



# AJ Produkter's mapping of initiatives that are in line with UN Sustainability goals

The mapping is based on AJ Produkter's Sustainability Report 2024

SDG	Overarching goals	Key contributors	Main action
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	No negative impact on the environment in operations or supply chain - long term  Viable circular services by 2030	Pollution of air, water and soil	<ul style="list-style-type: none"> <li>Mapping upstream pollution sources and improving data collection on emissions beyond direct operations.</li> <li>Clear demands and follow up of production and raw materials with less environment impact through Due Diligence Process.</li> </ul>
		Substances of concerns	<ul style="list-style-type: none"> <li>All suppliers must operate according to our Restricted Substances List (RSL). The RSL sets chemical requirements, which meet standards in our various markets as well as stringent requirements in agreements. To ensure that our products fulfil RSL we conduct testing using a XRF scanner, and external testing is performed when necessary.</li> </ul>
		Circular design and eco-labelling	<ul style="list-style-type: none"> <li>Circular product design is integrated into the product development to enable repair, reuse, dismantling and recycling. Incremental increase of recycled and renewable materials.</li> <li>Increase number of spare parts available to extend product lifespan.</li> <li>Third-party certification for quality and environment, such as Möbelfakta and Svanen.</li> </ul>
		Waste reduction	<ul style="list-style-type: none"> <li>Collaboration in Sweden, Norway and the UK to resell returned furniture that would otherwise have gone to waste.</li> <li>Reuse and repair of wood pallets.</li> </ul>
<b>13</b> CLIMATE ACTION 	Climate neutral by 2040  Fossil-free fuels by 2030	Energy-efficiency	<ul style="list-style-type: none"> <li>Applied and submitted commitment to SBTi.</li> <li>Transition to renewable energy and investments in solar panels</li> </ul>
		Low impact logistics	<ul style="list-style-type: none"> <li>Transport optimization by improving filling rates, frequency and packaging to reduce emission.</li> <li>Increase railway usage and use of renewable fuels for road-based transportations</li> </ul>



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<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	Goal zero work-related sick leave.	Working conditions and safety	<ul style="list-style-type: none"> <li>Implemented an updated Health and Safety Policy covering.</li> <li>Incidents and sick leave rates are continuously monitored.</li> <li>Trade unions, Safety committee, procedures are in place if incident occurs</li> </ul>
	All workers in the value chain have good working conditions - long term	Equality, diversity and inclusion	<ul style="list-style-type: none"> <li>New diversity, equity and inclusion policy.</li> <li>All new managers undergo work environment training. Gender mapping pay gap (Sweden).</li> </ul>
	Improved workspaces contributing to Happiness @ work among our customers	Ethical and responsible governance	<ul style="list-style-type: none"> <li>Updated supplier Code of Conduct and anti-slavery Statement.</li> <li>Launched a whistleblowing function ensuring anonymity and protection.</li> <li>Increase closer partnership with our suppliers to enhance performance, socially, environmentally, financially and quality.</li> <li>Ongoing updating the Due Diligence process for onboarding suppliers, including self-assessment, risk assessment and supplier audits. The supplier must act on any deviation found according to Corrective Action Plan (CAP)</li> <li>New routines and procedures together with a new sourcing agent in China to ensure contracting suppliers with high standards regarding sustainability.</li> <li>100% of suppliers in Asia are member of and follow Amfori BSCI, a tool to ensure good working conditions.</li> </ul>
<b>15</b> LIFE ON LAND 	No negative impact on the environment in operations or supply chain - long term	Responsible sourcing and forest use	<ul style="list-style-type: none"> <li>Goal - 100% FSC-certified wood in our products by 2030</li> <li>In 2026 we will be able to promote FSC in line with FSC promotional license.</li> <li>Implementation of EU Deforestation Directive (EUDR)</li> </ul>
	All wood FSC-certified by 2030	Material demand and land use	<ul style="list-style-type: none"> <li>Circular product design to reduce demand for virgin raw materials and land-use pressure.</li> <li>Halmstad warehouse has launched a pallet reuse program</li> </ul>



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 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Improved workspaces contributing to Happiness @ work among our customers</p>	<p>Health, safety and quality of products</p> <p>Products and customers health</p> <p>Community and social health initiatives</p>	<ul style="list-style-type: none"> <li>• Customer surveys</li> <li>• Offer a wide range of products that enhance ergonomics, encourage active workplaces and reduce noise.</li> <li>• Partnered with Attention to create school environments supporting neurodiverse students.</li> <li>• Support BRIS, Hjärnfonden and Active School to promote children’s mental and physical health.</li> <li>• Long-term support for Yennenga Progress in Burkina Faso, improving local education and health.</li> </ul>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Ethical, trustworthy &amp; compliant businesses and culture in our operations</p>	<p>Internal control and fair business practices.</p> <p>Cybersecurity and Data protection</p>	<ul style="list-style-type: none"> <li>• Internal code of conduct &amp; Supplier Code of Conduct aligns with international standards.</li> <li>• Whistleblowing function</li> <li>• No reported cases of fraud or corruption cases in 2024.</li> <li>• Auditing partner ensures legal and financial compliance in all subsidiaries.</li> <li>• Established an information security process based on NIST Cyber security framework.</li> <li>• Conducts cyber risk and vulnerability analysis and defined a cybersecurity roadmap.</li> </ul>