



## SUSTAINABILITY REPORT 2022

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# LETTER TO OUR STAKEHOLDERS

As a proud member of Haworth’s Lifestyle Design family, JANUS et Cie delivers premium outdoor furnishings through beautiful design, superior craftsmanship, outstanding quality, and exceptional service.

At JANUS et Cie, we cultivate hope for the future by embracing diversity, protecting our environment, and creating economic value. With the goal of integrating sustainability within the business, JANUS et Cie started a voluntary journey together with our Lifestyle Design Group sister companies in 2022. By taking part in this sustainability journey, we can determine the risks and opportunities arising from the positive and negative impacts on the economy, the environment, and our people.

To achieve this goal, a Sustainability Committee has been created, composed of different roles responsible for managing various aspects of sustainability within the company. The JANUS et Cie Sustainability Committee oversees the approval of strategies, policies, and goals related to sustainable development.

In 2022, the Sustainability Committee developed a Sustainability Plan which defines actions and targets to be achieved in relation to each material topic. The Committee also collaborates with the Lifestyle Design Sustainability Leaders Working Group on common projects such as the Lifestyle Design Sustainability Strategy, the Haworth Group Sustainability reporting, the Greenhouse Gas and Science Based Targets Project, and the Diversity, Equity, and Inclusion initiative.

JANUS et Cie will continue to focus on the core values we share with Haworth and our sister brands: we listen to our clients, we rely on our members, we honor integrity, we embrace continuous learning, we lead with design, we create value, and we work to make the world better.

As we proceed with this mission, our stakeholders will continue to be the root of our primary cause. At JANUS et Cie, it is considered essential to act with respect for all stakeholders. Therefore, we feel it is important to engage with them to understand their needs and requests, while actively interacting with them to create a common value.

The JANUS et Cie Sustainability Plan includes both quantitative and qualitative objectives, which represent short, medium, and long-term commitments, contributing to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. Through this plan, we have made it our mission to focus on four sustainability pillars: Environment, People, Product, and Society.

One of the major contributors to JANUS et Cie’s environmental impact is energy consumption, which is closely tied to the generation of direct and indirect emissions. We have set clear targets to reduce the impact on the environment related to energy consumption: our goal by 2025 being to utilize 100% renewably sourced electricity. In addition, we will continue to focus on waste management and sustainable design.

At the heart of our organization are the people who avidly contribute to the company’s initiatives and projects. To further support our employees, we have created a Diversity & Inclusion (DE&I) team, which has gained significant interest since its introduction in 2022. Through this initiative, it is our goal to foster and sustain diversity, equity, and inclusion of our members.

At JANUS et Cie, the pursuit of quality, safety, a sustainable supply chain, and responsible sourcing are deeply ingrained in every stage of product development. All products from JANUS et Cie are designed with these aspects in mind and are developed in accordance with industry standards and relevant codes. With a supply chain that spans from the USA to Asia, Europe and Mexico, in 2022 we added ten new suppliers compared to 2021, reaching a total of 131 suppliers from which we purchase products, accessories, raw materials, and packaging.

I invite you to review our 2022 Sustainability Report, which outlines our ongoing objectives and our recent accomplishments. We look forward to continuing to improve our approach so that we can leave a positive impact on tomorrow.



Greg Gainer  
Chief Executive Officer

# JANUS et Cie®

PRODUCT

80% of teak products sustainably sourced


of new seating product launched assessed following external BIFMA performance standards

100%

PEOPLE

350+ MEMBERS

+3,535 HOURS OF TRAINING PROVIDED



63% of workforce comprised of women

SOCIETY

zero Substantiated complaints, identified leaks, thefts, or losses of client data

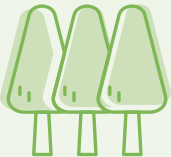
19% Purchases from local suppliers



4.2 thousands MWh Total Energy Consumption

ENVIRONMENT

1,252 tCO<sub>2e</sub> Scope 1 and Scope 2 location-based GHG emissions



HIGHLIGHTS

# AWARDS AND ACKNOWLEDGEMENTS

## Awards



### Good Design Award

- Matisse Teak Modular Seating
- Grande Arche Extendable Dining Tables
- Serengeti Sofa 2 Seat with Canopy



### Archiproducts Design Awards

Serengeti Sofa 2 Seat with Canopy



### IIDA/HD Expo Product Design Award

Kyoto Alu Sofa 2 Seat



### MetropolisLikes at NeoCon

Kyoto Alu Armchair

# About JANUS et Cie

For 45 years, JANUS et Cie has been an industry leader in design-driven furnishings for the outdoors. The luxury furniture brand is now part of Haworth’s Lifestyle Design family with Cappellini, Cassina, Ceccotti Collezioni, INTERNI, Luminaire, Luxury Living Group, Karakter, and Poltrona Frau, serving commercial, hospitality, and residential clients with a dedicated focus on outstanding quality, superior craftsmanship, and unparalleled service. A client-centric, innovative industry leader, JANUS et Cie is committed to providing collaborative solutions and building strong relationships with global clients where they live, work, play, relax, and learn.



JANUS et Cie offers a diverse catalog of over 6,000 pieces—each design remarkably distinguished in concept and form — which, in addition to furniture, includes a growing commitment to decorative accessories and performance textiles. Acclaimed by the most discerning designers, architects, and juried competitions, this powerful body of work has inspired for decades a demand for beautifully imagined furnishings to be used both indoors and outdoors and has influenced an entire industry in the process.

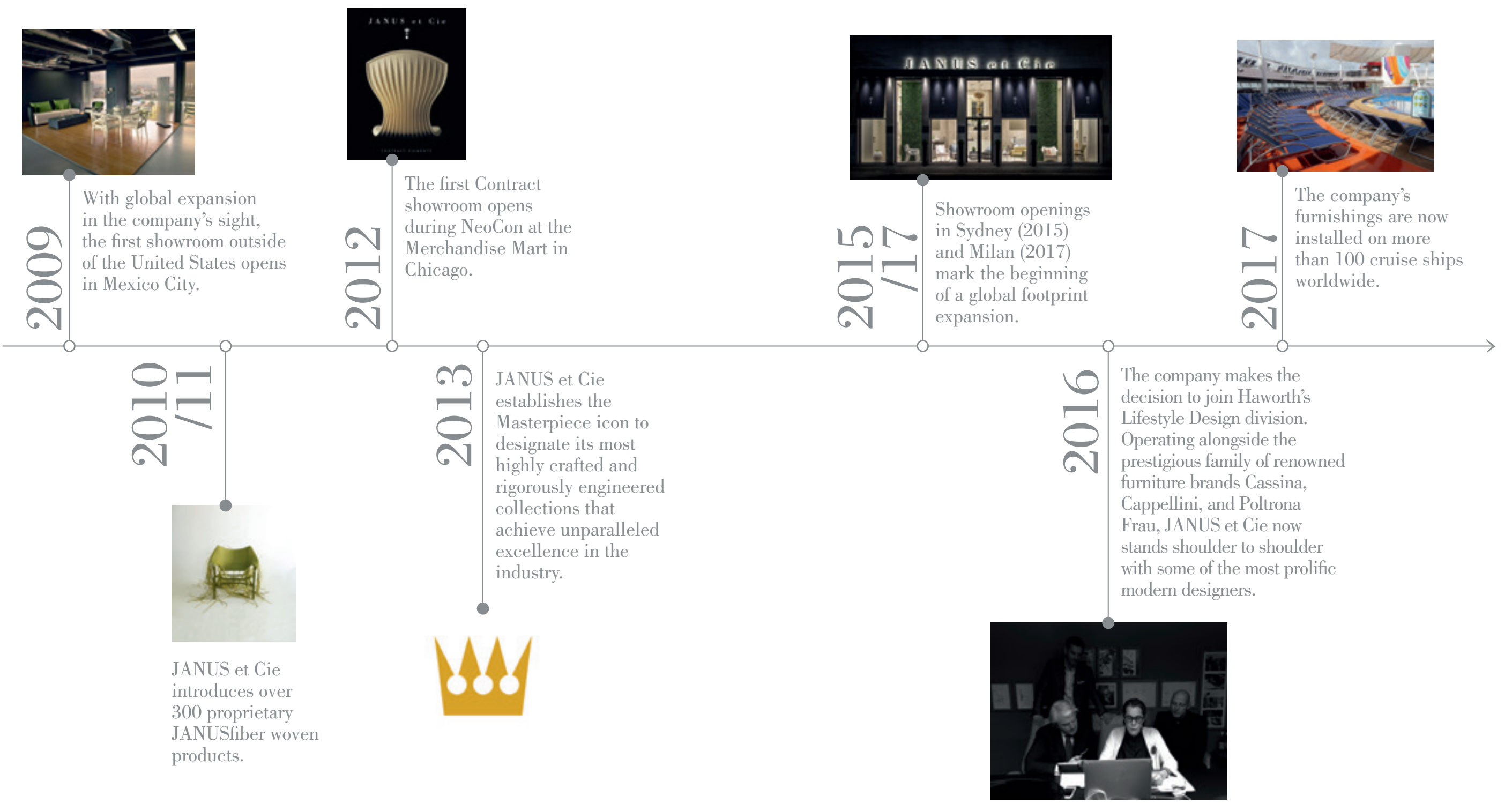
JANUS ET CIE  
AT A GLANCE

# JANUS et Cie Timeline

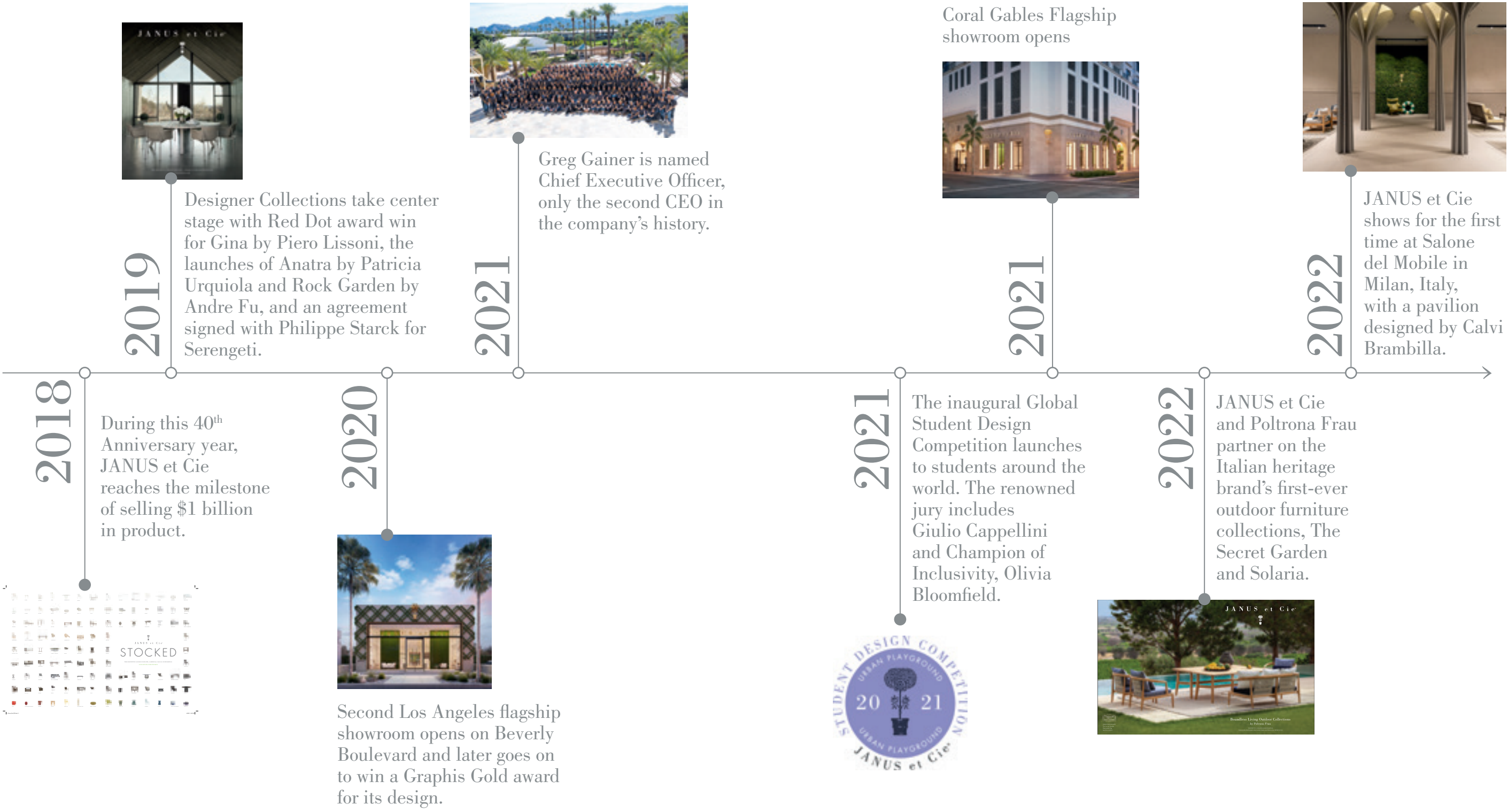




# JANUS et Cie Timeline



# JANUS et Cie Timeline



# Geographical Presence of JANUS et Cie

In the years following the company’s founding in 1978, JANUS et Cie has transformed from a single showroom headquartered in West Hollywood, CA, to a global design resource serving stakeholders across all regions: the Americas, EMEA (Europe, Middle East, and Africa), and Asia-Pacific. JANUS et Cie has showrooms in the United States, Italy, Mexico, and Australia, as well as offices in Santa Fe Springs, CA, Carpinteria, CA, and Singapore. In terms of total workforce, JANUS et Cie has over 350 members worldwide.



# Global Membership

JANUS et Cie is an active member of several national and international industry associations:

- **American Society of Interior Designers.** The American Society of Interior Designers (ASID) is a community of people —designers, industry representatives, educators, and students— committed to interior design. Through professional activities and a network of 47 offices in the United States and Canada, the organization is committed to advancing the interior design profession and, in the process, demonstrating and celebrating the power of design to positively change people’s lives.
- **Design Leadership Network.** The Design Leadership Network (DLN) is a membership organization in the service of principals of design and architecture firms, media companies, and manufacturers of products and services aimed at the high-end design public. The organization supports members and partners by producing programs, experiences, and information that educate, inspire, and connect with the goal of helping build better companies, become stronger leaders, and grow.
- **Business and Institutional Furniture Manufacturers Association.** Business and Institutional Furniture Manufacturers Association (BIFMA) is the non-profit trade association for corporate and institutional furniture manufacturers. BIFMA promotes product safety and sustainability throughout the life cycle of commercial furniture, sponsors the development and refinement of standards, educates about their importance and application, and translates their necessary complexity into formats that are more easily understood and implemented.
- **Interior Design Continuing Education Council.** International Design Continuing Education Council, Inc. (IDCEC) inspires and guides providers of continuing education programs to provide high-quality lifelong learning activities for design professionals. IDCEC offers learning opportunities and registration services to design professionals in a single platform.
- **CoreNet Global.** CoreNet Global is a non-profit association, headquartered in Atlanta, Georgia (US), representing nearly 10,000 members in 50 countries with strategic responsibility for the real estate assets of large corporations. The organization’s mission is to advance the practice of corporate real estate through professional development opportunities, publications, research, conferences, designations, and networking in 46 local chapters and groups globally.
- **International Interior Design Association.** The International Interior Design Association (IIDA) is the commercial interior design association with a global reach. With a network of over 15,000 members, they support design professionals, industry affiliates, educators, students, and companies to increase the value and understanding of interior design as a profession that enhances business value, and has a positive impact on health and well-being of people’s lives every day.

# Governance

JANUS et Cie thinks beyond its business with a collective purpose to make the world better.

The corporate governance system of JANUS et Cie is structured in such a way as to guarantee compliance with the guiding principles of transparency, safety, and sustainability at all levels of the organization.

The highest governing body within the organization is the Board of Directors, consisting of three individuals. Two of these members are executives directly associated with JANUS et Cie, while the third member is affiliated with the parent company, Haworth. All members of the Board of Directors are independent and, as long as they hold the same position within the organization, they are entrusted with ensuring the management of the company. The Board of Directors meets on a quarterly basis.

## JANUS et Cie Board of Directors

Greg Gainer  
Chief Executive Officer  
Director since 2017

Timothy Powell  
Chief Financial Officer  
Director since 2022

Scott R. Poulton  
Chief Financial Officer Haworth  
Director since 2021

With the goal of integrating sustainability within the business, in 2022 JANUS et Cie started a journey together with the other Lifestyle Design group companies. In the same year, it drafted and published its first Sustainability Report for 2021 ESG performance.

By taking part in the sustainability journey, JANUS et Cie could determine the risks and opportunities arising from the positive and negative impacts on the economy, the environment, and people, including human rights, that could be created by or through the activities both at the company sites and along the entire value chain.

To achieve this goal, a Sustainability Committee was created, composed of different roles responsible for managing different aspects of sustainability within the company. The Sustainability Committee is composed of four independent executive members and one independent non-executive member. The Sustainability Committee members are selected on a role-based appointment and have all been part of the Committee since it was established in 2022.

# JANUS et Cie Sustainability Committee



**Carlos Sousa**  
Chief Operating Officer



**Alexis Contant**  
Senior Vice President  
of Marketing



**Amity Yates**  
Vice President of Human  
Resources



**Carolina Zhang**  
Vice President of Product  
Design and Development



**Julia DiFrancesco**  
Director of Sustainability



The Sustainability Committee oversees the approval of strategies, policies, and goals related to sustainable development. The Committee meets quarterly for the review of sustainability strategies to anticipate and appropriate opportunities from an economic, environmental, and social point of view. The Committee involves the CEO in the review of the ESG and Sustainability Plan, and the CFO in setting the budgetary needs for the Sustainability Plan initiatives.

In 2022, the Sustainability Committee of JANUS et Cie developed a Sustainability Plan which defines actions and targets to be achieved in relation to each material topic. The Committee also collaborated with the Lifestyle Design Sustainability Leaders Working Group on common projects such as the Lifestyle Design Sustainability Strategy, the Haworth Group Sustainability reporting, the Greenhouse Gas and Science Based Targets Project, and the Diversity, Equity, and Inclusion initiative.

## A quote from the newly appointed Director of Sustainability

“I am thankful and inspired to be part of an organization that is committed to the environment and its people. As we begin our sustainability journey at JANUS et Cie, I reflect on a quote from Paul Hawken, “We have the capacity to create a remarkably different economy: one that can restore ecosystems and protect the environment while bringing forth innovation, prosperity, meaningful work, and true security.”

*Director of Sustainability, Julia Di Francesco*



# Business Ethics and Integrity

**Ethical principles and values** are what drive the relationship between JANUS et Cie and its main stakeholders. All members are required to carry out their activities with honesty, safety, and respect for others, and to conduct them without advancing personal interests or obtaining favors or advantages for themselves or their family members.

A successful, satisfying, and safe working atmosphere is something that dedicated team members create and maintain for each other. With this at top of mind, JANUS et Cie thrives on supporting the expectation of its members to perform to the highest standards of professionalism and conduct in all areas. The company is committed to ensuring that everyone performs their job duties to the best of their abilities and complies with all company policies and procedures, taking pride in his or her individual fundamental responsibility to maintain respectfulness and courtesy towards colleagues, clients, contractors, and suppliers, always.

All members are expected to discuss directly with a representative of Human Resources or an executive if a conflict of interest is encountered. JANUS et Cie reserves the right to evaluate and determine whether any conduct is harmful to the interests of the company or the safety, security, and well-being of its members, and to implement any appropriate disciplinary sanctions as necessary.

JANUS et Cie upholds a Code of Ethics policy that governs all its relationships and activities. This official document outlines the fundamental ethical values and principles for all members of the organization. To ensure compliance, JANUS et Cie provides continuous training to its members on ethical principles and behavior. In 2022, all members, including the governance body, received training and communication on the organization’s anti-corruption policies and procedures.

As part of the JANUS et Cie Employee Handbook, the Conflict of Interest policy states that a conflict of interest exists when the individual’s loyalties or actions are divided between the Company’s interests and those of another such as a competitor, supplier or client. Both actual and the appearance of a conflict of interest should be avoided. Individuals unsure as to whether a certain transaction, activity, or relationship constitutes a conflict of interest should discuss it with the Human Resources department, or an executive officer of the Company. Any exception to this policy must be approved in writing by the COO or his/her designee.

Some of the more common conflicts from which individuals should refrain include, but are not limited to, the following:

- Using proprietary or confidential Company information for personal gain or to the Company’s detriment
- Using Company assets or labor for personal use
- Committing the Company to give its financial or other support to any outside activity or organization
- Selling, buying, or accepting bids from any business owned in whole or part by the employee or his/her spouse, or contract for business services of any kind to be performed by the employee or his/her spouse, unless full disclosure is made to Chief Operating Officer

Failure to adhere to this guideline, including failure to disclose any conflicts or to seek an exception, would result in disciplinary action, up to and including termination of employment. All employees should identify any business transactions/dealings, which may represent a potential conflict of business interest.



# The Values of JANUS et Cie

JANUS et Cie strongly affirms that fairness and lawfulness in work and business will always constitute an essential value. JANUS et Cie inspires its members to honor the following values:

## We listen to our clients

We apply their insights to our products and services to design inspiring spaces that enrich people’s lives and businesses. Together with our partners and distributors, we create value using our talents, expertise and knowledge

## We rely on our members

Through the boundless potential of empowered and engaged members, we are united in a common vision. Our members bring experience, cultural diversity, and dedication to the clients we serve. We invest in continuous learning intended to help them flourish

## We honor integrity

We believe that honesty, transparency, and accountability are the foundation of trust. We build mutually beneficial business relationships, beyond legal and ethical practices, meeting our commitments while upholding our values

## We embrace continuous learning

In a rapidly changing world, we seek variety of thought and opportunities to expand our knowledge. By applying this learning every day, we transform our business, enhance our performance, and innovate in ways that exceed our clients’ expectations

## We lead with design

We have a rich history of design and research, from beautiful products to high-performing solutions to inspiring spaces. Our members are encouraged to think creatively, collaborate, and take risks to bring great ideas to fruition

## We create value

We deliver innovative solutions to satisfy our clients’ unmet needs. Our success contributes to the livelihood and growth of our members, their families, our shareholders, and our entire network

## We work to make the world better

We think beyond our business to our communities. We cultivate hope for the future by embracing diversity, protecting our environment and creating economic value. In our small way, we help make the world a better place for people to work and live



JANUS et Cie aims to generate shared value through its business by reducing its impact on the environment and, at the same time, pursuing economic prosperity. JANUS et Cie commits to sustainability and shares this responsibility with its stakeholders in the following ways:



- Interacting and exchanging best practices within the supply chain to generate economic impact.



- Generating employment opportunities both in United States and internationally, but also throughout its global supply chain.



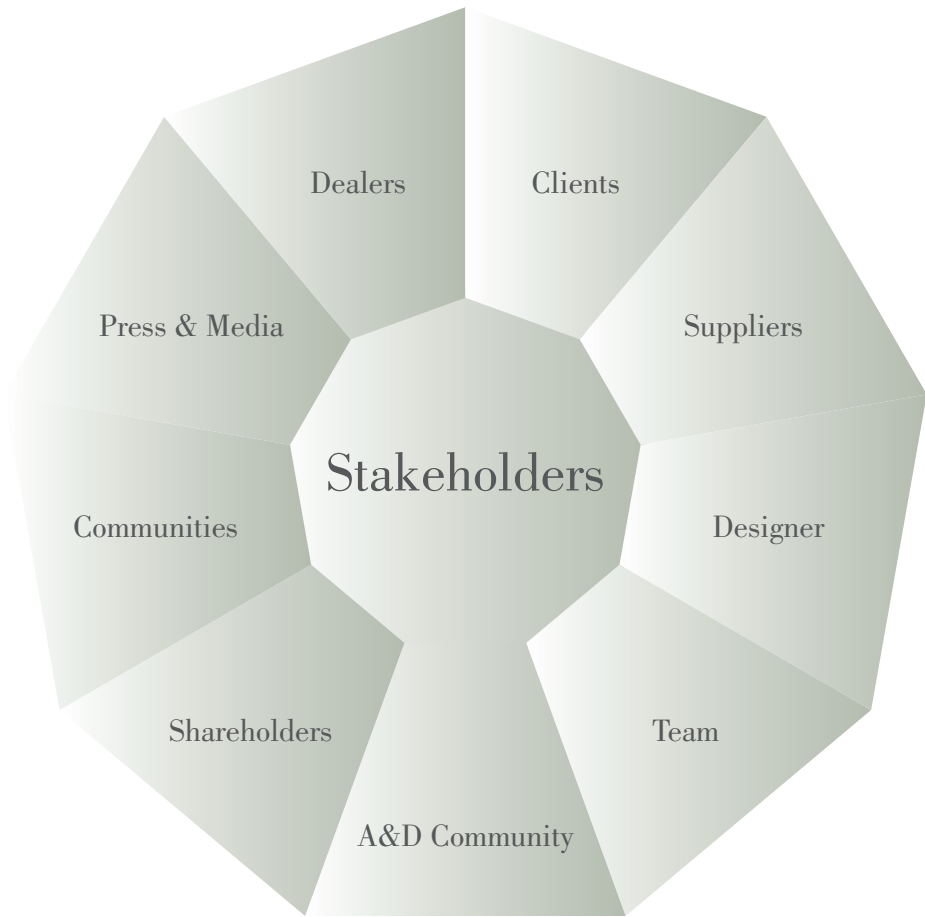
- Choosing and promoting the use of responsible materials to develop products that have a positive impact on the environment and delight clients.



SHARED VALUE  
CREATION

# Our Priorities: The Materiality Analysis

JANUS et Cie places the identification and understanding of the needs, requirements, and expectations of stakeholders at the center of its business activities through interactive and multi-channel communication, with the aim of creating shared and sustainable value throughout the life of the company. Loyal and lasting relationships are established with its stakeholders based on constant dialogue and involvement, implementing ideas for improvement within the business, and providing the widest response flexibility. Below is a representation of the main stakeholders of JANUS et Cie.



At JANUS et Cie, it is considered essential to act with respect for all stakeholders who may be impacted by business activities. That is why there is great attention in engaging with them to understand what their needs and requests are, and actively interacting with them to envision how to act jointly to create a common value. This will generate a positive impact on the environment and people. To do so, JANUS et Cie engages with them through different channels, the most widely used of which are JANUS et Cie’s website, email, the Zendesk Platform, events, social media, Bluescape, and JANUS et Cie showrooms. Regular meetings are organized with key stakeholders throughout the year. Some channels are dedicated to engaging with the team members of JANUS et Cie, including a workplace communication app for members to access Benefits and Training, Quarterly Town Hall events, and a Coffee Chats initiative with the Vice President of Human Resources.

With the aim of identifying JANUS et Cie’s main impacts, the materiality analysis process started in 2022, which led to the determination of the main material issues related to the business’ activities and the context in which it operates. The materiality analysis was conducted following the GRI Standards, the reporting system most widely used internationally.

The process began with **the identification of the relevant topics** through a benchmark analysis, research, and desk analysis of sector trends, internal documents, and external resources. The second phase of the process led to the **prioritization of material topics**, which were identified during a workshop with the key management of JANUS et Cie. Lastly, the results were **validated by the key management group** and divided into four macro areas: Environment, Product, People and Society.

The materiality analysis process was conducted in 2022 for JANUS et Cie’s 2021 Sustainability Report, and it was validated for the 2022 Sustainability Report. To be aligned with the new GRI Universal Standards, effective from January 1, 2023, the materiality process was updated starting with the identification of actual and potential positive and negative impacts on the economy, the environment, and people, including their human rights, related to the company’s activities.

The process followed by JANUS et Cie was as follows:

1

### Definition of the impacts

Both positive and negative impacts were defined through a desk analysis of sector reports and validated through interviews with the representatives for each material topic.

2

### Fine-tuning of material topics

After the identification of the most relevant impacts, a fine tuning of the way material topics are managed at JANUS et Cie was conducted through the collection of quantitative and qualitative data.

3

### List of material topics

The results of the previous phases led to the finalization of a list of material topics and related impacts as the most relevant for the activities and the context of JANUS et Cie.

The prioritization of the material topics identified for the Sustainability Report 2021 was confirmed for 2022.

# List of Material Topics for JANUS et Cie

The following table reports the materials topics ordered by relevance and related positive and negative impacts that might occur as a consequence of the business activities and its ability to oversee the identified material topics.

MACROCATEGORY	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
SOCIETY	Client satisfaction	<ul style="list-style-type: none"><li>Improved client attraction due to an increase in the perceived client involvement and listening by the company</li><li>Improved client experience by meeting client needs</li></ul>	<ul style="list-style-type: none"><li>Driving away clients due to disruptions and/or difficulties in client relations and to difficulties in responding to client needs in time</li></ul>
PEOPLE	Member welfare and well-being	<ul style="list-style-type: none"><li>Members increased productivity incentivized by welfare and wellness policies developed by the company</li><li>Member satisfaction due to appropriate work-life balance</li></ul>	<ul style="list-style-type: none"><li>Lower productivity/quiet quitting due to worsening member welfare</li><li>Worsening company reputation because of feeling undervalued</li></ul>
PEOPLE	Diversity, equity, and inclusion	<ul style="list-style-type: none"><li>Positive atmosphere among members due to the promotion of an inclusive work environment</li><li>Positive work environment due to the company’s promotion of equal opportunities and fair treatment for members</li></ul>	<ul style="list-style-type: none"><li>Discontent of members due to a work environment that is less than inclusive and disrespectful of diversity</li><li>Lack of retention due to a discriminatory work environment that does not promote equal opportunities for members</li></ul>
PEOPLE	Occupational health and safety	<ul style="list-style-type: none"><li>Increased member productivity by maintaining workplace safety and conditions</li><li>Improve safety awareness by providing training courses that enable members to be informed about specific safety procedures</li></ul>	<ul style="list-style-type: none"><li>Greater potential for poor working conditions, occupational diseases, accidents, and/or injuries</li><li>Loss in productivity due to poor working conditions, occupational diseases, accidents, and/or injuries</li><li>Additional costs associated with penalties/fines and non-compliance with health and safety regulations</li></ul>
PEOPLE	Talent attraction and retention	<ul style="list-style-type: none"><li>Value to the organization by attracting new members eager to grow, learn and contribute to the company’s highest potential.</li><li>Attraction and retention of professionals focused on sustainability initiatives</li></ul>	<ul style="list-style-type: none"><li>Lower productivity due to inability to enhance, protect and develop members</li><li>Higher level of turnover in the company and loss of know-how</li></ul>
SOCIETY	Human rights	<ul style="list-style-type: none"><li>Promote dignity and safety of the workers through the protection of human rights throughout the company’s value chain</li></ul>	<ul style="list-style-type: none"><li>Possible violation of human rights along the supply chain</li></ul>
PRODUCT	Product quality and safety	<ul style="list-style-type: none"><li>Safer and of higher quality products due to the selection of the best raw materials</li><li>Positive impact on client health and safety</li><li>Improved product performance means reduced resource consumption, and lower carbon footprint, as products are replaced less frequently</li></ul>	<ul style="list-style-type: none"><li>Presence of chemicals in the products that do not comply with regulations in the relevant markets</li><li>Impact on the safety of clients and loss in company reputation due to product defects because of poor quality</li><li>Risk on health and safety from non compliance with the chemicals and VOC release regulations</li></ul>
PEOPLE	Training and employee development	<ul style="list-style-type: none"><li>Satisfaction of members related to long term development in all areas aligned with market demand</li></ul>	<ul style="list-style-type: none"><li>Lack of professional development of its members resulting in loss of resources</li></ul>
PRODUCT	Product innovation	<ul style="list-style-type: none"><li>Lower product environmental impact using technological innovations that meet client demands</li></ul>	<ul style="list-style-type: none"><li>Loss of competitiveness and worsened market positioning due to a failure to introduce innovative solutions</li></ul>
SOCIETY	Responsible supply chain	<ul style="list-style-type: none"><li>More sustainable supply chain because of a dissemination of sustainability practices and policies along the supply chain</li></ul>	<ul style="list-style-type: none"><li>Disruptions in the company’s business continuity and operations due to unsustainable performance along the entire supply chain</li></ul>
SOCIETY	Client data privacy and protection	<ul style="list-style-type: none"><li>Commitment to protect the confidentiality of information acquired during its business and to avoid any impact by providing up-to-date security measures and procedures</li></ul>	<ul style="list-style-type: none"><li>Economic, reputational and disruption of corporate activities due to a potential data breach of sensitive client data</li></ul>
ENVIRONMENT	Waste management	<ul style="list-style-type: none"><li>Responsible waste management and minimization of waste materials through recycling initiatives</li><li>Reduction of waste due to the recycling of materials during the daily operations</li></ul>	<ul style="list-style-type: none"><li>Inadequate management in the disposal of waste, particularly concerning hazardous waste</li></ul>

MACROCATEGORY	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
PRODUCT	Responsible sourcing	<ul style="list-style-type: none"><li>• Preservation of the environment due to the choice of certified, responsibly sourced raw materials that meet ethical and environmental standards</li><li>• Compliance with current and future regulations regarding materials procurement</li></ul>	<ul style="list-style-type: none"><li>• Lower product sustainability resulting from failure to supply certified raw materials</li><li>• Higher prices of JANUS et Cie’s products due to an increase of costs in purchasing sustainable materials</li></ul>
PRODUCT	Sustainable packaging	<ul style="list-style-type: none"><li>• Reduction in the use of raw materials due to a selection of recycled materials and packaging optimization</li><li>• Better company reputation due to packaging reuse in line with client demands</li></ul>	<ul style="list-style-type: none"><li>• Pollution of the environment from placing non-recyclable single-use packaging in the market</li></ul>
PRODUCT	Circular design and sustainable materials	<ul style="list-style-type: none"><li>• Reduction of waste and consequent impact on the environment due to circular design, including recovery and recycling of waste materials</li><li>• Minimize environmental impact due to the research, study and use of the most sustainable available materials</li></ul>	<ul style="list-style-type: none"><li>• Loss in the durability and functionality of the product due to the choice of more sustainable, but potentially less resistant, materials</li><li>• Loss in company reputation resulting from failure to manage and integrate initiatives of circular economy in product design</li><li>• Negative impact on the environment resulting from a failure to manage the product at the end of its lifecycle</li></ul>
ENVIRONMENT	Energy efficiency and GHG emissions reduction	<ul style="list-style-type: none"><li>• Generation of efficient processes and reduction of energy consumption</li><li>• Increasing the use of energy from renewable sources</li></ul>	<ul style="list-style-type: none"><li>• Generation of direct and indirect emissions linked to energy consumption due to the company’s activities</li></ul>
ENVIRONMENT	Sustainable logistics	<ul style="list-style-type: none"><li>• Reduction of CO<sub>2</sub> emissions due to monitoring of logistics activities</li><li>• Optimization and selection of transportation means with reduced environmental impact</li></ul>	<ul style="list-style-type: none"><li>• Excessive CO<sub>2</sub> generation due to logistics activities that do not consider environmental impact</li></ul>

In addition to the identified material topics, certain topics are reported in the “Prerequisites” macro-category, which are to be considered necessary for good company management and therefore are included in the non-financial information, but not subject to evaluation within the materiality analysis and not reported in the list of material topics.

## Prerequisites



“Biodiversity”, “Community engagement”, and “Water management” have been identified as further topics which, although not material, are however relevant for JANUS et Cie. For the definition of material topics, please see the appendix “Material topics’ description”.

# Sustainability Pillars

After identifying which sustainability issues are most relevant to JANUS et Cie, based on these topics, JANUS et Cie’s Sustainability Plan was developed. The plan was defined according to the Haworth Sustainability Strategy to guarantee the full alignment of JANUS et Cie with the group strategies and policies.

This Plan is divided into four pillars that reflect the company’s commitments by material topic and reports concrete actions and activities so solid foundations are created for long-term sustainable growth.



# Sustainability Plan

The aim of developing a Sustainability Plan was to integrate sustainability into the business strategy of JANUS et Cie. The Plan was defined starting from the material topics that emerged from the materiality analysis. A comparison was then made with the corporate pillars and engagement with stakeholders that led to the identification of the prioritized topics.

The development of the Sustainability Plan was the main activity of 2022. All functions were involved in defining the objectives, actions, targets, and KPIs for the relevant topics. This process allowed JANUS et Cie to, at the same time, increase the awareness of its members concerning its sustainability journey.

The Sustainability Plan is the starting point to structure and launch all the sustainability initiatives that will lead the company to improve its impact on the environment and people. The Plan includes both quantitative and qualitative objectives, which represent short, medium, and long-term commitments.

These are intended to also contribute to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared framework for peace and prosperity, people and planet, now and in the future.



















Reported below are the SDGs to which JANUS et Cie contributes, the material topics, the targets that JANUS et Cie aims to achieve within the target year, related initiatives, and the progress on the target.
















● Initiative completed    ● Initiative ongoing    ● Initiative not yet started

MATERIAL TOPIC	SDGs	TARGET DESCRIPTION	INITIATIVES	STATUS	TARGET YEAR
Sustainable logistics	12  13  15	Optimize transport logistics with dedicated initiatives (through low-carbon mobility or optimized logistics)	Participation in offset & carbon neutral programs in collaboration with partners in logistics	●	2025
Energy efficiency & GHG emissions reduction	3  7  8  12  13  15  16	100% renewably sourced electricity <sup>1</sup>	Purchase renewable energy to increase the amount of renewable energy sourcing	●	2025
		Cut greenhouse gas emissions in half <sup>2</sup>	Actions to be defined	●	2030
		Work toward net-zero emissions <sup>3</sup>	Actions to be defined	●	2050
Waste management	3  6  8  11  12  15	Reduce environmental impact from waste for production sites and world headquarters	Improve recycling at JANUS et Cie & Identify Waste Management Solutions <sup>4</sup>	●	2025
Biodiversity	6  15	80% of teak sourced from sustainable sources	Sourcing teak wood considering sustainability	●	2025
Water management	6  12	Raise awareness on responsible water consumption	Raise member awareness for water conservation	●	2023
Diversity, equity, and inclusion	5  8	Create a Diversity, Equity & Inclusion Team that raises awareness and promotes initiatives about these topics	Creation of an internal team for DE&I	●	2023
		Foster and sustain diversity, equity, and inclusion of members	Share JANUS et Cie’s Code of Conduct among all members	●	2023
		100% of members received training on diversity, equity, and inclusion	Diversity, equity, and inclusion training modules provided by Haworth to increase awareness on the unrepresented groups within the organization	●	2025
		Implementation of a reporting mechanism for members covering ESG issues	Implementation of a whistleblower hotline	●	2023

1 The scope of the target has been extended from the manufacturing facility to all operations, including warehouses and showrooms.  
2 Haworth drafted a near-term decarbonization target to be in line with climate science and SBTi climate models and submitted it to SBTi. This target will be published once validated.  
3 Haworth drafted a long-term decarbonization target to be in line with climate science and SBTi climate models and submitted it to SBTi. This target will be published once validated.  
4 For the in-house cushion manufacturing facility.



MATERIAL TOPIC	SDGs	TARGET DESCRIPTION	INITIATIVES	STATUS	TARGET YEAR
Training and member development		Develop programs to advance individual and organizational sustainability goals	Define development programs, involvement, and participation of members to sustainability initiatives		2025
		Providing and promoting learning and career opportunities for members	Providing diverse and more comprehensive learning opportunities		2025
Occupational health and safety		Raise awareness through safety training addressed to members	Update Current Lost-Time Injury and Illness Prevention Plan		2024
		Development of initiatives on health and safety	Build upon initiatives to promote safety knowledge, well-being and the prevention of injuries and ill health		2024
Talent attraction and retention		Development and implementation of internship program	Partnerships with schools and universities		2023
Member welfare and well-being		Employee Assistance Program	Employee Assistance Program		-
		Encourage greater engagement in the annual member engagement survey	Maintain 75% or greater engagement in the annual member engagement survey		-
Product quality and safety		Definition of a policy to ban the use of certain chemicals	Policy to ban the use of certain chemicals		2025
		Assessment of new Products for Safety impacts	External verification for safety assessment to BIFMA standards		2022
Circular design, sustainable materials, and product innovation		Increase the Circularity of JANUS et Cie products	Define a Circular Design Guide		2025
			Implement a tool to measure product circularity		2025
			Train key members on circularity and eco-design		2025

MATERIAL TOPIC	SDGs	TARGET DESCRIPTION	INITIATIVES	STATUS	TARGET YEAR
Sustainable packaging		100% renewable, reusable, recyclable, or compostable packaging on select collections	Define and implement criteria to select and purchase sustainable packaging		2025
		Implement pilot programs for innovative packaging solutions	Identification of opportunities for re-thinking plastic		2025
Responsible sourcing & Responsible supply chain & Human rights		Implement a supplier code of conduct	Define code of conduct		2023
			Engage key suppliers		2024
		100% of selected group of suppliers are screened according to responsible sourcing criteria	Evaluate suppliers based on sustainability data collected		2025
Client satisfaction		Communication strategy for sustainability initiatives for JANUS et Cie products	Develop a communication strategy to inform clients about JANUS et Cie's sustainability initiatives		2024
		Client satisfaction reporting	Develop client satisfaction survey		2024
Community engagement		1,000 hours of community engagement per year through volunteerism and educational opportunities of JANUS et Cie members	Identify initiatives to get members involved in supporting charitable organizations and communities		2025
Client data privacy and protection		Promote cybersecurity awareness in the workplace	Implement cybersecurity awareness communications and training plan		2023
			Security incident investigation and response process		2023

# Product Quality and Safety

At JANUS et Cie, the pursuit of quality and safety is deeply ingrained in every stage of product development. All products from JANUS et Cie are designed with safety in mind and are developed in accordance with industry standards and relevant codes. This includes everything from conducting feasibility studies, to creating prototypes and developing the final product.

Keeping these concepts as the guide that drives the business, it is possible to be able to generate positive impacts through the selection of the best available materials and to ensure that the clients’ health and safety are not put at risk due to the products placed in the market. Failure to properly manage this issue could lead to the pollution of the environment with toxic and unpermitted substances use. Also, if a product is not properly designed and built, defects in the product might occur, leading to possible accidents that might also affect company reputation.

To correctly manage the topic and create the mentioned positive impacts, JANUS et Cie products are tested before launching to ensure the highest degree of safety in accordance with applicable industry standards and codes. JANUS et Cie tests over 90% of its products using external verification and safety assessments, including durability and structural performance tests according to renowned standards such as **BIFMA**.

One of the targets in the Sustainability Plan was to assess new products for safety impact using BIFMA performance tests. In 2022 the target was achieved with BIFMA product testing for all seating for new JANUS et Cie collections that were launched. Also, the organization has not incurred incidents of non-compliance concerning the health and safety impacts of products and services.

Once the product comes to life, the Quality Department ensures the overall quality of existing and newly launched products. The team consists of a Quality Manager, a Senior Product Technician, and three Quality Assurance Specialists. The expertise of the team is essential to support the Product and Sales Departments with technical solutions. The Quality team is responsible for final and in-line inspections in accordance with Acceptable Quality Limit (AQL). They oversee

conducting in-house testing during product development and are the first responders when a quality concern appears.

In 2022 JANUS et Cie developed a database to collect all information related to quality issues to identify trends and develop an action plan to resolve them. These issues are monitored alongside the number of products returned, which allows JANUS et Cie to oversee the progress on the quality of the products over the years. This information is communicated to the suppliers via meetings with the Quality team members and email to provide feedback and potential opportunities for improvement.

BIFMA is a not-for profit trade association for business and institutional furniture manufacturers that has developed standards to assist them in guaranteeing that their products adhere to furniture durability, structural performance, and safety. The standards differ based on the assessed product. It is important to follow them to prevent issues that might occur from the product’s use.



# Sustainable Packaging

Packaging plays a crucial role in protecting products during transportation, storage, and sale, but it can also have significant environmental and social impacts throughout its lifecycle, from resource extraction and manufacturing to disposal.

Sourcing materials and shipping products necessarily implies the use of packaging. Actions to minimize the impacts can be reducing the use of raw materials, choosing recyclable and/or recycled materials, and avoiding the use of unnecessary packaging.

JANUS et Cie commits to the use of 100% renewable, reusable, recyclable, or compostable packaging on selected collections and to implement programs for innovative packaging solutions as part of the Sustainability Plan.

JANUS et Cie carefully selects the materials for the creation of packaging and aims to optimize it as much as possible in terms of components and weight, while also considering its performance in terms of protection. Most of the selected packaging is from bio-based and recyclable sources.





# Circular Design, Sustainable Materials and Innovation

JANUS et Cie is committed to promoting a circular economy, developing products that, at every stage of the life cycle, follow the principles of circularity, prevent waste, and make the most of the resources in use.

Designing products with circularity in mind involves selecting the most sustainable materials available to minimize their environmental impact. This entails considering a variety of factors such as the durability and functionality of the selected materials, as well as the ability to disassemble, recover and recycle them at the end of life. The choice of appropriate materials is critical in reducing the impact of the product at the end of its lifecycle, a phase that is beyond the control of the company. By prioritizing the lifecycle of the product and applying the principles of circular design, JANUS et Cie can make a significant contribution to improving the design of their products.

Given the trade-off in creating products with sustainable materials that maintain high-quality performance, in 2022 JANUS et Cie focused on defining targets to work on implementing circularity models, such as developing a Circular Design Guide in 2023 to give a clear direction to all the members involved in the product design, followed by the use of a tool to measure product circularity, and a training program on circularity and eco-design to key members.

Circularity is not a topic that can be faced alone, as different actors along the value chain need to be engaged. In the last few years, JANUS et Cie worked to evaluate and lead the development of new products, promoting the use of premium quality plantation-grown teak and aluminum frame products with up to 10% recycled content. In 2022, JANUS et Cie identified the collections to be made from FSC-certified, responsibly sourced teak.

JANUS et Cie provides a program that offers replacement parts for their products to prolong their lifespan in case they become damaged due to normal wear and tear. If a client’s piece of furniture becomes damaged, they can receive replacement parts from JANUS et Cie instead of having to purchase an entirely new product. In the event of furniture being damaged beyond repair and needing to be disposed of, most items have responsible end-of-life options.

A key circular economy principle is to properly maintain products and materials to extend the product lifetime. JANUS et Cie engages with its clients on this topic by providing them with guidelines on how to care for and maintain the products, available on the company website.

## Why is sustainability important to design?

from Carolina Zhang, Vice President of Design and Development

Sustainability is important to design for several reasons:

- **Environmental impact of design:** Designers have the power to minimize the environmental impact and minimize the use of natural resources. From materials used in specification, to end-of-life disposal practices, design can help preserve natural resources in the inception of a concept
- **Consumer demand:** Increasingly, consumers are becoming more aware of the product they choose to purchase. By incorporating sustainable practices, we can meet this demand and provide solutions that appeal to environmentally-conscious clients
- **Ethical Responsibility:** The design industry has always been aware of the ethical responsibility to the environment. Considering the impact of the materials and practices we use, can ethically help create a more sustainable future
- **Innovation:** Sustainability can drive innovation, leading to new products, materials, and manufacturing processes

## SERENGETI COLLECTION

In 2022, the Serengeti Collection was launched in collaboration with Philippe Starck, the renowned multifaceted designer who believes that creations, whatever form they take, must improve the lives of as many people as possible.

The stunning teak lounge and dining collection, inspired by natural environments and by the African savannah for which it is named, is a magical marriage of timeless elegance and refined natural elements, crafted for durability and longevity.





# Responsible Sourcing and Supply Chain

The development of sustainable products starts with the careful selection of certified, recycled, and responsibly sourced materials. In addition to the material’s features, it is also crucial to source from suppliers who integrate ethical and sustainable practices within their processes.

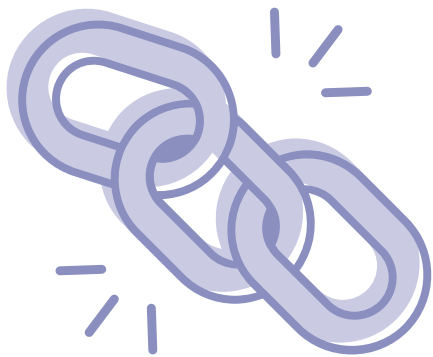
Sourcing responsibly is key to preserving the environment from being exploited as well as guaranteeing that the suppliers operate in a safe environment. Leading by example and engaging with suppliers will spread good sustainability practices along the supply chain and in the industry. Neglecting to consider these aspects could have an impact on the company’s operations; finding violations along the supply chain could cause a disruption in the company’s business continuity.

Keeping this in mind, as part of JANUS et Cie’s sustainability journey, in 2023 the company will start developing criteria to evaluate suppliers based on sustainability data collected.

The company is committed to building a sustainable supply chain. Starting with a product roadmap that indicates all the materials needed, the Supply Chain department identifies the appropriate suppliers or will research new ones, evaluating possible risks that could be encountered by sourcing from them. Key suppliers are engaged with an audit on social responsibility performances, by assessing that they are not involved in any unethical activity, such as forced and child labor, harassment or abuse, non-discrimination, health and safety, bargaining, wages & benefits, hours of work/overtime, benefits, and environment.

In 2022, over 80% of teak products were sustainably sourced, purchasing SVLK or FSC certified teak. These certifications guarantee that the industry operates in compliance with standards and criteria.

With a supply chain that spans from USA to Asia, Europe and Mexico, in 2022, JANUS et Cie added 10 new suppliers compared to 2021, reaching a total of 131 suppliers from which it purchases products, accessories, raw materials, and packaging. Purchases from local suppliers comprise 19% of total purchases. Compared to 2021, the amount of money spent on local suppliers has decreased by 2%. This reduction is related to several factors such as purchasing needs and the product sales mix of JANUS et Cie.



## SVLK CERTIFICATION

**SVLK (Sistem Verifikasi Legalitas Kayu) traces Indonesia’s sustainable forest management system, which is mandatory in the country. The certification verifies that all teak is legally sourced. JANUS et Cie guarantees that all suppliers from Indonesia follow the system and have up to date certificates.**

## FSC CERTIFICATION

**FSC (Forest Stewardship Council) is an international organization that sets standards for responsible forest management. FSC certification is a voluntary certification process for wood and timber products, which ensures that the wood comes from responsibly managed forests that meet certain environmental, social, and economic standards.**





# Personnel Composition, Talent Attraction and Retention

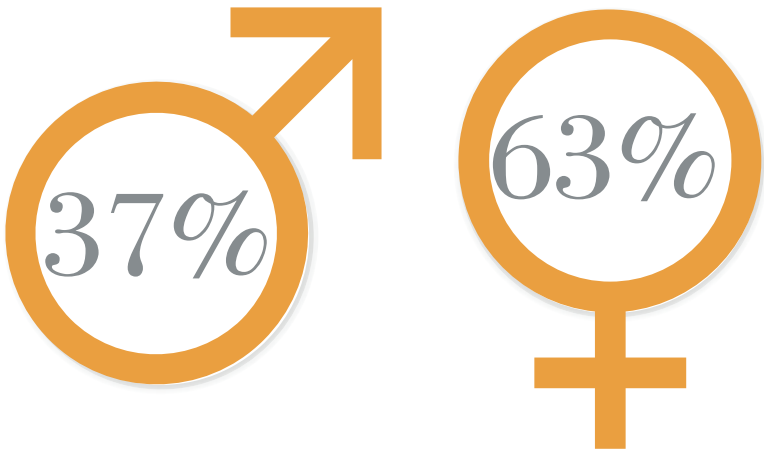
JANUS et Cie **acts with integrity, promoting a common vision for the members and its stakeholders.**

These values are crucial for the company’s success. It is important to attract members who want to grow and contribute to the company to their highest potential. It is with this belief that JANUS et Cie seeks people who bring **experience, cultural diversity, and dedication** to their work. In 2022, the CEO along with the Vice President of Human Resources conducted 18 focus group meetings with members from all over the world to provide direct feedback on how to continuously make working at JANUS et Cie better. This initiative will be repeated on a biannual basis.

At JANUS et Cie, members are divided into three categories: Key Management, Manager/Salary, and Hourly in accordance with local laws and job descriptions. As of December 31, 2022, JANUS et Cie had 358 active members, of which 63% identify as female and 37% identify as male.

More information about the turnover rate and the workforce in JANUS et Cie can be found in the “Performance indicators.”

358 ACTIVE MEMBERS



# Member Training and Development

Continuous learning and development play a crucial role in both individual accomplishments and business prosperity.

JANUS et Cie strives to cultivate a culture of creativity and inclusivity. Every individual is valued, their voices are heard, and they are encouraged to enhance their knowledge and skills.

Giving members the chance to develop new skills and improve upon existing skills is crucial to create a work environment where people feel fulfilled and engaged. A lack of professional development may result in a loss of retention caused by member dissatisfaction. For these reasons JANUS et Cie aims to provide diverse and comprehensive learning opportunities to all its members. The hope is to engage the members in the sustainability journey by offering them training programs that will build their skills and enlighten them as part of the sustainability plan.

At JANUS et Cie, a variety of training courses are available to all members. Some of them are mandatory; for example, members are required to complete the course on Workplace Violence and Bullying, which focuses on educating the members about what workplace violence is and how to identify its warning signs, as well as how and when to speak up about it, to give members practical skills for safely responding to incidents of workplace violence and bullying. Another mandatory course at JANUS et Cie provides members with the essentials for understanding, preventing, and responding to workplace harassment. Other mandatory courses include the topics of business ethics, diversity, and inclusion, occupational safety, and cyber security.

In 2022, the company provided its members the opportunity to use SkillShare, an online learning platform which offers a variety of topics for both professional and personal development. Also, members can use a workplace communication app where all company training is accessible to everyone. In addition, a selected group of JANUS et Cie members virtually attended the Haworth Aspiring Leader Program to develop key leadership skills. Another program offered by Haworth was the Haworth Management Development Program which

consisted of interactive classes to practice core management skills. In 2022, six JANUS et Cie members attended.

In 2022, Human Resources prioritized improving the talent sourcing strategies and streamlining the candidate experience. JANUS et Cie hired a new Talent Acquisition Manager to prioritize these improvements.

JANUS et Cie always looks for ways to improve, so once new members join the team, they are provided with an evaluation questionnaire of their performances after 30, 60, and 90 days. Within the questionnaire they are also asked to give some feedback on the management of the company and whether they are feeling integrated in the company work environment.

In 2022, the newest members are presented to the company in a weekly staffing announcement. This announcement is sent to everyone along with open positions at JANUS et Cie. JANUS et Cie is always looking to promote from within and give its team members opportunities to grow.



## Immersion Training Program – welcoming new members on board

In 2022, JANUS et Cie held Immersion Training where new members from all over the world spent a week learning about the brand, heritage, and values. They met and interacted with all departments within the organization to understand more about how their role and contributions make an impact. One session was held virtually, while the other one was held in person at JANUS et Cie’s Headquarters in Los Angeles. Members came from Australia, Dubai, Italy, Singapore, California, Colorado, and Illinois. In 2023, two other opportunities for Immersion Training are scheduled for members who joined JANUS et Cie in the previous year.

# Diversity, Equity and Inclusion

JANUS et Cie believes a diverse workforce is an important asset to the company, by bringing different perspectives and contributing with different experiences. The promotion of an inclusive work environment, equal opportunities, and fair treatment contribute to creating a positive atmosphere. A company that builds a non-inclusive and discriminatory work environment is likely to generate discontent among members, and lower retention and satisfaction.

To work toward building an ever-more inclusive and positive atmosphere, JANUS et Cie has set some activities to be implemented over the next years, such as developing a whistleblower hotline to report discrimination, sharing JANUS et Cie’s Code of Conduct among all members, providing training modules on Diversity, Equity and Inclusion to all workforce, and creating an internal committee for DE&I.

To this end, JANUS et Cie has selected a Diversity Champion, the Vice President of Product Design and Development, Carolina Zhang. She is committed to promoting diversity in the workplace and, along with the CEO, attended a workshop to define goals and objectives to be implemented in relation to this topic. In 2022, a required training module was made available for all members to better equip them with knowledge on Diversity, Equity and Inclusion practices and understand legal compliance regulations. The course offered realistic and practical guidelines to create an inclusive and respectful workplace, addressing unconscious bias, and micro inequalities, and gave members some tips for navigating those challenges.

Diversity, Equity, and Inclusion is a topic also addressed in the Code of Ethics to clearly state the position of JANUS et Cie with respect to the issue and is provided to all members and stakeholders. Every individual who is part of the organization must receive fair treatment, dignity, and respect. JANUS et Cie ensures equal employment opportunities and strictly forbids any form of discrimination or harassment based on factors such as race, color, religion, gender, sexual orientation, nationality, age, physical or mental disability, etc.

The journey towards building a diverse and inclusive environment started inside JANUS et Cie, but it is important that these actions go beyond the company’s boundaries and are spread throughout the community. For this reason, in 2022 JANUS et Cie supported A Child’s Dream, a Los Angeles charity which collects and distributes donated toys to underprivileged children of the community.

# Member Welfare and Well-Being

With the goal of creating a better work environment, JANUS et Cie invests in the physical, mental, and social well-being of its members. Taking care of the well-being of members increases their productivity, as well as their satisfaction with working for the company. On the other hand, if members do not feel valued and properly appreciated, it may result in them leaving the company or produce the phenomenon of quiet quitting. For these reasons, JANUS et Cie planned a series of actions, described below, that were implemented over the last few years.

JANUS et Cie offers confidential and free support to its members and their families through the Employee Assistance Program (EAP). This support is aimed at addressing personal or professional problems that could potentially affect their work or family duties. Currently, the company adopts a parental leave policy that aligns with the laws of each country and local government where it operates.

JANUS et Cie also aims to achieve 75% or greater engagement rate in the annual member engagement survey. The engagement survey questionnaire to collect the opinions was refined in 2022 and the members will be able to participate in 2023.

## Coffee Chats

Throughout the year all members had the opportunity to share their own stories and learn about each other with the Vice President of Human Resources of JANUS et Cie. This initiative was a chance to bring the members closer together.



# Member Health and Safety

JANUS et Cie considers the health and safety of workers the top priority and therefore uses all the tools available to disseminate and promote the culture of health and safety of workers to prevent illnesses, injuries or accidents at work. JANUS et Cie carries out its activities in compliance with current regulations, national and international standards, and the laws of the countries in which it operates. Additionally, JANUS et Cie complies with OSHA standards.

It is important that this issue is taken seriously by the company, which should spread a culture of health and safety and improve awareness of the topic. Not managing this topic could worsen the health of members, causing them possible diseases, accidents, and injuries. JANUS et Cie is working on it by setting a target to develop an updated Lost-Time Injury and Illness Prevention Plan, while developing initiatives to promote safety knowledge, well-being, and the prevention of injuries.

In accordance with local government regulations, the company has an Injury and Illness Prevention Program that outlines potential issues related to its manufacturing and warehouse facilities, such as identifying and communicating workplace hazards, and warranty of safe operation of equipment. The program includes safety policies and procedures, and training that address existing environmental and occupational risks. In the event of a work-related injury or illness, members have access to local medical clinics for assistance and support. The risk assessment process is evaluated on an ongoing basis to capture changing work environments and is a vital source for improving performance, helping keep members safe, and reducing the number of workplace accidents.

Every member of JANUS et Cie must attend the health and safety training during the onboarding process. Safety training is also required when members are given new job assignments in which they have not previously been trained, and whenever a supervisor is made aware of a new or previously unknown hazard. When a new hazard is identified, such as a new piece of equipment or material, specific health and safety training is required to address it.



JANUS et Cie has set up a Safety Committee that meets periodically to prioritize the actions to be implemented to improve Health and Safety at JANUS et Cie. The Safety Committee has the responsibility to:

- 1 Assess departmental compliance with applicable regulations and policies
- 2 Review periodic workplace inspections and supervisors’ investigations of accidents and injuries
- 3 Submit suggestions to department management for the prevention of future incidents
- 4 Review hazardous conditions brought to the attention of any Committee member

In 2022, six occupational accidents occurred without serious consequences and/or deaths for members and zero occupational accidents for non-members. When an injury occurs, the member must report it to Human Resources via email or in person. The rate of recordable work-related injuries increased from 1 in 2021 to 2 in 2022. The actions defined in the Sustainability Plan on this topic aim to reduce the rate of recordable work-related injuries and increasingly spread a culture of safety and prevention.

# Client Satisfaction

Specializing in premium outdoor furniture, JANUS et Cie works with commercial, hospitality, and residential clients who prioritize exceptional quality, superior craftsmanship, and excellent service.

JANUS et Cie operates with a client-centric approach, prioritizing the needs and requests of its clients. By actively listening to them, JANUS et Cie gains valuable insights and uses them to design inspiring outdoor spaces that enrich people’s lives and activities. Outdoor spaces are not just places for relaxation and entertainment but also have the potential to create memorable experiences for people. Therefore, JANUS et Cie strives to provide outdoor furniture that not only looks beautiful but also enhances the overall outdoor experience.

JANUS et Cie aims to improve client attraction and experience, to build trustworthy and solid relationships, as well as to minimize potential complaints. When clients submit claims, they are handled by the Resolutions team of JANUS et Cie to ensure that they are resolved according to product warranty and client satisfaction. All information is registered and monitored by operations management and COO

In 2023, JANUS et Cie will be restructuring the client services department to create policies and procedures to guarantee that all members of the client services team follow the same guidance focused on client satisfaction.

In 2024, the company will introduce a client satisfaction survey to collect feedback that is currently gathered during sales interactions and other engagements.

# Client Data Privacy and Protection

JANUS et Cie is focused on protecting the privacy of its stakeholders. Potential data breaches could cause economic and reputational damage to corporate activities. It is fundamental that the company protects the confidential information acquired over the business operations to make the company reliable and secure for its clients, members, and anyone that relates to it.

Promoting cybersecurity and data protection awareness in the workplace is one of the targets of the JANUS et Cie Sustainability Plan, which will be achieved through different actions such as implementing cyber security awareness with regular communications and trainings and implementing a prompt security incident investigation and response process. Both actions have already been put in place over the last few years: all potential data breaches that may occur are recorded in the Help Desk ticketing system for which a description of the violation, investigative findings, and escalation are reported. If the issue relates to GDPR (General Data Protection Regulation), this will be reported to the parent company to implement the investigation procedure and related documentation. All breaches are documented to keep track of the issue and its resolution process.

The computer and communication systems policy are identified in the Employee Handbook made available to all members. Understanding the risks related to data breach is the first step to protecting data and privacy of all stakeholders. To be aware of the consequences of cyber-attacks, when joining JANUS et Cie members must complete

mandatory training on cyber security. There are two modules:

- The first one teaches cyber security basics, introducing all members to foundational concepts such as internal and external threats to systems and data, and what to do when a violation happens. Members are provided with a review on how the breach can happen and which best practices to adopt to protect digital information and physical access.
- Three micro-learnings on:
  1. The connection between physical building security and cyber security to help members understand how to prevent people from gaining unauthorized access to their workplace
  2. The warnings on phishing and associated risks
  3. Awareness of how an organization’s protections and policies can help members prevent and stop hackers’ attacks

Also, a security awareness newsletter is shared with all members quarterly to spread awareness of best practices to protect both personal information and the company’s confidential data. In the past two years, JANUS et Cie did not receive any substantiated claims of breach of client data that required investigation.



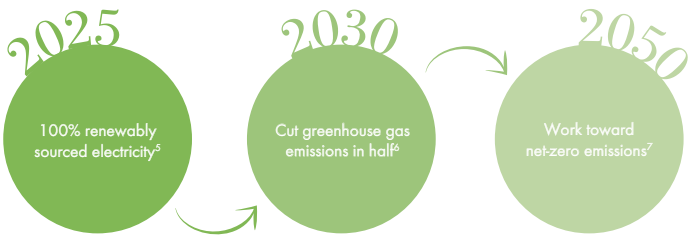


# Energy Efficiency and GHG Emissions Reduction



One of the major contributors to JANUS et Cie’s environmental impact is energy consumption, which is closely tied to the generation of direct and indirect emissions. Although it is impossible to eliminate the use of energy sources, an organization can take steps to reduce their impact on the environment by implementing energy-efficient practices and adopting renewable sources of energy.

JANUS et Cie has set targets to reduce the impact on environment related to energy consumption, in accordance with the ones presented by Haworth Inc. to the Science Based Targets initiative:



To achieve the 2025 goal, JANUS et Cie aims to increase the amount of renewable energy sourcing. In this regard, at its headquarters JANUS et Cie has already installed four stations for charging electric vehicles.

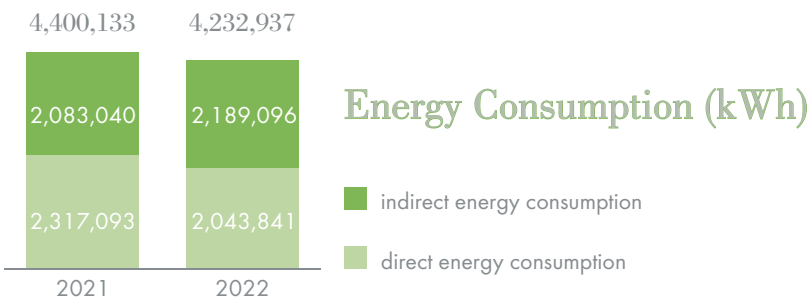
JANUS et Cie continues to improve energy efficiency within its lighting systems by upgrading and adding additional motion sensors throughout the headquarters. Moreover, it regularly cleans and maintains skylights to increase the use of natural light.

Energy consumption in 2022 was 4.2 thousands MWh, of which 2 thousands MWh was due to natural gas consumption for heating purposes and 2.2 thousands MWh due to electricity. The company is already purchasing electricity from renewable sources in its Milan showroom, which increased by 18% compared to 2021.

## Engaging with members on energy efficiency

To reduce the energy consumption of a company, everyone needs to act. That’s why JANUS et Cie provided all members with tips on how to use electronic devices such as computers, printers, and monitors in more efficient ways, as well as advice on how to best use thermostats and HVAC systems.

<sup>5</sup> The scope of the target has been extended from the manufacturing facility to all operations, including warehouses and showrooms.  
<sup>6</sup> Haworth drafted a near-term decarbonization plan to be in line with climate science and SBTi climate models and submitted it to SBTi. These targets will be published once validated.  
<sup>7</sup> Haworth drafted a long-term decarbonization plan to be in line with climate science and SBTi climate models and submitted it to SBTi. These targets will be published once validated.



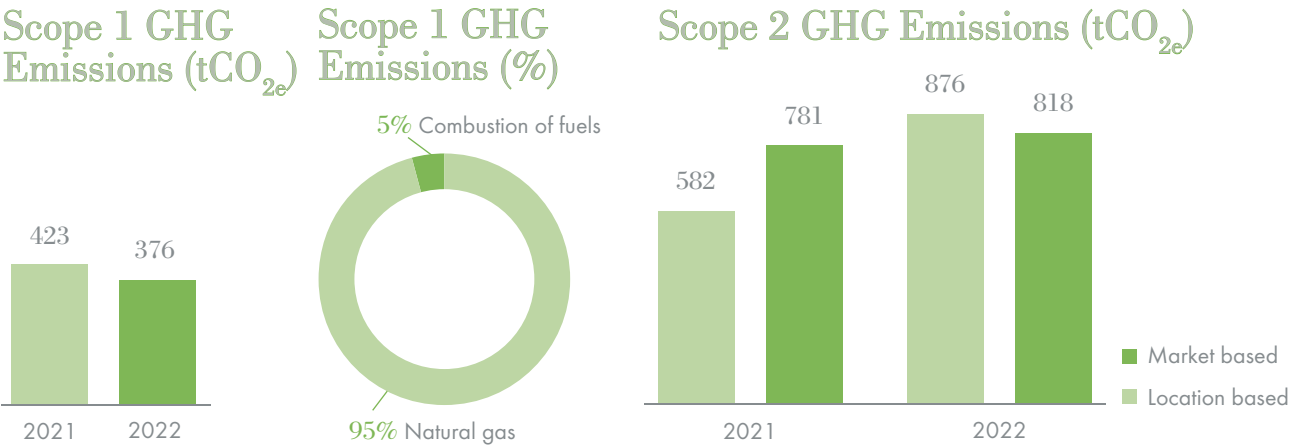
In 2022 Haworth Inc., along with the other companies of the Group, started its journey to set targets of GHG emission reduction and created a plan to deploy. In 2022 Haworth Group calculated Scope 1, Scope 2, and Scope 3 emissions, to join the Science Based Target (SBTi). The initiative started from the partnership of Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resource Institute, and the WWF to help companies set Net Zero emission targets in line with the goal of 1.5° degrees, established by the Paris Agreement. Haworth has created both short-term and long-term objectives to achieve its goal, submitted to SBTi for validation. JANUS et Cie intends to adopt the same approach as their parent company and implement appropriate measures aligned with the organization’s characteristics to reach the same goal.

- Every company in the Group will implement different actions relating to distinct areas:
- Scope 1 &2: natural gas, fuel for company fleet, electricity
  - Scope 3: purchasing goods and services, outbound transportation, and end of life products

In relation to this project, JANUS et Cie has launched initiatives that will help monitor the energy consumption of its sites and showrooms. This will lead to the identification of specific actions to manage energy in a more efficient way and lead to a consequent GHG emission reduction for the company.

In compliance with the Greenhouse Gas Protocol, hereinafter GHG Protocol, JANUS et Cie has identified and monitored the direct emissions of GHG (Scope 1) and indirect emissions deriving from the energy purchased (Scope 2). During 2022, Scope 1 GHG emissions for the company were equal to approximately 376 tCO<sub>2e</sub> while Scope 2 GHG market-based and location-based emissions for the entities were respectively equal to 818 tCO<sub>2e</sub> and 876 tCO<sub>2e</sub>. In 2022, the emissions calculation was refined, based on the review of the energy sources used at the various sites. A more accurate mapping of the used energy sources resulted in a more accurate emissions calculation. The increase in Scope 2 GHG emissions is a result of the increase in company’s revenues.

To date, in line with the GHG Protocol, the quantification of Scope 3 emissions is recommended but not mandatory, and JANUS et Cie intends to review the opportunity to include these indirect emissions in its reporting in favor of greater transparency, sustainability and social, environmental, and economic benefits in the future. The company has not suffered fines nor non-monetary sanctions for noncompliance with environmental laws and/or regulations. The table below shows the description of all emission categories reported by JANUS et Cie.



# Sustainable Logistics

As a company that sources from over 20 countries and sells all over the world, logistics is an important activity that JANUS et Cie monitors. Product deliveries occur via full truckload, less-than-truckload shipping, air freight, sea freight, parcel, and final-mile delivery agents. The products are sent both to wholesalers and final clients and the process is controlled by the Transportation team.

Logistics has a clear impact on the environment caused from emissions’ generation. Optimizing transportation, selecting more efficient means of transport and travel monitoring are all actions that will lead to minimize logistics impact.

JANUS et Cie reduces the deliveries’ impact by loading trucks more efficiently. When long-distance shipping is needed, deliveries are grouped to achieve a 90% capacity of the truck, reaching a common area from which they will be shipped separately. In this way, JANUS et Cie ships the same quantity of products, but reduces the distance covered by the truck and the number of shipments needed.

## Collaborating with logistics partners to compensate emissions

Not owning any means of transport, in 2022 the company began participating in programs with logistics partners to offset carbon emissions for most of the inbound ocean transport and outbound package delivery services.

**United Parcel Service:** The company selects the option to compensate the emissions generated from the delivery by supporting projects that offset them, such as reforestation, landfill gas destruction, wastewater treatment, and methane destruction. This option is verified by Société Générale de Surveillance (SGS) and certified by The CarbonNeutral Company. In 2022, JANUS et Cie shipped 14,000 packages with the UPS carbon neutral option, counteracting the impact of these shipments.

**CMA:** The main partner for JANUS et Cie’s ocean logistics offers the Positive Offset option, which offsets the carbon emissions of the related maritime transport. CMA collaborates with companies specialized in carbon offsetting and gives the opportunity to contribute to a local forestry project. It also provides certificates for the compensated emissions based on the requested shipment. Beginning the second quarter of 2022, all JANUS et Cie shipments via CMA were made by selecting the Positive Offset option, offsetting 602 tCO<sub>2e</sub>, which accounts for about 75% of ocean logistics.

# Waste Management

JANUS et Cie, as a business operating in the luxury design sector and with mostly externalized production, is not involved in the production of a large amount of waste. The produced waste is the result of both operations activities and waste generated in the offices, as well as consequent to the use of packaging.

Regardless of their quantity, failure to oversee this topic can lead to improper waste disposal that can cause damage to the environment and to people’s health. On the contrary, its proper management can lead to the maximization of waste sent for recovery resulting in an increase in the number of resources that will receive a “second life.” Positive impact can also result from effective management of the early stages of the product life cycle by designing according to circular design principles.

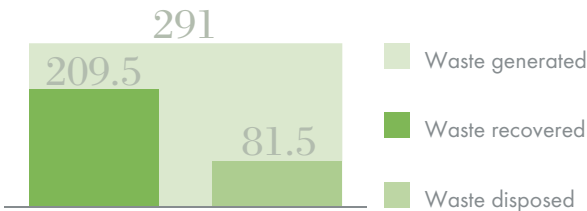
The waste generated by the JANUS et Cie headquarters is managed by two different third-party organizations, one managing non-hazardous waste and recycling operations, the other managing hazardous waste and electronic disposal. The waste collection companies collect the waste and dispose of it based on the type of material and the structure of the municipal disposal system. Engaging and collaborating with entities that specialize in waste management ensures waste is properly treated. They provide information and updates on current regulations and changes to their clients, such as the new requirement enacted in California, regulation SB 1383, regarding compost. In addition, to proceed with correct waste separation in the offices, JANUS et Cie follows the waste recycling guidelines provided by these companies. Collaboration with these organizations occurs in different ways, with both digital and in-person meetings.

JANUS et Cie aims to **maximize material efficiency and ensure the maximum value for the remaining material**, and is committed to raising awareness among members on the proper management and differentiation of waste wherever possible. To achieve this goal and reduce environmental impact from waste, recycling will be improved, and waste prevention solutions identified.

To reduce waste, in 2022 JANUS et Cie brought innovation to NeoCon in Chicago, one of the most important events of the year for the commercial design industry, and BDNY in New York City, one of the leading tradeshow for the hospitality sector, by introducing the use of four large walls that displayed visual renderings of products in two different locations. This action not only guaranteed an immersive experience to attendees but has helped reduce the environmental impact of temporary showrooms, as digital walls can be reused multiple times and in different contexts.

JANUS et Cie produces minimal hazardous waste. In 2022, only 0.3% of the total waste generated by its headquarters and manufacturing facility was hazardous. It was managed by contacting the third-party waste collection organization, which sent it to disposal.

Non-hazardous waste by destination (t)



The major type of waste generated by headquarters and the manufacturing facility is non-hazardous waste. 72% of it was sent to recycling, while 28% was sent to disposal.

# Material Topic Descriptions

● Environment   ● Product   ● People   ● Society

Client satisfaction	Ensure clients’ satisfaction through their involvement and listening, guaranteeing a valuable experience during the entire products lifecycle.
Member welfare and well-being	Guarantee each member’s well-being, adopting a plan that can satisfy their needs, to favor psychophysical health and their feeling of belonging.
Diversity, equity, and inclusion	Favor an inclusive working environment that encourages the respect and the value of everyone’s diversity, ensuring equal treatment and rejecting any discriminatory behavior.
Occupational health and safety	Safeguard the health and safety of all members, ensuring a safe working environment.
Talent attraction and retention	Adopt attraction and retention practices, by contributing to the creation of a stimulating working environment, where members can feel satisfied and motivated.
Human rights	Ensure the respect for human rights and fundamental freedoms of people at the Group’s own factories and along the supply chain.
Product quality and safety	Develop product with high quality and safety standards, guaranteeing client’s safety by complying with the applicable regulations, especially concerning the use of chemicals..
Training and member development	Promote training activities to develop members’ technical, managerial, and soft skills, to guarantee self and professional growth.
Product innovation	Promote innovative solutions that can favor client experience and the development of new products.
Responsible supply chain	Integrate criteria for the selection, assessment, and monitoring of suppliers according to ethical, social, environmental, and governance aspects, by promoting the development of long-lasting and reliable relations.
Client data privacy and protection	Guarantee client data privacy and the security of the information technology infrastructure, by preventing any illegal attempts to access to sensitive client information.
Waste management	Promote efficient waste management, by reducing operational waste and favoring the reuse of materials used during operational activities.
Responsible sourcing	Promote responsible sourcing to favor the reduction of environmental impact of products used, e.g., the purchase of certified wood from sustainable forests.
Sustainable packaging	Favor the use of sustainable packaging, encouraging its reuse and recyclability, and by phasing out single-use plastics.

Circular design and sustainable materials	Integrate circular economy principles in product design; promote the use of renewable, recyclable and/or recycled materials; develop circular practices to prevent waste generation; and ease end-of-life product recovery and valorization.
Energy efficiency and GHG emissions reduction	Promote the fight against climate change by developing energy efficiency initiatives and reducing greenhouse gas emissions throughout the entire value chain, favoring the use of energy from renewable sources.
Sustainable logistics	Optimize logistics by actively involving partners along the entire value chain, and identifying effective transport solutions that could lower their environmental impact.
PREREQUISITES	
Business ethics and integrity	Respect for the principles of integrity, professional ethics, and honesty in business conduct, through internal control systems, to ensure reliable relationships with all stakeholders.
Governance	Guarantee efficient and responsible corporate governance, that applies a transparent approach and that acts in line with the international best practices.
Risk management and regulatory compliance	Ensure the adequate management of all risks by providing appropriate mitigation actions. Guarantee the respect of the applicable regulations.
Shared value creation	Ensure long-term value creation for all stakeholders by guaranteeing economic and financial stability, and managing the business.

# Global Locations: Showrooms and Offices

## Showrooms

- Atlanta
- Boston
- Chicago
- Coral Gables
- Dallas
- Dania Beach
- High Point
- Houston
- Mexico City
- Milan
- New York
- San Francisco
- Sydney
- Washington DC
- West Hollywood

## Offices

- Carpinteria
- Santa Fe Springs
- Singapore



# Performance Indicators

## 2-7 Employees

Total number of employees by employment contract (permanent temporary and non-guaranteed hours), by gender and region.			
	2022		
	MEN	WOMEN	TOTAL
North America (USA + Mexico)	114	212	326
Permanent contracts	114	212	326
Asia	9	5	14
Permanent contracts	9	5	14
Australia	2	3	5
Permanent contracts	2	3	5
Europe	5	7	12
Permanent contracts	5	7	12
Middle East	0	1	1
Permanent contracts	0	1	1
Total	131	227	358
Permanent contracts	131	227	358

*Note: all JANUS et Cie's members are hired with permanent contracts.  
JANUS et Cie started collecting GRI indicator 2-7 in the year 2022. Therefore, related data are only available for this year.*

Total number of employees by employment type (full-time and part-time), by gender and region as of 12/31/22 (n.)			
	2022		
	MEN	WOMEN	TOTAL
North America (USA + Mexico)	114	212	326
Full-time	114	206	320
Part-time	0	6	6
Asia	9	5	14
Full-time	9	5	14
Part-time	0	0	0
Australia	2	3	5
Full-time	2	3	5
Part-time	0	0	0
Europe	5	7	12
Full-time	5	7	12
Part-time	0	0	0
Middle East	0	1	1
Full-time	0	1	1
Part-time	0	0	0
Total	131	227	358
Full-time	131	221	352
Part-time	0	6	6

*Note: JANUS et Cie started collecting GRI indicator 2-7 in the year 2022. Therefore, related data are only available for this year.*

## 2-8 Workers Who are not Employees

Total number of workers who are not employees and whose work is controlled by the organization as of 12/31/22 (n.)	
	2022
Self-employed workers	7
Temporary workers	37
Total	44

*Note: JANUS et Cie started collecting GRI indicator 2-8 in the year 2022. Therefore, related data are only available for this year.*

## 302-1 Energy Consumption Within the Organization (kWh)

	2021	2022
From non-renewable sources	2,282,835	1,973,018
Natural gas	2,282,835	1,973,018
From company-owned vehicles	34,258	70,823
Petrol	16,088	24,738
Diesel	18,170	46,085
Total direct energy consumption	2,317,093	2,043,841

	2021	2022
Electricity	2,083,040	2,189,096
from non-renewable sources	2,046,670	2,146,040
from certified renewable sources	36,370	43,053
Total indirect energy consumption	2,083,040	2,189,096
Total energy consumption	4,400,133	4,232,937

*Note: The 2021 data have been restated due to an improvement in the calculation methodology and in the accuracy of the data collected.  
Source of emission factor for:*

- Natural gas - EIA (Energy Information Administration)
- Petrol – DEFRA (UK Government GHG Conversion Factors for Company Reporting)
- Diesel – DEFRA (UK Government GHG Conversion Factors for Company Reporting)

## 305-1 Direct (Scope 1) GHG Emissions

## 305-2 Energy Indirect (Scope 2) GHG Emissions

Direct (Scope 1) GHG emissions (tCO <sub>2e</sub> )		
	2021	2022
From non-renewable sources	423	376
Heating	414	358
of which natural gas	414	358
Combustion of fuels	9	18
of which petrol	4	6
of which diesel	5	12
Total direct (Scope 1) GHG emissions	423	376
Energy indirect (Scope 2) GHG emissions (tCO <sub>2e</sub> )		
	2021	2022
Location-based	582	876
Market-based	781	818

*Note: The 2021 data have been restated due to an improvement in the calculation methodology and in the accuracy of the data collected.  
Source of emission factors:*

- Natural gas - EPA GHG Protocol Year
- Combustion of fuels – DEFRA (UK Government GHG Conversion Factors for Company Reporting)
- Electricity – Location-based – IEA 2022, EPA GHG Protocol Year
- Electricity – Market-based – AIB 2021, TERNA 2019



306-3 Waste Generated

306-4 Waste Diverted from Disposal

306-5 Waste Directed to Disposal

Waste Generated (t)		
	2021	2022
Totale waste generated	77.7	291.8
Hazardous	0	0.8
Non-hazardous	77.7	291
Waste diverted from disposal	77.7	209.5
Hazardous	0	0
Non-hazardous	77.7	209.5
Recycling	77.7	209.5
Waste directed to disposal	0	82.3
Hazardous	0	0.8
Landfilling	0	0.8
Non-hazardous	0	81.5
Landfilling	0	81.5

Notes:

All the waste generated is treated offsite.

Scope: HQ/Production Facility of JANUS et Cie.

Recycling contains paper shredding/recycling services & CR&R recycling.

The weight of hazardous waste is an estimation.

JANUS et Cie does not currently have detailed information on the quantities of waste produced from the showrooms.

In 2022, JANUS et Cie started a process for refining the waste data reporting and for 2022, the company was able to measure non recycled waste as well.

401-1 New Employee Hires and Employee Turnover

Number of new hires (n.)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years old	6	21	27	7	6	13
30-50 years old	14	25	39	16	29	45
> 50 years old	5	11	16	6	4	10
Total	25	57	82	29	39	68

Turnover rate - incoming (%)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years old	43%	60%	55%	50%	21%	30%
30-50 years old	21%	23%	22%	22%	23%	22%
> 50 years old	11%	16%	14%	14%	6%	9%
Total	20%	27%	24%	22%	17%	19%

Number of Terminations (n.)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years old	8	7	15	6	2	8
30-50 years old	8	26	34	10	16	26
> 50 years old	5	10	15	11	6	17
Total	21	43	64	27	24	51

Turnover Rate - Incoming (%)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
< 30 years old	57%	20%	31%	43%	7%	19%
30-50 years old	12%	24%	19%	14%	13%	13%
> 50 years old	11%	14%	13%	16%	8%	15%
Total	16%	20%	19%	21%	11%	14%

Note: In 2022, JANUS et Cie started a process for refining the personnel data reporting. 2022 data are the most accurate, while the 2021 data should be considered an approximate calculation.

403-9 Work-Related Injuries

Employee work-related injuries						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total number of recordable work-related injuries	2	2	4	4	2	6
At workplace	2	2	4	4	2	6
Commuting	0	0	0	0	0	0
Total number of fatalities as a result of work-related injury	0	0	0	0	0	0
At workplace	0	0	0	0	0	0
Commuting	0	0	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0
At workplace	0	0	0	0	0	0
Commuting	0	0	0	0	0	0
Worked hours	217,857	358,870	576,727	272,480	465,920	738,400
Rate of recordable work-related injuries	2	1	1	3	1	2
Rate of fatalities as a result of work-related injury	0	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0

Note: As in 2021, no injuries have been registered for external workforce.

Calculation notes:

Rate of recordable work-related injuries (n. of recordable work-related injuries / n. of worked hours) \*200,000

Rate of fatalities as a result of work-related injury (n. of fatalities as a result of work-related injury / n. of worked hours) \* 200,000

Rate of high-consequence work-related injuries (excluding fatalities) (n.of high-consequence work-related injuries (excluding fatalities) / n.of worked hours) \*200,000

Near-miss frequency rate (n° di "near work-related injuries" / n° of worked hours) \*200,000

404-1 Average Hours of Training per Year per Employee

Average training hours by employee and professional category (h/n)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Key Management	8.3	8.7	8.5	8.7	9.2	9
Manager / Salary	5.6	5.8	5.7	9.5	7.1	7.8
Hourly	3.5	3.7	3.6	6.0	10	8.7
Total	5	5.6	5.3	8.4	10.7	9.9

Note: 2021 total training hours have been restated due to an improvement in the calculation methodology.  
Note: In 2022, JANUS et Cie started a process for refining the personnel data reporting. 2022 data are the most accurate, while the 2021 data should be considered an approximate calculation.

Training hours by topic (n.)		
	2021	2022
Code of Ethics	793	689
Technical-specialist, professional	118	103
Induction for new hires	375	2,270
Cyber Security	542	473
Total	1,828	3,535

Note: Hours related to Induction for new hires in 2022 is an estimation.

404-3 Percentage of Employees receiving regular Performance and Career Development Reviews

Percentage of employees receiving regular performance and career development reviews (%)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Key Management	100%	100%	100%	100%	100%	100%
Manager / Salary	100%	100%	100%	100%	100%	100%
Hourly	100%	100%	100%	100%	100%	100%
Total	100%	100%	100%	100%	100%	100%

405-1 Diversity of Governance Bodies and Employees

Total number of employees by age, professional category and gender (n.)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
KEY MANAGEMENT	11	10	21	12	14	26
< 30 years old	0	0	0	0	0	0
30-50 years old	6	4	10	6	8	14
> 50 years old	5	6	11	6	6	12
MANAGER / SALARY	66	166	232	70	175	245
< 30 years old	4	32	36	5	27	32
30-50 years old	37	95	132	41	107	148
> 50 years old	25	39	64	24	41	65
HOURLY	51	38	89	49	38	87
< 30 years old	10	3	13	9	2	11
30-50 years old	24	11	35	27	12	39
> 50 years old	17	24	41	13	24	37
TOTAL	128	214	342	131	227	358
< 30 years old	14	35	49	14	29	43
30-50 years old	67	110	177	74	127	201
> 50 years old	47	69	116	43	71	114

Note: In 2022, JANUS et Cie started a process for refining the personnel data reporting. 2022 data are the most accurate, while the 2021 data should be considered an approximate calculation.

Total number of employees by age, gender and employment contract (n.)						
	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
PERMANENT CONTRACTS	128	214	342	131	227	358
< 30 years old	14	35	49	14	29	43
30-50 years old	67	110	177	74	127	201
> 50 years old	47	69	116	43	71	114
TOTAL	128	214	342	131	227	358
< 30 years old	14	35	49	14	29	43
30-50 years old	67	110	177	74	127	201
> 50 years old	47	69	116	43	71	114

Note: No active member is employed with a temporary contract.  
Note: In 2022, JANUS et Cie started a process for refining the personnel data reporting. 2022 data are the most accurate, while the 2021 data should be considered an approximate calculation.



# Methodological Note

This document represents the second edition of the Sustainability Report of JANUS et Cie and its subsidiaries. Its drafting and publication represent a voluntary process undertaken by JANUS et Cie integration of ESG aspects (Environment, Social, Governance).

To report and communicate the Group’s sustainability performance in a transparent and comparable way, the Sustainability Report was prepared in compliance with the reporting standards “Global Reporting Initiative Sustainability Reporting Standards” (hereinafter “GRI Standards”) issued in 2021 by the Global Reporting Initiative (GRI), according to the “in accordance” option.

The definition of the material issues for the Group and for its stakeholders took place following a materiality analysis process, in line with the GRI Standards and industry best practices, as described in the chapter “JANUS et Cie’s Sustainability Path.”

To this end, various indicators, have been selected to describe the trend of material aspects and relationships with stakeholders. For some of the material topics it was not possible to identify, within the GRI Standards, indicators suitable for describing and reporting of the Group. For these cases, only GRI 3-3: Management of material topics is reported. For a better understanding of the Standard Disclosures used, please refer to the “GRI Content Index.”

The data reporting period corresponds to that of the fiscal year ended December 31, 2022.

The scope of the data and information includes JANUS et Cie and its subsidiaries. Specifically, the following companies have been included into the report: JANUS et Cie, JANUS et Cie Australia, JANUS et Cie Singapore, JANUS et Cie Singapore Services Pte Ltd, JANUS et Cie UK Ltd, JANUS et Cie UK Holding, JANUS et Cie de Mexico, JANUS et Cie Europe.

All the GRI indicators reported within the “GRI Content Index” have been connected to the material topics. If the scope is different, this has been specified in the text.

Currently data and information provided refer to the years 2021 and 2022. It should be noted that to ensure the reliability of the data, the use of estimates has been limited as much as possible, which, if present, are appropriately reported and based on the best methodologies available.

With reference to energy consumption and emissions, it should be noted that the methodological approach of the GHG Protocol, the greenhouse gas emissions for the 2022 financial year have been divided in Scopes 1 and 2—the latter calculated according to the “Location-based” and “Market-based” approaches.

This document was submitted for approval by the Group’s CEO and Sustainability Committee on May 24, 2023.

JANUS et Cie’s Sustainability Report 2022 is not subject to external assurance.

The periodicity of this publication is set according to an annual frequency. For information relating to the JANUS et Cie’s Sustainability Report, please contact: [sustainability@janusetcie.com](mailto:sustainability@janusetcie.com).

STATEMENT OF USE	JANUS et Cie has reported in accordance with the GRI Standards for the period 01/01/2022 – 31/12/2022
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	No GRI Sector Standard is applicable

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	JANUS et Cie at a glance, About JANUS et Cie JANUS et Cie at a glance, Geographical Presence of JANUS et Cie Methodological note Appendices, Global Locations: Showrooms and Offices		
	2-2 Entities included in the organization’s sustainability reporting	Methodological note		JANUS et Cie does not publicly publish its consolidated financial statement
	2-3 Reporting period, frequency, and contact point	Methodological note		Reporting period: 1.01.2022-31.12.2022 Frequency: annual Publication date: August 2023 Contact point: sustainability@janusetcie.com
	2-4 Restatements of information			Restatements of information are reported in the text
	2-5 External assurance	Methodological note	Not applicable. JANUS et Cie’s Sustainability Report is not subject to external assurance	
	2-6 Activities, value chain, and other business relationships	Highlights JANUS et Cie at a glance, About JANUS et Cie JANUS et Cie at a glance, JANUS et Cie Timeline JANUS et Cie at a glance, Geographical Presence of JANUS et Cie Product, Responsible Sourcing and Supply Chain Environment, Sustainable Logistics		No significant changes compared to the previous reporting period
	2-7 Employees	Highlights People, Personnel Composition, Talent Attraction and Retention Appendices, Performance indicators		All JANUS et Cie members have a permanent contract
	2-8 Workers who are not employees	People, Personnel Composition, Talent Attraction and Retention Appendices, Performance indicators		
	2-9 Governance structure and composition JANUS et Cie’s governance	Governance		
	2-10 Nomination and selection of the highest governance body	Governance		The CEO has identified the Board of Directors’ members and the Chief Operating Officer has identified the Sustainability Committee members

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
	2-11 Chair of the highest governance body	Governance		The chair of the Board of Directors is the CEO of JANUS et Cie. Conflict of interests is avoided following the Conflict of Interest policy defined by the Company. Other actions are not required due to the legal entity of JANUS et Cie
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance		
	2-13 Delegation of responsibility for managing impacts	Governance		
	2-14 Role of the highest governance body in sustainability reporting	Methodological note		
	2-15 Conflicts of interest JANUS et Cie’s	Governance, Business Ethics and Integrity		
	2-16 Communication of critical concerns			Currently, critical concerns would be raised to their supervisor or HR. The Sustainability Plan that was drafted in 2022 contains implementation of an external reporting mechanism for members. This will be set up in 2023
	2-17 Collective knowledge of the highest governance body			JANUS et Cie drafted its first Sustainability Plan to address material topics that are relative and what steps and training are required by the identified target year. The CEO’s, CFO’s and Sustainability Committee’s competences on sustainability topics are guaranteed by their participation in the approval and review of the Sustainability Plan. The CEO and the Sustainability Committee approve the Sustainability report
	2-18 Evaluation of the performance of the highest governance body			JANUS et Cie does not have any processes for evaluating the performance of the highest governance body in overseeing the management of the organization’s impacts on the economy, environment, and people in place
	2-19 Remuneration policies			JANUS et Cie does not have a specific remuneration policy in place, but strictly follows local regulations required for privately held companies

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
	2-20 Process to determine remuneration			When determining remuneration, JANUS et Cie considers requirements of the role, needs of the business, relevant skills and experience of the individual, the relative external market for talent, geographical work location, and local legal requirements. Currently, the Board of Directors does not oversee the remuneration process
	2-21 Annual total compensation ratio		Confidentiality constraints. In the United States, it is not required for privately owned companies to report this information	
	2-22 Statement on sustainable development strategy	Letter to Our Stakeholders		
	2-23 Policy commitments	Governance, Business Ethics and Integrity		JANUS et Cie does not adhere to any authoritative intergovernmental instruments, however it ensures responsible business conduct and the respect of Human Rights
	2-24 Embedding policy commitments	Governance, Business Ethics and Integrity		
	2-25 Processes to remediate negative impacts	Society, Client Satisfaction		
	2-26 Mechanisms for seeking advice and raising concerns		Information not available. JANUS et Cie does not currently have a whistleblowing mechanism. The Sustainability Plan that was drafted in 2022 contains implementation of an external reporting mechanism for members. This will be set up in 2023	
	2-27 Compliance with laws and regulations			JANUS et Cie has not incurred any fines and non-monetary sanctions for non-compliance with laws and / or regulations
	2-28 Membership associations	JANUS et Cie at a glance, Global Membership		
	2-29 Approach to stakeholder engagement	Sustainability Path, Our Priorities: The Materiality Analysis		
	2-30 Collective bargaining agreements		Not applicable. JANUS et Cie doesn’t have workers covered by collective bargaining agreements	

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Path, Our priorities: The Materiality Analysis		
	3-2 List of material topics	Sustainability Path, Our priorities: The Materiality Analysis		
GOVERNANCE				
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance People, Diversity, Equity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance People, Personnel Composition, Talent Attraction and Retention People, Diversity, Equity and Inclusion. Appendices, Performance Indicators		
BUSINESS ETHICS AND INTEGRITY				
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance, Business Ethics and Integrity		
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance, Business Ethics and Integrity People, Member’s Training and Development	Information unavailable for 205-2.c. Currently, JANUS et Cie does not communicate anti-corruption policies and procedure to business partners	100% of JANUS et Cie’s members, including the governance body members, received communication and training on anti-corruption
RISK MANAGEMENT AND REGULATORY COMPLIANCE				
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance, Business Ethics and Integrity Product, Product Quality and Safety Environment, Energy Efficiency and GHG Emissions Reduction		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product, Product Quality and Safety		
SHARED VALUE CREATION				
GRI 3: Material Topics 2021	3-3 Management of material topics	Shared Value Creation		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Confidentiality constraints	

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
CIRCULAR DESIGN AND SUSTAINABLE MATERIALS				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, Product, Circular Design, Sustainable Materials and Innovation		
GRI 306: Waste 2020	306-1 Waste generation and significant wasterelated impacts	Environment, Waste Management		
	306-2 Management of significant waste-related impacts	Environment, Waste Management		
RESPONSIBLE SOURCING SUSTAINABLE PACKAGING				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, Product, Sustainable Packaging Product, Responsible Sourcing and Supply Chain		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Product, Responsible Sourcing and Supply Chain	Information unavailable. JANUS et Cie does not currently have detailed information on the packaging materials used by weight or volume. JANUS et Cie will address this need by 2025, as per the initiatives of the Sustainability Plan	
	301-2 Recycled input materials used	Product, Sustainable Packaging	Information unavailable. JANUS et Cie does not currently have detailed information on the packaging materials used by weight or volume. JANUS et Cie will address this need by 2025, as per the initiatives of the Sustainability Plan	
PRODUCT QUALITY AND SAFETY				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, Product, Product Quality and Safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Highlights Product, Product Quality and Safety		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product, Product Quality and Safety		JANUS et Cie has not incurred incidents of non-compliance during the reporting period



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
DIVERSITY, EQUITY AND INCLUSION				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path Governance People, Diversity, Equity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance People, Personnel Composition, Talent Attraction and Retention People, Diversity, Equity and Inclusion Appendices, Performance Indicators		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken			JANUS et Cie has not incurred any incidents of discrimination during the reporting period
EMPLOYEES' TRAINING AND DEVELOPMENT				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path People, Member Training and Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People, Member Training and Development Appendices, Performance Indicators		
	404-3 Percentage of employees receiving regular performance and career development reviews	Appendices, Performance indicators		
OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path People, Member Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People, Member Health and Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	People, Member Health and Safety		
	403-3 Occupational health services	People, Member Health and Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	People, Member Health and Safety		
	403-5 Worker training on occupational health and safety	People, Member Training and Development		
	403-6 Promotion of worker health	People, Member Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People, Member Welfare and Well-Being		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
	403-9 Work-related injuries	People, Member Health and Safety Appendices, Performance Indicators		
TALENT ATTRACTION AND RETENTION				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, People, Personnel Composition, Talent Attraction and Retention		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Appendices, Performance indicators		
EMPLOYEES' WELFARE AND WELL-BEING				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path People, Member welfare and Well-Being		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People, Member Welfare and Well-Being		There are differences between Part-time and full-time members in the access to the benefits provided by the organization. For Part-time members, they have to work over 30 hours in order to get the same benefits
	401-3 Parental leave	People, Member Welfare and Well-Being		JANUS et Cie parental leave policy aligns with laws of each country and local government where it operates
RESPONSIBLE SUPPLY CHAIN				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, Product, Responsible Sourcing and Supply Chain		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Highlights, Product, Responsible Sourcing and Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Product, Responsible Sourcing and Supply Chain		During the reporting period, no new supplier has been screened using environmental criteria
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Product, Responsible Sourcing and Supply Chain		During the reporting period, no new supplier has been screened using social criteria
CUSTOMER SATISFACTION				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, Product, Product Quality and Safety Society, Client Satisfaction		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product, Product Quality and Safety Society, Client Satisfaction		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product, Product Quality and Safety		JANUS et Cie has not incurred incidents of non-compliance
CUSTOMER DATA POLICY AND PROTECTION				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path, Society, Client Data Privacy and Protection		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Society, Client Data Privacy and Protection		In the past two years, JANUS et Cie did not receive any substantiated claims of breach of client data that required investigation
HUMAN RIGHTS				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path Product, Responsible Sourcing and Supply Chain		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken			JANUS et Cie has not incurred any incidents of discrimination during the reporting period
ENERGY EFFICIENCY AND GHG EMISSIONS REDUCTION				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path Environment, Energy Efficiency and GHG Emissions Reduction		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Highlights Environment, Energy Efficiency and GHG Emissions Reduction Appendices, Performance indicators		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Highlights Environment, Energy Efficiency and GHG Emissions Reduction Appendices, Performance indicators		
	305-2 Energy indirect (Scope 2) GHG emissions	Highlights Environment, Energy Efficiency and GHG Emissions Reduction Appendices, Performance indicators		
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environment, Energy Efficiency and GHG Emissions Reduction		JANUS et Cie has registered 0.0036 tons of HFC emissions, due to the addition of refrigerant to two units, and a minimum quantity of NOx (0.0009 tons)
WASTE MANAGEMENT				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Path Environment, Waste Management		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	NOTES
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment, Waste Management		
	306-2 Management of significant waste-related impacts	Environment, Waste Management		
	306-3 Waste generated	Environment, Waste Management Appendices, Performance indicators		The weight of hazardous waste of HQ/manufacturing facility is an estimation from eWaste disposal. JANUS et Cie does not currently have detailed information on the quantities of waste produced in the showrooms. In 2022, JANUS et Cie started a process for refining the waste data reporting and for 2022, the company was able to measure non recycled waste as well
	306-4 Waste diverted from disposal	Environment, Waste Management Appendices, Performance indicators		The weight of hazardous waste of HQ/manufacturing facility is an estimation from eWaste disposal. JANUS et Cie does not currently have detailed information on the quantities of waste produced in the showrooms. In 2022, JANUS et Cie started a process for refining the waste data reporting and for 2022, the company was able to measure non recycled waste as well
	306-5 Waste directed to disposal	Environment, Waste management Appendices, Performance indicators		The weight of hazardous waste of HQ/manufacturing facility is an estimation from eWaste disposal. JANUS et Cie does not currently have detailed information on the quantities of waste produced in the showrooms. In 2022, JANUS et Cie started a process for refining the waste data reporting and for 2022, the company was able to measure non recycled waste as well

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