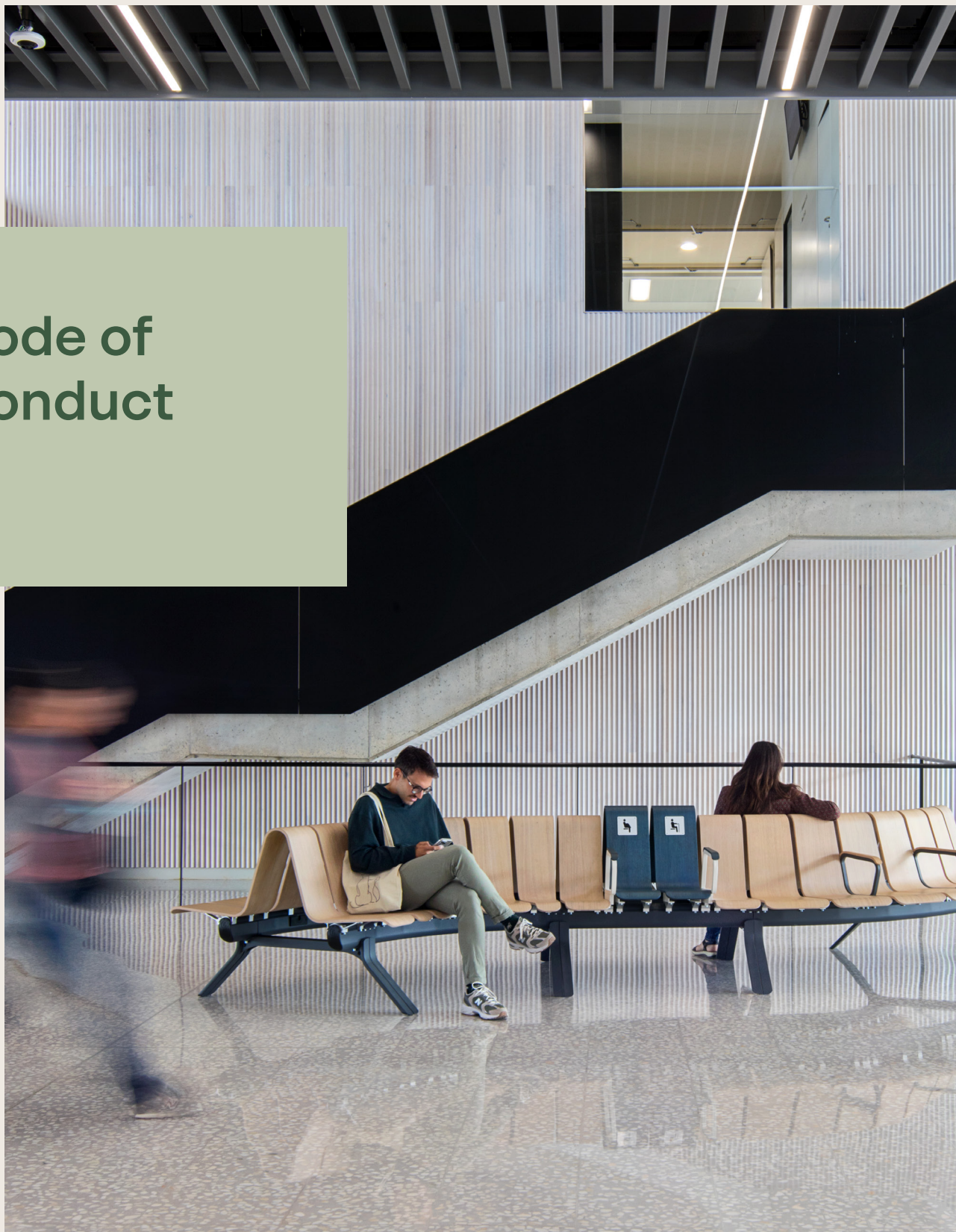


Code of Conduct



GREEN
FURNITURE
CONCEPT



Code of Conduct

Our code of conduct should reflect our company's values, commitment to sustainability, and professional ethics.

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- 03 Professional Behaviour & Ethics
- 04 Workplace Conduct
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01 Introduction

At Green Furniture Concept, our Code of Conduct represents the core principles and standards that guide us. It reflects our unwavering commitment to sustainability, innovation, and biophilic design, as well as our focus on delivering exceptional customer experiences. Applicable to employees, partners, agents, and stakeholders, this Code lays the foundation for how we operate globally.

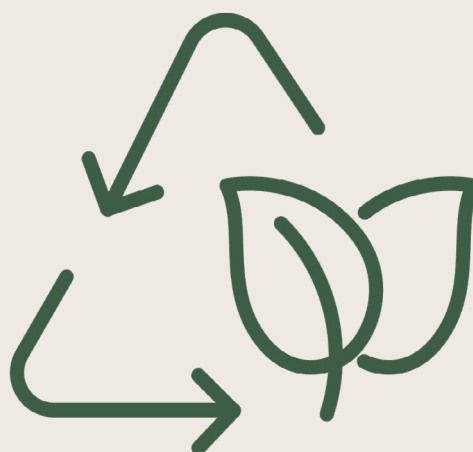




02 Sustainability & Circularity

With the aim of being the conscious choice for sustainable furniture design and development, we are committed to:

- Minimizing our environmental impact by prioritizing sustainable materials and processes.
- Encouraging recycling and waste reduction in our production and office environments.
- Supporting our customers in achieving their sustainability goals by offering innovative, green solutions.
- All employees and partners are expected to align their actions with these principles, ensuring the company's dedication to environmental responsibility remains unwavering.





03 Professional Behaviour & Ethics

We value integrity, transparency, and ethical behaviour in all our business dealings. To maintain these standards, we require that:

- Integrity: Employees and partners act honestly and uphold the company's reputation in all interactions.
- Confidentiality: Sensitive information about the company, its customers, and partners must be protected at all times.
- Conflict of Interest: Employees and partners avoid situations where personal interests conflict with the company's objectives. Any potential conflicts must be disclosed to management immediately.





04 Workplace Conduct

Green Furniture Concept is dedicated to fostering a positive, safe, and inclusive workplace. This means:

- **Diversity and Inclusion:** We are committed to fostering an inclusive environment that is free from discrimination or harassment based on race, ethnic origin, gender, marital status, pregnancy, religion, social or ethnic background, nationality, disability, age, political opinions, trade union involvement, gender identity or expression, health status, or sexual orientation. Everyone should be treated with dignity and respect, regardless of their personal characteristics or background. Confidentiality: Sensitive information about the company, its customers, and partners must be protected at all times.
- **Respect and Collaboration:** All team members are expected to treat one another with respect, valuing diverse perspectives and fostering collaboration.
- **Health and Safety:** We prioritize the well-being of our employees and partners by maintaining a safe and healthy work environment. Compliance with all relevant health and safety regulations is mandatory.





05 Customer & Partner Relations

Our customers and partners are integral to our success. To build and maintain strong relationships, we commit to:

- Upholding the highest standards of professionalism, fairness, and respect in all interactions.
- Delivering on commitments with innovative, high-quality solutions that meet customer needs.
- Maintaining open and transparent communication with agents, resellers, and other partners, fostering mutual trust and respect.

We expect our suppliers to uphold the highest standards of sustainability, ethical business practices, and social responsibility. Suppliers are required to sign our 'Supplier Code of Conduct,' confirm their compliance, and extend these standards to their subcontractors.





06 Compliance with Laws & Regulations

Green Furniture Concept is committed to full compliance with all applicable local and international laws. This includes, but is not limited to:

- Adhering to environmental regulations in all jurisdictions where we operate.
- Following labour laws and ensuring fair treatment and compensation for all employees
- Supporting and respecting human rights by upholding and promoting these principles throughout our operations and supplier chain.
- Prohibiting unethical practices such as bribery, corruption, or fraudulent activities in all business dealings.
- All employees and partners are expected to understand and comply with these legal obligations.





07 Implementation & Review

The responsibility for enforcing this Code of Conduct lies with management. Employees and partners are encouraged to familiarize themselves with its contents and integrate these principles into their daily work.

Green Furniture Concept will review and update the Code of Conduct regularly to ensure it remains aligned with our values, goals, and legal obligations.





08 Acknowledgement

All employees, agents, and partners must acknowledge their understanding of this Code of Conduct and commit to upholding its principles in all professional activities. This acknowledgment will serve as a foundation for accountability and trust within the company.

