

ESG Report 2026



kieurope.com



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Who We Are

KI was founded in 1941, and KI Europe has been operating in the EMEA region since 1995. As one of the largest furniture manufacturers globally, we bring decades of experience to every project.

We're proud to support our customers with expert guidance throughout their furniture journey across workplace, education, higher education and hospitality markets, combining deep industry knowledge with a commitment to quality, innovation and sustainability.

Our Process

We strive to be the trusted choice for those seeking durable furniture that adapts to the evolving needs of modern spaces. Our approach ensures that every solution meets real user needs and stands the test of time in its environment.

We work closely with customers to supply furniture designed with longevity, durability, and sustainability in mind. By collaborating from concept to completion, we help clients achieve spaces that are functional and future ready.

Report Scope

This report focuses on our UK and Europe manufactured portfolio for the EMEA region.

For information our sustainability efforts in the US visit: ki.com/sustainability



Message from Jonathan Hindle MBE FCSD President of KI Europe

“ Our commitment to sustainability, people and responsible business

As the landscape for sustainability and governance continues to evolve, KI remains committed to strengthening our ESG approach in a way that supports resilient, responsible growth. We believe every action, big or small, matters in driving meaningful progress.

We design and manufacture products with long-term value in mind, balancing environmental responsibility, human wellbeing and economic value. Our approach is practical, evolving and focused on making real improvements – not only in how we reduce our environmental impact, but in how we support our people and operate responsibly as a business.

In Europe, our factories and suppliers continuously look for ways to improve production and material choices. Our products are made to last, supported by industry-leading warranties that help reduce the need for frequent replacement and, in turn, lower carbon impact. This is complemented by regular reviews of product design and materials to identify opportunities to increase recycled content, extend product life and enhance reusability.

Alongside this, we recognise that our people and communities are central to our success. We are committed to providing a safe, inclusive and supportive working environment where individuals can thrive, develop and feel valued. From wellbeing to equality, diversity and inclusion, we aim to embed fairness and opportunity across every stage of employment and engagement.

Strong governance underpins everything we do. Clear accountability, ethical standards and robust policies guide our decision-making and help ensure we operate with integrity, transparency and care for all our stakeholders. We continuously review our processes, risk management and supply chain practices to ensure responsibility and compliance remain embedded across the organisation.

This report highlights some of the steps we have already taken across environmental, social and governance priorities, and how we continue to push forward, always aiming to do better for the planet, its people and our team. ”



Environmental



Our Environmental Strategy

As outlined in our Environmental policy, KI has a commitment to keep striving to improve our impact and be more sustainable.

Strategy

Our sustainable and “Design for the Environment” ethos commits us to making a meaningful contribution to sustainable development goals (SDGs). SDG 13 requires us to take urgent action to combat climate change and its impacts, including reducing emissions to align with global commitments.

To continue to reduce our emissions for our operations we will:

- Continue to implement our facility and office emission reductions as part of our overall environmental management system.
- We will utilise science based targets and seek to set global reduction targets for our scope 1, 2 and 3 GHG emissions and projections.

Implementation

KI will:

- Develop a GHG Management Plan which will identify targets for Scope 1, 2 and 3 emissions, priorities for action, investment, governance, and reporting.
- Increase the proportion of renewable energy consumed in our offices and be advocates for appropriate energy transition pathways in locations where purchasing renewable energy is limited.
- Review our procurement practices to reduce consumption and minimise waste.
- Explore partnerships and funding mechanisms to support GHG removal both through nature-based systems and technology to accelerate our own and our suppliers’ efforts to decarbonise.
- Consider alternative working practices and provide information and support to employees on sustainable transport options to and from our offices and how best to work remotely.
- Integrate our GHG reduction plans through the application of our Environment Policy and our Environmental Management Systems.
- Communicate our progress to our clients and stakeholders via disclosure through our Corporate Social Responsibility Reporting and on our website.

Carbon Reduction and Net Zero 2050

KI is committed to reporting our operations and working towards reducing our carbon emissions by meeting our set goals. KI is committed to following the guidance of the “Pledge to Net Zero”.

Built to Last

Our products hold industry-leading warranties we are proud to stand behind

We design furniture to stand the test of time, backed by industry-leading warranties that reflect our confidence in durability, quality, and long-term performance.

Choosing furniture that's made to last not only delivers excellent value and return on investment for our customers, it also reduces their carbon footprint. When furniture is built to last, the need to replace it is reduced. That means less demand for raw materials, less manufacturing emissions, less packaging, less transport – the list goes on – ultimately lowering carbon emissions over time.

Our warranties speak for themselves. Examples include:

Postura+
our best-selling one piece chair, boasts a 20-year warranty

Sebel Chair
made from 100% post-consumer waste, backed by a 25-year warranty

800 Series Storage
over £100 million sold to date, all with a 25-year warranty

Average warranty on products sold annually
17 years



Products built to last start with thoughtful design

Customer needs for commercial spaces are constantly evolving. That's why we design for longevity. Not just through the quality of our products, but by engineering our products to be reshaped to ever changing environments.



Our London-based design team work to ensure our furniture is designed and manufactured with longevity and sustainability at the core.

To ensure KI products stand the test of time and to minimise environmental impact, our team focus on:

Quality: to confidently back our furniture with our long warranties, the team design high-quality, durable furniture that meets real user needs. Products are then certified by third-party testing houses to ensure they perform in the environments they're made for.

Certifications and test results are available under the downloads section on every product page.

Materials: responsible design starts with the right material choices. Our team consider the effects of materials from extraction to end of life and prioritise those with high-recycled content and a clear end-of-life story.

This is an evolving process as shown through the development of recycled content in our best-selling one piece chairs, Postura+, which has gradually increased from 0% to 30%, to 50% recycled content.

Customisation: most of our furniture is made to order and fully customisable, designed to fit the space it's intended for, not the other way around. This approach helps reduce waste and ensures efficient materials use.

Modular and Flexible Designs: our system-based products can be scaled, adapted and upgraded over time.

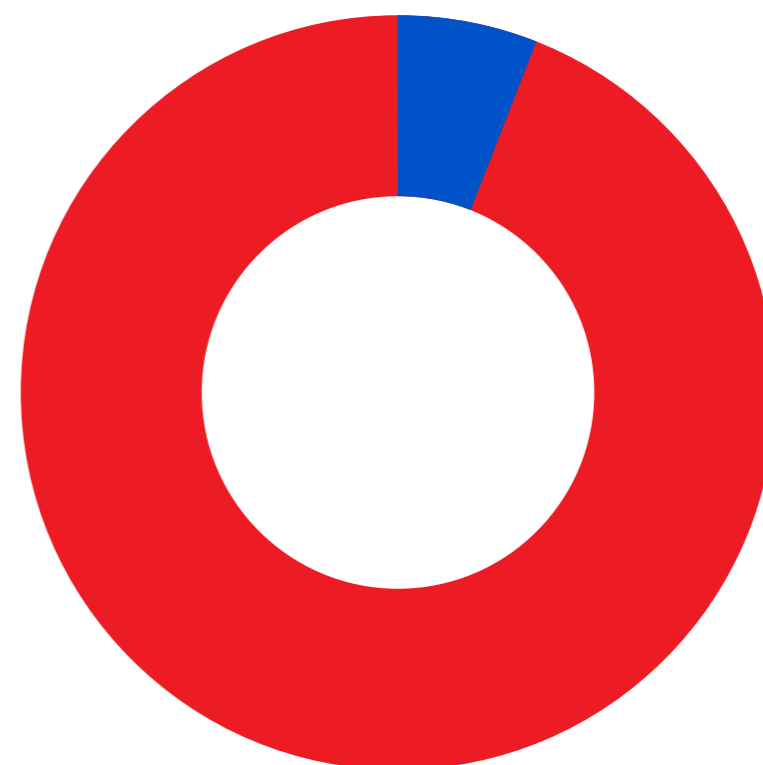
Our Work2.1 actuators can transform fixed-height desk systems into BS EN 527 compliant sit-stand desks.

Our 800 Series storage systems are designed with full modularity, allowing for seamless adaptation to evolving needs.

Repairs: we prioritise using components and materials that are easy to replace, or refurbish, making repairs possible to extend a product's life.

End-of-Life: our products are designed for disassembly, making them easier to recycle and avoid materials ending up in landfill.

Future Improvements: Our team are always learning and keeping an eye out for emerging sustainable practices, materials, processes and tools that can improve our furniture design, quality, and the impact it has on the planet.



92% of the value of
KI products sold are
manufactured in the UK

supporting local skills and materials
that reflect our commitment to
quality, responsible production,
and reducing carbon footprint.

All our supply chain partners complete a survey covering key sustainability criteria, helping us track performance, share best practices, and work together to reduce our collective impact.
We regularly review our manufacturing facilities and those of our OEM partners to identify where processes can be improved.



We are proud that our entire UK manufactured portfolio of polypropylene chairs – Postura+ range, Sutton, Hatton, Grafton and Sebel – now contain a minimum of 30% recycled content.

Pioneers in Sustainable Plastic

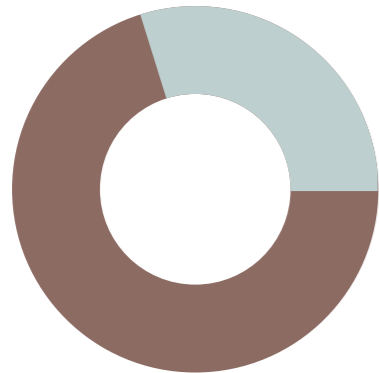
KI has been producing high-quality polypropylene chairs, capable of withstanding the toughest environments, for decades.

Today, we are committed to maximising recycled content across our polypropylene products and are proud to be leading the way and pushing the boundaries to make that happen.

Continuous Improvement

We have dedicated years of research, testing and design to reduce the impact of our chairs, without compromising the durability and quality they are known for.

2022



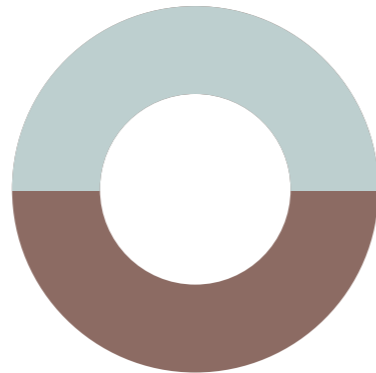
30% post-consumer recycled content used in Postura+ chairs

After a three year journey, we achieved a minimum of 30% recycled polypropylene in our iconic one piece classroom chairs.



This development removes 600 tonnes of virgin polypropylene from our supply chain annually.

2025



50% post-consumer recycled content used in Postura+ chairs

We continued to push and successfully increased the recycled content of our one piece chair to 50%.



This saves an additional 400 tonnes of virgin plastic from our supply chain annually.



These developments have cut out 1,000 tonnes of virgin polypropylene from our supply chain each year - the equivalent of diverting over 3.3 million food containers from single-use waste streams and transforming them into durable chairs designed to last 20 years.



100% Recycled Plastic Used for Jet Black Postura+

Our Jet Black Postura+ one piece chairs and Postura+ shells are made using 100% recycled polypropylene, with 3% masterbatch.



Certified Recycled Material

Hatton chairs, Hatton Stools, Sutton Chairs and Postura+ One Piece Stools have SCS Recycled Material Certification. This independent, third-party certification confirms that 30% of the polypropylene and glass-fibre blend used to manufacture the chairs is made from post-consumer recycled material, ensuring credibility and transparency in recycled content claims.

Made from 100% Post-Consumer Waste

In 2025, we launched the UK's first mass-produced chair made entirely from 100% post-consumer waste. Our Sebel chair is manufactured in the UK using 100% recycled materials, with no dyes, colourants or additives.



100% Recyclable

All the polypropylene and glass filled polypropylene that we use has always been 100% recyclable. Every chair made with these materials is clearly marked 'PP' or 'PP-GF' so that it can be recognised and recycled anywhere.



Industry Leading Warranties



As we've developed our Postura+ chairs, we've ensured they meet KI's rigorous standards for durability - standards that support the long warranties we're known for.

Over time, the Postura+ warranty has grown from 10 years to an impressive 20 years.

Sebel has our longest warranty yet - 25 years.

Sutton, our newest one piece chair, has a warranty of 20 years.



A Lighter Postura+

Over time we have utilised the latest CAD and Finite Element Analysis to evolve our Postura+ tools. This innovation means the amount of polypropylene needed to make the chairs has been reduced by as much as 19%, without compromising strength, performance or warranty.

The image shows three grey plastic chairs of the Sebel brand arranged on a wooden deck. The chairs are positioned against a white brick wall. A large, semi-transparent blue triangle is overlaid on the right side of the image, containing the brand name and product information. The chairs have a modern, minimalist design with a curved backrest and four legs. The middle chair has the brand name 'sebel' embossed on its backrest.

sebel

Each Sebel chair
removes 4.5kg of
post-consumer plastic
from going to landfill

- 100% recycled post-consumer waste
- No industrial cut offs
- No colourants, no additives
- Simply household waste that would otherwise be in landfill

We launched the Sebel chair in 2025, a first-of-its-kind in education seating, made entirely from 100% post-consumer waste.

What Makes it Different?

Most chairs made from recycled plastic use a colour masterbatch (around 3% of the chair's weight) that isn't recycled. Sebel doesn't. That means the entire chair is truly made from 100% recycled material.

Meet Grey-dient

No dyes, no colourants, no additives, just recycled post-consumer plastic. The result is a unique colour we call Grey-dient which celebrates each chair varying slightly in shade, with subtle differences in grey tones reflecting the nature of the recycled material.

First of its Kind

Other 100% recycled chairs exist, but usually in small batches not possible for mass production.

Sebel changes the game:

- No added colourants or additives
- Suitable for real-world use
- Designed for education environments
- Can be produced in tens of thousands
- Built to last and backed by our longest seating warranty of 25 years
- 100% recyclable

Post-Consumer Waste: Why it Matters

What is it?

Post-consumer waste is material that has been used by consumers and households and is no longer needed or usable for its original purpose, like food packaging, drinks bottles and toiletry packaging.

Why recycle it?

Recycling post-consumer waste keeps materials out of landfill and conserves valuable resources.

How does it work?

This is called open-loop recycling, turning old products into something new with a different purpose. Open-loop recycling extends the life of materials, reduces reliance on virgin resources, and helps divert waste from landfills by giving materials a new life.

What about pre-consumer waste?

Pre-consumer (or post-industrial waste), such as manufacturing scraps and overruns, are important but using post-consumer waste is a big win for sustainability as it uses materials that have already entered the consumer cycle and would otherwise end up in landfill.



sebel

Steel

Steel is at the heart of KI's history and some of our core product ranges. It's built for the future and is infinitely recyclable.

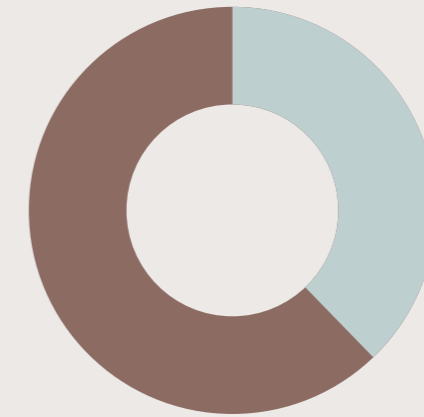
Every component made from steel is 100% recyclable and endlessly reusable. That means less waste, longer life and smarter design.



Reuse Over Replace

PWC undertook a major office refurbishment, with the aim of a more flexible workspace. They required lockers, and rather than buying new ones, we worked with them to repurpose our existing 800 Series steel storage units that were no longer needed. The steel drawer units were returned to our factory just 50 miles away, where they were stripped back, refurbished and returned to site looking and performing as new lockers.

The impact



New steel parts made sustainably, using an average of **67% recycled material**

Cost savings for the client
as refurbishment proved more cost-effective than purchasing new units.

Internal components reused
Shelves and runners from existing storage were incorporated into new KI products or recycled.

Efficient logistics
The project was delivered in stages, with lorries collecting old units while delivering refurbished lockers, optimising transport, cutting fuel use, and lowering carbon emissions.

2,218 units
repurposed, giving 71 tonnes of steel a second life and backed by a new 25-year warranty, significantly reducing demand for raw materials and preventing waste.

On average, the steel used in KI desking and storage products contains 56% recycled steel content.





Wood



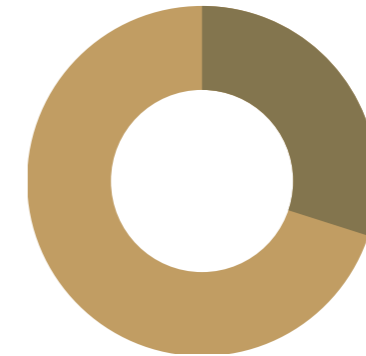
KI is committed to sourcing wood responsibly and supporting sustainable forest management.

The Forest Stewardship Council® (FSC®) provides solutions to safeguard biodiversity and tackle deforestation and climate change by advancing responsible forest management.

KI offers products that incorporate FSC-certified wood because we are committed to respecting forests and those that depend on them. As an FSC Promotional Licence Holder, we are authorised to promote FSC-certified products we sell.

We work with trusted suppliers to source these FSC-certified elements, helping to ensure that wood used in our products originates from responsibly managed forests or controlled sources. Our FSC Promotional Licence allows us to highlight FSC-certified products and support customers in making more sustainable choices.

FSC® N002726
www.fsc.org



MFC boards used for worktops contain **70% recycled content**

Textiles

For our upholstered products, we work with textile suppliers who share our values: quality, durability and sustainability.

We're proud to be able to offer upholstery options such as those made from recycled wool, marine waste, recycled polyester and more. These materials help reduce environmental impact while maintaining premium quality.

Speak to our team to find out more about sustainable fabric options for your project.

Certifications and Memberships

These pages outline our sustainability certifications and memberships, highlighting the meaningful progress and measurable impact they encourage.



FISP & FISP (S)



What Is FISP?

FISP - the Furniture Industry Sustainability Programme - is the only independently certified and accredited sustainability standard designed specifically for the furniture industry. In a landscape crowded with certifications, FISP stands out as the benchmark that truly reflects our sector's needs and priorities.

FISP promotes best practice across social, economic, and environmental areas, enabling members to deliver real, measurable improvements. For KI, this matters because it ensures our sustainability efforts are aligned with an industry-wide framework that speaks our language and drives meaningful change.

KI has held FISP certification since 2013 and, in late-2025, achieved FISP (S) certification.

Why it Matters

All organisations hoping to achieve FISP certification must demonstrate how the three pillars of sustainability: environment, society and economy, are embedded within their organisation. This means it doesn't just focus on environmental impact but also purchasing, end of life, social and community issues.

FISP is increasingly important for public and education procurement and FISP (S) is recognised as a good practice measure for projects that hope to be SKA rated.

To achieve certification, KI goes through an annual external audit to ensure compliance and that continuous improvements are being made. It's a framework that encourages businesses to keep reviewing, refining and pushing for better.

What FISP Covers

FISP covers a wide range of topics including an organisation's:

- Legal compliance
- Environmental policy
- Environmental management system
- Energy management and efficiency
- Waste management
- Packaging management
- Community relations and charity work
- Workforce development and training

What FISP (S) Covers

The SKA Rating scheme, used in the building sector to assess the sustainability and impact of non-domestic fitouts, has traditionally included FISP membership as one of the criteria for furniture. In 2025, SKA Rating Office Environmental 2.0 was launched, placing a greater focus on product-specific certification and the development of the circular economy.

To maintain alignment with SKA 2.0, FISP introduced an optional module: FISP (S). This additional certification ensures that members meet SKA's updated objectives, which emphasise:

- Eco-design
- End-of-life strategies
- Circular economy principles

Certification to FISP (S) Requires Members to:

- Demonstrate a clear route for offering remanufactured or second-life products to customers.
- Introduce Environmental Product Declarations (EPDs) for selected products.

This evolution moves the industry towards a more circular position and reinforces KI's commitment to sustainable innovation.

From our electricity use, our charity contributions, and our product development, FISP ensures we continue to strive for better across all elements of our business, while FISP (S) takes this further by embedding circular economy principles into our product offering.



“ At KI Europe we proudly champion our FISP membership because we believe it plays a critical role in shaping a more responsible and sustainable furniture industry. FISP’s industry specific framework not only empowers and guides us to make meaningful, continuous improvements across all pillars of sustainability, but also provides a valuable and much-needed benchmark for the sector.

In 2025, we were among the first to achieve certification to the new FISP (S) criteria, which strengthens the link between sustainability and circularity by introducing product-focused requirements. Being an early adopter of FISP (S) reflects our commitment to leading the way in eco-design and end-of-life strategies, ensuring KI remains at the forefront of positive change in our industry. ”

Jeremy McWhinney, Operations & Finance Director.
MSc Business Strategy and the Environment.

ISO 14001



ISO 14001 is an international standard for Environmental Management Systems (EMS). It helps organisations reduce their environmental impact, stay legally compliant and improve sustainability.

KI is proud to have been an early adopter of ISO 14001 and has held the certification for over 20 years.

To achieve and maintain this accreditation, KI undergoes an annual third-party audit which tracks and reviews the organisations progress.

Why it Matters

The ISO 14001 framework helps organisations to:

- Improve environmental performance
- Cut waste & costs
- Ensure legal compliance
- Build trust with stakeholders

What it Covers

KI uses ISO 14001 as a guide to cover areas such as:

- Identify environmental risks and opportunities
- Demonstrate leadership commitment to environmental management
- Monitor environmental performance and legal compliance
- Engage staff & stakeholders in sustainability conversations
- Prepare for environmental emergencies
- Control and maintain documented information

Every member of the KI Europe team completes ISO 14001 training ensuring they understand the role they play in reducing environmental impact and supporting responsible practices across the business.

Indoor Advantage Gold



Indoor Advantage Gold is a certification from SCS Global Services that verifies if furniture meets rigorous standards for low volatile organic compounds (VOCs), ensuring healthier indoor air quality.

VOCs can be emitted from a host of products such as furniture, paints and adhesives, and can be harmful to both people and the planet. Reducing these indoors creates cleaner and safer air, leading to healthier environments.

Why it Matters

- Indoor Advantage Gold supports safer workplaces by reducing exposure to harmful chemicals through furniture.
- It is globally recognised as a trusted certification for low-emission furniture, with third-party verification ensuring transparency and preventing greenwashing.
- It gives customers confidence when specifying products, knowing VOC levels are tested and certified, and helps specifiers compare options for improved environments.
- It aligns with corporate ESG goals, helping organisations demonstrate commitment to employee well-being and environmental responsibility.
- Certified products contribute to projects that are aiming to achieve building standards such as BREEAM, LEED, and WELL.

What it Covers

From seating, to workstations, to pods, the majority of the KI product portfolio is Indoor Advantage Gold certified.

If you want to know if a product is certified, visit the product page on our website and look under 'Downloads'.

How VOC Testing for Indoor Advantage Gold Works

1. Sample Selection
A representative product sample is chosen for testing, usually a finished item or sample of the material.
2. Controlled Chamber Testing
The sample is placed in a sealed environmental chamber that mimics indoor conditions (temperature, humidity, and airflow).
3. Emission Measurement
Over a set period, the chamber monitors and collects air samples to measure VOCs released from the product.
4. Analysis Against Standards
The collected data is analysed and compared to strict Indoor Advantage Gold limits for VOC emissions.
5. Certification
If the product meets or falls below the required VOC thresholds, it earns Indoor Advantage Gold certification, confirming it contributes to healthy indoor air quality.

SCS Recycled Material Certification



SCS Recycled Material Certification is an independent, third-party certification from SCS Global Services that verifies the percentage of recycled material by weight within a specific material used in a product. Under the SCS Recycled Content Standard (SCS-103), products are rigorously assessed to validate recycled content claims, supporting transparency, resource conservation and waste reduction.

For KI, this certification confirms that selected products contain 30% post-consumer recycled material within their polypropylene and glass-fibre blend, independently verified through SCS Global Services.

Why it Matters

- The certification provides credible, third-party verification of recycled content, helping to ensure accurate sustainability claims.
- By incorporating post-consumer recycled materials, certified products help reduce reliance on virgin plastics and support a more circular approach to furniture manufacturing.
- SCS Recycled Material Certification supports sustainable procurement frameworks and contributes toward rating systems such as LEED.
- Certified products align with corporate ESG strategies, enabling organisations to demonstrate measurable progress on material transparency and responsible sourcing.
- Long-life, durable products made with recycled materials help reduce replacement cycles, lowering overall environmental impact.

What it Covers

The following KI products have achieved SCS Recycled Material Certification for 30% post-consumer recycled content:

- Hatton Chairs
- Hatton Stools
- Postura+ One Piece Stools
- Sutton Chairs

You can see this certificate on product webpages under the 'Downloads' drop down.

EPDs



An Environmental Product Declaration (EPD) is a comprehensive, transparent report that shows the environmental impact of a product across its entire life cycle, from raw material extraction to end of life. It's like a 'nutrition label' for sustainability, giving transparent data on areas such as:

- Carbon footprint
- Energy use
- Transport
- Use
- Recyclability
- End-of-life

Why They Matter

- EPDs provide verified, science-based data on a products environmental impact across its entire life cycle. Being independently certified ensures that claims are accurate.
- They help to support sustainable design by highlighting products with high environmental impact so new materials or manufacturing methods can be explored.
- They support customers in making informed decisions and to be able to compare products to help make more sustainable choices.
- EPDs can contribute to building standards such as BREEAM, LEED and WELL.

What They Cover

- KI has had independently verified EPDs created for many of its core products. For those without EPDs and custom products, we developed an EPD calculator with a third-party to help calculate their environmental impact.
- You can see the Postura+ EPD on its product page on our website, under 'Downloads'.

Packaging and Delivery

- Wooden pallets: reusable and 100% recyclable
- Shrink wrap: 100% recyclable & made from 30% recycled plastic
- Banding: 100% recyclable
- Cardboard packaging: recycled and 100% recyclable

KI Take-Back Scheme

To help customers reduce waste and lower carbon footprint, KI can work with our customers to facilitate a take back programme to give KI furniture a sustainable end-of-life or second life.

Returned products can be:

- Reworked and refurbished into like-new KI products, complete with a renewed warranty.
- Recycled and repurposed into new post-consumer waste products, avoiding landfill and reducing reliance on virgin materials.

Speak to our team to find out how we can take back your KI furniture and help you achieve your environmental goals.

Accessing Product Information

Looking for Product-Specific Information?

This report shares our overall sustainability story at KI, but if you're looking for details on specific products for your project, this all lives on our website.

Head to product pages and scroll to 'Downloads' for key resources and information for individual products which you can explore and download.

Need help?

Can't find something you're looking for? Reach out to our team and we'll be more than happy to help.



Cutting out plastic bags for Postura+

In 2023, we improved the logistics for our Postura+ one piece chair, removing the need for individual plastic bags per chair. With an average of 417,000 Postura+ one piece chairs sold each year, this has cut out over 1 million plastic bags from our supply chain so far.



bejot:

KI has an exclusive partnership with Bejot which offers high-quality, expertly designed furniture and acoustic solutions for workplace, hospitality, and education environments.

Bejot's innovative products are designed and developed with acoustic and ergonomic experts to deliver efficient furniture which is both beautiful and functional.

We chose to partner with Bejot not just for their design and quality, but for their commitment to sustainability too.

Explore Bejot's full sustainability story in their sustainability report at bejot.eu/en





Social

Our People

Our people are at the centre of everything we do. We aim to create a workplace that inspires, supports and helps every individual thrive.

Wellbeing Framework

KI's Wellbeing Framework supports the physical, mental and financial health of our team through policies, early intervention support and accessible employee benefits.

The Wellbeing Framework brings together structured support ensuring every team member has access to practical help when they need it and includes:

- Employee Assistance Programme (EAP): 24/7 confidential emotional support, short term counselling and virtual GP access.
- Health plans: Covering routine healthcare such as 24 hour GP access, mental health support, dental and eye care, physiotherapy and more.
- Wellness allowance: A company-funded annual benefit enabling employees to invest in personal wellbeing activities or equipment.
- Mindful Mondays: A reminder to the team to take a pause, reset and check in with themselves at the start of the week.
- Wellness Wednesdays: Midweek activities - from sip and paint sessions to neck and hand massages - designed to help the team relax, recharge and connect.
- Social Events: Throughout the year, we host a variety of activities including cornhole competitions, birthday celebrations, wellness brunches and socials.

An Inclusive Space That Supports Wellbeing

Our Clerkenwell showroom is designed with KI furniture that provides ergonomic comfort, with zones for focused work, collaborative spaces, meeting rooms and private booths.

This space is designed to showcase our furniture and embody the healthy, inclusive and supportive workplaces we champion for our clients. Inclusive design is embedded not only in what we create, but in how we work, ensuring our team benefits from the same thoughtful environments we advocate for.

- Sit-stand desks: Height adjustable workstations promote better posture, circulation and energy levels, while also supporting neurodiverse working preferences.
- Ergonomic Seating: Logon, Solon and Belt task chairs offer adjustable seat height and depth, armrests and lumbar support to promote long term comfort, supporting different body types, postures and working styles.
- Acoustic solutions: Booths, screens and collaborative zones help to manage noise sensitivity and offer quiet spaces for calls or small teamwork, while larger meeting rooms support group sessions.
- Flexible, modular layouts and furniture: Allowing teams to adapt environments to their team and individual needs.

The biophilic nature throughout our showroom has several proven benefits for employee wellbeing including reducing stress, boosting moods, enhancing focus and creativity and improving air quality.

Spaces for social connection are important to us too. The KI bar, outdoor terrace and lounge areas give teams and clients space to socialise, relax, collaborate and take some time out when needed. For colleagues working remotely, we provide KI furniture and a work from home allowance to help ensure everyone has a comfortable, supportive setup wherever they work.



Flexibility

Flexible working sits alongside our wider wellbeing policies, giving people the chance to balance their work and personal needs.

Our hybrid model provides an average 40/60 split between home and office, allowing flexibility while still supporting strong collaboration.

To further support our colleagues across the UK, we have invested in our first showroom space outside of London at Material Source Studio in Manchester.

This inspiring hub brings together innovative materials, products and interiors, creating a space for creativity and connection.

Our display pod and furniture installations give regional team members a professional, welcoming environment away from home for client meetings and networking.

**Our showroom
is powered by
100% renewable
energy.**

Personal Development

Supporting personal growth is a core part of our Wellbeing Framework, recognising that feeling confident, capable and supported at work is essential to overall wellbeing.

Every employee has access to training, professional development and compliance programmes, supported by a central dashboard that tracks progress. Our mandatory training programme covers key topics such as cyber awareness to help our teams stay safe, informed, and protected both when working and at home.

Beyond mandatory training, we support employees in pursuing professional qualifications and personal growth opportunities. From marketing courses to accredited First Aid training, we invest in learning that builds confidence and capability.

In the past 18 months, 14% of our team have taken the next step in their careers with internal promotions to more senior roles, highlighting our commitment to supporting internal talent.



The average employee tenure at KI is 7.5 years, and we make a point of celebrating these milestones together at our Team Assemblies.

Tenure Threshold	% of Employees Above That Tenure*
Over 5 years	52.5%
Over 10 years	32.5%
Over 15 years	10%

**Figures from December 2025*

After every five years of service, employees are eligible for a sabbatical. We also reward long term dedication with an additional day of annual leave for each five-year milestone.

Equality, Diversity and Inclusion

Equality, diversity and inclusion (EDI) are essential for creating a workplace where everyone feels valued, respected and empowered to contribute. Embracing different perspectives drives innovation, strengthens collaboration and reflects the diverse communities we serve. By fostering an inclusive culture, we not only support fairness and opportunity but also build a stronger, more resilient business for the future.

Gender split: Male - 47% / Female – 53%

Management: Male – 54% / Female – 46%

Our EDI policy reinforces our commitment to ensuring every applicant and employee is treated fairly and without discrimination across all stages of employment. We promote an inclusive environment where everyone is valued, respected and supported to reach their full potential. To uphold these standards, we apply consistent, merit-based recruitment and development practices and regularly monitor workforce data to ensure equal opportunity throughout the business.

Community Engagement

We are committed to making a meaningful difference in the communities we serve. We support causes, events and partnerships that align with our values, and we encourage our team to share ideas that help us think bigger about the positive impact we can create.

The Worshipful Company of Furniture Makers (The Furniture Makers' Company)

We have proudly held Corporate Memberships with The Furniture Makers' Company since 2014. As the official charity for the UK furnishing industry, The Furniture Makers' Company plays a vital role in shaping a stronger, more sustainable sector. Its work focuses on three key areas: nurturing future talent, championing excellence in design and manufacturing, and providing welfare support to industry professionals in need.

Through our membership, we help to fund initiatives that develop skills, celebrate innovation, and ensure that those who have served within the sector receive help when they need it most. Our membership reflects our commitment to a thriving, responsible, and inclusive furnishing industry.

The Furniture Makers' Events

New Furniture Makers Exhibition: this annual exhibition celebrates creativity and craftsmanship from the future generation of designer-makers. KI proudly sponsors the School Design Prize, which recognises talented GCSE and A Level students who demonstrate outstanding design and craftsmanship through their coursework. Our President, Jonathan Hindle MBE FCSD, serves as a judge.

Northern Big Shots: KI teams take part in this fundraising event for The Furniture Makers' Company, helping raise valuable funds.

Design Guild Mark

The Design Guild Mark award scheme recognises the very best in industrial design, while celebrating and promoting the value of design to the wider public and the industry.

Jonathan Hindle Prize: Established in 2015 by our President and Design Guild Mark founder, Jonathan Hindle MBE FCSD, and sponsored by KI, these annual £1,000 prizes are awarded to three of the most outstanding Design Guild Mark Award designs.

Design Guild Mark Trail: We partnered with the inaugural Design Guild Mark Trail in 2025 and hosted an exclusive showcase of award-winning British designs at our showroom. The trail celebrated designers and award-winning pieces from recent years in design studios and showrooms across London.



Furniture Donations

We help to facilitate end-of-life donations giving end-of-line or ex-showroom furniture a home in schools, charities, and community spaces, reducing waste and supporting those who need it.

In 2025 we donated furniture to:

- Morley College London
- Elmbridge Mencap
- The British Heart Foundation
- Eagles Nest
- Woodland School
- Whittingham Primary Academy

Ricochet stools were donated to support children with special educational needs. 'Our students absolutely love the KI Ricochet stools. For many of our special needs children, being able to move while seated has made a real difference to their focus, comfort, and engagement. Since introducing them into our classrooms, we have seen calmer bodies, longer attention spans, and happier learners.'

Jessica Lopes, Teacher at Whittingham Primary Academy

Charitable Contributions

Giving back is an important part of our culture, and we are proud of the ways our team support meaningful causes through fundraising, sponsorships and personal challenges.

A snapshot of our recent contributions includes:

- Fundraising events: Attendance at Wagstaff Casino Night supporting a sustainable cookery school in Gambia, and participation in the Material Source Christmas Quiz benefiting supporting Maggie's Centres, the British Heart Foundation and ANDYSMANCLUB.
- Personal challenges: One colleague conquered the West Highland Way to raise vital support for ANDYSMANCLUB, while another powered through the 42km Oarsome Challenge, rowing in aid of multiple charities with KI proudly backing their efforts.
- Auction Prizes & Sponsorships: We donated a host of prizes over the year, and sponsored events.
- Industry support: Corporate Memberships with The Furniture Makers' Company and participation in charitable events such as Northern Big Shots.

Employee Volunteering & Charity Day Programme

To strengthen our social value contribution and support the communities in which we operate, every employee is entitled to one paid Charity Day per year. This dedicated volunteering allowance enables our team to support registered charities, non-profit organisations and community projects while receiving full pay.



Local Community and Industry Events

We take pride in opening our doors to the local community, students and the design industry, offering talks, workshops and opportunities to explore our furniture and meet our team.

Clerkenwell Design Week 2026

- More than 800 visitors joined us for three days of events at our Clerkenwell Showroom, including trend forecasting sessions with Scarlet Opus and discussions on designing for neuroinclusion and neuroaesthetics with Women in Office Design. These sessions provided learning opportunities for designers, students and industry professionals.

London Design Festival

- In 2025 we partnered with the inaugural Design Guild Mark Trail and hosted an exclusive showcase of award-winning British designs at our Clerkenwell showroom. This initiative helped highlight design excellence and supported wider public access to innovative, high quality British furniture across design studios and showrooms in London.

Clerkenwell Showrooms

- We are members of Clerkenwell Showrooms, a community driven, nonprofit network that brings together designers, architects and showroom partners to promote local events and collaboration. With Clerkenwell home to one of the highest concentrations of creative businesses in Europe, our involvement supports and contributes to the area's vibrant design community.

Material Source, Manchester

- As partners of the Manchester design hub, we will continue to participate in and host events that are open to both the design community and aspiring students. Our presence supports skills development and community engagement within the region's growing creative sector.



Social Value

We understand our responsibility to support local economies and ethical practices:

- 92% of the value of KI products sold is manufactured in the UK, supporting homegrown skills, materials, and techniques.
- We work with local suppliers and subcontractors for essential services like maintenance and cleaning, ensuring our operational spend benefits regional businesses.
- We uphold strong HR policies, including Modern Slavery compliance, equality, diversity and inclusion, and fair pay through the Real Living Wage.
- We never use zero-hour contracts, guaranteeing stability and respect for every member of our team.

Education and Skills for the Future

We champion education and skills development across the industry. Some recent examples include:

- Sponsoring the School Design Prize at the New Furniture Makers exhibition each year.
- Sponsoring the Future Realities award and gifting a prize at Norwich University of the Arts' Interior Design Graduate showcase.
- The Jonathan Hindle Prize at the Design Guild Mark Awards, created by our President to recognise and reward outstanding design.
- Offering work experience placements for students, creating pathways into careers in design and manufacturing.
- Long-standing Corporate Memberships with The Furniture Makers' Company.



Morley College London

Since 2022, KI has partnered with Morley College to support skills development in the furniture industry. Our collaboration includes curriculum input, student work placements, product donations, and facility visits that provide real-world insight into design careers.

Together, we contribute to the Furniture Making and Upholstery Occupational Specialisms within the Craft and Design T Level, and we guarantee interviews for students completing the Furniture Making T Level. This partnership reflects our commitment to nurturing future talent and continues through 2026.

Inclusive Design

Our products are designed with people in mind. From ergonomic office setups to furniture that supports accessibility in learning environments, we aim to enhance wellbeing and inclusivity in every space.

Inclusive design is central to how we create environments that support different ways of thinking, learning and working. With more than one in seven people estimated to be neurodivergent, organisations are increasingly seeking spaces that reduce sensory overload, enable autonomy and enhance wellbeing. Furniture plays a key role in making this possible.

Our research-led approach and close collaboration with architects and specifiers ensures that neuroinclusive principles are embedded across our product portfolio. Seating solutions such as Cogni, Ruckus, Ricochet Stools are designed to support movement, comfort and focus, helping users regulate themselves naturally throughout the day.

Beyond seating, our wider range, from Bejot acoustic products to flexible tables, sit-stand workstations and modular lounge furniture, offers adaptable options that cater to different sensory and functional needs. We also work closely with educators and designers to develop calming colour palettes and materials that minimise overstimulation while maintaining warmth and identity.

By embedding flexibility and user choice in our products, we help create learning and working environments that are more supportive, more productive and truly inclusive for everyone.

Find out more at kieuropa.com/neurodiversity

Alison Mallett, our Director of Education Furniture, explains: “Inclusive design is about providing options that help people feel comfortable, calm and able to concentrate. When choice is built into the environment, inclusion happens naturally and discreetly.”



Governance

Corporate Governance Framework

KI operates within a structured governance framework that ensures effective oversight of organisational performance, compliance and ESG (Environmental, Social, Governance) integration.

Governance responsibility sits with our President and Senior Leadership Team, supported by a documented organisational structure with defined roles, responsibilities and reporting lines. Weekly leadership and management meetings, formal HR and operational policies, and robust audit and compliance processes ensure consistent, fair and compliant decision making. ISO standards further guide quality management, continual improvement and process control.

ESG & CSR Oversight

Oversight of ESG and CSR (Corporate Social Responsibility) sits with our President and Senior Leadership Team, who ensure that responsible business practices are embedded throughout our organisation. ESG considerations are integrated into our decision making across people, products, operations, and supply chain engagement.

ESG performance is reviewed through our regular operational meetings, compliance updates and monitoring of HR, wellbeing, sustainability and supplier indicators, ensuring alignment with business objectives and regulatory expectations.

Ethics & Compliance

Ethical conduct is central to KI's culture, and all employees, partners and suppliers are expected to uphold the standards set out in our policies. These include our Code of Conduct, Anti Bribery & Anti-Corruption Policy, Whistleblowing Policy, Data Protection/GDPR

Policy, Cyber Security Policy, Responsible Procurement Policy, Supplier Code of Conduct, Risk Management Policy, Environmental & Sustainability Policy and Modern Slavery Statement.

Mandatory employee GDPR/Data Protection and cyber security training is provided during onboarding and as part of ongoing development, ensuring employees understand their responsibilities and feel confident making informed, responsible decisions.

Whistleblowing & Raising Concerns

KI is committed to providing a safe, supportive environment where employees can raise concerns without fear of retaliation. Issues can be escalated through a line manager, HR, a member of the Senior Leadership Team or via our formal Whistleblowing process.

Data Privacy & Cyber Security

KI complies with UK GDPR requirements and safeguards the information entrusted to us by employees, customers and suppliers. Data protection responsibilities are overseen by the Senior Leadership Team and supported by our HR and IT functions.

Controls include mandatory GDPR and cyber awareness training, multi-factor authentication, regular system updates, defined access permissions and continuous monitoring of our IT infrastructure, helping to reduce risk and maintain the confidentiality, integrity and availability of information.

Procurement & Supply Chain

Our supply chain is managed through a vetting process that assesses suppliers across environmental, social and governance standards including ISO certifications, and sustainability practices. All suppliers are required to meet the expectations set out in KI's Supplier Code of Conduct, covering labour standards, modern slavery, equality and health & safety requirements.

As part of our governance checks, ethical conduct, anti-bribery measures, data protection controls and insurance compliance are reviewed to maintain transparency and strong oversight across our supply chain.

Risk Management

KI's approach to risk management is embedded across our day-to-day operations to ensure resilience, compliance and preparedness for emerging challenges. Oversight is supported by our Operational Risk Management Policy and regular leadership reviews that help identify, evaluate and respond to potential risks across the business.

Risk is monitored through our ongoing departmental assessments, audit and compliance processes, and continuous oversight of cybersecurity and IT systems. Clear escalation routes and supplier evaluations further ensure that vulnerabilities are identified early and managed effectively.

Get in Contact

We've met with multiple partners already to discuss the future of sustainability in the furniture industry. This is because we believe progress comes from working together. The planet is a shared responsibility, and collaboration across industries, teams and customers is key to making meaningful change.

If you'd like to talk about what's in this report or where we go next, we'd love to hear from you.



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