

## ISKU ENVIRONMENTAL POLICY

ISKU's environmentally responsible operations and their continuous improvement are based on the expectations of customers and other interest groups as well as exceeding the requirements of environmental regulations and legislation. We manage and control our environmental work through a certified environmental management system (ISO 14001) and a certified PEFC system that guarantees that the timber we use meets the requirements of legislation for forest management. Our operations are based on internationally recognised sustainability guidelines and principles, such as the UN 2030 Agenda for Sustainable Development and the UN Guiding Principles on Business and Human Rights. ISKU has joined the United Nations Global Compact corporate responsibility initiative. By participating in the initiative, we want to demonstrate our strong commitment to the UN Sustainable Development Goals and the ten principles of the Global Compact.

We offer customers comprehensive facility solutions and services that take into account the environmental impacts of the entire life cycle of products, from raw materials to recycling. Well-designed, timeless, high-quality furniture and fixtures that stand the test of time, and wear and tear. ISKU's high quality always includes environmental responsibility.

We set strategic environmental targets for our operations each year and measure our progress. We develop our activities to achieve our targets. To achieve these targets, we have taken and will continue to take measures such as using renewable energy sources and improving energy and material efficiency.

Consideration of environmental issues is part of every ISKU employee's job description. We expect our contract partners and suppliers of goods and services to act in an environmentally responsible manner.

ISKU's environmental policy applies to all business units belonging to the Isku Group (Isku Interior Oy, Isku Koti Oy, Isku-Yhtymä Oy and Isku Invest Oy).

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Seppo Vikström  
Chair of the Board of Directors  
Isku-Yhtymä Oy



Mikko Hämäläinen  
CEO of Isku Group