

Buro Social Responsibility Statement

July 2024



About this report

This is our third Social Responsibility Statement. We aim to highlight our achievements and continued efforts on social responsibility, as well as our management approaches that support our three primary focus pillars: people, product, and planet. Our stakeholders play a crucial role in these initiatives, contributing to our shared success and progress.



Tara Fowler,
at the Adrenalin
Forest, Bombay.

About Buro

At Buro, we've spent 30 years perfecting the ergonomics, production, and design of workspace seating. We're proud to be one of the most preferred brands for workspace ergonomics in Australasia.

We employ 32 people in New Zealand and Australia, with offices in Auckland, Christchurch, Brisbane, and Sydney. Our team is dynamic and innovative, just like our products and support. We lead the way, constantly challenging ourselves to do things differently and better.

As our people spend more time sitting, working from home or in shared spaces, we ensure our diverse product range meets the demands of the evolving workspace. Our product family includes, Buro Seating, Mondo, Konfurb, and now office pods from Koplus. With around 200 core products, and a multitude of variations and project options in our range, we've been fundamental in creating healthier spaces across various industries including, healthcare, aged care, education, retail, trade and industry, and hospitality.

Through smart ergonomics and internationally-awarded, human-centred design, we provide access to beautiful furniture solutions for almost every purpose, space, and everybody you could imagine. Our range is made from quality materials and certified to international standards of sustainability, safety, and ergonomic quality, ensuring that you've ticked all the boxes when purchasing Buro furniture.

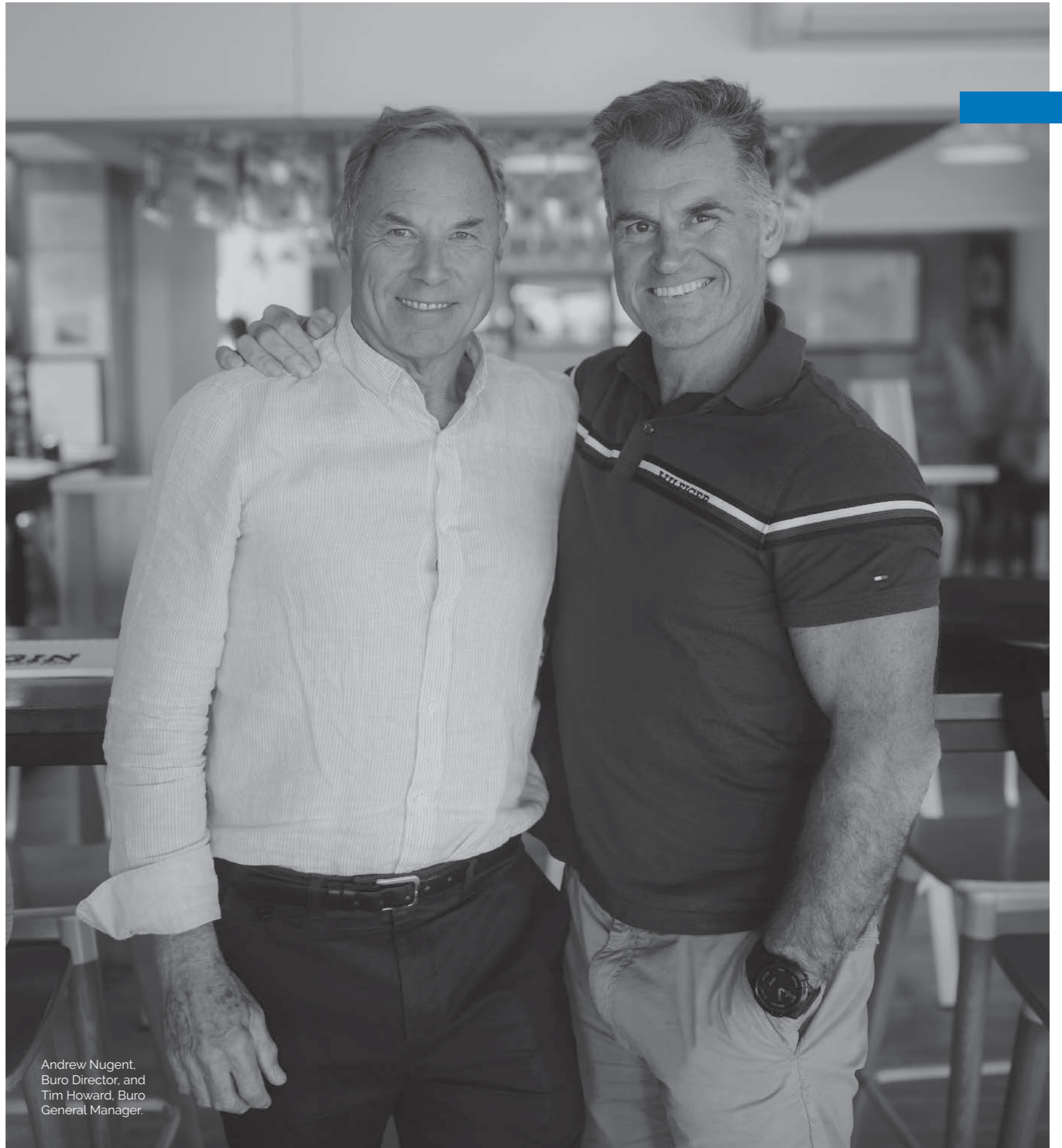
We take our responsibility for our customers' health and wellbeing seriously, striving to help people to work well and live better.



What does Social Responsibility mean to Buro and our stakeholders?

Social responsibility is a self-regulating business model that helps a company be socially accountable - to itself, its stakeholders, and society. By practising social responsibility, we're conscious of our impact on all aspects of society, including economic, social, and environmental.

At Buro, we all recognise we have an essential role in developing our social responsibility commitment, operating framework, and measurement against our goals. It's about acting with integrity, doing the right thing for now and for the future, and being aware of our legacy. It's in our company mission, and it's part of who we are. We are on a journey.



Andrew Nugent,
Buro Director, and
Tim Howard, Buro
General Manager.

Our commitment to Social Responsibility

Three main pillars underpin our Social Responsibility programme:
People, Product, Planet.

Pillar 1 People

Pillar one is people, as they are at the heart of our business. Making a positive impact on people's work and lives is what motivates us every day. We deeply value our team, resellers, and customers.

This People pillar encompasses the entire Buro community, including our team, our customers (both resellers and end-users), our suppliers, shareholders, and the communities in which we operate.

The next 10 pages provide further details of the programmes of work and milestones we have set for each of our initiatives under People, Product, and Planet.

Pillar 2 Product

Pillar two is product, which encompasses a range of initiatives related to the design, manufacture, and supply chain of our products.

For 30 years, we've been committed to crafting high-quality products with a certified 10-year guarantee.

In fact, 10 years is just the beginning for some of our chairs. We regularly refurbish 10-year-old Buro chairs, extending their life cycle and returning them to their owners for another decade of use!

Pillar 3 Planet

Pillar three is planet, which includes a range of initiatives that align with our commitment to sustainability. Ethical sourcing standards have been a longstanding part of our company's mission, and we continue to prioritise this in all our operations.

In addition, we are constantly exploring new ways to reduce our environmental impact. One such initiative is our drive to increase the number of chairs we re-purpose, rather than recycle or dispose of. By extending the life cycle of our products, we aim to reduce waste and minimise our carbon footprint.

Disclaimer (not really)

Buro is a relatively small business. We're not a corporate giant, and we don't have extensive resources to dedicate to our Social Responsibility programme. However, we have a small team of passionate people committed to making a difference every day. We take our Social Responsibility programme very seriously, and every single employee has contributed to this document. They own it and live it. We encourage you to speak to your Buro contact about their vision for social responsibility.

People

Taking care of our team

Our achievements and ongoing efforts:

Health and wellbeing through ergonomics: our business purpose is *Work Well. Live Better.* Our reason for being is to help customers choose the absolute best and fit-for-purpose chair for their health and wellbeing. This is entrenched in our sales, marketing, and training.

Diversity and inclusion: Buro is committed to having a diverse workplace that does not engage in or tolerate discrimination.

Health and safety: the health and safety of our staff is paramount. Buro continuously works to ensure the health and safety of all employees through our policies and procedures. We had no lost-time injuries in the year leading up to March 2024.

The way we work and our values empower the Buro team to play at the edge, connect and collaborate and make it happen.

Staff wellness programme:

This includes the following elements:

- **Flexible work practices:** where possible, Buro supports flexible work practices, including part-time or flexible hours, and flexibility with working from home or the office.
- **Business casual dress:** for optimal comfort while working.
- **Ergonomic chairs:** all staff are provided with ergonomic chairs for the office and for working from home.
- **Flu vaccine:** Buro annually pays for staff flu vaccines.
- **Barista style coffee:** is available in the main offices.
- **Birthday leave:** each staff member is entitled to a day's leave on their birthday, over and above their leave allowance, even when it falls on the weekend.



Ethical sourcing: Under Buro policies and company values, our seating and services must be produced and delivered under conditions that don't involve the abuse or exploitation of any persons.

Australian Made: supporting local businesses in Australia.

Walking the Talk: Engaging Ergonomist Andrew Wilson to audit the work set-up for all Buro staff in Australia and New Zealand, to ensure staff have ergonomic work environments. Andrew provides advice to staff on posture and ergonomics, and recommendations on ergonomic furniture and accessories.

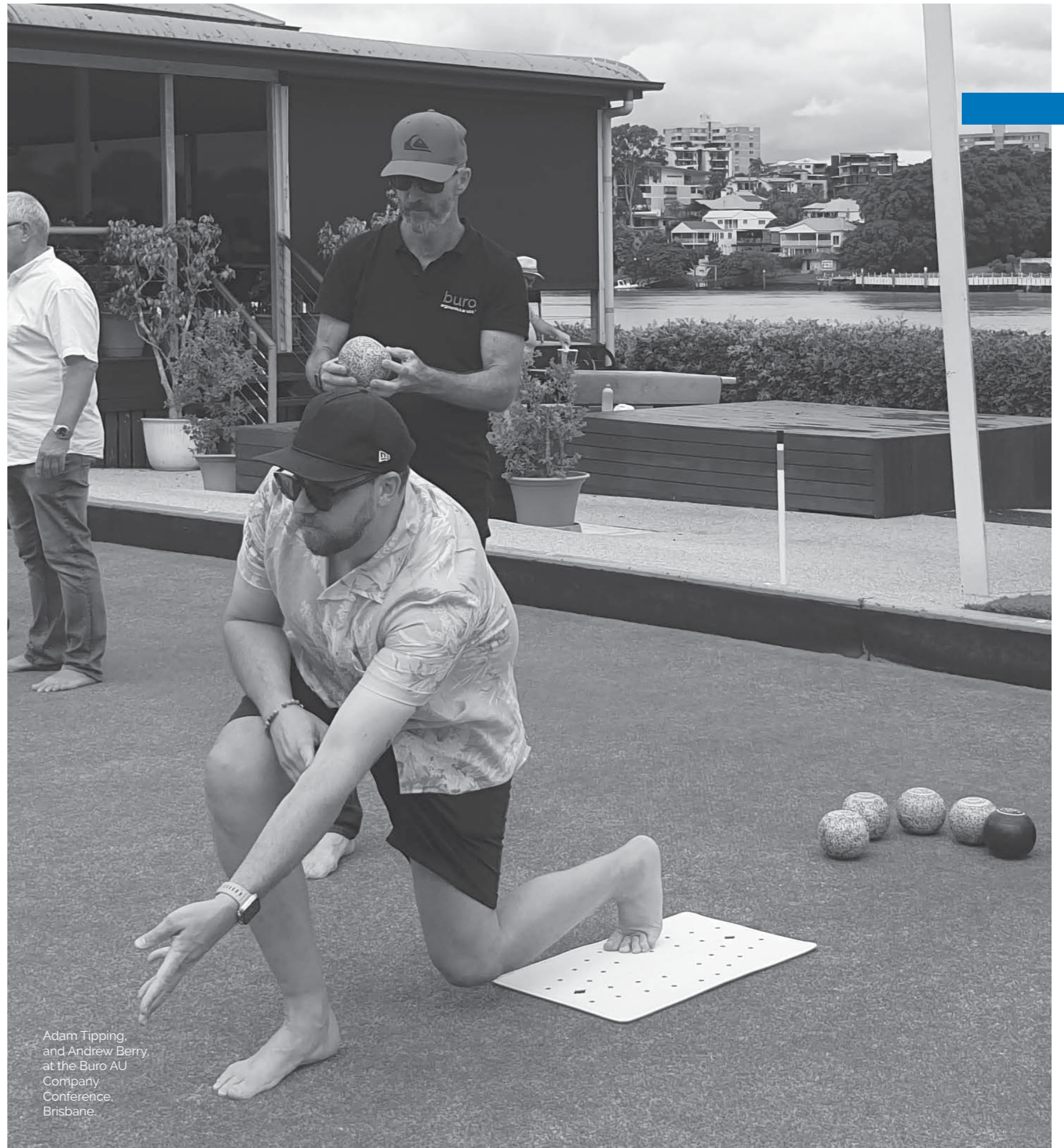
Our recent and ongoing achievements:

Staff wellness:

- In New Zealand, our team has access to a free and confidential mental health programme that offers support as needed.
- In Australia, we have recently identified a partner to provide our team with a free and confidential mental health programme.
- Our New Zealand team are taking turns organising social activities in groups to foster engagement and a positive workplace culture. Activities to date include a beach clean-up and Sip and Paint. In 2024, we expanded this to include a quiz night, comedy night, and mid-winter Christmas.
- Providing staff with useful resources to improve their financial wellbeing, including tips on saving on electricity and mortgage rates, as well as information on tax and toll rebates. A Financial Advisor from SurePlan Financial presented to Buro NZ on topics such as KiwiSaver and retirement planning.
- We're equipping staff with mindfulness tools and incorporating mindfulness into each country's annual conferences. While we didn't achieve this goal completely, we did foster a sense of safety and openness at the Buro NZ company conference. This allowed team members to talk vulnerably about personal matters during an inspiring session on values and goal setting.

Supporting First Nations Australians:

- **The Clontarf Foundation:** We supported Clontarf Foundation via an annual donation through our reseller partner, Winc, helping young Aboriginal and Torres Strait Islander men to attend school, finish Year 12 and enter employment.



Adam Tipping,
and Andrew Berry,
at the Buro AU
Company
Conference,
Brisbane.

Supporting our Communities:

- **Breast Cancer Foundation:** In April 2023, we arranged a product donation to support fundraising initiatives.
- **Pink Ribbon Breakfast:** In June 2023, we donated a Buro Metro II Nylon Base to St Hilda's Collegiate in Dunedin as a prize for auction at their Pink Ribbon breakfast. All funds raised went to Pink Ribbon Breast Cancer.

Additional Community Support:

- **The Kindness Institute NZ:** In May 2023, we donated four Buro Elan chairs with arms to support the incredible work of this organisation.
- **Salvation Army:** In August 2023, we donated cans to support the local Salvation Army.
- **KidsCan:** In November 2023, we supported staff member Ibby in his 115km run for KidsCan by providing a \$250 donation and lending the Buro van for the weekend.
- **Stuart & Dunn Golf Tournament, Australia:** We donated \$1,200 for hole sponsorship in support of Carrie's Place, which aids those affected by domestic violence and homelessness.
- **Ronald McDonald House:** In March 2024, we donated Easter eggs for the children at Ronald McDonald House.
- **Papakura Stream Restoration:** In July 2023, Buro representatives participated in a tree planting event at Whitford as part of the Papakura Stream restoration project.

Ongoing partnerships with local schools or organisations to repurpose pre-loved chairs:

- We have partnerships in place with Salvation Army stores in Brisbane, Sydney, Melbourne and Auckland.
- In New Zealand, we are sending our left-over fabric from chair upholstery to Onehunga-based Textile Products for re-purposing in meaningful ways.



L-R:
Adam Tipping,
Tim Howard,
Nigel Slight, Carla
Sheldon and Andy
McRobbie at the
Buro NZ Company
conference,
Waiheke.

Our focus ahead:

Staff wellness:

- **Staff engagement AU:** our Sydney and Brisbane teams are focusing on ways to engage staff through social team bonding activities. This will include team members who work remotely and include activities like lawn bowls and ten pin bowling, and a fortnightly team office lunch.
- **Staff engagement NZ:** Our New Zealand team are continuing to organise social activities in groups to foster engagement and a positive workplace culture.
- **Brand Ambassadors:** We are rolling out a Buro brand ambassador programme to inspire people to lead healthier lives.

Supporting First Nations Australians:

- We plan to continue donating products to Clontarf Foundation, providing much-needed seating and extending the life of our products.
- We will support Clontarf Foundation via an annual donation through our reseller partner, Winc.

Supporting our Communities:

- **Push Up Challenge for Mental Health:**
In June 2024, some Buro team members are participating in the Push Up Challenge for Mental Health.
- **Westpac Rescue Helicopter:**
We are arranging a cash donation to support the Westpac Rescue Helicopter.
- **Ellerslie Diamonds Football Club:**
We are supporting one of our staff members and his local team with funds towards uniform sponsorship.
- **Local School Donations:**
We are actively looking to support local schools with donations of slow-moving stock.
- **Stuart and Dunn Golf Tournament:**
We will participate in this year's tournament, focusing on raising funds for Love Your Sister, a charity that funds medical research into cancer.



Carla Sheldon,
helping plant
native trees with
Trees That Count.

Product

Quality, durability, sustainability

Our recent achievements and ongoing efforts:

- **Achieving AFRDI Green Tick certification for selected products:** Konfurb Luna, Konfurb AX chair Buro Mentor, Buro Vela and Buro Alto.
- **Achieving FSC® (Forest Stewardship Council®) certification in 2022:** certifying that all relevant products are FSC® compliant.
- **Eliminating Chrome:** from our Buro drafting chairs and the Buro Maxim.
- **Transitioning our Buro Maxim and Buro Envy chairs to 100% recycled PP components.**
- **Launching our Koplus office pods:** with PET acoustic panels that are made from 100% recycled plastic bottles.
- **Supplying the Buro Peekaboo stool which is 100% recyclable.**
- **Supplying the Konfurb Sense which is made from 100% post-consumer recycled plastic.**

Our focus ahead:

- **Achieving AFRDI certification for selected products in 2024:** We will apply for Blue Tick certification for the Buro Maverick.
- **Working towards more sustainable practices regarding the recycling of fabric:** We are working with our partners to evaluate options.



1,618

500ml plastic bottles recycled to make the PET acoustic material in the Koplus Kolo Duo ++.

Planet

Leave our world in a better place

Our achievements and ongoing efforts:

Product stewardship: in conjunction with our manufacturing partners and our reseller network, we will take back all Buro supplied seating products in accordance with our Product Stewardship plan.

ISO certified factories: most Buro products are manufactured in a factory with one or more ISO certifications.

Sedex: Buro is proud to be a Sedex member. As an ethical trade membership organisation, they help us to assess working conditions and environmental impacts. They also assist us in ensuring our suppliers are upholding safe and ethical practices.

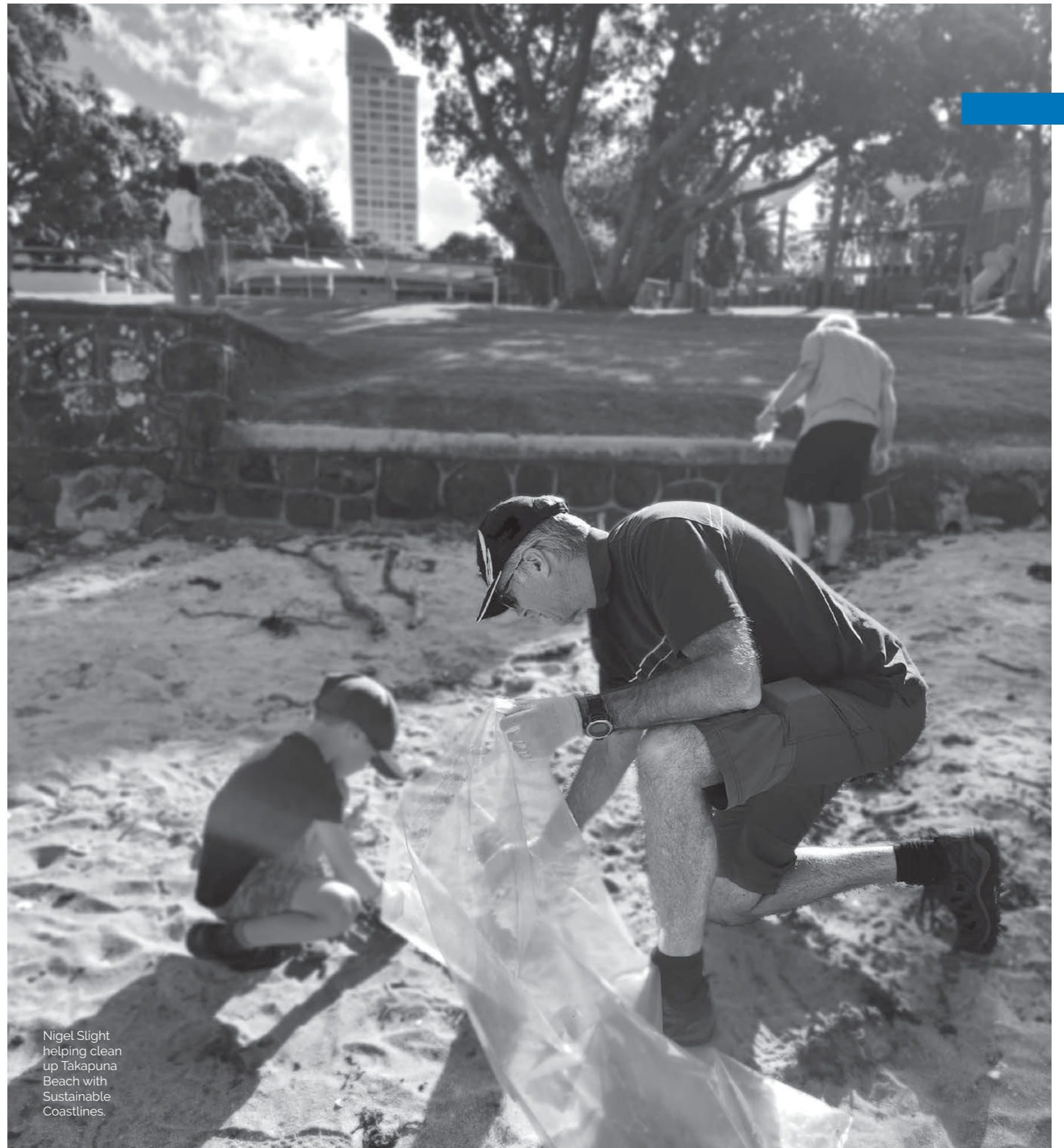
Reduced freight through flexible 3PL warehousing: this enables shorter journeys for our products, from warehouse to the customer, resulting in a lower carbon footprint. Additionally, this means our orders can be consolidated with those of other businesses, so one truck goes to one area rather than multiple trucks driving all over the country.

LEDs in New Zealand premises: LED lighting has been installed in our Auckland office, showroom and warehouse, and in our Christchurch office and showroom.

Forest Stewardship Council® endorsed paper: since 2021, only FSC® endorsed paper is used for the printing of any marketing material.

Shipping chairs ready to assemble vs fully assembled:

- In Australia, 97% of our chairs are shipped in ready to assemble cartons. Shipping our chairs in cartons rather than fully assembled saves around 6,800 cubic metres of freight per annum (equivalent to over 200 20-foot shipping containers).
- In New Zealand, our Mondo range is now shipped in ready to assemble cartons. For every Mondo product purchased, Buro will donate to Trees That Count, helping to fund the planting of native trees in New Zealand.



Nigel Slight helping clean up Takapuna Beach with Sustainable Coastlines.

Our recent achievements:

In 2023 we funded the planting of 987 native trees in New Zealand.

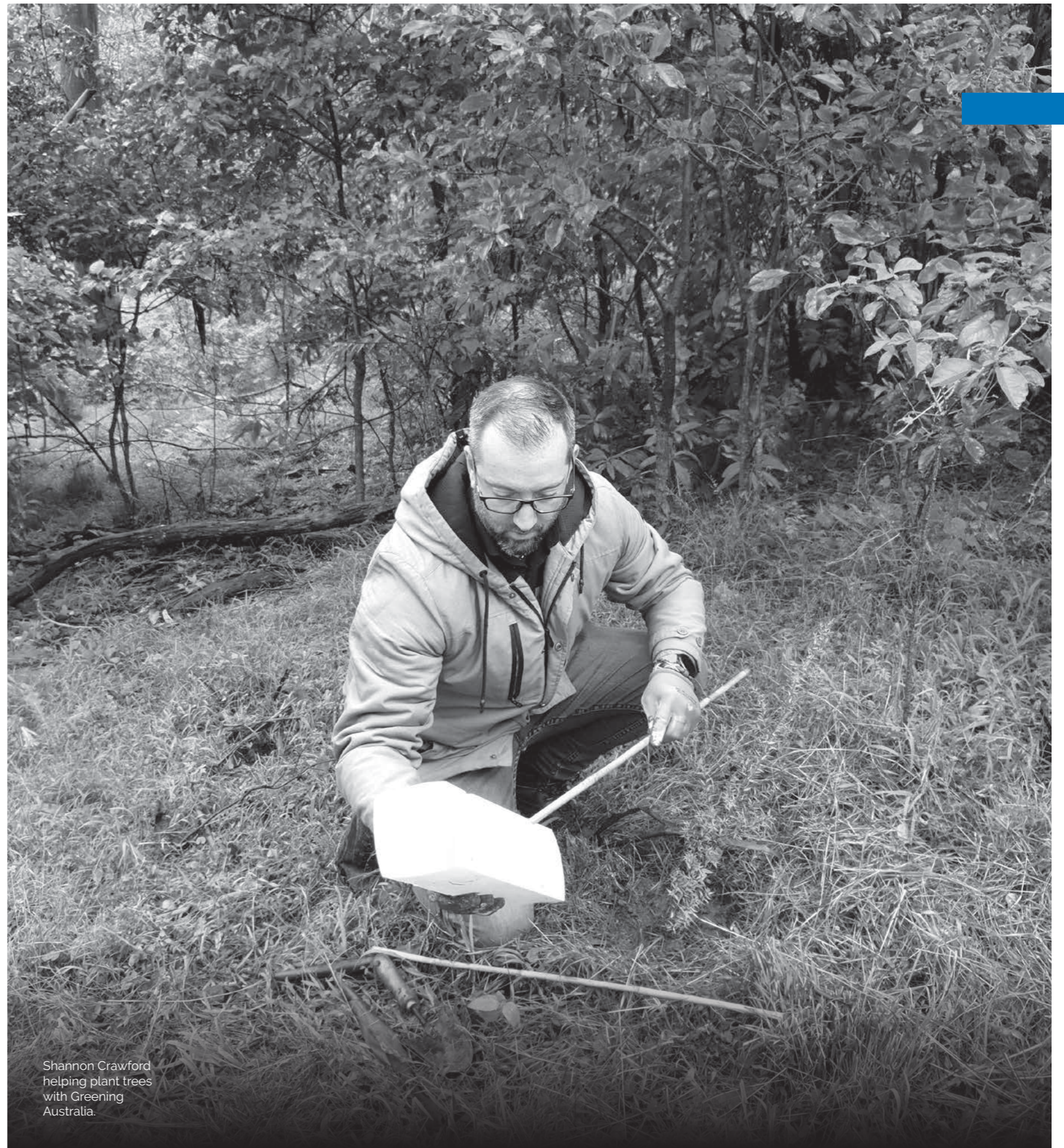
In New Zealand, our 2023 goal was to increase the percentage of products shipped in cartons versus fully assembled from 71% to 75% by the end of March 2024: we managed to improve the percentage to 73%, falling short of our target. We continue to work with some of our key reseller partners on this important initiative.

Embedding our Disposal Recycle Charter during 2023:

- We launched our Product Stewardship Programme in June 2023. Before the launch, we brainstormed with staff to consider all aspects of the programme. Based on these insights, we developed a more robust programme, which was communicated to resellers via eDM and on our website with FAQs.
- Removing expanded polystyrene (EPS) completely from our supply chain, products and packaging during 2023.

Our focus ahead:

- We will continue to support Greening Australia through an annual financial donation.
- In New Zealand, our goal is now to move the percentage of products that are shipped in cartons vs fully assembled from 73% to 76% by the end of March 2025.
- We are continuing to expand our Mondo range in New Zealand. Every time we sell a Mondo product, we donate to Trees That Count. We aim to donate over 1,000 native trees in 2024. This programme also helps us to ship more products in cartons, reducing emissions.



Shannon Crawford helping plant trees with Greening Australia.

