



Square Bear

SUSTAINABILITY ROADMAP 2022



Creating for tomorrow's tomorrow



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KOALA (not a bear)
Endangered Species

www.savethekoala.com



DIRECTOR'S STATEMENT

Following my moral compass

“Starting a new business takes risk, commitment, and well-developed intentions. Square Bear commenced operations after careful thought and a desire to manufacture high-quality products in Australia, employing the highest skilled workers available, and using as much locally sourced materials and resources as possible.”

Since first entering the workplace design industry, I have watched businesses come and go, alter their course of production, source materials from around the globe and strive to find economical solutions that aren't always the most ethical or long-term sustaining. We are all aware of the challenges of business operations - especially manufacturing - and the impact the accessible global market has had on production processes and material sourcing.

Over the last decade I have developed greater understanding of the self-destruction we are inflicting on the planet, society, and ultimately our future generations by making poor manufacturing choices. This upsets me.

I have watched manufacturers chase the dollar by taking shortcuts in what could be a good, long lasting, and sustainable design, and by employing under-skilled staff - or worse still, outsourcing production to suppliers outside of our geographic area without understanding the working conditions of workers in their supply chain.

With this at the forefront of my mind, I am determined to design and produce products that will have a positive impact in terms of social and environmental responsibility within our business and our supply chain.

One of the advantages of starting a business is the ability to implement positive practice from the beginning, and to assess each choice rationally. This isn't always the quickest or most economical starting point for a new business, but it is my commitment.

As a new business, our sustainability journey has many steps to take. We employ a highly regarded environmental expert to help us make conscious choices that focus on social responsibility, human rights, fair operating practices, sustainable sourcing, and positive environmental actions. This 'roadmap approach' will help us to plan the next three years with the aim to be transparent to all stakeholders while creating a benchmark of market achievement. We intend to engage our staff, suppliers, and all stakeholders in this educational process while maintaining a fun approach and building the desire to better care for our planet, people, communities, and workplaces.

DEAN KUCH
Founder and Managing Director





Free your mind

TEAM SQUARE BEAR

Square Bear is an Australian-owned company employing a highly experienced team who are passionate about healthy workplaces. We design and manufacture products that provide people with options for their individual work style and offer the ability to find peace, focus, and creativity. We consider the need for working both independently and as a team to enable productive, successful results. We are aware that a happy work force results in the collaboration needed to achieve business goals.

Our product concepts begin with our team bringing together their unique skill set to discuss innovative options, develop designs together, research material options, and assess the best methods of manufacturing at our modern facilities in Sydney, Australia. Product concepts evolve with the careful oversight of our industrial design managers who work closely with the production, marketing, sales, and purchasing teams. We implement a flat structure of management, and all employees are treated equally. Linked into our operations are the best specialists we can find in areas including engineering and environmental expertise to ensure we achieve high quality results.

With our collective team approach and a focus on designing products that support the health of the people using them, we aim to reduce distraction, stress, noise levels, and other negative influences in the workplace while encouraging mobility, focus, mental peace, and productivity in our client's environments. We believe going to work should be fun. We believe that creating healthy workplaces will help businesses reach their goals.





Feel better, work better

OUR RESPONSIBILITIES

We are a small business with a big heart and we're determined to make a difference.

We are constantly seeking better and more sustainable ways of designing and manufacturing our products, and we want to be a market leader for providing products that support wellbeing in the workplace in a sustainable way.

We research materials for the manufacture of our products that minimise environmental impact and are renewable, and we want to understand our environmental impact, take appropriate action to mitigate any issues, and use more sustainable materials and operating practices where possible.

We want to ensure our employees work in a safe and healthy environment and we only want to work with suppliers who embrace environmental sustainability and support human rights.

These are shared responsibilities and collaboration is key.

Our vision is to create products for tomorrow's tomorrow.



UNDERSTANDING OUR STAKEHOLDERS

Addressing environmental and social responsibility is important to Square Bear, but we also understand that it's important to our stakeholders.

We have spoken to members in the Australian property industry, architectural and design community, and other relevant stakeholders in manufacturing to discuss current requirements, standards, issues, and the improvements we can all make. We maintain an informed position regarding industry developments, and we seek research from global sources. The most important trends and issues our stakeholders are communicating include:

- Human Rights & Modern Slavery
- Health & Wellbeing
- Environmental Best Practice & The Circular Economy
- Carbon Reduction
- Ecolabelling Certification Schemes

We want to make sure we address all of the moral and ethical issues manufacturers face while focussing on sustainable production.



UNDERSTANDING OUR STAKEHOLDERS



Human Rights & Modern Slavery

AUSTRALIAN PROPERTY INDUSTRY

More and more companies are reporting under the Modern Slavery Act 2018 (Cth) and expect their suppliers to “assess and address” modern slavery risks in their business operations and supply chain.

OUR CLIENTS

A large percent of our clients report under the Modern Slavery Act 2018 (Cth). Others see addressing modern slavery as a moral issue and want to partner with ethical organisations who not only have their own policies in place but also conduct supply-chain due diligence to determine their broader human rights impacts.

OUR EMPLOYEES

Our employees want to work for an ethical organisation that supports human rights and to be part of a movement for positive change. They’re keen to support First Nations reconciliation and address human rights issues in our operations and supply chain.

OUR SUPPLIERS

We understand the importance of having good relationships with our suppliers and we only want to work with those who are willing to tackle modern slavery and human rights infringements. Our suppliers are making positive advances and are focusing on socially responsible business practices.



UNDERSTANDING OUR STAKEHOLDERS



Health & Wellbeing

AUSTRALIAN PROPERTY INDUSTRY

We've seen a real surge in interest from the design and construction industries around the health and wellbeing of building occupants. This includes the uptake of the WELL Building Standard™, particularly in Australia.

OUR CLIENTS

We're seeing a greater emphasis among our clients on addressing the health and wellbeing of their employees. We aim to partner with key clients for the supply of products that enhance the workplace and support physical and mental health for all employees. Our clients understand the importance of having less exposure to toxins in the workplace.

OUR EMPLOYEES

Our employees work in an environment that supports best performance through personal comfort. We provide sit-stand desks, ergonomic furniture, we support flexible working styles and create an environment full of healthy plants, fresh food, and views out to natural bushland. This approach contributes towards the hedonic and eudaimonic well-being of our teams.

OUR SUPPLIERS

Our suppliers understand the need to consider the health and well being of their workers and are aware of the impacts mental and physical health issues have. We are seeing an increase in the interest to implement care practices for employees.



UNDERSTANDING OUR STAKEHOLDERS



Environmental Best Practice & The Circular Economy

AUSTRALIAN PROPERTY INDUSTRY

The Green Building Council of Australia (GBCA) Green Star Buildings tool focuses on carbon reduction, sustainable procurement, social and human rights, lowering environmental impacts in supply chains and working within a closed-loop system (the 'circular economy' model). The new Green Star rating tools will further drive change in the property sector.

OUR CLIENTS

Our clients want companies to have systems in place that assess and address a company's environmental impacts and to focus on the Circular Economy.

OUR EMPLOYEES

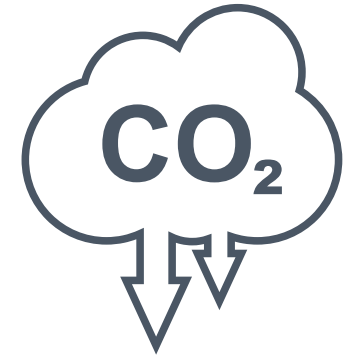
Our employees want to understand the impact our products have on the environment and ensure our products are designed for a circular economy. Our employees support our belief that we should be creating products for tomorrows tomorrow.

OUR SUPPLIERS

With our suppliers, we're taking a collaborative, proactive approach to lessen our environmental impact which also provides business opportunities for our suppliers.



UNDERSTANDING OUR STAKEHOLDERS



Carbon Reduction

AUSTRALIAN PROPERTY INDUSTRY

The Green Building Council of Australia (GBCA) and publicly listed building and construction companies are setting ambitious targets, and putting product manufacturers on notice to reduce their carbon footprint.

OUR CLIENTS

We're seeing an increased focus among our clients on reducing their carbon emissions. This is evident by the Australian Architectural community becoming signatories to Architects Declare.

(Australian Architects Declare Climate & Biodiversity Emergency).

OUR EMPLOYEES

Our employees want us to lead the way and set ambitious science-based emission targets.

OUR SUPPLIERS

The next 5-10 years will see product manufacturers like Square Bear putting pressure on the supply chain to reduce carbon emissions.



UNDERSTANDING OUR STAKEHOLDERS



Ecolabelling Certification Schemes

Type 1 (third-party)

AUSTRALIAN PROPERTY INDUSTRY

As well as addressing the environmental impacts of a product, certification schemes now include human rights and modern slavery compliance requirements.

OUR CLIENTS

Product Ecolabelling certifications have been of significant importance to our clients and specifiers for over a decade.

OUR EMPLOYEES

Our employees understand the importance of third party verified product certification.

OUR SUPPLIERS

We want to make sure we work with suppliers who implement sustainable methods for sourcing and producing their goods.





Retreat with your thoughts

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations has developed 17 interlinked global goals with the aim to wipe out extreme poverty, eliminate inequality, and preserve our planet by the year 2030. They were implemented by the United Nations General Assembly in 2015 and have been adopted by 193 countries.

At Square Bear, we understand the urgent need for countries, organisations, and individuals to act together to achieve these vital goals. As part of our Sustainability Roadmap, we are working to address the 10 sustainable development goals that best apply to our business:



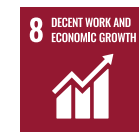
Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages.



Gender Equality

Achieve gender equality and empower all women and girls.



Decent Work and Economic Growth

Promote inclusive and sustainable economic growth, employment and decent work for all.



Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



Reduced Inequalities

Reduce inequality within and among countries.



Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.



Responsible Consumption and Production

Ensure sustainable consumption and production patterns.



Climate Action

Take urgent action to combat climate change and its impacts.



Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



Partnership for the Goals

Strengthen the means of implementation and revitalise the global partnership for sustainable development.



HUMAN RIGHTS & MODERN SLAVERY



At Square Bear, we want to be sure that the people we work with respect other people the way we do. Our aim to improve well-being is not limited to the workplaces we provide products for, it is also a greater view on the world and the way people are being treated in other areas of business, industry, manufacturing and life in general.

Modern Slavery is a serious violation of a person's dignity and rights, it occurs globally and is not limited to far-away countries in poverty stricken regions. The Australian Institute of Criminology estimates there have been up to 2000 victims of human trafficking and slavery within Australia in recent years.

[Source: Estimating the dark figure of human trafficking and slavery victimisation in Australia | Australian Institute of Criminology (aic.gov.au)].

Modern Slavery and human rights abuse comes in many forms. Threats from employers, forced or coercive activities, servitude, debt bondage, forced labour, and the worst forms of child labour are some of the issues occurring for over 40 million men, women, and children.

[Source: Global Slavery Index].

Square Bear treats this issue with high importance and will work with like-minded organisations to address anti-slavery movements to secure freedom for people in vulnerable situations, or those who could become vulnerable. Through awareness, the issues of people becoming exploited can be reduced.

Square Bear feels very strongly about these issues and has committed to undertake the following ongoing practices:

- Square Bear will voluntarily report under the Australian Government Modern Slavery Act (2018)
- Square Bear will provide transparency by producing a statement outlining our response to the Modern Slavery Act's seven mandatory requirement
- Square Bear completes due diligence processes with all suppliers to address the risks of modern slavery throughout the supply chain



HEALTH & WELLBEING



We aim to support healthy workplaces by developing products that will provide the users with flexibility, mobility, and peace. Our specifiers and clients want to support the health and wellbeing of their employees and provide places that result in productivity through positivity. We want to ensure our products use low emission materials, offer the opportunity for improved health, and support an environment that people want to work in. We focus on understanding the impacts that come with working in indoor environments for prolonged periods of time. We research and gather knowledge on biophilic design principles and a state of eudaimonic wellbeing. We want to make sure each individual has the opportunity to work in an environment that will support their mental, physical, and emotional health in the best possible way.



GREEN ENVIRONMENTS

We are aware that working in green spaces with natural plants will benefit employee health. We develop products that make it easy to bring plants into the workplace and assist in positively improving physical and mental wellbeing. We make sure that our products are tested for toxicity, harmful emissions or substances that will cause ill-health.



MOBILITY

We want to encourage people to move throughout their working day in order to minimise repetitive strain injuries and to avoid static posture that may reduce blood flow to the muscles. By moving around during the working day, increased oxygen flow will be achieved and problems such as static-posture back injuries can be avoided.



FLEXIBILITY

We know that each person has a different way they like to work and a unique style of productivity. By offering options for sitting, standing, or perching, finding quiet space or being amongst the action, we can support the individual to work to their best potential in comfort.



ENVIRONMENTAL MANAGEMENT



We are committed to the implementation of an environmental management system that will focus on our environmental impacts.

Over the coming years we will achieve product environmental certification and compliance with ISO14001 to make sure we are providing the best solutions we can for workplaces around the globe with a commitment to continual assessment of these issues.

Our commitment includes:

- Complying with all applicable environmental laws, regulations and standards
- Meeting the requirements of Australian Type I (third-party) ecolabelling standards
- Reducing waste through our recycling program
- Continuing to set further environmental objectives
- Considering environmental issues in business strategies, programs and initiatives
- Educating staff and stakeholders about our environmental objectives, programs and initiatives
- Implementing pollution prevention practices
- Reducing energy consumption
- Conducting quality assurance to minimise waste in manufacturing of all product components
- Taking a life-cycle approach to the design and development of our products
- Conducting our business with due consideration of all our stakeholders
- Striving for continual improvement to enhance environmental performance



PRODUCT DEVELOPMENT & CERTIFICATION



Square Bear is committed to obtaining industry standard certification including The Good Environmental Choice Australia (GECA) certification of the Global Ecolabelling Network.

This certification will:

- Comply with environmental legislation for our Australian operations
- Manage our environmental impacts and set targets to reduce environmental impacts
- Adequately train our employees to ensure they are aware of the EMS responsibilities
- Strive to continually improve through regular audits and assessments

To achieve this, we will:

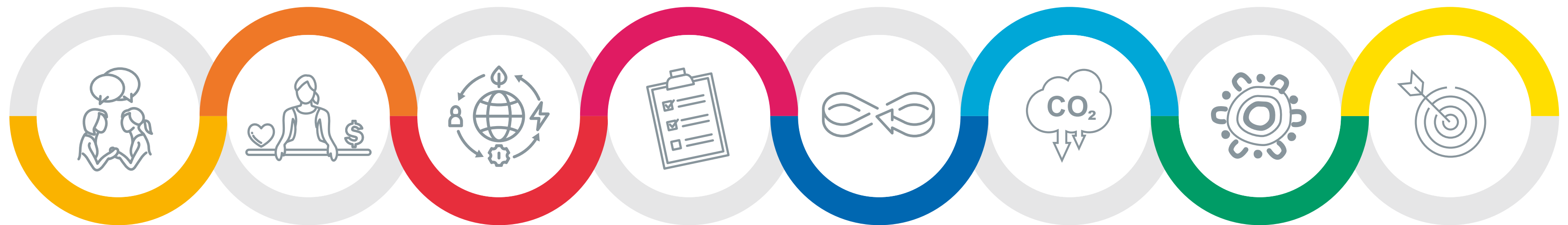
- Avoid toxic, hazardous, and prohibited substances in the materials we use
- Ensure products are fit for purpose in strength and durability
- Comply with Australian laws and regulations
- Meet standards for Indoor Environment Quality (IEQ) low VOC products
- Verify supplier environmental claims
- Design for disassembly
- Maintain a product stewardship program
- Implement strict corporate and social responsibility for human rights, labour rights, and supply chain due diligence
- Obtain chain of custody timber certification
- Manage operational energy and water use to the strictest standards



SUSTAINABILITY ROADMAP & PRIORITIES

Our aim in developing our Sustainability Roadmap is to let all our stakeholders know what we are committed to. It will ensure transparency and keep us accountable for putting our roadmap into practice while also assist us to look for other opportunities to make a difference in terms of both environmental and social sustainability.

The goals of our roadmap include:



Positive work culture

Creating a place where our staff love coming to work by ensuring their wellbeing and protecting their health and safety and labour rights

Ethical business practices

Committing to good governance and fair operating practices, and tackling corruption and bribery

Supply chain management

Assessing and addressing human rights, modern slavery, environmental impacts and anti-corruption in our supply chain

Integrated management system

Developing a rigorous management system that includes quality control, environmental management and workplace health and safety measures

Circular economy

Using sustainable, innovative materials and ensuring our product stays in a closed-loop system

Carbon management

Reducing carbon emissions within our business operations and in our products

First Nations reconciliation

Making a formal commitment to advancing reconciliation between Indigenous and non-Indigenous Australians

Transparency

Reporting annually on what we are doing to meet our sustainability targets



OUR APPROACH

Our roadmap identifies **5 KEY AREAS** to be actioned over a 5-year period. These include:



Commitment

We want to be a leader, we want to initiate best practice and we want to work with suppliers who understand the benefits of addressing social and environmental issues.



Risk Management

Our risk management process will help us identify our key environmental and social risks which will help us prioritize and plan next steps.



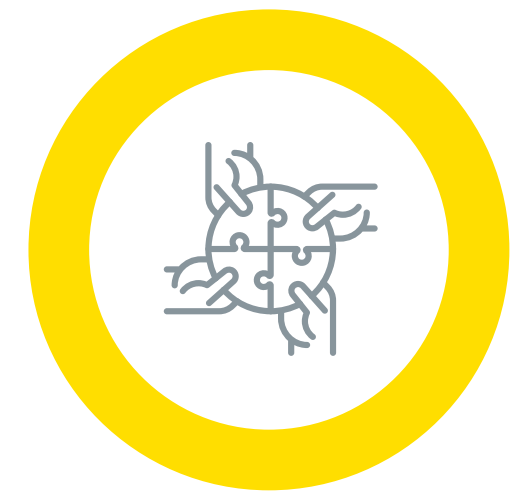
Action and Mitigation

We have a detailed sustainability action plan with actionable items, timeframes, and allocated responsibility for 2021/22 and will further develop in the coming years.



Evaluation

How will we know if we are being successful if we don't evaluate our actions? We will use both qualitative and quantitative measures to evaluate how we are tracking.



Communication, Transparency and Collaboration

We know we are going to be more effective if we collaborate, and this is part of our plan. We will always be honest in our communication and share our triumphs and learnings.



THREE YEAR SUSTAINABILITY ROADMAP

GOAL	YEAR 1 (2023-2024)	YEAR 2 (2024-2025)	YEAR 3 (2025-2026)
Good governance	Develop our Sustainability Roadmap Implement ethical business and workplace practices	Set up an integrated management system covering quality control, environmental management and workplace health and safety	
Sound environmental management	Policy commitment to reduce environmental impacts Research sustainable materials and ingredients, including material health impacts	Implement circular economy initiatives Conduct a company environmental risk and opportunities assessment	Achieve ISO 14001 Environmental Management Systems (EMS) certification, ISO 14001, ISO 9001 Quality Management Systems (QMS) and ISO 45001 Occupational Health and Safety (OHS) certification Conduct a Life Cycle Assessment (LCA) of our products and apply for Environmental Product Declarations (EPD)
Responsible carbon management	Join the UN's Race to Zero campaign <i>(unfccc.int/climate-action/race-to-zero-campaign)</i>	Set Science Based Targets (SBT) for emissions reduction <i>(sciencebasedtargets.org)</i>	Offset carbon both in individual products and company-wide
Strong human rights management	Conduct human-rights and modern-slavery due diligence within our supply chain Work to address the UN Sustainable Development Goals and become a signatory to the UN Global Compact <i>(unglobalcompact.org)</i>	Conduct human-rights and modern-slavery due diligence within our business operations Report voluntarily under the Modern Slavery Act 2018 (Cth) Develop a Reconciliation Action Plan (RAP) <i>(reconciliation.org.au)</i>	
Product certification	Achieve Type 1 Ecolabelling certification of our products		
Transparency		Produce an annual Sustainability Report	Produce an annual Sustainability Report



IN CONCLUSION

Square Bear wants to start the sustainability journey with a thorough plan of action and we are committed to the implementation of this sustainability roadmap. We want to make a positive difference in any way we can to the issues we all face, and to make sure the world is a better place for our children, their children and all future generations. We want to be a market leader that sets benchmarks for manufacturing products that focus on workplace wellbeing in a sustainable way.



Creating for tomorrow's tomorrow

