

# ESG statement

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DAN  FORM

SCANDINAVIAN DESIGN • INTERNATIONAL LIVING



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# Introduction

This Environment, Governance, Social (ESG) statement outlines DAN-FORM's current approach, progress, and future ambitions within sustainability.

Although not directly subject to regulations such as the Corporate Sustainability Reporting Directive (CSRD), DAN-FORM acknowledges the increasing expectations and requirements from customers, partners, and authorities. DAN-FORM is therefore proactively working to strengthen transparency, data availability, and compliance across ESG areas.

Operating in an international supply chain, DAN-FORM recognises its responsibility to manage environmental and social impacts both internally and across its value chain.

As a design-driven company, DAN-FORM plays an active role in product development, material selection, and supplier engagement, and addressing sustainability for the purpose of this ESG Statement therefore involves both DAN-FORM Headquarters in Denmark and parts of its supply chain where relevant.

*This statement reflects DAN-FORM's current position and outlines key focus areas and milestones that will guide future efforts.*

*It should be seen as a step in an ongoing process, where DAN-FORM continues to develop its ESG practices in line with both internal ambitions and external requirements.*



# About DAN-FORM

DAN-FORM is a Danish design company specializing in the design and distribution of contemporary furniture, with a strong focus on Scandinavian design, functionality, and quality. DAN-FORM operates internationally, serving customers across multiple markets, while maintaining its headquarters in Denmark.

DAN-FORM's business model is based on a global supply chain with outsourced production primarily located in China. Supported by long-term partnerships with a limited number of key suppliers, these partnerships form the foundation for stable collaboration, consistent quality, and ongoing development of products and processes.

DAN-FORM is not directly subject to legislation such as the Corporate Sustainability Reporting Directive (CSRD), however DAN-FORM acknowledges that its clients or business relations can be, and as such DAN-FORM is now preparing to deliver data on all applicable ESG aspects.



## DAN-FORM's philosophy

DAN-FORM appreciates the importance of contributing to leaving the world in a better state for future generations.

In 2021 DAN-FORM initiated its sustainability journey to improve on its impact, going beyond simply complying with all applicable legislation in the markets where DAN-FORM operates.

DAN-FORM is constantly evaluating new initiatives and setting goals to be able to offer continuous improvement on its products.

DAN-FORM's ESG initiatives are guided by a clear philosophy centred on continuous improvement, transparency and compliance. DAN-FORM has adopted a pragmatic approach to sustainability, whereby its



already ongoing supply chain optimization and product development work, seeks to include sustainability actions as and when it makes sense to do so from a product, commercial and cost perspective.

## DAN-FORM Today

DAN-FORM's product development and sourcing work includes ensuring a focus on transparency and documentation, to support both regulatory compliance and informed decision-making.

To ensure responsible business practices across its value chain, DAN-FORM works with recognised international standards such as BSCI and BEPI, and requires all production partners to comply with its Code of Conduct as well as the Code of Conduct of DAN-FORM's parent company, Röko. Both Code of Conducts are in accordance with the BSCI Code of Conduct.

DAN-FORM has also taken on a more active governance role as a Responsible (RSP) partner within BSCI, meaning it is responsible for initiating audits and ensuring follow-up through corrective action plans.

In addition, DAN-FORM holds an FSC™ certification (FSC-C171164). This ensures the use of wood from responsibly managed forests and other controlled sources, as well as good working conditions for those working in the forests. It also allows for traceability through the supply chain.

DAN-FORM is also gradually transitioning towards materials with lower environmental impact, including recycled and certified textiles, as and when it is suitable during new product developments.

Overall, DAN-FORM operates with a structured and partnership-based approach, where long-term supplier relationships, product responsibility, and increasing transparency are key elements in managing both operational performance and sustainability efforts.

# The Framework: the UN SDGs

The United Nations Sustainable Development Goals (SDGs) were adopted in 2015 as a global framework for addressing key environmental, social, and economic challenges. The 17 goals aim to promote sustainable development by balancing economic growth, social inclusion, and environmental protection.

For DAN-FORM, the SDGs serve as a guiding framework for structuring ESG efforts and defining key priorities.

## DAN-FORM's Focus Areas

Based on DAN-FORM's operation and value chain, DAN-FORM has chosen the following goals as focus areas where it can contribute most effectively: Gender Equality, Working Conditions, Responsible production, and Climate impact.



For each of these 4 UN SDGs, DAN-FORM will focus on a sub-goal to maximise effects of its efforts.

As stated in the introduction, DAN-FORM not only looks at sustainability actions for its HQ's, but also for parts of its supply chain i.e. its outsourced production.

In the following is a short description of each of the UN SDGs as well as what they translate to in DAN-FORM terms.

### SDG 5 - Gender Equality

*Summary of Goal: Aim to achieve gender equality and empower all women and girls. Gender equality is not only a fundamental human right, but also a key driver of sustainable development, as more equal societies tend to be more stable and economically prosperous.*<sup>1</sup>

**DAN-FORM's sub-goal focus: SDG 5.5**

<sup>1</sup> <https://sdgs.un.org/goals/goal5#overview>



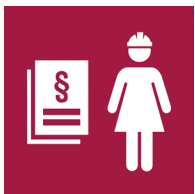
*Focuses on ensuring equal opportunities for women and men in leadership and decision-making positions. This includes promoting gender balance and equal access to career development.*

At DAN-FORM, this is reflected in the ambition to ensure gender diversity across the organisation, with equal opportunities for all employees and no age discrimination. This includes creating an inclusive workplace where everyone has equal access to career development and fair working conditions.

## SDG 8 - Decent Work and Economic Growth

*Summary of Goal: Aim to promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. Despite progress, global economic growth remains slow, and many workers still face insecure conditions, weak labour rights, and limited access to formal employment. Challenges such as unemployment among young people and women, as well as poor working conditions in parts of the world, continue to hinder progress. Ensuring decent work therefore requires stronger protection of labour rights, safe working environments, and inclusive economic opportunities.<sup>2</sup>*

### DAN-FORM's sub-goal focus: SDG 8.8



*Focuses on protecting labour rights and ensuring safe and secure working environments for all workers, including those in vulnerable employment. This involves promoting fair working conditions, preventing workplace accidents, and ensuring compliance with fundamental labour rights.*

For DAN-FORM, employees' health and well-being is a top priority.

This includes safe and secure working environments and protective labour rights. DAN-FORM conducts regular workplace evaluations at HQ to ensure employees' well-being and to maintain a safe and responsible working environment.

For our Partners, we have the CoC in place to ensure compliance with international guidelines for good working practices. See more under 'SDG 8.8 current status'.

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<sup>2</sup> <https://sdgs.un.org/goals/goal8>



## SDG 12 - Responsible Consumption and Production

*Summary of Goal: Aim to ensure sustainable consumption and production patterns by reducing the environmental impact of how resources are used. Increasing consumption, resource use, and waste generation continue to put significant pressure on the environment and contribute to climate change and resource inequality. Therefore, more efficient use of natural resources, responsible waste management, and reduced use of harmful substances are essential to achieving sustainable development.<sup>3</sup>*

### DAN-FORM's sub-goal focus: SDG 12.4



*Focuses on ensuring the environmentally sound management of chemicals and waste throughout their entire life cycle. This includes reducing the release of harmful substances into air, water, and soil in order to minimise negative impacts on human health and the environment. Responsible handling of chemicals and waste is therefore essential for sustainable production and environmental protection.*

DAN-FORM recognises the importance of stringent chemical management and are continuously working with it as a part of product development. It is also reflected in DAN-FORM's Partner Code of Conduct which outlines specific substances that are unwanted in DAN-FORM's products. Furthermore, DAN-FORM adheres to the requirements in REACH (specifically SVHC) and demands that its suppliers document components against these regulatory requirements.

## SDG 13 - Climate Action

*Summary of Goal: Aims to take urgent action to combat climate change and its impacts. Climate change is already having significant global consequences, with rising greenhouse gas emissions and increasing temperatures leading to more frequent and severe extreme weather events. These developments contribute to economic instability, food insecurity, and growing environmental challenges. Despite ongoing efforts, current global actions are still insufficient, highlighting the need for faster and more ambitious climate initiatives.<sup>4</sup>*

*Addressing climate change requires both mitigation of emissions and adaptation to its impacts. Strengthening resilience and integrating climate considerations into strategies and decision-making are therefore essential for sustainable development.*

### DAN-FORM's sub-goal focus: SDG 13.1

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<sup>3</sup> <https://sdgs.un.org/goals/goal12>

<sup>4</sup> <https://sdgs.un.org/goals/goal13>



*Focus on strengthening resilience and adaptive capacity to climate-related risks and natural disasters. This includes improving the ability of societies and organisations to anticipate, respond to, and recover from climate-related events such as extreme weather, disruptions in supply chains, and resource scarcity.*

At DAN-FORM, this is reflected in the initial steps taken to measure and reduce climate impact. DAN-FORM is gathering all Bills of Materials (BOMs) per product to enable measurement of CO<sub>2</sub> emissions and to report on the carbon footprint of each product. This creates a foundation for future climate actions and more sustainable decision-making.

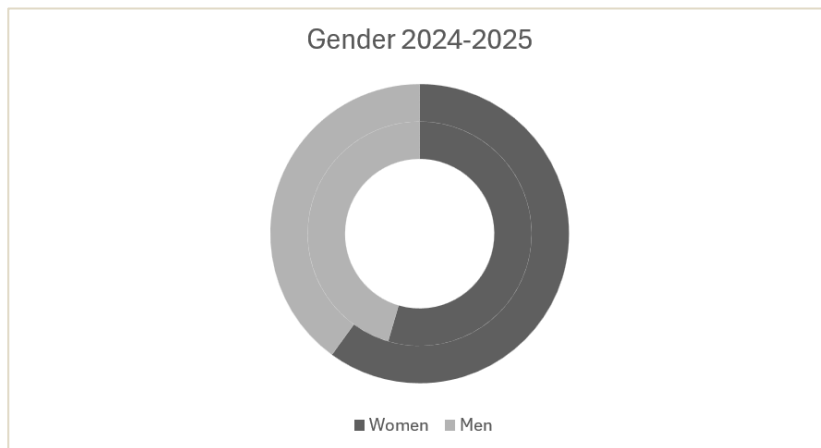
## Current status

DAN-FORM demonstrates progress across several of the selected SDG targets through a combination of internal initiatives and supply chain management.

### SDG 5.5 current status

#### DAN-FORM HQ

At its Headquarters, DAN-FORM has a higher proportion of women employed than men, indicating strong female representation across the organisation. *(Figure 1: Gender Equality)*



*Figure 1 – Gender distribution in 2024 and 2025*

Furthermore, the Gender distribution by level, as seen in the below Figure 2, displays the same tendencies across most levels of the organisation, with either an equal number of women and men or a small majority of women in decision making positions.

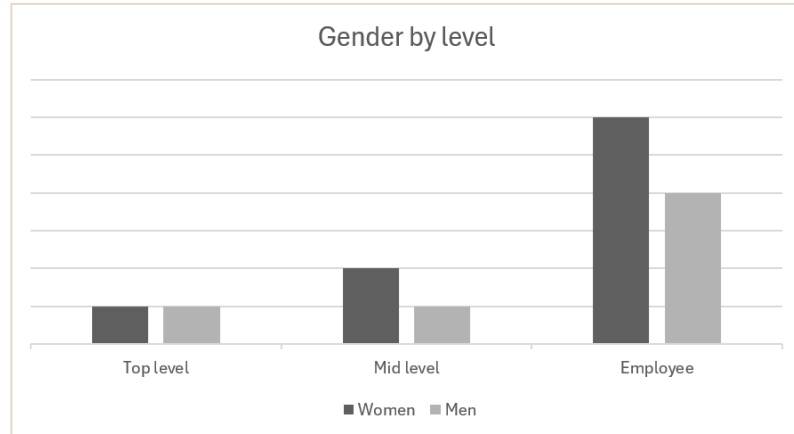


Figure 2 – Gender distribution by organizational level

The age distribution (*Figure 3 – Age Distribution*) is also relatively balanced, supporting diversity in experience and perspectives.

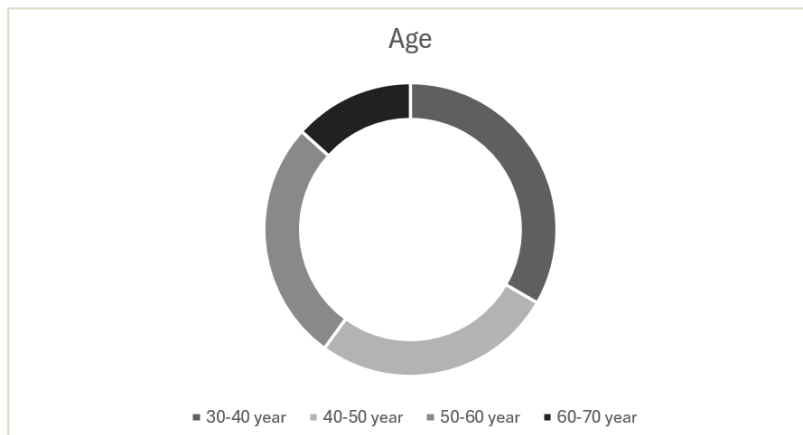


Figure 3 - Age distribution at DAN-FORM in 2025

This suggests that DAN-FORM has a solid foundation for ensuring equal opportunities and participation in decision-making processes. Furthermore, DAN-FORM does not take gender or age into account in the recruitment process, but instead focuses solely on candidates' qualifications, competencies, and suitability for the role.

## SDG 8.8 current status

### DAN-FORM HQ

DAN-FORM works systematically with employee well-being and workplace safety through its AMO structure and workplace assessments (APV) every 3 years.

Although APV is only required every three years, DAN-FORM's policy is to increase frequency to annually, in case there are any significant indicators of poor well-being. This ensures continuous focus on employee well-being and working conditions.



The latest APV shows a high response rate (Figure 4 – Response Rate), providing a reliable insight into the working environment. Overall, the results indicate a safe and supportive workplace with generally positive conditions.

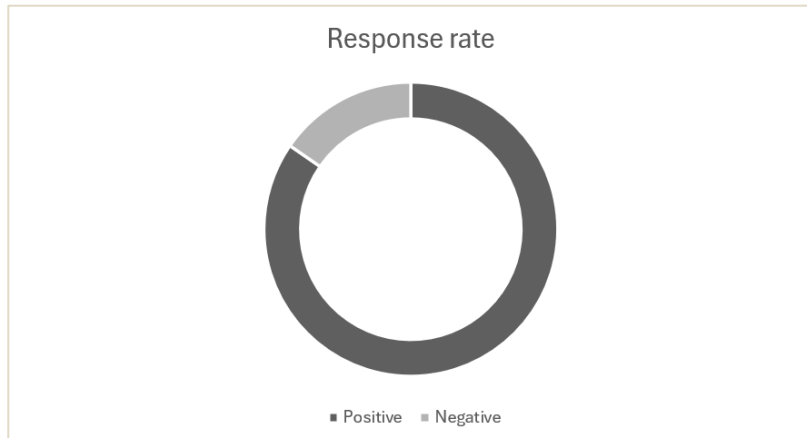


Figure 4 – Response rate of the in-house Workplace Assessment at DAN-FORM HQ

The APV findings in Figure 5 show that the majority of employees (90%) are satisfied with their workstation, reflecting strong ergonomic conditions and a well-functioning physical work environment. In addition, most employees experience their workload as manageable, indicating stable and balanced working conditions.

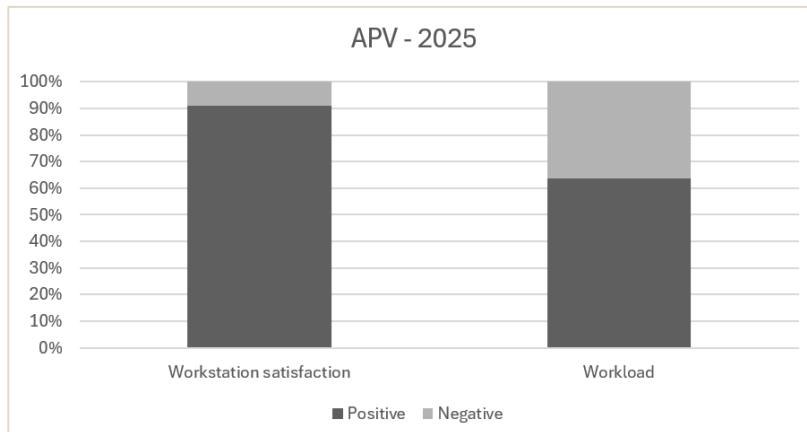


Figure 5 – Themes from the Workplace Assessment at DAN-FORM HQ

Overall, the results demonstrate that DAN-FORM provides a safe, supportive, and well-functioning work environment, in line with Sub-goal 8.8

### DAN-FORM Partners

DAN-FORM ensures labour rights in its supply chain through long-term partnerships (up to 25 years), with a few key suppliers in China. DAN-FORM’s suppliers are certified according to BSCI and BEPI Amfori standards, and DAN-FORM works closely with them to support continuous improvement.



Bi-weekly meetings with suppliers ensure continuous dialogue on production, quality, and working conditions, while quarterly BSCI-focused meetings provide structured follow-up on compliance and improvement initiatives. This ongoing engagement indicates a high level of control and commitment to ensuring safe and fair working conditions across the value chain.

This approach is further anchored in [DAN-FORM's Code of Conduct](#), which is based on internationally recognised frameworks such as the UN Guiding Principles on Business and Human Rights.

The Code sets clear requirements for suppliers regarding labour rights, including the prohibition of child labour, forced labour, and any form of modern slavery, as well as ensuring non-discrimination and respect for workers' rights to freedom of association and collective bargaining. Furthermore, suppliers are required to ensure reasonable working hours, safe and healthy working conditions, and establish systems for handling complaints related to labour and human rights.

At the same time, operating with production in China while having headquarters in Denmark entails certain inherent geographical and governance-related risks. These include differences in regulatory enforcement, cultural norms, and transparency, as well as an increased risk of non-compliance with international labour standards, particularly in relation to working hours and worker representation. DAN-FORM is aware of these risks and actively works to mitigate them through strong supplier relationships, frequent dialogue, structured follow-up, and alignment with internationally recognised standards.

Furthermore, the physical distance between headquarters and production sites requires a structured approach to supply chain governance. While certifications and audits provide an important framework, DAN-FORM recognises that they cannot stand alone. Continuous engagement, long-term partnerships, and regular monitoring are essential to ensure that standards are effectively implemented in practice and not only documented.

## SDG 12.4 current status

### DAN-FORM Partners

DAN-FORM focuses on responsible chemical management primarily through increased transparency and supply chain control. DAN-FORM is currently working on collecting detailed Bills of Materials (BOM) and associated documentation across its product range. This initiative strengthens DAN-FORM's ability to gain insight into material composition and ensure improved control of chemical content.

Furthermore, DAN-FORM aims to ensure compliance with relevant chemical legislation, particularly REACH, which is a key regulatory framework for managing chemical risks within the EU.

As DAN-FORM operates with a relatively limited number of suppliers, DAN-FORM benefits from a more streamlined approach to chemical management. The reuse of materials and documentation across multiple products further enhances efficiency and consistency in compliance efforts.

In addition, DAN-FORM has taken a more active role in monitoring its supply chain through its partnership with Amfori BEPI and BSCI, where DAN-FORM has assumed responsibility (RSP) for its partner production facilities. This means that DAN-FORM is responsible for initiating third-party inspections and ensuring that any non-conformities are addressed through Corrective Action Plans (CAPs), thereby strengthening its ability to identify and mitigate environmental and chemical-related risks within the supply chain.

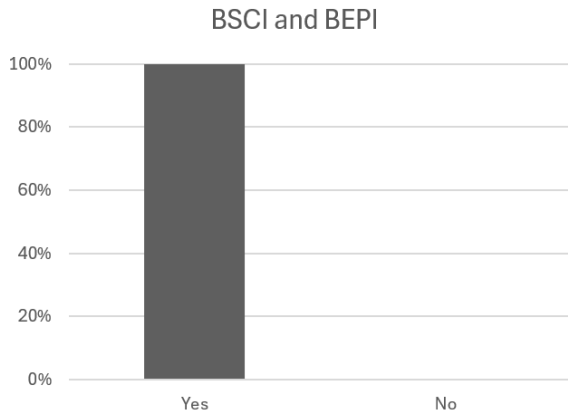


Figure 6 – Suppliers who comply with BSCI and BEPI

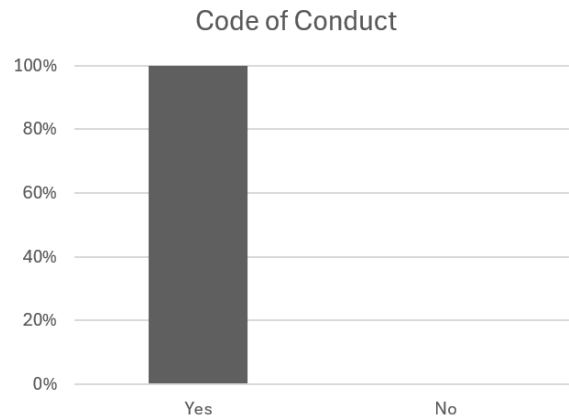


Figure 7 - Suppliers who have signed our CoC

Furthermore, DAN-FORM supports transparency and traceability through its FSC™ certification (FSC-C171164), which ensures the use of wood from responsibly managed forests and other controlled sources, and enables traceability throughout the supply chain. The certification also requires strict documentation and annual third-party audits, reinforcing compliance and control.

Figures 8 and 9 below illustrate the current distribution of FSC-certified and non-FSC products across sold items.

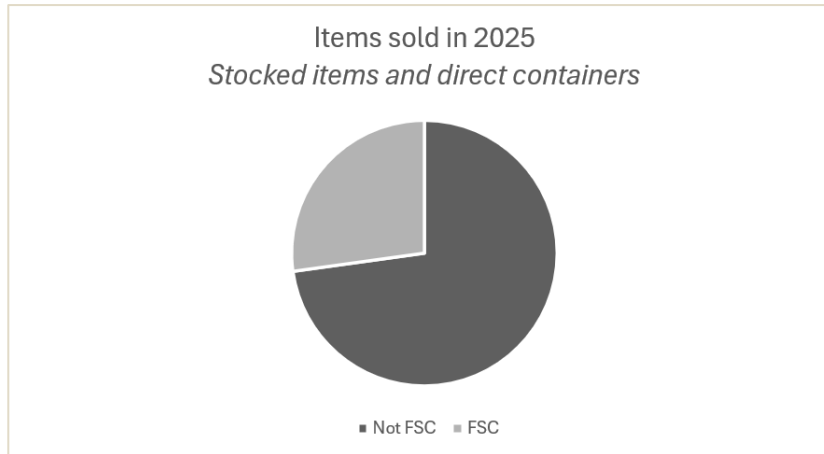


Figure 8 - Distribution of items and FSC split based on stocked items and direct containers



Figure 9 - Distribution of items and FSC split based on stocked items

This distribution reflects historical market conditions, where certain customers and markets have prioritized lower costs over certified materials, leading to the continued presence of non-FSC products in parts of the portfolio.

However, DAN-FORM has taken a clear strategic direction, and from 2021 all new product development is based on FSC-certified wood and other controlled sources. This marks an important step towards strengthening responsible sourcing and increasing overall traceability in the product portfolio.

As a result, the current distribution should be seen as a transitional phase, where legacy products and specific market demands are gradually being aligned with DAN-FORM's sustainability ambitions. Over time, the share of FSC-certified products is expected to increase as new collections replace older designs and market acceptance evolves.

In addition, DAN-FORM is gradually transitioning towards materials with lower environmental and chemical impact, concurrently with new design introductions and general production optimization work. This includes the use of recycled materials, textiles free from harmful substances, and alternatives that reduce water consumption and avoid the use of solvents.

As part of its commitment to product quality and responsible production, DAN-FORM ensures that its furniture is tested in accordance with relevant European (EN) standards. These tests verify durability, safety, and functional performance, supporting the development of long-lasting products. By prioritising quality and compliance with recognised standards, DAN-FORM contributes to extending product lifespan and reducing the need for replacement, which aligns with the principles of responsible consumption and production.

Overall, DAN-FORM's approach to SDG 12.4 can be characterized as preventive and supply chain-driven, focusing on documentation, compliance, and systematic monitoring rather than direct chemical handling in internal operations.



## SDG 13.1 Current status

DAN-FORM is in the early stages of systematically addressing climate impact. DAN-FORM has calculated Scope 1 and 2 emissions (Figure 10 – CO<sub>2</sub>e emissions). Regarding scope 3 the goal is to cover product families representing 80% of total revenue by the end of 2026, and will start to analyse and create an action plan based on those figures and its commitment to relevant SDG's.

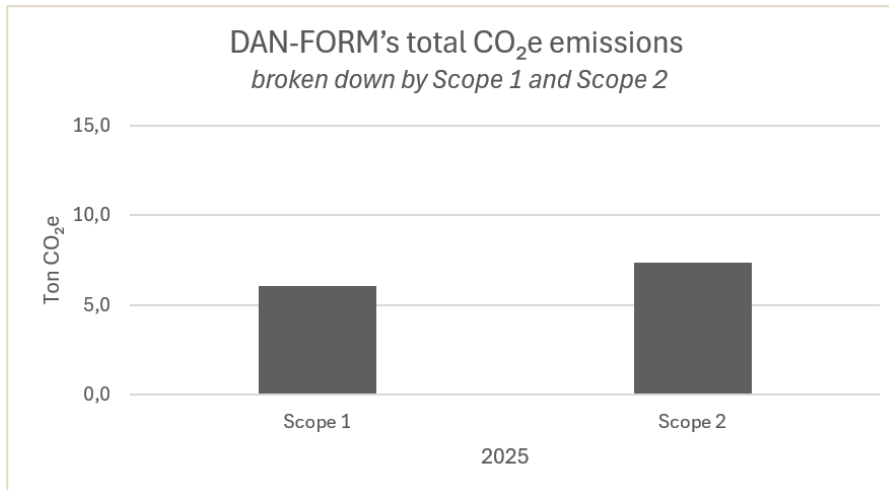
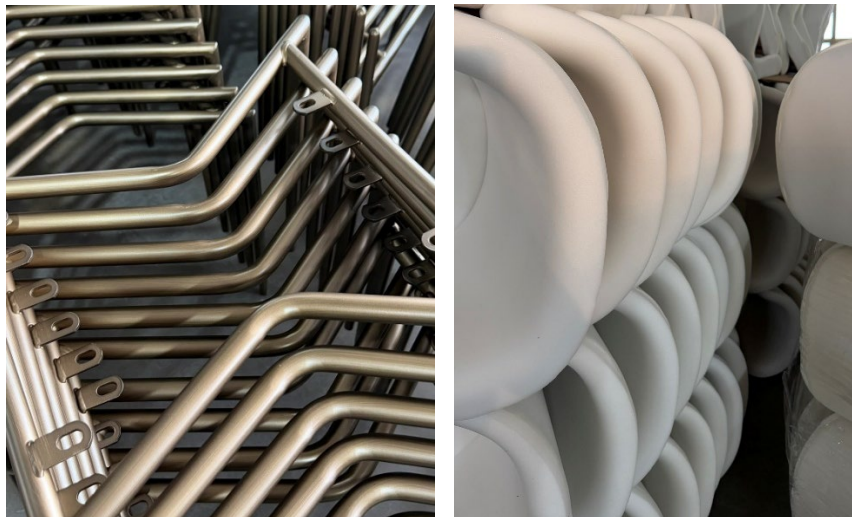


Figure 10 - CO<sub>2</sub>e emissions

Furthermore, DAN-FORM is preparing for upcoming regulations such as EUDR<sup>5</sup> and PPWR<sup>6</sup>, supported by collaboration with the external consultancy ECOhouse to ensure compliance across markets.



<sup>5</sup> The EU Deforestation Regulation

<sup>6</sup> The Packaging and Packaging Waste Regulation



# Future and Milestones

To build on its current progress, DAN-FORM has defined a set of key milestones aligned with the selected SDG targets. These milestones provide a structured framework for future development and follow-up.

## Milestone 1: Strengthening Employee Well-being (SDG 8.8)

DAN-FORM will continue conducting APV assessments at its HQ min. every 3 years (annually, if the survey reveals issues to address), to monitor employee well-being and working conditions. A key focus area will be improving the office environment, particularly reducing noise and disturbances identified in the latest APV.

Progress will be measured through:

- Improved APV scores related to noise, disturbances, and workload
- Continued high response rates in APV
- Stable or increased employee retention

## Milestone 2: Ensuring Responsible Supply Chain Practices (SDG 8.8 & 12.4)

DAN-FORM will maintain and strengthen its collaboration with key suppliers through regular audits, factory visits (4–6 annually), and monthly follow-ups. DAN-FORM will continue to ensure compliance with BSCI and BEPI standards and support continuous improvement initiatives.

Progress will be measured through:

- 100% supplier audit coverage
- Continued compliance with BSCI and BEPI standards
- Implementation and follow-up of corrective action plans (CAPs)

## Milestone 3: Mapping CO<sub>2</sub>e Emissions (SDG 13.1)

DAN-FORM will complete Scope 3 emission calculations based on BOM data by the end of 2026, covering product families representing 80% of total revenue. This will provide a full overview of DAN-FORM's climate impact.

Progress will be measured through:

- Completion of Scope 3 calculations according to target
- CO<sub>2</sub>e data coverage across product portfolio.



# Risk Assessment

DAN-FORM’s ESG risk assessment reflects DAN-FORM’s operational structure, with headquarters in Denmark and outsourced production primarily located in China. This setup creates both opportunities and inherent risks, particularly in relation to supply chain management, regulatory compliance, and data transparency across the value chain.

The assessment identifies several key risk areas, where the most significant risks are related to supply chain dependency, traceability and documentation, climate data (Scope 3), and regulatory differences across markets. These risks are primarily driven by external factors such as geographical distance, varying regulatory frameworks, and reliance on supplier-provided data.

DAN-FORM has implemented a structured approach to mitigating these risks. Long-term partnerships with a limited number of suppliers, combined with bi-weekly operational meetings and BSCI follow-ups 2-4 times yearly, support continuous monitoring and dialogue. In addition, DAN-FORM’s Code of Conduct establishes clear requirements regarding labour rights, transparency, and responsible business practices, ensuring alignment with internationally recognised standards.

Despite these measures, certain risks remain inherent to DAN-FORM’s business activities. This is particularly relevant in relation to Scope 3 emissions and supply chain transparency, where DAN-FORM depends on accurate and consistent data from suppliers. Furthermore, differences in regulatory requirements across markets require continuous monitoring and adaptation.

ESG	SDG	Risk	Description	Risk Level	Actions
G	8, 12, 13	Regulatory differences	Different sustainability requirements across markets where DAN-FORM operates	Medium	Ongoing regulatory monitoring and collaboration with external consultancy
E, S	8, 12, 13	Supply chain dependency	Production in China limits direct control despite BSCI/BEPI	High	Long-term partnerships, meetings / follow up (bi-weekly/monthly)
G	12, 13	Traceability / documentation	Limited data availability may affect transparency and compliance	High	CoC requirements, supplier documentation, BOM data
E, G	12, 13	Product development compliance	Balancing sustainability, product compliance, cost and market requirements	Medium	Integrate sustainability where it aligns with cost and commercial value
E	12, 13	Climate data and Scope 3	Dependence on supplier data for CO <sub>2</sub> emissions and reductions	High	Scope 3 mapping, collecting data, supplier engagement
E	12, 13	Internal environmental impact	Limited environmental risks from office-based operations	Low	Basic environmental management and compliance

High Medium Low

The risk assessment demonstrates that DAN-FORM’s primary ESG risks are linked to its global supply chain, particularly in relation to data availability, regulatory complexity, and supplier dependency. While these risks cannot be fully eliminated, they are actively managed through structured processes, long-term partnerships, and alignment with recognised international standards.

This risk assessment will form the foundation for DAN-FORM’s double materiality analysis in the future.



## Need more information?

We welcome a dialogue with customers, partners, and other stakeholders and appreciate your interest in our ESG efforts.

We will be happy to provide further information regarding our ESG initiatives, priorities, and progress, ensuring you have the insights needed to make informed decisions.

Please do not hesitate to get in contact with us on [info@dan-form.dk](mailto:info@dan-form.dk).

