all at a rate exclusive to them.



When you buy an Ocean Bottle, you fund the collection of 1000 ocean-bound plastic bottles before they enter the ocean. Collectors in coastal communities exchange this plastic for money and get access to social resources such as healthcare, education and financial security. The goal being to collect 7 billion bottles by 2025.



THE

ENVIRONMENT

SUPPLY CHAIN

We are committed to sourcing products that provide a positive impact on the environment. By providing end-to-end supply chain transparency, we are able to demonstrate the sustainability journey that all our products take, from raw material sourcing to product returns and recycling processes. A key example of this is in the manufacturing of furniture - where the swapping unsustainable materials for raw, organic options that are easy to source and recycle, can make a huge difference. At Consider64 we carefully examine our clients' current collection of furniture and encourage it's reuse or redesign to extend its lifespan, ultimately reducing waste and helping the environment.



As organisations, the choices we make impact the world around us. At Consider64, we are committed to playing a significant role in helping our clients make sustainable choices. We will always put forward recommendations that we know deliver longevity - so there's no need to worry about sacrificing sustainability for convenience. All of our product offerings meet a stringent set of criteria established in-house so they will not only last - but also help reduce waste and environmental impact over time. Anything not made sustainably or prone to frequent replacement won't make it into our projects.

CASE STUDY: PHARMARON

Consider64 acted as the primary workplace consultant for Pharmaron UK. Throughout this project we were tasked with a number of different objectives due to their inheritance of a large but very dated furnished office space.

One key objective of this project was to ensure that no waste would be sent to landfill from any office furniture products. We successfully delivered on this goal, as a total of 550 desks were refurbished and reused. Unused cupboards were re-purposed into lockers, adding an extra layer of convenience and efficiency to the working environment. Once the project had been completed, we recycled 10.6 tonnes of wood and 13.9 tonnes of metal. We deem this as a true accomplishment in our commitments to building sustainable workplaces.



CARBON FOOTPRINT: OUR OFFICE

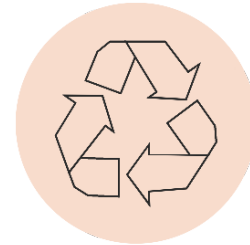
The Consider64 office is located in the heart of Clerkenwell and is part of a Workspace serviced office spaces. Workspace are a long-term owner of historic buildings across London, and play a key role in employment-led regeneration. Our building was once an old clock factory and is now home to local businesses all with goals of striving towards sustainable success.

Workspace share our commitment to driving forward with Environmental, Social and Governance agendas, and like us, don't use more than they need. Making conscious efforts such as reducing energy usage and waste ensures that these beautiful structures remain standing for years to come with minimal environmental impact.

"We acknowledge there is a climate emergency and that the building and construction industry significantly contributes to the global carbon footprint. This is why we are becoming a net zero carbon business by 2030."



CARBON FOOTPRINT: PRODUCTS



As we move forward, it's essential that we do everything we can to reduce carbon emissions from any products we offer our clients. Supporting local businesses and British owned companies is a fundamental element of how we choose to tackle this. We understand that many consultancies and dealerships offer a huge range of choice, often single items from many suppliers across Europe increasing carbon emissions, however, we believe in looking closer to home.

The UK is home to some incredible, design-led manufacturers and sourcing products in this way helps us to drastically reduce carbon emissions associated with transport compared to buying from the EU.



While we often talk about the carbon impact of products, packaging of those products often have a surprisingly substantial carbon footprint. Sustainability in packaging is a key component of our industry, and our team works closely with a number of project managers and their companies to ensure that we have full knowledge and understanding of where our waste is going and how it is being disposed - all to ensure the minimisation of carbon leakage.



SOCIAL

IMPACT

EMPLOYEE EXPERIENCE

We believe that promoting a creative and engaging culture begins with valuing the employee experience. For us, communication is an essential building block towards achieving this goal. We listen to our team members on a regular basis through one to one check-ins, business wide catch-ups and by operating with an open-door policy that encourages new ideas and suggestions. By taking this approach, we're able to understand and address our team's needs and motivations, giving them the guidance and support necessary to achieve their goals. Ultimately, we view our team's welfare as a crucial aspect of shaping the company's future success.



Taking care of our team's mental health is a top priority. We've made a dedicated commitment to being proactive and preventative, offering wellbeing activities that align with important health events throughout the year. Whether it's 'World Mental Health Day' or 'National Exercise Day', we make sure to provide opportunities for our team to feel happier and healthier.

WORK ENVIRONMENT

The wellbeing of the working population is often pushed aside due to inadequate conditions, such as insufficient workplace set-ups. However, it shouldn't be overlooked that a well-designed workplace can significantly impact employees' health and quality of life.

The Consider64 working environment has been rigorously planned out to support the wellbeing of our people. Our teams have access to top-of-the-line ergonomic equipment that is regularly updated to keep up with our ever-evolving physical and mental needs.



The Workspace building we occupy has masterfully designed an office space that doesn't just prioritize sustainability, but also uses natural light, creative colours and expert acoustics to create a tranquil atmosphere. This thoughtful design provides a workplace that inspires positivity and fosters creativity.

COMMUNITY

2023 is set to be a landmark year for Consider64, as we strive to make an even bigger impact in our community. Meaningful environmental initiatives and having a greater presence in the local area are just some of the ways we plan to make change to our community this year.

To ensure we are successful in our mission, our team is gearing up to launch a brand new employee volunteering programme. This programme will allow every member of our business to contribute their time and talent towards a cause they feel passionate about. Not only benefiting those in need but also promotes a sense of purpose and fulfilment for our people.





GOVERNANCE

— A BETTER CULTURE

DECISION MAKING

Good governance is essential for the longevity and success of Consider64. As a family-run business, it provides a framework that ensures decisions are made in the best interests of the company and to maintain accountability between stakeholders.



We always ensure that decisions made are transparent, objective and in line with the company's goals. This also helps to create a culture of trust between all shareholders, employees, creditors, customers, and regulators. With strong governance in place we can better manage our risk exposure and operate more efficiently.

We have identified clear roles and responsibilities of our people, setting clear boundaries on decision making abilities whilst maintain a truly collaborative culture. This framework provides structure to our business and helps to mitigate potential risk.

REPORTING

On an annual and quarterly basis, we report on our financial performance, strategic progress, and operational changes. This allows us to have clear governance and control across Consider64's finances and provides our stakeholders with regular updates on how the company is performing.



By reporting on the company's overall performance, any discrepancies between financial and operational performance can be identified early and corrective action can be taken as necessary. This is an important factor in sustaining the financial health of Consider64. Additionally, accurate and timely reporting allows our senior team to make evidence-based decisions regarding future strategies and operations.

ANTI-BRIBERY

STAFF

By educating our team on the laws, regulations, and ethical considerations surrounding bribery, we are taking proactive steps to ensure compliance and protect ourselves from risk.

Furthermore, this helps to instil a culture of ethical behaviour which furthers the company's commitment to compliance. With this knowledge and understanding, employees are better equipped to make decisions that are in the best interest of Consider64.



MANUFACTURERS

We always conduct due diligence on our manufacturing partners in an effort to reduce bribery and corruption. It helps us assess the risk of engaging in unethical business practices and allows us to make better-informed decisions about who to do business with. By understanding the legal, financial, and ethical risks associated with working with certain manufacturers, we can mitigate the potential for any undoing.



SUMMARY

It is clear that sustainability is more important than ever. We are living in an age where resources are finite, and our environment is increasingly under threat from climate change, pollution and further ecological issues. The need for transparency and accountability in the business world cannot be overstated, and ESG can go a long way towards helping us achieve that.

We are confident that by taking the steps illustrated above as well as continuing to develop even more sustainable practices, we can ensure a brighter tomorrow for ourselves and the generations to come.

CONSIDER **64**