

Our Environmental, Social and Governance (ESG) Commitment

Interiors By Abode Limited, 21.06.2023

At Abode, we believe that integrating sustainable practices into our operations is the right thing to do and an essential aspect of building a better future for all.

As a company, we recognise the urgent need to address environmental, social and governance challenges and play a proactive role in mitigating the impact of our activities on the planet and its people. Our sustainability commitment is deeply ingrained in our core values and is reflected in every aspect of our business operations.

Our commitments

B Corp accreditation

We are currently working towards the B Corp certification. Utilising its framework and the B Impact Assessment (BIA), we will balance ESG and in the process will be amending our articles of association to work towards the triple bottom line. Abode want to be the leading supplier of low carbon, sustainable show homes in the UK. We are prioritising our move to a sustainability structure and have in place an active management team of four who are working with our partner (Futureproof) to achieve this in 2023.

Sustainability Partner

On 16.03.2023 we recruited the services of Futureproof, a Sustainability SAAS platform, to help us manage, improve and publish our impact. We'll be doing this by measuring our baseline, conducting a materiality assessment to identify material issues and taking action to improve our sustainability work for the foreseeable future.

Carbon Emissions

We will measure our Scopes 1, 2 and 3 per the GHG protocol via the Futureproof platform. Once measured, we will analyse the most significant contributors and build a reduction strategy to reduce these emissions over the coming years.

What we currently do

Abode generate 95% of our energy requirements from our solar roof, the remaining electricity is sourced from solar/wind/tidal. Each of the four members in our sales team has an electric vehicle, which collectively have covered in excess of 300,000 miles on renewable electricity. We recycle all waste from our design studio and warehouse that can be recycled through UK recycling plants. All show homes from day one have had LED lightbulbs installed as standard. As a company, we have a large requirement for packaging. As such, we invested in 800 reusable plastic boxes that typically have a lifespan of 10-12 years. In this instance, their re-use far outweighs any recycling of cardboard boxes. As such, our

packaging materials are 1.) reused, 2.) paper based and 3.) recycled. Items placed in our show homes are carefully chosen for their sustainability. Our room diffusers are designed and produced in the UK. They are 100% recyclable, contain no chemical enhancers, no plastic/styrene and come with an optional top up kit. Likewise, our bathroom products are designed and produced in the UK and are packaged in materials that can be recycled multiple times. We prioritise fabrics for products that come from genuinely recycled sources.

The above provides a brief snapshot of the sustainable decisions we are making in all aspects of our operations from large to small.

Environmental Stewardship

We will embed environmental stewardship in everything we do. We have a responsibility to minimise the energy, carbon, water and waste impacts of our business and recognise that these impacts occur not just in our daily operations but also through our entire value chain, our supply chain and throughout our industry. As a result, we strive to reduce environmental impacts across the whole life cycle of our offering and our corporate operations, with the intention of making a difference at a wider industry level.

Our core areas of focus in environmental stewardship as a business are:

- **Increasing sustainability in our supply chain** – we are engaged with all of our suppliers to not only understand their supply chain but also how it could be improved.
- **Measuring and Reporting** - We will measure our operation's energy, carbon usage, water and waste. We measure each stream across our business and will include this in our public annual impact report going forward, showcasing our metrics and future reduction goals and the steps we are taking to achieve those.
- **Reduction and offsetting our carbon** – Understanding our carbon footprint is a key part of Abode's goal (we will have this data available by the end of 2023) and will take all necessary steps to reduce this with carbon offsetting schemes.
- **Play a significant role in our industry** – Achieving B Corp certification is a rigorous process. Once we are certified our intention is to provide thought leadership to inspire real change throughout our sector.

Social Responsibility

At Abode, we are deeply committed to social responsibility and believe it to be at the core of who we are as a company. We work hard to ensure Abode is a welcoming place for all and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce and a valued partner to our clients and the wider community.

Our core areas of focus in Social Responsibility as a business are:

- **Diversity, Equity and Inclusion** - At Abode we focus on building inclusive and diverse work environments. We embrace and value diversity in all forms, whether capability, gender, age, ethnicity or cultural background. Equal opportunity is integral to our recruitment process. We seek to maintain a positive workplace free from discrimination

and harassment. We champion pay equity and mutual respect, promoting an environment of fairness and equality. Our commitment to diversity and inclusion applies to the highest levels of the organisation, including at the board level, where we recognise that diversity strengthens board performance and promotes long-term shareholder value. Our long term goal is to recruit a team of directors from within the company to ultimately continue the running of Abode beyond its current director's tenure.

- **Pay and Remuneration** - The first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits to all employees, including but not limited to holiday time off, parental leave, physical or mental health support, pension plans and a profit share bonus paid annually. The intention with the profit share scheme is to ensure all employees are invested in keeping our costs low as this benefit everybody. We focus heavily on learning and growth for employees at all company levels through annual performance reviews, role-specific training and professional development opportunities.
- **Health & Safety** - The health and safety of our employees and customers is paramount. We adhere to leading health and safety standards across our company. Each year, we conduct various health sessions and require all our employees to complete safety training. We have a H&S partner that continually assesses and advises all aspects of the business. All employees that go to site are CSCS carded, have a NVQ in H&S and the company is CHAS, SMAS and SSIP accredited.
- **Community** – We support local businesses and shops. From buying second hand books from our local Oxfam to be used in styling to purchasing bespoke fitted furniture from a Midlands-based daughter and father team.
- **Culture** - Our fun and dynamic working environment fosters innovation and collaboration at all levels. Every new employee is introduced to all team members and given a 30 day training period. Our managers and senior leadership team are encouraged to be supportive, accessible and approachable. Employees can provide feedback through annual performance reviews, and our employee satisfaction reviews are run annually. To further build a strong company culture we regularly host sociable events outside of work such as barbecues, nights out and visits to shows.

Governance

Our focus here is to ensure we are building a company correctly and that our corporate governance is structured to promote accountability, transparency and trust across all stakeholders.

- **Good Governance** - This is essential to creating and preserving value for our stakeholders, and includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies, as well as a steadfast approach to incorporating our values in all our work.

- **Accountability** - We do this in two ways:
 1. **Structure** – Keys parts of our business, for example Accounting, HR and End of Year Accounting are performed externally to ensure the highest possible standards of transparency and quality.
 2. **Public Reporting** - We believe in holding ourselves accountable to our ESG commitments. We will regularly publish information about our ESG performance via our website. (www.abode.design)

- **Doing the right thing** - All employees conduct themselves in accordance with the highest moral and ethical standards, informed by our company handbook. We are committed to ensuring a fair workplace for our employees and partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment, with a straightforward grievance process and whistleblowing policy to provide an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behaviour, or fraud.

- **Being Human** - Our Human Rights Policy reflects our longstanding dedication to preserving fundamental rights and human dignity in our workplace and beyond. We support internationally recognised human rights principles that promote and protect human rights.

Signed

Jon Pilling
Director