

# SUSTAINABILITY REPORT 2021-22

---

Statutory Statement on CSR,  
cf. the Financial Statements Act, section 99 a



**Gabriel**<sup>®</sup>

# Content

- 03 Sustainable development
- 04 About Gabriel Group
- 06 Gabriel's locations 2022
- 07 Sustainability Policy
- 08 Global goals for a sustainable development
- 09 Code of Conduct
- 10 Employee development and well-being
- 12 Milestones
- 14 Strategic focus areas
- 15 Producing our own renewable energy
- 16 Reductions and CO<sub>2</sub>e neutrality
- 18 Long-lasting functional and aesthetic designs
- 20 Product labels and certifications
- 22 The circular transition
- 24 Mapping the environmental impact throughout the complete product life cycle
- 26 ShapeKnit
- 28 Mono-material screen fabric
- 30 Reduce material consumption with self-supporting fabrics
- 32 FurnMaster – cooperating to create superior solutions
- 34 SampleMaster – integrated sample solutions
- 35 EU Taxonomy
- 36 Status and targets for strategic focus areas
- 39 Progress in numbers and targets in the Gabriel Group
- 42 Notes

Reporting period: 01.10.2021 – 30.09.2022

For the sake of the environment, Gabriel's Sustainability Report is only available online and cannot be printed. Please refer to the Annual Report 2021/2022 and [www.gabriel.dk](http://www.gabriel.dk) for further information about the Gabriel Group.

The Sustainability Report is a part of the management review and complies with the Statutory Statement on CSR, cf. the Financial Statements Act, section 99 a.



### For further information

#### Kurt Nedergaard

Director of CSR and Quality in the Gabriel Group with overall responsibility for all companies in the fields of CSR, quality, and production of upholstery fabrics.

kn@gabriel.dk  
+45 2324 2311

#### Rikke Lyhne Jensen

Sustainability Manager in the Gabriel Group with responsibility for all companies in the fields of sustainability and CSR in cooperation with the Director of CSR and Quality.

rlj@gabriel.dk  
+45 6014 2475

#### Pernille Elbrønd Neve

Sustainability and Quality Specialist in QEP-Master with responsibility for tasks in the fields of sustainability and quality. Specialises in life cycle assessments and circular economy.

pelne@gabriel.dk  
+45 4213 4518

# Sustainable development

### For customers, users, shareholders, employees, business partners, and other interested parties.

Since the founding of the company in 1851, Gabriel has worked to ensure a sustainable development and even from the very beginning, nature's own renewable resources – wool and hydropower – were an integral part of the production. Today, we still use extensive resources to continuously improve Gabriel's products and activities with one single goal in mind: to make sure that the company in all aspects has a positive impact on the surrounding society and environment.

Gabriel is a signatory to the UN Global Compact and supports UN's 17 sustainable development goals which - together with Gabriel's mission, vision, strategy, and policies - ensure a coordinated, general approach to the development and operation of the Group.

Gabriel's mission is founded on principles of cooperation and innovation, and the company must provide products and services that meticulously meet all expectations and requirements. Gabriel proactively works for a green transition which, for example, EU's new textile strategy creates a framework for, and we firmly believe that cooperation across the textile and furniture industry on future sustainable, high-quality, and competitive solutions is an absolute necessity.

Gabriel products are renowned for their longevity, and the company's product development is based on future requirements in the circular economy, including, for example, requirements regarding a high content of recyclable materials and use of renewable energy.

At Gabriel, we document the performance of our products by systematically using environmental product labels and certifications such as [EU Ecolabel](#), [STANDARD 100 by OEKO-TEX®](#) and [Cradle to Cradle Certified®](#). Gabriel products are also designed to meet Möbelfakta requirements and other relevant standards. We systematically control the use of chemicals in all processes and apply life cycle assessments – based on our own data and data from internationally recognised databases – as an efficient optimisation tool.

The company works proactively with various focus areas within the field of social responsibility, and our certified management systems ensure that employees and suppliers among others understand and accede to Gabriel's requirements concerning, for example, work environment and other relevant issues as defined in Gabriel's Code of Conduct. Efficient supply chains are maintained through long-term and loyal cooperation with carefully selected business partners.

At Gabriel, 2021/22 was yet another year with a strong focus on climate related issues, and we have maintained our CO<sub>2</sub>e neutrality in accordance with scope 1 and 2 of the Greenhouse Gas Protocol. Throughout the year, interested customers have been offered CO<sub>2</sub>e neutral solutions that also covers scope 3 emissions which means that also indirect emissions from the value chain are CO<sub>2</sub>e neutral.

The company works systematically with energy management, while the ongoing energy crisis in Europe also necessitates a strong focus on securing the energy supply. Based on our climate strategy and energy mapping process, we have initiated a range of activities throughout the year with the purpose of reducing our energy consumption. These activities include, for example, the implementation of an energy strategy that among other things focuses on investments in solar power to ensure the production of our own renewable electricity. The ambitious objectives are implemented based on an investment plan with a DKK double-digit million budget. With the aim of ensuring security of supply, we have entered long-term contracts with carefully selected energy suppliers. To strengthen the security of supply, we have also entered long-term contracts with carefully selected energy suppliers.

With this report we wish to provide you with a detailed insight into how we continue to develop and improve our products and activities in all relevant areas, and how we communicate and document our efforts.

We hope you will enjoy reading the report.



*Anders H. Petersen*  
Anders Hedegaard Petersen  
CEO



*Claus Møller*  
Claus Møller  
CCO



*Kurt Nedergaard*  
Kurt Nedergaard  
Director of CSR & Quality



*Rikke Lyhne Jensen*  
Rikke Lyhne Jensen  
Sustainability Manager

# About Gabriel Group

## Mission

Innovation and value-adding partnerships are keywords in 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 obtain Blue Ocean status through an innovative business concept, patents, licences, exclusive 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 70 selected market-leading major customers in a global strategy.

It is Gabriel's goal to obtain the largest possible share of the selected strategic customers' purchase of furniture fabrics, other components, and services in the value chain. The Furn-Master 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 employee skills are continually utilised to create the exact value that our customers request.

Please refer to the [Annual Report](#) for further information on Gabriel Group companies.

## Risk evaluation

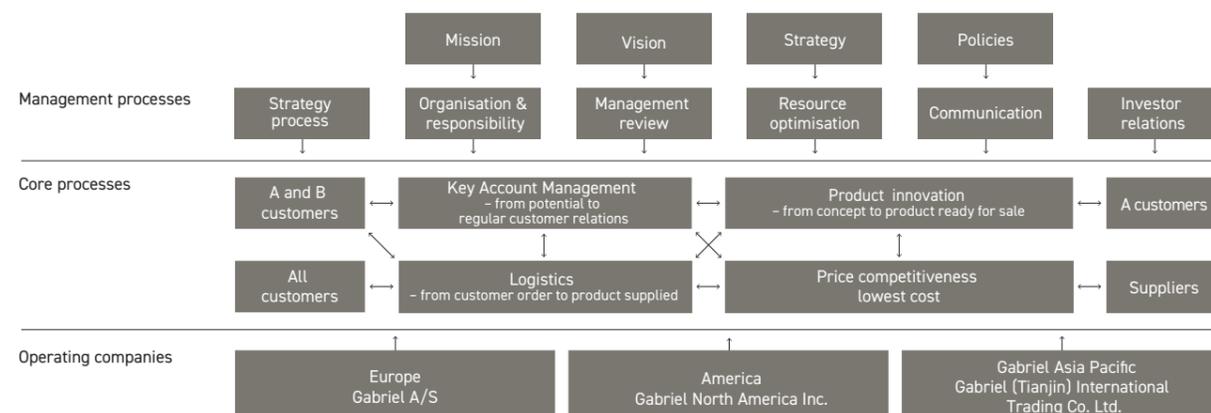
Through ISO 14001 environmental certification, ISO 9001 quality certification and consistent use of product labelling, Gabriel ensures a structured approach to minimising environmental risks associated with Gabriel products and activities.

Gabriel is aware of various risk factors, including the risk of work-related accidents, skills shortage, and product health issues. To systematically reduce risks, Gabriel uses certified management systems and relies on its Code of Conduct and Sustainability Policy.

The purpose of Gabriel's Sustainability Policy is to prevent, e.g., environmental accidents and to ensure that Gabriel products do not contain harmful substances.

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

## Corporate model



Graduation event for talent team 2022.

For several years, Gabriel has worked to minimise risks in relation to human rights, corruption, and bribery. To continue this work, we will still focus on the guidelines of the Danish Fashion and Textile association in our Code of Conduct and our Supplier Code of Conduct that has been formulated for Gabriel and to our suppliers, respectively. In the past year, no breaches of Gabriel's Code of Conduct have been registered. We have implemented annual training in our Code of Conduct. In addition to preventative actions, risks are minimised through

insurances that cover, for example, product liability, work-related accidents, and operating loss.

Gabriel works continuously to secure the supply of energy and to increase our production of renewable energy.

See page 36-41 for further information on targets, results, and environmental data in relation to sustainability or refer to the section "Special risks" in [Gabriel's Annual Report](#).

## Gabriel's locations 2022



- **Gabriel**
- Head office**  
Aalborg, Denmark
- Sales offices**  
Copenhagen, Denmark  
Stockholm and Gothenburg, Sweden  
Oslo, Norway  
Vilkaviškis, Lithuania  
Bingen, Germany  
Paris, France  
London, England  
Barcelona and Madrid, Spain  
Milano, Italy  
Grand Rapids, Chicago and New York, USA  
Beijing, Shanghai, Guangzhou, Chengdu, Shenzhen, Xi'an, Chongqing, Hangzhou and Hong Kong, China  
Manila, The Philippines  
Bangkok, Thailand  
Singapore
- Production**  
Vilkaviškis, Lithuania  
Telšiai, Lithuania

- **FurnMaster**
- Head office**  
Aalborg, Denmark
- Sales offices**  
Grand Rapids, USA  
Bingen, Germany
- Production**  
Marijampolė, Lithuania  
Świebodzin, Poland  
Monterrey, Mexico  
Peacehaven, England
- **SampleMaster**
- Head office**  
Aalborg, Denmark
- Sales office**  
Bingen, Germany
- Production**  
Marijampolė, Lithuania

## Sustainability Policy

- Gabriel endorses the principles of the UN Global Compact.
- Gabriel endorses and works for the UN Sustainable Development Goals.
- Gabriel develops and manufactures products and services with user health and safety in mind. Through the entire production process, we strive to ensure animal welfare and to reduce our environmental and climate impact.
- Gabriel ensures a good and safe working environment throughout the supply chain in compliance with country specific laws and Gabriel's internal requirements. These requirements comprise concrete technical specifications as well as issues included in Gabriel's Code of Conduct for suppliers.
- Continuous employee development and skills upgrading are high priorities.
- Gabriel supports students by providing practical training. Gabriel participates in training projects which benefit both the students and the company.
- Gabriel maintains its position as first mover within the industry by continuously implementing new initiatives to improve our sustainable performance and strengthen our profile as a responsible company.
- Gabriel considers all product life cycle stages and focuses the environmental effort on the areas, where we have the strongest influence and can make the biggest impact.
- Gabriel encourages sustainable consumption and promotes user health and safety by using product labels. We cooperate with recognisable and established product labels.
- Gabriel advises customers and users on significant environmental factors related to the use, recycling, and disposal of the company's products. Company employees in customer contact positions must be able to provide correct information on the Group's environmental objectives and policies. This information is furthermore available at our company website.
- Gabriel selects suppliers on their ability to fulfil environmental requirements and standards and their willingness to enter into a close partnership to achieve environmental improvements. Gabriel expects partners throughout the supply chain to regularly introduce new and cleaner technology, green energy solutions, and continuous environmental improvements, paying due heed to the technical and financial implications.
- Gabriel does not use dyes with heavy metals or other harmful substances that pose a health risk.
- Gabriel applies internationally recognised standards such as ISO 9001 for Quality Management Systems, ISO 14001 for Environmental Management Systems, and meets the requirements of ISO 45001 for Occupational Health and Safety Management and ISO 50001 for Energy Management.
- Gabriel conducts an open and detailed dialogue with the authorities on sustainability and environmental requirements and consistently opposes unlawful acts.
- Gabriel communicates openly about our climate and environmental footprint, improvements within the field, as well as social responsibility issues and supports company-wide managerial activities within these areas.
- Gabriel renews sustainability objectives annually and prepares action plans to ensure continuous improvements and an ongoing reduction of our environmental impact. The company's sustainability objectives must be integrated into the internal business plan and must be communicated to all employees. The annual Sustainability Report is required to supply an overview of the company's sustainability efforts and results and is published with the Annual Report.

## Global goals for a sustainable development

To ensure a sustainable development globally, it is a necessity that governments and companies work to achieve the UN Sustainable Development Goals, and at Gabriel we believe that we have a responsibility to contribute to the fulfilment of the goals. Gabriel prioritises and focuses on the development goals, where the company can make the biggest difference. Consequently, our focus is primarily on goals number 6, 7, 12, and 17. The remaining UN Sustainable Development Goals are, however, also integrated into Gabriel's activities.

### 6 Clean water and sanitation

Goal 6 focuses on reducing pollution of water bodies, minimising spills of chemicals and other hazardous substances, halving the proportion of untreated wastewater, and increasing recycling and reuse globally. This goal is particularly relevant for the textile industry because of the water consumption in the production. At Gabriel, we treat our wastewater and only

apply dyes and chemicals that – according to labelling systems like EU Ecolabel which is stricter than the law requires – do not pose a risk to the water environment. Water protection is not a new focus area at Gabriel, and the company makes a continuous effort to only use the best and most eco-friendly dyes and chemicals.

### 7 Sustainable energy

Goal 7 focuses on significantly increasing the share of renewable energy in the global energy mix. Gabriel supports goal 7 by systematically reducing our energy usage, sourcing renewable energy, and by CO<sub>2</sub>e compensating by supporting the establishment of a wind farm in India. In addition, Gabriel has established own production of renewable energy. Read more on page 15.

### 12 Responsible consumption and production

Goal 12 aims to achieve environmentally sound management of chemicals and to significantly reduce emissions to air, water, and soil. The purpose is to minimise the negative impact on people's health and on the environment. The goal is also to reduce waste through, for example, prevention, recycling, and reuse. Gabriel has a life cycle based approach from raw material to end-of-life – or even better, to a new life.

### 17 Partnerships for action

Goal 17 focuses on partnerships for sustainable development, and how to strengthen these partnerships by sharing knowledge, know-how, and technology. Gabriel cooperates with customers as well as suppliers to deliver sustainable solutions globally. In addition, the company cooperates with external partners within various areas as, for example, chemical evaluations, environmental labelling, workplace safety, and third party verification of management systems and product labels. Authorities, universities, and other educational institutions are also important external partners.

### EU's textile strategy

The EU has formulated a [textile strategy](#) with the purpose of helping the European fashion and textile industry shift to a climate neutral, circular economy. The strategy states that textile products sold in the EU must be more durable, recyclable, repairable and to a large extent made from recycled fibres by 2030.

Textile products are also required to be free from hazardous substances and must be manufactured under proper working and wage conditions. Moreover, the strategy defines goals regarding product lifetime and focuses on fighting overproduction and overconsumption. The textile strategy is meant as a contribution to help solve the textile industry's climate challenges, and at Gabriel we feel obliged to be part of the development of new solutions and business models. To do so we cooperate closely with, for example, other players in the textile industry, universities, customers, and suppliers.



Gabriel prioritises and focuses on UN Development Goals 6, 7, 12 and 17. The remaining goals are, however, also integrated into Gabriel's activities.



## Code of Conduct

At Gabriel, integrity is a key value, and the company continuously works to build and maintain a strong ethical business culture throughout the entire Group. Gabriel's Code of Conduct and Supplier Code of Conduct set standards for the way, we do business and incorporate the internationally accepted UN practices and standards. Our ethical codices include topics such as human rights, animal welfare, anti-corruption, and anti-bribery.

### UN Global Compact

Gabriel has followed the guidelines of UN's Global Compact for many years, but this year we strengthen our commitment even further by officially joining the initiative and committing to comply with the 2023 reporting requirements.

The UN Global Compact defines fundamental principles on human rights, labour rights, environment, and anti-corruption. Gabriel is obliged to uphold UN's practices and standards throughout the entire supply chain. By endorsing the ten principles of the UN Global Compact, Gabriel is committed to continuously strengthen its social responsibility and to contribute to the UN Sustainable Development Goals. Consequently, Gabriel Group's suppliers and other business partners are carefully selected and are expected to comply with all relevant and applicable laws.

Gabriel ensures compliance with ethical guidelines through internal audits, regular visits to all Group companies, close communication, and cross-organisational cooperation. In the past year, Gabriel has not registered any violations of the Code of Conduct, Supplier Code of Conduct or of local legal requirements in our supply chain.

**WE SUPPORT**



## Employee development and well-being

We attach great importance to building safe, developing, and positive workplaces, where every single employee is given the opportunity to use his or her strengths and to learn new skills.

It is our goal at Gabriel to give every employee influence over their work situation by supporting a close dialogue between management and employees. Through open communication, training and dialogue, Gabriel ensures that all employees work towards the same goals and know their areas of responsibility and development opportunities. Initiatives that support employee well-being and job satisfaction are continuously implemented, including, for example, regular employee development interviews, training and education, development programmes, employee benefits as well as various health and welfare initiatives.

All Gabriel employees and business partners are to be treated fairly and with respect, and Gabriel upholds a zero-tolerance policy for discrimination and harassment of any kind. Furthermore, whistleblowing procedures have been established to allow employees to pass on information regarding any wrongdoing.

### Animal welfare

To ensure high quality wool fibres Gabriel only uses wool from New Zealand, where the sheep are well cared for and roam freely outdoors. As the sheep are important suppliers of raw material for our fabric production, they must be treated well.

Gabriel sets high standards for the quality of the wool and consequently only cooperates with suppliers who are committed to the welfare of their animals and employees. Wool used for Gabriel fabrics complies with EU Ecolabel requirements which, e.g., means that the wool is free from pesticides.

New Zealand has some of the highest animal welfare standards in the world and has integrated the Five Freedoms for animals into their animal welfare legislation. The Five Freedoms affirm animals' right to a decent life and recognise that animals are able to experience physical and psychological pain.

### The Five Freedoms for animals are:

- Freedom from hunger, thirst, and malnutrition
- Freedom from discomfort
- Freedom from pain, injury, and disease
- Freedom from fear and distress
- Freedom to express normal behaviour



At Gabriel, we attach great importance to building a safe, developing, and positive workplace.

# Milestones

Gabriel was the first company in the industry to obtain a number of certifications and environmental product labels.

## 1980s

Dyeing without heavy metals.

No use of toxic moth-proofing chemicals.



## 2003

First product obtains EU Ecolabel certification.



## 2010

First product is Cradle to Cradle Certified®.



## 2022

72% of all Gabriel fabrics carry the EU Ecolabel.

97% of all Gabriel fabrics are STANDARD 100 by OEKO-TEX® certified.

15% of all Gabriel fabrics are Cradle to Cradle Certified®.

## 1991

ISO 9001 certified quality management.



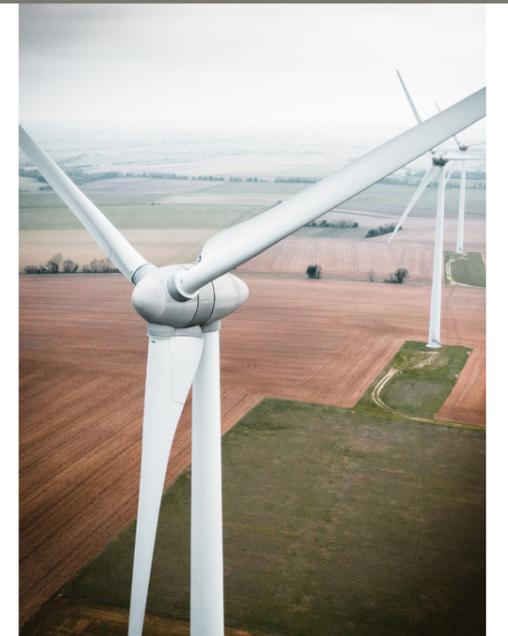
## 1996

ISO 14001 certified environmental management.



## 2019

Gabriel becomes CO<sub>2</sub>e neutral.



## 2006

First product obtains STANDARD 100 by OEKO-TEX® certification.

## Strategic focus areas

Working with UN's Sustainable Development Goals, it is Gabriel's key focus to reduce the company's climate footprint, to protect the environment and human health and safety. This is reflected in our strategic focus areas. See page 36 for more information on status and targets.



CUSTOMER COOPERATION



CLIMATE AND ENERGY



DESIGN AND CIRCULAR ECONOMY



MATERIALS



RESPONSIBLE PRODUCTION



PEOPLE



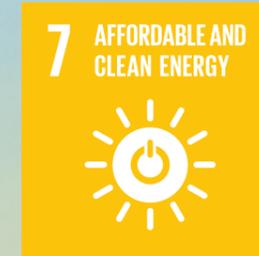
COMPLIANCE

## Producing our own renewable energy

In November 2020, Gabriel's part-owned dyehouse, Scandye, established solar power plant with a calculated annual production of 396 MWh. In 2021/22, the production of renewable electricity corresponded to 15% of the dyehouse's annual electricity consumption. In 2022/23, it is the plan to expand the capacity at the dyehouse even further and to establish solar panels at Gabriel-owned production companies, including FurnMaster, SampleMaster, Gabriel Textiles as well as at our head office. Solar panels will be installed on the roofs of existing buildings to avoid taking up land.

For example, in the first quarter of the financial year 2022/23, we will be installing solar panels on the roof of our second biggest electricity consumer after the dyehouse, the textile mill Gabriel Textiles. The solar panels have a calculated annual electricity production of 466 MWh which corresponds to approximately 30% of the textile mill's electricity consumption.

To reduce our climate impact as much as possible, Gabriel has a strong focus on reducing energy consumption and in addition to using the renewable electricity, we produce ourselves, we also use electricity from renewable sources via Guarantees of Origin. Read more on page 16-17.



To avoid taking up land, rooftop installation of solar panels is our first priority.

# Reductions and CO<sub>2</sub>e neutrality

An important topic in the global sustainability and environmental debate is how human activity has a negative effect on the climate. At Gabriel, we work determinedly to reduce our climate impact by implementing energy reductions in general and especially where it matters the most. Furthermore, we cooperate and communicate closely with our customers and suppliers to find ways in which we can work together to reduce the climate footprint of furniture.

## Energy savings in the production

As a global manufacturing company Gabriel has a duty to reduce our climate impact related to both our production as well as to other activities. We work determinedly to reduce our climate impact by, for example, minimising our energy consumption and by implementing energy-saving solutions in our production lines. In the past year, we have particularly focused on reducing energy consumption at our dyehouse, and we have, for example, initiated projects concerning heat recovery from wastewater and from drying machines. Both projects will be realised in the coming months. Furthermore, Gabriel works closely with suppliers and customers, joining forces to optimise energy usage. To identify potential energy savings, we have completed or are in the process of completing energy mapping at all Gabriel production companies.

## Producing renewable energy

Despite of various energy-saving activities and efforts, it is still not possible to eliminate the use of fossil energy in our production. To reduce our climate impact as much as possible, Gabriel only uses electricity from renewable sources via Guarantees of Origin, and we have a strong focus on the energy intensive parts of our production.

As mentioned previously, Gabriel proactively works to increase our production of renewable energy, and in the coming months more solar panels will be installed at Gabriel's production facilities and offices.

## CO<sub>2</sub>e neutrality

In the business year 2021/22, Gabriel once again became a CO<sub>2</sub>e neutral company according to scope 1 and 2 of the Greenhouse Gas Protocol. Gabriel has been CO<sub>2</sub>e neutral since 2019/20 and supports the Beluguppa wind farm in India again in 2021/22. Our CO<sub>2</sub>e neutrality is documented in close cooperation with a partner, specialising in CO<sub>2</sub>e calculation and reporting.

In short, CO<sub>2</sub>e neutrality means that a net zero carbon dioxide emission is obtained by balancing carbon emissions with carbon removal, often through carbon offsetting. In practice, this means that Gabriel supports projects that offer a reduction of carbon dioxide emissions equivalent to, for example, the greenhouse gasses emitted from the natural gas-fired boilers at the company's dyehouse.

Gabriel is a CO<sub>2</sub>e neutral company in accordance with scope 1 and scope 2 of the Greenhouse Gas (GHG) Protocol – one of the world's most widely used greenhouse gas accounting standards, providing a framework for businesses to calculate their carbon footprint. Together, the two scopes cover greenhouse gas emissions directly related to the activities in Gabriel companies, to Gabriel's share of the production at our part-owned dyehouse, as well as greenhouse gas emissions related to the production of electricity used at Gabriel's facilities.

The Greenhouse Gas protocol also deals with scope 3 emissions which currently is an optional reporting category. Scope 3 covers greenhouse gas emissions related to the materials used in our production and to activities that occur before and after the production process.

## Greenhouse gasses in short

The small e in CO<sub>2</sub>e stands for "equivalent". This means that the term CO<sub>2</sub>e not only covers carbon dioxide but also similar greenhouse gases that are emitted in connection with a product or an activity. Even though CO<sub>2</sub>e neutral is the correct term, CO<sub>2</sub> neutral is, however, commonly used in everyday speech.

Carbon dioxide is the most common greenhouse gas in the atmosphere but there are hundreds of other types of greenhouse gases, for example, methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), sulphur hexafluoride (SF<sub>6</sub>), nitrogen trifluoride (NF<sub>3</sub>), and fluorocarbon (HFCs and PFCs). All of these greenhouse gases are included in the former climate agreement, the Kyoto Protocol.

The different greenhouse gases vary widely in the time they persist in the atmosphere and do not affect global warming in the same way. Carbon dioxide, for example, remains in the atmosphere for several hundred years, while methane in comparison is short-lived and only persists in the atmosphere for 8-12 years. Methane is, however, a significantly more potent greenhouse gas compared to carbon dioxide, and emission of 1 kg methane equals the emission of 28 kg carbon dioxide over 100 years. The CO<sub>2</sub>e term incorporates the various differences between the greenhouse gases to ensure a total carbon footprint calculation.



Gabriel's part-owned dyehouse, Scandye, operates a solar power plant with a calculated annual production of 396 MWh.

A significant proportion of Gabriel's emissions are included in Scope 3, because, for example, the sheep that supply the wool for our fabric production are ruminants that produce methane. In addition, the polyester used for Gabriel fabrics are made from petroleum, a non-renewable fossil resource. To gain an overview of Gabriel's scope 3 emissions, a mapping process has been initiated in connection with the company's continued work with life cycle assessments. See page 22 for more information.

Get more information here: [Gabriel Carbon-Neutral-Certificate](#).

## CO<sub>2</sub>e neutral products

Gabriel offers selected CO<sub>2</sub>e neutral products. To provide documented CO<sub>2</sub>e neutral products, it is necessary to conduct life cycle assessments that calculates the product's carbon footprint. Since Gabriel works determinedly with life cycle assessments, it has been a natural next step to also offer CO<sub>2</sub>e neutral products. The products achieve carbon neutrality through carbon offsetting.

## The scopes of the GHG Protocol

**Scope 1** – covers a company's direct greenhouse gas emissions that occur from production activities owned or controlled by the company. This includes, for example, emissions from combustion in boilers, furnaces, and vehicles.

**Scope 2** – accounts for a company's indirect emissions related to the production of electricity purchased and consumed by the company. Gabriel's scope 2 emissions equal 0, as Gabriel only consumes 100% renewable electricity

**Scope 3** – covers a company's indirect emissions of greenhouse gases related to materials used by Gabriel in the production, to customers' and consumers' activities following the production, and to the transport of materials and employees.

## Long-lasting functional and aesthetic designs

Every product begins with great design, and already during the design phase, crucial decisions are made that define the product's environmental profile, its life cycle, and which product labels it will be able to achieve. Furthermore, these decisions ensure that the product will live a long life which benefits not only the user but also the environment.

### Design is defining for the product's life

At Gabriel our goal is to create design that combines functional, aesthetic, and environmental value as described in our design principles. Our fundamental assumption is that design that combines functional and aesthetic value has a longer life. Our design principles do not limit our creativity but offer a set of guidelines that describes our requirements and the possibilities they entail. They require that we carefully consider all product life cycle stages from cradle to cradle, including circularity, maintenance options, responsible use of resources, documentation, and quality.

Working closely across the organisation and with our customers ensures that we are able to utilise the know-how and expertise of various specialists within design, quality, environment, and production. This is crucial to the development of solutions that are born with the properties we require and meet both current and future demands.

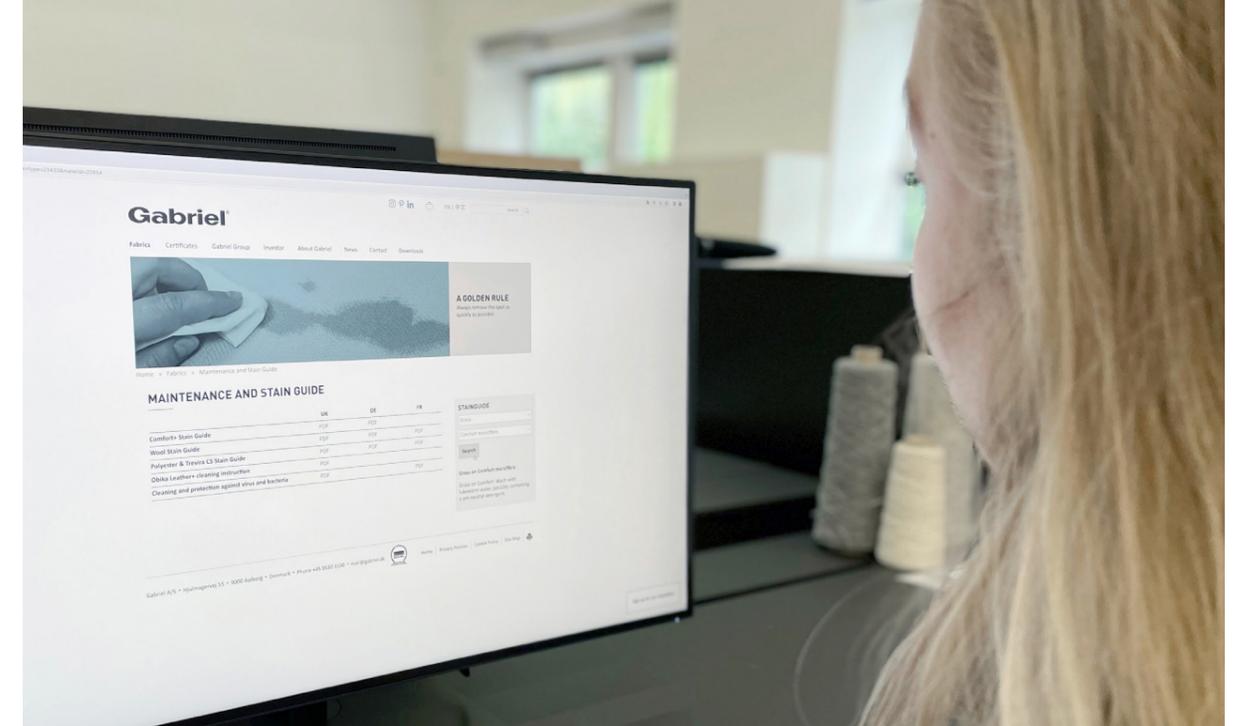
### Material selection

At Gabriel, we work hard to ensure that the raw materials and components used for our fabrics always meet the company's strict quality and environmental requirements. Gabriel's environmental standards and requirements exceed applicable laws and comply with both international product label standards as well as market demands. Material selection at Gabriel is defined by Gabriel's General Requirements that set standards for materials and products.

Gabriel continually researches new and more sustainable materials and technologies. This means that all materials have undergone a thorough evaluation process, and that only materials that are confirmed more environmental friendly will be implemented. The overall purpose is to reduce the company's environmental impact even further and provide alternatives that create further value for our customers.

### Fibres that age with grace

At Gabriel our preferred fibres for the production of upholstery fabrics are wool and polyester, simply because we only want to use fibres that age with grace and offer long-lasting functional and aesthetic value.



Our stain removal guide on our website explains how to remove various stains on fabrics.

### The natural properties of wool

Wool is Gabriel's preferred natural fibre as it offers a range of unique aesthetic and functional properties that other natural fibres do not possess. Wool is, for example, heat and moisture regulating and offers superior seating comfort. It is, furthermore, an extremely durable material with a long lifespan, retaining both its colour and beautiful expression over time.

Excess wool from the production processes has always been recycled at Gabriel, and this is an integral environmental feature that contributes positively to our complete wool portfolio.

### Recycled polyester – use it again and again

Gabriel's preferred synthetic fibre is polyester, because it is a very functional and usable fibre with an extensive range of technical properties that make it highly suitable for upholstery. Polyester is, for instance, a very durable and lightfast material that retains its colour, shape, and beautiful expression over time regardless of wear and tear, and it can often be washed at high temperatures ([see maintenance guide on www.gabriel.dk](http://www.gabriel.dk)). It offers excellent stretch and upholstery properties, a high degree of tactile comfort, is easy to work with, and suitable for a variety of designs, shapes, and applications.

Gabriel is increasingly using recycled polyester and as a starting point always for new designs. The production of recycled polyester leaves a smaller carbon footprint and requires fewer resources than the production of virgin polyester. Moreover, recycled polyester offers the same excellent technical properties as virgin polyester and does not impair neither the aesthetic nor the functional qualities of the product. Since Gabriel first started using recycled materials in the beginning of the 1990s, our selection of recycled polyester fabrics has grown significantly. Both new as well as recycled polyester can be used to produce new fabrics.

### Maintenance is common sense

Gabriel designs and manufactures quality fabrics with a long lifespan and offers detailed care and maintenance recommendations that will ensure the products' longevity. This is common sense from an economic as well as an environmental perspective. Gabriel's website contains comprehensive product specifications, including information on the type of materials used for the fabrics as well as information on product recyclability.

[Visit our website](http://www.gabriel.dk) and our stain removal guide to find out how to remove different types of stains.

The furniture industry increasingly focuses on designing furniture that can be disassembled. This often means that the upholstery fabric also can be taken off to be cleaned. In these cases, it is an advantage that Gabriel's polyester fabrics can be washed at high temperatures. Wool is naturally dirt repellent and can often easily be cleaned.

### Responsible production

The majority of Gabriel companies are ISO 9001 and ISO 14001 certified. Energy consumption, emissions of air pollutants, wastewater, and use of raw materials are continuously reduced, and we place strict demands on all our suppliers. In addition, all Gabriel companies are CO<sub>2</sub>e neutral. Read more on page 16 -17. Before investments in new technology are made, Gabriel always carefully evaluates the potential impact on the environment, the work environment, and product properties.



The Orri Chair is designed by Gäel Hiétin for NOPPI and upholstered with Rhythm which is STANDARD 100 by OEKO-TEX® and EU Ecolabel certified.

# Product labels and certifications



## STANDARD 100 by OEKO-TEX®

STANDARD 100 by OEKO-TEX® is the world's leading health label for textiles. The label certifies that a product has been tested and approved according to the STANDARD 100 by OEKO-TEX® standards and requirements. These requirements concern, for example, the content of chemicals in textiles which pose – or are suspected of posing – a health risk. The substances in question include, for example: formaldehyde, chemical residues with an acidic or basic action, pesticides, phenols, heavy metals, special dyes, and phthalates. STANDARD 100 by OEKO-TEX® requirements go further than the law and are divided into four classes, depending on the textile's use (the level of skin exposure).

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



## EU Ecolabel

The EU Ecolabel is the European Union's official environmental label and covers environmental issues throughout all product life cycles stages. The labelling system focuses on energy, water, and chemicals, and on 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 harmful substances and heavy metals in the finished product. The EU Ecolabel also sets requirements concerning the product's quality to ensure that the product carrying the environmental label is at least of the same quality as the non-labelled alternative.

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



## Cradle to Cradle Certified®

Cradle to Cradle Certified® challenges the way we use our resources and the linear use-and-throw-away-model. The philosophy behind the label is to eliminate waste and instead using it as a new resource that continually creates value in a closed loop of either technical or biological nutrients. The certification process involves an assessment of the product on five counts: renewable energy, water consumption, health and safety, social responsibility, and recycling. The result is a 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.mbdic.com](http://www.mbdic.com)



## Management systems: ISO 9001, ISO 14001

ISO 9001 and ISO 14001 are standards for quality and environmental management respectively, and companies 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. Audits are used as an important tool to assess whether the systems work as intended.

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



## UN GLOBAL COMPACT

UN's Global Compact is the world's largest voluntary corporate sustainability initiative that sets a framework for communicating about companies' progress and commitment within the field of responsible business operation. Global Compact was founded in 2000 by the UN Secretary-General at the time, Kofi Annan, with the purpose of mobilising the world's corporations in a global movement for sustainable development. Companies joining the Global Compact commit to incorporating ten universal principles for human rights, labour, environment, and anti-corruption into their strategy and operations and to contribute to the 17 UN Sustainable Development Goals.

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



## FSC

FSC is a global non-profit forest certification system for wood and paper, promoting the responsible management of the world's forests and protecting them for future generations. The organisation 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. The guarantee covers damages that may occur as a result of normal office or home usage and if the product is properly maintained and upholstered. The label is designed by Gabriel. Gabriel also provides a comprehensive spot removal guide with detailed instructions on how to clean and maintain Gabriel fabrics.

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

## Möbelfakta

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



72%  
of all Gabriel fabrics carry the EU Ecolabel



97%  
of all Gabriel fabrics are STANDARD 100 by OEKO-TEX® certified



15%  
of all Gabriel fabrics are Cradle to Cradle Certified®

# The circular transition

Gabriel works determinedly to break with the linear use-and-throw-away mindset and to create a new normal, where materials are used again and again, and waste is perceived as a resource instead of ending up in landfills or incinerators.

Circular thinking is not new to Gabriel but has on the contrary been a natural and integral part of the company's mindset and production processes for years.

## Recycling of resources and materials

In line with the circular idea of recycling resources and materials, Gabriel continues to increase its use of recycled materials. When Gabriel uses recycled materials, we always ensure that the materials as a minimum meet the same quality, environment, and health standards as non-recycled materials. It is also a requirement that the material can be recycled again at the end of its life cycle.

## Waste = resource

At Gabriel, it is primarily used plastic bottles that are given new life and are transformed into polyester upholstery fabrics. As the recycled bottles previously have been used for beverages, the recycled polyester material is safe to use for consumers, does not pose a risk to indoor climates, and can be certified in accordance with STANDARD 100 by OEKO-TEX®, EU Ecolabel and Cradle to Cradle Certified®.

Gabriel only uses recycled polyester which has been certified in accordance with international product standards that set requirements for third party verification of the recycled content to ensure accurate and reliable content claims. Furthermore, we only use plastic bottles that cannot be reused by the food industry.

When the recycled polyester fabric reaches the end of its life cycle and cannot be used as a fabric any longer, it can be recycled again into new polyester fabrics. In this way, the polyester material remains in an endless loop of recycling.



Xilium chair from Nowy Styl can be disassembled and is designed with circularity and the environment in mind. Here the chair is upholstered with fabrics Felicity and Runner.

## Partnerships for a circular transition

Being a link in a supply chain, Gabriel creates results in close cooperation with our suppliers, but we also cooperate closely with our customers to create long-lasting furniture free from harmful chemicals and safe for consumers to use. The transition towards a circular economy also progresses in close cooperation with our customers, as we ensure that Gabriel fabrics and related products are suitable components for furniture that, for example, can be disassembled, repaired, or recycled.

## Take-back systems

To reduce waste and ensure that, for example, leftover fabrics, fabric scraps, and outworn upholstery fabrics do not end up in landfills, Gabriel cooperates closely with our customers, our own production facilities, and new partners to implement take-back systems and solutions. The purpose is to ensure that valuable resources are not lost but are given new life and enter a continuous loop of materials.

## Mapping the environmental impact throughout the complete product life cycle

At Gabriel, we have always had a strong focus on how our products affect the environment throughout their lifetime, and it has always been a priority to manufacture quality products with a long lifespan and a composition that makes recycling possible. The environmental profile of our products is, for example, documented with certifications, including [EU Ecolabel](#), [STANDARD 100 by OEKO-TEX®](#) and [Cradle to Cradle Certified®](#). In 2021/2022, we have intensified the implementation of life cycle assessments to improve our level of information regarding the environmental impact of Gabriel products across the full life cycle.

### Life Cycle Assessment (LCA)

A life cycle assessment which is shortened LCA is an assessment of a product's potential environmental impact across the full life cycle within a wide range of environmental focus areas, including climate, water environment, and health. A product's environmental impact is estimated and evaluated by mapping all the resources, materials, water, energy, waste, and emissions which are used and/or produced throughout the product's life cycle. Subsequently, software converts the data into a potential environmental impact. To ensure that the

estimated environmental impact is as precise as possible, Gabriel's suppliers and business partners are closely involved in and contributes to the data collection process.

Life cycle assessments have been an integral part of our way of thinking at Gabriel for years. A lot has changed, however, when it comes to sustainability and the environment, since we had external consultants conduct the first life cycle assessments in the 1990s. Especially the view on the potential and importance of life cycle assessments has changed significantly, and

it is therefore a natural development that life cycle assessments on product level have come to play a more central role.

### Assessments of selected designs

As a start, Gabriel conducts life cycle assessments of selected designs made from different materials. Together, the selected designs broadly cover Gabriel's product portfolio, including wool, wool-polyamide blends, and new as well as recycled polyester. Even though the selected products' potential environmental impacts are not directly transferable to other Gabriel products, the LCA results still provide an indication of how other product designs with similar material compositions and production chains impact the environment.

The purpose of conducting life cycle assessments is to create an insight into products' related environmental impacts that allows us to evaluate new as well as existing products, production technologies, and production chains from an environmental perspective and to make fact-based decisions in the future. With an overview of the potential environmental impacts, we also ensure that we do not prioritise specific environmental focus areas at the expense of others. Finally, the life cycle assessments enable Gabriel employees to guide and support our customers, suppliers, and partners from a documented environmental perspective.

In the long term, the plan is to complete more life cycle assessments and to offer CO<sub>2</sub>e neutral products where a life cycle assessment is a prerequisite. We already have access to large amounts of data and can help our customers and business partners with the data they need to obtain CO<sub>2</sub>e neutral products.

### Based on international standards

Our LCA efforts and reporting standards comply with international ISO-standards for LCA: ISO 14040:2006 and ISO 14044:2006. The life cycle assessment results, methodology, and underlying methodological choices will be made available as environmental product declarations – also called EPDs.



Focus Melange is made from nature's own material – 100% wool. The fabric's ultra-softness has been obtained without the use of harmful chemicals.

## ShapeKnit

ShapeKnit are one-piece, knitted fabric solutions for upholstery of furniture. The product is perfectly fitted to meet the exact dimensions of any furniture design and is ready for immediate use with no further adaptation, cutting or sewing required. In this way, ShapeKnit contributes to reducing the amount of offcuts and fabric waste.

ShapeKnit is a 100% polyester fibre material that creates a soft, three-dimensional surface. Contrary to foam, the fibre material is recyclable without compromising on comfort, performance, or aesthetics.

### Recycled materials

The knitted fabric solutions from ShapeKnit are available in recycled polyester. These products have a smaller carbon footprint than similar products made from non-recycled materials but offer the exact same excellent technical and aesthetic properties.

### Environment and health labels

ShapeKnit solutions are STANDARD 100 by OEKO-TEX® and EU Ecolabel certified as standard.



ShapeKnit is made in one piece and is ready for immediate use with no further adaptation, cutting, or sewing required.



ShapeKnit offers customised upholstery solutions with unlimited design options, for example, three-dimensional shapes.



Lamina is designed with care for the environment and is 100% recyclable.

## Mono-material screen fabric

Lamina is a mono-material screen fabric with a fresh, dynamic expression that brings a new and unconventional dimension to classic screen fabric design. Designed with the environment in mind, Lamina is 100% recyclable.

### **Innovative 100% recyclable construction**

The Lamina fabric is made exclusively as a component for lamination solutions. It is combined with the innovative Monoback material which just like the Lamina fabric is made from 100% polyester. The unique one-fibre-only construction – from fabric to Monoback – ensures that Lamina is fully recyclable.

The Monoback material and a unique production method give Lamina its voluminous look and feel and ensure excellent upholstery properties.

### **Drapes beautifully on vertical surfaces**

Lamina is designed for vertical application and is ideal for all types of screens, panels, and pods. It is easy to work with and drapes beautifully around even complicated corners and shapes. In busy office environments where noise levels affect concentration, Lamina contributes to acoustic absorption which adds to the technical attraction of the fabric.



Lamina offers acoustic absorption and contributes to a comfortable atmosphere.

## Reduce material consumption with self-supporting fabrics

Gabriel offers a broad selection of self-supporting fabrics that make it possible to design and manufacture unique, bearing constructions without the use of further materials such as foam and glue. Furniture made without glue is easier to disassemble and thereby easier to reupholster or recycle.

Visit Gabriel's website to explore our complete collection of [self-supporting fabrics](#).

### Vivid

Vivid is a semi-transparent, multi-coloured self-supporting mesh fabric with a soft and comfortable look. The fabric is made from 80% recycled polyester.

Vivid is manufactured with respect for nature and user health and is certified in accordance with STANDARD 100 by OEKO-TEX® and Cradle to Cradle Certified® Bronze.



Vivid is a semi-transparent, multi-coloured mesh fabric made from 80% recycled polyester. Vivid is STANDARD 100 by OEKO-TEX® certified and Cradle to Cradle Certified®.



### Tale

Tale is a self-supporting mesh fabric made from 99% post-consumer recycled polyester designed specifically for back rests. The fabric is characterised by a remarkable harlequin-inspired structure and an irregular melange expression.

Tale is easy to use for upholstery without using foam, and it reduces material consumption in furniture design. The fabric is certified in accordance with STANDARD 100 by OEKO-TEX® and EU Ecolabel.



## FurnMaster – cooperating to create superior solutions

FurnMaster is an international supplier of complete furniture solutions serving market-leading furniture manufacturers and exclusive, international design brands. FurnMaster manufactures a broad selection of quality furniture – from task chairs to lounge furniture – for both home and contract markets.

As it is the case in the other Gabriel Group companies, FurnMaster also has a strong focus on cooperating with customers to create the absolute best solutions when it comes to quality and environmental performance. FurnMaster continuously expands its selection of recycled and eco-labelled components

and strengthens customer support on these topics. Our comprehensive selection of components includes, for example, materials that are recycled and health and eco-labelled and which thereby contribute to the production of labelled furniture and/or to reduce the total climate impact.

FurnMaster also offers processes and solutions that contribute to the production of end products that are easier to recycle. Reducing waste in our production is a key focus area, and, for example, our intelligent cutting systems help to ensure optimum use of materials.



Bolia's sofa "Recover" is made by FurnMaster. Only recycled and recyclable materials have been used to produce the sofa.

## Material selection from FurnMaster

**FurnMaster offers a comprehensive selection of components that are eco-labelled and/or provide other environmental or health benefits.**

### **Eco-labelled fabrics from Gabriel**

As part of the Gabriel Group, FurnMaster offers easy access to eco-labelled upholstery fabrics from Gabriel.

### **Certified and recycled foam**

FurnMaster offers a large selection of foam products that combine seating comfort with strong technical properties. The selection includes, for example, foam products certified in accordance with recognised product label standards.

### **FSC certified wood**

FSC is a global forest certification system for wood. The FSC label is a guarantee that the wood used comes from forests that are managed responsibly and with consideration for people, wildlife, and the environment. FSC certified products contribute to the protection of the world's forests and support responsible forestry.

### **Recycled plastic**

FurnMaster offers plastic components made from recycled plastic waste. Compared to new plastic, the production of recycled plastic requires less energy, pollutes less, and contributes to the protection of natural resources. Recycled plastic offers full traceability and documentation of the recycled content and can be used for, for example, EU Eco-label certified furniture.

### **Water based glue**

FurnMaster recommends that glue is avoided, if possible, to reduce the use of chemicals and to ensure easy disassembly and recycling of furniture products. If glue cannot be avoided, FurnMaster offers efficient water based glues.

### **Certified leather**

FurnMaster provides a selection of certified leather products approved in accordance with international environmental standards. FurnMaster offers, for example, leather products that meet recognised product label standards.

### **Metal and surface treatments**

FurnMaster offers metal components that can be integrated in furniture that meet EU Ecolabel standards. This means that FurnMaster offers various metal surface treatments that take the environment, indoor climates, and consumer health into consideration.

## SampleMaster – integrated sample solutions

SampleMaster is a supplier of samples and fully integrated sample solutions for customers in the furniture and interior industry.

SampleMaster is a one-stop supplier, offering our customers part or full-service solutions depending on their needs, including, for example, consultancy services, design and development, supply chain, production, logistics, and distribution.

Our full-service concept takes a holistic approach and focuses on scalability, flexibility, maintenance, sustainability, and a thought-through waste management programme. SampleMaster offers continuous customer support to prolong the expected lifetime of their sample solutions.

SampleMaster offers a comprehensive selection of components made from recycled and/or certified materials.



SampleMaster creates unique solutions for customers in the furniture and interior industry.

## EU Taxonomy

The EU Taxonomy has its roots in EU's climate strategy that sets goals to create a climate neutral EU by 2050. The purpose of the EU Taxonomy is to create a shared classification system for economic activities that can be considered sustainable from a climate or environmental point of view.

The taxonomy includes mandatory reporting requirements for companies that fall under the Non-Financial Reporting Directive (NFRD) which means listed companies with an average of minimum 500 employees in the financial year.

The taxonomy defines six environmental goals that economic activities must meet to qualify as environmentally sustainable:

- Climate change mitigation
- Climate change adaptation
- Protection of water and marine resources
- Contribute to the transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

An economic activity is only considered environmentally sustainable if it makes a substantial contribution to at least one of the above objectives and meets minimum social safeguards, while at the same time not significantly harming any of the other objectives.

A first delegated act on sustainable activities for climate change adaption and mitigation has been applicable since January 2022. The act includes activities with defined technical screening criteria. Gabriel has assessed company activities based on the official industrial classification codes which the company operates under. The assessment has led to the conclusion that screening criteria only cover a small share of Gabriel's activities (less than 5%), and therefore the company's activities are not yet taxonomy-eligible in the financial year 2021/2022.

# Status and targets for strategic focus areas

CUSTOMER COOPERATION		
	Status 2021/22	Targets towards 2024/25
Cooperation on solutions	<p>Gabriel cooperates closely with customers to create solutions for the market that are free from harmful chemicals and can enter into a circular economy.</p> <p>We communicate closely with customers about activities for a sustainable development, including current and future legal requirements, trends, possibilities, and reducing risks.</p>	<p>Produce new products and services.</p> <p>Continuously assess environmental labelling and our customers' need for new product labels and certifications.</p> <p>Establish take-back systems that ensure correct recycling of materials and meet quality demands.</p> <p>Implement sustainability academies.</p>
Product information	Information about Gabriel products is easily accessible on our website.	<p>Make more information available on our website when needed.</p> <p>Development of solutions relating to digital product passports.</p>
CO <sub>2</sub> e neutral products	Gabriel offers CO <sub>2</sub> e neutral products to customers on demand.	Offer selected CO <sub>2</sub> e neutral designs.

DESIGN AND CIRCULAR ECONOMY		
	Status 2021/22	Targets towards 2024/25
Cooperation for a circular transition	<p>Gabriel cooperates with customers to create solutions that drive the circular transition forward. Cooperation with suppliers and external partners are also of great value as it enables us to contribute with knowledge, to learn, and to find new solutions.</p> <p>This year, Gabriel participates in projects together with organisations, universities, and authorities such as Circular Textiles Chain, Voluntary sector cooperation on textiles, Circular business models and is a member of Danish Fashion and Textiles CSR board.</p>	<p>Retain long product lifetimes.</p> <p>Increase information to end users about maintenance and repair.</p> <p>Optimise solutions and business models for recycling.</p> <p>Increase recycling and reduce waste in the production and in products.</p>
Circular designs	The principles of the circular economy are integrated into Gabriel's design criteria which have been updated this year to ensure that every Gabriel fabric design considers all life cycle phases.	Implement life cycle assessments of new products.
Recycling	Our use of recycled and/or renewable materials is increased continuously, and we work proactively to ensure better opportunities for fibre-to-fibre recycling.	Increase the share of recycled fibres in the product programme.

PEOPLE		
	Status 2021/22	Targets towards 2024/25
Work environment	<p>We focus on creating a good work environment, and in 2022 we have, among other things, performed a workplace assessment at the head office.</p> <p>Gabriel registers all both minor and major workplace accidents, and all companies in the Group are obliged to register and report all incidents.</p> <p>Our efforts in this field are preventative, and the focus area is audited.</p>	<p>ISO 45001 certification of Gabriel A/S.</p> <p>Knowledge sharing across the Group and implementation of best practice.</p> <p>No fatal accidents.</p> <p>Reduction of significant and minor accidents.</p>

CLIMATE AND ENERGY		
	Status 2021/22	Targets towards 2024/25
CO <sub>2</sub> e neutrality	Gabriel maintains CO <sub>2</sub> e neutrality in accordance with scope 1 and 2 of the Greenhouse Gas Protocol and continues to offer fabrics that are CO <sub>2</sub> e neutral.	<p>Gabriel wants to remain CO<sub>2</sub>e neutral in accordance with scope 1 and 2 of the Greenhouse Gas Protocol.</p> <p>The climate footprint of our products will be specified through all life cycle phases.</p>
Mapping of climate impact in the supply chain	Mapping of emissions relating to scope 3 of the Greenhouse Gas Protocol that covers indirect emissions in the supply chain has been initiated and conducted on selected products. By doing so, we ensure that our LCAs are mainly based on concrete data. Alternatively, we use data from advanced LCA databases.	Mapping will be conducted throughout the entire supply chain for all Gabriel standard fabrics.
Energy reduction	<p>Gabriel continuously works to optimise production processes and thereby reduce energy consumption in our own production facilities.</p> <p>Third party energy mapping has been completed or is in progress at all production sites in Europe. Energy mapping takes place every four years where significant energy savings are implemented.</p>	<p>Improve the energy efficiency of buildings, installations, and process equipment.</p> <p>Process optimisations will be implemented, including boilers, heat exchangers, ventilation systems, and other energy systems.</p>
Innovation	<p>Gabriel evaluates, develops, and implements new products, technologies, and systems to reduce our environmental impact.</p> <p>This year, we have launched several products that are recycled and recyclable as well as energy-saving, material-saving, and water-saving.</p> <p>Gabriel cooperates internally and with suppliers on the implementation of take-back systems and on new technologies that have the potential to reduce energy and resource consumption.</p>	<p>The share of recyclable polyester products made from recycled polyester will be increased.</p> <p>The share of 100% wool products (mono-material) will be increased.</p> <p>Solutions for fibre-to-fibre recycling will be implemented.</p> <p>New technologies will be implemented.</p> <p>Supply of renewable energy will be established locally.</p> <p>Take-back systems will be implemented.</p>
Production of our own energy	Gabriel increases our production of energy from renewable sources. This year, we have initiated six new solar panel projects in order to expand the energy production at our dyehouse, Scandye, and to install solar panels at all production sites.	<p>Solar panels will be put into operation and more renewable energy productions will be established where it is possible.</p> <p>We will strengthen our efforts in the supply chain by cooperating with suppliers on energy optimisations.</p>

MATERIALS		
	Status 2021/22	Targets towards 2024/25
Gabriel General Requirements	<p>Gabriel provides fabrics that do not contain harmful chemicals. This is documented through internationally recognised standards, product labels and Gabriel's own requirements. Gabriel General Requirements are continuously updated regarding chemicals, products, and production to protect people and the environment.</p> <p>We have increased our use of product labels, as EU Ecolabel and STANDARD 100 by OEKO-TEX® are standard requirements for all new fabric designs.</p>	<p>We continue to develop Gabriel General Requirements.</p> <p>We focus on the degradation of dyes and auxiliary materials.</p> <p>Mapping of environmental and health performance of alternative materials, using for example life cycle assessments (LCA).</p>
FurnMaster and SampleMaster's material selection	<p>FurnMaster and SampleMaster cooperate closely with customers and continue to expand their selection of eco-labelled components, as for example, FSC that makes demands on the supplier's production when it comes to quality and the environment.</p> <p>We have gained the knowledge required to advise our customers on, for example, how to achieve an EU Ecolabel certification or how to work with life cycle assessments.</p> <p>We communicate closely with customers about solutions that involve recycled and/or recyclable materials and opportunities for disassembling furniture after use.</p>	<p>Continuous expansion of the selection of certified and recycled components.</p> <p>Documented information for customers enabling them to choose the most eco-friendly solution.</p> <p>Elimination of glues that are not water based.</p> <p>Communication with customers about choosing the most eco-friendly solutions.</p> <p>Offer repair and renovation of furniture and support customers with take-back systems.</p>

## RESPONSIBLE PRODUCTION

	Status 2021/22	Targets towards 2024/25
Life cycle assessments	<p>Gabriel is in the process of conducting life cycle assessments with the purpose of mapping and implementing potential improvements through current data from supplier network and verified database.</p> <p>In FurnMaster we help customers collect data that enable them to conduct life cycle assessments on the complete piece of furniture, and we advise them on how to optimise their solutions.</p>	We maintain and develop our effort. Life cycle assessments and EPDs relating to fabrics will be published on our website.
Certified environmental management	Certified quality and environmental management in accordance with ISO 9001 and 14001 in the Group's head and production companies help to ensure that we always take emissions and impacts into consideration, document these and implement improvements, and ensure that this is validated by an independent third party. The majority of the Group production companies hold individual certifications.	Maintain and develop management systems in accordance with ISO 9001 and ISO 14001, respectively.
Mapping of microfibre discharge	<p>Gabriel has initiated a project with the purpose of mapping microfibre discharge from polyester products. The objective is to map and document the impact of our products through the full life cycle. The purpose is also to provide the textile industry with valuable knowledge within the field.</p> <p>When we develop new products based on polyester, we minimise the risk of microfibre discharge by using primarily strong filament fibres (endless fibres) that are strongly bonded to the product – also in case of heavy use.</p>	<p>Microfibre discharge will be mapped through all life cycle phases.</p> <p>Products and production processes will be optimised to minimise microfibre discharge. The risks involved in connection with recycling will be mapped.</p>
Transport and logistics	We focus on choosing transportation with the lowest climate impact (sea and road) and avoid air transportation.	<p>Carbon footprint in connection with current supply setup will be mapped and further reductions will be implemented.</p> <p>Demands on shipping agents relating to for example CO<sub>2</sub>e reductions will be implemented.</p> <p>An evaluation of the opportunity for CO<sub>2</sub>e neutral transportation will be conducted.</p> <p>An evaluation will be conducted, examining the possibility for eliminating or reducing packings, alternative packing materials, and the use of recycled plastic.</p> <p>Implementation of logistics that support targets for a circular economy.</p>
Supplier management	<p>Logistics is one of four core processes at Gabriel, and for many years we have focused on supplier management where the parties cooperate closely within the fields of quality, environment, and product development.</p> <p>Gabriel evaluates the performance of A-suppliers in selected areas, and short- and long-term improvements are agreed upon.</p>	<p>Our focus on risk management and contingency plans is intensified.</p> <p>Our communication with suppliers on compliance and topics such as sustainability, environment, circular economy, and EU's textile strategy will be strengthened.</p>

## COMPLIANCE

	Status 2021/22	Targets towards 2024/25
UN Global Compact	Gabriel has joined the UN Global Compact and participates actively in the network.	<p>Participation in selected events/training sessions in the UN Global Compact network.</p> <p>Reporting in accordance with new UN Global Compact guidelines.</p>
Training	Gabriel has further developed our compliance training, and all members of the administrative staff are in the process of completing the training programme.	New compliance training is repeated annually for all members of the administrative staff.

## Progress in numbers and targets in the Gabriel Group

### SUSTAINABILITY – RESULTS AND TARGETS

Note	Focus area	Targets 2022/23	Results 2021/22	Results 2020/21	Results 2019/20
	<b>Gabriel Group – Management systems</b>				
	ISO 9001 (Number of certificates)	17	16	16	16
	ISO 14001 (Number of certificates)	8	7	7	7
	ISO 45001 (Number of certificates)	1	1	1	1
	ISO 50001 (Number of certificates)	1	1	1	1
	SA8000 (Number of certificates)	1	1	1	1
	FSC (Number of certificates)	2	2	2	2
1	<b>Gabriel Group – Fabric labels</b>				
	Proportion STANDARD 100 by OEKO-TEX® (%)	98	97	94	97
	Proportion EU Ecolabel (%)	80	72	67	61
	Proportion Cradle to Cradle Certified® (%)	15	15	17	17
2	<b>Gabriel Group – Gender balance</b>				
	Average number of employees		1.316	1.207	1.151
	Board of directors (% underrepresented gender)	See annual report	25	25	25
	Top management (% underrepresented gender)	See annual report	0	0	0
	Middle management (% underrepresented gender)	See annual report	33	32	32
	All employees (% underrepresented gender)		40	40	40
	<b>Work injuries – consolidated</b>				
	Fatal work injuries (number)		0	0	0
	Major work injuries, more than three weeks absence (number)		3	4	3
	Minor work injuries, less than three weeks absence (number)		31	20	22

## ENVIRONMENTAL DATA – PRODUCTION

Note		2021/22	2020/21	2019/20
3	Focus area			
	<b>Gabriel Group – Fabrics production</b>			
	Consumption of raw materials (tons)	2,531	2,211	2,041
	Consumption of wool (tons)	668	636	586
	Consumption of polyester (tons)	1,477	1,262	1,250
	Consumption of post-consumer recycled polyester (tons)	319	230	131
	Consumption polyamide (tons)	23	37	32
	Consumption of other materials (tons)	44	46	41
4	Transport by sea (%)	94	90	97
	Transport by rail (%)	4	-	-
	Transport by air (%)	2	10	3
	<b>UAB Scandye</b>			
5	Electricity consumption (MWh), 100% renewable electricity	2,596	2,372	1,991
5	Electricity consumption (kWh/kg), 100% renewable electricity	1.15	1.22	1.22
	Of this self-produced electricity (MWh), solar panels	391	-	-
	Water consumption (m <sup>3</sup> )	263,299	231,256	200,340
	Water consumption (l/kg)	117	119	123
5	Heat and processes, gas (MWh)	18,959	17,024	14,185
5	Heat and processes, gas (kWh/kg)	8.41	8.75	8.69
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	0	0	0
	Minor work injuries, less than three weeks absence (number)	1	0	0
	<b>UAB FurnMaster</b>			
5	Electricity consumption (MWh), 100% renewable electricity	410	339	324
5	Electricity consumption (kWh/kg), 100% renewable electricity	26	21	23
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	480	521	447
5	Heat and processes (kWh/m <sup>2</sup> )	30	33	31
	Glue consumption, not water based (kg)	0	0	0
	Glue consumption, water based (kg)	56,780	28,760	31,600
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	0	1	2
	Minor work injuries, less than three weeks absence (number)	5	5	0
	<b>FurnMaster Sp. z o.o</b>			
5	Electricity consumption (MWh), 100% renewable electricity	592	402	414
5	Electricity consumption (kWh/kg), 100% renewable electricity	27	23	26
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	1,554	1,028	820
5	Heat and processes (kWh/m <sup>2</sup> )	70	58	51
	Glue consumption, not water based (kg)	2,058	2,024	999
	Glue consumption, water based (kg)	14,007	7,704	6,820
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	1	2	0
	Minor work injuries, less than three weeks absence (number)	7	6	2
	<b>FurnMaster, Gabriel North America Inc.</b>			
5	Electricity consumption (MWh), 100% renewable electricity	48	84	122
5	Electricity consumption (kWh/kg), 100% renewable electricity	16	29	42
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	342	274	255
5	Heat and processes (kWh/m <sup>2</sup> )	118	94	88
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	0	0	0
	Minor work injuries, less than three weeks absence (number)	0	0	0

## ENVIRONMENTAL DATA – PRODUCTION

Note		2021/22	2020/21	2019/20
	<b>Screen Solutions Ltd.</b>			
5	Electricity consumption (MWh), 100% renewable electricity	185	233	203
5	Electricity consumption (kWh/kg), 100% renewable electricity	57	72	76
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	224	367	331
5	Heat and processes (kWh/m <sup>2</sup> )	68	113	47
	Glue consumption, not water based (kg)	495	723	665
	Glue consumption, water based (kg)	2,155	3,229	2,255
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	1	0	0
	Minor work injuries, less than three weeks absence (number)	7	0	17
	<b>UAB Gabriel Textiles</b>			
5	Electricity consumption (MWh), 100% renewable electricity	1,398	1,214	1,035
5	Electricity consumption (kWh/kg), 100% renewable electricity	0.92	0.82	0.81
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	571	651	584
5	Heat and processes (kWh/kg)	0.37	0.44	0.46
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	0	0	1
	Minor work injuries, less than three weeks absence (number)	0	0	0
	<b>FurnMaster Mexico (Grupo RyL S.A. de C.V.)</b>			
5	Electricity consumption (MWh), 100% renewable electricity	842	508	423
5	Electricity consumption (kWh/kg), 100% renewable electricity	60	34	28
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	-	-	-
5	Heat and processes (kWh/m <sup>2</sup> )	-	-	-
	Melting glue consumption (kg)	20,795	27,283	15,105
	Glue consumption, water based (kg)	2,620	2,800	1,195
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	1	1	0
	Minor work injuries, less than three weeks absence (number)	9	9	3
	<b>SampleMaster</b>			
5	Electricity consumption (MWh), 100% renewable electricity	122	-	-
5	Electricity consumption (kWh/kg), 100% renewable electricity	24	-	-
	Of this self-produced electricity (MWh), solar panels	0	-	-
5	Heat and processes (MWh)	177	-	-
5	Heat and processes (kWh/m <sup>2</sup> )	34	-	-
	Glue consumption, not water based (kg)	642	-	-
	Glue consumption, water based (kg)	73	-	-
	Fatal work injuries (number)	0	-	-
	Major work injuries, more than three weeks absence (number)	0	-	-
	Minor work injuries, less than three weeks absence (number)	0	-	-

The data above cover all Gabriel-owned production companies, including the dyehouse Scandye. Reporting period: 01.10.2021 – 30.09.2022.

# Notes

## Note

- 1 This includes standard designs. Customer specific designs are not included but can also be delivered with environmental labelling on demand. Laminated solutions are not included.
- 2 The statutory report for the financial year 2021/22 on the gender composition of management in accordance with section 99 b of the Financial Statements Act is integrated in the statutory report on diversity, cf. the Financial Statements Act, section 107d, and can be read or downloaded at: [www.gabriel.dk/en/investor/corporate-governance/](http://www.gabriel.dk/en/investor/corporate-governance/).
- 3 Data on raw material consumption cover the business area Fabrics and Gabriel's dyehouse, Scandye. In addition, the data include information on significant consumption in Gabriel-owned production companies.
- 4 This does not include distribution of finished goods that are mainly distributed by truck.
- 5 Gabriel sources 100% renewable electricity documented by Guarantees of Origin and supports projects that CO<sub>2</sub> compensates for consumption of gas, heat, fuel, etc.