

# Environmental, Social & Governance

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We have a commitment to Environment, Social and Corporate Governance and appreciate it's a balance to effect change while maintaining a focused business. Our commitment can be judged by our achievements, GECA Certification, partner to We Are Mobilise (helping the homeless), Indigenous Programs giving back to our community and mentoring Indigenous start ups.

The environment is important to Direct Ergonomics, that's why we were one of the first office furniture manufactures in Australia to obtain GECA certification for our office furniture. At that time we were the first Australian Company to use water based, non toxic glue in our manufacturing and back then it had to be specially imported from Spain as there was none available in Australia. We continue to update and upgrade this certification to comply to the newest Australian and World Standards.

The current certification investigates the materials and processes that are used in the manufacturing process. It also looks at what happens during and at the end of the life of the furniture and we are proud to offer 10 year warranty on our furniture as well as Product Stewardship which relates to how the furniture is disposed of at the end of its life. We offer free recycling of our redundant furniture. This is offered at our cost once the furniture is returned to our factory.

As you would expect, we have an Ethical and Social Code of Conduct Policy. This policy defines the condition as we are committed to uphold and require our suppliers to uphold and is aligned with the principles of the International Labour Organisation (ILO) along with all relevant Australian standards. We have active Slavery Policy which includes monitoring the compliance of our policy by our suppliers.

We are an equal opportunity employer and actively promote diversity in all aspects of our operations.

As a socially responsible company, we actively seek opportunities to give back to the community. We are a partner to We are Mobilise (Help those experiencing homelessness by reconnecting humanity), and collaborations with Indigenous artists, we incorporate authentic Indigenous designs into our products, celebrating Indigenous culture and promoting economic opportunities.

We run several Indigenous programs in an effort to 'give back' to our mob.

