

# CSR REPORT

2017-18



**Gabriel®**

Gabriel Holding A/S · Hjulmagervej 55 · 9000 Aalborg · CVR nr. 58 86 87 28



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Reporting period: 01.10.2017 – 30.09.2018

For the sake of the environment,  
this CSR Report is only available online.

Please refer to the Annual Report 2017/18, Gabriel Profile and [www.gabriel.dk](http://www.gabriel.dk) for further information about the Gabriel Group.

This CSR Report complies with the CSR reporting requirements in §99a of the Danish Financial Statements Act.

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From left:  
Director of CSR & Quality  
Kurt Nedergaard  
and CEO Anders  
Hedegaard Petersen

## Every effort matters

Founded in 1851, Gabriel is a company with deep roots, strong values and a well-established commitment to sustainability. For decades, sustainability has been ingrained in our corporate culture guiding our way of conducting business.

With pressing social and environmental challenges on the global agenda, our focus on sustainability has never been more important than it is today. We take our responsibility seriously constantly exploring new ways to address global problems and deepen the impact of our corporate responsibility efforts.

In recent years, Gabriel has experienced significant global growth, and it has taken an extra effort to ensure that sustainability and corporate responsibility remain an integral part of all operations.

No matter where we operate, sustainability and ethical business conduct remain our key values, and our global management system ensures the same high CSR and quality standards across markets, cultures and countries.

At Gabriel, we believe in the power of pulling together, and that it is the big picture that truly counts. Consequently, we have worked determinedly with the UN Sustainable Development Goals since 2015, striving to make a true difference for people, the environment and the future of our world.

We continue to incorporate the UN Sustainable Development Goals in our CSR efforts striving to reduce our use of raw materials, to minimise the impact of our production processes and increase our use of recycled materials.

In recent years, the concept of circular economy has rapidly gained attention in society and industry. At Gabriel, circular thinking has been a key focus area for years, and our transition towards a more circular economy continues.

In the past year, Gabriel has initiated several CSR activities. Some of our key accomplishments in 2017/2018 include a number of new fabrics made from recycled polyester, an extension of our product label program and energy mapping of several production facilities.

As we look to the future, we maintain our commitment to making a difference through sustainability and ethical business practices. This report outlines our CSR activities, performance and future goals. Our goals are in line with our CSR policy and reflect the line of business, we operate in.

Thank you for taking an interest in our sustainability and responsibility progress over the past year. We hope you will enjoy reading the report.

Anders Hedegaard Petersen  
CEO

Kurt Nedergaard  
Director of CSR & Quality

# CSR Strategy

The Gabriel Group will maintain current CSR policies and focus areas and will, in addition, strengthen future efforts to implement a more circular business model.

We will work determinedly with circular economy and challenge the linear use-and-throw-away model by, for example, developing and launching more products that are either biodegradable or recyclable. We will develop systems for our circular efforts and document our progress in relation to products, services and production.

The implementation of a circular business model depends to a great extent on the collaboration between companies and their customers, suppliers and other stakeholders and on their joined effort to create circular systems. Consequently, Gabriel aims to intensify the dialogue and cooperation with our customers and business partners on the development of circular solutions and systems.

Circular economy is already an important focus area at Gabriel, but we want to further strengthen our efforts in the field. Read more about Gabriel's circular economy on page 12-13.

Gabriel's CSR Strategy 2018/19 - 2020/21 includes the following focus areas:

- Increasing the proportion of products made from recycled materials
- Increasing the proportion of products made from natural materials
- Increasing the proportion of recyclable and biodegradable products
- Increasing our use of renewable energy in Gabriel-owned companies and influencing suppliers in relation to renewable energy use
- Minimising and recycling waste, including waste from the production and packaging
- Intensifying our cooperation with customers on the development of circular products for circular systems
- Ensuring transparency on product sustainability through all life cycle phases







Quality, Environment and Production (QEP-Master)



"Design is not all about great looks but also about functional properties and environmental qualities."



Select



Cura

# About the Gabriel Group

## Mission

Innovation and value-adding partnerships are fundamental values of Gabriel's mission statement.

Gabriel is a niche company which, in the entire value chain from concept to furniture user, develops, manufactures and sells upholstery fabrics, components, upholstered surfaces and related products and services. Gabriel develops its services to be used in fields of application where product features, design and logistics have to meet invariable requirements, and where quality and environmental management must be documented.

## Vision

Gabriel is to be the preferred development partner and supplier to selected leading international manufacturers and major users of upholstered furniture, seats and upholstered surfaces.

Gabriel will achieve Blue Ocean status through an innovative business concept, patents, licences, exclusivity agreements or similar rights.

Gabriel will have the status of an attractive workplace and partner company for competent employees and companies.

## Strategy

Gabriel is growing with the largest market participants. Gabriel's growth is based on close development partnerships and trading with approximately 60 selected major leading customers in a global strategy.

Gabriel strives to obtain the largest possible share of the selected strategic customers' purchase of furniture fabrics, other components and services in the value chain. The FurnMaster Business Unit realises the commercial potential of the links of the value chain deriving from furniture fabrics, e.g. cutting, sewing and upholstering of furniture components.

## Corporate model

Gabriel's corporate model requires a process-oriented approach which has been implemented in the organisation over the course of several years. The Group's core processes are carefully selected to ensure that our employees' skills are continually put into play to create the exact value that our customers request.

Our process outline is illustrated below.

## CSR risk evaluation

Through ISO 14001 environmental certification, ISO 9001 quality certification and consistent use of environmental product labelling, we ensure that there are no major environmental concerns or risks associated with Gabriel products and activities.

Furthermore, Gabriel's CSR policy includes effective measures to prevent environmental accidents and aims to ensure that Gabriel products do not contain harmful substances. For further information on our CSR policy, please refer to page 10.

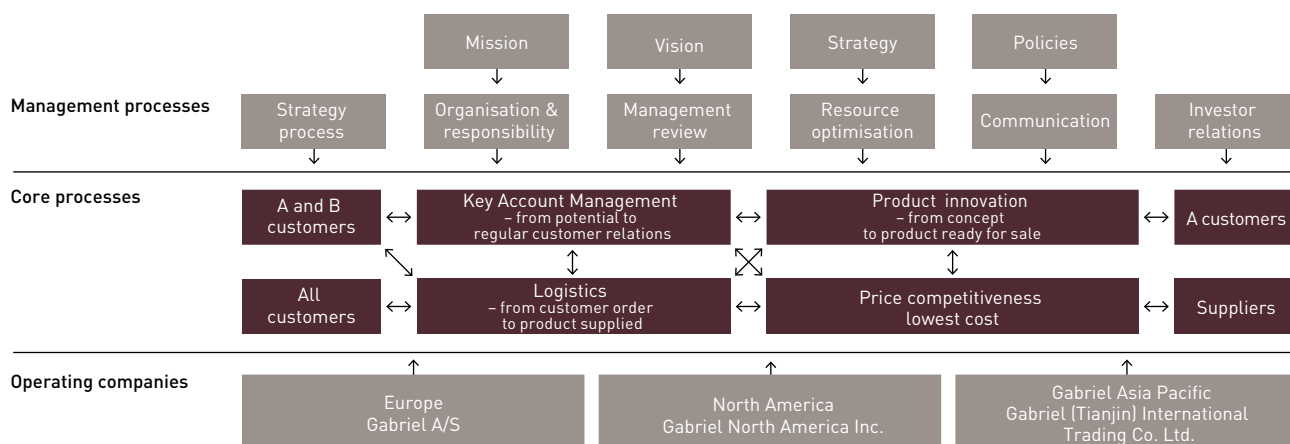
Health, safety and employee well-being have always been key priorities for the Gabriel Group. In the coming years, we will focus on risks in relation to occupational health and safety as the increased number of employees entails an increased risk.

For many years, the Gabriel Group has worked to minimise risks in relation to human rights, anti-corruption and bribery. To continue this work, we focus on following the new guidelines of Danish Fashion and Textile in our Code of Conduct as well as the requirements of ISO 37001 regarding anti-bribery. No breaches of our Code of Conduct have been registered.

See CSR related targets, results and environmental data on page 18-20.

For an analysis of all risk areas, please see Gabriel Group Annual Report.

## GABRIEL GROUP







Beijing, Shanghai, Guangzhou, Shenzhen, Chengdu, Hong Kong, Bangkok and Singapore, Asia.



Paris, France.



Stockholm and Gothenburg, Sweden.

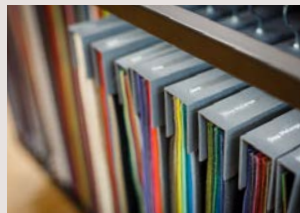
"Sales offices –  
fabrics and services  
– anytime, anywhere"



Aalborg, Denmark.



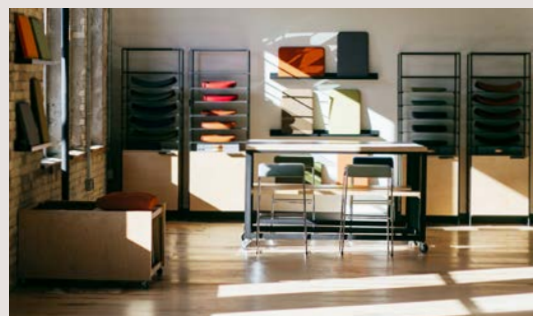
London, United Kingdom



Barcelona, Spain



Bingen, Germany



Grand Rapids, USA



Screen Solutions Ltd., United Kingdom



Scandye, Lithuania



FurnMaster, USA



FurnMaster, Lithuania

"Production sites –  
products and services  
– anytime, anywhere "



FurnMaster, Poland



SampleMaster, Lithuania



# CSR – making it our business

**CSR is a concept with many definitions and practices. This is what CSR means to us, and how we make sustainability our business.**

Corporate Social Responsibility (CSR) aims to ensure that companies conduct their business in an ethical correct manner taking account of their social, economic and environmental impact.

While CSR is about the social responsibility of companies, sustainability is more generally about ensuring good living conditions and healthy environments – not only today but also for future generations.

## Sustainable products & business practices

Gabriel Group is a sustainable company, and we continue to take new steps to strengthen our sustainable practices.

One of our absolute key priorities is to design and create sustainable products and services without endangering the environment and thereby the lives and well-being of future generations.

We design products that contribute to healthy indoor spaces manufactured with respect for user health and safety as well as for the environment.

At Gabriel, sustainability is, however, not only about our products. It is about how we do business in general. To us sustainability is also about ethical business conduct, and treating customers, suppliers, employees, communities and animals with decency and integrity.

Decency and integrity are absolutely fundamental to the way we conduct business and serve as our guiding principles. It defines who we are, and what kind of company we want to be in the future.

Our approach to CSR and sustainability is incorporated in our CSR Policy. For further information, please turn to next page.

## Joining forces

Only by joining forces across nations and businesses, it is possible to make a lasting impact that truly matters to the world and future generations. Consequently, Gabriel is committed to contributing to UN's Sustainable Development Goals. We continuously consider our impact on each of the 17 goals but work determinedly with the ones that make most sense for our business.

Further information on our contribution to UN's Sustainable Development Goals is available throughout the report.



UN's 17 Sustainable Development Goals (SDGs) were defined in 2015 as a call-to-action to change our world to a better place by 2030. The SDG's deal with objectives such as for example ending poverty, promoting prosperity and protecting the planet. The goals are defined in the UN § 51 resolution no. A/RES/70/1.

# CSR policy

Gabriel endorses the principles embodied in the UN Global Compact and focuses on the following areas:

- To develop and manufacture our products and services with user health and safety in mind, reducing our impact on environment and climate, and with respect for animal welfare throughout the production process.
- To ensure good working environments throughout the supply chain in compliance with country specific laws and Gabriel's own requirements. These requirements comprise detailed technical specifications and the content of Gabriel's Code of Conduct.
- To treat continuous employee development and skills upgrading as high priorities.
- To support students by providing practical training. Gabriel participates in training projects, which benefit both the students and the company.
- To maintain our position as first mover within our industry by implementing new initiatives to improve our performance as a responsible company.
- To take into account all product life cycle stages and focus on the areas, where we have the strongest influence and can make the biggest impact.
- To encourage sustainable consumption and user health by using product labels: Gabriel works with recognisable labelling schemes with a high level of consumer trust.
- To advise customers and users on significant impacts related to the production, use, recycling or disposal of the company's products. Company employees in customer contact positions must be able to provide correct information on the Group's objectives and policies. This information is available at our company website.
- To select our suppliers on their ability to fulfil environmental requirements and willingness to enter into an open and detailed partnership to achieve optimum outcomes. Supply chain partners must regularly introduce cleaner technology, environmental improvements and cleaner energy sources, paying due heed to the technical and financial implications.
- To apply internationally recognised standards such as ISO 9001 to Quality Management Systems, ISO 14001 to Environmental Management Systems, and follow the principles of OHSAS 18001 Occupational Health and Safety Management and ISO 50001 Energy Management.
- To conduct an open and detailed dialogue with the authorities on CSR and environmental requirements and oppose unlawful acts and irregularities.
- To communicate our CSR activities openly and foster the spread of CSR as a company-wide managerial activity.
- To annually renew our objectives within CSR, prepare action plans to ensure ongoing reductions of the most significant impacts and create continuous improvements; integrating objectives into the internal business plans described in the CSR Report, and make them known to all employees. The CSR Report shows results and completed objectives and is published with the annual financial statements.



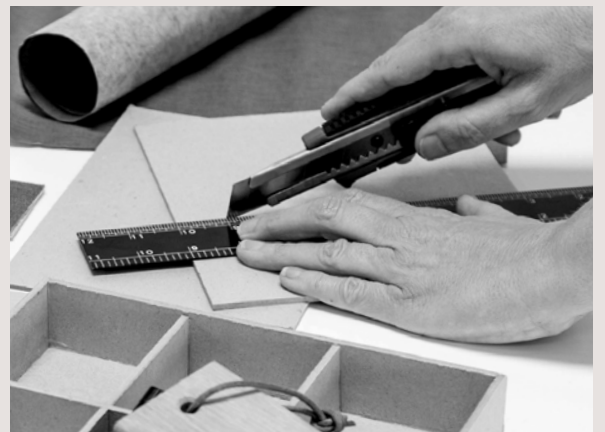


Crisp



Crisp

"Our key priorities are to design and create sustainable products and services without endangering the environment."



# Going circular – taking sustainability to the next level

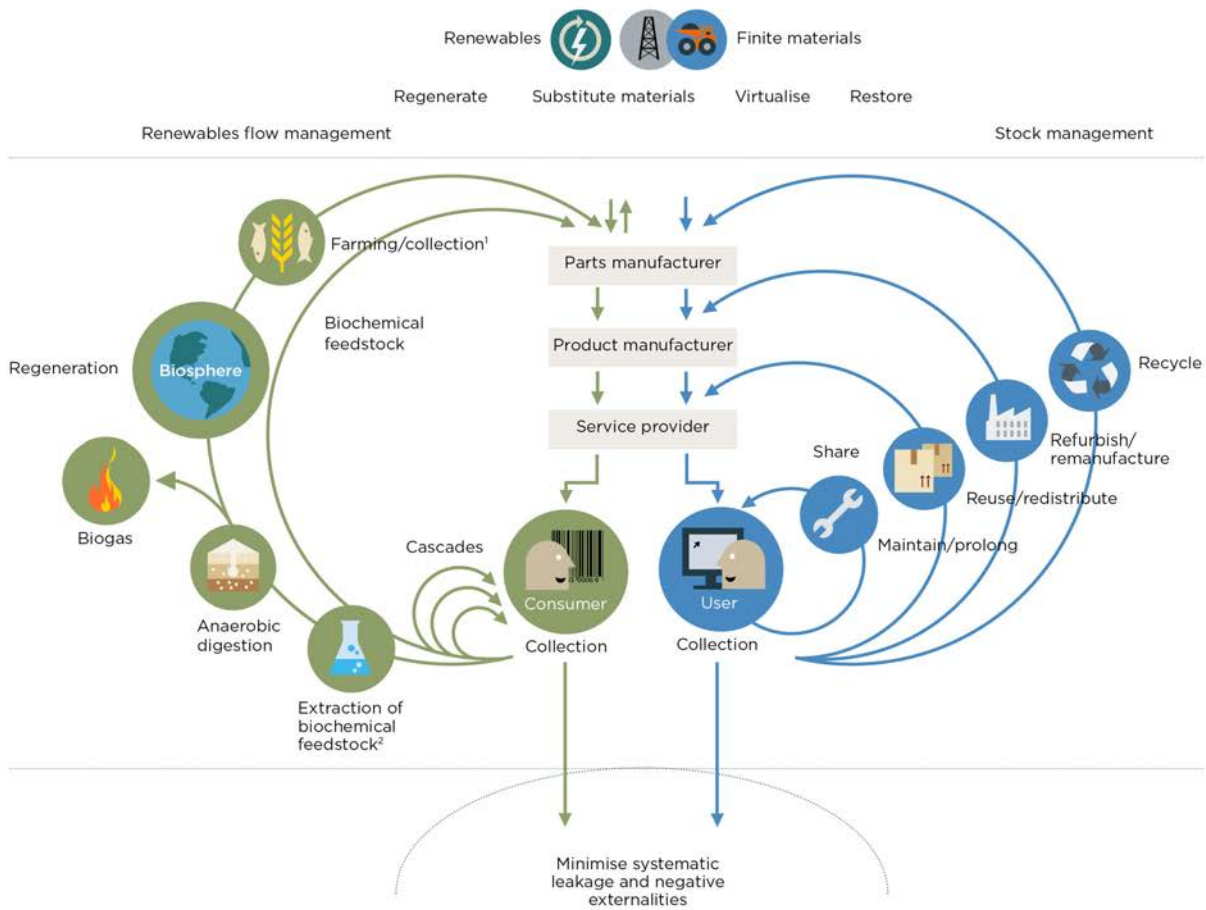
## Gabriel develops products fit for circular systems and carefully considers the environmental impact of all product life cycle phases.

The Ellen MacArthur Foundation explains the difference between a circular economy and a linear economy in simple words: [www.ellenmacarthurfoundation.org](http://www.ellenmacarthurfoundation.org)

“In nature there are no landfills. Instead materials flow. One species’ waste is another’s food. Energy is provided by the sun. Things grow, then die and nutrients return to the soil

safely – and it works. But humans have adopted a linear approach. We take, we make, and we dispose. By doing this, we eat into a finite supply of resources and often deducing toxic waste.” from video: [www.ellenmacarthurfoundation.org/circular-economy/concept](http://www.ellenmacarthurfoundation.org/circular-economy/concept)

Inspired by nature and by the Ellen MacArthur Foundation’s Circular Economy System Diagram, Gabriel is challenging the linear approach and is working towards a more circular business model.



1. Hunting and fishing
2. Can take both post-harvest and post-consumer waste as an input

SOURCE: Ellen MacArthur Foundation, SUN, and McKinsey Center for Business and Environment; Drawing from Braungart & McDonough, Cradle to Cradle (C2C).



Figure: The Ellen MacArthur Foundation’s Circular Economy System Diagram, [www.ellenmacarthurfoundation.org](http://www.ellenmacarthurfoundation.org). The diagram serves as a great inspiration for Gabriel in our journey towards a circular business model. The system diagram illustrates the continuous flow of technical and biological materials through the ‘value circle’. The objective is to break with the current take-make-dispose industrial model and to implement a circular economy where resources can either be given back to nature, reused or recycled.



## Circular economy

The main idea of the circular economy model is to reduce waste to a minimum and minimise the consumption of finite resources.

The model distinguishes between two different cycles: the biological cycle and the technical cycle. The biological cycle covers biodegradable materials, such as wool, which can be safely returned to nature since it is compostable and able to reenter nature's own cycle.

The technical cycle encompasses 'technical', non-compostable materials, such as for example polyester. These materials cannot safely be returned to nature, but can instead be recycled and used again and again - turning waste into a resource and creating new value. However, to close the loop of the technical cycle, products have to be designed for easy disassembly, reuse and recycling. As an example, Gabriel polyester upholstery fabrics can be removed from the furniture and reused for other purposes such as for example acoustic panels, or it can be melted down and turned into new polyester products.

## This is what we do

At Gabriel, circular thinking is an integral part of our design process and not at all new to us. We have designed upholstery fabrics that can be either biodegraded or recycled for

years, and we constantly work to reduce the environmental impact of our products throughout all life cycle phases.

We strive to design durable products with a long service life, and always use raw materials and components that are safe for humans and the environment. We improve our production processes to reduce our impact on the environment, and design products that are either homogeneous or easily disassembled and reused, recycled or biodegraded.

## Reaching our goal together

Making a true transition to a circular economy is, however, not something that we at Gabriel can do alone. The goal can only be reached, if companies and governments come together on a global scale.

In accordance with UN Sustainable Development Goal no. 17, Gabriel works closely with customers and suppliers to promote circular thinking and to facilitate the development of circular products.

With a strong focus on circular economy, Gabriel supports the following UN Sustainable Development Goals:



## Sustainability though out our products' lifecycles – in brief

It all begins with great design. Design is not all about great looks but also about functional properties. During the design phase crucial decisions are made that define the product's environmental profile hereunder labelling.

We work hard to ensure that the raw materials and components used in Gabriel fabrics meet our company's strict quality and environmental requirements. Our environmental requirements exceed applicable laws and regulations and reflect the demands of international labelling systems as well as market demands. Since Gabriel first started using recycled materials in the beginning of the 90's, our selection of post-consumer recycled polyester fabrics, EU Ecolabel and Cradle to Cradle Certified™ (C2C) fabrics has grown significantly.

A key priority at Gabriel is responsible production. We have taken significant steps to reduce the negative environmental impact of our production processes, and all main group companies are ISO 14001 certified. We continuously strive to conserve energy, cut emissions of air pollutants, reduce waste water and minimise our use of virgin raw materials. Before investing in new equipment and machinery, we always carefully research and consider the potential environmental impact.



"From recycling and sourcing to responsible production, we continuously strive to strengthen our CSR efforts and improve performance."





# Labels for safe and eco-friendly products

## With a wide array of labelling programs, Gabriel makes it easy for customers to make sustainable choices.

Gabriel offers the largest selection of eco-labelled products on the market and has adhered to the regulatory standards of several environmental and consumer safety labelling programs for years. The labels offer our customers a documented and objective guarantee of our products' environmental credentials and make it easier for them to make sustainable choices.

## Setting the bar high

61 Gabriel fabric designs carry the Oeko-Tex label corresponding to 99.5% of the sold metres this fiscal year. 39 Gabriel fabric designs carry the EU Ecolabel label corresponding to 65.6% of the sold metres this fiscal year. The Oeko-Tex and EU Ecolabel requirements constitute Gabriel's minimum standards and ensure that our customers always get sustainable, consumer-safe and eco-friendly fabrics.

## Life cycle-based labels

In addition to our Oeko-Tex and EU Ecolabel certified fabrics, Gabriel also offers a comprehensive selection of Cradle to Cradle Certified™ (C2C) fabrics.

Like the EU Ecolabel, Cradle to Cradle Certified™ (C2C) is an extensive life cycle-based standard. This means that in order to obtain a certification, products must meet a strict set of criteria covering all product life cycle phases - from the extraction of raw materials, to production, packaging and transport through to the product's end of life, disposal and recycling.

## Cradle to Cradle Certified™ (C2C) in brief

Based on the same principles as the circular economy model, the Cradle to Cradle Certified™ (C2C) approach also distinguishes between the biological and the technological cycles for materials and describes the safe and potentially infinite use of materials in these cycles.

The key focus areas of the Cradle to Cradle Certified™ (C2C) standard are to create an optimised materials economy and

to eliminate waste. Reducing CO<sub>2</sub> emissions, eliminating harmful substances and using energy from renewable sources are just some of the Cradle to Cradle Certified™ (C2C) requirements. The social impact of products is also a focus area of the Cradle to Cradle Certified™ (C2C) standard.

## Why choose Cradle to Cradle Certified™ (C2C)?

With a Cradle to Cradle Certified™ (C2C) fabric from Gabriel you are guaranteed a fabric with an exceptional environmental profile. The fabric is free from harmful substances, completely safe to use and does not pollute indoor climates nor the environment. It has been manufactured in a socially responsible manner and using mainly renewable energy sources. When the fabric reaches the end of its life, it is biodegradable or recyclable.

Moreover, a Cradle to Cradle Certified™ (C2C) fabric from Gabriel can help customers meet other standards for example LEED, Bifma level certification and BREEAM.

## Sustainable wood

Gabriel FurnMaster is FSC certified. FSC is a global forest certification system, and the FSC label guarantees that the wood we use comes from forests managed with consideration for people, wildlife, and the environment. By choosing FSC labelled products, you protect the world's forests and support responsible forestry.

## Need to know more?

If you would like to know more about our labelling programs, and how our customers benefit from them, please feel free to contact us.

Complying with the standards of various certification and labelling programs, Gabriel mainly supports the following UN Sustainable Development Goals:



## Did you know that

- Gabriel offers the largest selection of eco-labelled upholstery fabrics on the market? 95.3% of our fabric designs are Oeko-Tex certified, 60.9% carry the EU Ecolabel and 12.5% are Cradle to Cradle Certified™ (C2C), providing you with a wide choice of designs which are documented eco-friendly and consumer-safe.
- A Cradle to Cradle Certified™ (C2C) fabric can help you meet various standards such as for example LEED V4, Bifma level certification and BREEAM and provides you with an advantage in relation to public procurement standards e.g. U.S. EPA Environmentally Preferable Purchasing (EPP) Program.
- Environmental labelling is an advantage in relation to public procurement standards in the EU according to the EU directive of public procurement.
- FurnMaster will achieve yet another FSC certificate in 2018/19 increasing our portfolio of sustainable solutions.



## Management systems: ISO 9001, ISO 14001

ISO 9001 and ISO 14001 are both standards for quality and environmental management. A company can choose to become certified to these standards. Both standards are based on the principle of making continuous improvements by implementing a fixed cycle: evaluate the current situation; set goals and formulate policies; implement the required actions; and, finally, measure the result. Based on the result, an assessment is made of whether actions and goals are adequate, or whether to make improvements and set new goals. ISO 9001 focuses on parameters of significance for a company's quality performance, while ISO 14001 concerns matters of significance for the company's environmental performance. An important tool in this is the audit, which assesses whether the systems are functioning as planned.

[www.iso.org](http://www.iso.org)



## Oeko-Tex

Oeko-Tex is the world's leading health label for textiles. The label certifies that the item was tested and approved according to the requirements set by the international Oeko-Tex Association. These requirements concern the content of chemicals which are – or are suspected of being – physically harmful. The label goes further than the law. The requirements are divided into four classes, depending on the textile's use (how close to the body they are). The substances in question include, for example: formaldehyde, chemical residues with an acidic or basic action, pesticides, phenols, heavy metals, special dyes and phthalates.

[www.oeko-tex.com](http://www.oeko-tex.com)



## Cradle to Cradle

Cradle to Cradle concerns the way we view our resources (extraction, use, disposal) and works to create a closed cycle with either technical or biological nutrients. The concept was formulated by the German Michael Braungart and the American William McDonough in 2002, but ideas underlying the concept are now shared in various circles.

A Cradle to Cradle certification assesses the product on five counts: renewable energy; water consumption; material health properties; social responsibility; and recycling. The result is certification at one of five levels. The scheme is administered by The Cradle to Cradle Products Innovation Institute.

[www.epea.com](http://www.epea.com)    [www.c2ccertified.org](http://www.c2ccertified.org)    [www.mbd.com](http://www.mbd.com)



## EU Ecolabel

The EU Ecolabel (the Flower) is the European Union's environment label. The label covers environmental issues throughout the product's life cycle with a focus on energy, water and chemicals, and accords a high priority to reducing the most significant environmental impacts of a given product. For textiles, this means focusing on the quantity of pesticide residues in the raw material, the scouring of the raw wool, the use and emissions of hazardous chemicals in production, and the quantity of toxic substances and heavy metals in the finished product.

The EU Ecolabel also sets requirements concerning the product's quality, so that the product with the environmental label is at least as good as the non-labelled alternative.

[www.ec.europa.eu/environment/ecolabel/](http://www.ec.europa.eu/environment/ecolabel/)



## FSC

FSC is a global non-profit forest certification system promoting the responsible management of the world's forests – and protecting them for future generations. The organization works against deforestation, protects animals and plants and ensures that foresters receive decent wages, proper training and safety equipment. The FSC operates in more than 100 markets, and the label is respected around the world.

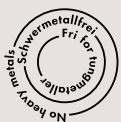
[www.ic.fsc.org](http://www.ic.fsc.org)



## Gabriel: Ten-year guarantee

Gabriel provides a ten-year guarantee against wear-through on all furniture fabrics in the price list under normal office or home use, normal maintenance and appropriate upholstery. The label was designed by Gabriel. Gabriel also has a comprehensive spot removal guide which can also be used to keep the fabric clean and attractive in the event of an accident.

[www.gabriel.dk/en/fabrics/product-standards/10-year-guarantee/](http://www.gabriel.dk/en/fabrics/product-standards/10-year-guarantee/)



## Gabriel: No heavy metals

The label was developed by Gabriel back in the 1980s to signal to customers that Gabriel can offer ranges of dyes which are free of heavy metals. Gabriel was the first Danish textile manufacturer to introduce this, and no heavy metals are now used in our dyes. Since then, the environmental labels have appeared, and they also govern the limit values for heavy metals. The label is also still used as a symbol of our tradition of taking the lead in the sector.

## Möbelfakta

Möbelfakta is a complete reference and labelling system for furniture, which covers both technical, environmental and production ethical requirements.

[www.mobelfakta.se](http://www.mobelfakta.se)

## Other standards

Gabriel helps customers meet various industry standards such as LEED, BIFMA Level, Well, Healthier Hospitals Initiative, Greenguard, BREEAM, Nordic Swan Ecolabel as well as local legal requirements.



# Ethical business conduct

**Gabriel is committed to comply unequivocally with the highest standards of integrity and business ethics.**

CSR is not only about products and services, but also about the way we conduct our business. At Gabriel, we are committed to conduct our business with honesty and integrity, and we continuously work to build and maintain a strong ethical business culture throughout the entire Group.

## Our Code of Conduct

Unwavering ethical standards, honesty and integrity build trust and ensure that our customers, business partners and stakeholders see our company as a trustworthy and reliable supplier and partner.

Our Code of Conduct sets standards for the way we do business and incorporates the internationally accepted UN practices and standards. It covers our entire supply chain and includes topics such as animal welfare, anti-corruption, and anti-bribery.

The 1948 UN Universal Declaration of Human Rights defines labor standards that aim to achieve decent and humane working conditions. The Gabriel Group is committed to uphold the internationally accepted UN practices and standards – throughout the entire supply chain. Suppliers and others affiliated with the Gabriel Group are carefully selected and are expected to ensure respectful and ethical treatment of workers and to comply with all relevant and applicable laws.

We monitor and ensure compliance through audits and by continuously encouraging best practices. In the past year, Gabriel has not registered any violations of our Code of Conduct or of local legal requirements by any of our supply chain partners.

## Due diligence

Exercising due diligence is essential to our efforts to uphold our integrity. By thinking due diligence into the way we work, risks are identified and dealt with. This is implemented throughout our management systems certified according to ISO 9001 (quality management) and ISO 14001 (environmental management) as well as our product labels.

## Knowledge builds trust – and drives us forward

Along with high ethical standards, competence and knowledge are key factors in building trust. Gabriel is a knowledge-driven company, and we depend on the latest research, scientific discoveries and technological advances to remain at the absolute forefront. Consequently, Gabriel cooperates with a range of external partners such as international universities, authorities, certification and labelling organisations, and trade associations.

We cooperate closely with customers and suppliers to get inside knowledge on market and consumer demands. Tapping into their knowhow and expertise ensures that our products and services continue to meet the requirements of an ever-changing marketplace.

Building skills and developing capabilities remain a high strategic priority, and we continue to offer capability-building programs throughout our organisation.

With our commitment to ethical business conduct, Gabriel mainly supports the following UN Sustainable Development Goals:



Our business conduct reflects our cultural values.

# Our progress in numbers

CSR RESULTS AND TARGETS				
Focus area	Target 2018/19	Results 2017/18	Results 2016/17	Results 2015/16
<b>Gabriel Group management systems</b>				
ISO 9001 (Number of certificates)	14	<b>13</b>	13	10
ISO 14001 (Number of certificates)	7	<b>6</b>	5	2
FSC (Number of certificates)	2	<b>1</b>	1	0
OHSAS 18001 or ISO 45001 (Number of certificates)	1	<b>1</b>	1	1
SA8000 (Number of certificates)	1	<b>1</b>	1	1
FISP (Number of certificates)	1	<b>1</b>	1	0
IIP (Number of certificates)	1	<b>1</b>	1	0
<b>Gabriel Group – Fabric labels</b>				
Proportion Oeko-tex (%)	95	<b>95</b>	95	95
Proportion EU Ecolabel (%)	63	<b>61</b>	52	56
Proportion Cradle to Cradle™ (%)	19	<b>13</b>	14	12
<b>Gabriel Group - Social and staff matters</b>				
Employees (number)	-	<b>517</b>	458	292
Board of directors (% female)	See annual report	<b>25</b>	25	0
Top managers/executive board (% female)	See annual report	<b>0</b>	0	13
Middle management (% female)	See annual report	<b>36</b>	30	57
All employees (% female)	-	<b>60</b>	58	-



## CSR OBJECTIVES

Topic	Target 2017/18	Actions and results 2017/18	Status
Anti-corruption and bribery	The Gabriel management systems will be updated in order to meet the ISO 37001 standards regarding anti-bribery.	The implementation process has been initiated. The focus has been on updating the management systems internally and in the supply chain.	Ongoing
Environment/ climate	Gabriel will implement energy mapping in compliance with the standards of ISO 50001 Energy Management.	The project has been completed in selected Gabriel Group companies. The energy mapping process has resulted in the implementation of various local energy-saving projects.	Ongoing
Environment/ climate	All Gabriel production and mother companies will be ISO 14001 certified.	With the certification of FurnMaster sp. z o.o. in 2018, all production and mother companies are now ISO 14001 certified.	Fully implemented
Environment/ climate	We will implement global reporting of the environmental impact of all Gabriel production companies.	As ISO 14001 standards are now fully implemented, environmental data from all Gabriel Group production companies is available for reporting purposes, and the information has been included in this year's CSR Report. Gabriel Group will continue to focus on reporting and increase reporting if relevant. Furthermore, SO <sub>2</sub> and CO <sub>2</sub> emissions will be a focus area.	Ongoing
Environment/ climate	Energy usage at our dye house will be optimised.	Ongoing research regarding biofuel (wood pellets) has so far concluded that biofuel cannot compete with natural gas. We continue to focus on energy and waste water recycling.	Ongoing
Human rights, anti-corruption and bribery, environment/ climate	The Gabriel Code of Conduct will be revised in order to meet the standards of Danish Fashion and Textile's new Code of Conduct.	The implementation of a new code of conduct is complex, and the process has not yet been completed. To facilitate the process, Gabriel participates in Danish Fashion and Textile's CSR committee to obtain more knowledge on and share experiences regarding the new code of conduct.	Ongoing
Social and staff matters	ISO 45001 standard concerning occupational health and safety will be implemented.	OHSAS 18001 has been implemented in the dye house Scandye. We aim to implement the new ISO 45001 standard and will work determinedly towards a certification of the Gabriel Group companies over the course of the next few years. Furthermore, we will continue to evaluate our suppliers and their compliance with this standard.	Ongoing
Social and staff matters	Gabriel Group will conduct a global employee satisfaction survey.	Completing employee satisfaction surveys is a recurring event at Gabriel. This year, Gabriel has conducted a global employee satisfaction survey to identify improvement areas globally and locally. In the future, we expect to conduct this type of survey every three years.	Fully implemented

## ENVIRONMENTAL DATA – PRODUCTION

Note		2017/18	2016/17	2015/16
1	Focus area			
	<b>Gabriel Group – Fabrics production</b>			
	Consumption of raw materials (tons)	2832	2343	2077
	Consumption of wool (tons)	834	839	785
	Consumption of polyester (tons)	1889	1459	1269
	Consumption of post-consumer recycled polyester (tons)	108	45	22
2	Transport by sea (%)	97	96	97
	<b>UAB Scandye</b>			
	Electricity consumption (MWh), 100% renewable energy	2347	2065	1960
3	Electricity consumption (KWh/kg), 100% renewable energy	1,29	1,23	1,17
	Water consumption (m <sup>3</sup> )	232972	207831	214681
	Water consumption (l/kg)	128	124	128
	Heat and processes, gas (MWh)	16437	15479	14252
4	Heat and processes, gas (KWh/kg)	9,02	9,21	8,51
	<b>UAB FurnMaster</b>			
	Electricity consumption (MWh)	226	-	-
5	Electricity consumption (KWh/m <sup>2</sup> )	30	-	-
	Heat (MWh)	407	-	-
6	Heat (KWh/m <sup>2</sup> )	54	-	-
	Use of glue, not water based (kg)	0	-	-
	Use of water based glue (kg)	24835	-	-
	<b>FurnMaster sp. z o.o.</b>			
	Electricity consumption (MWh)	395	-	-
7	Electricity consumption (KWh/m <sup>2</sup> )	49	-	-
	Heat (MWh)	1132	-	-
8	Heat (KWh/m <sup>2</sup> )	142	-	-
	Use of glue, not water based (kg)	1450	-	-
	Use of glue, water based (kg)	5500	-	-
	<b>FurnMaster, Gabriel North America Inc.</b>			
	Electricity consumption (MWh)	94	-	-
	Electricity consumption (KWh/m <sup>2</sup> )	34	-	-
	Heat (MWh)	308	-	-
	Heat (KWh/m <sup>2</sup> )	115	-	-
	Use of glue, not water based (kg)	32	-	-
	Use of glue, water based (kg)	1140	-	-
	<b>Screen Solutions Ltd</b>			
	Electricity consumption (MWh)	263	-	-
	Electricity consumption (KWh/m <sup>2</sup> )	81	-	-
	Heat and processes, gas (MWh)	768	-	-
	Heat and processes, gas (KWh/m <sup>2</sup> )	236	-	-
	Use of glue, not water based (kg)	999	-	-
	Use of glue, water based (kg)	4804	-	-
	<b>Work injuries – consolidated</b>			
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	7	-	-
	Minor work injuries, less than three weeks absence (number)	50	-	-

The above covers all Gabriel owned production companies incl. the dye house Scandye  
Reporting period 01-10-2017 to 30-09-2018



# Notes

## Note

- 1 Data concerns the use of raw materials in the business area Fabrics as well as consumption in Gabriel's dye house, Scandye. Furthermore, the data includes information on significant consumption in Gabriel-owned production companies.
- 2 This does not include distribution of finished goods that are mainly distributed by truck.
- 3 Increased polyester dyeing increases the energy consumption relatively.
- 4 Increased polyester dyeing increases the energy consumption relatively.
- 5 Energy consumption is expected to fall due to a significant increase in production area in new buildings in the coming year.
- 6 Heat consumption is expected to fall due to a significant increase in production area in new buildings in the coming year.
- 7 Energy consumption is expected to fall due to a significant increase in production area in new buildings in the coming year.
- 8 Heat consumption is expected to fall due to a significant increase in production area in new buildings in the coming year.

# Gabriel®

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