

Our commitment to sustainability



WE CARE



Egon König
Long-standing company owner and Chairman
of the Supervisory Board of König + Neurath AG
*28.04.1933 †15.05.2019

"Sustainability is the top priority of our business activities. Because only a company that cares about the future can have a future itself."

SUSTAINABLE SINCE 1925

1925

Heinrich Neurath founds a company for the manufacture of office furniture in Karben.

1992

Conversion of all edges from polyvinyl chloride (PVC) to acrylonitrile butadiene styrene (ABS) and other purchased parts to alternative plastics

1993

Furniture covers for transport protection replace cardboard boxes and bubble wrap packaging.

1994

Extensive implementation of the labelling of plastic parts for recycling.

1996

Introduction of the environmental management system in accordance with (EEC) 1836/93.

1998

Introduction of the environmental management system in accordance with DIN EN ISO 14001.



2000

Founding member of the „Umweltallianz Hessen“



New construction of an industrial hall with the largest photovoltaic system in Hessen at the time.

Expansion and modernisation of the compressed air centre.

2002

Introduction of biological wastewater treatment for vehicle washing.

2007

Conversion of lorries to AdBlue technology to reduce NOx emissions.

2008

Introduction of environmental certificates for all König + Neurath products.



2015

Implementation of the energy management system in accordance with DIN EN ISO 50001



2016

Investment in modern fabric cutting system for resource-saving use of materials.

Joining the UN Global Compact initiative on corporate responsibility with its principles in the areas of human rights, labour, environment and corruption prevention.



100 % of the lorry fleet meets the EURO 6 standard.



2017

Products are awarded the internationally recognised SCS Indoor Advantage Gold emissions seal of approval



2018

König + Neurath has the majority of its product range certified in accordance with the US sustainability standard BIFMA LEVEL® (ANSI BIFMA e3-2014e).



König + Neurath receives Gold status in the EcoVadis CSR rating for the first time.



2019

Promotion of e-mobility through the expansion of e-charging stations

2021

Almost all products are labelled with the Blue Angel.



Certification of products according to European LEVEL sustainability standard at the highest LEVEL 3.



Introduction of the YouKNow employee app.



Certification of almost all products with the "Furniture Made in Germany" mark of origin.



New construction of a fully automated high-bay warehouse: maximum efficiency with minimum energy consumption.



2022

Introduction of a DIN ISO 45001-certified occupational health and safety management system.



2023

Modernisation and optimisation of powder systems, air extraction and paint shop. This has led to a significant reduction in energy consumption and solvent emissions.

2024

Signing of the Charter of the Initiative for Responsible, Sustainable Business.



Installation of 8 additional charging points to promote e-mobility.

Ecovadis CSR rating silver (top 15 %).



2030*

We are resolutely pursuing the goal of becoming climate-neutral and thereby significantly reducing our ecological footprint.

* Related to Scope 1 and Scope 2 according to the Greenhouse Gas Protocol



RESPONSIBILITY FOR THE FUTURE

As a leading brand for office furniture and room systems with our own production facilities in Germany, we take responsibility for our trade and the associated impact on the environment. Sustainable management is a matter close to our hearts and has therefore been an important part of our corporate culture for many years. It characterises us in all areas of the company. From the product development, the use of environmentally friendly materials and the minimisation of resources, waste, emissions and energy. We are committed to the circular economy in order to reduce our ecological footprint - with dedicated people who are our most valuable resource.

MINIMISING THE ECOLOGICAL FOOTPRINT

- + Use of recycled materials
- + Use of recycled paper
- + Use of certified raw materials
- + Minimise packaging and use reusable systems

IN OUR BEEHIVES LIVE MORE THAN 1,000 OF OUR EMPLOYEES

COLD STORAGE WITH ROOF GREENING

DESIGN- AND DEVELOPMENT AREA

- + Environmental management officer
- + Sustainability manager

FAIR AND COOPERATIVE DEALINGS WITH OUR SUPPLIERS

DRIVERLESS TRANSPORT SYSTEMS FOR EFFICIENT, EMISSION-FREE GOODS TRANSPORT

HIGH EMPLOYEE LOYALTY

- + Extensive health promotion measures
- + Average length of service 16 years

OUR OWN RECYCLING CENTRE FOR THE COLLECTION OF RECYCLABLE MATERIALS FROM PRODUCTION

CURRENT

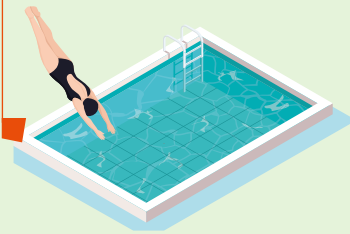
- + Own photovoltaic system since 2000
- + Total electricity consumption reduced by 43% (2023 vs. 2015)
- + 100% conversion to LED in production and administration buildings

PAINT SHOP WITH ENVIRONMENTALLY FRIENDLY ROLLER COATING

ECOLOGICAL PRODUCT CONCEPT

- + Avoidance of adhesions
- + Modular product structure
- + Ecological choice of materials
- + Minimised resource consumption
- + Timeless product design

KARBEN SWIMMING POOL- FREE ADMISSION FOR ALL EMPLOYEES



LOGISTICS

- + Own lorry fleet (100% EURO 6)
- + Permanent lorry drivers
- + Ergonomic mattresses for lorry drivers
- + Truck wash with water recovery and biological waste water treatment
- + Packing and route optimisation through software
- + Collections from suppliers to avoid empty journeys

FREE PARKING SPACES FOR ALL EMPLOYEES

- + With e-charging

REGULAR K+N AFTERWORK EVENTS

OWN, SUBSIDISED STAFF RESTAURANT

- + Use of the Recup reusable system

JOBBIKE

- + Covered, access-secured bicycle parking area

FRUIT TROLLEY

E-CHARGING COLUMNS FOR VISITORS

**10 YEARS
SUBSEQUENT
DELIVERY
GUARANTEE FOR
SPARE PARTS**



Visit our
SUSTAINABILITY PAGE



MANAGEMENT SYSTEM CERTIFICATIONS



CSR RATING



PARTICIPATION IN INITIATIVES / PLATFORMS





HUMAN

MOTIVATION, PROMOTION AND SECURITY. For us, the People take centre stage. With our measures, we not only contribute to a positive working environment, but also to our economic success. We attach great importance to the satisfaction of our employees, which is reflected in an average of 16 years of service. This is confirmed by the fact that our employees have been with the company for 16 years. The individual development of our employees to promote their talents and the wide range of training opportunities is also a key factor in our success. This is an essential part of our corporate culture.

1



Production site with 90,000 square metres and in-house wood and metal processing.
Made in Germany.

~ 800

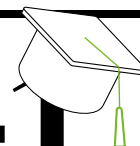
employees work for König + Neurath.

16



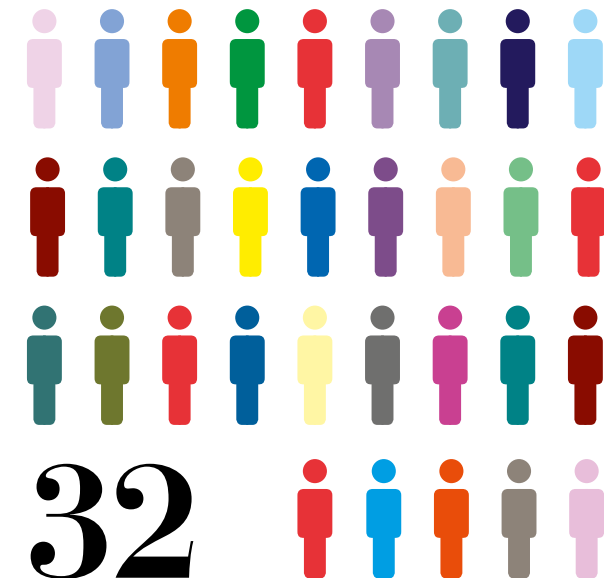
years is the average length of service for employees at König + Neurath. The average in Germany is 10.9 years.

41



Trainees are employed at König + Neurath.

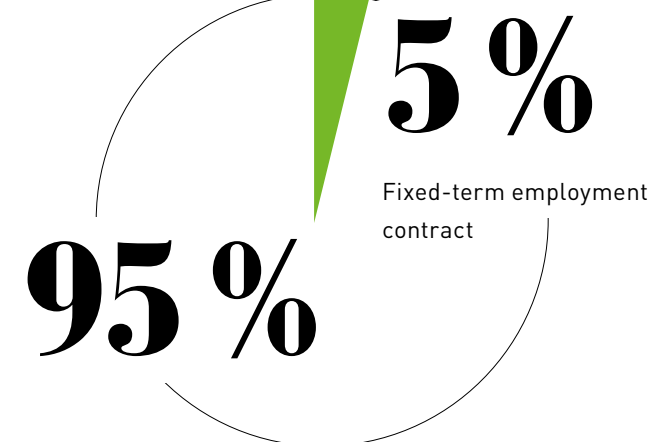
As one of the largest employers in the region, König + Neurath is aware of its social responsibility, and has been successfully training wood mechanics, industrial mechanics, mechatronics engineers, machine and plant operators, industrial clerks and IT specialists for decades.



32

Nationalities working at König + Neurath

König + Neurath employs people of different ethnic backgrounds, skin colours, nationalities, gender identities, religions and world views.



Permanent employment contract

15 %



Proportion of trained first aiders among industrial employees

All figures relate to the 2023 financial year

HUMAN

THE HEALTH OF OUR EMPLOYEES IS AN IMPORTANT CONCERN FOR US.

This is why we promote the well-being of our employees with a wide range of programmes, which are financed from a health promotion fund. An amount of € 600 per year is paid into this fund for each employee covered by the collective labour agreement. The programmes include

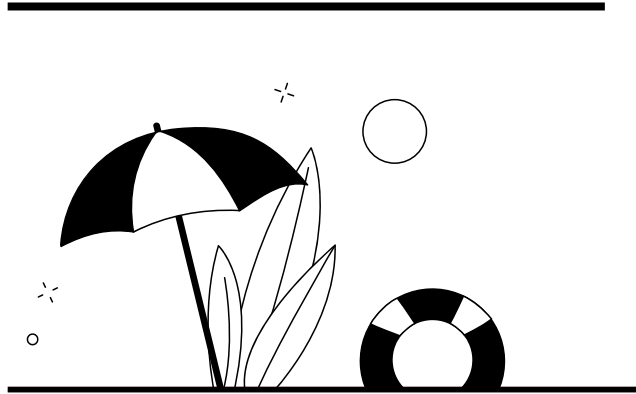
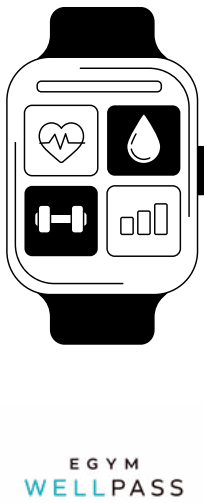


€600

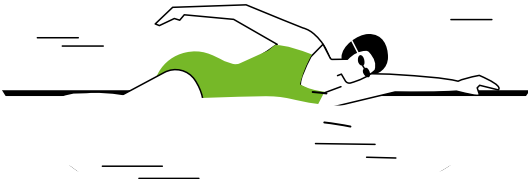
Company health insurance with a health budget of €600 per employee per year.



Participation in the Egym Wellpass company fitness programme with a low personal contribution.

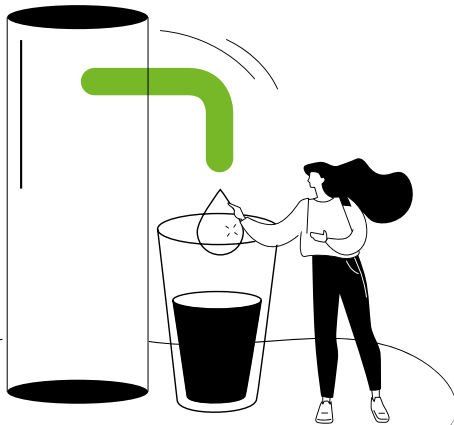


Free admission to the Karben swimming pool

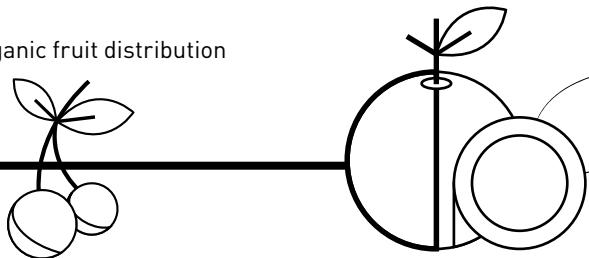


Ergonomics training for employees with physically demanding jobs.

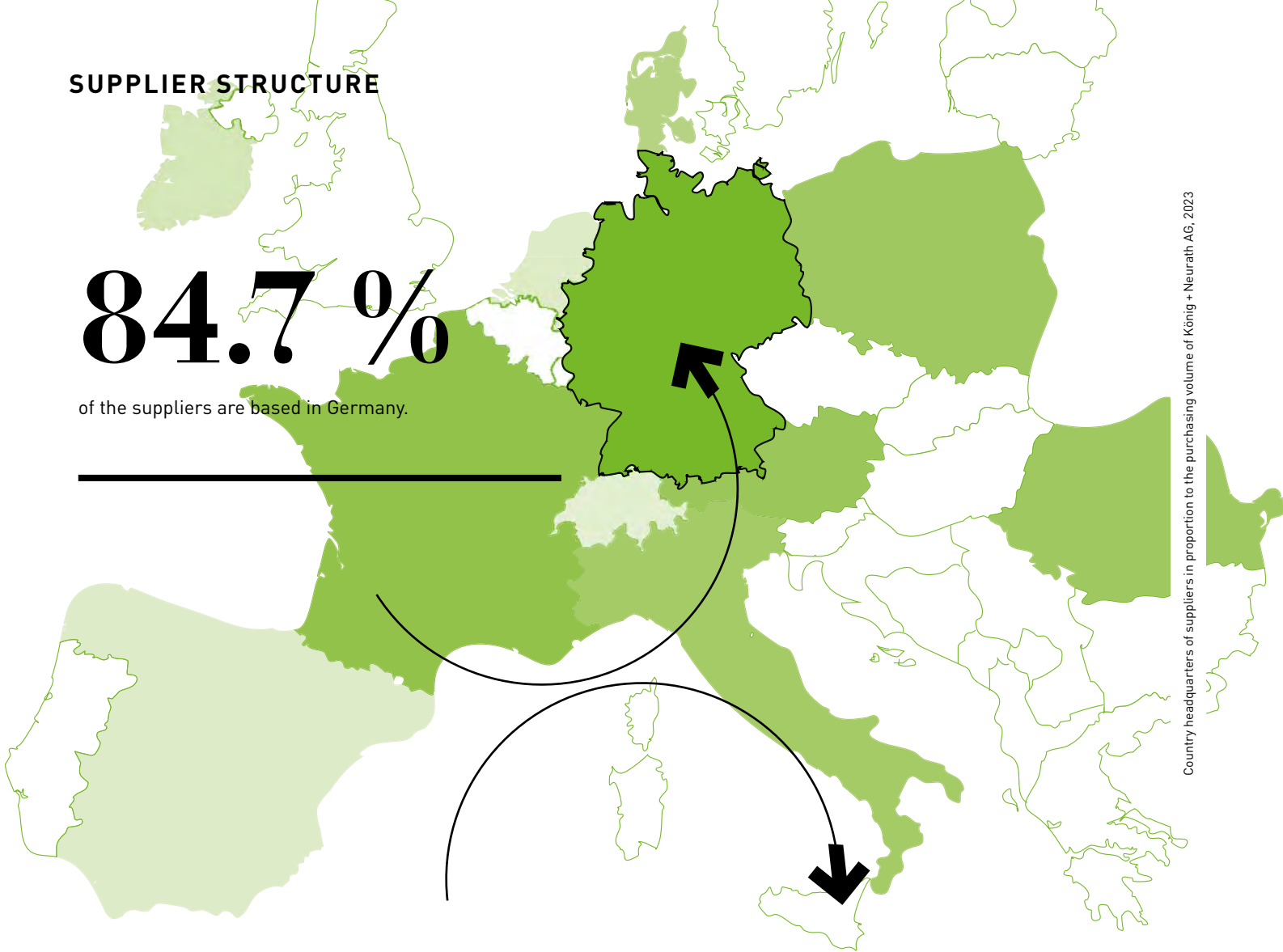
Provision of drinking water dispensers in the company



A fortnightly organic fruit distribution in the company



SUPPLIER STRUCTURE



SOCIAL RESPONSIBILITY IN OUR SUPPLY CHAIN

We work in partnership with all suppliers and customer-orientated. Our suppliers relationships are characterised by their long-term nature, competitiveness, quality and reliability from. Short distances to our suppliers promote close cooperation and optimise transport routes and times. All of our suppliers go through an approval process to ensure compliance with our requirements. This also includes the consideration of our Code of Conduct for business partner who shares our basic understanding and reflects our values. High environmental, ethical, and our social standards are thus recognised in the communicated along the entire value chain and realised.

The majority of our suppliers are based in Germany country. The location of our suppliers alone is compliance with high environmental and social standards are guaranteed.

COUNTRY OF DOMICILE OF THE OTHER SUPPLIERS:

France	6.0 %
Austria	2.9 %
Poland	2.0 %
Italy	1.7 %
Denmark	1.0 %
Romania	0.6 %
Switzerland	0.4 %
Netherlands	0.2 %
Ireland	0.2 %
Spain	0.2 %
Other	0.1 %

Country headquarters of suppliers in proportion to the purchasing volume of König + Neurath AG, 2023



ENVIRONMENT

AWARENESS AND RESPONSIBILITY. We see ecologically aware and cycle-orientated action as a natural and sustainable way of working an essential part of corporate responsibility. We are committed to protecting the environment, improving energy efficiency and reducing emissions.



SUSTAINABLE SUCCESS

By reducing the number of powder systems from four to two, investing in new powder booths and using innovative technologies, we were able to massively reduce our use of natural gas, cut powder losses, minimise changeover times and increase plant utilisation.

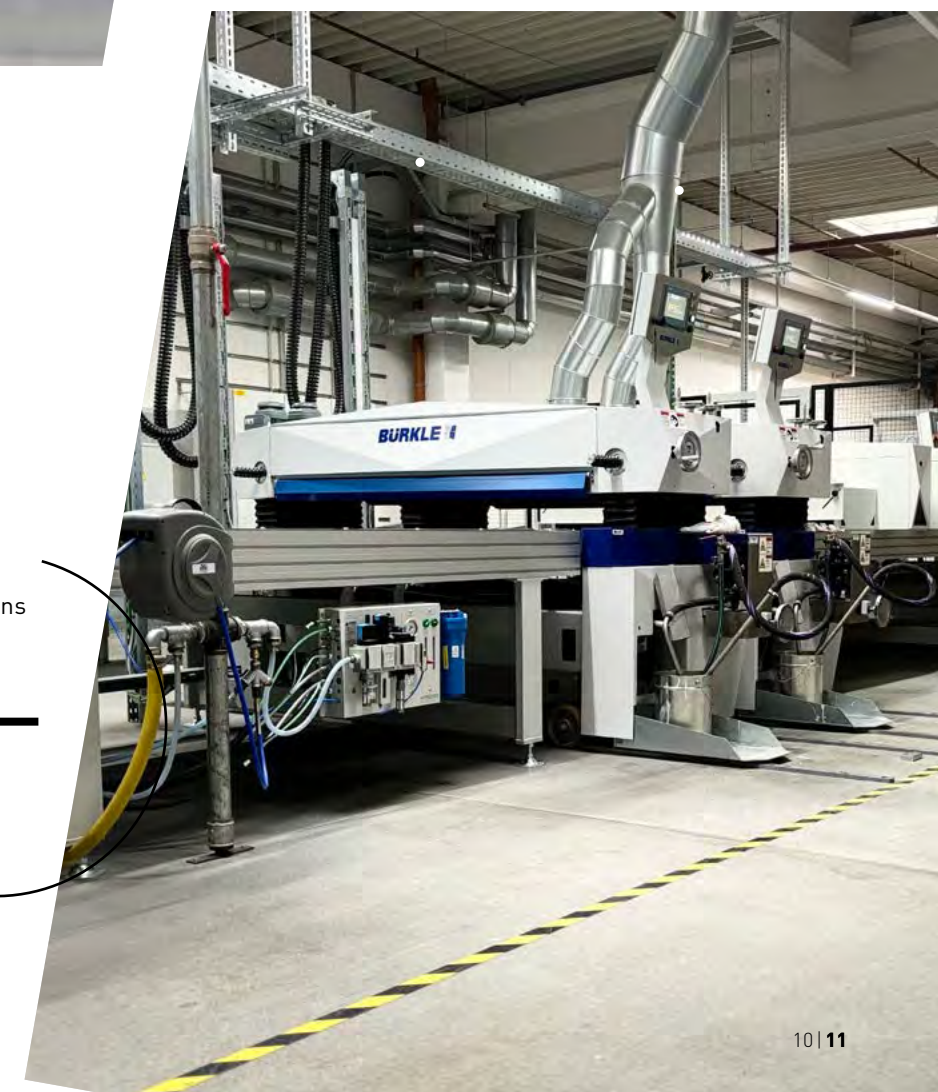
CHANGEOVER FROM SPRAY PAINTING TO ROLLER COATING

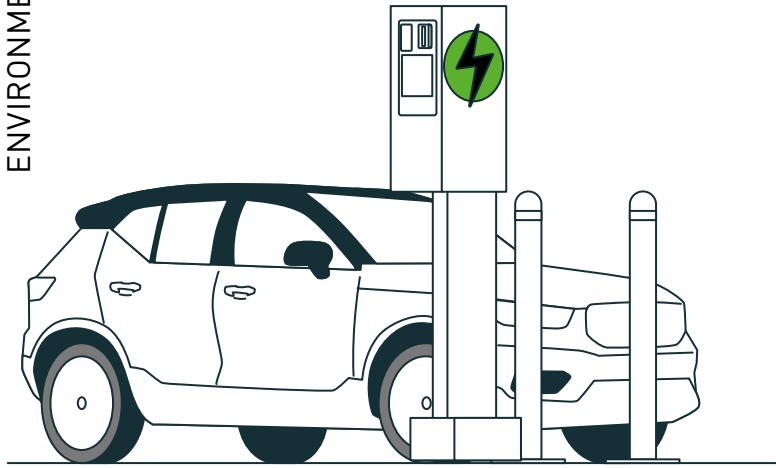
Due to the roller coating

- + we save a considerable amount of paint
- + we are significantly reducing our solvent emissions
- + we save ~ 300,000 kWh of energy per year

💡 With this amount of energy, an electric car could drive around the world about 39 times*.

*VW ID.3, 19.2 kWh per 100 km)



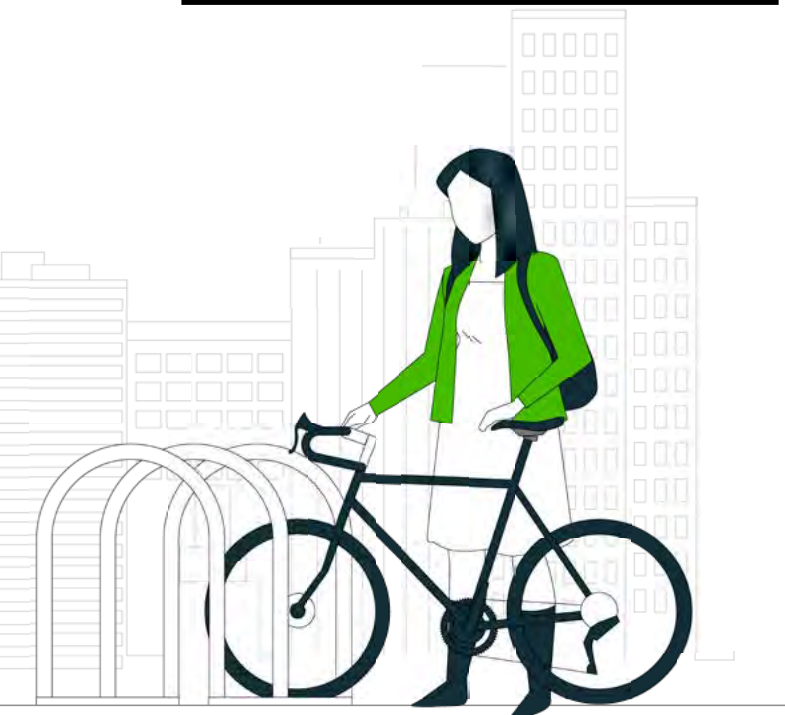


EXPANSION OF OUR CHARGING INFRASTRUCTURE FOR ELECTROMOBILITY

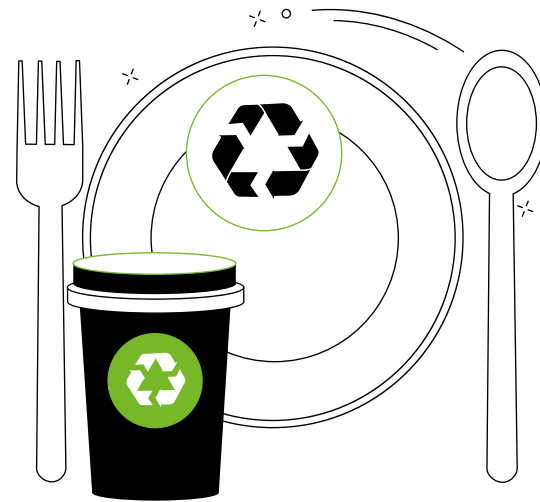
In addition to the existing **10 car charging points**, **8 more charging points** will be added for our employees in 2024.

INCREASING THE ATTRACTIVENESS OF OUR BICYCLE PARKING FACILITIES PLACES

In order to promote sustainable employee mobility, the bicycle parking spaces were optimised in 2024: The car park is now triple-secured against theft. Access is only possible with a personalised access card. Charging facilities for e-bikes are also available.



In spring 2024, König + Neurath signed the initiative for responsible, sustainable business in Hessen.



INTRODUCTION OF THE RECUP MULTI-WAY SYSTEM IN OUR COMPANY RESTAURANT

To avoid single-use packaging, we have introduced the Recup reusable system in our company restaurant. The reusable containers can be handed in at all participating locations.



DONATION OF FABRIC REMNANTS

Our fabric remnants were used for the 50th anniversary of Burggymnasium Friedberg in July 2024:

A total of 15 rolls of fabric were cut, sewn and painted by two art classes to decorate the school building on the anniversary day.

In addition, existing presentation walls were covered with fabrics on which works from art lessons over the past 50 years were displayed.

OUR SUCCESSES IN FIGURES

79 %

Reduction in solvent emissions
(reference year 2016)

54 %

Reduction in natural gas consumption



33 %

Reduction in total energy consumption

💡 The amount of energy saved is equivalent to a 3 MW wind turbine running continuously for 211 days.

49 %

Reduction of CO₂ emissions
(Scope 1 and Scope 2 according to the GHG Protocol)

86.1 %

Increase in the material recycling rate of waste
(in the reference year 2016, the material recycling rate was 57.3%)

40 %



Reducing the amount of waste

43 %

Reduction in electricity consumption

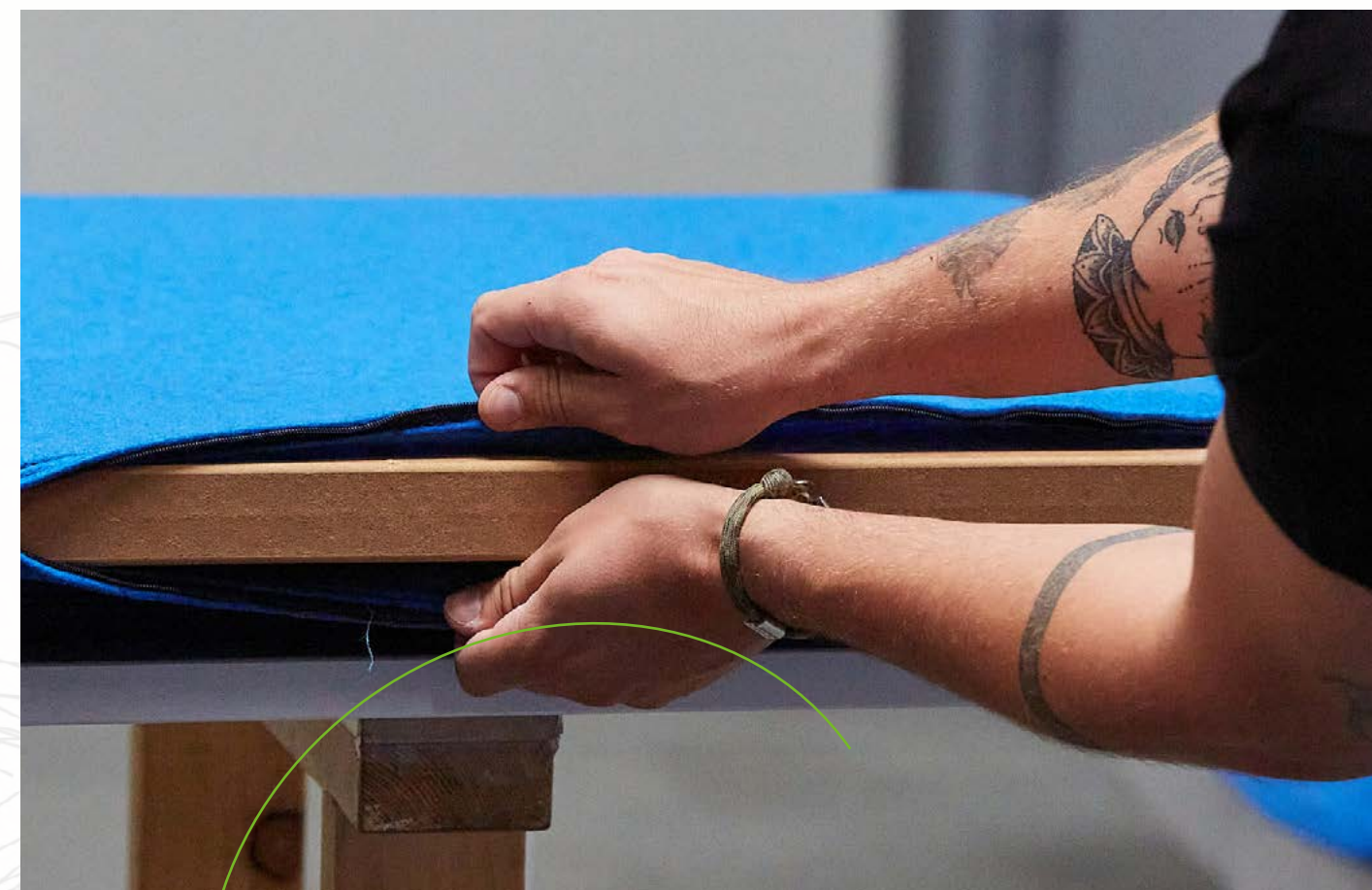
💡 This corresponds to the annual electricity consumption of 2,564 households with an electricity consumption of 3,000 kWh per household and year.



SERVICE + PRODUCT

CONSISTENTLY ENVIRONMENTALLY CONSCIOUS PRODUCT

DEVELOPMENT. Our products are designed and developed entirely on the basis of ecological criteria. We pursue the goal of using only to offer recyclable products. In doing so, we take into account criteria such as modularity, minimised use of resources, timeless design and the use of renewable and recycled raw materials. We help our customers to use our products for longer thanks to the long availability of spare parts and repairs use. We also work with our customers to refurbish existing furniture in order to save resources.



IT DOESN'T ALWAYS HAVE TO BE A NEW PRODUCT ...

The most environmentally friendly furniture is that which has already been produced. True to this motto, we offer our customers the refurbishment of existing furniture. Just like last year, when we worked with our customer F. Hoffmann-La Roche AG Basel was able to refurbish 850 acoustically effective table panels and thus save resources and greenhouse gases. The panels were transported to our plant in Karben. The condition of the panels was checked there. The panels were customised according to our customer's specifications visually, the panels refurbished in this way cannot be distinguished from new panels.

The panels were then transported back to F. Hoffmann-La Roche AG Basel by K+N's own lorry and installed in the office space.

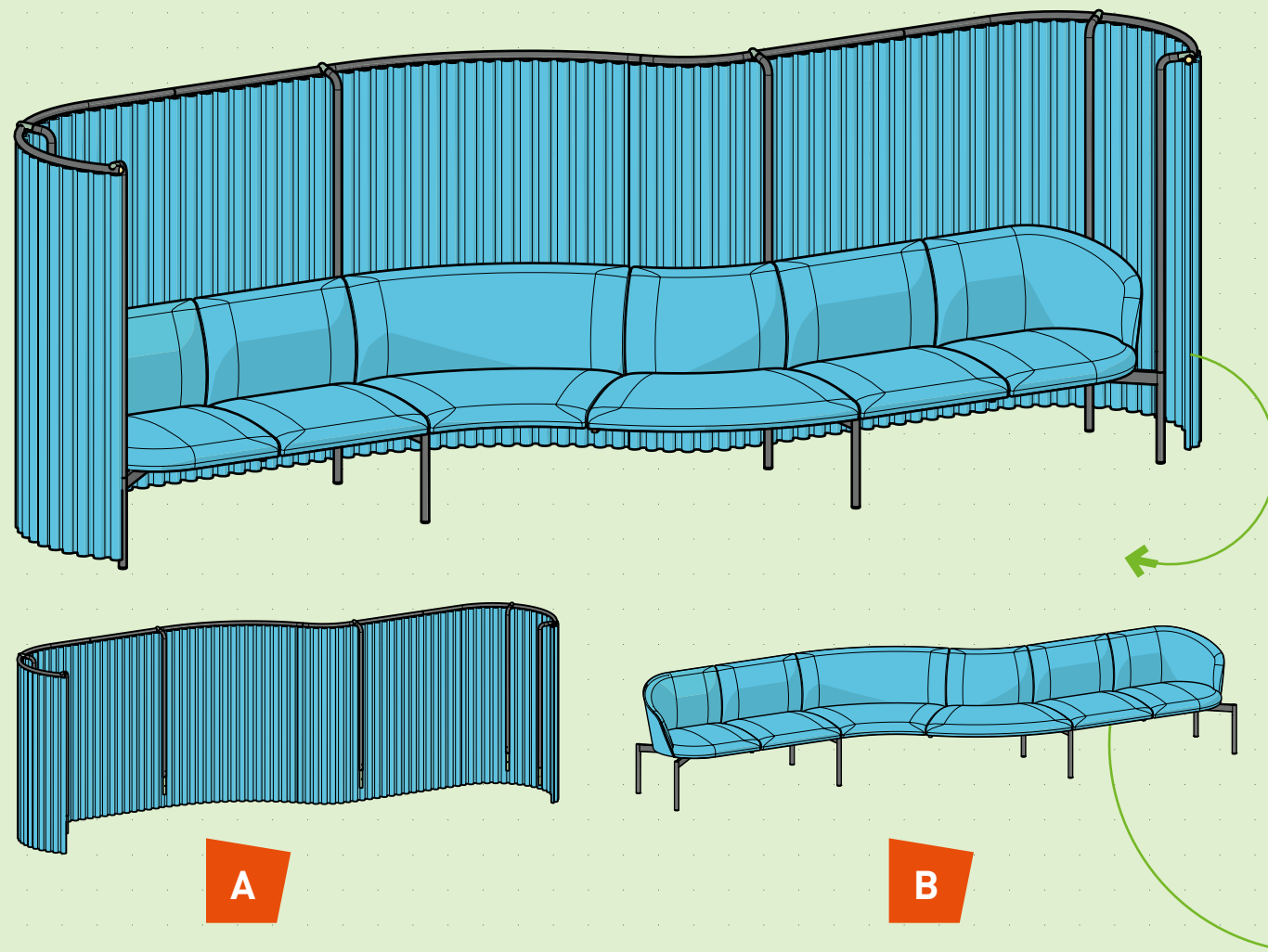


WE PAY ATTENTION TO THE DESIGN OF OUR PRODUCTS:

- + Consistently modular design
- + Keep material usage as low as possible
- + Favour durable, sustainable and recyclable materials
- + Timeless design for a long service life
- + Possibility of unmixed disassembly
- + High proportion of in-house production components
- + Avoidance of non-detachable bonds

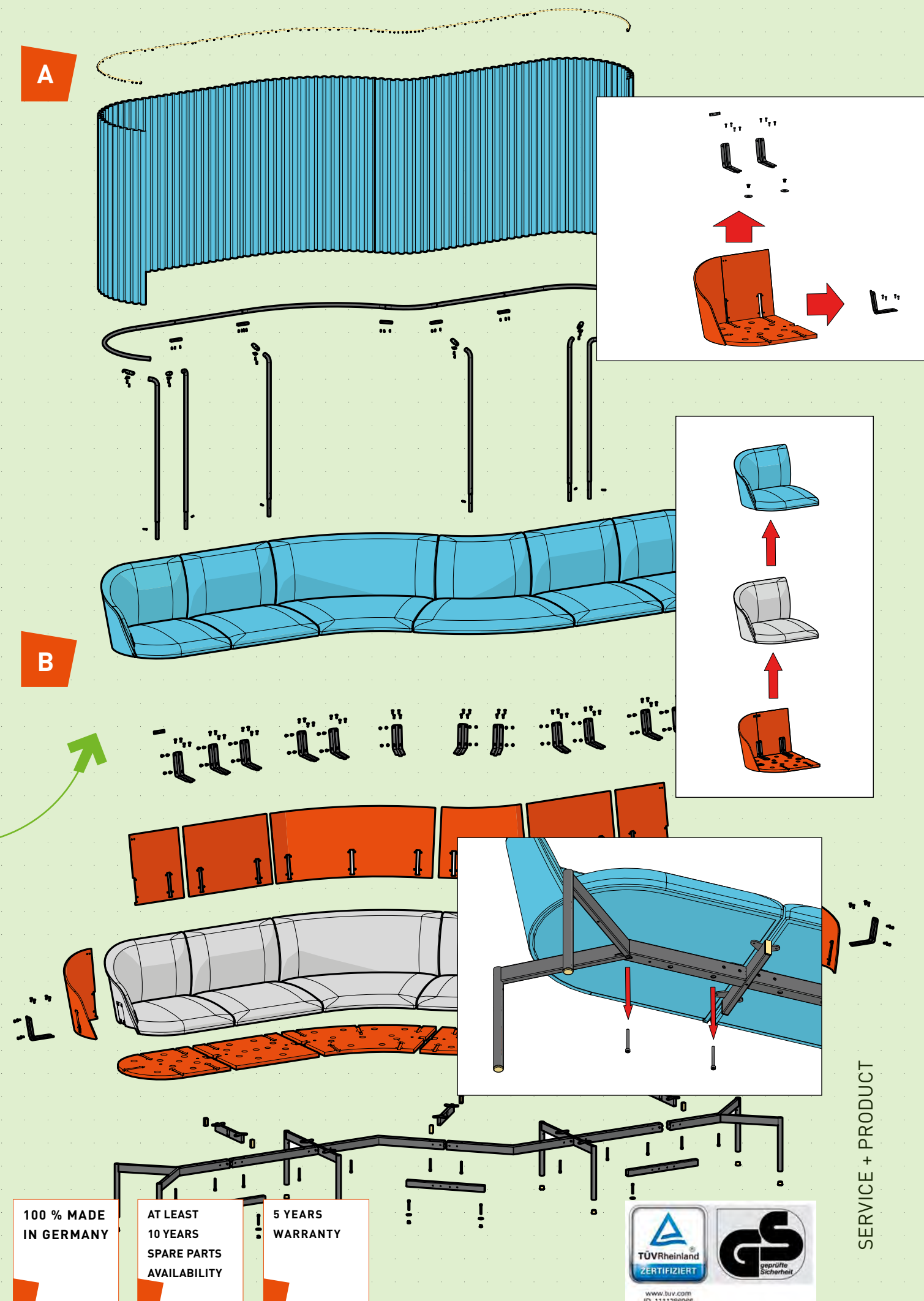
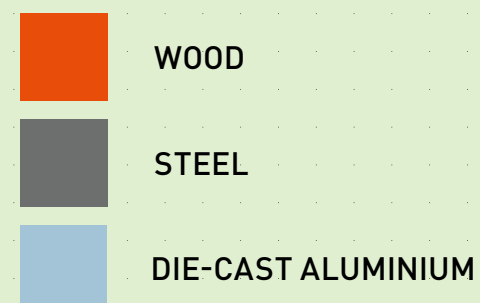
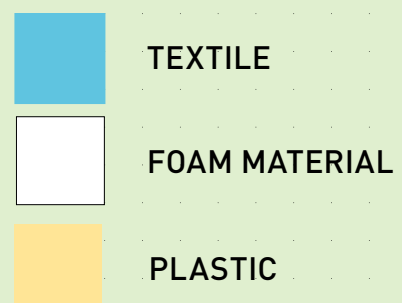
MODULARITY AT IT'S BEST: NET.WORK.PLACE Wave

The versatile, fully modular NET.WORK.PLACE Wave soft seating system takes ecological aspects into account in every detail:



- + No bonding of foams with substructure enables materials to be separated by type.
- + Foam made from 40% recycled material (including: Plastic waste, PU waste, tyres, waste oils, used cooking oils)
- + Cover fabric fastened with Velcro and thus, just like the foam, subsequently replaceable.
- + Modular system: can be configured and retrofitted as required.

- + The steel frame is powder-coated solvent-free
- + Cover fabrics made from 100 % recycled material available
- + Fabrics certified to OEKO-TEX Standard 100



COURAGEOUS INTO THE *FUTURE* WALK



IN 2025, KÖNIG + NEURATH WILL PROUDLY LOOK BACK ON 100 YEARS OF COMPANY HISTORY.

Entrepreneurial success always requires a look into the future. How will markets and societies develop? Which trends will disappear, which trends will become a permanent requirement?

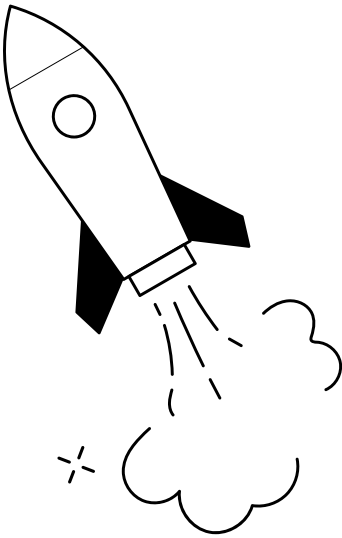
What developments are there in the field of technology and digitalisation? What benefits can artificial intelligence bring us?

In addition to many questions whose answers are uncertain, there are also certainties that we can be sure of. Due to the as yet unsustainable, linear economic model, we are jeopardising our livelihoods. We urgently need to make concessions here.

König + Neurath must and wants to make its contribution to the necessary transformation in the economy. We will become a climate-neutral company by 2030. This includes all processes that affect our production site in Karben (Scope 1 and Scope 2 according to the Greenhouse Gas Protocol).

We will first implement the measures that lead to direct greenhouse gas savings. Only if not otherwise possible, we will participate in offsetting projects to reduce greenhouse gas emissions. We will publish more environmental information on our products and endeavour to ensure that this information is comparable in the industry.

Another key component will be the promotion of circular projects in which existing furniture is reconditioned. We see this as a logical consequence for a sustainable corporate orientation.



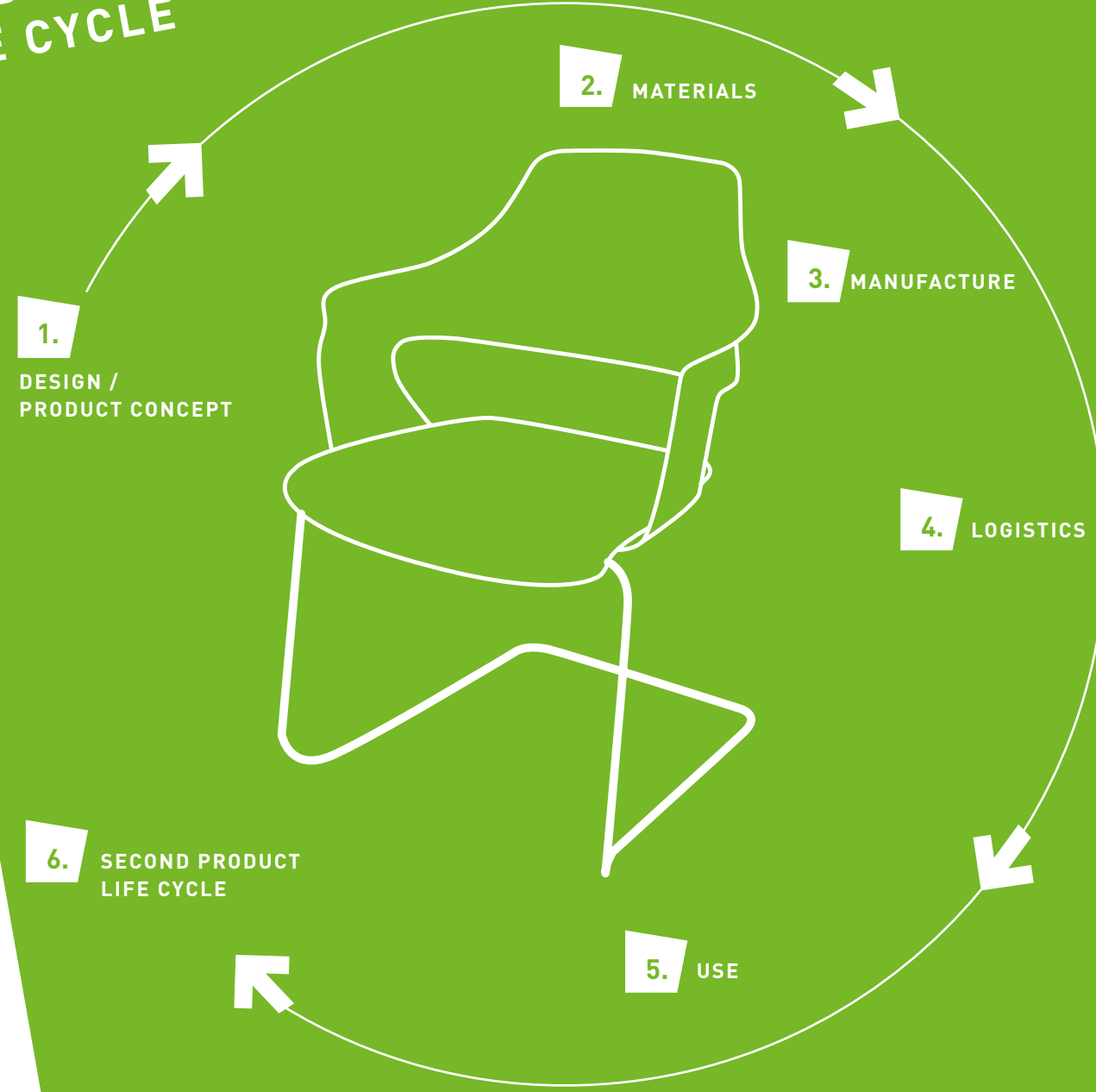
RESPONS- IBILITY

**RELIABILITY, INNOVATION AND SOCIAL RESPONSIBILITY
ENGAGEMENT.** Ecological, economic and social values are inextricably linked at our company. As a family business with a long tradition, our company is characterised by appreciation. Certifications according to international management standards for occupational health and safety, energy, environment and quality are an important tool for us to achieve continuous improvements in the company.

THIS IS OUR MOTIVATION

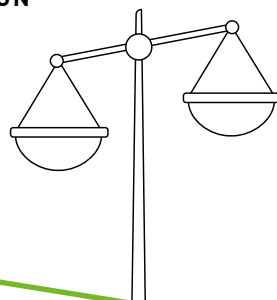


PRODUCT LIFE CYCLE



LEGAL REQUIREMENTS

- + REACH REGULATION
- + PRODUCT SAFETY ACT
- + CHEMICALS PROHIBITION ORDINANCE
- + CIRCULAR ECONOMY ACT
- + WEEE DIRECTIVE
- + PACKAGING LAW
- + ROHS DIRECTIVE
- + CE LABELLING
- + COMMERCIAL WASTE ORDINANCE
- + ELECTRICAL LAW
- + MACHINERY REGULATION



OUR VOLUNTARY INITIATIVES AND CERTIFICATIONS

COMPANY



PRODUCT

WE ARE
ON THE
RIGHT TRACK!



HUMAN

- + Occupational health and safety management in accordance with ISO 45001
- + Committee for Occupational Safety
- + Company doctor
- + Health promotion team
- + Mobile work regulation
- + Flexitime regulation
- + Average length of service of 16 years
- + High social standards throughout the supply chain (85% of suppliers from Germany, measured by purchasing volume)
- + K+N Code of Conduct and Code of Conduct for Business Partners
- + Own company restaurant
- + Participation in the annual Girls' and Boys' Day
- + 14 drinking water dispensers
- + Employee development and qualification through our own K+N Academy
- + Employment of around 40 trainees
- + After-work events
- + Carrying out flu vaccinations
- + Co-operation with fitness network Egym Wellpass
- + Allowance for company pension scheme
- + Job bike
- + Regular fruit distribution in fruit trolleys made by K+N
- + Allowance for massage and pedicure
- + Free entry to the local swimming pool



ENVIRONMENT

- + Environmental management system in accordance with ISO 14001
- + Energy management system in accordance with ISO 50001
- + Participants in the UN Global Compact
- + Founding member of the Environmental Alliance Hesse
- + Signatories to the Charter of the Initiative for Responsible, Sustainable Business in Hesse
- + Electricity consumption reduced by 43 % (2023 vs. 2015)
- + Greenhouse gas emissions reduced by 49 % (Scope 1 and Scope 2, 2023 vs. 2015)
- + Natural gas consumption reduced by 54 % (2023 vs. 2015)
- + Solvent emissions reduced by 79 % (2023 vs. 2020)
- + Heating energy from approx. 90 % of our own wood waste
- + Ecovadis Rating Silver (2024)
- + Use of recycled paper
- + Optimised production according to LEAN principles
- + Fully automated high-bay warehouse with green roof and low energy consumption
- + Own photovoltaic system
- + Extensive sustainability reporting with its own website
- + E-charging stations to promote e-mobility
- + Own bee colony on the K+N site
- + High environmental standards throughout the supply chain (85% of suppliers from Germany, measured by purchasing volume)
- + High vertical integration ensures fewer transports
- + Own, modern lorry fleet
- + Own car wash with water recovery and biological waste water treatment
- + Waste water treatment plant after powder coating



SERVICE + PRODUCT

- + Blue Angel certificates
- + European LEVEL 3 certification
- + Furniture Made in Germany certification
- + GS certification
- + Ergonomic products
- + Highest quality standards
- + Emission certification (SCS Indoor Advantage Gold)
- + Optimised, minimal use of packaging
- + Reduction in the use of adhesives for seating furniture
- + At least 10 years spare parts availability
- + 5-year manufacturer's warranty
- + Implementation of the "Design for Environment" guidelines
- + Consistently modular product structure
- + Very good reparability
- + Used furniture service
- + Timeless product design
- + Long service life
- + Use of recycled materials
- + Use of certified raw materials

CONNECT. COLLAB. CREATE.

The world of work is changing - and with it the demands on work cultures; spatially, technically and organisationally.

At König + Neurath, we design the working environments of tomorrow - innovative, sustainable and customised to the needs of our customers.

We are committed to the guiding principle **CONNECT.COLLAB.CREATE.** works closely with our partners to develop holistic solutions that not only increase efficiency and productivity, but also promote employee well-being.

CONNECT: We connect people and disciplines, share knowledge and ideas. This is how we find new ways for the work culture of the future.

COLLAB: As your partner, we will personally accompany you along your Office Journey. We ensure simple processes and, together with our partners, provide forward-looking solutions.

CREATE: We create forward-looking furniture and room solutions, made in Germany. This is how we shape the working world of tomorrow.

Our expertise and our commitment as process facilitators enable us to master the challenges of the modern working world together with you. Let's create momentum together, develop innovative ideas and transform your work culture.



CONNECT with us

As a leading brand for office furniture and room systems, König + Neurath develops solutions for individual work cultures.

Deutschland

König + Neurath AG
Industriestraße 1-3
61184 Karben
T +49 6039 483-0
info@koenig-neurath.de

Great Britain

König + Neurath (UK) Ltd.
Ground and Lower Ground Floor
75 Farringdon Road
London EC1M 3JY
T +44 20 74909340
info@koenig-neurath.co.uk

Nederland

König + Neurath Nederland
Beethovenstraat 530
1082 PR Amsterdam
T +31 20 4109410
info@konig-neurath.nl

Belgien/Luxemburg

König + Neurath Nederland
Beethovenstraat 530
1082 PR Amsterdam
T +32 475 270060
koen.meyers@koenig-neurath.de

France

König + Neurath AG
53, rue de Châteaudun
75009 Paris
T +33 1 44632393
info@koenig-neurath.fr

Schweiz

König + Neurath (Schweiz) GmbH
St. Gallerstrasse 106 d
CH-9032 Engelburg / St. Gallen
T +41 52 7702242
info@koenig-neurath.de

Österreich

König + Neurath AG
Gonzagagasse 1 / Morzinplatz
1010 Wien
T +43 676 4117512
info@koenig-neurath.de

König + Neurath supports its customers throughout the entire office design process. Step by step: from analysis, initial ideas and planning through to implementation and sustainable service. With differentiating style worlds, form-conscious, sustainable furniture **MADE IN GERMANY** and digital solutions, the family-owned company founded in 1925 is helping to successfully shape the changing world of work. In this way, we increase employee performance and strengthen the employer attractiveness of companies.



We ask for your understanding that, for reasons of readability, we have refrained from using male, female and diverse designations throughout. It goes without saying that all texts refer equally to all gender identities.



Follow us on our social media channels.