

LD Seating

Environmental Statement

2024



An updated Environmental Statement in compliance with Regulation (EC) No 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

Contents

0. INTRODUCTION	3
1. COMPANY IDENTIFICATION INFORMATION	4
2. SUMMARY OF ACTIVITIES	6
3. INTEGRATED MANAGEMENT SYSTEM.....	7
3.1 The company’s certificates	8
3.2 Integrated system policy	8
3.2. Description of the environmental management system.....	10
3.2.1 Planning.....	11
3.2.2 Employees	11
3.2.3 Internal audit.....	12
3.2.4 Monitoring	12
3.2.5 Review	13
4. ENVIRONMENTAL ASPECTS.....	14
5. TARGETS AND PROGRAMMES	18
6. ENVIRONMENTAL PROFILE	20
6.1. The company’s surface area	20
6.2. Energy.....	20
6.3 Materials	21
6.4 Water	21
6.5 Waste	22
6.6 Emissions.....	23
6.7 Core indicators	28
7. LEGAL AND OTHER REQUIREMENTS.....	28
8. VERIFYING COMPANY	30
9. APPENDICES	30

0. INTRODUCTION

Dear business partners, colleagues and fellow citizens,

we would like to present to you LD Seating s.r.o. as an important seating furniture manufacturer. In the following Environmental Statement we would like to inform you about our behaviour and impact in the area of environmental protection and improvement.

It is our voluntary decision to accede to meeting the requirements of international environmental standards.

In meeting our customers' requirements we focus on fulfilling our obligations, which, apart from customers' requirements, include legal regulations concerning the environment and occupational health and safety as well as other stakeholders' requirements. We are also trying to influence our suppliers of processes, products and services in this area.

Elegance

Timelessness

Comfort

Originality

These four aspects characterise our products.

We follow the trends set by designers. We are inspired by them but at the same time we keep our products ergonomic. We know how important it is to choose the right seating furniture for a particular place because even seemingly small details, such as colour and design, may contribute to the overall atmosphere of the interior. That is why our products are variable and you can choose components according to your needs.

Our company has been an important part of the Boskovice region for twenty years – and our furniture is guaranteed to be with you for many years as well, without its quality changing.

Ing. Jitka Hurábová

Executive Director



This Environmental Statement will be updated in September 2024 at the latest.

1. COMPANY IDENTIFICATION INFORMATION

LD seating s.r.o. is a leading office seating furniture manufacturer in the Czech Republic and in Central Europe.

In 1993, a sales and manufacturing company focusing on seating furniture was founded in Boskovice, about 40 kilometres north of Brno. Throughout the years, as domestic customers' demand for quality office seating furniture increased, LD seating s.r.o. became strictly a manufacturing company with its own development and modern manufacturing and logistics facilities and established itself as the elite of office seating furniture production in the Czech Republic.

Since its beginnings, LD seating s.r.o. has focused particularly on the domestic market. It gradually became one of the most important manufacturer of office and meeting room chairs in the Czech Republic. Chairs with the LD logo are now offered by the majority of distinguished companies in the area of office interior design and furnishing.

At present, LD seating s.r.o. belongs among leading seating furniture manufacturers in Central Europe.



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The company's purpose of business activity is confirmed in its trade licences and registered in the Register of Companies with the **Regional Court in Brno, section C, file 75322**, where the company's following lines of business are listed:

- Production, trade and services not listed in Appendices 1–3 of the Trade Act

The organisation's main activities are:

- Manufacturing and repair of upholstery products;
- Wholesale and retail;
- Technical services.

LD Seating	Name of document:	Document no.
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	Page: 5/31	

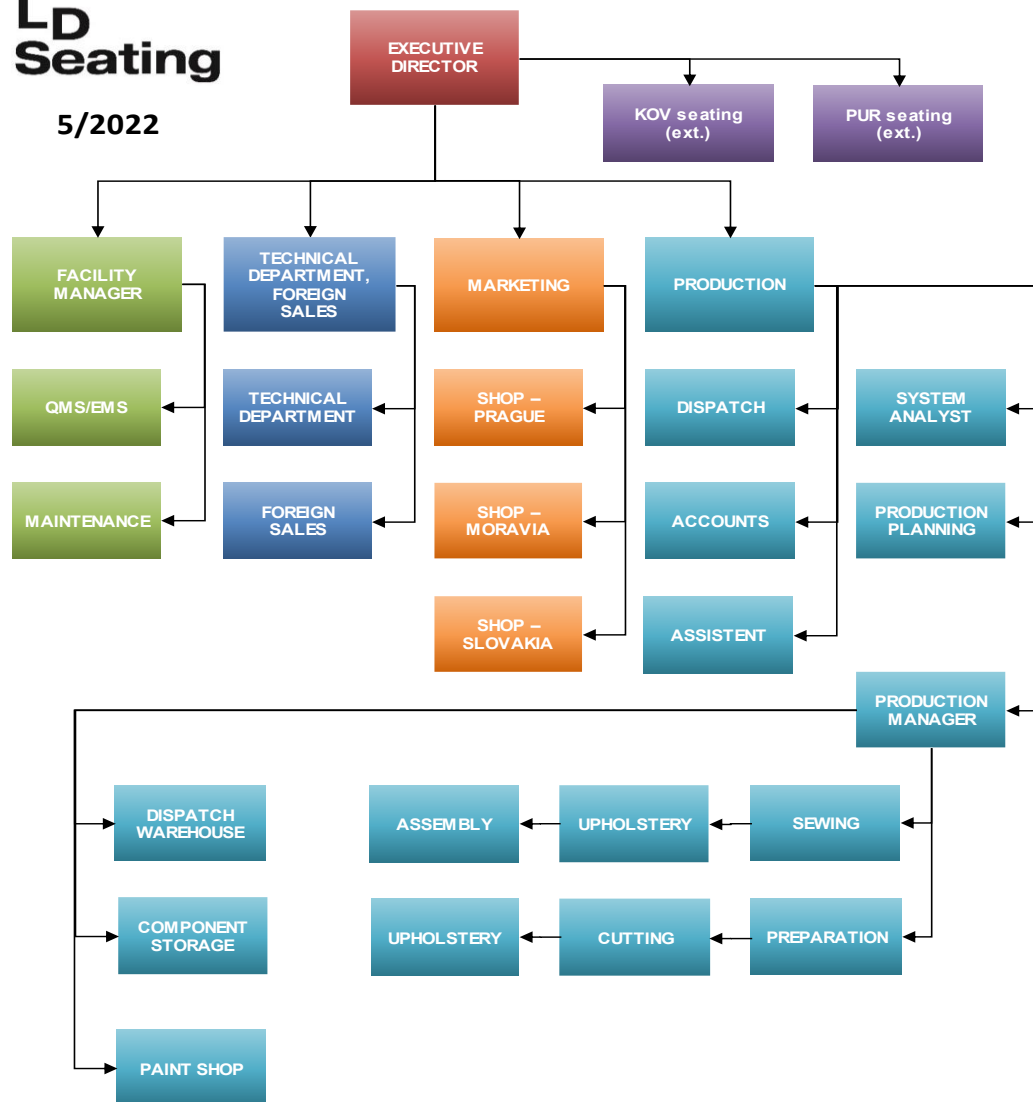
The EMAS includes office chair manufacture (CZ-NACE 3101).

More information can be found on the company's website: www.ldseating.com

Organisation chart

LD Seating s.r.o. is located in Boskovice, Czech Republic. There are two subsidiaries on the premises, working exclusively for the parent company: KOV Seating s.r.o. (metal parts and frames manufacturer) and PUR Seating s.r.o. (seat foaming).

5/2022



2. SUMMARY OF ACTIVITIES

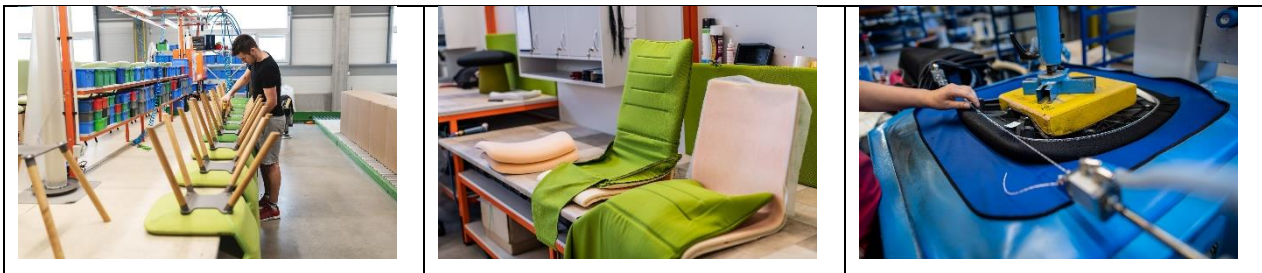
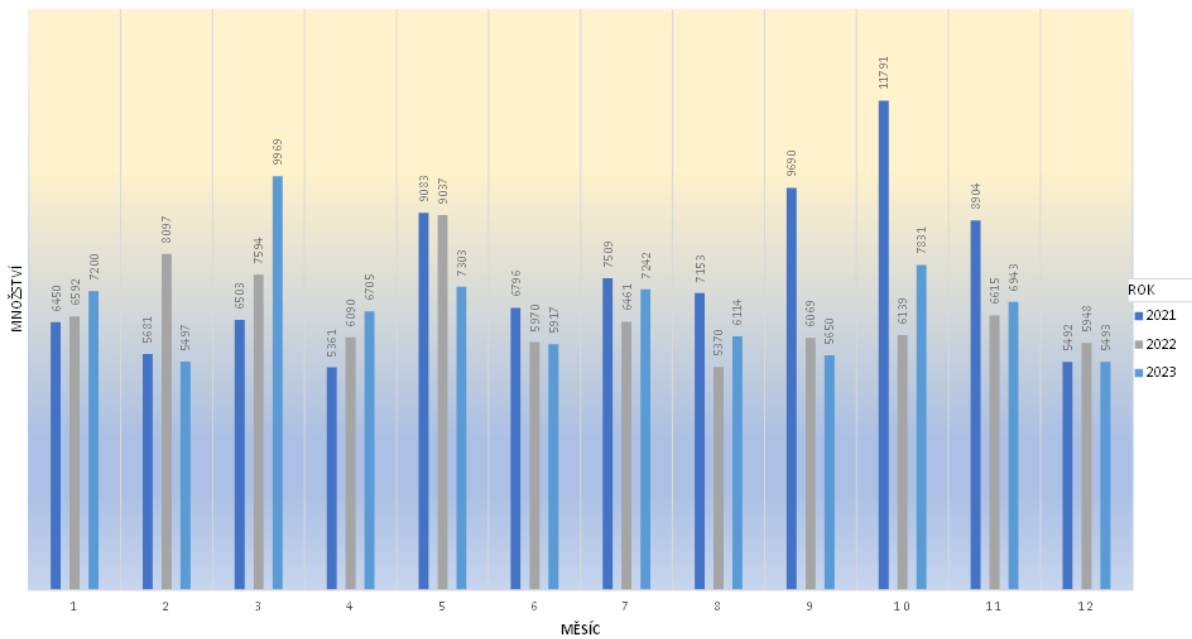
LD Seating s.r.o. makes and assembles seating furniture.

The product lines are office chairs, meeting room chairs, conference chairs, Lounge and modular furniture and Cafeteria.

Each product line consists of several model lines and the range of products is multiplied by the options of upholstery materials, accessories, etc.

The numbers of chairs ordered in the past three years are shown in the following chart.

OBJEDNANÉ ŽIDLE 2021/2023



Although a large part of work can be automated, handwork is still irreplaceable in sewing and upholstery and partly in cutting.

3. INTEGRATED MANAGEMENT SYSTEM

The adoption of the integrated quality and environment management system is the company's strategic decision. The drafting and application of the integrated organisation system are influenced by changing needs, particular objectives, provided products and services, organisation processes, size and structure and environmental aspects.

The implementation of the system is adapted to the context of the organisation with regard to possible risks, the needs and expectations of customers and other stakeholders and to the needs of higher environmental performance.

The company has been ISO 9001 certified since June 2009 and ISO 14001 certified since June 2011.

3.1 The company's certificates



3.2 Integrated system policy

The integrated policy (Quality and Environment Policy) is a strategic document defining the essential rules of quality and environmental management. It is binding for all workers and it defines their behaviour in

carrying out all the processed that affect the resulting production quality and the relationship to the environment.

The environmental part of the policy corresponds to the company's nature, scope and environmental aspects of all its activities. The environmental part of the policy includes a commitment to protect the environment, a commitment to meet binding obligations and a commitment to keep improving the management system for higher environmental performance.

The current version of the integrated policy, dated 16 May 2023.

Our company's essential credo is to be the best-selling and the best medium-category office chair manufacturer in the Czech Republic and Slovak Republic and a respected manufacturer abroad as well. In the long term, the range of products should mainly consist of such products that have been developed by the company, i.e. products that are unique and unmistakable on the market.

The best in the Czech Republic and Slovak Republic means high-quality, timeless design, high utility value of products, complete range of products for offices and adjacent spaces, customer service and image on the domestic market. To be a respected market leader with its own specially designed products.

To be respected abroad means to be a generally known manufacturer that is considered to be a high-quality alternative to local or other respected manufacturer of the same products. An important element in this aspect is cooperation with renowned international designers.

The quality of the products is proved by a product certificate. The products are tested by TÜV Rheinland LGA Products GmbH, Germany, where they are GS-certified after passing the test.

To us, quality does not mean only the quality of our products but also of related services consisting in professional consultancy – we can recommend to the customer a product meeting their expectations – and in convenient cooperation with us (order confirmation within 24 hours with information about exact delivery time, product delivery to the customer, and immediate complaint handling. Our customers' needs are perceived as inspiration for the development of our products.

We are a reliable partner for our customers. That is thanks to keeping a stable range of products, meeting delivery deadlines and the constantly high quality of our products.

Our processes are managed efficiently and are permanently improved:

- *We meet the requirements of all applicable laws, regulations and rules as well as any other requirements related to product quality and environmental protection.*
- *We prevent pollution of the individual parts of the environment and keep the consumption of resources low by choosing environment-friendly technologies, materials and processes.*
- *We periodically assess environmental and safety risks, determining their seriousness and manners of dealing with them.*
- *We raise and deepen our employees' awareness of the relations between the company's activities and their particular work with regard to the quality and protection of the environment.*
- *We require that our business partners have an active approach to the quality and protection of the environment.*
- *When implementing new technology, we assess its impact on the environment.*
- *We create conditions for communication and cooperation within the company, with stakeholders and state administration.*
- *We monitor and regularly evaluate the company's profile with regard to economic and environmental results and take measures to improve it.*
- *We consider our ability to produce as many of our components as possible in our own facilities to be part of the company's self-sufficiency and of its environmental policy. Therefore, the company does minor woodworking and its parts are also its own metalworking facilities as well as production of shaped polyurethane foam products.*

The quality and environment policy is reviewed by company management annually from the point of view of suitability and of being up-to date. The integrated policy is also reviewed after crucial organisation changes.



3.2. Description of the environmental management system

For successful application and maintenance of the integrated system, our implementation team created documents defining the ways of meeting the requirements of ČSN EN ISO 9001:2016 Quality Management Systems and ČSN EN ISO 14001:2016 Environmental Management Systems:

- 1) Integrated system manual, process maps
- 2) Environmental management system
- 3) Working procedure: for individual products and other related forms and records

The integrated management system minimises adverse impact of the company's activities on the environment, determines effective environmental programmes and methodologies of their assessment in order to prevent pollution and to permanently improve the integrated management system.

Another purpose is to make all of the company's operations and activities be in compliance with the requirements of applicable laws and related regulation in the area of environmental protection and to determine applicable rules and responsibilities for all the environmental aspects resulting from the operations and activities. That concerns especially the following environmental areas:

- air protection;
- water management;
- waste management;
- packaging management;
- using chemicals and mixtures;
- preparation for emergencies.

The organization structure including the Competence Matrix in related documents contains a clear hierarchy of authorisations and responsibilities to which the responsibility for environmental behaviour corresponds because responsibility for environmental behaviour is inseparable from the responsibility for activities performed.

3.2.1 Planning

In planning the integrated quality and environmental management system, the company management focuses on determining organisational, personnel, technical and financial resources necessary for achieving the goals of quality and environmental goals. That means a clear definition of the terms “quality” and “environment,” the rules for their fulfilment and checking the results achieved.

As regards environmental system, the Register of Environmental Aspects (see Chapter 4) includes those parts of the company’s operation and activities that are related to significant environmental aspects in accordance with the Integrated Policy and with the company’s objectives for the particular period.

The company plans its activities by determining procedures in which operation criteria, responsibilities and competences are stated in order not to endanger the environment and to minimise any environmental impact. The planning from the point of view of the environment also includes purchase, where the objective is to use such products and services that do not have a negative impact on the environment. The purchasing officer makes sure that purchased materials and services comply with the determined environmental requirements.



3.2.2 Employees



The employees who do work that influences product quality and environmental performance are competent due to proper education, skills and experience.

The company secures adequate personnel and human resources management is viewed as a crucial tool for increasing the company’s performance, economic success and environmental performance.

Company management organises and assesses all activities related to planning, procuring, deploying, evaluating and remunerating employees. In order to increase employees’ competence, there are training courses, education and preparation for workers as well as courses providing the development of professional and managerial capabilities of the company’s executives according to the Training Plan for the calendar year.

A person in charge informs the personnel working for the company or on the authority of the company about the following:

- The importance of compliance with the quality and environmental policy and with the procedures and requirements of the integrated management system;
- Relevant quality and environmental objectives;

- Important environmental aspects and related existing or potential impact connected with their work and about the environmental benefits of improved personal performance,
- Their tasks and responsibility in terms of compliance with the integrated management system requirements.
- Potential consequence of not adhering to determined operation procedures.

3.2.3 Internal audit

The company (person in charge) arranges for regular internal audits in order to determine whether the ISM:

- complies with planned activities and with the requirements of ISO 9001 and ISO 14001 standards and with the EMAS requirements.
- is effectively applied and maintained.

Usually, the objective of the audit is to verify the functionality of the system, process, product quality and environmental performance, whether the documented procedures are correctly, efficiently and effectively implemented and whether they might need to be reviewed in certain areas. The internal audit also focuses on checking the efficiency and effectiveness of the system and contributes to its continuous improvement.

The check is based on annual audit plan as a systematic and system activity or on special requirements caused, for example, by:

- findings from previous (internal or external) audits
- sudden changes of product or service quality
- changes of environmental obligations
- a change of a product provided
- a change of organisation structure
- a change of supplier

Each integrated management system activity, in relation to the requirements of ISO 9001 and ISO14001, is a separate subject of audit, which is planned in the Audit Programme (mostly annually).

3.2.4 Monitoring

Environmental system monitoring and measuring is part of the documented "SME Management" procedure, where individual types of monitoring are described.

The results of monitoring are evaluated annually within the Integrated System Review (see section 3.2.5).

The following is performed by the company:

- comparison of environmental data found with applicable limits if they are determined by legal requirements (pollutant emissions, water sample analysis, etc.);
- records of environmental aspects whose limits are not stated by legal regulations (waste records, fuel consumption, etc.);

- measurement based on the operating requirements of technical facilities if they are stated in the operation documents;
- recording of non-compliance and emergency situations (accidents, etc.).

Type of monitoring and measuring	Date (frequency)	Evaluation criterion	Record
Internal EMS audits	Annually	Number of deviations max. 1	Audit report
Fulfilling goals and programmes	Annually	Unfulfilled goals max. 30%	Target register
Preparedness for emergencies. (number of EMS incidents)	continuously upon occurrence	number of incidents max. 0	Records of non-compliance
Number of environmental complaints	continuously upon occurrence	number of complaints max. 0	Records of non-compliance
Compliance with legislation	Annually	number of non-compliances max. 0	External documents registration – report for review
Consumption – DRINKING WATER	monthly	Consumption level Increase in month-to-month consumption by more than 20%	Water consumption records (accounting)
Consumption – ELECTRICITY	monthly	Consumption level Increase in month-to-month consumption by more than 20%	Power consumption records (accounting)
Consumption – GAS	monthly	Consumption level Increase in month-to-month consumption by more than 20%	Power consumption records (accounting)
Production – WASTE	Continuously on invoice receipt	Amount of waste depends on volume of orders max. 1,500 kg O max. 500 kg N	continuous waste record keeping, annual report, waste take-back
Production – PACKAGING	4 times a year	waste volume (t) max. – depends on volume of orders	EKOKOM report
Consumption – fuel	monthly	volume (l) max. - ... l of fuel	accounting
Measurement of emissions of mobile pollution sources	MOT according to vehicle registration document	unsatisfactory emissions max. 0	Vehicle registration document
Records of chemicals	Annually, and on purchase of new chemical substances and compounds	Unrecorded chemical substances and compounds, outdated safety data sheet max. 1	Records of chemicals and compounds, list of products

3.2.5 Review

Company management reviews the integrated system annually. The subject of the review is the assessment of efficiency and effectiveness of implemented system tools. In the event of performed or planned changes, management members check whether such changes have disrupted or will disrupt the implemented management system and they define the scope and manner of the procurement of resources (financial, organisational, personnel, technical) for changes that are being prepared.

The review includes especially the following areas:

- status of measures resulting from previous management system review;
- changes of internal and external aspects relevant for the ISM including its strategic focus;
- stakeholders' needs and expectations, including binding obligations;
- significant environmental aspects;
- information about performance in quality and environment, including trends;
- suitability of sources for maintaining an effective ISM;
- performance of processes and product and services compliance;
- adequacy of sources;
- effectiveness of measures taken for risk and opportunity handling;
- new potential opportunities for continuous improvement.

4. ENVIRONMENTAL ASPECTS

The organisation has and maintains a procedure of identification of environmental aspects of products, activities and services. The purpose of the identification is to find out about the situation in the organisation's environmental behaviour.

Environmental aspects are determined that have or may have a significant impact on the environment. Significant environmental aspects; are taken into account in setting environmental targets and programmes. The company periodically assesses and updates the environmental aspects because there are changes in its activities and services as well as in legal and other requirements.

The basis for the environmental aspects identification is an analysis of all LD Seating's activities and an assessment of whether they have or may have an impact on the environment. This identification is based on the assessment of the flow of both desired (materials, services, etc.) and undesired (emissions, waste, etc.) materials, energy and products. The activities and their environmental impact are assessed in relation to common operating conditions and to the possibility of emergency situations (such as accidents, natural disasters, shutdowns, special modes, etc.). Environmental aspects and their impact on the environment are determined for all of the company's activities and services. The identification is performed for previous, present and planned activities, including planned activities and services.

For each environmental aspect, it is found out whether there is a legal or similar requirement and whether the environmental aspect and its impact is not contrary to such requirements.

Assessment of aspect significance

Each environmental aspect is classified (1–5) according to these criteria:

I. Compliance with requirements (laws, government decrees, regulations, other requirements of local nature):

- 1 = Requirements (compulsory training, measurements, etc.) are fully met.
- 2 = Requirements are met with some exceptions.
- 3 = Compliance with legal requirements is on the borderline.
- 4 = Compliance with legal requirements is under the borderline.
- 5 = Legislation requirements are not met.

II. Frequency (frequency in normal operation, probability of occurrence in emergency situations).

- 1 = Does not occur.
- 2 = Rare
- 3 = Occasional
- 4 = Frequent
- 5 = Permanent

III. Significance of environmental impact (pollutant harmfulness, number of pollutants, extent of persistent effects of damage to the environment):

- 1 = Insignificant
- 2 = Minor or easily removable
- 3 = Temporary, of local character
- 4 = High
- 5 = Permanent or large

Significance, i.e. the total (accumulated) environmental impact is stated as the **product of the classification points** of the criterion. According to their number of points, environmental aspects and their impact are classified as:

- **Insignificant (I) – up to 12 points**
- **Significant (S) – 12 or more points**

Insignificant (I) – impact of activities, products and services that do not, according to current knowledge and information, cause any damage to the environment or only cause minimum or easily removable damage to the environment.

Significant (S) – impact of activities, products and services causing damage to the environment; the pollutant is high-risk and there is a threat of higher occurrence even though necessary legal requirements have been met. Significant aspects automatically also include those aspects with which – temporarily or if older technical facilities are used – legal requirements are not fully met (even if an exemption is granted) or stricter requirements are expected.

The Environmental Aspects Register (EAR) whether the aspect is measured or monitored in order to examine the aspects behaviour in time or compare it to the target figures that are to be achieved. The requirement for measuring and/or monitoring the aspects is based especially on binding obligations.

Activity / operation / facility	Aspect	Monitoring / measuring	Target, measure
Office work	Paper usage (printing, photocopying)	Record keeping	Economical operation (printing), waste separation
	Fluorescent lamps – hazardous waste	Record keeping	Deposition, contract on waste collection
	Toner	Record keeping	Take-back
	Electricity consumption	Record keeping	Consumption monitoring, following trends, checking whether appliances are turned off
	Drinking water consumption	Record keeping	Consumption monitoring, following trends, checking water taps
	Electronic waste, batteries	Record keeping	Keeping records of electrical appliances, transport to collection point
	Waste water	No	Contract with water and sewerage company, employee training – using chemicals
	Gas – consumption	Record keeping	Consumption monitoring, following trends
	Gas – emissions into air	Record keeping	Chimney inspection, combustion efficiency
	Use of chemicals – cleaning	Record keeping	Records of chemicals, safety data sheets, employee training
	Plastics	Record keeping	Waste separation, contract on waste collection
	Municipal waste	Record keeping	Waste separation, contract on waste collection
	Fire hazard	yes	Fire prevention training
Transport	Cars – noise emissions	Yes	Regular servicing and MOT
	Oil and fuel leaking	Visually	Regular servicing, random leakage checks
	Cars – emissions into air	yes	Regular servicing and MOT
	Fuel consumption	Record keeping	Consumption records, driver training
	Tyres	Yes	Tyre service, regular tyre change, driver training
	Car batteries	Yes	Only servicing
	use of chemicals – oil, fuel	Record keeping	Records of chemicals, safety data sheets, employee training, PPE
	Possibility of accidents	Yes	Driver/ officer training
Production	Hazardous waste production	Record keeping	Waste separation, contract on waste collection

	Electricity consumption	Record keeping	Inspection, environmental measures – objectives
	Water consumption	Record keeping	Inspection
	Use of chemical	Record keeping	Records of chemicals, safety data sheets, employee training, PPE
	Plastics (waste)	Record keeping	Waste separation, contract on waste collection
	Noise emissions	No	PPE
	Dust emissions	No	Training, regular cleaning
	Fire hazard	yes	Fire prevention training
Indirect aspects	Visitors	Yes	Accompanying persons, training, rules
	Suppliers, customers – transport	Yes	Training, rules, contract
	Employees’ own vehicles	No	Use of public transport recommended

The environmental aspects are described in detail in the Environmental Aspects Register (see Appendix).

The EAR is updated on the following occasions:

- If existing aspects or their assessment have been changed (e.g. as a result of changes to activities or changes of inputs in oil purchase and delivery, minimisation of environmental impact as a result of measures taken, assessment of emergency situations, etc.,).
- If there are new environmental aspects as a result of extending / downsizing the company's activities.
- Upon a change of binding obligations.
- Based on findings of audits, inspections and management review results.
- Regular EAR inspection with regard to a need for changes is carried out at least once a year (within management review). The record of this inspection is included in the review report.

“Environmental non-compliance” is dealt with in relation to the environmental aspects. Environmental non-compliance includes:

- Prescribed limits not observed;
- Operation conditions resulting from decisions of state administration bodies not met;
- Operation conditions resulting from non-compliance with legal regulations not met;

If, in spite of all the efforts focused on improving the company’s environmental profile, there is non-compliance of activities, production processes or integrated system, it is identified and recorded and measures are taken to solve it. Activities where environmental non-compliance is identified, kinds of non-compliance, records and employees appointed to deal with non-compliance are listed in the following table:

Process	Non-compliance	Recording	Non-compliance managed by
Operation management	Hazardous and harmful substances leaking	Records of non-compliance	TE
Operation management	Fire	Records of non-compliance	RS
Operation management	Petroleum product leaking	Records of non-compliance	RS
Operation management	The company’s activities are not in compliance with legal regulations and other requirements.	Records of non-compliance	MKE

For cases of environmental non-compliance, the company has procedures of Preparation for and Response to Emergencies in place in order to mitigate undesired environmental impacts. They include especially the following measures:

- The facilities where harmful substances are used, collected, stored, processed or transported are placed in such a way that the harmful substances are prevented from leaking.
- Relevant working procedures are determined.
- Such facilities or devices are used that are suitable in terms of environmental protection and conform to applicable laws and regulations.
- Relevant inspection system is in place.
- Regular monitoring and inspections are performed.

5. TARGETS AND PROGRAMMES

The organisation sets integrated quality and environment targets for respective functions, levels and processes. The targets are always described in detail and take into account both present and future needs of the company and of the market.

The targets are usually set annually by the directors' decision in the form of a document called "Targets and Programmes Register for (*year*) and all employees are informed about them.

Every goal has its own card stating, for example, the target meeting schedule, target value and sources for achieving the target value (in compliance with ČSN EN ISO 14001).

Last year's targets:

Optimisation of logistics and its capacities to simplify production flow:

- Complete new hall for manufacturing polyurethane shells by 12/2023.

- Put into operation the company's own testing facility for internal quality inspection (decreasing amount of transport), deadline: 12/2023.

Reducing the environmental impact of production

- Purchase and commission photovoltaic panels for energy self-sufficiency, deadline: 12/2023.
- Complete replacement of conventional lightning sources for LED (85% currently completed), deadline: 12/2023.



Evaluation:

The new polyurethane production shop was finished at the end of 2023. During January and February, machines were moved and storage spaces furnished (shelves had to be purchased and prepared; wiring for the moved machines had to be completed). Operation in the new hall began in March.

The testing facility for internal quality inspection was successfully put into operation. The testing facility has been more or less permanently in operation since then, testing new components or new products before they are put into production.

The photovoltaic panels were also put into operation and as a result, there has been a significant decrease in electricity purchase in all facilities. We also completed the transition to LED lights in all parts of the production facilities.

General and specific goals for 2024:

Optimisation of logistics and its capacities to simplify production flow:

- Moving the gluing section into the premises of the former foaming hall 12/2024 (to improve production logistics flow)
- Moving the large furniture upholstery section into the former gluing hall, deadline: 12/2024 (enlarging handling space for production operators).

Reducing the environmental impact of production

- As efficient use of photovoltaic panel electricity as possible for all production unit buildings 12/2024

The sources of individual targets are defined by the 2024 financial plan.

The person in charge of the targets is Director Igor Huráb.

6. ENVIRONMENTAL PROFILE

The core indicator expressing the annual reference figure for core indicator assessment is the number of chairs ordered. Graphical representation of the rate of total annual inputs/outputs and annual reference figure is included in section 6.7. *An interesting trend for 2023 is a lower number of chairs ordered and higher revenue. That is caused by more expensive products being ordered, so it is a positive trend for us.*

	2020	2021	2022	2023	Change on last year's figures [%]
Company revenue [CZK]	317,094,542	343,165,117	406,747 000	?????	????
Number of chairs ordered [pcs]	82602	90414	79982	81852	+2.28 %
Number of employees	101	102	120	125	+4%

6.1. The company's surface area

LD Seating's surface area is 32,100m², of which 67% is built-up area and the remaining 33% is not built up.

Area type	Surface area [m ²]				Change, compared to last year [%]
	2020	2021	2022	2023	
Total area	27,100	27,100	27,100	27,100	0%
Built-up area	15,250	18,250	18,250	18,250	0 %
Natural area	1,923	1,923	1,923	1,923	0%
Roads, car parks	9,927	6,927	6927	6,927	0%

A new production shop for our subsidiary, PUR Seating, was completed at the beginning of 2024. The hall has been in operation since March 2024.

6.2. Energy

The company uses electricity and gas for its operations.

Electricity is used for powering sewing and cutting machines, handling of auxiliary mechanisms in production, and for lighting. Gas is used for heating kilns in the paint shop, building heating and water heating.

	2020	2021	2022	2023	Change, compared to last year [%]
Electricity [MWh]	435	495	488	533	+ 8.4%

Gas [m ³]	47509	48326	46983	51316	+8.4 %
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The increase in electricity consumption is currently a marginal problem for LD Seating because the company's costs of electric power have been decreasing significantly thanks to the photovoltaic panel system.

6.3 Materials

Packaging management follows the manufacturer's instructions on the packaging. Packaging of hazardous or harmful substances is treated as hazardous waste.

The principles that are observed in handling hazardous substances and compounds are based on the instructions in the safety data sheets for such substances; in the event of retail packages of chemical substances and compounds used by the company, detailed information is available on the packaging.

The company is registered with EKOKOM, registration number: EK-F00130067 (<https://www.ekokom.cz/>)

We use the following materials for manufacturing our seating furniture:

	2020	2021	2022	2023	Change, compared to last year [%]
Steel [kg] (frames, etc.)	201456	197929	184395	314702	+ 64%
Fabric [m]	71123	74706	65684	71581	+8.2 %
Leather [m ²]	7289	7074	5936	3133	-47.5%
Glue [kg]	10520	13480	10970	14824	+25.9%

In our production, we use chemical substances and compounds, especially glue (see table), and cleaning agents for fabric and leather.

Since 2023, more precise method is used to calculate steel consumption. Among other things, inserts sold to PUR seating, s.r.o. are now included in the calculation.

After last year's decrease, glue consumption returned to figures similar to those of 2021, especially due to several large contracts where glued chairs were used. However, we are trying to reverse this trend and use glue as little as possible.

6.4 Water

The company's use of water (from the water mains) and waste water discharge into the sewerage system are contractually arranged with a company operating water mains and sewerage systems, and all provisions of that contract are adhered to. The company uses water for common purposes.

The company does not discharge waste water containing particularly hazardous substances into the sewerage system; neither does it discharge waste water into surface water or use surface or groundwater.

The company's waste water is only sewage water and rain water. Rain water is drained into the sewerage. Waste water is discharged into the sewerage. This is arranged contractually with the company that operates water mains and sewerage systems.

Water is used for technical purposes (paint shop) and for sanitary facilities. Water is drawn from the water mains.

	2020	2021	2022	2023	Change, compared to last year [%]
Water [m ³]	1021	1029	950	1011	+6%

The monitored process is powder coating. Before powder coating, materials are degreased as part of preparation. Rinsing water from the degreasing technology goes through an internal waste water treatment plant. The resulting product can be discharged into the sewerage system (measured / not measured... m³ per year – see section 6.5).

Last year's estimate was correct – due to larger workload, the paint shop's water consumption increased slightly.

6.5 Waste

The company separates its waste as a standard. Some plastics are further separated according to the requirements of the company that processes certain packaging materials, so the amount of waste is reduced. Upholstery fabric scraps are used: our seamstresses make bags of laptop sleeves from them.

Waste disposal is provided by external, certified companies.

The company submits regular reports to the Integrated System of Duties to Report (<https://www.ispop.cz/>)

Waste	2020	2021	2022	2023	Change, compared to last year [%]
Category O [t]	57.9	56.4	72.6	37.55	-45.3 %
Category N [t]	1.8	1.2	1.4	0.81	-40%
Recycled (estimate) [t]	64	61.4	74.29	67.26	-10.2%
TOTAL [t]	123.7	119	148.29	105.62	-8.2%

As expected, the volume of waste was reduced because the largest construction work was finished. The trend of waste reduction should continue next year as no other construction work is planned.

LD Seating s.r.o. produces the following kinds of waste:

Code	Category	Name	Produced by
07 01 04	N	Other organic solvents, rinsing liquids and mother liquor	Paint shop, PUR
15 01 10	N	Packaging containing remains of hazardous substances or packaging polluted by such substances	Regular production
15 02 02	N	Absorbents, filtering materials (incl. unspecified oil filters), cleaning cloths and protective clothing polluted by hazardous substances.	Paint shop
19 02 04	N	Processed waste mixtures containing at least one kind of waste regarded as hazardous	Paint shop
08 02 01	0	Powder coating waste	Paint shop
15 01 01	O	Waste paper and cardboard	Regular production
15 01 02	O	Plastic packaging	Regular production
04 02 22	O	Waste from processed textile fibres	Regular production
030105	O	Wood and chipboard	Clearing out premises
19 12 04	O	Plastic and rubber	Regular production
20 01 36	O	Electrical appliances put out of operation	Regular production
20 03 01	O	Mixed municipal waste	Regular production
20 03 07	O	Bulky waste	Clearing out premises
170904	0	Mixed construction and demolition waste	Clearing out premises

6.6 Emissions

Filtered extraction is used in the gluing boxes.

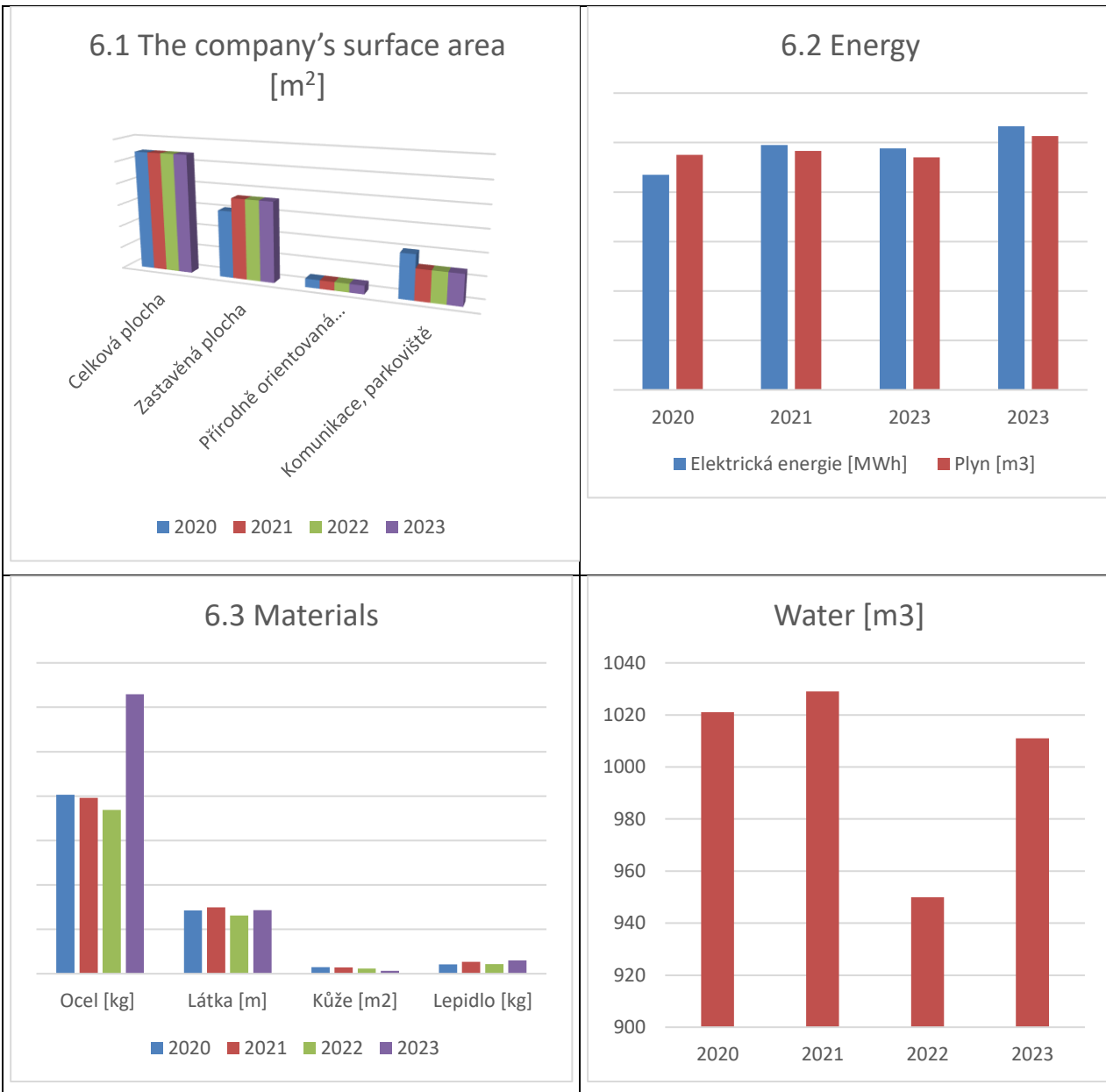
Mobile sources of air pollution (cars) undergo periodic inspections (MOT).

The most significant source of air pollution is the operation of company vehicles.

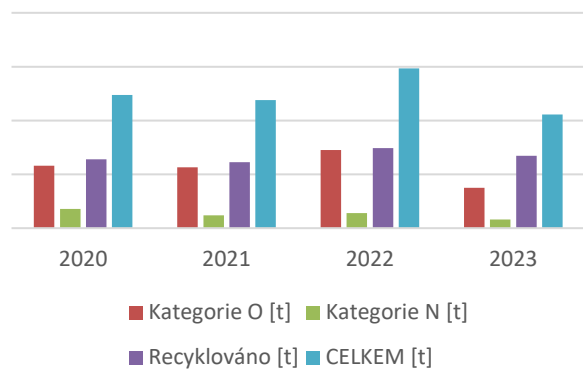
	2020	2021	2022	2023
NO _x [kg] nitrogen dioxide – combustion engines	0.3	0.4	0.4	0.3
Fuel consumption [l]	23,918	22,156	22,367	20,816
CO ₂ emissions (diesel + gas) [t]	50.23 + 99.29	46.53 + 101	59.04+93.96	54.95 + 101.85

Fuel – diesel

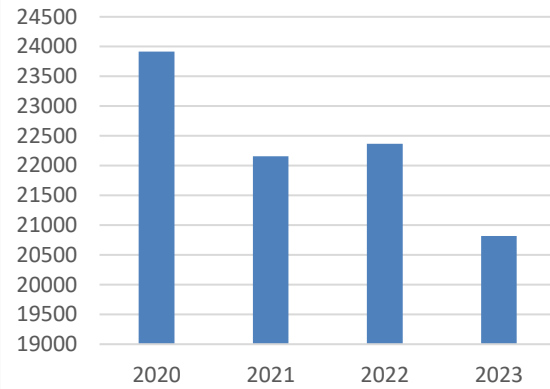
There is a trend of a minor decrease in fuel consumption thanks to modern technology, such as ZOOM, because many things can be done online. This trend should be on an increase.



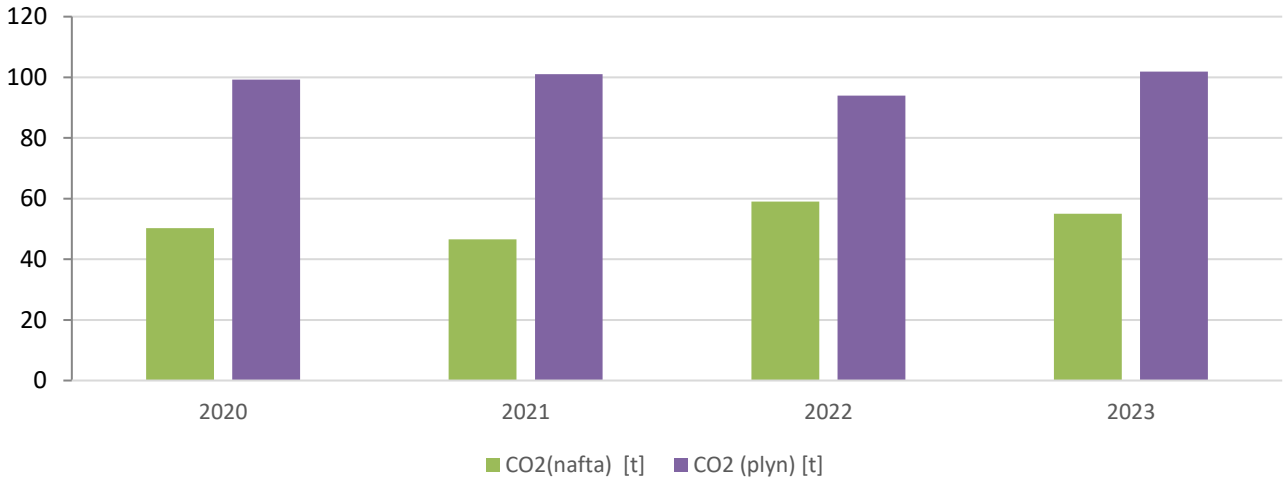
6.5 Waste



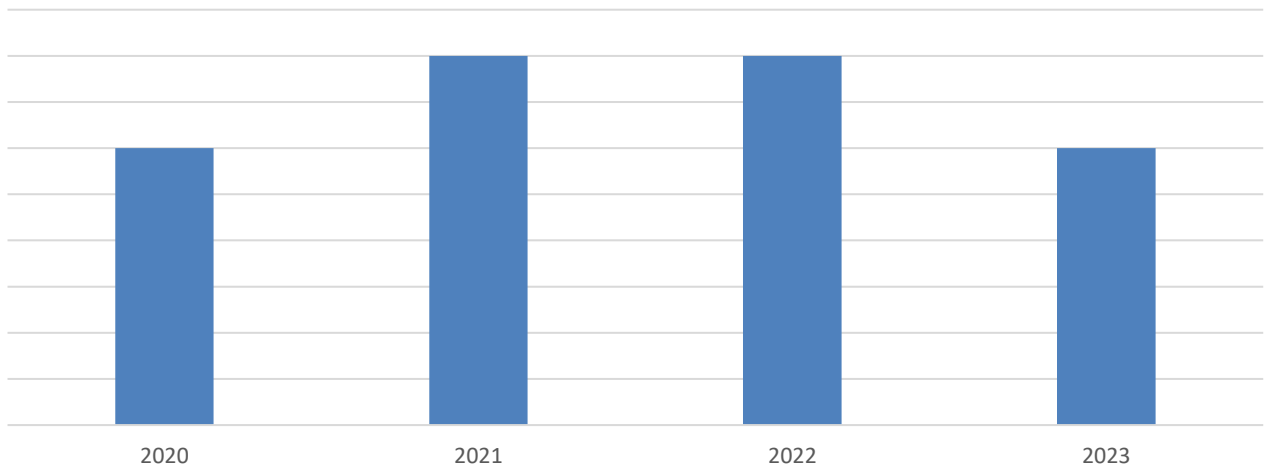
6.6 Fuel [l]



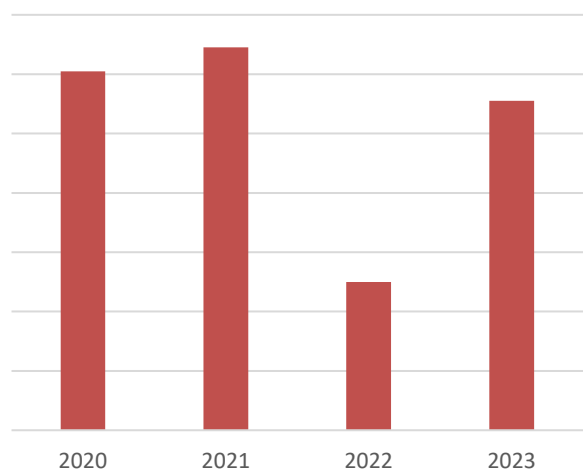
6.6 EMISSIONS - CO₂ emissions; diesel + gas [t]



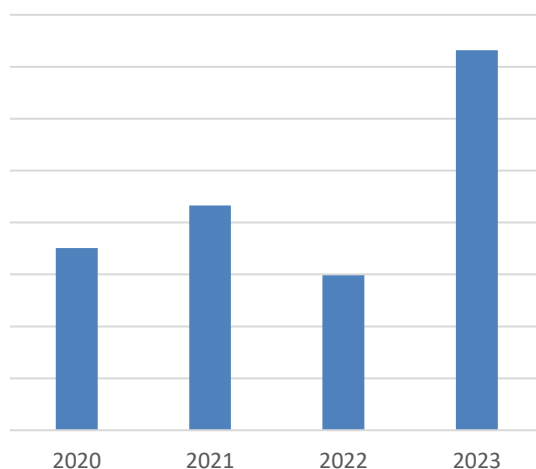
6.6 NO_x [kg] nitrogen dioxide – combustion engines



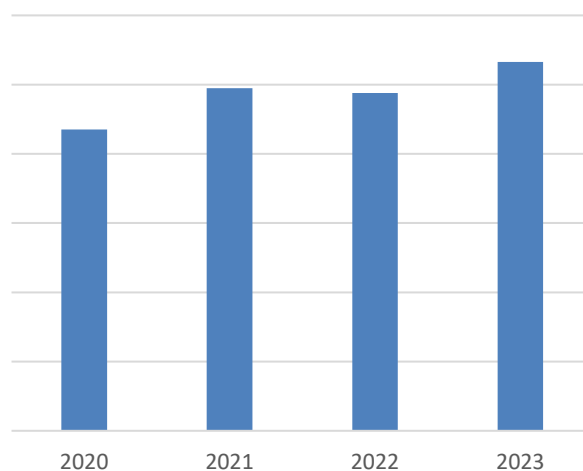
Voda [m3]



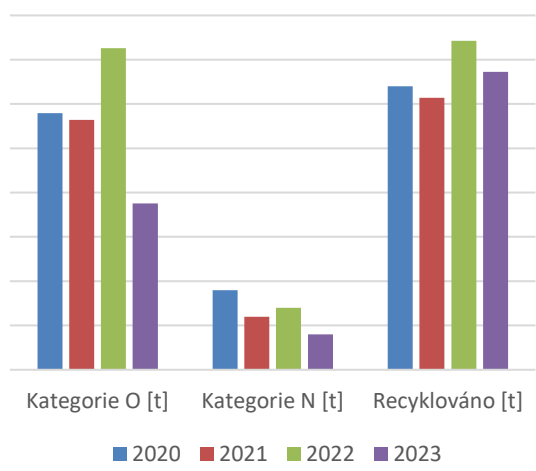
Plyn [m3]



Elektrická energie [MWh]



Waste (t)



6.7 Core indicators

Regulation (EC) No 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS) and Commission Regulation (EU) 2026/2018, Annex IV, requires that the indication of the outputs for which the core indicator figures are stated should be reported as total annual added value in millions of EUR or as annual physical output in tonnes. For the Purpose of its Environmental statement, LD Seating s.r.o. chose its annual output – number of chairs ordered as its outputs.

	2019	2020	2021	2022	2023
Number of chairs ordered (thousands of pieces)	97,607	82,602	90,414	79,982	81,852
Total area	277.64	328.12	299.73	338.83	331.08
Built-up area	131.65	184.63	201.85	228.18	222.96
Natural area	19.70	23.30	21.26	24.04	23.49
Roads, car parks	126.29	83.86	76.61	86.61	84.63
Electricity [MWh]	4,41	5,32	5,47	6,10	6,51
Gas [m ³]	580.12	575.10	534.50	587.42	626.94
Steel [kg]	1921.64	2438.87	2189.14	2305.46	3844.77
Fabric [m]	814.99	861.03	826.27	821.23	874.52
Leather [m ²]	65.80	88.24	78.24	74.22	38.28
Glue [kg]	130.73	127.36	149.09	137.16	181.11
Water [m ³]	10.28	12.36	11.38	11.88	12.35
Category O [t]	0.58	0.70	0.62	0.91	0.46
Category N [t]	0.01	0.02	0.01	0.02	0.01
Recycled (estimate) [t]	0.66	0.77	0.68	0.93	0.82
Total waste [t]	1.26	1.50	1.32	1.85	1.29

The change of core indicators for the total, built-up and natural area and roads and car parks is caused by the “number of chairs ordered” having been chosen as the output. That was lower in 2023. Electricity, gas and steel figures are also higher because of the number of chairs ordered. The use of fabrics, leather and glue is also lower in the core indicators because it is influenced by the number of chairs produced. There was also a decrease in the number of produced chairs for which glue is used. The increase in the volume of waste is caused particularly by the construction of a new production shop and related waste disposal.

7. LEGAL AND OTHER REQUIREMENTS

Requirements that must be met include legislation requirements defined by acts, regulations and government decrees and by state administration bodies’ permission conditions and decisions, as well as requirements stipulated by bilateral agreements and the company’s own environmental standards.

The validity of acts, regulations and government decrees is ascertained by a person in charge in cooperation with an external organisation that provides updated lists of legislation changes in the form of a monthly table called “Records of changes in legislation.” If a particular legislation requirement concerns the company’s activities, information from the updated regulations is transferred into relevant documents. Other requirements concerning the company’s line of business are collected by company management and other persons in charge according to the organisation chart. These are decisions and permissions given by state administration bodies, as well as contracts and orders related to the

environmental system. Documents related to business cases are kept in specific business case files (Orders file, etc.).

A review of all impacts of the binding obligations is performed annually (as part of management review, see section 3.2.5)

The essential legislation requirements regarding the environmental system which are monitored by LD Seating s.r.o. include the following (links to current versions as of the date of this statement):

- 258/2000 Sb. Act on Public Health Protection
- 262/2006 Sb. Labour Code
- 224/2015 Sb. Act on Prevention of Major Accidents caused by certain hazardous chemical substances or compounds, amending Act no. 634/2004 Sb., on Administrative Fees, as amended, (Act on Prevention of Major Accidents)
- 350/2011 Sb. Act on Chemical Substances and Compounds, amended certain acts (Chemical Act)
- 541/2020 Sb. Waste Act
- 542/2020 Sb. Act on End-of-life Products
- 273/2021 Sb. Regulation on Waste Disposal Details
- 254/2001 Sb. Act on Waters, amending certain acts (Water Acts)
- 201/2012 Sb. Air Protection Act
- 257/2012 Sb. Regulation on the Prevention of Emissions of Substances Damaging the Ozone Layer and of fluoridated greenhouse gases
- 76/2002 Sb. Act on Integrated Prevention and Reduction of Pollution, and on Integrated Pollution Register (Act on Integrated Prevention)
- 477/2001 Sb. Act on Packaging, amending certain acts, as amended
- 167/2008 Sb. Act on Environmental Damage Prevention and Remedies, amending certain acts
- 114/1992 Sb. Act on Nature and Landscape Protection

In accordance with its commitment to be in compliance with applicable requirements of binding obligations, the company periodically assesses its compliance.

The company (Quality and Environment Manager) performs the Compliance Assessment at least once a year and the output is a report called "Compliance Assessment." In the event of significant legislation changes, updates are performed immediately, along with assessment of significance and implementation of measures. In this way, the company proves that it has assessed its compliance with binding obligations related to its environmental aspects.

The "Compliance Assessment" table includes binding obligations and states particular section of applicable legislation and their impact on the organisation's activities. The last update was performed on 1 April 2023. The Quality and Environment Manager confirms that all binding obligations have been met.

8. VERIFYING COMPANY

QUALIFORM a.s.

Mlaty 672/8, 642 00

Brno

Accreditation number: CZ-V-5005

9. APPENDICES

- Environmental Aspects Register

Boskovice, 28 August 2024

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Ing. Jan Huráb, Director