



# Sustainability report 2023

Here we grow™

# Contents

**01 Sustainability at Stokke**

- 07 A word from Jacob Kragh, CEO
- 08 Stokke & the value chain
- 09 Our sustainability strategy & promise
- 10 Governance policy
- 12 Sustainability governance structure

**02 Child Development**

- 14 Our child development promise & brand purpose
- 15 Aligning with UN's Sustainable Development Goals
- 16 Why we focus on child development
- 17 How we act on our beliefs
- 19 Our journey so far

**03 Environment**

- 21 Our environmental promise
- 22 Emissions & Impact
- 27 A look into our materials
- 33 Design's approach to Sustainability

**04 People**

- 35 People & workplace – our values
- 36 Workplace principles
- 37 Diversity & equality
- 38 Our people & the supply chain

**05 Appendix**

- 41 Due diligence assessment
- 46 Emission calculations
- 50 Number & statistics for GRI
- 55 GRI content index

2023 – Stokke's sustainability report

# Growing toward a better future

“We have a role to play in making the world a better place, and our actions can make a real difference.”

Jacob Kragh, CEO

<p><b>Child Development</b></p> <p>Confident kids for a better world</p> <p>Increasing recognition for child development. Product and design philosophy.</p>	<p><b>Environment</b></p> <p>Caring for children is caring for the planet</p> <p>Quality products made to last. Reducing climate footprint. Ensuring sustainable forestry.</p>	<p><b>People &amp; Workplace</b></p> <p>Caring for people at Stokke and through the value chain</p> <p>Fair practice for supply chain partners and workplace health &amp; equality.</p>
<p><b>Key Developments</b></p> <p>Completion of the initial phase of our research study at the University of Copenhagen enhancing our understanding of Child Development.</p> <p>Established internal awareness of Stokke's Child Development efforts, alongside the introduction of four campaigns to raise awareness and highlight its significance.</p>	<p><b>Key Developments</b></p> <p>Aligned with the Science Based Target initiative (SBTi) and its reduction goals, we have successfully reduced our total emissions by 22% compared to 2022, increasing renewable electricity usage in manufacturing to 49%.</p> <p>We've made substantial progress in closing the gaps in the Tripp Trapp® chair FSC®-certification, enabling us to commence production of FSC®-certified Tripp Trapp® chair from January 2024.</p>	<p><b>Key Developments</b></p> <p>Introducing our new Stokke values marks a significant step in aligning with our organizational vision, providing a framework for decision-making, and fostering unity among our team.</p> <p>We have successfully integrated all of our Tier1 suppliers into SEDEX*, conducted a comprehensive risk assessment, and established a roadmap to address supply chain risks effectively.</p>
<p><b>Plans:</b></p> <p>Implement a 360-degree communication strategy covering monthly topics, disseminating expert knowledge, providing platforms for real parents and children, investing in proprietary research, engaging in media interactions, and activating CEO through involvement with children and collaborations with reputable organizations.</p>	<p><b>Plans:</b></p> <p>Implement a comprehensive strategy aimed at achieving a 2% reduction in emissions across all sectors by 2024. Align individual behavior with sustainability efforts, fostering personal accountability for meeting targets. Empower each person to actively contribute to our sustainability goals through specific actions.</p>	<p><b>Plans:</b></p> <p>Execute supply chain mitigation plan, including audits of five T1 suppliers, corrective action planning, grievance mechanism establishment, and annual risk assessment with key suppliers.</p>

\* SEDEX is a membership organization that provides a platform for companies to manage and improve ethical and responsible business practices in global supply chains

# Get to know Stokke

Stokke AS is a privately owned Norwegian company recognized worldwide for best-in-class solutions for children. We have combined our passion for Scandinavian design with the ability to challenge the ordinary and make beautiful products that nurture family bonding. Focused on providing children with the best start in life, Stokke works to encourage children to become self-reliant and confident learners about life.

All our products adhere to our core values of sustainability, design, and child development.

## Company facts infographics as of 31.12.2023:

**30 products and 78 accessories**  
in our portfolio

**95 markets, including**  
**57 with direct distribution**

**3700**  
points of sales

**3000**  
retail partners

**30%**  
eCommerce-share of total revenue

**1.1 million**  
visits to stokke.com per month

### 12 locations

Ålesund (Head Office, NO), Amsterdam (NL), Aix-en-Provence (FR), Copenhagen (DK), Hong Kong (CN), Lyon (FR), Oslo (NO), Seoul (KR), Shanghai (CN) Sindelfingen (DE), Stamford (US), and Tokyo (JP).

**392 employees within the group from**  
**43 different nationalities**

## Our Story

### > 2023

Launch of first Sustainability Report (for the year 2022).

Acquisition of full ownership of JetKids AS.

Introduction of new strategy 'Vision for Growth' strategy. Designed to grow Stokke's business towards 2028 and become the most relevant and trusted brand in the industry by reaching more families, unlocking the power of digital, and leading in sustainability.

Launch of the new Stokke® Snoozi.

### > 2022

Established a collaboration agreement with the University of Copenhagen to fund a three-year PhD study on learning and social development at the dining table, in March.

Acquisition of the Danish company Evomove A/S, manufacturer of the award-winning Nomi chair in May.

50<sup>th</sup> anniversary of the Tripp Trapp® chair, the chair that grows with the child™.

### > 2021

Acquisition of the German baby carrier company Limas GmbH and the Italian brand Mukako, producer of multi-activity play tables for children, in June.

Followed by the acquisition of BABYZEN®, the French manufacturer of the acclaimed YOYO all-in-one lightweight stroller, in December.

### > 2020

Strong growth in financial results due to 2019 renewed strategy, with sales of the Tripp Trapp® chair at its highest ever in 49 years.

### > 2019

Appointment of CEO Jacob Kragh.

### > 1972

The beginning of a new era with the launch of the first product for children – the Tripp Trapp® chair created by Norwegian designer Peter Opsvik.

### > 1932

Stokke is founded as a company specializing in the design and production of high-quality furniture in the Sunnmøre Alps of Norway, by Georg Stokke.

# About this report

Introducing the Stokke Sustainability Report 2023, a cornerstone in our unwavering dedication to sustainability and transparency. This comprehensive report offers insights into Stokke's sustainability initiatives across all subsidiaries providing a thorough overview of our efforts to mitigate our environmental impact, support our workforce, and create lasting value for stakeholders.

Expanding beyond our operations in Stokke, this report delves into indirect facets, emphasizing our holistic approach to addressing environmental and social issues.

In reference to the GRI (Global Reporting Initiative) Universal Standard 2021, the Sustainability Report 2023 prioritizes key subjects identified through a thorough materiality assessment conducted in 2022. The GRI index at the end of the report summarizes disclosures according to the GRI Universal Standards, guiding readers to relevant sections. In compliance with the Norwegian Transparency

Act, our statement on human rights and due diligence will be available on our company website before June 30. This marks the second annual release of our Sustainability Report, covering the fiscal year from January 1, 2023, to December 31, 2023. It is scheduled to be released end of April 2024 and will not include restatements from previous reports. The report has not been externally assured.

## Materiality assessment and stakeholder engagement

Stokke seeks to make a positive impact on a diverse group of stakeholders, including individuals, businesses, organizations, and authorities, who are either affected by or have an impact on our operations. Whether they are our customers, suppliers, employees, or owners, our goal is to set a higher standard and create meaningful change. We aspire to conduct a double materiality analysis by the end of 2024 in anticipation of the Corporate Sustainability Reporting Directive (CSRD).

## Our process

Representatives from Stokke's leadership team (including Supply Chain, Finance, HR, and Communication) conducted a materiality analysis in January 2023. The purpose of this analysis was to determine and prioritize the most important Environmental, Social and Governance (ESG) themes for Stokke, highlighting where the company has the most significant impact.

In this analysis, Stokke's managers evaluated several aspects of the company's ESG strategy. This included a review of the company's core business, key stakeholders, and the definition of sustainability within the company. The team also assessed the most relevant megatrends in ESG and industry concerns, in addition to conducting a stakeholder analysis.

After assessing relevant megatrends, industry considerations, and stakeholder concerns, Stokke has identified and prioritized the key ESG issues crucial to advancing the company's sustainability efforts.



# Embracing sustainability: Stokke's progress and vision

By Jacob Kragh, CEO

At Stokke, sustainability lies at the heart of our mission. We understand the vital significance of nurturing the well-being of children and preserving the planet they will inherit. We're dedicated to playing our role in shaping a brighter future for all.

With great enthusiasm, I am delighted to present our second Sustainability Report, which reflects on our contribution and progress in 2023 while outlining our ambitious objectives for the years ahead.

In today's world, sustainability is no longer a choice; it's a necessity for the good of our planet and future generations. Both consumers and retailers worldwide are increasingly choosing products that prioritize environmental responsibility and embrace sustainable living. At Stokke, we are dedicated to fulfilling this growing demand by crafting products that are built to last, a tradition we've upheld since 1972. Our focus on durable materials, timeless design and grow-with-your-child philosophy ensures the longevity of our products, exemplified by the Tripp Trapp® chair, often passed down through generations. We firmly believe that the most sustainable products are the ones you will not need to replace.

In 2023, significant strides were made in our sustainability journey. The release of our first Sustainability Report for the year 2022 marked a great step forward, signaling our enhanced commitment to transparency and accountability. We also made substantial progress in optimizing our production processes. This involved raising the percentage of renewable electricity in manufacturing to nearly 50%, achieving a 22% reduction in overall carbon emissions relative to 2022 and transitioning to exclusive production of FSC®-certified Tripp Trapp® chairs starting in January 2024.

As we look ahead, we remain dedicated to driving progress in sustainability. Embedded within our Vision for Growth Strategy, sustainability stands as a foundational pillar, steering our efforts to lead in both social and environmental responsibility. We have set concrete goals aiming for a 2% reduction in our greenhouse gas emissions in 2024 and nearly 6% annual reduction thereafter. We aim to achieve this by increasing the share of renewable electricity at our suppliers and transitioning to materials with a lower environmental footprint, such as recycled or bio-based plastics.

Moreover, we aim to inspire parents with the power of the early years as a foundation for lifelong growth, while also amplifying our advocacy on this incredibly important topic. Integral to this effort is the study we are conducting in collaboration with the University of Copenhagen which investigates learning and social development at the dining table. I am excited to see its continuation into 2024, transitioning from preliminary desk research to the data collection phase wherein numerous dozens of parents and caregivers will be observed in their homes as they share meals with their toddlers.

As Stokke, we also count on our employees to stand beside us as trailblazers, driving transformation. We aim to empower each member of our team to foster individual responsibility, enact small changes, and propose initiatives to support our objectives. An example of this was the launch of the Sustainability Ambassador program, which saw 10% of our colleagues get actively involved in driving sustainability initiatives.

All-in-all, we are raising the bar even higher in 2024, reaffirming our commitment to creating a positive impact on society and the environment. As a brand that prioritizes the well-being of children, we are dedicated to building a future where they can thrive.

# Sustainability at Stokke



Stokke & the value chain

# Looking back at our year

## Key developments in 2023

Established exclusive production of FSC®-certified Tripp Trapp® chairs from January 2024 onwards.

Reduced carbon emissions by 22% compared to 2022.

Received FSC® certification for Stokke® Snoozi™.

Increased renewable electricity in manufacturing to 49%.

Introduced four campaigns with a focus on Child Development to raise awareness and promote its importance.

Ensured all Tier One suppliers linked to Stokke on SEDEX.

Stokke Sustainability Strategy training as a part of Newcomers onboarding.

The Stokke Sustainability Ambassadors program is initiated to facilitate project execution across the company.

Completed the initial phase of Stokke's funded study at the University of Copenhagen.

Internal resources trained as Circle of Security Parenting Facilitator to enhance organizational knowledge in Child Development.

Performed thorough risk assessment of Tier One suppliers.

Our sustainability strategy & promise

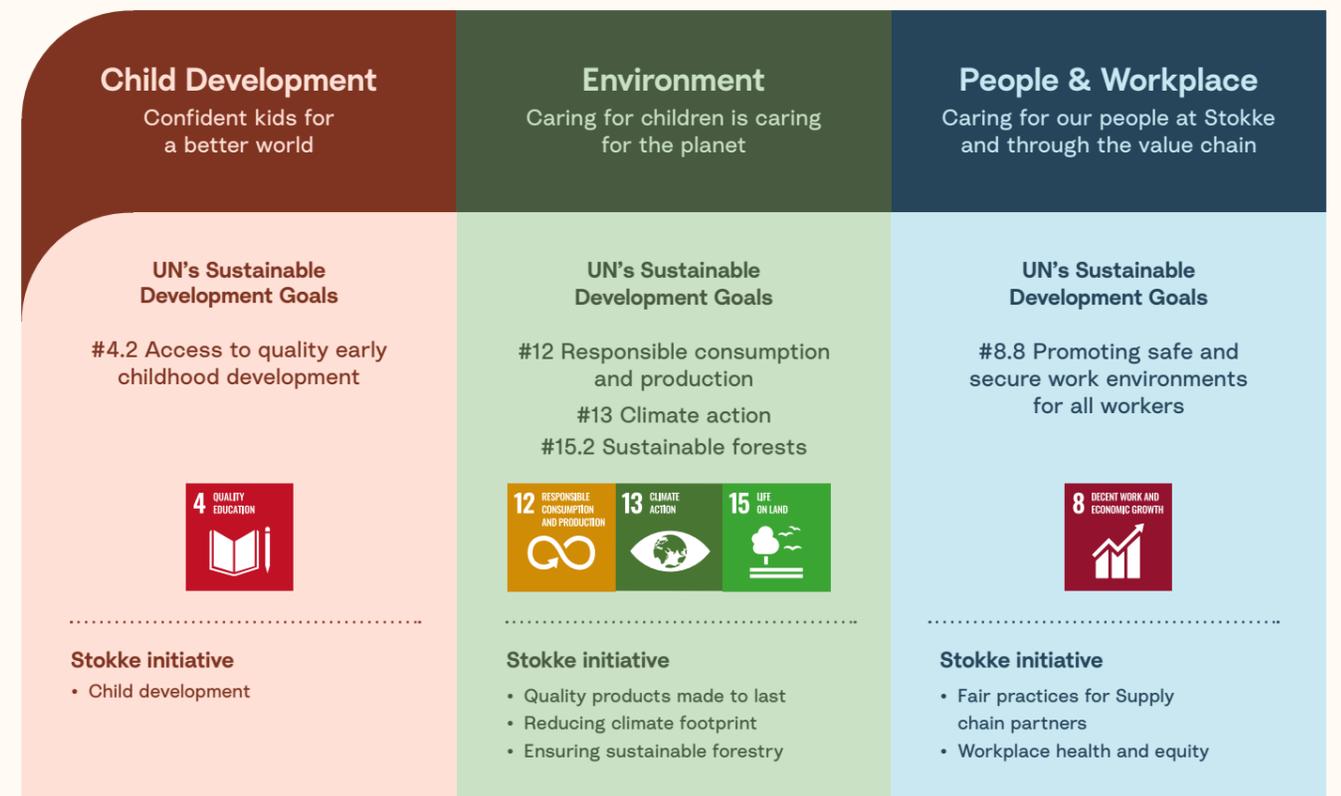
# Turning care into action

At Stokke, our dedication to sustainability is at the heart of everything we do. Quality is ingrained in our brand's DNA, reflecting our longstanding commitment to excellence. Each of our products serves a dual purpose: promoting child development and fostering family connections. This goes beyond mere functionality, as our designs actively encourage closeness between parents and children.

At Stokke, we translate this ethos into action through our use of premium, long-lasting materials and versatile, adaptable designs. Our products are built to stand the test of time, with many becoming cherished heirlooms passed down through generations. This philosophy underscores our commitment to building a brighter, more sustainable future for all.

In today's fast-paced world, caring for our children extends beyond basic needs to include safeguarding the environment for future generations.

Sustainability strategy & promise  
**Growing towards a better future**



**Stokke Sustainability Strategy**

In a world with a rapidly growing population, it is crucial to take care of children to build a better future for everyone. That's why we're fully dedicated to doing our part for society and the environment. Even though we are still working on it, our plan is to make Stokke the top pick for parents who want to make a difference for the better. While sustainability has always been at the heart of our heritage, it officially became a key component of our brand's value proposition in 2020. This drives our efforts to make a meaningful difference in the lives of children and families while minimizing our environmental footprint. Anchored in five UN Sustainable Development Goals (SDGs), our Sustainability Strategy targets key areas where we can generate positive outcomes.

## Governance policy

# Our framework for responsible business conduct

At Stokke, we've integrated governance, transparency, ethical business practices, and sustainability into every aspect of our business structure. Governance is a focal point in our strategy, ensuring that ethical business practices extend throughout the Stokke supply chain. This entails the development of policies and governance measures aimed at fostering responsible business practices across our operations and supply chain. Therefore, Stokke has implemented a Supplier Code of Conduct as well as a Policy for Responsible Business Conduct, that covers various topics to ensure ethical business practices.

### Areas covered by the policy for Responsible Business Conduct:

- Forced and compulsory labour
- Freedom of association
- Child labour
- Discrimination
- Harsh or inhumane treatment
- Health & safety
- Wages
- Working hours
- Regular employment
- Marginalized population
- Environment
- Corruption
- Animal welfare

### Anti-corruption

Stokke has implemented an anti-corruption policy outlined in both the Stokke Responsible Business Conduct and the Stokke Supplier Code of Conduct. Compliance with this policy is expected from all employees and suppliers. No confirmed incidents of corruption within Stokke's operations or supply chain were reported in 2023. Although specific emphasis on communication and training regarding anti-corruption policies and procedures was not placed during 2023, all employees are familiar with the Stokke Responsible Business Code of Conduct. Additionally, suppliers are informed about the policies through the Stokke Supplier Code of Conduct.

### Customer health and safety

Stokke has implemented policies and systems to ensure the timely recall of products if they pose any risk to customer health and safety, with a strong emphasis on precautionary measures. Throughout 2023, there were no product recalls. Furthermore, all Stokke products are labelled according to national standards and regulations, with user safety information provided in the product user guide. In 2023, there were no instances of significant non-compliance related to product and service information or labelling. Additionally, there were no reported incidents of non-compliance concerning marketing communications.

Regarding customer privacy, Stokke has not received any substantiated complaints regarding breaches of customer privacy from external parties or regulatory bodies. In 2023, Stokke did not experience any identified leaks, thefts, or losses of customer data.

### Stokke Supplier Code of Conduct

In 2009, Stokke adopted the [Stokke Supplier Code of Conduct](#), which serves as a cornerstone for our commitment to responsible business practices. This code, rooted in UN (United Nations) and ILO (International Labour Organisation) conventions, articulates the fundamental principles guiding our engagements with suppliers. It sets forth the minimum expectations we maintain for all our partners. At its core is the principle that suppliers must adhere to the legal frameworks of their respective regions and production sites. Whenever national laws align with our guidelines, we consistently uphold the highest international standards.

Throughout 2023, Stokke remained dedicated to refining policies and practices that support our business partners in aligning with the principles outlined in our Supplier Code of Conduct. By the end of 2023, 100 percent of Stokke's primary suppliers had received and accepted our Supplier Code of Conduct. For further insights into our efforts to enhance ethical business practices and promote high social standards within our supply chain, please refer to page 41.

### Stokke policy for Responsible Business Conduct

By adhering to the [Stokke policy for Responsible Business Conduct](#), we are committed to ensuring that both our customers and business partners can trust in our dedication to mitigating any adverse effects on society and the environment. This policy underwent thorough formulation, presentation, and approval by our Board of Directors (BOD) in January 2022, signifying our commitment to ethical business practices. Furthermore, we have made this policy accessible to all our employees, emphasizing our collective responsibility in upholding these principles across all facets of our operations.

## Sustainability governance structure

# Who's doing what?

The Board of Directors bears the ultimate responsibility for corporate governance at Stokke, including overseeing strategic planning and reviewing strategic processes. This also encompasses our Sustainability Strategy.

Operational responsibility for implementing these strategic processes, including those related to child development and Sustainability, rests with the CEO, with support from the BoD. Regular updates on Stokke's Sustainability initiatives are provided to the BoD by the executive management, who are tasked with managing the impacts of business activities. Should critical concerns arise regarding the company's efforts in Sustainability, the CEO will communicate these to the BoD as necessary.

We have established a Sustainability Governance body comprised of the CEO, CFO, Chief Supply Chain Officer, and Chief Innovation Officer. This body drives strategic decisions and determines priorities for initiatives. Within the Stokke Leadership team, the Chief Financial Officer (CFO) assumes responsibility for the Stokke Sustainability Strategy. The Sustainability Manager reports to the Head of Finance and is tasked with developing and furthering the implementation of the strategy, as well as overseeing Sustainability reporting.

### We manage Sustainability related activities through joint governance of various departments.

- Our innovation team, as product design and development owner, holds a significant responsibility in executing our strategy, particularly in making decisions regarding materials.
- Our Sourcing & Production team takes the lead in overseeing the active implementation of social and environmental initiatives within our supplier base.
- Our Communication team takes a leading role in driving forward child development initiatives, actively contributing to the advancement of our strategic Sustainability goals.
- Our Compliance and Legal teams contribute to advancing our strategic Sustainability initiatives.

### How do we ensure our commitment internally?

To effectively execute our strategy, we've laid down a foundation of initiatives that are gradually implemented and expanded over time. The enactment of our strategy is a collective responsibility shared by every member of our organization, as our combined efforts and actions are essential for attaining our sustainability objectives.

We promote awareness of our Sustainability Strategy among our colleagues through regular webinars and training sessions. In 2023, we incorporated sustainability training into the onboarding process for new employees and provided in-depth Stokke Sustainability Strategy training for teams involved in Sourcing & Production as well as Innovation.



# Child Development

Our child development promise & brand purpose

# Confident kids for a better world

We believe children are the key to a better future, and fostering a strong bond between parents and their children forms the most solid foundation for this. That's why we work to support parents and caregivers as they nurture their children's confidence. Rooted in connection, safety, and exploration, we inspire parents to embrace daily

opportunities for their children's development. We truly believe that by bettering the relationship between a child and their parent, we have potential to make the world a better place.

## The Stokke approach to child development

### Connection

In a child's process of navigating and understanding the world, the parent serves as a crucial lens. The expressions and sounds emanating from parents and caregivers become the guidebook, teaching them how to respond to every moment. A look from a parent can signal safety or caution, influencing the child's actions. Recognizing the significance of a parent or caregiver in a child's growth, we are committed to nurturing this vital connection. Through thoughtfully crafted products, we aim to foster eye-to-eye interactions that enhance the parent-child bond.

“Every interaction is a window of opportunity for learning and development.”

Dr. Johanne Smith-Nielsen, Associate Professor Ph.D. Clinical Psychologist University of Copenhagen, Center for Early Intervention and Family Studies

### Exploration

While it may be scary to let your little one explore, their wobbly steps are incredibly important to their development. When children are given the space to lead while feeling the unwavering support of their caregivers, they discover the courage to take those steps. Allowing children to explore the world on their own terms is essential for building confidence. With this in mind, our products are designed to give children the confidence to explore, while also assuring parents that their little ones can embrace each adventure with trust and support.

“Letting your child experiment and explore is one of the most fundamental ways of learning for a young child.”

Dr. Johanne Smith-Nielsen, Associate Professor Ph.D. Clinical Psychologist University of Copenhagen, Center for Early Intervention and Family Studies

### Safety

Every discussion of product development starts and ends with safety. Protection is prioritized over progression because we want to create a world where kids grow up confidently.

To make that happen, kids need a space free from harm, where they can rest, learn, and explore as they naturally do. When children feel safe, their curiosity sparks, and they're eager to dive into discovery. Our mission is simple: empower kids to experiment and explore while parents do not worry about letting them do so.

“When a child knows that ‘You are here for me and you have my back. If I look at you, you will be there’, they are encouraged to explore more.”

Dr. Johanne Smith-Nielsen, Associate Professor Ph.D. Clinical Psychologist University of Copenhagen, Center for Early Intervention and Family Studies

Aligning with UN's Sustainable Development Goals

# The impact of the early years

At Stokke we believe good now means better later. That's why we're committed to Child Development.

We now strive to align our work on Child Development with UN Sustainable Development Goal #4.2. Education is the springboard for progress and change. It helps reduce inequalities and achieve gender equality, which is key to achieving many other Sustainable Development Goals. It also empowers people to live healthier and more sustainable lives.

That's the reason we prioritize Child Development at Stokke and are steadfast in emphasizing its importance. In 2023, Stokke completed the initial phase of our funded study at the University of Copenhagen focused on the impact of sitting at the table for Child Development. Alongside this, we introduced four campaigns with a focus on Child Development and trained our internal resources as Circle of Security Parenting Facilitators to enhance organizational knowledge in Child Development.

“By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre primary education so that they are ready for primary education.”

UN Sustainable Development Goal #4.2



## Why we focus on child development

# Early bonds, lifelong confidence

It's during the first years of life that we set the foundation for everything to come. As a brand that champions children, we're big believers in those years. Simply put, we think confident kids make for confident adults. We believe this is because of the power the early years yield, deeply intertwined with attachment theory. Before blowing out the first birthday candle, children are already beginning to understand the dynamics of relationships and emotions. It's during this critical time we form our ability to attach to others and regulate our emotions. These early experiences play a crucial role in fostering healthy development, influencing how effectively we navigate the world.

During these first few years, the love and interactions shared between parents and children play a profound role. These moments of connection and communication are invaluable, fostering the bond between parent and child. At Stokke, we're dedicated to encouraging these special moments, designing products that enhance these interactions and foster meaningful connections. Because we believe that these formative moments of love and connection are the building blocks of a happy and fulfilling life, allowing children to understand and navigate their world long before they can form actual sentences.



“The early years of life have impact on our development throughout our lives.”

Dr. Johanne Smith-Nielsen

Associate Professor Ph.D. Clinical Psychologist  
University of Copenhagen, Center for Early  
Intervention and Family Studies

## How we act on our beliefs

# Creating products in the best interest of the child

At Stokke we design products with the early years in mind. We come from a heritage of products that foster connection and closeness between parent and child, and we're on a mission to continue to do this with safe, responsible and inviting products.

### There's more to sitting than you'd think.

The table is where the real growth is. It's where we take the time to slow down, connect, listen and learn from each other. And that's where our high chairs come in by making connecting even easier. They let you see eye-to-eye and have meaningful conversations, whether it's in baby talk or actually coherent. Letting children be part of the dinner table from a young age makes them feel both seen and heard, allowing them to grow alongside you.

### There's a whole world waiting.

Whether it's a big family trip or just a walk down the block, there's always something new to be seen. And we think every new experience should be a shared one. Which is why our strollers and baby carriers make it easy to stay connected through it all.

Both product ranges offer safe and comfortable exploring while also enabling close contact between parent and child.

### Growing one dream at a time.

A nursery is so much more than just a room to sleep in. It's a place of tranquility and growth. Where kids get ready to take on the day and rest after everything they've experienced. Where they learn to read, sing, play and connect. With this in mind, we've created a range of nursery products that allow for safe, snug and cozy connection between parent and child. No matter if it's a diaper change or a bedtime story, it's a moment together.

### Learning by playing.

Sure, playing is a lot of fun and games. But secretly, it's also a great opportunity to learn. Research shows that language skills are nurtured during pretend play. Whether it's block building, drawing or making up some dinosaur drama, playing let's children discover with both their hands and minds. There's growth in those funny moments. Playing can be done alone, with friends or as a family, but no matter what, our Stokke® MuTable™ allows for all sorts of fun and engaging moments.

### The Tripp Trapp® Chair

There's more to sitting than you'd think. The table is where the real growth is, it's where we take time to slow down, connect, listen and learn from each other.

### Stokke® Sleepi™

There's so much more to a nursery than just a room to sleep in. It's a place of tranquility and growth.

### YOYO®

Life is more exciting when you're on the move! Our strollers are compact, lightweight, and versatile – designed for convenience and comfort.

### Stokke® MuTable™

Sure, playing is a lot of fun and games. But secretly, it's also a great opportunity to learn.

How we act on our beliefs

# Investing in knowledge

All our work concerning child development will rely on scientific evidence. To enable this, we entered a partnership with the Centre for Early Intervention and Family Studies (CIF) in April 2022. This center is part of the Department of Psychology at the University of Copenhagen in Denmark and seeks to bridge the gap between research and practice to implement research-based knowledge into the practice of professionals and caregivers. The CIF has a special interest in the role parents play in child development and how research can support them in promoting their children's development – which aligns well with Stokke's mission to strengthen the connection between parent and child and to promote child development.

For this reason, Stokke has committed to fund a three-year PhD study on learning and social development at the dining table. Led by Associate Professor Johanne Smith-Nielsen, this PhD project will examine dining table situations with caregivers and young children aged zero to three years, which will then be studied in a socialization context.

Through this collaboration, we will gain insight from trained child psychologists providing us with the latest scientific evidence that can guide Stokke's approach on to child development.

We aim to enhance our expertise in child development and emerge as advocates for this mission, earning acknowledgment from both caregivers and customers. Starting our project with CIF is one we aim to complete this objective, but we also plan to further build on our ongoing activities and boost awareness of child development internally and externally.

Stokke has partnered with University of Copenhagen and is funding a 3-year PhD study on Early Childhood Development. In this project, we will investigate the parent-child interactions that take place in eating situations to learn more about how the family and parenting practices during meal-time are associated with children's learning and social development.

Our journey so far

# What we've learnt about the impact of family mealtime



We are one year into our 3-year PhD study on Early Childhood Development; but we are already seeing interesting results from the first phase of this project.

## 2023 work: preparing a systematic review and an empirical study

In 2023 the PhD project focused on initiating two tasks: a comprehensive systematic review and an empirical study. The goal of the systematic review was to gather and evaluate current scientific knowledge about how family mealtime dynamics in early childhood affect developmental outcomes.

This work included meticulously searching academic databases and identifying 12,428 articles with potential relevance. With the assistance of two review assistants, this selection has been cut down to 127 pivotal articles to be included in the final analysis.

The insights gained from this review have been instrumental in shaping the empirical study slated for 2024. The study aims to explore the unique role of family mealtimes in the developmental journey of toddlers, with a particular focus on socioemotional development and emotion regulation.

## The plan for 2024

The completion of the systematic review will mark the completion of a significant milestone in the PhD project. In 2024 we will move forward into the data collection phase of the empirical study. This will involve visiting families in their homes to observe the dynamics between parents and children during various activities, including playtime, clean-up tasks, and, most importantly, family mealtimes. Through this study, the aim is to illuminate the nuances of how these interactional contexts influence parent-child relationships and, in turn, contribute to the socioemotional development and emotion regulation capacities of children. The goal is to engage with 110 families, offering a rich dataset for the research.

“Family mealtimes represent unique moments of unity, often being the sole instance in a day where the entire family comes together in shared activity. Here, during what is affectionately known as the 'wolf hour,' we are privileged to observe the interactions and dynamics that unfold, offering invaluable insights into the essence of family life.

Julie Elisabeth Warberg Mohr  
Ph.D. Student Psychology

## Our environmental promise

# Caring for children is caring for the planet

As a brand dedicated to children, we genuinely care about the planet's future and our role in it. We are committed to craft innovative, high-quality products in a responsible business environment, providing the peace of mind that comes with Stokke's products. This dedication underscores our contribution to preserving the planet, benefiting both current and future generations.

### Our environmental milestones

#### > 2023

In 2023, we reduced our Scope 1 emissions by 30% and Scope 3 emissions by 23% compared to the previous year, 2022. Scope 3 emission reduction was partially achieved through an increase in our use of renewable electricity, which now accounts for 49% of our energy consumption. Additionally, solar panels were installed at three of our European suppliers, further contributing to our efforts to reduce emissions. Lastly, Stokke achieved exclusive manufacturing of FSC®-certified Tripp Trapp® chairs as of January 2024.

#### > 2022

In 2022 Stokke set ambitious short and long-term emission reduction targets following the SBTi, which is a widely used framework for setting ambitious emission reduction targets aligned with climate science. We have established an emission reduction roadmap to continuously reduce emissions with annual targets.

#### > 2021

In 2021 we improved our emission calculations with a specific focus on materials and manufacturing. This involved gathering extensive data from our supply chain.

#### > 2020

Since 2020, Stokke has measured carbon emissions from all our direct and indirect operations. The calculation is carried out by a third party, following the Greenhouse Gas (GHG) Protocol methodology on an annual basis.

# Environment

Emissions & impact

# Steps we want to take in the right direction

Our Commitment to the environment

**Aligning ourselves with United Nations Sustainable Development Goals (UN SDG) #12, #13 and #15:**

Stokke aligns its environmental initiatives with UN SDG: #12 Responsible Consumption and Production, #13 Climate Action, and #15 Life on Land.

Designed for longevity, our products embody UN SDG #12. We prioritize materials with lower environmental impact, including certified wood products supporting UN SDG #15. Additionally, we're committed to reducing our Scope 1 and 2 emissions by 42% and Scope 3 emissions by 25% (2020 baseline) by 2030, contributing to a diminished climate footprint aligned with UN SDG #13.



**Environmental impact:**

- Following the requirements of the SBTi, Stokke commits to reduce absolute Scope 1 and 2 emissions by 42% by 2030, and Scope 3 emissions by 25% from a 2020 baseline within the same timeframe.
- Stokke's long term emissions reduction target is to reach net-zero global emissions by 2050 at the latest in order to limit global warming to 1.5°C.

**Materials:**

- At least 50% recycled or bio-based plastic in our products by 2030.
- 70% recycled polyester by 2030.
- All wooden products will be FSC®-certified and traceable to forest by 2030.

The SBTi is a partnership between the Carbon disclosure project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

It provides guidance on setting emission reduction goals in line with climate science (limit warming to 1.5°C) and promotes a low carbon economy.

Emissions & impact

# A look at our emissions

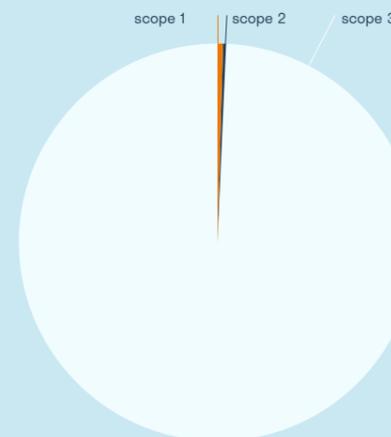
We've been diligently calculating our Corporate Carbon Footprint (CCF) since 2020, recognizing the vital role of measuring carbon emissions in understanding our environmental impact. Conducted annually by an independent third party using the GHG Protocol framework, this calculation ensures credibility and adherence to recognized standards. Tracking Scope 1, 2, and 3 emissions, we monitor direct emissions from owned sources, indirect

emissions from purchased energy, as well as emissions from upstream and downstream activities like raw material production and transportation. While our company's size may not necessitate such calculations, we have proactively set targets for Scope 3 emissions, acknowledging their significance in our value chain's sustainability efforts.

**Stokke 2023 emissions**

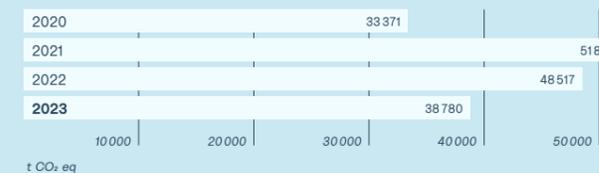
- Scope 1 emissions:  
164 t CO<sub>2</sub> eq  
Direct emissions from company facilities and vehicles.
- Scope 2 emissions:  
98 t CO<sub>2</sub> eq  
Purchased electricity and energy for heating/cooling.
- Scope 3 emissions:  
37355 t CO<sub>2</sub> eq  
All emissions from upstream and downstream activities.

Total emissions in 2023:  
**37617 t CO<sub>2</sub> eq**

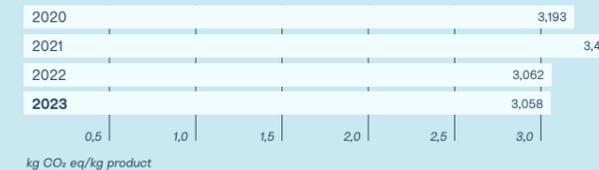


This year, we have recalculated the emissions for the base year 2020 so they are comparable with the emissions for subsequent years. Below is a comparison of the total emissions, as well as a comparison of the emissions per kg of Product. The comparison to the base year 2020 was chosen because this was the first year in which Stokke calculated its CCF footprint.

**Total emissions**



**Emission intensity**



Stokke achieved a reduction in absolute emissions by 22% compared to 2022.

Redefining our emissions calculation process in 2023 has allowed us to leverage more precise internal data and enhance overall accuracy. Consequently, there was a rise in transportation-related emissions attributable to the adoption of a new methodology.

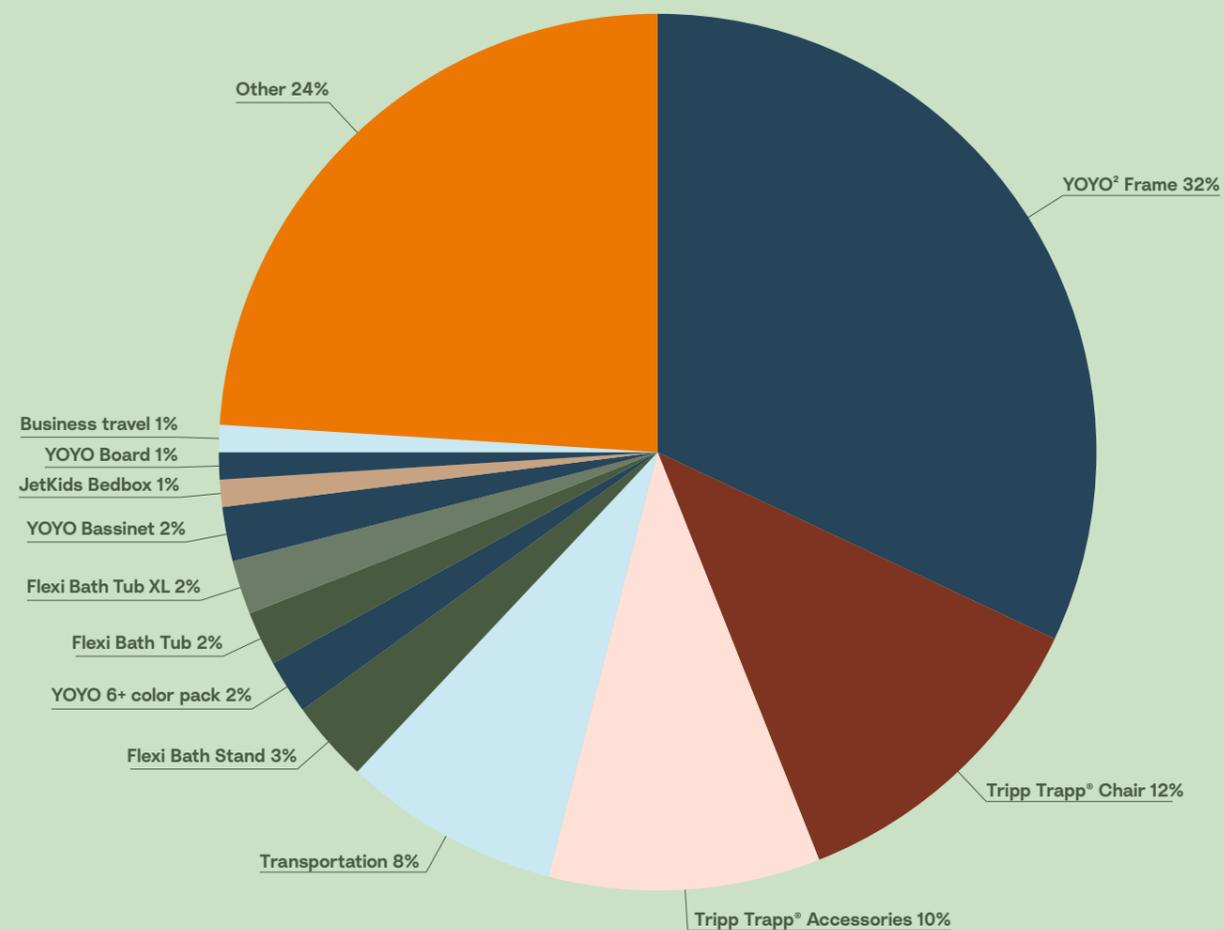
Our Scope 1 emissions decreased by 30% compared to 2022, primarily due to the increased integration of electric vehicles into our corporate vehicle fleet.

While our Scope 3 emissions also saw a 23% reduction from the previous year, this was largely influenced by reduced product procurement and subsequent sales volumes. Notably, the true impact of emission reduction is evidenced by the growing proportion of renewable electricity adopted by our suppliers. This signals a tangible commitment to sustainability and reflects our ongoing efforts to foster lower impact practices throughout our supply chain.

### Carbon footprint breakdown 2023



### 2023 main emission contributors detailed overview



Emissions & impact

# Our commitment to lower emissions

As Stokke has embraced a third-party manufacturing approach, our Scope 1 and 2 emissions contribute to less than 1% of our total emissions.

These emissions primarily originate from car usage and minimal electricity consumption in our offices. The majority of our Scope 1 emissions result from the use of petrol and diesel in our company car fleet. However, we actively aim to increase the share of electric vehicles in our fleet each year, with the target of having 60% of our vehicles powered by electricity by 2030. Additionally, our offices in Ålesund (Norway) and Sindelfingen (Germany) exclusively use renewable electricity.

Scope 3 emissions make up the majority of our total emissions, accounting for 99%. These emissions are primarily a result of the energy and materials used in manufacturing our products. To address this, we've identified key products and areas contributing the most to our emissions and developed a roadmap for reducing emissions across our product portfolio.

Our primary focus is directed towards the materials used in our products, manufacturing procedures, and transportation methods. We strive to bolster Sustainability by increasing the utilization of renewable electricity in manufacturing, incorporating lower-emission materials such as recycled or bio-based options, and mitigating emissions in both inbound and outbound transportation.

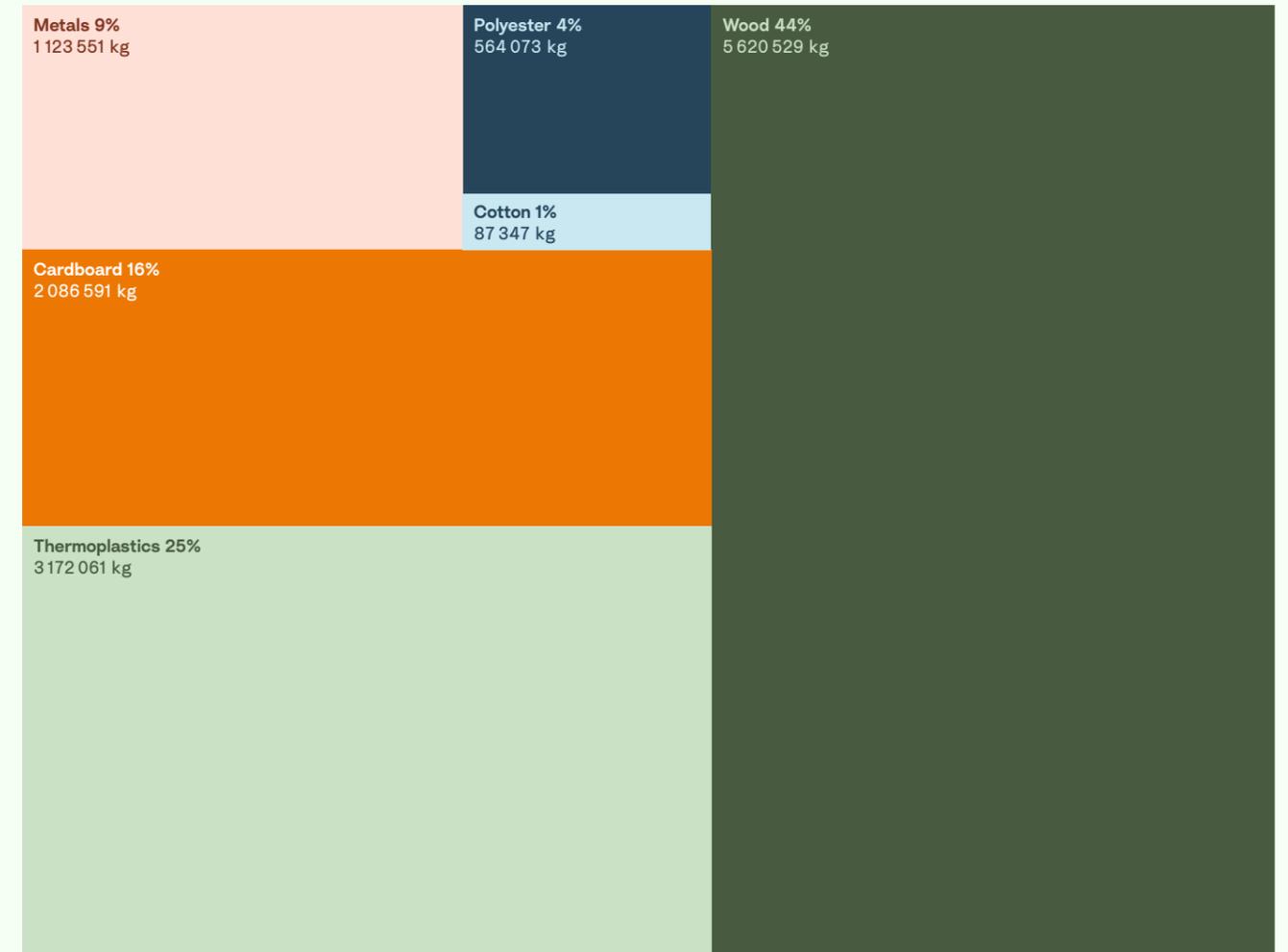
In 2023, our primary focus was increasing the use of renewable electricity in manufacturing, through the installation of solar panels or procuring renewable electricity. While there were also initiatives aimed at reducing emissions in transportation, such as the adoption of hydrogen and e-trucks, these efforts were limited to "last mile" setups. However, we recognize the need for large-scale solutions for long-distance transport by truck and sea. Additionally, transitioning materials requires substantial investment and product development efforts, which we plan to initiate in 2024.

A look into our materials

# What are our products made of?

Guided by our principle of "quality products made to last," we prioritize sourcing materials with minimal environmental footprint, favoring recycled or bio-based alternatives. With each iteration of product development, we aim to consistently decrease the quantity of materials used. Moreover, we're committed to elevating certification standards to address both social and environmental concerns. Simultaneously, we prioritize using fewer materials and lessening environmental impact during production. Our products, crafted from high-quality,

durable materials, are designed to last for many years. Wood, a renewable resource, makes up 44% of our materials. The timeless design of our children's furniture ensures it remains both functional and attractive over the years. Alongside wood, we also use a range of other materials, including high-performance thermoplastics, metals, polyester, and cotton. By carefully selecting and combining these materials, we create products that are not only durable and designed to last but also mindful of our impact on the environment.



## A look into our materials

# Wood

The natural strength and durability of wood make it ideal for creating durable children's furniture and toys capable of enduring rough handling. In addition to functionality, wood provides a warm and inviting aesthetic to products, creating an environment where children thrive. It is therefore a smart investment for parents aiming to create a safe and comfortable space for their children.

### European manufacturing

At Stokke, we take the responsibility of manufacturing wood products seriously. We prioritize responsible forest management throughout our supply chain to sustain this valuable resource. Our main materials include beech, oak, and ash wood, known for their beauty, durability, and versatility. With a focus on European manufacturing, we're dedicated to tracing our wood supply chain meticulously. By conducting thorough risk assessments and involving third parties, we mitigate potential risks to ensure sustainable practices.

### FSC®-certified wood

Our primary aim is transparent wood sourcing by certifying all products with FSC® by 2030. Sleepi™, Klikk™, Steps™ and Snoozi are already FSC®-certified. For the Tripp Trapp® chair, we've undertaken an extensive effort to close all supply chain gaps, particularly in regions where FSC®-certified materials were scarce, ensuring a smooth transition to producing solely FSC®-certified Tripp Trapp®

chairs from January 2024. Stokke actively promotes responsible forest management through its support of the FSC® emphasizing its commitment to responsible wood sourcing. This certification guarantees the wood used in Stokke products originates from forests managed in accordance with FSC®'s criteria, aiding in biodiversity preservation, safeguarding indigenous rights, and empowering local communities.

### Collaboration with Soil Association (SA)

To strengthen our efforts, we've collaborated with the SA, one of the most reputable expert and certification bodies to assess our wooden supply chain in phases throughout 2021, 2022 and 2023. This partnership highlights our commitment to ethical and sustainable practices, further evidenced by the implementation of policies such as a legality statement signed by all of Stokke's suppliers.

### Compliance with the new European Union Deforestation Regulation (EUDR)

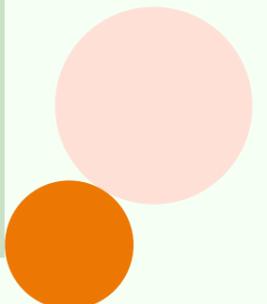
In 2024, we will be intensifying our efforts to achieve compliance with the EUDR. This involves ensuring that our wood sourcing practices align with the stringent requirements set forth by the regulation. By prioritizing EUDR compliance, we aim to further enhance sustainable and legal sourcing in our wood supply chain. This commitment reflects our ongoing dedication to responsible sourcing practices and environmental stewardship.



Design Peter Opsvik

The Forest Stewardship Council (FSC®) is an international non-profit organization that promotes responsible management of the world's forests. The organization sets standards for responsible forest management and verifies compliance through independent certification of forest management practices and chain-of-custody tracking of forest products. FSC®-certification provides assurance that the forest products used in a particular product come from responsibly managed forests that are environmentally appropriate, socially beneficial, and economically viable.

In addition to promoting responsible forest management practices, the FSC® also aims to improve the livelihoods of people living in forested areas and to protect the rights of indigenous peoples and other communities who depend on forests for their livelihoods.



## A look into our materials

# Cotton & polyester

Stokke has carefully chosen cotton for our children's products for its durability, versatility and comfort. From bedding sets to soft textile accessories, it ensures optimal comfort for babies and children.

Aware of the significant environmental impact of textile production, especially in the cotton industry, we're committed to mitigating these challenges. Our cotton textiles adhere to the stringent standards of the Standard 100 by Oeko-Tex and Organic Content Standard (OCS) certifications.

Approximately 55% of the cotton used in our products is OCS-certified organic cotton. In our Nordic cushion collection, we use OCS-certified organic cotton and recycled polyester filling sourced from plastic bottles, with yarn dyed using plant extracts. We're actively increasing the use of recycled and bio-based materials across our portfolio.

Our goal is to boost the use of recycled polyester, offering comparable quality and durability to its virgin counterpart, thus reducing plastic waste buildup and dependence on non-renewable resources.

While currently only 3% of the polyester used in our products is recycled, our ambitious goal is to increase this to 60% by 2030. We're already utilizing recycled polyester from plastic bottles for the Stokke® Xplory® X main fabric, including the canopy, seat, shopping bag, and baby inlay.

## A look into our materials

# Thermoplastics & packaging

### Thermoplastics

We incorporate high-performance thermoplastic materials into our designs, offering a lightweight yet durable alternative to traditional materials like wood and metal. This allows us to craft products that are easier to handle, transport, and store. Thermoplastics are highly resistant to impact and wear, making them perfect for products that undergo frequent handling. By utilizing these materials, we create strollers and children's products that prioritize safety and comfort for children, while also providing reliability and longevity for parents.

Several of our products feature thermoplastics such as Nylon and Polypropylene, including our strollers, Stokke® Steps™ Chair and Stokke® Klikk™ chair, Stokke® Flexi Bath®, and various accessories.

In our ongoing pursuit of Sustainability, we're actively seeking bio-based and recycled alternatives to thermoplastics. These will need to meet stringent safety standards while maintaining durability, strength, and design flexibility. This long-term initiative involves closely collaborating with suppliers to assess potential alternatives. Given the emerging market for such materials, we're carefully evaluating their impact on physical, chemical, and visual properties, as well as considering potential price increases. Last year, we have focused on exploration without implementation, and we're excited to continue our efforts in the coming years.

### Packaging

At Stokke, we understand the significance of packaging in our Sustainability efforts. While we're dedicated to using sustainable materials, we currently lack expertise in this area, which impacts our efforts. We primarily use cardboard for packaging (99%), with the goal of eliminating plastic entirely. We're focusing on using recycled cardboard to reduce our reliance on new materials and lower our carbon footprint. Additionally, we're striving to ensure that all our cartons are FSC®-certified, with 52% achieving this in 2023. These initiatives demonstrate our commitment to Sustainability, though we recognize the need to improve our understanding of secondary packaging use.

## A look into our materials

# Chemicals

At Stokke, ensuring the chemical safety of our products is our foremost priority.

We enforce stringent safety standards by adhering to an internally developed chemical policy. Our Restricted Substances List (RSL) and work with chemistry have been continuously developed since 2013 to the present day. Over this period, our RSL has undergone revisions to stay on top of regulatory requirements. Initially focusing on chemical content and user exposure, our approach has evolved towards a more holistic perspective. This includes considering worker exposure, environmental concerns, and sustainability developments.

In 2023, we updated our RSL to version 6, aligning with best practices, regulations, and industry standards. This update mandates suppliers to adhere to stringent guidelines for all Stokke deliveries. Our RSL undergoes annual updates to ensure compliance with legislation and standards across our expanding portfolio and markets. We consistently set limits based on the lowest known legal values, or even lower, prioritizing the best interests of children. Proactively monitoring regulations, we preemptively phase out hazardous substances before they become regulated by law. Our efforts to eliminate PFAS substances began as early as 2017, resulting in many of our outdoor and indoor products featuring PFAS-free coatings like Bionic Finish. This fluorocarbon-free water repellent offers superior protection against water and stains without releasing harmful chemicals, contributing to reduced environmental impact and enhanced safety.

In addition to our chemical policy, Stokke holds certifications such as Standard 100 by Oeko-Tex, ensuring our products are free from harmful substances. Adhering to strict voluntary standards and precautions further mitigates potentially harmful chemicals. Oeko-Tex Standard 100, a globally recognized certification system, guarantees that textile products meet stringent safety standards, promoting safety in clothing, bedding, and upholstery materials. Stokke products bearing this certification, including carriers, bed sheets, liners, canopies, blankets, mattresses, and cushions, underscore our unwavering commitment to safety and sustainability.

For wooden products with glued parts, like the Tripp Trapp® chair, we're vigilant about formaldehyde emissions. Our products meet regulatory requirements and surpass industry standards. For instance, the Tripp Trapp® chair achieves the highest Formaldehyde Emission grade in Japan and our laminates are certified under the Toxic Substances Control Act.

Indoor air quality (IAQ) is a significant concern as the majority of chemical exposure occurs indoors, where volatile organic compounds (VOCs) from building materials, furnishings, and cleaning products can accumulate. These VOCs can lead to various health issues, including irritation, headaches, and even long-term health problems such as cancer. GREENGUARD Certification program establishes rigorous emission limits for products. GREENGUARD Gold Certification, in particular, sets even lower VOC emissions levels, making certified products suitable for sensitive environments like schools and healthcare facilities. GREENGUARD Certified products contribute to achieving points in green building rating systems and meeting IAQ-specific requirements, further emphasizing their importance in promoting healthier indoor environments and sustainable building practices.

In 2023, Stokke furthered its commitment to product safety and sustainability by obtaining GreenGuard Gold certification for the Stokke® Sleepi™ Bed V3 and Stokke® Sleepi™ Mini V3 cribs.

## Design's approach to Sustainability

# Form follows value

Our sustainability approach in design is multifaceted. It involves important factors like the materials we choose, how long the product lasts, how it's packaged, its quality, and where it's made. We address these aspects when creating and developing our products.

But our ambitious goal for sustainability in design starts even before we begin creating any product. Achieving this vision is ingrained in our design vision and mission.

Our vision is rooted in research and empathy. In other words, we are inspired by life and people. Keeping our sights on our goals but staying strongly connected to our planet, we aim to deliver the most relevant and meaningful products to children and parents globally.

This is where sustainability begins at Stokke. Products that lack meaningful purpose and only offer surface-level appeal are inherently unsustainable. They fill our lives and consume resources with items that hold little long-term value. Our drive is therefore "form follows value."

We believe identifying the core human values for our products will result in enduring, meaningful solutions that are sustainable in both function and sentiment.

**The most sustainable products are the ones you do not have to replace.**

For Stokke, creating quality products made to last involves using high-quality, long-lasting materials combined with timeless designs with grow-with-your-child philosophy.

Our primary material, wood, is both durable and renewable, constituting 44% of our materials. We use it to make high-quality, long-lasting children's furniture with timeless design. Based on this, our products benefit from a long user phase and some of our products have been in use for decades.



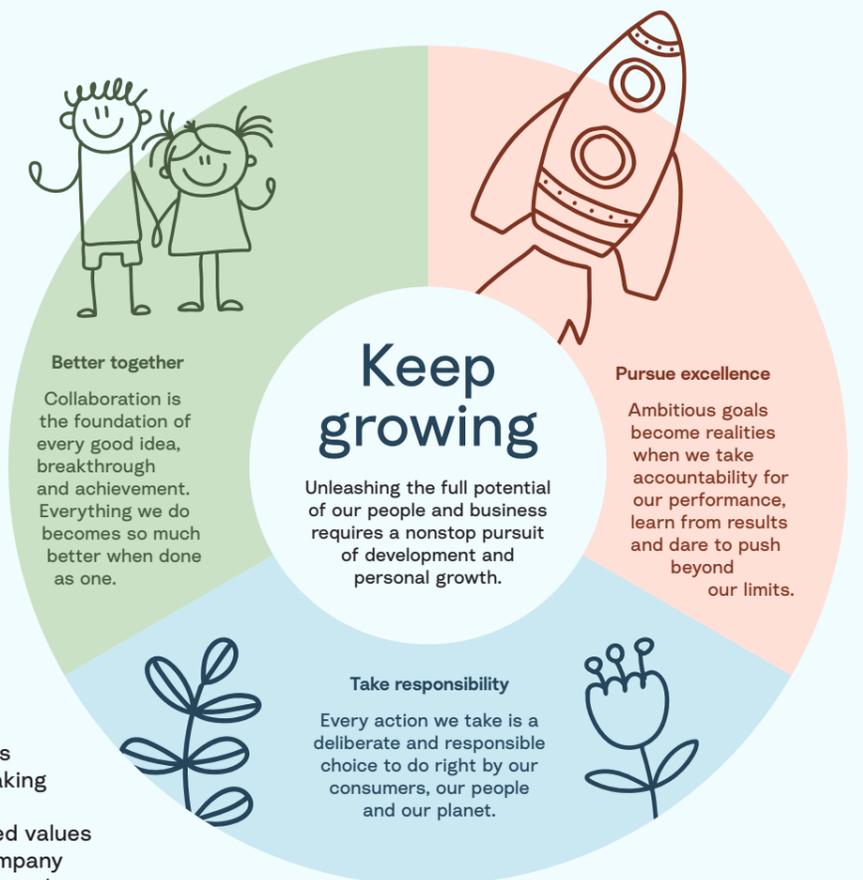
People & workplace – our values

# Keep growing together

We prioritize the health and welfare of our team members, aiming to establish a workplace that is both inclusive and fair. Our workforce mirrors the diverse markets we engage with, and we hold diversity, equality, and inclusion in high regard. Our goal is to create an inviting work environment that encourages dedication and confidence, as well as foster a corporate culture that attracts and supports talented and motivated employees. We have a global workforce spread across different countries, operating in both virtual and physical office spaces. We guarantee adherence to the local labor laws and regulations applicable to each employee's location.

Our company values are at the core of who we are and serve as a guide for all our actions and decisions. As they influence every aspect of our operations and how we work together, we have implemented a new set of values that better align with our organizational identity and future vision. These will serve as a comprehensive framework for decision-making and guide actions across all levels of our organization. The introduction of our renewed values is a pivotal step in cultivating a cohesive company culture. By encouraging employees to embrace them, we aim to foster a sense of belonging within our team. This common ground not only strengthens our organizational culture but also promotes a collaborative work environment. To align our values with our core HR processes, we have incorporated them into our annual employee engagement survey as well as our performance management process. Additionally, we have introduced a session to the onboarding process so new employees can be introduced directly to the values. Furthermore, we plan to host workshops with various parts of the organization to embed the values in our day-to-day decisions, ensure further communication about the values so that everyone understands them, and recognize our Culture Champions.

We prioritize employee growth and development through continuous education and training. By investing in the skill enhancement of our workforce, we strive to create a sustainable future not just for our business, but for the individuals who contribute to its success.



**217** employees trained in principles of Child Development

**143** personal development courses started by 84 individuals

**650** e-learning modules completed by 243 participants

**61** in person trainings with 249 individuals

**32** digital trainings with 781 participants

# People

Workplace principles

# Cultivating a healthy and sustainable environment

**Workplace health, safety and well-being**

At Stokke, the well-being of our employees is of utmost importance, and we prioritize both their mental and physical health. We believe a safe and healthy workplace is built on dedicated management and engaged employees, which subsequently fosters a culture of ongoing learning and improvement.

For us, well-being encompasses feelings of fulfillment, being challenged, and being recognized for one's achievements.

In 2022, we launched "Auntie," a proactive mental health program designed to help employees navigate stress and motivation challenges in their professional and personal lives before they become overwhelming. This service provides bundles of five one-to-one online sessions to support employees and it has been increasingly well-received by our staff since its inception.

The term "psychological recession" emerged in 2023, reflecting the profound impact of the pandemic on mental well-being. Throughout the year, 11% of our team sought comfort in Auntie's services, focusing on areas like stress, melancholy, self-management, and navigating transitions. Personal factors have noticeably influenced sick leave and stress levels. Many employees have expressed a desire for more than the standard five sessions per year. Fortunately, Auntie offers this flexibility, and considering the increased demand, this is under consideration for 2024.

**Listening to our employees**

Creating a positive working environment and fostering job satisfaction are essential factors for Stokke in retaining talented individuals. To achieve this, Stokke has purposely built a culture for employee feedback over several years, as we believe employee feedback is invaluable in gathering our employees' insights on their jobs. The HR team run several engagement surveys annually (the most extensive one in November) to understand employee sentiment across the organization. Once the surveys are completed, they are carefully analyzed to identify trends, pain points, and areas of improvement. We actively share these insights with leaders across the organization, ensuring that the feedback isn't just heard but acted upon effectively. Leaders get detailed reports highlighting areas for improvement within their teams and broader trends at the company level. This collaborative effort, combined with data from our quarterly HR KPIs report, helps us make informed decisions to enhance employee satisfaction and productivity. By putting HR analytics front and center, we can proactively address issues, streamline processes, and create a workplace culture that truly values and supports our employees, contributing to our sustainable success.

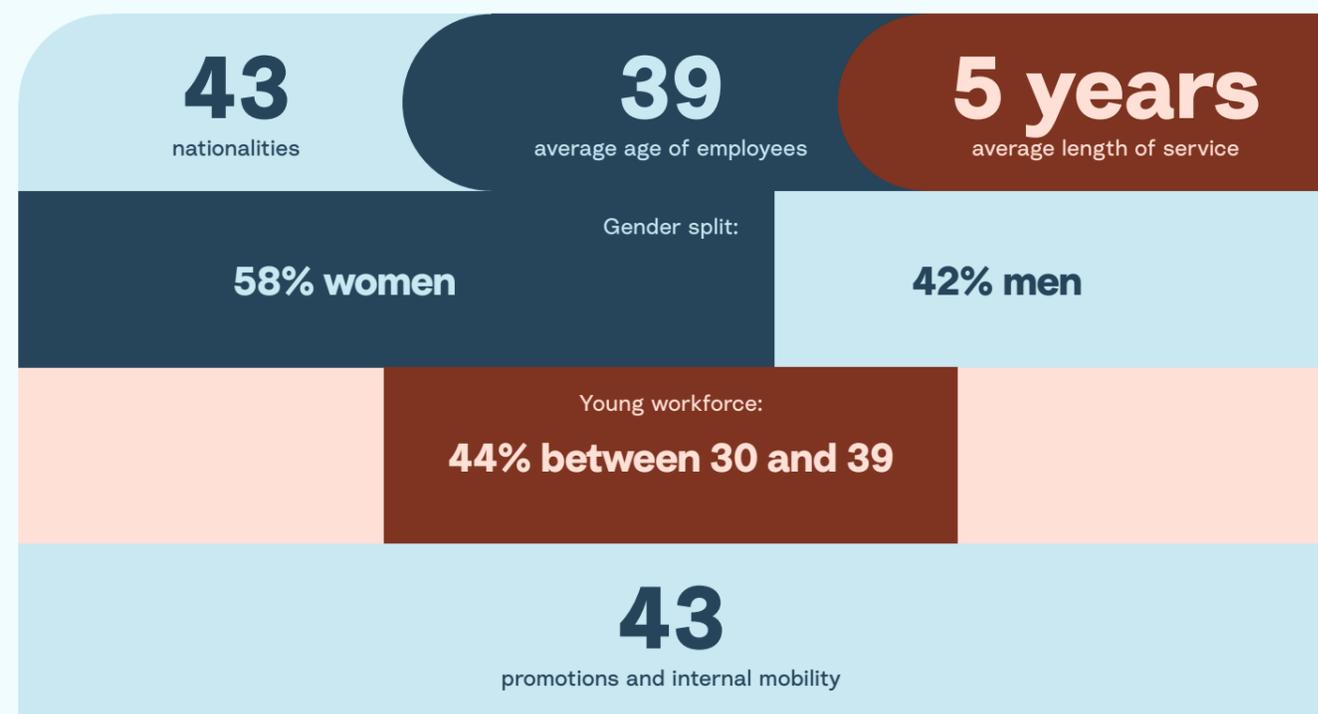
Diversity & equality

# Different makes better

We strongly believe in the positive impact of a diverse, equitable, and inclusive workplace, shaping a more promising future for our employees. We are committed to ensuring everyone has equal access to opportunities, creating a sense of belonging, and embodying the spirit of "Bring out the best." We actively promote the celebration of our differences and the ability to harness of our collective strengths. Showing deep respect and unwavering support for all employees, we acknowledge and appreciate their potential irrespective of race, ethnicity, gender, national origin, religion, gender identity, sexual orientation, age, or different abilities. Our philosophy, encapsulated in "Dare to be different," emphasizes inclusion and the commitment to leaving no one behind.

We remain steadfast in our dedication to fostering a diverse, equitable, and inclusive workplace. As part of this commitment, we are excited to announce the appointment of our first-ever Talent Acquisition Partner. This individual will play a crucial role in developing and implementing hiring strategies aimed at enhancing diversity within our teams.

In alignment with our commitment to inclusivity, we are also directing our efforts towards unifying the office experience and benefits across all countries. This initiative is particularly significant as we established a new talent hub in Amsterdam in 2023. We believe that by harmonizing these aspects, we can create a more cohesive environment for all our team members, regardless of location.



## Our people & the supply chain

# Fair practice every step of the way

Stokke recognizes that our supply chain plays a crucial role in our social impact. Transparency and ethical business practices are essential components of our approach in the supply chain, and we strive to provide stakeholders with comprehensive information about our operations

Stokke also places significant emphasis on setting environmental benchmarks within our supply chain. Our business strategy and operations integrate social, environmental, ethical, and human rights considerations in compliance with the OECD Due Diligence Guidelines for Responsible Business Conduct, which is detailed in our policy. As our production is outsourced worldwide, adhering to fundamental norms and principles for best practices is crucial. These standards are outlined in our Supplier Code of Conduct.

To strengthen and enhance fair practices in the supply chain, Stokke carry out an annual risk assessment so that we can quickly identify potential risks and at the same time review the impact of our measures. Detailed information

on the results of the risk assessment carried out in 2023 can be found in the appendix to the report. In 2024 we will continue our work to establish a grievance system and remediation mechanism and take action to mitigate identified risks in the supply chain.

### Ethical Trade Norway (ETN)

Since 2006, Stokke has been a member of Ethical Trade Norway (ETN) and has followed the OECD's responsible business guidelines. Ethical Trade Norway supports Stokke's efforts to continually improve its business practices and ensure that they align with international standards such as the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidelines for Responsible Business Conduct, and the UN Sustainable Development Goals.

Together, Stokke and Ethical Trade Norway strive to ensure that the company's actions respect people, society, and the environment.

### As a member of Ethical Trade Norway (ETN), we are committed to:

1. Establish strategies and guidelines that at a minimum cover the ETN Principles for Responsible Business Conduct.
2. Perform responsible business due diligence to prevent negative impacts on people and the environment in our supply chain.

As a member of ETN, Stokke is obliged to submit an annual report on its efforts to advance sustainability and responsible business practices in various sectors. Previously, Stokke produced a separate report for ETN. However, starting from the reporting year 2022, this information will be incorporated into the Stokke Sustainability Report, which is prepared with reference to the GRI standards.

## Our people & the supply chain

# A commitment to transparency

Stokke performs in-depth risk assessments each year, adhering to the OECD Due Diligence Guidelines for Responsible Business Conduct, as mandated by the Norwegian Transparency Act. Further details regarding this requirement are outlined in Stokke Norwegian Transparency Act Statement. Our approach involves thorough due diligence practices, closely monitoring key issues, and focusing efforts on effectively managing and mitigating potential adverse impacts.

For any inquiries regarding the Transparency Act, consumers can contact Stokke through the regular customer service channels. Our customer service team has been trained to handle such requests, supported by an established Q&A guide. Any questions beyond their scope are forwarded to the Sustainability Manager.

In 2022, Stokke became a member of SEDEX, a global organization fostering improved business practices worldwide. We have actively encouraged all our tier 1 suppliers to join, resulting in an 80% onboarding rate in 2023. We use SEDEX to monitor and evaluate our suppliers' compliance with labor standards and rights, health and safety protocols, business ethics, and environmental practices.

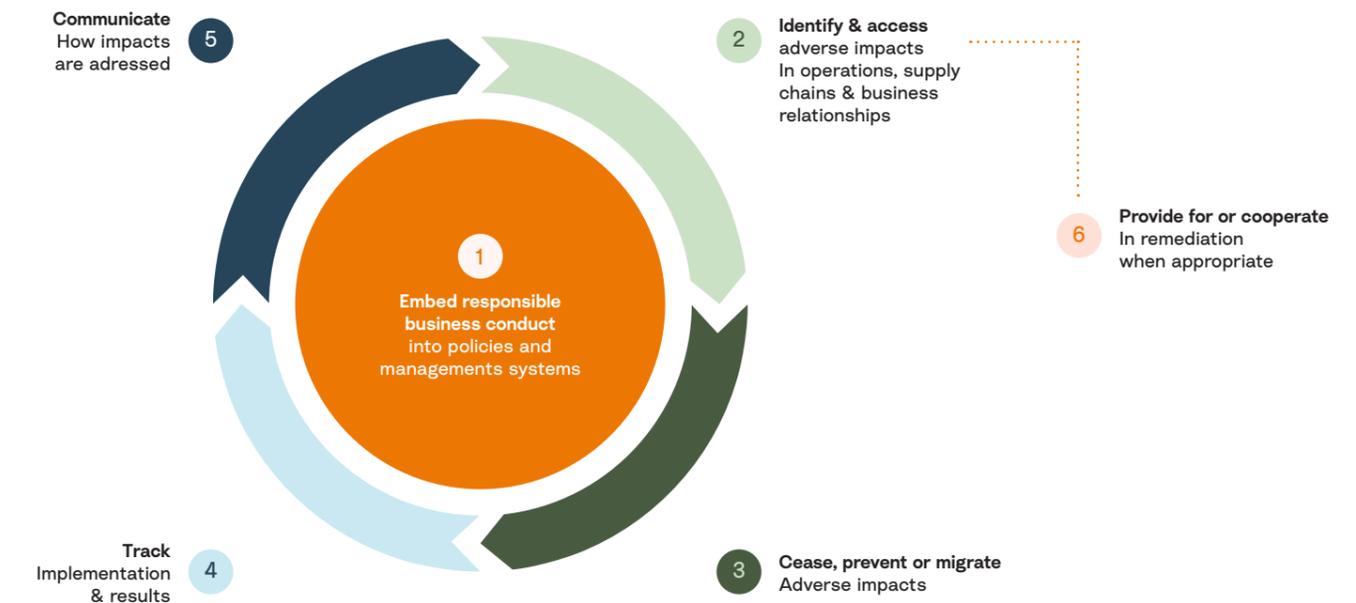
Our risk assessment process considers inherent risk factors such as country, sector, and "High-Risk Goods" scores. We also assess site-specific risks based on physical site characteristics and worker demographics to understand vulnerabilities better. The overall risk score combines inherent risk and site characteristics, providing insights into potential problem hotspots. While SEDEX offers valuable risk indicators, we supplement this with additional supplier knowledge, including commitment levels, audit results, and regular visits. Overall, our risk assessment methodology, coupled with SEDEX membership, enhances our ability to proactively address risks and uphold responsible business practices across our supply chain.

**80%**  
onboarding rate

2023

# Due diligence assessment

The following information outlines Stokke's process for conducting due diligence, following the six steps outlined in the OECD model for Due Diligence for Responsible Business Conduct.



## 1. Embed responsible business conduct

Embedding responsible business conduct involves the company having strategies, plans, and relevant policies and guidelines for due diligence that are embraced and implemented by management.

At the heart of Stokke's commitment to ethical business practices are the policies and principles outlined in the Stokke Responsible Business Conduct and the Stokke Supplier Code of Conduct. These foundational documents are integrated into our management systems and sourcing strategy, shaping the way we conduct business both internally and throughout our supply chain. Upon initiating

partnerships with new suppliers, Stokke ensures early adherence to the Stokke Supplier Code of Conduct. Additionally, we actively communicate our Sustainability strategy to suppliers, emphasizing our commitment to responsible business practices throughout our supply chain. (For further details on the Stokke Responsible Business Conduct and the Stokke Supplier Code of Conduct, please refer to page 11).



## 2. Identify and assess adverse impacts

The next phase involves identifying and evaluating the company's risk of, as well as actual negative impact on, individuals, society, and the environment. This assessment encompasses the supply chain and business relationships.

Our method: Stokke conducts annual risk assessments to identify and evaluate impacts within the supply chain, and we continuously strive to monitor and assess potential negative impacts on people, society, and the environment.

Stokke integrates inherent and site-specific risk factors to assess potential vulnerabilities across our supply chain. Our comprehensive methodology empowers proactive risk management, ensuring responsible business practices companywide. We collect and analyze data from audits and supplier visits to enhance our risk assessment processes. The steps of our risk assessment are summarized to the right.



Stokke considers its tier 1 suppliers as system suppliers responsible for overseeing sub-suppliers on behalf of Stokke. The company maintains a close relationship with all tier 1 suppliers, involving frequent visits and collaborative efforts for continuous improvement across various aspects of their joint business.

### Stokke Suppliers

Stokke's products are manufactured by independent contractors across 13 countries globally, and the company maintains business relationships with a total of 36 Tier 1 suppliers.

Stokke's wooden products are manufactured in Europe and China, while textile production is carried out in China and India. Plastic injection molding and assembly primarily take place in Europe, with some products involving these activities in China and Taiwan.

Material	Material geographical origin
<b>Wood</b>	<ul style="list-style-type: none"> <li>Romania</li> <li>Serbia</li> <li>Croatia</li> <li>Slovenia</li> <li>Serbia</li> <li>North Macedonia</li> <li>Bulgaria</li> <li>Bosnia and Herzegovina</li> <li>China</li> <li>Slovakia</li> <li>Czech Republic</li> </ul>
<b>Thermoplastics</b>	<ul style="list-style-type: none"> <li>China</li> <li>Taiwan</li> <li>Hungary</li> <li>Netherlands</li> </ul>
<b>Metals (Alu &amp; Steel)</b>	<ul style="list-style-type: none"> <li>China</li> <li>Hungary</li> <li>Netherlands</li> </ul>
<b>Textiles</b>	<ul style="list-style-type: none"> <li>China</li> <li>India</li> </ul>

### Risks identified at Stokke

Stokke's risk assessment considers geographic factors, including country or region. For each region, Stokke evaluates potential risks based on specific topics. Findings from audits are being addressed to the suppliers and followed up with improvement plans.

Topic	Countries with higher risk	Comment	Assumed severity of the risk
<b>Child labour</b>	China, Vietnam and Romania	The risk of child labor is notably high in the Stokke supplier setup, particularly due to country and sector-specific risks in China, Vietnam, and Romania. Stokke's Tier 1 suppliers did not employ any child workers during the last three years, as confirmed by audit reports within the reporting period.	●
<b>Forced and compulsory labour</b>	China	Forced and compulsory labour risk is prominent among Chinese suppliers, especially those working with textiles. Stokke considers the risk of forced and compulsory labor as non-salient, as no issues were identified in third-party audits and dialogue with our Tier 1 supplier on origin of materials and Tier 2 suppliers.	●
<b>Freedom of association</b>	China, Vietnam, Romania	Stokke recognizes challenges in countries like China, Vietnam, and Romania, with limited influence on workers' rights. Despite low ITUC Global Rights Index scores for these countries, Stokke aims to engage in dialogues with supplier management to emphasize the benefits of worker involvement for long-term commitment and workforce stability.	●
<b>Discrimination</b>	Vietnam, China, Romania	Stokke has limited influence in addressing discrimination issues, particularly in employment decisions made by factories. However, the company can influence certain aspects of how workers are treated within those factories. Stokke's audits in this area have found limited information.	●
<b>Health and safety</b>	Vietnam, Slovenia and Romania	Stokke's audit on "Health & Safety" identified several findings, with the majority being minor issues.	●
<b>Working Hours</b>	China, Vietnam, Taiwan, Slovenia, Bulgaria	The primary concern in the Stokke supplier base is centered on working hours, with deviations related to overtime ranking among the Top 3 issues, particularly within Chinese textile production.	●
<b>Regular employment</b>	China and Hungary	In the Chinese textile and plastic industry, Stokke's social audits typically reveal that workers in these factories commonly have contracts and work under regulated conditions.	●
<b>Environment</b>	China	Stokke acknowledges a high environmental risk in the countries of operation, particularly concerning water use and scarcity. While Tier 1 suppliers have low water consumption, Stokke focuses on addressing water-intensive processes at the Tier 2 level, particularly in textile material production, as part of its Sustainability Strategy.	●
<b>Corruption</b>	China	While Stokke has suppliers situated in countries with a medium risk of corruption, there have been no reported cases of corruption within our supply chain.	●
<b>Wages</b>	China and Hungary	Chinese supplier audits found wage-related issues, such as missing compulsory insurance and insufficient leave payment, while audits in Romania and the Czech Republic, conducted over three years ago, require a more recent assessment for current risk verification.	●

### 3. Cease, prevent and mitigate

In the third step, which involves ceasing, preventing, and mitigating, our focus is on managing the findings from the risk assessment. We prioritize addressing the most prominent negative impacts on people, society, and the environment.

Based on the identified risks outlined above, we will now detail the measures we plan to prioritize in 2024 to mitigate their impact:

**The salient issues Stokke has identified & prioritized in 2023:**

	Working hours	Health and Safety
<b>Goal</b>	Reduce overtime within the tier 1 supplier base.	Ensure a safe working environment, addressing sector-specific challenges, promoting the use of personal safety equipment, and addressing findings from audits to continuously improve health and safety conditions in Stokke's supply chain.
<b>Status</b>	In 2023, a thorough evaluation of the overtime situation, specifically in China, was undertaken, and the results were systematically documented. The highest risk in the Stokke supplier base, particularly concerning working hours (overtime), is ranked within the Top 3 for both European and Chinese suppliers. Audit findings show that deviations related to overtime also fall within the Top 3 category, with 66 registered deviations at 11 out of 34 sites. The issue is primarily associated with textile production in China, emphasizing the main concern of excessive overtime. Stokke as a customer may contribute to this issue when inaccurate forecasts and requests for deliveries/samples with shorter lead times or outside agreed MOQs (minimum order quantity) are made.	The primary health and safety concerns within wooden factories in Eastern Europe predominantly revolve around building integrity and fire safety measures. In regions such as Eastern Europe and China, the utilization of personal safety equipment is frequently discretionary. Additionally, workers may occasionally remove safety equipment that is perceived to impede efficiency. Another issue observed is the obstruction of fire extinguishing equipment due to the stacking of products or parts in front of them. While Stokke audits have identified numerous health and safety issues, the majority of these are categorized as minor.
<b>Objectives in 2024</b>	<ul style="list-style-type: none"> <li>Improve forecasting accuracy in the Sourcing &amp; Production process, targeting an enhanced Supply Forecast Accuracy Index as a key performance indicator.</li> <li>Implement an internal framework for "Responsible purchasing practice".</li> <li>Collaborate with suppliers to assess the relevance of practices to Stokke as a customer.</li> <li>Increase internal awareness of working hours in the supplier base, specifically during business operations and product development.</li> </ul>	<ul style="list-style-type: none"> <li>Implement the use of the Visual Observation Checklist (VOC) as a standard procedure to enhance focus within the supplier base.</li> <li>Integrate audit findings, particularly Health and Safety (H&amp;S) reporting from suppliers to Stokke, as a regular agenda item in management meetings.</li> </ul>

### 4. Tracking implementation and results

Assessing the implementation of actions and results is crucial for evaluating the impact of a systematic approach and individual efforts at every stage of the due diligence process. This assessment provides insights into the effectiveness of the company's diligence practices.

The Stokke Director of Sourcing and Production oversees due diligence activities in the supply chain, monitoring performance through dialogues with suppliers post third-party audits. Stokke's approach involves identifying, prioritizing, preventing, and mitigating issues using insights from visits, risk assessments, and audit findings. The company actively collaborates with suppliers or third-party partners to address pertinent issues and assesses the effectiveness of these efforts by systematically requesting evidence of actions taken to prevent or mitigate salient issues.

**2023 achievements :**

Stokke's comprehensive efforts in overseeing due diligence activities in the supply chain have resulted in the effective identification, prevention, and mitigation of risks. Notably, significant efforts were dedicated to preparing the Tripp Trapp® chair supply chain for FSC®-certification, successfully achieved by the end of the year. This accomplishment highlights Stokke's commitment to sustainability and responsible sourcing practices.

Stokke's commitment to measuring and reducing carbon emissions has been evident in its focus on reducing Scope 3 emissions and collaboration across the value chain. Aligned with the SBTi, Stokke has set ambitious targets for emission reduction by 2030 and 2050. Following a comprehensive climate assessment in 2020, Stokke established emission reduction targets and developed a roadmap, emphasizing efforts in product manufacturing and transportation. We have achieved an overall emission reduction of 22% in 2023.

### 5. Communicate how impacts are addressed

Effective external communication regarding due diligence for responsible business conduct relies on tangible activities and measurable results.

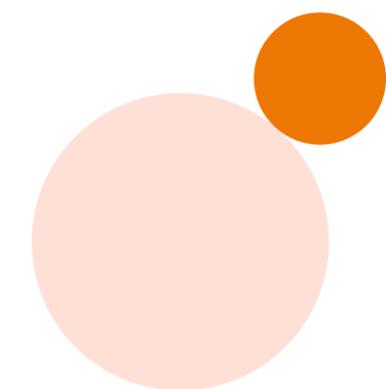
At Stokke, we strive for transparency and collaboration, openly addressing challenges and demonstrating effective management in partnership with stakeholders. This includes direct communication with suppliers' management on social audit findings, close collaboration during new product development, establishing partnerships with third-party NGOs for Sustainable Forest Management, and increased stakeholder involvement in responsible business conduct towards our suppliers. Our commitment and actions towards sustainable and responsible business are communicated annually through the Stokke Sustainability Report.

### 6. Provide for or cooperate to ensure remediation when appropriate

Upon recognizing that a company has played a role in causing negative impact on people, society, or the environment, the company is obligated to facilitate or collaborate in the process of remediation.

Stokke consistently monitors the measures implemented to improve fair practices in the supply chain. This involves engaging key stakeholders at critical suppliers in the annual risk assessment. The communication of these measures extends to those affected by our actions, with ongoing evaluations of their effectiveness. Should our activities be identified as causing or contributing to negative impacts, termination of those activities is immediate, and efforts are made to provide remedies. In instances where our suppliers are responsible for the negative impact, it is their responsibility to provide remedies.

Stokke is updating its whistleblowing procedure and planning an anti-corruption training for all its employees. Employees can report any suspicious activity to a third-party company having the possibility to remain anonymous.



# Emission Calculations

## Methodology for corporate carbon footprint calculation

The greenhouse gas emissions were calculated in accordance with the The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), The Greenhouse Gas Protocol: Scope 2 Guidance and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Global warming potentials stated in IPCC AR5 were used to calculate greenhouse gas emissions in CO<sub>2</sub> equivalents.

The greenhouse gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub> are included. Greenhouse gas emissions calculation was carried out by an external consultancy. Table 1 shows the emission sources that were included in the calculation. The Scope 3 categories were chosen according to relevance and data availability.

### Scope 1 – Direct GHG emissions

Source	Activity Data	Source Emission Factors	Comments
Generation of heat	Fuel consumption	Ecoinvent 3.9.1	
Mobile combustion	Fuel consumption of leased vehicles	Ecoinvent 3.9.1	

### Scope 2 – Indirect GHG emissions from purchased and consumed electricity, steam, heat and cooling

Source	Activity Data	Source Emission Factors	Comments
Location-based method	Electricity consumption	Sphera Managed LCA Content (Content version 2023.2)	For some office sites, no data on purchased electricity and/or heat could be collected. The data gap was closed by estimations.
Market-based method	Electricity consumption	Sphera Managed LCA Content (Content version 2023.2)	Information on market-based emissions were only available for one site, that's why location-based emission factors were used for Scope 2 calculations.

### Scope 3 – Other indirect GHG emissions

Source	Activity Data	Source Emission Factors	Comments
Category 3.1: Purchased goods and services	Allocated scope 1 and scope 2 data of tier 1 suppliers and material composition of the products	Sphera Managed LCA Content (Content version 2023.2) Ecoinvent 3.9.1	Offcuts and waste resulting at the tier 1 suppliers were not considered.
Category 3.3: Fuel- and energy-related activities	Quantities and types of fuel and electricity consumed	Sphera Managed LCA Content (Content version 2023.2)	
Category 3.4: Upstream transportation and distribution	Mass of the transported products and actual distances provided by transportation suppliers	Sphera Managed LCA Content (Content version 2023.2)	
Category 3.6 Business travel	Total distance travelled by each mode of transport (air, car)	Ecoinvent 3.9.1	Hotel stays were not considered.
Category 3.9 Downstream transportation and distribution	Mass of the products sold and downstream distances	Sphera Managed LCA Content (Content version 2023.2)	
Category 3.12: End-of-life treatment of sold products	Total mass of products and packaging	Sphera Managed LCA Content (Content version 2023.2)	Waste-to-energy treatment or recycling was assumed. Therefore, only transport and sorting of the waste was considered.

## Detailed insight into emissions in 2023 and the reduction of emissions

Greenhouse Gas Emissions	t CO <sub>2</sub> – eq
Scope 1	164
Scope 2	98
Scope 2 (Location based)	98
Scope 3 total	37355
Scope 3.1: Purchased goods and services	33471
Scope 3.3: Fuel- and energy-related activities (not included in scope 1 or scope 2 (location based))	56
Scope 3.4: Upstream transportation and distribution	2053
Scope 3.6: Business travel	501
Scope 3.9: Downstream transportation and distribution	970
Scope 3.12: End-of-life treatment of sold products	305
<b>Total emissions (location based)</b>	<b>37617</b>
<b>Emission Intensity t CO<sub>2</sub> – eq/ kg Product</b>	<b>2,966</b>

Year	Scope	Total Emissions	Change compared previous year	Change compared base year 2020
2020	Scope 1	181	-	-
	Scope 2	72	-	-
	Scope 3	33.117	-	-
	<b>Total</b>	<b>33.371</b>	-	-
2021	Scope 1	268	48%	48%
	Scope 2	72	0%	0%
	Scope 3	51.477	55%	55%
	<b>Total</b>	<b>51.818</b>	<b>55%</b>	<b>55%</b>
2022	Scope 1	235	-12%	30%
	Scope 2	81	12%	12%
	Scope 3	48.201	-6%	46%
	<b>Total</b>	<b>48.517</b>	<b>-6%</b>	<b>45%</b>
2023	Scope 1	164	-30%	-10%
	Scope 2	98	21%	35%
	Scope 3	37.355	-23%	13%
	<b>Total</b>	<b>37.617</b>	<b>-22%</b>	<b>13%</b>

Year	Scope	Emissions per kg of Product	Change compared previous year	Change compared base year 2020
2020	Scope 1	0,017	-	-
	Scope 2	0,007	-	-
	Scope 3	3,168	-	-
	<b>Total</b>	<b>3,193</b>	-	-
2021	Scope 1	0,018	3%	3%
	Scope 2	0,005	-30%	-30%
	Scope 3	3,438	9%	9%
	<b>Total</b>	<b>3,461</b>	<b>8%</b>	<b>8%</b>
2022	Scope 1	0,015	-17%	-14%
	Scope 2	0,005	6%	-26%
	Scope 3	3,042	-12%	-4%
	<b>Total</b>	<b>3,062</b>	<b>-12%</b>	<b>-4%</b>
2023	Scope 1	0,013	-13%	-26%
	Scope 2	0,008	51%	12%
	Scope 3	2,946	-3%	-7%
	<b>Total</b>	<b>2,966</b>	<b>-3%</b>	<b>-7%</b>

Energy Consumption				
Year	Consumption within the organization in MWh	Consumption outside of the organization in MWh	Reduction within the organization compared base year 2020	Reduction outside of the organization compared base year 2020
2020	1537	41278	-	-
2021	1913	6410	24%	-84%
2022	1775	52528	15%	27%
2023	1452,55307	46499	-5.49%	12.65 %

Energy Consumption per Kg of Product				
Year	Consumption within the organization in MWh	Consumption outside of the organization in MWh	Reduction within the organization compared base year 2020	Reduction outside of the organization compared base year 2020
2020	0,147	3,949	-	-
2021	0,128	4,282	-13%	8.43 %
2022	0,112	3,3151	-23,8%	-16.05 %
2023	0,115	3,667	-21.77 %	-7.14 %

## Number &amp; statistics for GRI

# People fair practices & governance

Category	Unit	2023	Comment
<b>Nature and sustainable materials</b>			
Recycled input materials used	KG	15683	
Reclaimed products and their packaging materials	Numbers	41814	
New suppliers that were screened using environmental criteria	Numbers	0	No new suppliers in 2023
<b>Responsible Workplace</b>			
<b>Permanent Employees (Headcount)</b>			
Total	Numbers	381	
Women		220	
Men		161	
<b>Temporary Employees</b>			
Total	Numbers	11	
Women		9	
Men		2	
<b>Full-time Employees</b>			
Total	Numbers	348	
Women		185	
Men		163	
<b>Part-time Employees</b>			
Total	Numbers	44	
Women		44	
Men		0	

Category	Unit	2023	Comment
<b>Responsible Workplace</b>			
<b>New employees hires</b>			
Total	Numbers	65	
Women		32	
Men		33	
<b>Age groups</b>			
<30	Numbers	15	
30-50		49	
>50		1	
<b>Employees turnover</b>			
Total	Numbers	51	
Women		32	
Men		19	
<b>Age groups</b>			
<30	Numbers	9	
30-50		40	
>50		2	
<b>Parental leave</b>			
Total number of employees that were entitled to parental leave, by gender			
Total	Numbers	42	
Women		36	
Men		6	
Total number of employees that took parental leave, by gender			
Total	Numbers	42	
Women		36	
Men		6	
<b>Total numbers</b>			
Total number of employees that returned to work in the reporting period after parental leave ended			
Total	Numbers	20	
Women		16	
Men		4	

Category	Unit	2023	Comment
<b>Responsible Workplace</b>			
Total number of employees that returned to work after parental leave ended 12 months after their return to work, by gender			Stokke does not track this information
Total			
Women			
Men			
.....			
Return to work and retention rates of employees that took parental leave, by gender			
Total		19	
Women		16	
Men		3	
.....			
Average hours of training per year per employee	Hours		Stokke does not track this information
.....			
Percentage of employees receiving regular performance and career development reviews	Percent	100	
.....			
Workers covered by an occupational health and safety management system	Number and percentage	100	
.....			
Diversity of governance bodies and employees	Numbers		
<b>Board of Directors</b>			
<b>Women</b>			
Total		2	
<30		0	
30–50		1	
>50		1	
<b>Men</b>			
Total		5	
<30		0	
30–50		3	
>50		2	
.....			
<b>Management (LT)</b>			
<b>Women</b>			
Total		2	
<30		0	
30–50		1	
>50		1	
<b>Men</b>			
Total		4	
<30		0	
30–50		2	
>50		2	

Category	Unit	2023	Comment
<b>Responsible Workplace</b>			
<b>Employees</b>	<b>Numbers (per cent)</b>		
<b>Women</b>			
Total	59%	227	
<30	13,7%	31	
30–50	78%	177	
>50	8,4%	19	
<b>Men</b>			
Total	41%	158	
<30	10%	16	
30–50	73%	115	
>50	17%	27	

Category	Unit	2023	Comment
<b>Ethical business and transparency</b>			
New suppliers that were screened using social criteria	Numbers	0	No new suppliers in 2023 *production move from CN to PT within the same supplier
<b>Negative social impacts in the supply chain and actions taken</b>			
Number of suppliers assessed for social impacts	Number	36	
Number of suppliers identified as having significant actual and potential negative social impacts		16	
		31	
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment		31	
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why		0	
<b>Governance</b>			
<b>Anti-corruption</b>			
<b>Operations assessed for risks related to corruption</b>			
Total number and percentage of operations assessed for risks related to corruption	Numbers Percent	36 100	No new suppliers in 2023
Significant risks related to corruption identified through the risk assessment	Numbers	0	
Confirmed incidents of corruption and actions taken	Numbers	0	
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		0	
<b>Governance</b>			
Requirements for product and service information and labeling		Labeling according to national standards and regulations  User guide contains information on user safety	
<b>Customer privacy</b>			
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Numbers	0	Stokke has not received substantiated complaints concerning breaches of customer privacy from outside parties or regulatory bodies. In 2022, Stokke has not had any identified leaks, thefts or losses of customer data.

# GRI content index

Category	Location	Comment
<b>General Disclosures</b>		
<b>GRI 2: General Disclosures</b>		
GRI 2-1	Organizational details	p.4
GRI 2-2	Entities included in the organization's	p.5
GRI 2-3	Reporting period, frequency and contact point	p.5 sustainability@stokke.com
GRI 2-4	Restatements of information	p.5
GRI 2-5	External assurance	p.5
GRI 2-6	Activities, value chain and other	p.4, p.38, p. 42
GRI 2-7	Employees	Appendix: Number and statistics for GRI
GRI 2-8	Workers who are not employees	Not applicable, because Stokke does not employ any workers who are not employees
GRI 2-9	Governance structure and composition	p.12
GRI 2-10	Nomination and selection of the highest	Not available
GRI 2-11	Chair of the highest governance body	Not available
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	p.11
GRI 2-13	Delegation of responsibility for managing impacts	p.11
GRI 2-14	Role of the highest governance body in sustainability reporting	p.11
GRI 2-15	Overseeing the management of impacts	Not available
GRI 2-16	Communication of critical concerns	Not available
GRI 2-17	Collective knowledge of the highest governance body	Not available
GRI 2-18	Evaluation of the performance of the highest governance body	Not available
GRI 2-19	Remuneration policies	Not available
GRI 2-20	Process to determine remuneration	Not available
GRI 2-21	Annual total compensation ratio	Not available
GRI 2-22	Statement on sustainable development strategy	p. 7 and p.9
GRI 2-23	Policy commitments	p. 7 and p.9
GRI 2-24	Embedding policy commitments	p.10-11 and p.38, p.39

Category	Location	Comment
<b>General Disclosures</b>		
GRI 2-25	Processes to remediate negative impacts	p.38, p.39 and Appendix: Due diligence assessment
GRI 2-26	Mechanisms for seeking advice and raising concerns	Stokke does not have mechanisms to seek advice or raise concerns
GRI 2-27	Compliance with laws and regulations	There were no instances of non-compliance with laws and regulations in the reporting year.
GRI 2-28	Membership associations	p.39
GRI 2-29	Approach to stakeholder engagement	p.5 and Appendix: Due diligence assessment
GRI 2-30	Collective bargaining agreements	Information is unavailable, because Stokke does not track which employees are covered by collective bargaining agreements.
<b>Material Topics</b>		
<b>GRI 3: Material Topics</b>		
GRI 3-1	Process to determine material topics	p.5
GRI 3-2	List of material topics	p.5
GRI 3-3	Management of material topics	See references under each material topic below
<b>Child Development</b>		
GRI 3-3	Management of material topics	p. 14
<b>Climate Footprint</b>		
GRI 3-3	Management of material topics	p.21-22
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	p. 23 and Appendix: Emission Calculations
305-2	Energy indirect (Scope 2) GHG emissions	p. 23 and Appendix: Emission Calculations
305-3	Other indirect (Scope 3) GHG emissions	p. 23 and Appendix: Emission Calculations
305-4	GHG emissions intensity	p. 23 and Appendix: Emission Calculations
305-5	Reduction of GHG emissions	p. 23 and Appendix: Emission Calculations
305-6	Emissions of ozone-depleting substances (ODS)	This Information is unavailable, because Stokke does not track this Information.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This Information is unavailable, because Stokke does not track this Information.

Category	Location	Comment
<b>Climate Footprint</b>		
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organisation	p. 49
302-2	Energy consumption outside of the organization	p. 49
302-3	Energy intensity	p. 49
302-4	Reduction of energy consumption	p. 49
302-5	Reductions in energy requirements of products and services	p. 49
<b>GRI 306: Waste</b>		
306-1	Waste generation and significant waste-related impacts	This Information is unavailable, because Stokke does not track this Information.
306-2	Management of significant wasterelated impacts	This Information is unavailable, because Stokke does not track this Information.
306-3	Waste generated	This Information is unavailable, because Stokke does not track this Information.
306-4	Waste diverted from disposal	This Information is unavailable, because Stokke does not track this Information.
306-5	Waste directed to disposal	This Information is unavailable, because Stokke does not track this Information.
<b>Nature And Sustainable Materials</b>		
GRI 3-3	Management of material topics	p.29-33
<b>GRI 304: Biodiversity</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This Information is unavailable, because Stokke does not track this Information.
304-2	Significant impacts of activities, products and services on biodiversity	This Information is unavailable, because Stokke does not track this Information.
304-3	Habitats protected or restored	This Information is unavailable, because Stokke does not track this Information.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	This Information is unavailable, because Stokke does not track this Information.
<b>GRI 308: Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	- Stokke has not signed contracts with new suppliers in 2022.
308-2	Negative environmental impacts in the supply chain and actions taken	Appendix: Due diligence assessment This Information is unavailable, because Stokke does not track this Information.

Category	Location	Comment
<b>Nature And Sustainable Materials</b>		
<b>GRI 301: Materials</b>		
301-1	Materials used by weight or volume	p. 27
301-2	Recycled input materials used	Appendix: Number and statistics for GRI
301-3	Reclaimed products and their packaging materials	Appendix: Number and statistics for GRI
<b>Responsible Workplace</b>		
GRI 3-3	Management of material topics	p.35
<b>GRI 401: Employment</b>		
401-1	New employee hires and employee turnover	Appendix: Number and statistics for GRI
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Not applicable, because Stokke does not offer benefits only for full-time employees.
401-3	Parental leave	Appendix: Number and statistics for GRI
<b>GRI 405: Diversity And Equal Opportunity</b>		
405-1	Diversity of governance bodies and employees	Appendix: Number and statistics for GRI
405-2	Ratio of basic salary and remuneration of	This Information is unavailable, because Stokke does not track this Information.
<b>GRI 406: Non-Discrimination</b>		
406-1	Ratio of basic salary and remuneration of	Stokke did not have any incidents of discrimination in the reporting period and therefore no corrective actions were taken.
<b>GRI 404: Training &amp; Education</b>		
404-1	Average hours of training per year per employee	This Information is unavailable, because Stokke tracks this information only partly.
404-2	Programs for upgrading employee skills and transition assistance programs	p. 36
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receiving regular development reviews
<b>GRI 403: Occupational Health And Safety</b>		
403-1	Occupational health and safety management system	p. 36
403-2	Hazard identification, risk assessment, and incident investigation	This Information is unavailable, because Stokke does not track this Information.
403-3	Occupational health services	This Information is unavailable, because Stokke does not track this Information.

Category	Location	Comment
<b>Responsible Workplace</b>		
403-4	Worker participation, consultation, and communication on occupational health and safety	This Information is unavailable, because Stokke does not track this Information.
403-5	Worker training on occupational health and safety	This Information is unavailable, because Stokke does not track this Information.
403-6	Promotion of worker health	This Information is unavailable, because Stokke does not track this Information.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Appendix: Due diligence assessment
403-8	Workers covered by an occupational health and safety management system	Appendix: Number and statistics for GRI
403-9	Work-related injuries	This Information is unavailable, because Stokke does not track this Information.
403-10	Work-related ill health	This Information is unavailable, because Stokke does not track this Information.
<b>Ethical Business And Transparency</b>		
GRI 3-3	Management of material topics	p.38-39 and Appendix: Due diligence assessment
<b>GRI 414: Supplier Social Assessment</b>		
414-1	New suppliers that were screened using social criteria	Stokke has not signed contracts with new suppliers in 2023.
414-2	Negative social impacts in the supply chain and actions taken	Appendix: Due diligence assessment
<b>Gri 408: Child Labor</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	Appendix: Due diligence assessment
<b>GRI 409: Forced Or Compulsory Labor</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Appendix: Due diligence assessment
<b>GRI 407: Freedom Of Association And Collective Bargaining</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Appendix: Due diligence assessment
<b>Governance</b>		
GRI 3-3	Management of material topic	p.10-12
<b>GRI 205: Anti-Corruption</b>		
GRI 205-1	Operations assessed for risks related to corruption	Appendix: Due diligence assessment

Category	Location	Comment	
<b>Governance</b>			
GRI 205-2	Communication and training about anti-corruption policies and procedures	p.11	Specific numbers are not available, because Stokke does not track this information
GRI 205-3	Confirmed incidents of corruption and actions taken	Appendix: Due diligence assessment	There were no confirmed incidents of corruption during the reporting period.
<b>GRI 206: Anti-Competitive Behavior</b>			
GRI 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Appendix: Number and statistics for GRI 0	This Information is unavailable, because Stokke does not track this Information.
<b>GRI 416: Customer Health And Safety</b>			
416-1	Assessment of the health and safety impacts of product and service categories		This information is not available, because Stokke does not track this Information
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p.11	
<b>GRI 417: Marketing And Labeling</b>			
417-1	Requirements for product and service information and labelling	Appendix: Number and statistics for GRI	
417-2	Incidents of non-compliance concerning product and service information and labeling	p.11	In the reporting period, there were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	p.11	In the reporting period, there were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship
<b>GRI 418: Customer Privacy</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Appendix: Number and statistics for GRI	

