

ferco
SEATING

Kotobuki
Seating
Group

ESG 2025

"For many years, Ferco Seating has been dedicated to being a responsible corporate entity and integrating ESG principles into its business practices."

Tim Barr
CEO of Ferco Seating





ENVIRONMENTAL

- Improve Operational Efficiency
- Minimize Environmental Impact
- Use of Green and Sustainable Materials
- Redesign Seat for Sustainability



SOCIAL

- Increase Effectiveness of Health & Safety Management
- Guarantee compliance with existing legislation
- Express Care for Employees
- Transparent about the Corporate Social Responsibilities



GOVERNANCE

- Respect the Law & Honor Internal Policies
- Ensure Legitimate Business Operations
- Safe and Fair dealing
- Anti-Bribery and Anti-Corruption Practices Internally & Externally

CERTIFICATES

Ferco complies with all applicable legal, statutory, regulatory, and occupational health and safety requirements.

We are proud to be awarded the following:

BIFMA e3 Silver Status
ISO 14001:2015
Forest Stewardship Council (FSC)



BIFMA

BUSINESS +
INSTITUTIONAL
FURNITURE
MANUFACTURERS
ASSOCIATION

BIFMA, the Business and Institutional Furniture Manufacturers Association develops safety and performance standards for commercial furniture. Its impact includes:



Standards X5.1 and X5.5
Structural integrity, stability and durability



Safety Standards X5.4 and X5.9
Stability, strength, impact resistance and flammability



Durability
Furniture's ability to withstand daily use



Sustainability
Standard BIFMA e3 and level® certification
Material sourcing, energy efficiency, waste reduction and recyclability

We have achieved BIFMA e3 Silver Status through the BIFMA e3 Furniture Sustainability Checklist, which is a tool provided by BIFMA to assist manufacturers in evaluating the sustainability performance of their furniture products.

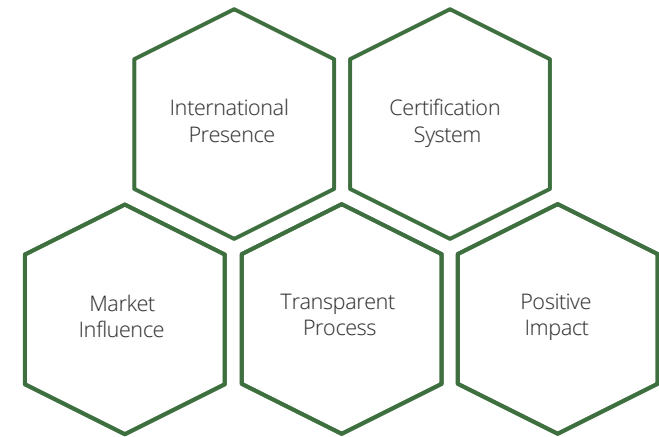
The self-assessment checklist covers various categories related to sustainability, including :

Environmental Impacts	Health & Wellness Impacts	Social Impacts
Environment policy Product safety Bio-based renewable materials Recycled content Material efficiency Waste management Air emission Water management Energy management Life-cycle assessment (LCA)	Chemical management Category-specific advances Low VOC emitting furniture	Employee health and safety management Labor and human rights Community outreach and engagement Social responsibility Safety management Outreach and engagement efforts Suppliers Assessment & recognition





The Forest Stewardship Council (FSC) has developed a set of standards and criteria for responsible forest management.



We attained FSC by undergoing a certification process, briefly here are the steps involved

Eligibility Assessment

Preparation

Independent Assessment

Corrective Actions

Certification Decision

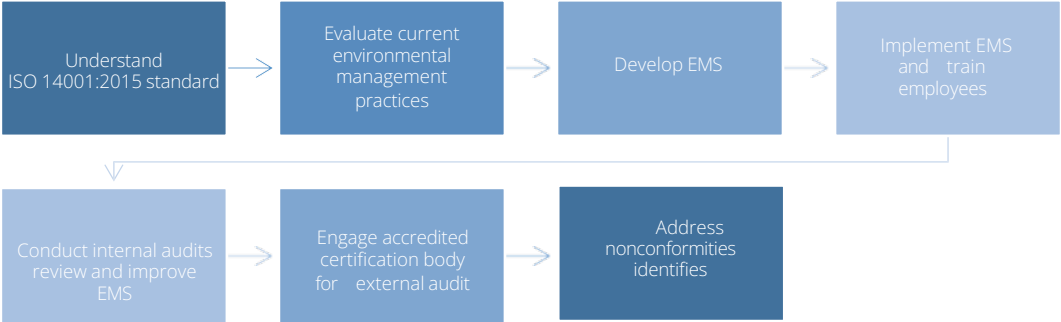
Certification Maintenance



ISO 14001:2015 is an international standard for environmental management systems (EMS). Here are the key aspects of ISO 14001:2015:

- Environmental Policy
- Planning
- Implementation and Operation
- Support
- Performance Evaluation
- Continual Improvement

We are awarded ISO 14001:2015 through:





Volatile Organic Compounds (VOC) Testing is done by collecting a sample for laboratory analysis, broken into parts using headspace or thermal desorption, and checking for harmful substances. VOCs are present in both synthetic and natural materials.

Emissions from office furniture systems, components, and seating.

Acceptance Criteria

According to ANSI/BIFMA X7.1-2007 – **Standard for Formaldehyde and TVOC Emissions of Low-emitting Office Furniture Systems and Seating**, at the time point of interest 168h, the criteria of assessing the acceptability of the emissions of VOCs from office furniture systems and seating are shown in the below table.

The same criteria are used by the U.S. Green Building Council (USGBC) in **Green Building Rating System for Commercial Interiors**, (LEED CI Version 2, December 2005) EQ Credit 4.5 Low Emitting Materials, Systems Furniture, and Seating.

Chemical Contaminant	Emissions Limits Systems Furniture	Emissions Limits Seating
TVOC	$\leq 0.5 \text{ mg/m}^3$	$\leq 0.25 \text{ mg/m}^3$
Formaldehyde	$\leq 50 \text{ parts per billion}$	$\leq 25 \text{ parts per billion}$
Total Aldehydes	$\leq 100 \text{ parts per billion}$	$\leq 50 \text{ parts per billion}$
4-Phenylcyclohexene	$\leq 0.0065 \text{ mg/m}^3$	$\leq 0.00325 \text{ mg/m}^3$

We kindly provide the findings of our VOC Test results on:

Test Report – Paragon Series seat

RESULTS

Table 1. Emission Test Result Calculated as Seating

Sample	Test Result Calculated as Seating (After 168 hours)	Criteria for ANSI/BIFMA M7.1-2007 (Seating)	Inferred Result
TVOC ^a	0.024 mg per m ³	≤ 0.25 mg/m3	Pass
Formaldehyde	< 5 ppb	≤ 25 parts per billion	Pass
Total Aldehydes	< 20 ppb	≤ 50 parts per billion	Pass
4-Phenylcyclohexene ^b	< 0.002 mg per m ³	≤ 0.00325 mg/m3	Pass

^a TVOC was calculated using the response factor of toluene

^b The method detection limit was 0.002 mg per m³

Table 2. The elemental analytical results for “Paragon 755NB Cup 1”

Test	Result	Inferred Result
Lead, Pb	Not Detected ^b	Pass
Cadmium, Cd	Not Detected ^b	Pass
Mercury, Hg	Not Detected ^b	Pass
Hexavalent Chromium, Cr ⁶⁺	Not Detected ^b	Pass

^b The method detection limit was 50 ppm.





We kindly provide the findings of our VOC Test results on:

Test Report – Beaufort seat

1. TVOC and Formaldehyde Emission Rate Test
(ANSI / BIFMA M7.1-2011(R2016))

Chamber Volume : 1.00m³
Temperature : 23°C
Relative Humidity : 50% RH
Air Change Rate : n = 1 (air change rate per hour in the chamber)
Chamber Loading Ratio : 0.635 m²/m³ (total exposed specimen surface area divided by net volume of the test chamber)
Air Velocity : 0.7m/s (over specimen's surface)

Results

Chemical / Chemical Group	Emission Rate (After 72hours)	Emission Rate (After 168hours)	ANSI / BIFMA X7.1- 2011 (R2016) Criteria
Formaldehyde	0.16 ppb	0.15 ppb	≤ 25 ppb
TVOC	0.0002 mg/m ³	0.0014 mg/m ³	≤ 0.25 mg/m ³
Total Aldehyde	ND	ND	≤ 50 ppb
4-Phenylcyclohexene	ND	ND	≤ 0.00325 mg/m ³

Remarks

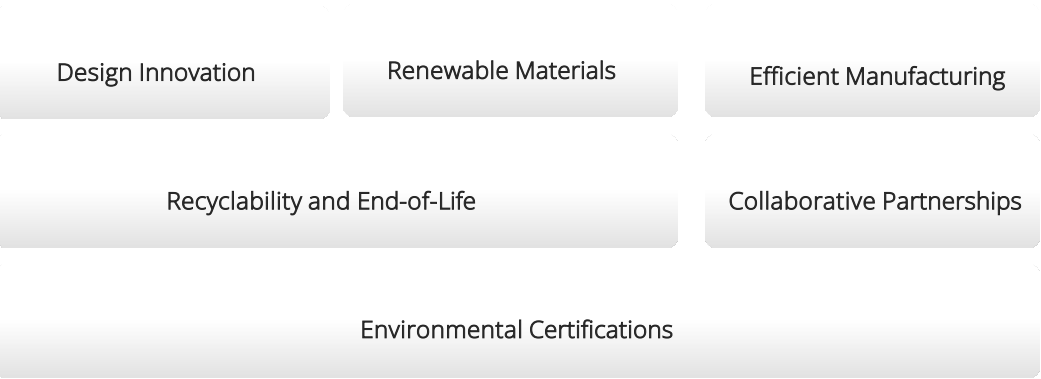
ND = Not Detected (DL - 0.2 ppb)

By conducting these tests, Ferco prioritizes practices that are in line with ESG initiatives:



LIFE CYCLE Sustainable Design and Manufacturing

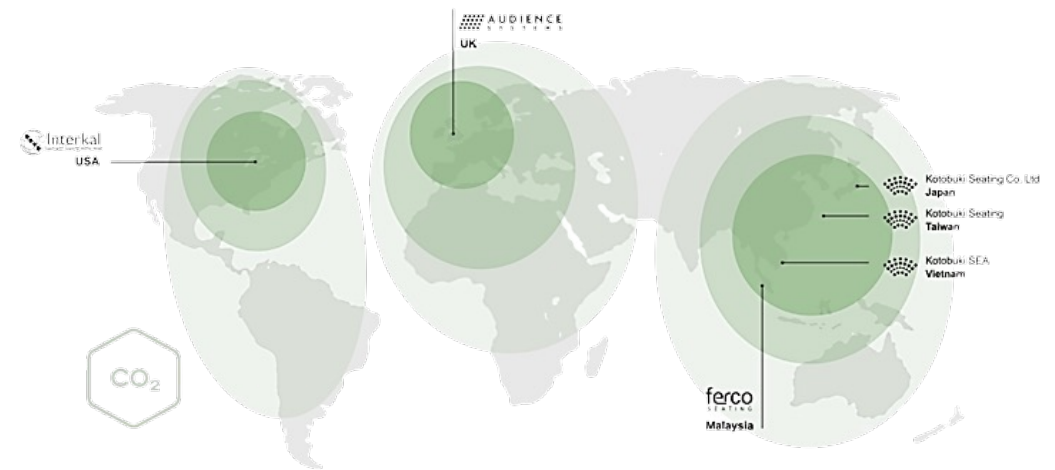
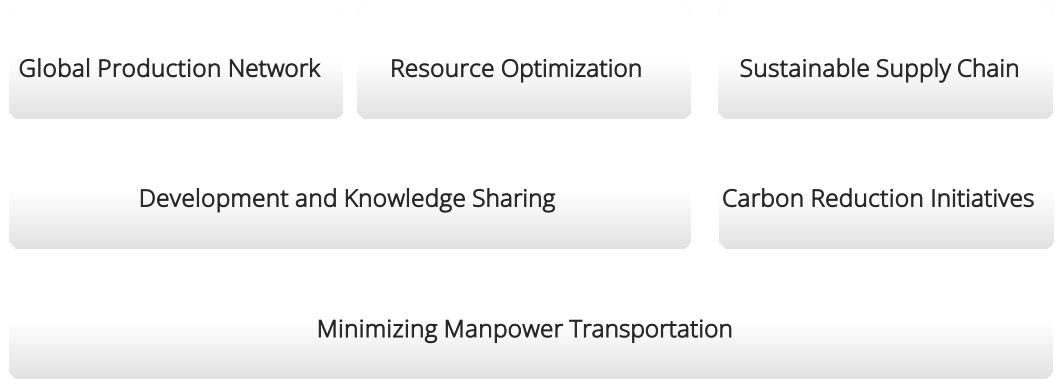
We prioritize sustainable practices throughout the life cycle of our products:





Carbon Footprint Global Production for Reduced Pollution

We understand the importance of reducing our carbon footprint to mitigate environmental impact.





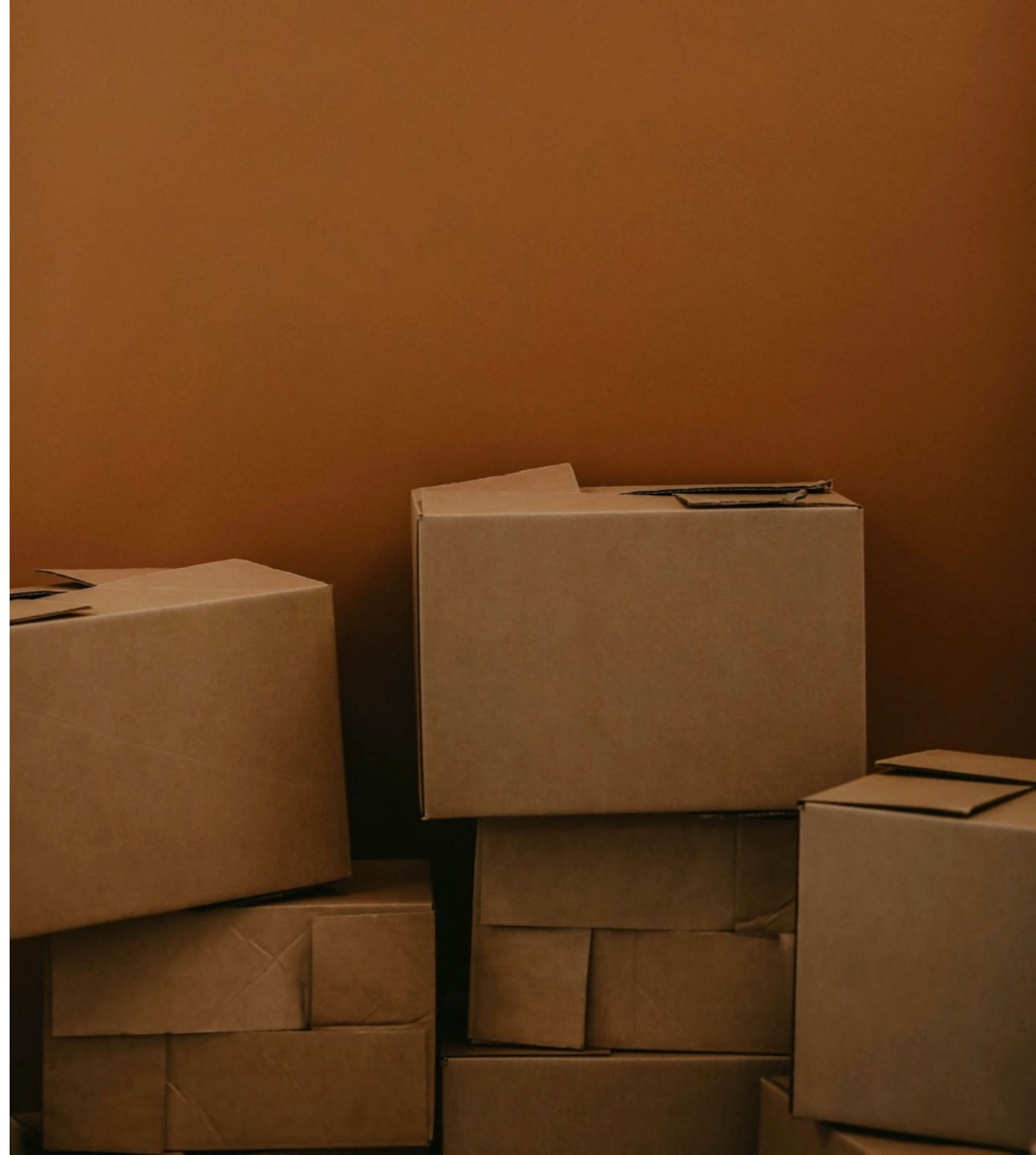
Supplier's code of conduct

Ferco's quality standards can only be achieved by working closely with its suppliers, which is why the company establishes a dialogue based on trust from the very beginning of every partnership. Good business practices are combined with the social and environmental aspects of sustainability to form the pillars of all collaborative efforts. Concrete steps include the communication of relevant criteria during the onboarding process, on-site audits, monthly monitoring procedures and an annual supplier evaluation.

Packaging and transport

The packaging of Ferco products should provide proper protection during transport with a minimum amount of material. **The packaging concept is continually assessed and revised to take advantage of newer and more environmentally-friendly materials.**

Ferco's transport logistics are organised in such a way that lorries preferably only leave the production facilities with a full load. Overseas transport is handled by ship and, only in exceptional cases, by air freight. Special transports are avoided whenever possible.





Production and logistics

Our products, processes and systems have been developed in line with safety legislation and guidance. We also seek specialist advice as required and keep updated on changes to the ever evolving demands of safety legislation.

To reflect the growth in our global market, we use accredited testing houses to undertake product testing to ensure that our products are safe for sale, not only in Europe, but also to comply with safety legislation within the Far East, Middle East, United States and Australia.

Product safety in the United Kingdom is governed by a wide regulatory framework consisting of both national and European-derived legislation. The laws apply to any business involved in the import, manufacture and supply of goods to consumers.