

SUSTAINABILITY REPORT 2022-23

Statutory Statement on CSR,
cf. the Financial Statements Act, section 99 a



Gabriel®

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Reporting period: 01.10.2022 – 30.09.2023

For the sake of the environment, Gabriel's Sustainability Report is only available online and cannot be printed. Please refer to the Annual Report 2022/2023 and gabriel.dk for further information about the Gabriel Group.

The Sustainability Report is a part of the management review and complies with the Statutory Statement on CSR, cf. the Financial Statements Act, section 99 a.



Gabriel Loop reduces waste and minimises resource consumption. A textile-to-textile recycling in which textile waste is collected and transformed into new textile products.

Sustainability and innovative partnerships

Dear customer, shareholder, employee, business partner, and all others interested,

Innovation and value-creating partnerships are fundamental values at Gabriel, forming the basis for our ongoing development of new products, services, and processes.

Sustainable innovation demands the implementation of improvements that already meet future requirements, including the transition to a circular economy and compliance with existing and new regulatory demands, as set forth in among others the EU Strategy for Sustainable and Circular Textiles. Innovation and sustainability must coexist with the maintenance and enhancement of competitiveness and quality.

Throughout the year, Gabriel has introduced eleven new textile products containing recycled woven and knitted textile waste, recycled plastic bottles, or wool – nature's finest material for the production of furniture fabrics. The sustainability of these products is certified by the EU Ecolabel and the health label OEKO-TEX® STANDARD 100. Our products also adhere to Gabriel's stringent quality and environmental requirements, ensuring responsible use of chemicals and dyes, high quality, and longevity.

Gabriel's continued climate efforts ensure that the Group maintains its CO₂e neutrality within Scope 1 and 2, in accordance with the international Greenhouse Gas Protocol. As previously, the company also procures certificates of origin of renewable energy and has installed several solar panel systems throughout the year to increase our in-house production of renewable energy. Additionally, we focus on reducing our energy consumption in processes and in our choice of product technologies.

Gabriel has joined the Science Based Targets initiative where companies commit to setting goals for reducing their climate impact. This aligns with future legislation concerning companies' climate impact and reporting.

We have signed the UN Global Compact, which outlines specific sustainability requirements, and our annual efforts are reported. Furthermore, we work systematically in alignment with the 17 UN Sustainable Development Goals.

The execution of activities within the organisation is assured through comprehensive certifications in accordance with the quality and environmental management standards ISO 9001 and ISO 14001. This guarantees effective management systems, proper information for all stakeholders, and the fulfilment of expectations and needs.

Gabriel's vision is to be the preferred development partner and supplier to selected leading international manufacturers and major users of upholstered furniture, seats, and upholstered surfaces. Our commitment to sustainability is pivotal in realising this vision, and our sustainability report elaborates on and documents our efforts. We hope, the report provides you with valuable information and insights into our significant efforts to promote a sustainable development and foster collaboration.

It is also our hope and goal that the sustainability initiatives, we launch today, will prove to be the right ones also from a future perspective.

We hope you will enjoy reading the report.



Anders H. Petersen
Anders Hedegaard Petersen
CEO



Claus Møller
Claus Møller
CCO



Kurt Nedergaard
Kurt Nedergaard
Director of CSR & Quality



Rikke Lyhne Jensen
Rikke Lyhne Jensen
Sustainability Manager

About Gabriel Group

Mission

Innovation and value-adding partnerships are fundamental values of Gabriel's mission statement. Gabriel is a niche company which, in the entire value chain from concept to furniture user, develops, manufactures and sells upholstery fabrics, components, upholstered surfaces and related products and services. Gabriel develops its services to be used in fields of application where product features, design and logistics have to meet invariable requirements, and where quality and environmental management must be documented.

Vision

Gabriel is to be the preferred development partner and supplier to selected leading international manufacturers and major users of upholstered furniture, seats and upholstered surfaces. Gabriel will achieve Blue Ocean status through an innovative business concept, patents, licences, exclusivity agreements or similar rights. Gabriel will have the status of an attractive workplace and partner company for competent employees and companies.

Strategy

Gabriel is growing with the largest market participants. Gabriel's growth is based on a global strategy of close development partnerships and trading relations with approximately 70 selected major leading customers. Gabriel strives to win the largest possible share of the selected strategic customers' purchase of furniture fabrics, related components and services in the value chain. The FurnMaster Business Unit realises the commercial potential of the links of the value chain deriving from furniture fabrics, e.g. cutting, sewing and upholstering of furniture components.

Corporate model

Gabriel's corporate model requires a process-oriented approach which has been implemented in the organisation over the course of several years. The Group's core processes are carefully selected to ensure that employee skills are continually utilised to create the exact value that our customers request.

Please refer to the [Annual Report](#) for further information on Gabriel Group companies.

Risk evaluation

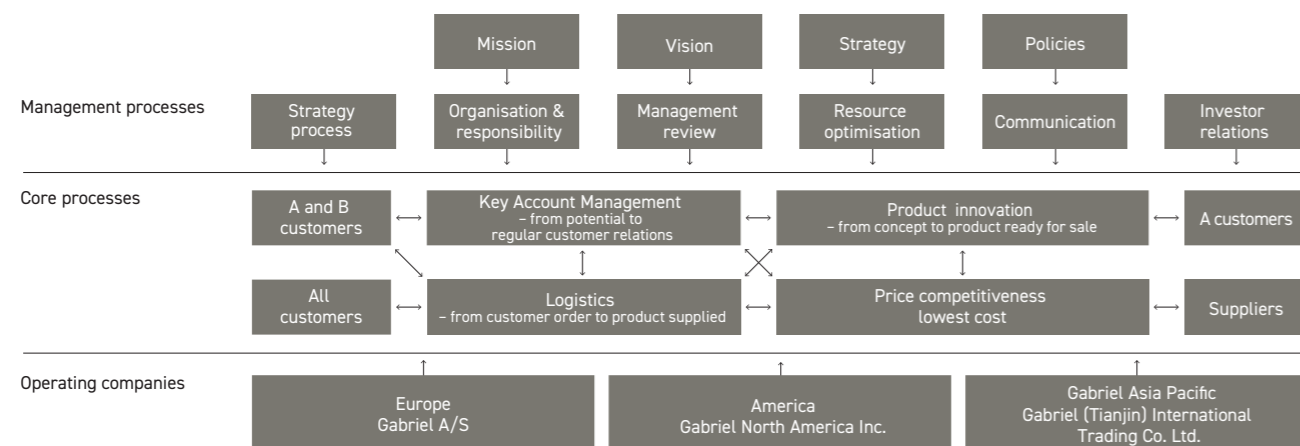
Through ISO 14001 environmental certification, ISO 9001 quality certification and consistent use of product labelling, Gabriel ensures a structured approach to minimising environmental risks associated with Gabriel products and activities.

Health, safety, and employee satisfaction have always been priorities, and Gabriel focuses on risks related to the work environment and safety. Gabriel is aware of various risk factors, such as workplace accidents, skills shortage, and risks related to health and safety in the products provided. To systematically reduce risks, Gabriel uses certified management systems and relies on the company's Code of Conduct and Sustainability Policy.

The purpose of Gabriel's Sustainability Policy is among others to prevent environmental accidents and to ensure that Gabriel products do not contain harmful substances.

For several years, Gabriel has worked to minimise risks in relation to human rights, corruption, and bribery. To continue this work, we will still focus on the guidelines in our Code of Conduct and our Supplier Code of Conduct aimed at Gabriel and our suppliers, respectively. In the past year, no breaches of Gabriel's Code of Conduct have been registered. Annual training in our Code of Conduct has been implemented.

Corporate model



Hush Flair OEKO-TEX® STANDARD 100 certified screen textile in our new showroom in Helsinki.

In addition to preventative actions, risks are minimised through insurances that cover, for example, product liability, work-related accidents, and operating loss.

Gabriel works continuously to secure the energy supply, including increasing our own production of renewable energy. See page 32-38 for further information on goals, results, and

environmental data or refer to the section "Special risks" in [Gabriel's Annual Report](#).

Gabriel is working on implementing upcoming reporting requirements for Environment, Social, and Governance (ESG) in accordance with the Corporate Sustainability Reporting Directive (CSRD). Gabriel is required to report in 2025.

Gabriel's locations 2023



- **Gabriel**
Head office
 Aalborg, Denmark

Sales offices
 Copenhagen, Denmark
 Stockholm and Gothenburg, Sweden
 Helsinki, Finland
 Oslo, Norway
 Vilkaviškis, Lithuania
 Bingen, Hamburg, and Munich, Germany
 Paris, France
 London, England
 Barcelona and Madrid, Spain
 Milano, Italy
 Grand Rapids, Chicago, and New York, USA
 Beijing, Shanghai, Guangzhou, Chengdu, Shenzhen, Xi'an, Chongqing, Hangzhou and Hong Kong, China
 Manila, The Philippines
 Bangkok, Thailand
 Singapore

Production
 Vilkaviškis, Lithuania
 Telšiai, Lithuania

- **FurnMaster**
Head office
 Aalborg, Denmark

Sales offices
 Grand Rapids, USA
 Bingen, Germany

Production
 Marijampolė, Lithuania
 Świebodzin, Poland
 Monterrey, Mexico
 Peacehaven, England
- **SampleMaster**
Head office
 Aalborg, Denmark

Sales offices
 Bingen, Germany

Production
 Marijampolė, Lithuania

Sustainability Policy

- Gabriel endorses and works for the 17 UN Sustainable Development Goals, the UN Global Compact, and Science Based Targets initiative (SBTi).
- Gabriel develops and manufactures products and services with user health and safety in mind. Through the entire production process, we strive to reduce our environmental and climate impact and ensure animal welfare.
- Gabriel ensures a good and safe working environment throughout the supply chain in compliance with country specific legislation and Gabriel's internal standards and requirements. These requirements comprise concrete technical specifications as well as issues included in Gabriel's Code of Conduct for suppliers.
- Continuous employee development and skills upgrading are high priorities.
- Gabriel supports students by providing practical training and participates in educational projects which benefit both the students and the company.
- Gabriel maintains its position as first mover within the industry by continuously implementing new initiatives to improve our sustainability performance and strengthen our profile as a responsible company.
- Gabriel considers all life cycle phases of our products and prioritises environmental efforts in areas where we can have the most influence and create the greatest impact.
- Gabriel promotes responsible consumption and user health and safety by using product labels. We cooperate with recognisable and established product labelling schemes and organisations.
- Gabriel advises customers and users on significant environmental factors related to the use, recycling, and disposal of the company's products. Employees in customer contact positions must be able to provide correct information on Gabriel's environmental objectives and policies. This information is, furthermore, always available on Gabriel's website.
- Gabriel selects suppliers based on their ability to fulfil environmental requirements and standards and their willingness to enter into a close partnership to achieve environmental improvements. Gabriel expects partners throughout the supply chain to regularly introduce new and cleaner technology, green energy solutions, and continuous environmental improvements, paying due heed to the technical and financial implications.
- Gabriel does not use dyes with heavy metals or other harmful substances that pose a health risk.
- Gabriel applies internationally recognised standards such as ISO 9001 for quality management, ISO 14001 for environmental management, and meets the requirements of ISO 45001 for occupational health and safety and ISO 50001 for energy management.
- Gabriel conducts an open and detailed dialogue with the authorities on sustainability and environmental requirements and consistently opposes unlawful acts.
- Gabriel communicates openly about our climate and environmental footprint, improvements within the field, as well as social responsibility issues and supports company-wide managerial activities within these areas.
- Gabriel renews sustainability objectives annually and prepares action plans to ensure an ongoing reduction of the company's environmental impact as well as continuous improvements. The company's sustainability objectives must be integrated into the internal business plan and must be communicated to all employees. The annual Sustainability Report is required to supply an overview of the company's sustainability efforts and results and is published with the Annual Report.

Global goals for a sustainable development

To ensure a global sustainable development, it is necessary for both governments and businesses to work towards the UN Sustainable Development Goals, and we naturally consider it our responsibility to actively contribute to achieving them. Gabriel prioritises and focuses on the development goals, where the company can make the most significant positive changes, especially goals number 6, 7, 12, and 17. In addition to the prioritised development goals, the remaining goals are also included in Gabriel's activities.

6 Clean water and sanitation

Goal 6 focuses on reducing pollution of water bodies, minimising spills of chemicals and other hazardous substances, halving the proportion of untreated wastewater, and increasing recycling and reuse globally. This goal is particularly relevant for the textile industry because of the water consumption in the production. Wastewater treatment is used in the production of Gabriel's products. The use of dyes and chemicals that do not

pose a risk to the water environment is documented according to labelling systems like EU Ecolabel which sets forth demands stricter than legislation. Water protection is not a new focus area at Gabriel, and the company makes a continuous effort to only use the best and most eco-friendly dyes and chemicals.

7 Sustainable energy

Goal 7 focuses on significantly increasing the share of renewable energy in the global energy mix. Gabriel supports goal 7 by systematically reducing our energy usage and using renewable energy. In addition, Gabriel has established its own energy supply with renewable energy. Read more on page 15-17.

12 Responsible consumption and production

Goal 12 aims to achieve environmentally sound management of chemicals and to significantly reduce emissions to air, water, and soil. The purpose is to minimise the negative impact on people's health and on the environment. The goal is also to reduce waste through, for example, prevention, recycling, and reuse. Gabriel has a life cycle-based approach from raw materials to end-of-life – or even better, to a new life.

17 Partnerships for action

Goal 17 focuses on partnerships for sustainable development, and how to strengthen these through knowledge sharing, know-how, and technology. Gabriel cooperates with customers as well as suppliers to deliver sustainable solutions globally. In addition, the company cooperates with external partners within various areas as, for example, chemical evaluations, environmental labelling, workplace safety, third party verification of management systems, and product labels. Authorities, universities, and other educational institutions are also important external partners.

The EU Strategy for Sustainable and Circular Textiles

The EU has formulated a strategy for textiles with the purpose of helping the European fashion and textile industry shift to a climate neutral, circular economy. The strategy states that textile products sold in the EU must be more durable, recyclable, repairable, and to a large extent made from recycled fibres by 2030.

Textile products are also required to be free from hazardous substances and must be manufactured under proper working and wage conditions. Moreover, the strategy defines goals regarding product lifetime and focuses on fighting overproduction and overconsumption. The strategy is meant as a contribution to help solve the textile industry's climate challenges, and at Gabriel we feel obliged to be part of the development of new solutions and business models. To do so we cooperate closely with, for example, other players in the textile industry, universities, customers, and suppliers.



Code of Conduct

Integrity is a key value at Gabriel, and we continuously focus on building and maintaining a strong ethical business culture throughout the entire Group.

Gabriel's Code of Conduct and Supplier Code of Conduct set standards for the way we do business, and incorporate the internationally accepted UN practices and standards. Our ethical codes include topics such as human rights, animal welfare, anti-corruption, and anti-bribery. Gabriel's Code of Conduct and Supplier Code of Conduct can be found on gabriel.dk.

Gabriel is committed to the Global Compact

The UN Global Compact defines fundamental principles on human rights, labour rights, environment, and anti-corruption. Gabriel is committed to adhering to and complying with UN standards and practices throughout the entire supply chain. By endorsing the ten principles of the UN Global Compact, Gabriel is obliged to continuously strengthen its social responsibility and to contribute to the UN Sustainable Development Goals. Consequently, Gabriel Group's suppliers and other business partners are carefully selected and are expected to comply with all relevant and applicable laws.

Gabriel ensures compliance with ethical guidelines through internal audits, regular visits to all Group companies, close communication, and cross-organisational cooperation. In the past year, Gabriel has not registered any violations of the Code of Conduct, Supplier Code of Conduct or of local legal requirements in our supply chain.



Renewed Loop is a 100% recycled and recyclable textile based on textile-to-textile recycling.

Gabriel prioritises and focuses on UN Development Goals 6, 7, 12 and 17. The remaining goals are, however, also integrated into Gabriel's activities.

EMPLOYEE DEVELOPMENT AND WELL-BEING

At Gabriel, we make a special effort to ensure a safe, secure, developmental and positive workplace, where every single employee is given the opportunity to use his or her strengths and to learn new skills.

It is our goal at Gabriel to give every employee influence over their work situation by supporting a close dialogue between management and employees. Through open communication, training, and dialogue, Gabriel ensures that all employees work towards the same goals and know their areas of responsibility and development opportunities. Initiatives that support employee well-being and job satisfaction are continuously implemented, including, for example, regular employee development interviews, training and education, development programmes, employee benefits as well as various health and welfare initiatives.

The need for flexibility evolves throughout life, and Gabriel provides employees with the opportunity to adapt their work-life to life in general. Our Flexible Working Policy/Work Life Balance Policy is designed to meet employees' varying needs and defines solutions that enable employees to better reconcile work, family, and private life while aligning with the company culture.

Diversity, equality, and inclusion

Gabriel complies with human rights and legislation in all areas. Additionally, Gabriel has a Diversity, Equality, and Inclusion Policy that serves as a foundation for our approach to these essential areas.

At the core of this policy is the principle that employees and business partners should be treated fairly and with respect. There is zero tolerance for discriminatory behaviour and harassment of any kind. Gabriel's Code of Conduct is available to all employees on the company's website, within the Group's management system, and through the Group's internal onboarding site. Gabriel has also established a whistleblower system where employees can report legal violations.

At Gabriel, we recognise that concepts such as diversity, discrimination, harassment, and equality can be defined and understood differently. Therefore, Gabriel's Group Employee Guide will, in the future, include definitions of what each term means within the context of Gabriel and in relation to the marginalisation of individuals based on factors such as gender, race, class, sexual orientation, and physical ability. These definitions are intended to foster an understanding of how marginalisation affects the work life and, most importantly, contribute to creating a more inclusive work environment.

Gabriel's goal is to ensure greater diversity in the composition of employees throughout the entire Group and create a working environment where everyone feels treated fairly and included. Diversity encompasses human differences and variations in educational background and level, in gender, age, nationality, ethnicity, and other significant parameters. Equality means equal access to opportunities for development, promotions,

and pay, while inclusion is about creating a work environment where all employees feel safe, respected, and valued as part of the community. In Gabriel's Group Employee Guide, on the Group's HR onboarding site, and on Gabriel's website, there are links to both the Code of Conduct and the Group's whistleblower policy, ensuring all employees have easy access to report serious cases of discrimination, bias, exclusion, including those based on factors like age, race, and gender. Additionally, employees can always communicate and collaborate with their closest manager.

In recruitment processes, we aim, when possible, to select applicants with diverse backgrounds for the initial interviews. Recruitment is based on professional qualifications, personal skills, and motivation, and not on gender, age, nationality, or similar factors.

Seniors

Experienced employees are an important part of the diversity at Gabriel, and, therefore, active efforts are made to attract and retain seniors. During the annual development dialogues, there is an opportunity to discuss specific desires and needs for the remaining part of one's career. The company's openness to adapting work to individual needs is also described in the Group's Flexible Working Policy/Work Life Balance Policy.

Safety and health

Employee safety and health are top priorities within the Gabriel Group. Ongoing efforts are implemented to ensure that both the physical and mental work environment complies with national and international legislation.

When employees are on long-term sick leave or absent for an extended period for other reasons, individual considerations are always taken into account. This means, among other things, that the company's support for each employee is tailored to their specific situation and individual needs.

Gabriel places importance on employees experiencing a healthy work-life balance. Due to the need for interdisciplinary collaboration and accessibility among colleagues, the company generally prefers employees to be present in the workplace during normal, local working hours. For positions where it is possible to work from elsewhere, this is also an option, when necessary, for example, for personal matters.

Focus areas

In 2023/2024, Gabriel will make a particular effort to inform leaders within the Group about Gabriel's focus on diversity, equality, and inclusion. This applies to both existing initiatives and policies as well as efforts and new initiatives for the coming years. Read more on page 33.



Umber consists of 85% New Zealand wool (shown at the top), and Focus Royal is made from 100% New Zealand wool. Both textiles are OEKO-TEX® STANDARD 100 and EU Ecolabel certified.

Animal welfare

To ensure high quality wool fibres Gabriel only uses wool from New Zealand, where the sheep are well cared for and roam freely outdoors. As the sheep are important suppliers of raw material for our fabric production, they must be treated well. Gabriel sets high standards for the quality of the wool and consequently only cooperates with suppliers who are committed to the welfare of their animals and employees. Wool used for Gabriel fabrics complies with EU Ecolabel requirements, which, for example, means that there are restrictions on the use of pesticides.

New Zealand has some of the highest animal welfare standards and has integrated the Five Freedoms for animals into their animal welfare legislation. The Five Freedoms affirm animals' right to a decent life and recognise that animals are able to feel pain.

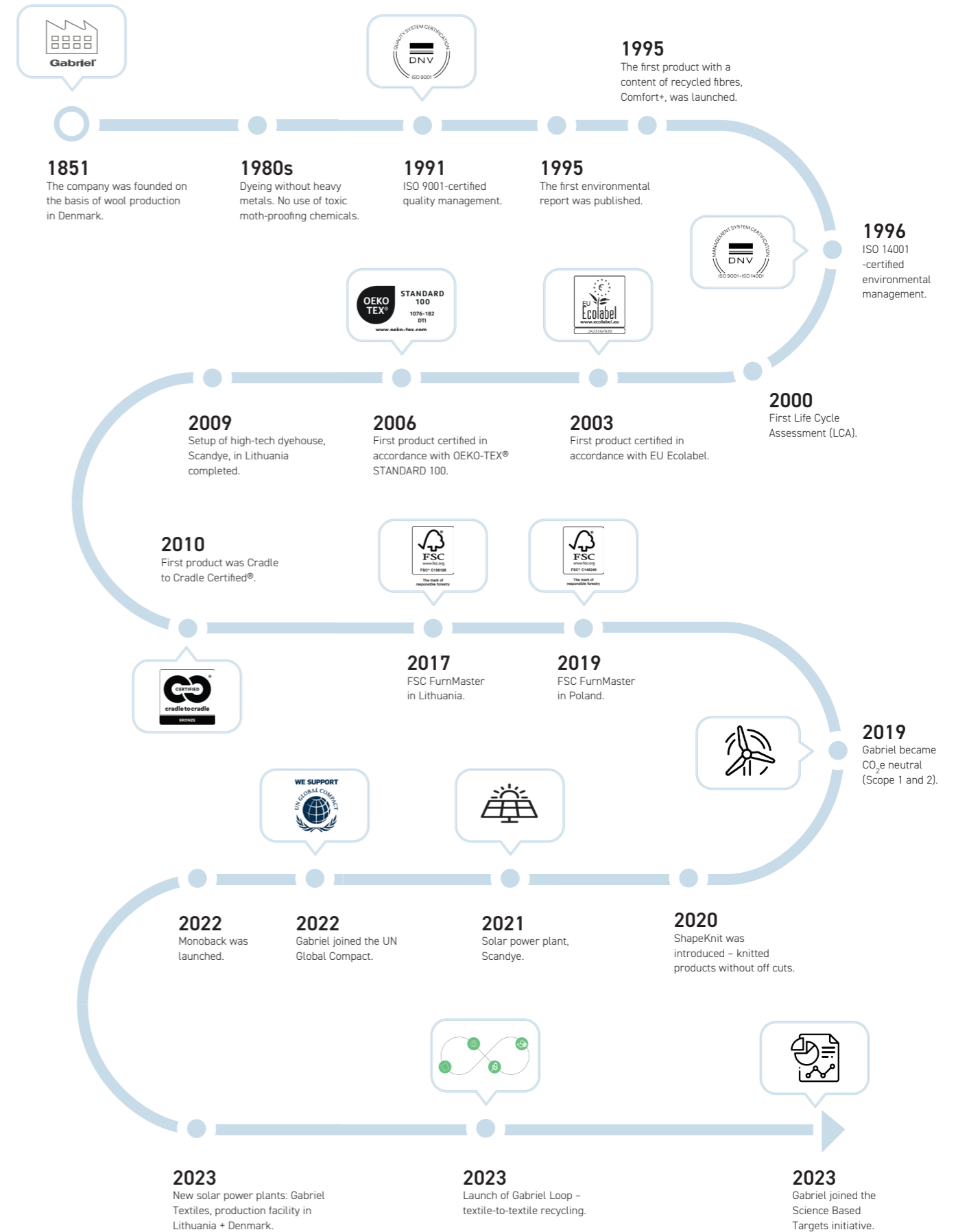
The Five Freedoms for animals are:

- Freedom from hunger, thirst, and malnutrition
- Freedom from discomfort
- Freedom from pain, injury, and disease
- Freedom from fear and distress
- Freedom to express normal behaviour



For many years, Gabriel has demanded documented quality and environmental management and was the first company in the industry to achieve a range of certifications and environmental labels.

Milestones



Strategic focus areas

Working with UN's Sustainable Development Goals, it is Gabriel's key focus to reduce the company's climate footprint, to protect the environment and human health and safety. This is reflected in our strategic focus areas. See page 32 for more information on status and goals.



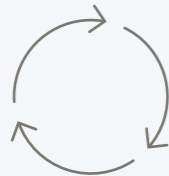
CUSTOMER COOPERATION

Collaboration on solutions and products
Communication and consultancy



CLIMATE AND ENERGY

Reductions
Renewable energy
Climate goals



DESIGN AND CIRCULAR ECONOMY

Documented environmental and quality performance
Recycling and take-back systems
Longevity



MATERIALS

Nature's own materials and animal welfare
Recycled and recyclable materials
Requirements for materials and chemical content



RESPONSIBLE PRODUCTION

Environmental and climate footprint
Supplier management
Work environment



PEOPLE

Gabriel's values
Diversity, equality, and inclusion
Health and well-being



COMPLIANCE

Transparency
Compliance with legislation and market requirements
Structure and documentation

Producing our own renewable energy

In November 2020, Gabriel's part-owned dyehouse, Scandye, established a solar power system with an estimated annual production of 396 MWh. In 2022/23, Scandye expanded the system to an estimated annual production of 702 MWh. This means that the production of renewable energy corresponded to approximately 22% of the dyehouse's annual electricity consumption in 2022/2023. In the beginning of 2023/24, yet another solar power system will be installed, increasing the production to 852 MWh per year, which corresponds to approximately 38% of the dyehouse's annual electricity consumption.

In the first quarter of the financial year 2022/2023, a solar panel system was also installed on the roof of Gabriel's second-largest electricity consumer after the dyehouse, the textile mill Gabriel Textiles, with an estimated annual production of 466 MWh, equivalent to about one-third of the textile mill's annual consumption.

Likewise, in the third quarter of the financial year 2022/2023, a solar panel system was installed at Gabriel's headquarters in Aalborg. The system has an estimated annual production of 152 MWh, which accounts for over half of the annual electricity consumption at the headquarters.

In the coming years, Gabriel plans to expand its in-house production of renewable electricity by, among other things, establishing solar panels locally at other Gabriel-owned production companies. To avoid the use of land, the solar panels will primarily be installed on the roofs of the companies when possible.

The solar panels will be primarily installed on the companies' roofs as a first priority to avoid using land.

7 AFFORDABLE AND CLEAN ENERGY



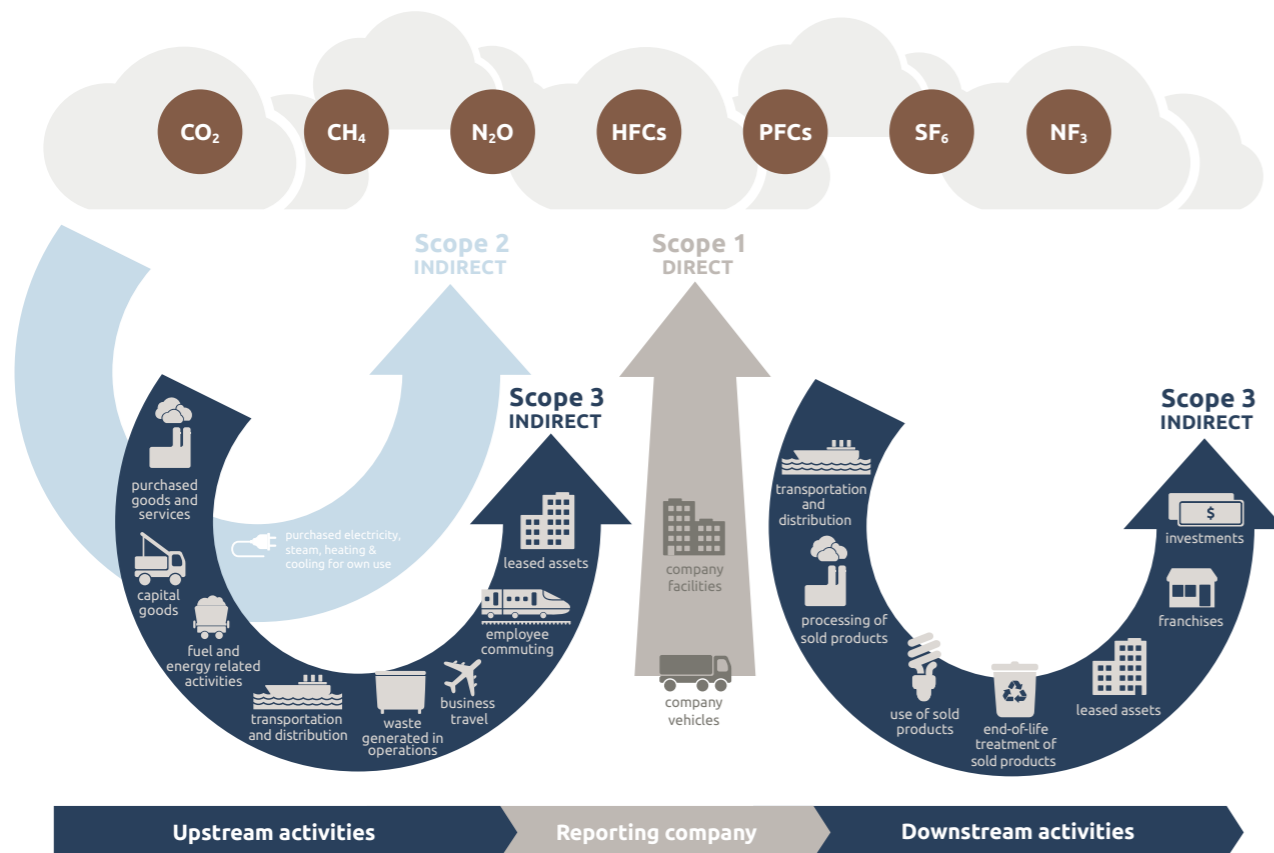
Climate goals

In 2023, Gabriel joined the Science Based Targets initiative (SBTi) aimed at supporting the climate goals of the Paris Agreement to limit global warming to 1.5 degrees Celsius.

Gabriel is working to establish reduction goals for 2030 in accordance with SBTi guidelines and develop a transition plan. This involves several activities, including a comprehensive Scope 3 assessment, technology and process development, and increased use of self-produced renewable energy in our companies and throughout the value chain. The minimum targets are a reduction of 42% for 100% of Scope 1 and 2 emissions and 30% for 67% of Scope 3 emissions.

The Science Based Targets initiative is a framework for companies to set emission targets that align with the climate goals of the Paris Agreement and are based on climate science. The initiative was founded by the UN Global Compact, CDP, WRI, and WWF, and it is based on the Greenhouse Gas Protocol.

Find more information about the Group's consumption on pages 37-38.



Overview of Scope 1, 2, and 3 emissions throughout the value chain. Source: Greenhouse Gas Protocol – www.ghgprotocol.org

Reductions and CO₂e neutrality

An important topic in the global sustainability and environmental debate is how human activity has a negative effect on the climate. At Gabriel, we work determinedly to reduce our climate impact by implementing energy reductions in general and especially where it matters the most. Furthermore, we cooperate and communicate closely with our customers and suppliers to find ways in which we can work together to reduce the total climate footprint of furniture.

Energy savings in the production

As a global manufacturing company, we are obliged to reduce our climate impact related to both our production as well as to other activities. We work determinedly to reduce our climate impact by, for example, minimising our energy consumption and by implementing energy-saving solutions in our production lines. Gabriel works closely with suppliers and customers to jointly optimise energy usage as much as possible.

Producing renewable energy

Despite of various energy-saving activities and efforts, it is still not possible to eliminate the use of fossil energy in our production. To reduce our climate impact as much as possible, Gabriel only uses electricity from renewable sources via Guarantees of Origin, and we have a strong focus on the energy intensive parts of our production.

As mentioned previously, Gabriel proactively works to increase our production of renewable energy and will be installing more solar panels at Gabriel's production facilities and offices

CO₂e neutrality

In the business year 2022/23, Gabriel once again became a CO₂e neutral company within Scope 1 and 2. Gabriel has been CO₂e neutral since 2019/20. Our CO₂e neutrality is documented in close cooperation with a partner, specialising in CO₂e calculation and reporting.

In short, CO₂e neutrality means that a net zero carbon dioxide emission is obtained by balancing carbon emissions with carbon removal, often through carbon offsetting. In practice, this means that Gabriel supports projects that offer a reduction of carbon dioxide emissions equivalent to, for example, the greenhouse gasses emitted from the natural gas-fired boilers at the company's dyehouse.

Gabriel is a CO₂e neutral company in accordance with Scope 1 and Scope 2 of the Greenhouse Gas Protocol (GHG) – one of the world's most widely used standards for calculating a business' climate footprint. Together, the two scopes cover greenhouse gas emissions directly related to the activities in Gabriel companies (Scope 1) and to the production of electricity used internally at Gabriel's facilities (Scope 2).

The Greenhouse Gas Protocol also considers Scope 3 emissions which currently is an optional reporting category. Scope 3 covers greenhouse gas emissions related to the materials used in our production and to activities that occur before and after our production process.

A significant proportion of Gabriel's emissions are included in Scope 3, because, for example, the sheep that supply the wool for our fabric production are ruminants that produce the greenhouse gas methane. In addition, the polyester used for Gabriel fabrics are made from petroleum, a non-renewable fossil resource. Mapping of Gabriel's Scope 3 emissions has been initiated in connection with the company's ongoing work on life cycle assessments, the establishment of reduction targets and a transition plan in accordance with SBTi requirements. See page 25 for more information.

Get more information here: [Gabriel Carbon-Neutral-Certificate](#).



Gabriel's part-owned dyehouse, Scandye, has a solar power system with an estimated annual production of 702 MWh. In the beginning of 2023/24, the capacity will be further expanded with the installation of a new solar power system.

Long-lasting functional and aesthetic designs

Every product begins with great design, and already during the design phase, a series of decisions are made that have crucial impact on the product's environmental profile and life cycle, on which product labels it can achieve – and, not least, that the product has a long life for the benefit of both the user and the environment.



Design is defining for the product's life

At Gabriel our goal is to create designs that combine functional, aesthetic, and environmental value as described in our design principles. Our fundamental assumption is that design that combines functional and aesthetic value has a longer life. Our design principles do not limit our creativity but offer a set of guidelines that describes our requirements and the possibilities they entail. They require that we carefully consider all product life cycles from cradle-to-cradle, including circularity, maintenance options, responsible use of resources, documentation, and quality.

Working closely across the organisation and with our customers ensures that we are able to utilise the know-how and expertise of various specialists within design, quality, environment, and production. This is crucial to the development of solutions that are born with the properties we require and meet both current and future demands.

Material selection

At Gabriel, we work hard to ensure that the raw materials and components used for our fabrics always meet the company's strict quality and environmental requirements. Gabriel's environmental standards and requirements exceed applicable laws and comply with both international product label standards as well as market demands. The material selection at Gabriel is defined by Gabriel's General Requirements that set standards for materials and products.

Gabriel continually researches new and more sustainable materials and technologies. The overall purpose is to reduce the company's environmental impact even further and provide alternatives that create further value for our customers.

Fibres that age with beauty

At Gabriel, our preferred fibres to produce upholstery fabrics are wool and polyester, simply because we only want to use fibres that age with beauty and offer long-lasting functional and aesthetic value.

Wool – nature's finest

Wool is Gabriel's preferred natural fibre as it offers a range of unique aesthetic and functional properties that other natural fibres do not possess. Wool is, for example, heat and moisture regulating and offers superior seating comfort. It is, furthermore, an extremely durable material with a long lifespan, retaining both its colour and beautiful expression over time.

Excess wool from the production processes has always been recycled at Gabriel, and this is an integral environmental feature that contributes positively to our complete wool portfolio.

Recycled polyester

– the fibre that can be reused again and again

Gabriel's preferred synthetic fibre is polyester, because it is a very functional fibre with an extensive range of technical properties that makes it highly suitable for upholstery. Polyester is, for instance, a very durable and lightfast material that retains its colour, shape, and beautiful expression over time



Mogens Hansen MH2301 chair with Focus Royal – a 100% wool textile certified in accordance with OEKO-TEX® STANDARD 100 and EU Ecolabel.

regardless of wear and tear, and it can often be washed at high temperatures (see maintenance guide on.gabriel.dk). It offers excellent stretch and upholstery properties, a high degree of tactile comfort, is easy to work with, and suitable for a variety of designs, shapes, and applications.

Gabriel is increasingly using recycled polyester and as a starting point always for new designs. The production of recycled polyester leaves a smaller carbon footprint and requires fewer resources than the production of new polyester. Moreover, recycled polyester offers the same excellent technical properties as virgin polyester and does not impair neither the aesthetic nor the functional qualities of the product. Since Gabriel first started using recycled materials in the beginning of the 90s, our selection of recycled polyester fabrics has grown significantly. Both virgin as well as recycled polyester can be recycled into new textiles.

Maintenance is common sense

Gabriel designs and manufactures quality textiles with a long lifespan and offers detailed care and maintenance recommendations that will ensure the products' longevity. This is common sense from an economic as well as an environmental

perspective. Gabriel's website contains comprehensive product specifications, including information on the type of materials used for the textiles as well as information on product recyclability. Visit our [website](#) and our stain removal guide to find out how to remove different types of stains.

The furniture industry increasingly focuses on designing furniture that can be disassembled. This often means that the upholstery textile can be removed from furniture for cleaning purposes. In these cases, it is an advantage that Gabriel's polyester textiles can be washed at high temperatures. Wool is naturally dirt repellent and can often easily be cleaned.

Responsible production

The majority of Gabriel companies are ISO 9001 and ISO 14001 certified. Energy consumption, emissions of air pollutants, wastewater, and use of raw materials are continuously reduced, and we place strict demands on all our suppliers. In addition, all Gabriel companies are CO₂e neutral. Read more on page 17. Before investments in new technology are made, Gabriel always carefully evaluates the potential impact on the environment, the work environment, and product properties.

Product labels and certifications



OEKO-TEX® STANDARD 100

OEKO-TEX® STANDARD 100 is the world's leading health label for textiles. The label certifies that a product has been tested and approved according to the OEKO-TEX® STANDARD 100 standards and requirements. These requirements concern, for example, the content of chemicals in textiles which pose – or are suspected of posing – a health risk. The substances in question include, for example: formaldehyde, chemical residues with an acidic or basic action, pesticides, phenols, heavy metals, special dyes, and phthalates. OEKO-TEX® STANDARD 100 requirements go further than legislation and are divided into four classes, depending on the textile's use (for example, the level of direct skin exposure).

www.oeko-tex.com



EU Ecolabel

The EU Ecolabel is the European Union's official environmental label and covers environmental issues throughout all product life cycles stages. The labelling system focuses on energy, water, and chemicals, and on reducing the most significant environmental impacts of a given product. For textiles this means focusing on the quantity of pesticide residues in the raw material, the scouring of the raw wool, the use and emissions of hazardous chemicals in production, and the quantity of harmful substances and heavy metals in the finished product. The EU Ecolabel also sets requirements concerning the product's quality to ensure that the product carrying the environmental label is at least of the same quality as the non-labelled alternative.

www.ec.europa.eu/environment/ecolabel/



Cradle to Cradle Certified®

Cradle to Cradle Certified® challenges the way we use our resources and the linear use-and-throw-away-model. The philosophy behind the label is to eliminate waste and instead use it as a new resource that continually creates value in closed loops of either technical or biological nutrients. The certification process involves an assessment of the product on five counts: renewable energy, water consumption, health and safety, social responsibility, and recycling. The result is a certification at one of five levels. The scheme is administered by The Cradle to Cradle Products Innovation Institute.

www.epea.com www.c2ccertified.org www.mbdic.com



Management systems: ISO 9001, ISO 14001

ISO 9001 and ISO 14001 are standards for quality and environmental management respectively, and companies can choose to become certified to these standards. Both standards are based on the principle of making continuous improvements by implementing a fixed cycle: evaluate the current situation; set goals and formulate policies; implement the required actions; and, finally, measure the result. Based on the result, an assessment is made of whether actions and goals are adequate for making improvements and setting new goals. ISO 9001 focuses on parameters of significance for a company's quality performance, while ISO 14001 concerns matters of significance for the company's environmental performance. Audits are used as an important tool to assess whether the systems work as intended.

www.iso.org



GLOBAL COMPACT

UN's Global Compact is the world's largest voluntary corporate sustainability initiative that sets a framework for communicating about companies' progress and commitment within the field of responsible business operation. Global Compact was founded in 2000 by the UN Secretary-General at the time, Kofi Annan, with the purpose of mobilising the world's corporations in a global movement for sustainable development. Companies joining the Global Compact commit to incorporating ten universal principles for human rights, labour, environment, and anti-corruption into their strategy and operations and to contribute to the 17 UN Sustainable Development Goals.

www.unglobalcompact.org



FSC

FSC is a global non-profit forest certification system for wood and paper, promoting the responsible management of the world's forests and protecting them for future generations. The organisation works against deforestation, protects animals and plants, and ensures that foresters receive decent wages, proper training, and safety equipment. The FSC operates in more than 100 markets, and the label is respected around the world.

www.ic.fsc.org



Gabriel: Ten-year guarantee

Gabriel provides a ten-year guarantee against wear-through on the majority of furniture fabrics in the price list. The guarantee covers damages that may occur as a result of normal office or home usage and if the product is properly maintained and upholstered. The label is designed by Gabriel. Gabriel also provides a comprehensive spot removal guide with detailed instructions on how to clean and maintain Gabriel fabrics.

www.gabriel.dk/en/fabrics/product-standards/10-year-guarantee/

Möbelfakta

Möbelfakta is a complete reference and labelling system for furniture which covers both technical, environmental, and production requirements.

www.mobelfakta.se

Other standards

Gabriel helps customers meet various other industry requirements and standards such as LEED, BIFMA Level, Well, Healthier Hospitals Initiative, Greenguard, BREEAM, Nordic Swan Ecolabel as well as various legal requirements.



79%
of Gabriel
fabrics carry the
EU Ecolabel



100%
of Gabriel fabrics are
OEKO-TEX®STANDARD 100
certified



14%
of all Gabriel
fabrics are
Cradle to Cradle Certified®

The circular transition

Gabriel works determinedly to break with the linear use-and-throw-away mindset and to create a new normal, where materials are used again and again, and waste is perceived as a resource instead of ending up in landfills or incinerators. Circular thinking is not new to Gabriel but has, on the contrary, been a natural and integral part of the company's mindset and production processes for years.

Recycling of resources and materials

In line with the circular mindset, Gabriel continues to increase its use of recycled materials. When Gabriel uses recycled materials, we always ensure that the materials as a minimum meet the same quality, environment, and health standards as non-recycled materials. It is also a goal that the material can be recycled again at the end of its life.

Gabriel uses polyester made from recycled plastic bottles. The bottles have previously been used for beverages. The recycled polyester material is safe to use for consumers, does not pose a risk to indoor climates, and can be certified in accordance with OEKO-TEX® STANDARD 100, EU Ecolabel, and Cradle to Cradle Certified®.

Gabriel only uses recycled polyester which has been certified in accordance with international product standards that set requirements for third-party verification of the recycled content to ensure that the origin is accurate and reliable. Furthermore, we only use plastic bottles that cannot be reused by the food industry.

When the recycled polyester textile reaches the end of its life and cannot be used as a textile any longer, it can be recycled again into new polyester textiles. In this way, the polyester material remains in an endless loop of recycling.

- Already in the 1990s, Gabriel launched its first design with post-consumer recycled material, Comfort+.
- Today, new polyester products are developed with recycled materials as the standard.

A circular business model

Gabriel Loop: A long-standing effort to create recyclable products has enabled Gabriel to establish a circular business model, where textile waste is transformed into new textiles – without compromising on performance, health, environment, and design. We call this business model Gabriel Loop. See more on page 23.

Partnerships in the circular transition

As part of a supply chain, Gabriel achieves results in collaboration with our suppliers. However, we also work extensively with our customers to create long-lasting solutions free of harmful chemicals that consumers can safely use. The transition toward a circular economy is also a collaborative effort with our customers, as we ensure that Gabriel's textiles and other related products can be integrated into furniture that, for example, can be disassembled, repaired, or recycled.



Gabriel Loop Textile-to-textile recycling in a closed loop

In 2023, Gabriel implemented a circular business model that reduces the amount of waste and minimises our use of resources. The business model is based on a textile-to-textile recycling concept that closes the loop in the material cycle by collecting textile waste and transforming it into new textile products. The concept is called Gabriel Loop and is based on the idea that waste does not belong in incinerators or landfills but is, on the contrary, a valuable resource.

The concept

The concept comprises an innovative take-back system and a new category of products based on recycled textile waste. Through the take-back system, industrial woven and knitted textile waste, such as scraps and offcuts from Gabriel's customers and our FurnMaster division, is collected. Subsequently, the textile waste is transformed into new textile through an innovative recycling process.

It is all about great design

The recycling process is possible due to Gabriel's uncompromising approach to design and quality. Every single Gabriel textile is engineered to meet the highest design standards and therefore has a high recycle value. In addition, we know the exact material and chemical content of every piece of Gabriel textile. This ensures that a large percentage of our textile waste is 100% recyclable and can be transformed into new textile with the same high environmental, health and safety standards as any other Gabriel textile.

Gabriel Loop textiles

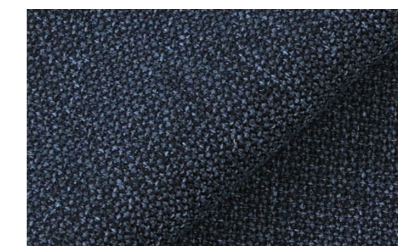
In 2023, Gabriel introduced the first Gabriel Loop textiles, made from a blend of textile waste and recycled polyester from used plastic bottles. These textiles are composed of 100% recycled materials and are 100% recyclable. This means that the textiles close the material cycle and establish a circular system that eliminates textile waste and ensures that materials can be recycled again and again. Over the coming years, Gabriel's Loop collection will continuously expand to include more textiles based on textile waste.

Renewed Loop – the first of its kind!

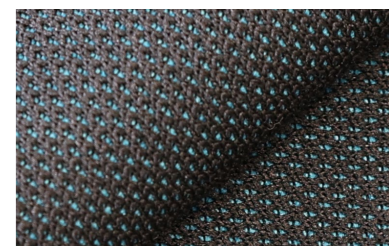
Renewed Loop is the first Loop textile design. The textile is distinguished by a lively, melange expression created by black yarns made from recycled textile waste. Allowing the recycled yarns to define the textile's expression, Renewed Loop represents an innovative fusion of aesthetics, technology, and circularity.

Beyond Loop – futuristic design with metallic effect

With its futuristic expression and ever-shifting metallic effect, Beyond Loop is designed to create a visual impact in modern interiors. Regardless of the content of waste, Beyond Loop offers the same high aesthetic, environmental, and functional standards as any other Gabriel textile.



Renewed Loop



Beyond Loop



Sample designs based on chemically recycled polyester.

Chemical recycling

As part of Gabriel's innovation strategy, we are exploring new technologies that can support the circular transition, including the possibility for chemical recycling. Gabriel is involved in several projects and partnerships and has conducted

research projects this year, developing sample designs based on chemically recycled polyester. Chemical recycling is a technology that can expand recycling opportunities and increase the amount of recycled textile waste in the future.

Mapping the environmental impact throughout the complete product life cycle

Gabriel has always focused on how products affect the environment throughout their life cycle, and it has always been a priority to manufacture high-quality products with a long lifespan and a composition that maximises recyclability.

The environmental profile of our products is, for example, documented through certifications, including [EU Ecolabel](#), [OEKO-TEX® STANDARD 100](#), and [Cradle to Cradle Certified®](#). To improve our level of information regarding a product's environmental impact across the full life cycle, we have intensified our work with life cycle assessments.

Life Cycle Assessment (LCA)

A life cycle assessment is an assessment of a product's potential environmental impact across the full life cycle within a wide range of environmental focus areas, including climate, water, and health. A product's environmental impact is estimated and evaluated by charting all the resources, materials, water, energy, waste, and emissions which are used and/or produced throughout the product's life cycle. Subsequently, software converts the data into a potential environmental impact. To map all inputs and outputs, Gabriel's suppliers and business partners are closely involved in the data collection process, ensuring that the products' potential environmental impacts are as precise as possible.

The purpose of conducting life cycle assessments is to create an insight into products' related environmental impacts that allows us to evaluate new as well as existing products, production technologies, and production chains from an environmental perspective and to make fact-based decisions in the future. With an overview of the potential environmental impacts, we also ensure that we do not prioritise specific environmental focus areas at the expense of others. Finally, the life cycle assessments enable Gabriel employees to guide and support our customers, suppliers, and partners from a documented environmental perspective.

Life cycle assessments have been an integral part of our way of thinking at Gabriel for years. A lot has changed, however, when it comes to sustainability and the environment, since Gabriel conducted the first life cycle assessments in 2000. Especially the view on the potential and importance of life cycle assessments has changed significantly, and it is therefore a natural development that life cycle assessments have come to play a more central role in regards to product level certifications.

Assessments of selected designs

As a start, Gabriel conducts life cycle assessments of selected designs made from different materials. Together, the selected designs broadly cover Gabriel's product portfolio, including wool, wool-polyamide blends, and new as well as recycled polyester. Even though the selected products' potential environmental impacts are not directly transferable to other Gabriel products, the LCA results still provide an indication of how other product designs with similar material compositions and production chains impact the environment.

New LCA's will be published in the course of the financial year 2023/24 and in the long term, the plan is to continuously expand the number of LCA's for Gabriel products. We already have large amounts of data available and can support customers and business partners with data for calculating climate impact.

Based on international standards

Gabriel's LCA efforts and reporting standards comply with international ISO-standards for LCA's: ISO 14040:2006 and ISO 14044:2006. The life cycle assessment results, methodology, and underlying methodological choices will be made available as Environmental Product Declarations – also called EPDs.



Focus Melange is made from 100% wool. The fabric's ultra-softness has been obtained without the use of harmful chemicals.



Step is made of Trevira CS, a polyester material suitable for environments with special fire safety requirements.



Renewed Loop is a 100% recycled and recyclable design based on textile-to-textile recycling (contains 3-10% textile waste).

ShapeKnit

ShapeKnit is knitted textile solutions made in one piece for furniture upholstery, developed by Gabriel's design team in close cooperation with the customer. The product can be customised for each piece of furniture and can often be used without further adaptation or cutting. In this way, ShapeKnit contributes to reducing the amount of offcuts and textile waste.

ShapeKnit is a 100% polyester fibre material that creates a soft, three-dimensional surface. The fibre material is recyclable without compromising on comfort, performance, or aesthetics.

Recycled materials

The knitted fabric solutions from ShapeKnit are developed based on recycled polyester. These products have, for example, a smaller carbon footprint than similar products made from non-recycled materials but offer the exact same excellent technical and aesthetic properties.

Environment and health labels

ShapeKnit solutions are OEKO-TEX® STANDARD 100 and EU Ecolabel certified.



ShapeKnit textile solutions are made in one piece and are ready for immediate use with no further adaptation, cutting, or sewing required.

Mono-material screen textile

Lamina is a laminated screen textile made from 100% polyester. With a fresh, dynamic expression, Lamina brings a new and unconventional dimension to classic screen textile design. Lamina is 100% recyclable.

Innovative 100% recyclable design

The Lamina textile is made exclusively for use in a laminated combination with the innovative Monoback material, which, just like the Lamina textile, is made from 100% polyester. The unique one-fibre-only construction – from textile to Monoback – ensures that Lamina is fully recyclable. In 2022/23, Monoback was launched in 100% recycled material.

In combination with a special production method, the Monoback material also gives the textile an exclusive, voluminous appearance and ensures excellent upholstery properties.

Drapes beautifully on vertical surfaces

Lamina is designed for vertical application and is ideal for all types of screens, panels, and pods. The textile is easy to work with and drapes beautifully around even complicated corners and shapes. In busy office environments where noise levels affect concentration, Lamina contributes to acoustic absorption which adds to the technical attraction of the fabric.



Lamina offers acoustic absorption and contributes to a comfortable atmosphere.

FurnMaster – cooperating to create superior solutions

FurnMaster is a global supplier of complete furniture solutions, serving market-leading furniture manufacturers and exclusive, international design brands. FurnMaster manufactures a broad selection of quality furniture – from task chairs to lounge furniture – for both home and contract markets.

Like the other companies within the Gabriel Group, FurnMaster also has a strong focus on cooperating with customers to create the absolute best solutions, both in terms of quality and the environment. FurnMaster continuously expands its selection of recycled or eco-labelled components and strengthens customer support on these topics. The selection of components includes, for example, materials that are recycled and health and eco-labelled and which thereby contribute to the production of labelled furniture and/or to reduce the total climate impact. FurnMaster also offers processes and solutions that contribute to the production of end products that are easier to recycle. Reducing waste in our production is a key focus area, and, for example, our intelligent cutting systems help to ensure optimum use of materials.

98% of all wood used by FurnMaster in Europe is FSC Mix certified (Forest Stewardship Council).



Material selection from FurnMaster

As an option, FurnMaster can source a selection of components with environmental certifications or other environmental benefits.

Eco-labelled textiles from Gabriel

As part of the Gabriel Group, FurnMaster offers easy access to eco-labelled upholstery textiles from Gabriel.

Certified and recycled foam

FurnMaster offers a large selection of foam products that combine seating comfort with strong technical properties. The selection includes, as an option, foam products certified in accordance with recognised environmental product label standards.

FSC certified wood

FSC is a global forest certification system for wood. The FSC label is a guarantee that the wood used comes from forests that are managed responsibly and with consideration for people, wildlife, and the environment. FSC certified products contribute to the protection of the world's forests and support responsible forestry.

Recycled plastic

FurnMaster offers plastic components made from recycled plastic waste. Compared to new plastic, the production of recycled plastic requires less energy, pollutes less, and contributes to the protection of natural resources. Recycled plastic offers full traceability and documentation of the recycled content and can be used for, for example, EU Ecolabel certified furniture.

Water-based glue

FurnMaster recommends that glue is avoided, if possible, to reduce the use of chemicals and to ensure easy disassembly and recycling of furniture products. If glue cannot be avoided, FurnMaster offers efficient water-based glues.

Certified leather

FurnMaster can source a selection of certified leather products, approved in accordance with international environmental standards.

Metal and surface treatments

FurnMaster offers metal components that can be integrated in furniture that meet EU Ecolabel standards. This means that FurnMaster offers various metal surface treatments that take the environment, indoor climates, and consumer health into consideration.



The TWEETA sofa is manufactured by FurnMaster for HOLMRIS B8. The sofa has been redesigned with the textile Cyber, which is made from post-consumer recycled polyester. It features new acoustic material in the wall made from carpet waste.

SampleMaster – integrated sample solutions

SampleMaster offers a comprehensive selection of standard components made from recycled and/or certified materials. Unique solutions for customers in the furniture and interior design industry.

SampleMaster specialises in the development of sample materials and fully integrated decision tools for customers across various sectors, including the furniture and interior design industry.

SampleMaster is a "one-stop-solution partner", offering customers part or full-service solutions depending on their needs, including, for example, consultancy services, design and

development, supply chain, production, logistics, and distribution. Our full-service concept takes a holistic approach and focuses on scalability, flexibility, maintenance, sustainability, and a thought-through waste management programme.

SampleMaster offers continuous customer support to prolong the expected lifetime of their various sample solutions.



Sample materials made for Gabriel.

The EU Taxonomy

The EU Taxonomy has its roots in EU's climate strategy that sets goals to create a climate-neutral EU by 2050. The purpose of the EU Taxonomy is to create a shared classification system for economic activities that can be considered sustainable from a climate or environmental point of view.

The taxonomy includes mandatory reporting requirements for companies that fall under the Non-Financial Reporting Directive (NFRD), which means listed companies with an average of minimum 500 employees in the financial year.

The taxonomy defines six environmental goals that activities must meet to qualify as sustainable:

- Climate change mitigation
- Climate change adaptation
- Protection of water and marine resources
- Contribute to the transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity

The regulation regarding the first two environmental objectives (prevention of climate change and adaption to climate change) came into effect 1 January, 2022. The legislation covers activities for which there are published technical screening criteria. Gabriel has assessed the company's activities based on the industry codes under which the company operates. Based on the assessment, it can be concluded that screening criteria exist for only a small share of Gabriel's activities (less than 5%), and therefore the company's activities are not yet taxonomy-eligible in the financial year 2022/23.

Status and goals for strategic focus areas

CUSTOMER COOPERATION		
	Status 2022/23	Goals towards 2024/25
Cooperation on solutions	<p>Gabriel cooperates closely with customers to create solutions for the market that are free from harmful chemicals and can enter into a circular economy.</p> <p>We communicate closely with customers about activities for a sustainable development, including current and future legal requirements, trends, possibilities, and reducing risks.</p> <p>During the past year, we have introduced the Loop concept which offers customers the opportunity to become part of a circular business model as either supplier of textile material, buyer of recycled textile material, or both in cooperation with Gabriel.</p>	<p>Produce new products and services.</p> <p>Continuously assess environmental labelling and our customers' need for new product labels and certifications.</p> <p>Expand take-back systems that ensure correct recycling of materials and meet quality demands.</p> <p>Conduct training on sustainability.</p>
Product information	Information about Gabriel products is easily accessible on our website.	<p>Make more information available on our website when needed.</p> <p>Development of solutions relating to digital product passports.</p>
CO ₂ e neutral products	Gabriel offers CO ₂ e neutral products to customers on demand.	The possibility of offering selected CO ₂ e neutral designs is being evaluated.

DESIGN AND CIRCULAR ECONOMY		
	Status 2022/23	Goals towards 2024/25
Cooperation for a circular transition	<p>Gabriel cooperates with customers to create solutions that drive the circular transition forward. Cooperation with suppliers and external partners are also of great value as it enables us to contribute with knowledge, to learn, and to find new solutions.</p> <p>This year, Gabriel participates in projects together with organisations, universities, and authorities such as Circular Textiles Chain, Voluntary sector cooperation on textiles, Circular business models, and has become a member of Danish Fashion and Textile's CSR board.</p>	<p>Retain long product lifetimes.</p> <p>Increase information to end users about maintenance, repair, and recycling.</p> <p>Optimise solutions and business models for recycling.</p> <p>Increase recycling and reduce waste in the production and in products.</p>
Circular designs	The principles of the circular economy are integrated into Gabriel's design criteria, which were updated last year, to ensure that every Gabriel fabric design considers all life cycle phases.	Implement life cycle assessments of new and existing products.
Recycling	Our use of recycled and/or renewable materials is increased continuously, and we work proactively to ensure better opportunities for textile-to-textile recycling.	Increase the share of recycled fibres in the product programme.

PEOPLE		
	Status 2022/23	Goals towards 2024/25
Work environment	<p>Focus is on creating a good work environment.</p> <p>Gabriel registers all both minor and major workplace accidents, and all companies in the Group are obliged to register and report all incidents.</p> <p>Our efforts in this field are preventative, and the focus area is audited.</p>	<p>ISO 45001 certification of Gabriel A/S.</p> <p>Knowledge sharing across the Group and implementation of best practice.</p> <p>No fatal accidents.</p> <p>Reduction of significant and minor accidents.</p>
Employee retention	<p>Initiatives that support employee well-being and job satisfaction are continuously implemented, including, for example, regular employee development interviews, training and education, development programmes, employee benefits as well as various health and welfare initiatives.</p> <p>The need for flexibility evolves throughout life, and Gabriel provides employees with the opportunity to adapt their work-life to life in general. Our Flexible Working Policy/Work Life Balance Policy is designed to meet employees' varying needs and defines solutions that enable employees to better reconcile work, family, and private life while aligning with the company culture.</p> <p>In 2022/23, the retention rate is 95% for new employees where Gabriel Group HR was involved in the recruitment process.</p> <p>In 2022/23, the retention rate is 95% for new employees where Gabriel Group HR was involved in the recruitment process.</p>	<p>Our goal is to increase the representation of the less represented gender by at least 10% every other year in business units with less than 20% of the underrepresented gender.</p> <p>In business units with less than 20% of one gender, priority areas will be identified, and action plans will be developed.</p> <p>See Gabriel's Diversity Policy on gabriel.dk for information about the policy to increase the representation of the underrepresented gender in the board.</p>
Diversity, equality, and inclusion	New goal.	In 2023/2024, Gabriel will make a particular effort to inform leaders within the Group about Gabriel's focus on diversity, equality, and inclusion. This applies to both existing initiatives and policies as well as efforts and new initiatives for the coming years.
Diversity, equality, and inclusion	New goal.	It is Gabriel's goal to implement more initiatives to increase opportunities for diverse recruitment. This includes efforts to create more inclusive job advertisements, emphasising that all candidates, regardless of age, gender, ethnicity, physical and mental abilities, etc., are welcome applicants. The desire to eliminate bias in the recruitment process, for example, is manifested in encouraging candidates not to include photos or specify age, gender, etc., on their resumes. As a Group, we aim to influence both managers and HR functions to eliminate bias in all selection and development processes. As a company, Gabriel is obliged to influence both managers and HR functions.
Diversity, equality, and inclusion	New goal.	<p>Efforts will be targeted and action plans will be defined with the aim of creating and ensuring better opportunities to attract applicants of all genders to traditionally gender-specific jobs, including physically demanding work, for example.</p> <p>Gabriel will join and support the use of the "Sunflower Lanyard", which is an international symbol that can be worn voluntarily by individuals with invisible or hidden disabilities or conditions. The sunflower signals that someone may need more assistance, extra patience, or time, creating greater comfort for the wearer. As a result, they do not have to explain or express any need for special consideration.</p> <p>Learn more: Not all disabilities are visible (hdsunflower.com)</p>
Diversity, equality, and inclusion	Most of Gabriel's locations already have facilities that make it easier for employees with physical disabilities to move around the company. This includes accessible restrooms, electronic doors, height-adjustable desks, lifts, and more.	In the coming years, it is our goal to implement similar initiatives in the rest of the Group's units where possible.

CLIMATE AND ENERGY

	Status 2022/23	Goals towards 2024/25
CO ₂ e neutrality	<p>Gabriel maintains CO₂e neutrality in accordance with Scope 1 and 2 of the Greenhouse Gas Protocol and continues to offer textiles that are CO₂e neutral.</p> <p>Furthermore, Gabriel has joined the Science Based Targets initiative and is setting reduction goals for 2030 related to own activities in the supply chain (Scope 1, 2, and 3 according to the Greenhouse Gas Protocol).</p>	<p>Gabriel wants to remain CO₂e neutral in accordance with Scope 1 and 2 of the Greenhouse Gas Protocol. New definition principles in the Science Based Targets initiative may result in new goals within this area.</p> <p>The climate footprint of our products will be specified through all life cycle phases.</p> <p>Define climate goals approved by the Science Based Targets initiative.</p>
Mapping of climate impact in the supply chain	<p>Mapping of emissions relating to Scope 3 of the Greenhouse Gas Protocol that cover indirect emissions in the supply chain has been initiated and conducted on selected products. By doing so, we ensure that our LCAs are mainly based on concrete data. Alternatively, we use data from advanced LCA databases.</p>	<p>Mapping will be conducted throughout the entire supply chain and on all Gabriel standard textiles.</p>
Energy reduction	<p>Gabriel continuously works to optimise production processes and thereby reduce energy consumption in our own production facilities.</p>	<p>Improve the energy efficiency of buildings, installations, and process equipment.</p> <p>Process optimisations will be implemented, including boilers, heat exchangers, ventilation systems, and other energy systems.</p>
Innovation	<p>Gabriel evaluates, develops, and implements new products, technologies, and systems to reduce our environmental impact.</p> <p>This year, we have launched several products that are recycled and recyclable as well as energy-saving, material-saving, and water-saving.</p> <p>Gabriel cooperates internally and with suppliers on the implementation of take-back systems and on new technologies that have the potential to reduce energy and resource consumption.</p>	<p>Increase the share of recyclable polyester products made from recycled polyester. Increase the share of 100% wool products (mono-material).</p> <p>Solutions for textile-to-textile recycling will be implemented.</p> <p>New technologies will be implemented.</p> <p>Supply of renewable energy will be established locally.</p> <p>Take-back systems will be implemented.</p>
Production of our own energy	<p>Gabriel increases our production of energy from renewable sources. This year, two new solar power plants have been installed and put into operation at Gabriel's textile mill in Lithuania, UAB Gabriel Textiles, and at our headquarters in Aalborg, Denmark. In addition, we have initiated several new solar power projects.</p>	<p>Solar power plants will be put into operation and more renewable energy will be produced where it is possible.</p> <p>We will strengthen our efforts in the supply chain by cooperating with suppliers on energy optimisations.</p>

MATERIALS

	Status 2022/23	Goals towards 2024/25
Gabriel General Requirements	<p>Gabriel provides textiles that do not contain harmful chemicals. This is documented through internationally recognised standards, product labels, and Gabriel's own requirements. Gabriel General Requirements are continuously updated regarding chemicals, products, and production to protect people and the environment.</p> <p>We have increased our use of product labels, as EU Ecolabel and OEKO-TEX® STANDARD 100 are standard requirements for all new textile designs.</p>	<p>We will continue to develop Gabriel General Requirements.</p> <p>We will assess the degradation of dyes and subsidiary materials.</p> <p>We will map the environmental and health performance of alternative materials, using, for example, life cycle assessments (LCA).</p>
FurnMaster and SampleMaster's material selection	<p>FurnMaster and SampleMaster cooperate closely with customers and continuously expand the selection of eco-labelled components, such as FSC, which sets both quality and environmental requirements for suppliers' production.</p> <p>We have gained the knowledge required to advise our customers on, for example, how to achieve an EU Ecolabel certification or how to work with life cycle assessments.</p> <p>We communicate closely with customers about solutions that involve recycled and/or recyclable materials and opportunities for disassembling furniture after use.</p>	<p>Continuous expansion of the selection of certified and recycled components.</p> <p>Documented information for customers enabling them to choose the most eco-friendly solution.</p> <p>Elimination of glues that are not water-based.</p> <p>Advise customers on choosing the most eco-friendly solutions.</p> <p>Offer repair and renovation of furniture and support customers with take-back systems.</p>

RESPONSIBLE PRODUCTION

	Status 2022/23	Goals towards 2024/25
Life cycle assessments	<p>Gabriel is conducting life cycle assessments in order to map and implement potential improvements through current data from supplier network and verified database.</p> <p>In FurnMaster, we help customers collect data that enable them to conduct life cycle assessments on furniture and optimise their solutions.</p>	<p>We maintain and develop our effort. Life cycle assessments and EPDs (Environmental Product Declaration) relating to textiles will be published on our website.</p>
Certified environmental management	<p>Certified quality and environmental management in accordance with ISO 9001 and 14001 in the Group's head and production companies help to ensure that we always take emissions and impact into consideration, document these and implement improvements, and ensure that this is validated by an independent third party. The majority of the Group production companies hold individual certifications.</p>	<p>Maintain and develop management systems in accordance with ISO 9001 and ISO 14001.</p>
Mapping of micro-fibre discharge	<p>Gabriel has initiated a project that maps microfibre discharge from polyester products in order to document the impact through the full life cycle and provide the textile industry with valuable knowledge within this field.</p> <p>When we develop new polyester products, we minimise the risk of microfibre discharge by using primarily strong filament fibres (endless fibres) that are strongly bonded to the product – also in case of heavy use.</p>	<p>Microfibre discharge will be mapped through all life cycle phases.</p> <p>Products and production processes will be optimised to minimise microfibre discharge.</p> <p>The risks involved in connection with recycling will be assessed.</p>
Transport and logistics	<p>We focus on choosing transportation with the lowest climate impact (sea and road) and avoid air transportation.</p>	<p>Carbon footprint in connection with current supply setup will be mapped and further reductions will be implemented.</p> <p>Demands on shipping agents relating to, for example, CO₂e reductions will be implemented. An evaluation of the opportunity for CO₂e neutral transportation will be conducted.</p> <p>An evaluation will be conducted, examining the possibility for eliminating or reducing packings, alternative packing materials, and the use of recycled plastic.</p> <p>Implementation of logistics that support goals for a circular economy.</p>
Supplier management	<p>Logistics is one of four core processes at Gabriel, and for many years we have focused on supplier management where the parties cooperate closely within the fields of quality, environment, and product development. Gabriel evaluates the performance of</p> <p>A-suppliers in selected areas, and short- and long-term improvements are agreed upon.</p>	<p>Our focus on risk management and contingency plans is intensified.</p> <p>Our communication with suppliers on compliance and topics such as sustainability, environment, circular economy, and EU's textile strategy will be strengthened.</p>

COMPLIANCE

	Status 2022/23	Goals towards 2024/25
Systems, documentation, and transparency	<p>The effort to comply with legal and customer requirements, as well as Gabriel's own policies, has been maintained. Gabriel is working to implement upcoming reporting requirements for Environment, Social, and Governance (ESG).</p> <p>Gabriel has been publicly communicating its environmental efforts since 1995, and this year, Gabriel is also communicating its CSR initiatives as part of Gabriel's Annual Report. Relevant documentation and information about products, processes, and corporate governance are available on our website.</p> <p>Gabriel's management systems are audited annually by DNV, and have been proven effective.</p> <p>Gabriel continues its efforts in line with the UN's 17 Sustainable Development Goals and the UN Global Compact. In the past year, Gabriel has joined the Science Based Targets initiative (SBTi).</p>	<p>We will maintain our effort to comply with legal and customer requirements as well as Gabriel's own policies. Furthermore, we will communicate openly about our climate and environmental impact as well as about social issues.</p> <p>We will maintain and continuously improve the company's global and third-party verified management system.</p> <p>Gabriel will continue its commitment to recognised principles and initiatives, including the UN 17 Sustainable Development Goals, UN Global Compact, and Science Based Targets initiative.</p>
Training	<p>Gabriel has further developed our compliance training, and all members of the administrative staff are in the process of completing the training programme.</p>	<p>Compliance training is repeated annually for all members of the administrative staff.</p>

Progress in numbers and targets in the Gabriel Group

SUSTAINABILITY – RESULTS AND TARGETS					
Note	Focus area	Targets 2023/24	Results 2022/23	Results 2021/22	Results 2020/21
Gabriel Group – Management systems					
1	ISO 9001 (Number of certificates)	14	14	15	15
	ISO 14001 (Number of certificates)	6	6	6	6
	ISO 45001 (Number of certificates)	0	0	0	0
	ISO 50001 (Number of certificates)	1	1	1	1
2	FSC (Number of certificates)	3	3	3	3
UAB Scandye – Management systems					
	ISO 9001 (Number of certificates)	1	1	1	1
	ISO 14001 (Number of certificates)	1	1	1	1
	ISO 45001 (Number of certificates)	1	1	1	1
	SA8000 (Number of certificates)	1	1	1	1
3	Gabriel Group – Fabric labels				
	Proportion OEKO-TEX® STANDARD 100 (%)	100	100	97	94
	Proportion EU Ecolabel (%)	82	79	72	67
	Proportion Cradle to Cradle Certified® (%)	14	14	15	17
Gabriel Group – work injuries					
	Fatal work injuries (number)		0	0	0
	Major work injuries, more than three weeks absence (number)		2	3	4
	Minor work injuries, less than three weeks absence (number)		24	31	20

ENVIRONMENTAL DATA - LARGEST CONSUMING UNITS				
Note	2022/23	2021/22	2020/21	
4	Consumption of raw materials – fabrics production			
	Consumption of raw materials (tons)	2163	2.531	2.211
	Consumption of wool (tons)	570	668	636
	Consumption of new polyester (tons)	1137	1.435	1.137
5	Consumption of recycled polyester (tons)*	402	316	230
6	Hereof textile-to-textile recycled polyester (tons)	1	-	-
	Consumption of polyamide (tons)*	18	23	73
7	Consumption of cotton (tons)	26	-	-
7	Consumption of viscose (tons)	8	-	-
8	Consumption of other materials (tons)	2	44	46
UAB Gabriel Textiles				
9	Electricity, total (MWh), 100% renewable electricity	1.320	1.398	1.214
9	Electricity (kWh/kg), 100% renewable electricity	0,97	0,92	0,82
10	Self-produced electricity (MWh), solar panels	256	-	-
	Self-produced electricity consumed by Gabriel Textiles (MWh), solar panels	256	-	-
9	Heat (MWh)	541	571	651
9	Heat (kWh/kg)	0,40	0,37	0,44
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	0	0	0
	Minor work injuries, less than three weeks absence (number)	0	0	0
UAB FurnMaster				
9	Electricity, total (MWh), 100% renewable electricity	265	410	339
9	Electricity (kWh/m ²), 100% renewable electricity	17	26	21
	Hereof self-produced electricity (MWh), solar panels	0	0	-
9	Heat (MWh)	465	480	521
9	Heat (kWh/m ²)	29	30	33
	Glue consumption, not water based (kg)	634	0	0
	Glue consumption, water based (kg)	46.765	56.780	28.760
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	0	0	1
	Minor work injuries, less than three weeks absence (number)	4	5	5
FurnMaster Sp. z o.o				
9	Electricity, total (MWh), 100% renewable electricity	533	592	402
9	Electricity (kWh/m ²), 100% renewable electricity	24	27	23
	Hereof self-produced electricity (MWh), solar panels	0	0	-
9	Heat (MWh)	1.405	1.554	1.028
9	Heat (kWh/m ²)	63	70	58
	Glue consumption, not water based (kg)	742	2.058	2.024
	Glue consumption, water based (kg)	15.168	14.007	7.704
	Fatal work injuries (number)	0	0	0
	Major work injuries, more than three weeks absence (number)	1	1	2
	Minor work injuries, less than three weeks absence (number)	6	7	6
11	Warehouse, Gabriel North America Inc.			
9	Electricity, total (MWh), 100% renewable electricity	84	-	-
9	Electricity (kWh/m ²), 100% renewable electricity	29	-	-
	Hereof self-produced electricity (MWh), solar panels	0	-	-
9	Heat (MWh)	129	-	-
9	Heat (kWh/m ²)	44	-	-
	Fatal work injuries (number)	0	-	-
	Major work injuries, more than three weeks absence (number)	0	-	-
	Minor work injuries, less than three weeks absence (number)	0	-	-

*Corrected 2020/21

ENVIRONMENTAL DATA - LARGEST CONSUMING UNITS

Note	2022/23	2021/22	2020/21
Screen Solutions Ltd.			
9 Electricity, total (MWh), 100% renewable electricity	188	185	233
9 Electricity (kWh/m ²), 100% renewable electricity	58	57	72
Hereof self-produced electricity (MWh), solar panels	0	0	-
9 Heat (MWh)	221	224	367
9 Heat (kWh/m ²)	68	69	113
Glue consumption, not water based (kg)	379	495	723
Glue consumption, water based (kg)	1.990	2.155	3.229
Fatal work injuries (number)	0	0	0
Major work injuries, more than three weeks absence (number)	0	1	0
Minor work injuries, less than three weeks absence (number)	6	7	0
FurnMaster Mexico (Grupo RyL S.A. de C.V.)			
9 Electricity, total (MWh), 100% renewable electricity	1.084	842	508
9 Electricity (kWh/m ²), 100% renewable electricity	72	60	34
Hereof self-produced electricity (MWh), solar panels	0	0	-
9 Heat (MWh)	0	0	0
9 Heat (kWh/m ²)	0	0	0
Melting glue consumption (kg)	21.627	20.795	27.283
Glue consumption, water based (kg)	5076	2.620	2.800
Fatal work injuries (number)	0	0	0
Major work injuries, more than three weeks absence (number)	1	1	1
Minor work injuries, less than three weeks absence (number)	8	9	9
UAB SampleMaster			
9 Electricity, total (MWh), 100% renewable electricity	115	122	-
9 Electricity (kWh/m ²), 100% renewable electricity	22	24	-
Hereof self-produced electricity (MWh), solar panels	0	0	-
9 Heat (MWh)	166	177	-
9 Heat (kWh/m ²)	32	34	-
Glue consumption, not water based (kg)	360	642	-
Glue consumption, water based (kg)	880	73	-
Fatal work injuries (number)	0	0	-
Major work injuries, more than three weeks absence (number)	0	0	-
Minor work injuries, less than three weeks absence (number)	0	0	-
UAB Scandye (joint venture)			
Electricity, total (MWh), 100% renewable electricity	2.255	2.596	2.372
Electricity (kWh/kg), 100% renewable electricity	1,14	1,15	1,22
Self-produced electricity (MWh), solar panels	507	410	-
Self-produced electricity consumed by Scandye (MWh), solar panels	364	391	-
Water (m ³)	248.147	263.299	231.256
12 Water (l/kg)	126	117	119
Heat and processes, gas (MWh)	16.380	18.959	17.024
Heat and processes, gas (KWh/kg)	8,30	8,41	8,75
Fatal work injuries (number)	0	0	0
Major work injuries, more than three weeks absence (number)	0	0	0
Minor work injuries, less than three weeks absence (number)	1	1	0
13 Total Gabriel Group			
Total consumption – scope 1 + scope 2 (MWh)	8.697	8.766	7.773
14 Total impact – scope 1 + scope 2, location-based (tons CO ₂ e)	1.888	1.951	1.637
15 Total impact – scope 1 + scope 2, market-based (tons CO ₂ e)	833	892	882
9 Total impact – scope 1 + scope 2, (adjusted for purchased Certificates of Origin and CO ₂ e compensation)	0	0	0

Reporting period: 01.10.2022 – 30.09.2023.

Notes

Note	
1	The decrease in number of certificates is due to a merger of two departments.
2	Corrected 2020/21 and 2021/22 to include FurnMaster Mexico (Grupo RyL S.A. de C.V.)
3	This includes standard designs. Customer specific designs and laminated products are not included but can also be delivered with environmental labelling on demand. Xpress and Lamina, which are only delivered with lamination, are included in 2022/23.
4	Data on raw material consumption cover the business area Fabrics.
5	Post-consumer recycled polyester and textile-to-textile recycled polyester.
6	Introduced in 2022/23 in connection with the Gabriel Loop concept.
7	The material was reported under the "other materials" category before 2022/23.
8	Before 2022/23, the category "other materials" included cotton and viscose. Other materials are primarily polyurethane.
9	Gabriel sources 100% renewable electricity documented by Guarantees of Origin and supports projects that CO ₂ compensates for gas consumption, heat and fuel.
10	The solar panels was installed in 2022/2023 and therefore have not been in full operation for the entire financial year. As part of the start-up, there was an option to convert 100% of the produced quantity for internal use.
11	A warehouse in Gabriel North America Inc. was established in January 2022. Warehouse consumption is included in 2022/2023.
12	Increase is caused by changed utilisation patterns in the dyeing machines in 2022/23.
13	Covers all 100% Gabriel-owned companies and does therefore not cover UAB Scandye (49.3% ownership).
14	Location-based impact is based on the actual greenhouse gas intensity of the local electricity grid.
15	Market-based impact is based on the greenhouse gas intensity of the market from which Gabriel purchases electricity. Gabriel buys Guarantees of Origin for renewable electricity for 100% of the electricity consumed, which means that the Scope 2 market-based impact is 0.



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