



# E I C H H O L T Z

ESG SUMMARY REPORT 2024



# OUR STRONG COMMITMENT TO ESG

Ensuring a more sustainable future requires  
dedication from Eichholtz.

In 2024, we continue to refine our practices, achieving measurable progress across our ESG pillars outlined in 2023. Our company remains committed to creating beautifully crafted, timeless furniture and lighting. This commitment extends to setting and achieving tangible ESG objectives across our operations, with a particular focus on the supply chain.

This report outlines our ESG priorities and performance for 2024, setting the course for continued improvement in the years ahead.

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# MAKING ESG A PRIORITY

In 2024, Eichholtz has demonstrated strong ESG performance, particularly by deepening its approach to employee health and safety and product carbon emissions tracking. As environmental regulations tighten and consumer scrutiny increases, we are committed to building a future-proof business through transparent sourcing, our design principles, and ethical governance.

## KEY DRIVERS:

- *Increasing regulation:* e.g. ESPR, DPP, CBAM, deforestation-free laws
- *Market demand:* Rising consumer expectations for sustainable, circular products
- *Risk management:* Greenwashing scrutiny, reputational risks, ethical sourcing concerns

## OUR VISION:

- Transparent value chains and sourcing
- Resilient, Eichholtz product design principles
- Net-zero emissions through sustainable energy and carbon reduction at HQ
- Talent development and ethical labour practices
- Governance and quality standards at the highest level

# PRAGMATISM IS ESSENTIAL FOR ACHIEVABLE CHANGE

At Eichholtz, our entrepreneurial mindset drives constant evolution. In 2024, this mindset has enabled us to deepen our ESG strategy – achieving significant CO<sup>2</sup> reductions at our headquarters, implementing ISO 9001, and expanding lifecycle analysis across our product portfolio.

These milestones are the result of clear, measurable goals that guide how we work, design, and collaborate across our value chain. Our ESG commitments are now embedded not only in design and operations but also in supplier engagement, data transparency, and carbon management strategies.

As a company of over 150 team members developing 500+ new products annually, we recognize our influence within the industry. That influence is

used to promote sustainable sourcing, improve traceability, and engage partners in carbon reduction efforts.

Through transparency and certification, we demonstrate the high standards we hold ourselves to – whether it's FSC and GRS pursuit, Scope 3 emissions sharing, or reporting alignment with CSRD requirements. While the path to sustainability continues to present challenges, we remain committed to leading with realism, integrity, and optimism – knowing that meaningful change comes through consistent, collective effort.

*“As a business, our focus lies in continually re-evaluating our best practices and establishing realistic goals.”*

— MICHEL HERKEMIJ, CEO

# STEPS IN OUR ESG JOURNEY

## 2023

- LED lighting in warehouses/showrooms
- Nearshoring supplier expansion
- LCA pilot program initiated
- New purchasing terms incl. working conditions
- Supplier onboarding to BSCI
- Waste separation improvements at HQ

## TARGETS 2025

- Reduce Scope 1 gas emissions
- Include all high-sales/new products in LCA
- Secure FSC & GRS certifications
- Third GPTW employee survey
- Share Scope 3 insights across the value chain

## 2019 - 2022

- ESG roadmap launched with long-term sustainability goals
- Company-wide ESG policy and Code of Conduct introduced
- Initial ESG audits conducted with MJ Hudson
- Energy audits completed; EU Energy Label A achieved
- LED lighting upgrades began across all locations
- 5,000 m<sup>2</sup> solar roof installed at HQ, electric vehicle chargers expanded
- Joined AMFORI, BSCI and BEPI

## 2024

- Conducted 200 LCAs to assess product carbon impact
- Implemented ISO 9001 to strengthen quality management
- Improved Scope 3 tracking with better data accuracy
- Achieved significant CO<sub>2</sub> reductions at Eichholtz headquarters, offsetting Scope 1 & 2 emissions
- Prepared internal systems for CSRD compliance reporting
- 78% of sourcing from audited BSCI suppliers
- Launched green product line to meet market demand

# EVALUATING OUR ESG PERFORMANCE ACROSS SIX CORE THEMES

By creating a strategic framework with six focal points, our senior management team is able to effectively formulate and advance our ESG agenda. Championing these objectives across the company has fostered a culture of accountability and a greater understanding and commitment to our ESG initiative.

- Energy and carbon
- Employee health and safety
- Supply chain control and business ethics
- Fair labour practices (upstream)
- Product and packaging sustainability
- Product quality and control



# 2024 BY THE NUMBERS



33.3%

GENDER DIVERSITY AT SUPERVISORY BOARD LEVEL



49%

GENDER DIVERSITY AT EMPLOYEE LEVEL



5.5

ACCIDENTS (LTIF)<sup>1</sup>  
(100% RECOVERY)



4.0%

ABSENTEEISM<sup>2</sup>



14/14

KEY POLICIES IN PLACE<sup>3</sup>



91%

GPTW SURVEY RESPONSE RATE



270  
TCO<sub>2e</sub> (-37%)

SCOPE 1 & 2:  
CARBON FOOTPRINT<sup>4</sup>  
(compared to 2023)



25.421  
TCO<sub>2e</sub> (+18%)<sup>5</sup>

SCOPE 3:  
CARBON FOOTPRINT<sup>4</sup>  
(compared to 2023)



78%

BSCI SOURCING<sup>6</sup>



200

LIFE CYCLE ASSESSMENTS CONDUCTED<sup>7</sup>



6%

EMPLOYEE TURNOVER<sup>8</sup>



226.9 MWh

RENEWABLE ENERGY PRODUCED

1. LTIF is defined as the number of non-fatal accidents per-million hours worked with >3 days of absence from work. | 2. At HQ. | 3. Eichholtz has the following policies in place: ESG policy, code of conduct, anti-corruption/bribery, whistleblowing, purchasing policy, and data protection and privacy. It conducts an annual employee survey. | 4. This calculation is non-exhaustive, and include gas/electricity consumption solely from HQ in the Netherlands, carbon emissions due to business air travel, fuel consumption from Eichholtz's owned fleet and rented warehouse operations. | 5. Driven by more product procurement. | 6. Annual purchase value sourced from formally audited BSCI suppliers. | 7. Adheres to ISO-14040 standard. | 8. At HQ.

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*“At the heart of Eichholtz is a long-held great spirit of entrepreneurship.  
That means taking every opportunity to challenge, refine and innovate the way in which we operate.”*

— MICHEL HERKEMIJ, CEO



# ENERGY AND CARBON

In 2024, Eichholtz reached key milestones in energy efficiency and emissions reduction, including CO<sub>2</sub> neutrality at HQ and expanded renewable energy use across operations.

## **CARBON FOOTPRINT**

Eichholtz achieved CO<sub>2</sub> neutrality at its headquarters and met its SLL reduction targets. Scope 1 and 2 emissions are fully offset, and 100% of purchased electricity is sourced from Dutch wind energy. Progress in Scope 3 tracking — especially for purchased goods — is supported by expanding LCA coverage.

## **EMISSIONS**

Daily energyscans at HQ, use of an EBS monitoring tool, and product-level carbon calculations all contribute to a more data-driven emissions strategy. Measurement accuracy will continue to be a priority through 2025, with increased emphasis on identifying hotspots across the value chain.

## **POSITIVE ACTIONS**

In addition to full LED lighting coverage, Eichholtz has strengthened supply chain collaboration to reduce freight-related emissions. A Mobility Analyst Tool for commute tracking, and a new air travel scenario tool support further Scope 3 insight. These actions reflect a long-term commitment to transparent, accountable carbon management.

*Eichholtz remains fully committed to its carbon reduction roadmap through 2025, continuing to improve emissions measurement, transparency, and cross-supply chain impact.*



# PRODUCT LIFECYCLE AND DESIGN

Eichholtz advances product sustainability through lifecycle assessments, our design principles, and responsible material use — aiming to cut Scope 3 emissions and boost supply chain transparency.

## REPAIR REUSE

Spare parts are increasingly used to extend product lifespan. Durability remains a key principle in the design and fabrication of all Eichholtz products.

## RECYCLED MATERIALS

We have broadened the use of recycled content, including PET bottle carpets, reclaimed wood furniture, and lighting crafted from recycled glass and cardboard. These materials support both environmental responsibility and aesthetic integrity.

## POSITIVE ACTIONS

In 2024, Eichholtz conducted 200 LCAs and shared results with suppliers to enhance transparency. FSC and GRS certifications are in progress, and LCA data is being translated into a corporate carbon footprint. The Green Room, our dedicated sustainable product line, officially launched.

*We aim to apply our design principles in development, focusing on longevity, recycled materials, and reducing end-of-life waste with suppliers.*



# PACKAGING IMPACT

Eichholtz continues to strengthen its sustainable packaging strategy through certifications, material assessments, and supplier collaboration.

## **PURCHASE AGREEMENTS**

Sustainable packaging requirements remain integrated into supplier purchase agreements. Some suppliers have signed on to support FSC-certified wood sourcing, increased cardboard usage, and the reduction of plastics and EPS materials.

## **CLEAR INSTRUCTIONS**

Category-specific packaging guidelines are in place, ensuring suppliers comply with responsible practices. These instructions are regularly reviewed and refined in line with evolving sustainability goals.

## **POSITIVE ACTIONS**

In 2024, Eichholtz conducted packaging impact assessments to measure material usage and recycled content. These insights will inform KPI development in 2025. The company also continues to explore FSC-certified paper options and shares sustainable packaging pilots with suppliers as part of its ongoing improvement cycle.

*Our packaging strategy focuses on measurable progress, sustainable materials, and supplier cooperation to reduce waste at scale — minimising impact without compromising quality.*



# EMPLOYEE HEALTH AND SAFETY

Eichholtz has further integrated health and safety into its operations, raising its performance level from committed to fully embedded. Key upgrades to processes, training, and oversight reflect a strengthened focus on employee well-being and workplace compliance.

## EMPLOYEE INCIDENTS

Workplace safety continues to be a priority, with no major incidents reported. External audits, annual BHV training, and third-party inspections help ensure compliance with safety regulations and best practices.

## COMMUNICATION AND MONITORING

Health and safety are continuously monitored through the RI&E portal and quarterly alignment meetings. The company's Emergency Response Team undergoes annual training, and the recently renewed employee manual and updated code of conduct are now shared via the internal portal.

## POSITIVE ACTIONS

Eichholtz has enhanced its hazardous materials protocols, including inspections by GP Groot, KVVM, and KIWA. A confidential counsellor and prevention officer have been appointed and made accessible across platforms. The second GPTW survey was completed in 2024, with the third scheduled for September. These efforts support a culture of transparency and proactive well-being.

*We remain focused on creating a safe, supportive environment where transparency, training, and well-being are integral to daily operations.*



# PRODUCT QUALITY AND SAFETY

Eichholtz continues to prioritise product quality through structured inspections, standardised reporting, and strict compliance with international standards. In 2024, the company reinforced this commitment by achieving ISO 9001 certification and appointing a dedicated Product Compliance Manager.

### REPORTING RETURNS

A structured Return Quality Report is compiled annually, offering detailed data on return rates, reasons, and regional patterns. This insight supports continuous improvement and accountability.

### INSPECTION AND SERVICES

All new product developments undergo thorough quality checks, including photographic documentation and factory visits during production and pre-shipment stages. The service department maintains a clear returns policy and a grievance process for quality issues – no product recalls were reported in 2024.

### POSITIVE ACTIONS

Quality control is consistently enforced upon product arrival, ensuring CE/UL compliance before release. The ISO 9001 certification marks a formalisation of Eichholtz’s systematic quality approach, boosting risk management, efficiency, and customer satisfaction.

*By formalising quality systems and strengthening compliance, Eichholtz builds lasting trust in the performance and safety of every product.*



# SUPPLY CHAIN CONTROL

Eichholtz continues to strengthen supply chain control by reinforcing responsible sourcing practices, enhancing transparency, and expanding regional production. These actions support a more resilient, ethical, and lower-emission value chain.

## CODE OF CONDUCT

Our suppliers are required to sign Eichholtz's purchase agreement, which explicitly references the Supplier Code of Conduct and the Ethical Trading Initiative Base Code. Compliance is monitored through Amfori BSCI audits, ensuring high social and environmental standards are met.

## SUPPLIER SELECTION

Eichholtz is actively working to integrate ESG criteria into its supplier screening process. While onboarding to BSCI remains a challenge for some partners, regional sourcing is expanding to include Poland, Romania, Turkey, and new suppliers in the U.S. and Mexico.

## POSITIVE ACTIONS

To reduce supply chain risks and emissions, Eichholtz is nearshoring production and establishing a consolidation hub in the APAC region. The team conducts annual supplier visits and quarterly alignment meetings focused on health, safety, and compliance. Suppliers are supported through the BSCI platform and evaluated against 13 Social Performance Criteria.

*Through nearshoring, audits, and stronger agreements,  
we're building a supply chain rooted in ethics, transparency, and long-term resilience.*

# EICHHOLTZ

## CONTACT DETAILS

For further information or any questions concerning the eichholtz ESG policy please get in touch with our team:

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