



Gran Living ApS Communication on Progress

COP REPORT 2023



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Letter from our CEO



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We are not perfect, but we believe we are on the right path and try to incorporate responsible initiatives every day.

2022 was the year of moving forward. Though, we were still struggling with the restrictions and disrupted supply chains we started many new projects. Throughout the last year, we saw an increasing interest in sustainability from our customers and partners. It is important for us to continue our CSR journey.

At Gran Living, we are more than ever committed to support the 10 principles of the UN Global Compact and the 17 Sustainable Development Goals and we want to use this Communication on Progress report to share with you our achievements from 2022 and show you the path we are on for the current and coming year.

Our biggest achievements during the last year have been further incorporating our CSR and certifications into both our products and our supply chain. We are not perfect, but we believe we are on the right path and try to incorporate responsible initiatives every day.

Per Gran Hartvigsen
CEO / CSO

amfori @

Trade with purpose

*Member of amfori, the leading global business association for open and sustainable trade.
For more information visit www.amfori.org.*



Highlights in 2022

In 2022 we become aware of the big changes in the sustainability area and are conscious about how it is going to impact our responsible journey.

We have particularly focused on the material in our packaging. We have chosen to phase out the use of plastic in our packaging and replace it with paper and/or cardboard packaging. As a result, we now use significantly less plastic for wrapping our products.

It is still important for us to continue increasing our efforts in the company's initiatives for compliance with social standards (BSCI), which we joined in 2019, and maintain our certificates.

THE SAME SOCIAL STANDARDS WITH BSCI

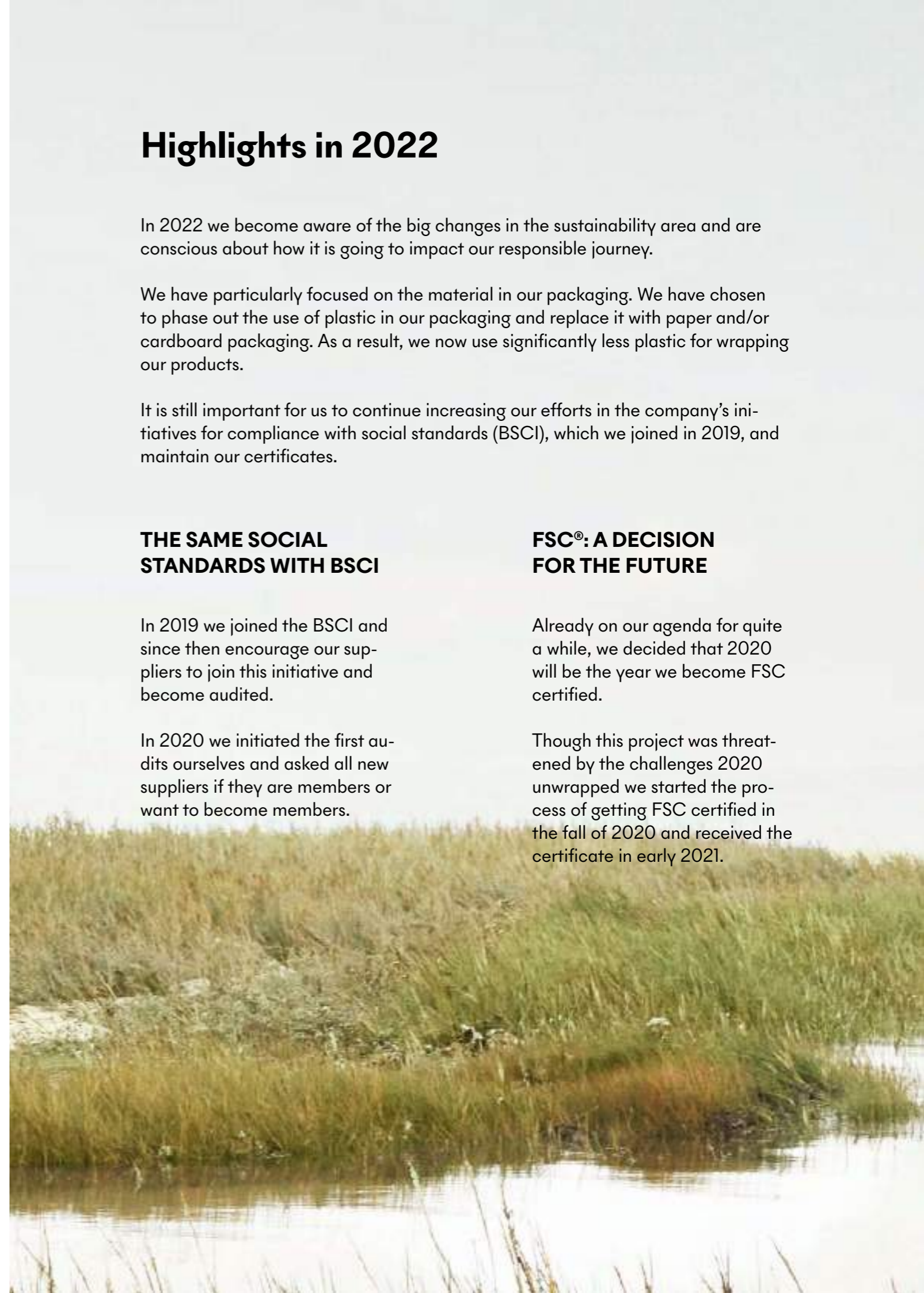
In 2019 we joined the BSCI and since then encourage our suppliers to join this initiative and become audited.

In 2020 we initiated the first audits ourselves and asked all new suppliers if they are members or want to become members.

FSC®: A DECISION FOR THE FUTURE

Already on our agenda for quite a while, we decided that 2020 will be the year we become FSC certified.

Though this project was threatened by the challenges 2020 unwrapped we started the process of getting FSC certified in the fall of 2020 and received the certificate in early 2021.



About Gran Living



**FOUNDED IN 2004
(19 YEARS OF EXPERIENCE)**



**LIFESTYLE &
INTERIOR DESIGN**



**INTERNATIONAL SALES
& REPRESENTATION**



**17 EMPLOYEES IN
DENMARK & CHINA**



**HEADQUARTERS
IN AARHUS, DENMARK**

Gran Living is a Danish Design company for interior design and lifestyle products. The company was established in 2004 by the couple Per and Kathrine Hartvigsen after coming back home from a stay abroad with the dream to design and distribute quality home accessories. Since then Gran Living has steadily grown and now offers work for 15 dedicated people in various departments, each playing a vital role for the success of the company.

To this day Gran Living delivers a broad range of private label design products to medium and high-end brands in Northern Europe, and in 2015 we launched our own interior design brand: AYTM, which is quite simply a wordplay on the word "item".

The heart and soul of Gran Living rests in our design department, which is located in our headquarters by the harbour of Aarhus and deeply anchored in Danish Design. Since the beginning we have always tried to challenge our customers and ourselves by creating original, innovative and inspiring collections in high quality that will withstand the wheel of time.

With AYTM we want to reinvent and challenge the traditions in Danish design and give it a new perspective, by using simplistic shapes and structures in combination with bold, warm, and internationally inspired colours. Using pure and unusual materials every AYTM piece resembles luxury and high quality.



Our Approach to CSR & the UN Global Compact

At Gran Living, we acknowledge our responsibility to contribute to a better world within our scope of influence. To show our respect for the people and the planet, we take action and continuously seek to improve the conditions for the workers in our supply chain and reduce the environmental impact of our products. We know we are not perfect but we are always working on getting better and we believe that becoming sustainable is an ongoing process of improvements, which requires close collaboration and good communication with our producers and customers.

We apply the same quality and sustainability standards to our brand AYTM and our private label customers and there is a strong influence between the two parts of our business. Some of our sustainability initiatives started as a request from our private label customers and some are a decision made by us for AYTM. We do not make a difference and once we decided to implement an initiative all our producers and products will be included. By this we also try to push some of our customer that do not have the same sustainability standards yet to adopt them.

By committing to the UN Global Compact (UNGC) we are obligated to actively work towards complying with the Compact's 10 principles on human rights, labour rights, environmental rights, and anti-corruption.

The 10 principles are embedded in our supplier code of conduct and we have formulated policies for each of the four areas that are essential for everything we do. Additionally, we also committed to the 2030 Agenda for sustainable development and actively strive to take action on the Sustainable Development Goals (SDGs) on which we have an impact through our work.



HUMAN RIGHTS

At Gran Living we care about the safety and well-being of our employees at all times and will not conduct business with any supplier engaging in or benefiting directly from human rights abuses. We expect all suppliers to support and respect the protection of internationally declared human rights stated in the International Bill of Human Rights.



ENVIRONMENT

At Gran Living we care about the environment with concern for the future. We focus on the long-term consequences of our activities and strive to prevent, minimize and remedy adverse impacts our activities place on our earth, and we expect the same from all parties throughout our supply chain to secure the best possible conditions for future generations.



LABOR RIGHTS

At Gran Living we support and act in compliance with internationally declared labor rights and expect our business partners to do likewise.

We strongly repudiate child- and forced labor and acknowledge diversity and the rights of employees. Therefore, we will not accept any kind of discrimination or violations of rights.



ANTI-CORRUPTION

At Gran Living we refrain from corruption and bribery in any form. We believe in ethical and fair business practices, and expect from both our own employees and external business partners to avoid any kind of unethical business practices.



Gran Living & the Sustainable Development Goals

At Gran Living, we wish to minimize the negative and maximize the positive impact of everything we do and we think it is important to communicate this in a simple way everyone can relate to.

Over the last years the 17 Sustainable Development Goals (SDGs) - a framework to end poverty, protect the planet and create prosperity for everyone - have reached global recognition and help create a common understanding about sustainability

All our actions directly impact at least one of the SDGs and in most cases there are cross-references or indirect impacts on several other SDGs. Due to how we work, our products and the production of them, we selected three of the SDGs that are most relevant goals for us to work with in the coming years.

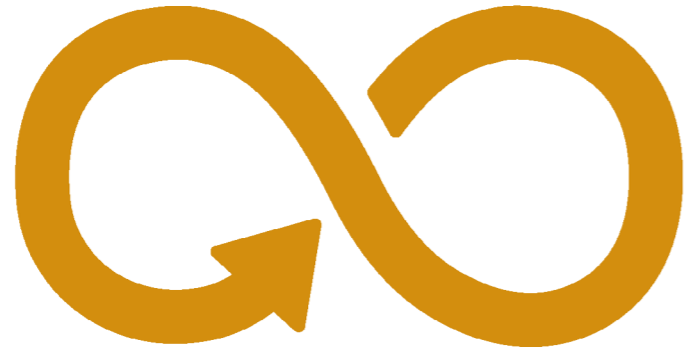


#8 DECENT WORK & ECONOMIC GROWTH

Decent work and economic growth because it addresses a topic that is close to our hearts. For us decent work conditions, including a fair wage, a safe working environment, and complying with human and labour rights are a prerequisite for any business relation.

This means we do not accept any kind of modern slavery through forced labour or child labour and through our work we actively want to support youth employment, education, and training. To help us monitor this, we work with the BSCI and make regular company audits at our suppliers and we support organizations such as GoodWeave.

In our own offices we want to lead by good example and strive to give young professionals a chance to develop their career. We offer internships to help young people develop their professional skills and several of our former interns are now working fulltime at Gran Living.



#12 RESPONSIBLE CONSUMPTION & PRODUCTION

Responsible Consumption and Production because we are concerned about the rapidly growing resource depletion and want to challenge it by improving the material and energy efficiency of our products. With our own designs, our purchases and our sales we believe we have a responsibility to make an impact in this area.

For our products we strive to make long lasting design and use quality materials and sustainable materials where possible, such as FSC certified wood. We use a lot of time to research alternative materials and discuss with our suppliers why sustainable materials and resource efficiency are important and how we can work together on it.

Topics such as circular economy, circular design, and upcycling are of great interest for us and they are deeply embedded in the hearts of our design team. In the coming years we want to work on more upcycling projects and collaborate with old and new business partners to increase the awareness about resource consumption and help them use sustainable materials, reduce waste and recycle together with us but also in their own area of operation.

We are constantly seeking for new ideas, materials and partners and for this reason we have joined the Upcycling Forum, a local organisation to connect businesses working within the area of circular economy to share leftover materials.



#17 PARTNERSHIPS FOR THE GOALS

Partnerships for the goals because we think partnerships are essential to achieve the Sustainable Development Goals as well as our own CSR objectives. We want to do everything we can to support the SDGs and contribute to a sustainable future but as a relatively small company we are aware that our resources and influence are limited.

Thus, it is even more important for us to engage in partnerships with our business partners and industry networks and organizations. Being a member of the amfori BSCI, the Upcycling Forum and participating in industry associations gives us the opportunity to collaborate with others and together we have a larger power to mobilize sustainable development.

In addition we also engage in partnership with institutions such as Design School Kolding to both help teach and develop young talents and share our passion for sustainable development with them and learn from the students that bring new ideas, knowledge, and methods with them and often challenge how we do things at Gran Living.

The same social standards everywhere with BSCI

Not having our own production we rely on partners in Europe and Asia to manufacture our products. Working with many different producers from around the world, it is important for us that all of them live up to some minimum standards, defined in our Code of Conduct.

To better manage our supply chain and ensure socially responsible operations, we decided in 2019 to become members of the amfori Business Social Compliance Initiative. The BSCI is based on 11 principles addressing human and labour rights, environmental compliance, and anti-corruption standards, and takes advantage of a collective supply chain management system to ensure our suppliers are audited on a regular basis.

In the BSCI scheme a producer is linked to one or more members. One member is assigned the responsibility for this producer and has to make regular audits and follow-up audits to ensure the producer fulfils the code of conduct and implements continuous improvement plans if something is not as it should be. The audit results are then shared on the amfori sustainability platform and all the related members can access the information for their supplier due diligence.

Becoming a member of amfori we decided to make the BSCI audit a requirement for all our new suppliers located in countries with a high-risk score according to the annual amfori risk assessment. The reason for this is that suppliers in high-risk countries often have more issues with labour rights and corruption and a third party audit can help us assess a supplier before we become business partners.

Nevertheless it is also important that our European supplier accept our code of conduct, which incorporates the BSCI principles. Since we joined the initiative, we are also in dialogue with our existing suppliers and continuously increased the amount of them getting audited, because we also want our existing supplier to live up to the same rules and make further improvements to drive a sustainable development.

As of 2022 64,5% of our suppliers in high-risk countries joined us on the amfori sustainability platform and participated in auditing schemes. We are still in dialogue with the remaining suppliers.



GoodWeave

In 2016, we decided to work together with GoodWeave, an NGO fighting child, forced and bonded labour in the rug industry. GoodWeave makes unannounced inspections at our supplier to ensure that they comply with the GoodWeave standards and no child, forced or bonded labour is used in the making of our products. All of our rugs are certified with the GoodWeave label that carries a unique ID code and can be traced back to the certified producer.

Through the support of partners such as us at Gran Living, GoodWeave addresses the root cause of child labour and invest in education and health programs for communities surrounding the production. Over the years GoodWeave rescued more than 8900 child labourers and provided education for more than 44.000 children in South Asia.

During the pandemic when many productions had to lock down, GoodWeave stepped in and provided food aid for workers and family members that had lost their income and secured e-learning for more than 11.000 children.

Many of us at Gran Living have children themselves and the fight against child labour and support of youth education is close to our hearts. Thus, we are very proud of this collaboration and want to support GoodWeave also in the year to come.



FSC®: A decision for the future

In the very early days of 2021 we officially received our FSC certification. Following this one of our main goals for 2021 was to put the FSC certification to use and work with FSC certified products as well as promote the good cause and tell all our stakeholders.

The Forest Stewardship Council® is an organization that sets standards for environmentally appropriate, socially beneficial, and economically viable forest management worldwide. This includes measures for protecting biodiversity, water resources, and endangered species and securing decent work conditions and support for local communities. Everyone working with FSC is contributing to this mission and help preserve the world for future generations. Thus using FSC certified product is for us a decision for the future.

Having received the FSC certificate for Gran Living, we decided that from now on all new products containing wood or paper should be FSC certified no matter if the product is for our own brand AYTM or our private label customers.



Our responsible journey

We want to contribute to environmental development wherever we can. While we know that we might not be perfect, we continuously work on becoming the most responsible version of ourselves.

We are proud to be FSC®-C163241 certified, as we thereby contribute to their mission and help preserve the world for future generations. Our production of FSC certified products and packaging is for us an important decision for the future.

In the last year, we have launched the UNITY wooden trays, which are made with FSC certified wood.

In addition to this, we are currently phasing out the use of plastic in our packaging, which from now on will be made from FSC certified cardboard. The packaging will furthermore be labelled, so we can support our customers in sorting and recycling.

We feel an incredibly strong responsibility for our planet and fellow human beings. As part of the interior industry, it is important for us to act with care and to contribute to a more environmental development wherever we can. Our FSC certification is something that we are immensely proud of, and we look forward to adding more certified products to our portfolio, so we can continue the journey of working more responsible.

Online tools to meet, greet & work together

Already prior to the pandemic we occasionally used online tools such as teams and zoom to communicate with our partners from across the world and we had the possibility to connect to our server from wherever to work remotely. However this was not broadly used and we normally met in the office or travelled to our customers and suppliers to have a meeting.

Using Teams and Zoom enables us to meet with customers, and business partners everywhere around the world without having to spend hours traveling. Though we miss the physical and personal contact we also value the additional time we have and the efficiency of online meetings. Reducing our travels means we have more time to focus on other projects and there are fewer emissions linked to our meetings, as air travel was a frequent mean of transportation.

Our employees now also have the possibility to work remotely more easily than before as we have become accustomed to rely on calls and video chat for internal meetings too, which means they reduce their commutes and can benefit from some extra free time before and after work.

Our plans for 2023

At Gran Living we look forward to an exciting future with many interesting new CSR projects for the coming year and beyond. Many of these projects are still in an early state and we must find out how they will develop but we hope to share an update with you on these topics during next year.

For 2023, we will focus on essential areas that we can change for the better. In the coming year, we will try to find new partners in Europe and move more of our production closer to our warehouse in Denmark.

Furthermore, we have realized the importance of establishing a new committee to develop new responsible initiatives in our office to stay compliance with upcoming legislation on CSR.

Thank you

Thank you for reading our Communication On Progress Report.

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