

ZEITRAUM



Extract of excerpt

SUSTAINABILITY
REPORT 2021

The company

MISSION STATEMENT

ZEITRAUM is located in the foothills of the Bavarian Alps. This region has always been strongly characterised by the respectful use of natural resources and the pursuit of perfection in craftsmanship. Based on this, the company was founded in 1990 under the premise that quality, design and sustainability should always go hand in hand. From the very beginning, the aim was to produce furniture that does justice to the valuable raw material wood, fulfills its function over generations and is in harmony with nature. The contribution to a world worth living in has been a fundamental part of our strategy from the very beginning and sustainability has always been our corporate philosophy.

Our design language is deliberately pure and unobtrusive. The timeless design of our furniture does not follow any trend, it is restrained and should inspire through the beauty of the material even after decades. The manufacturing process is guided by our demand for natural material honesty and longevity. In the precise implementation of the designs, which are nevertheless very sophisticated in their simplicity, the processing of the material is our top priority.



ZEITRAUM relies on local production, long-term partnerships and fair cooperation. We are aware of our social responsibility and want to promote traditional craftsmanship in our region. In doing so, the responsible treatment of people and nature is always in the foreground for us.

We maintain open communication with all those involved in the process and regularly include them in our decision-making. In doing so, we adhere to the „17 Sustainable Development Goals“ of the United Nations. They serve as a long-term guideline for all processes in the company and help us to continuously improve the quality of our products against this background. They also provide us with a framework for dealing fairly with all stakeholders and creating a constructive, safe and healthy working environment.



MASTERPIECES
CRAFTED
FROM
SOLID WOOD

sensual

Diversity

Classics

unique

Heirloom

traditional woodcraft

personal identification

self-determined handicraft

qualified skills

state-of-the-art technologies

Honesty of Material

Cultural asset

carbon neutral

repairable

sustainable forestry

BROCKHAUS 1994: Brockhaus Enzyklopädie, in twenty-four volumes. Value creation/value chain (19) Mannheim: F.A. Brockhaus GmbH, pp. 88-89

Value creation

Economy

“Value added, the contribution of an economic sector to net domestic product at factor costs, at the same time

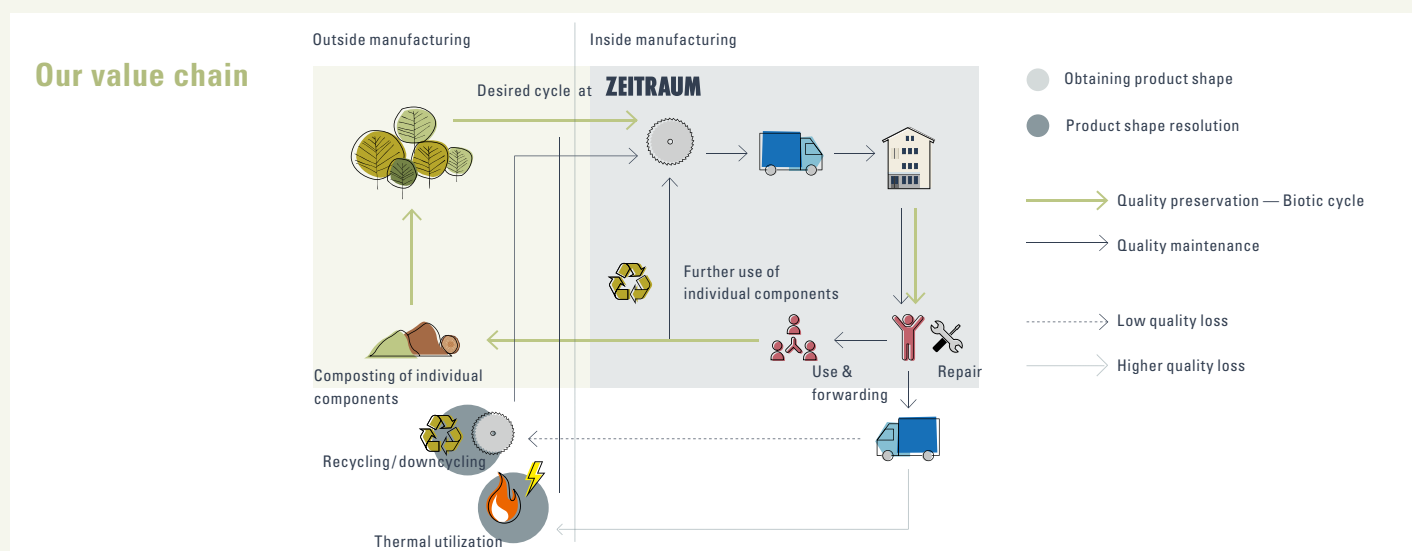
the sum of the incomes generated in the branch (employees’ and entrepreneurial income, interest on borrowed capital, net rents and net rents). Analogously, the value creation can be calculated for individual enterprises and for the economy as a whole. The amount of output is calculated as the value of net production from the gross production value minus Intermediate consumption, depreciation and indirect taxes, plus government subsidies.”

1.1 VALUE CREATION, WHAT IS IT ANYWAY?

When we talk about value creation, it is first important to define what we mean by this term. There are many definitions. Most of them define value creation as a purely monetary process ¹ — In the business sector, it usually describes the intention to maximise profit as much as possible through various processes, with the aim of deriving the greatest material benefit from it.

We would be lying if we said we had no interest in turnover and profit. Nevertheless, for us, **value creation is much more than profit maximisation**. For us, value creation is defined by fair, respectful treatment of our employees and partners, resource-conserving production or social commitment. These are things that cannot be measured in purely monetary terms.

So, when we talk about value creation in the following, for us it is not only an increase in material value through various processes, but also the increase in value through responsible action.



2.1 OUR GUIDELINES FOR THE DEVELOPMENT OF NEW FURNITURE

The ZEITRAUM product range offers beds, chairs, tables, storage, occasional and upholstered furniture as well as various lamps. Our furniture is made of solid wood, which is sourced from sustainable forestry and meets the highest ecological and social standards.

We focus our senses on the functional. And on quality. Every design is conceived with a minimum use of resources. With an eye on material cycles, we think not only about the raw material of the furniture, but also about environmentally friendly manufacturing processes, the maintenance and reparability of the furniture. With ingenious wood joints and material-appropriate constructions, we bring out the character of the wood — depending on the customer's wishes in completely individual designs. This opens a high degree of creativity and self-realisation not only for our clientele but also for the many craftsmen in the production process. Without question, this flexibility brings variety into the daily work of the craftsmen, but it also demands responsibility and a great deal of know-how.

Our furniture retains its original charm and faces age with composure. The supposedly transient beauty only reveals itself with the traces of time. Made for more than just one lifetime, these contemporary witnesses represent many small and large memories. At the same time, repairing and maintaining deepens the relationship between man and product. It brings our rhythm back into harmony with the heartbeat of nature.

2.2 ABOUT THE HIGH LEVEL OF QUALIFICATION OF OUR CABINETMAKERS

We define the quality of our products not only by the flawless quality of the materials and the perfect craftsmanship. For us, quality is an interplay between people, nature, and the furniture itself. The social and ecological added value achieved through sustainable value creation plays a very important role.

Working with solid wood requires concentration and skill from every single person at the workpiece. The high level of training of our carpenters plays a decisive role in the production of our furniture. This already begins with the selection of the wood, which requires a trained and sensitised eye — the image of the finished piece of furniture must already be present in the mind when the raw boards are put together.

Our furniture is much more than just consumer goods. Their masterful manufacture is not only visually perceptible but can be clearly felt through every touch. It is an expression of precision and care, is tangible and affirms our sense of sensuality and self-determination.

2 GREENPEACE MAGAZIN, 2021 Exclusive survey:
Germans ready to give up consumption
<<https://www.greenpeace-magazin.de/lesecke/exklusive-umfragedeutsche-zum-konsumverzicht-bereit>>
accessed, on 15.01.2021
3 HECKMANN, 2015 The culture of repair.
Munich: Goldmann-Verlag, Page 17

2.3 CONSTRUCTIONS

A prerequisite for the high-quality recycling of raw materials is usually the separation of components by type. To this end, our furniture is designed to be separable, and materials are detachably joined together. This type of construction has several advantages over the life of a piece of furniture:

1. Manufacturing

- Economical process design
- Compact packaging dimensions (Flat-pack)

2. Use phase

- Replacement of individual components can be implemented cost-effectively without prior knowledge
- Replacement for design reasons can be carried out
- Great simplification of maintenance
- Very small transport volume when moving

3. End-Of-Life

- Separation of individual materials by type possible
- Through separation: Cascade use, recycling and / or thermal utilisation feasible

2.4 REPAIR

Repairing instead of consuming!

Opaque constructions, missing spare parts or necessary special tools up to planned obsolescence. Buying new often seems easier than repairing — in many ways, unfortunately, that is the case nowadays. And anyway, most things are seemingly in abundance, available anytime and anywhere. But every manufacturing process involves valuable resources and a lot of work. In addition, long distances are often covered before a product reaches the consumer. Consumption seems limitless and our society is increasingly developing into a throwaway culture, with fatal consequences for the environment. But how can we counter this problem?

Greenpeace Magazin, 2021

“According to a survey conducted by Kantar Emnid on behalf of Greenpeace Magazine, a large majority of people in Germany are willing to reduce their own consumption for the benefit of the environment and climate.”²

In our eyes, too, we should finally put an end to the consumer madness and try to value things again. We are convinced that this can only be achieved if products are durable and can be repaired. Only in this way can we give people the opportunity to build up a special relationship with the product again. Moreover, repairing puts us in a state of happiness, it harbours a feeling of independence and thus preserves an important part of our lives. ZEITRAUM is committed to these values and anchors reparability in its corporate philosophy. It is a decisive factor for the longevity of our furniture.

“Those who repair deal with things and understand the world in the sense of the Humboldtian educational ideal of a coherent understanding.”

W. M. Heckl, 2015 ⁶



Repair and spare parts service

The ravages of time are inevitable, and the years do not leave their mark on our furniture either — a chair leg wobbles, a screw is lost, or burn and water stains adorn the tabletop. We have taken precautions for this case and offer a wide range of repair options or spare parts.

Which spare parts are available?

Basically, you can reorder everything from us. For some parts, this is even possible 20 years after the purchase of your product. In general, 10 years is no problem at all. From screws, table legs, seat shells to furniture glides, almost anything is possible.

Repair service

In 2021, ZEITRAUM will start to build up a network of service partners who have expertise in refinishing and repairing solid wood furniture. The pilot project is to be launched in Berlin in the middle of the year under the motto “We fix what you love”.

Future dreams

Our furniture is durable, repairable and can be used for generations — that is our promise and we have stood by it for over 30 years. A new sustainability concept is designed to confirm this and give the circular economy a new lease of life. We want to extend the life of our furniture and keep it in circulation. And of course, with consistent quality.

To this end, we are working on a new online platform to build a strong network of repair workshops and dealers. Our goal is to find repair shops throughout Germany, or even beyond, that will work in partnership and locally to repair and refurbish our furniture as needed. In this way, the furniture's lifespan is extended, and many people are given pleasure.

And if a piece of furniture no longer fits into your own four walls, the service points will, in addition to repairing it, also be able to offer to refurbish the disused ZEITRAUM products and market them on a new online platform. Our service points thus ensure that the faithful companions are passed on in a defined quality or, if required, even completely refurbished. In this way, the furniture gets a second life and new owners — in new splendour. The advantage for you: more space for other things.

3.1 MATERIALS USED

In order to take into consideration the multi-layered nature of sustainable value creation, special requirements are necessary for the materials used. In addition to ecological properties, social compatibility is an important criterion for assessing a sustainable raw material.

Solid wood

Wood offers the opportunity to design living spaces for a sustainable future. Hardly any other raw material is so environmentally friendly and also globally available. Its microscopic structure of cellulose, hemicellulose and lignin makes it a natural composite material with extraordinary properties. It has comparatively high strength properties, very low weight and is easy to work with. In addition, wood plays a decisive role in climate protection with its positive energy and carbon balance and its material and energy recycling potential. Wood combines sustainability and aesthetics and is therefore considered the "raw material of the future".

We only use hardwoods from sustainable forestry. Approximately 67% of our wood comes from Central European forests, most of which are located in the regional vicinity of our production facilities. 33% of the wood comes from large forest areas in North America. All woods comply with the FSC and PEFC standards. We currently use ash, oak, American cherry and European and American walnut.

For many years we have been procuring our American woods from family owned companies in Missouri and Pennsylvania. The companies are members of the "American Hardwood Council" (AHEC) and work with transparent and sustainable processes (www.americanhardwood.org). In order to comply with the standards of the European Timber Regulation (EUTR) AHEC developed an "environmental profile" in 2013 in cooperation with the Stuttgart-based environmental software developer Thinkstep Ltd. It contains all environmentally related data such as the ecological balance of different species of wood, growth per second and incidence, as well as annual harvest figures. Since the 50s, the growth of forests in the USA is again gaining ground and has more than doubled!

"Economic sustainability" and the associated regional sourcing options, recyclability or material-efficient construction are also very important to us. The focus is always on the responsible treatment of people and nature and compliance with our internal mission statement.

Wood-based materials

Wood-based materials are created by crushing and then joining structural elements of wood. In the process, veneers, strips, sticks, wood wool, chips or fibres are joined together with or without binders. The size and shape ultimately determine the type and properties of the material. The various processes give the materials special mechanical and physical properties which, in addition to their appearance, clearly distinguish them from solid wood. ZEITRAUM uses wood-based materials in particular for various seating shells, the CODE family and the RAIL family exclusively for the linoleum tabletop.

Metallic materials (Steel, Aluminium)

The combination of wood and steel is an interplay of two absolutely resistant materials and an aesthetic extension of our pure wood products. Carefully used, our metal constructions ensure stability and a very long service life for our furniture. The proportion of recycled steel in global steel production is almost 40%.

Upholstery materials and leather

We have been sourcing our upholstery fabrics from the suppliers Rohi and Kvadrat for many years. Kvadrat is a manufacturer from Denmark with highest ecological standards. Rohi has specialised in sustainable, high-quality woollen fabrics for over 75 years. These two long-established companies leave nothing to be desired in terms of quality and creativity.

The Swedish leather producer Elmo respects ecological principles at all stage of manufacture: From the treatment of animals, transport and reduced water and energy use to chromium-free tanning. Visible insect bites and small scarred wounds highlight the natural wild nature of leather.

The natural aniline leather from Leder Reinhard has visible signs of life. As all Reinhard leathers, aniline leather is environmentally friendly and manufactured without the addition of azo dyes in accordance with the German Chemicals Prohibition Ordinance.

Upholstery materials

We use different materials for the upholstery of our products, depending on the type of application. Seat cushions are mainly made of polyurethane foams due to their excellent properties. Back cushions and pillows are often filled with recycled polyester sticks or high-quality down. Our duck down for this comes exclusively from dead animals as a by-product of the meat industry. Polyester belongs to the thermoplastics and is mainly known from the production of PET bottles. The material is very light and can be recycled. ZEITRAUM uses polyester fibre sticks as a vegan alternative to down.

Regardless of the material used, the quality and comfort of the padding is our priority. Unfortunately, despite constant research in this field, we have not yet found an ecologically perfect solution with corresponding quality characteristics, but we are still searching and always open to innovative solutions.

Other materials

Other materials such as natural paper, linoleum, ceramics or moulded fleece are also used in our collection. When selecting these materials, we always pay attention to excellent quality, which for us is defined not only by their flawless processing, but also in particular by their origin, the manufacturing process and other sustainability-relevant factors.

Linoleum is an artificially manufactured product made from renewable raw materials. The name of the material is a combination of the Latin terms linum "linen" and oleum "oil". Besides linseed oil, cork flour and jute fabric, tree resins, wood flour, chalk stone powder and mostly natural mineral pigments are used. It is flexible, resistant, repairable and allergy-friendly.

The name ceramic is derived from the ancient Greek term keramos (= fired earth). It is an artificial material made from natural raw materials such as loam, clay, mineral and/or organic additives. For this purpose, the ingredients are first crushed, mixed, moistened and brought into any desired form, to be dried and fired afterwards.

Formfleece consists of 100 % polyester fibres. For the moulding process needle punched polyester fleece mats are heated to about 160°C and moulded using tools. The finished product combines pleasant haptics with form stability.

Natural oil

ZEITRAUM furniture is protected with natural oils. These are applied to the highly finely sanded surfaces and then gently massaged in by hand. The result is a silky-smooth, resistant wooden surfaces.

Colour stain & colour glaze

In addition to the oiled wood surfaces, we also offer our furniture in coloured stains and glazes. We use a so-called HYDRO dye stain for this. By applying the stain, the colour pigments dissolved in water penetrate deep into the wood structure. The furniture is then lacquered. The result is extremely resistant surface coatings.



We also ensure that all materials meet the highest standards with respect to toxic emissions and we therefore continuously working on optimized solutions.

3.2 WHAT IS ACTUALLY INSIDE A MORPH CHAIR?



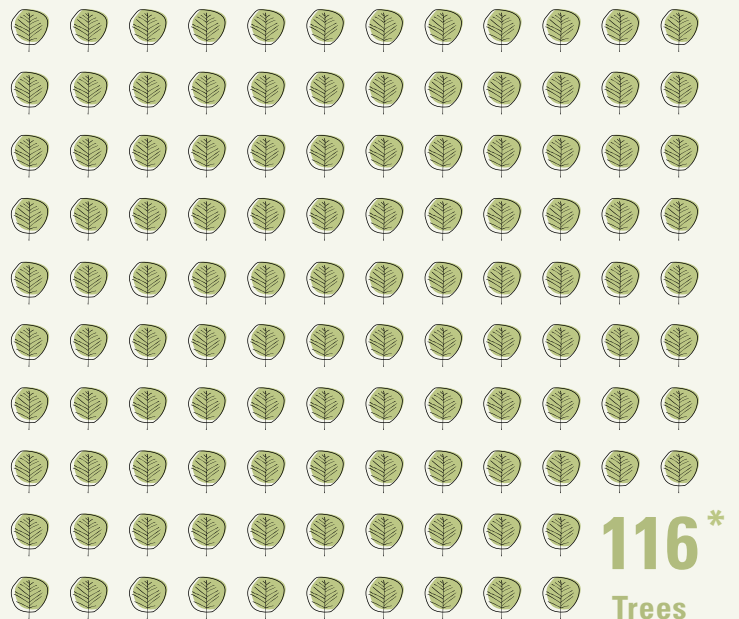
3.3 SOLID WOOD CONSUMP-

* Solid wood consumption 2020

incl. 40% Waste

Average mass of wood per m³ =

600 kg, 3 m³ per tree



3.4 CERTIFICATES

The basis of sustainable design also lies in the appropriate selection of the materials and processes used. Certifications can help to maintain consistent and defined quality. At ZEITRAUM, they serve as a decision-making aid for determining new materials and cooperation partners.

The chart shows the most important certificates of our manufacturers and/or materials. Sustainability certificates of the materials used by us can be found at www.zeitraum-moebel.de

MATERIAL	Certificates of manufacturers and suppliers
European solid wood Ash, Oak, European walnut	FSC, PEFC, European Timber
American solid wood Walnut, Cherry > AHEC	The Evergreen Initiative, NHLA
Derived timber product	FSC, PEFC, ISO, TÜV, REACH
Oils	FSC, PEFC, ISO
Lacquer & stain	ISO
Glue	ProForma Cert, CDP
Linoleum from Forbo	ISO, UL, Nordic Swan, DGNB
Ceramic	ISO
Fabrics from Kvadrat	ISO, UL, REACH, Energi Danmark
Fabrics from Rohi	ISO, REACH
Leather from Elmo	ISO
Leather from Reinhardt	Cradle to Cradle, FCKW frei, LGA schadstoff-geprüft
PUR Foam	REACH, RDS
Fleece	ISO, REACH
Down	in process
Mattresses	REACH, FSC, TÜV Rheinland, GS, QUL, LGA schadstoff-geprüft, eco Institut
Slatted base system	PEFC, REACH
Lampshade coverings	REACH
Cable socket & plug	CE, TÜV
Steel frames	ISO, DVS, GSI SLV
Metal fittings from Blum	ISO
Moulded fleece	REACH, LGA schadstoff-geprüft
Cardboard packaging	FSC, ISO
Polyester fibre sticks	REACH

4.1 FURNITURE FOOTPRINT — SUSTAINABILITY BEGINS WITH TRANSPARENCY



The Furniture Footprint is a new form of communication between us and our customers. It is a sustainability rating system for every single product in our collection that makes it possible to immediately and interactively record their sustainability and offers the possibility to learn everything about the materials

used. In addition to the greatest possible transparency, we thus offer our customers the opportunity to make their own responsible and conscious decisions. Furthermore, product development as well as our value creation is promoted in terms of sustainability on an **ecological, social, and economic level.**

Three Pillars of Sustainability

<p>Economic Sustainability</p>  <p>Regionalism the origin of resources, prudent business management, ecological economic structures, ability for repair, timeless design</p>	<p>Ecological Sustainability</p>  <p>Recycling management, responsible and environmentally-friendly use of natural resources, create something „permanent“ — longevity</p>	<p>Social Sustainability</p>  <p>Independence, work environments that are fair and observe occupational health standards, equality, respect for human rights, personal customer and supplier relations, consistency, comprehensive transparency</p>
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LCA (Life cycle assessment)-Data of Ökobaudat

The Ökobaudat is an information portal for sustainable construction issued by the Federal Ministry for the Interior, Building and Community (BMI) and provides a unified database for ecological balancing according to DIN 15804.

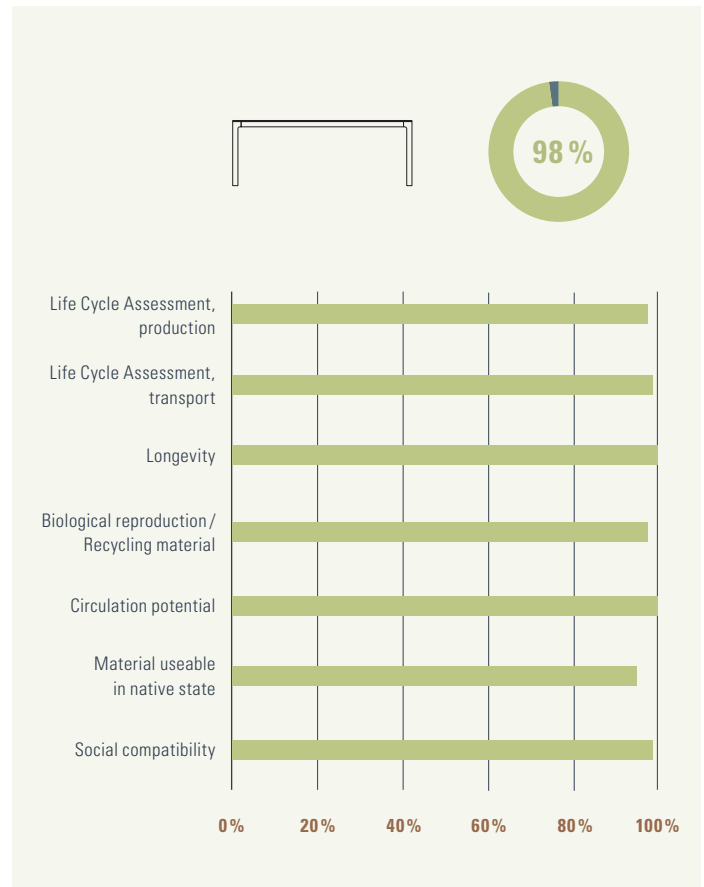
Data are subject to stringent quality criteria and set the independent benchmarks of our assessment system. The Life cycle assessment Data provide precise information about the sourcing of raw materials, the environmental impact of the material, transport routes, and processes at each stage of the product lifecycle all the way to its disposal.

The Furniture Footprint bridges the gap between subjective design perception and objective, sustainability-relevant areas and is thus an interface between aesthetics and considered consumption.

The market is flooded with certificates. But what is behind the certificates and how do I as a customer recognise which product really meets my expectations of sustainability? And what does sustainability mean for the company?

With the Furniture Footprint, we want to answer these questions and seek a whole new level of dialogue — at eye level. We offer you access to all sustainability-relevant information. You can trace the origin of the raw materials used and see where and under what social conditions production took place. But we also make important health-relevant information such as emission values or ingredients accessible to you. The materials are rated based on sustainability criteria with scores from 0 to 10. The 7 parameters are based on the “17 Sustainable Development Goals” of the United Nations and on the specific life cycle assessment data of the “Ökobaudat” of the BMI (Federal Ministry of the Interior, for Construction and Home).

M11, Table — Oak, 180 × 80 cm



⁴ LOHMANN, U. 2010: Holzlexikon, Photosynthese (4) Hamburg: Nikol Verlag, Page 914

⁵ BMI 2019: Life Cycle Assessment, database <<https://www.oekobaudat.de/datenbank/browser-oekobaudat.html>> accessed 20 July 2019

⁶ PATURI, F. R. 1985: The Forest (1) Stuttgart: Deutscher Bücherbund Stuttgart München



The Furniture Footprint was awarded the German Sustainability Award Design 2020/2021 in the category Pioneers. The award is based on the goals of the 2030 Agenda for Sustainable Development proclaimed by the UN and is intended to provide orientation at a time when sustainable design is more in demand than ever.

Fairness

Despite global distribution and high price pressure, we produce our furniture regionally. ZEITRAUM relies on long-term partnerships and fair cooperation. We set a good example, face up to our social responsibility and promote traditional craftsmanship in our region. We are convinced that thoughtful consumer behaviour can only be achieved through appropriate communication. The Furniture Footprint is a way to communicate knowledge quickly, fairly and at eye level and to disclose information about our products to ultimately promote thoughtful consumption.

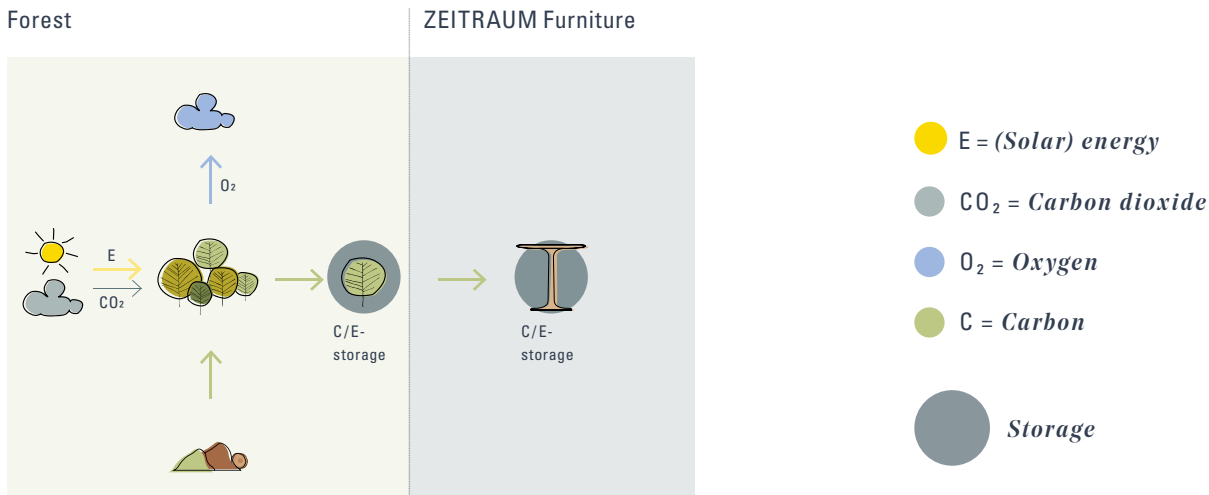
Climate

We can use the diagrams (see above) to simulate material combinations and optimise our choice of materials for the respective products against the background of sustainable value creation. Always on the lookout for more sustainable alternatives, we can identify our own weak points through the Furniture Footprint. The combination of internal reflection, interaction and absolute transparency gives us the opportunity to increase general awareness and to work together with our customers on the path to even more climate-friendly products.

Resources

By evaluating the parameters, we can quickly and efficiently see how many resources are being consumed to optimise processes if necessary. Our customers can also actively compare product variations and material combinations directly to be able to decide on the most resource-saving product in each case. We give our customers the opportunity to question their own consumption behaviour, to recognise the ecological advantages of solid wood in comparison to other materials, to jointly promote a positive development.

5.1 FOREST AND FURNITURE



Trees produce biomass and oxygen from sunlight and CO₂, thereby permanently binding CO₂ in the form of carbon (C) and contributing to a considerable reduction in greenhouse gases. The carbon remains in the processed sawn wood and ultimately in our furniture and is only released when the wood is possibly recycled, e.g., thermally, after the end of its use phase.

The CO₂ can then in turn be absorbed by plants.^[4] The processing of wood consumes comparatively little energy.^[5] In addition, the amount of waste is very small due to the possibility of material and thermal recycling of the residual wood. This saves fossil fuels and reduces unnecessary CO₂ emissions.

The forest

Did you know that a fully grown deciduous tree with a leaf area of about 1.000 m² provides enough oxygen for 40 people on sunny days and that its crown can filter about 240 kg of dust out of the air in a year? Have you ever thought about how much forest area there is left in Germany and whether it is getting smaller or larger? What is a sustainably managed forest and what is a virgin forest? What are their special features and what is the significance of the forest for the environment and for us humans?

There is much more behind the word forest than most of us realise. The forest not only offers people a diverse recreational space and is a valuable cultural asset. Above all, it is a highly complex ecosystem that reacts very sensitively to external influences such as climate or soil changes. Yet it fulfills a multitude of important functions for us and the environment. The forest is a habitat for many animal and plant species and offers us protection against storms, avalanches, soil erosion and floods. It promotes drinking

water quality and has a positive impact on the global, regional, and local climate.

We humans could also learn a lot from the "social structures" of trees among themselves! See "The Hidden Life of Trees" by Peter Wohlleben, published by Ingram Publisher.

The forest is a noise and dust filter in one, stores solar energy and is considered an effective pollutant and CO₂ sink. And finally, in addition to tree resins, mushrooms, cork and many different fruits, it provides one of the most sustainable and versatile building materials of all, wood.^[6]

Carbon storage wood

In the forest

During photosynthesis, trees extract CO₂ from the atmosphere. They form their plant mass almost exclusively from air and solar energy and produce oxygen in the process. The carbon dioxide (CO₂) absorbed from the air is bound in the form of carbon (C) in the wood. Sustainable forest management and selective harvesting increases the growth of the trees — the wood supply in the forest grows.

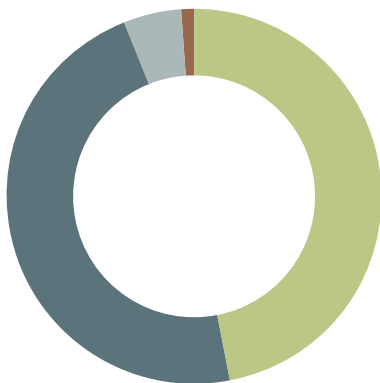
If the growth of the trees exceeds the weathering of deadwood (formation of CO₂ through bacterial decomposition of wood) and harvesting, more CO₂ is bound than released. If this management of the forest does not take place, the weathering of the unused wood releases more CO₂ than would be stored in the form of used wood.⁷

In furniture

If the carbon storage in wood products grows, more CO₂ is removed from the atmosphere than is released through the weathering or thermal utilisation of wood. The use of wood in durable, repairable furniture (or even buildings) prolongs this storage effect. Furthermore, the use of wood as an alternative material to iron or aluminium additionally reduces emissions. In addition, the substitution of fossil resources using wood as a more renewable source of raw materials.⁸

However, deadwood and unused biomass are by no means insignificant for maintaining a healthy ecosystem. They ensure that new nutrients are added to the soil and are important habitats for a variety of insects, fungi, and birds. Therefore, the preservation of biomass and deadwood plays an essential role in sustainable forestry. A good balance is, as so often, the right way to go.

Material composition of wood



● 50 % Carbon $\approx 0.9 t CO_2$

● 6 % Hydrogen

● 43 % Oxygen

● 1 % Various elements

⁷ WOOD RESEARCH MUNICH 2010:

Building with wood = active climate protection, forest and wood = effective carbon storage (2) Munich: Holzforschung München, page 6

⁸ RUETER, S. (2012) – Life cycle assessment baseline data for building products made of wood. (1)

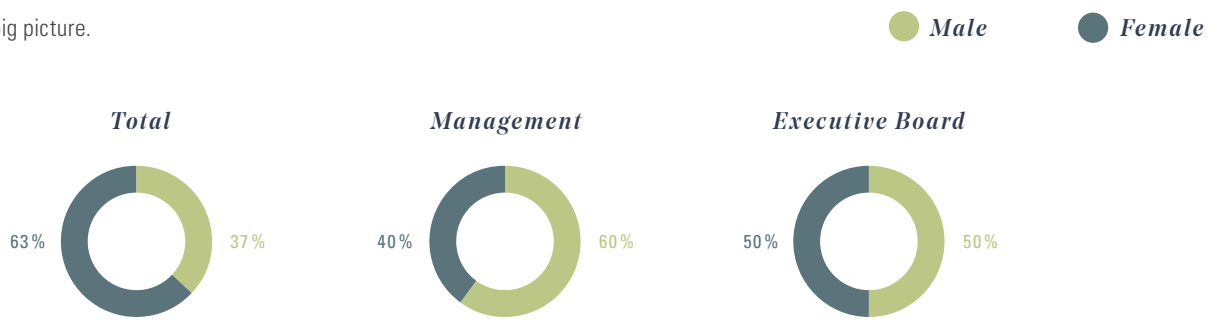
Braunschweig: Johann Heinrich von Thünen Institute, Federal Research Institute for Rural Areas, Forests and Fisheries

6.1 EMPLOYEE STRUCTURE

Creative, cosmopolitan and with a view on the Alps — that describes everyday working life at ZEITRAUM. The region of the foothills of the Alps with its traditional wood craftsmanship characterises life and work south of Munich. There, in a mill at the Loisach, lies the ideas, design and partly also the furniture forge. The proximity to nature invites you to swim in the cool river in summer and to take a walk during your lunch break all year round. Away from the hectic life of the big city, furniture made of solid wood with a timeless design is created here. Flat hierarchies characterise the structure of the company. The close cooperation enables an open exchange of ideas. All employees get involved in projects, work independently and with loyal responsibility for the big picture.

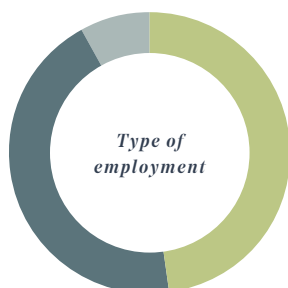
6.2 DIVERSITY

ZEITRAUM currently employs 27 staff with a wide range of cultural backgrounds, from different age groups, mostly from the surrounding region. The cosmopolitan, diverse team paves the way for equality and promotes an intercultural, stimulating exchange. True to the motto, "diversity is quality of life". Equality is not just a word; it is lived here. Overall, more women than men work in the staff — ZEITRAUM has been run by Birgit Gämmerler and Peter Gaebelein for more than 30 years now.

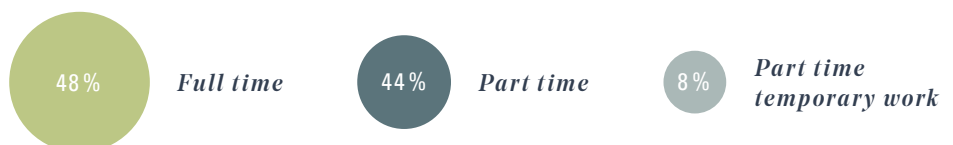


Number of employees	27
Average age	43.1 years
Average length of employment	9.6 years
Gender distribution	63 % Women 37 % Men 0 % Diverse (27 Persons)
Gender distribution Management Board	40 % Women 60 % Men (5 Persons)
Gender distribution Executive Board	50 % Women 50 % Men (2 Persons)
International employees	14.81 %
Ø-Sickness rate 2020	2.0 %

Length of service and type of employment relationship



Length of employment in years	% of total
< 1 year	6%
1 to 5 years	39%
5 to 10 years	28%
> 10 years	28%



6.3 WELL-BEING⁹

It has been proven that people's mental and physical resilience and general well-being increases when everyone is offered equal perspectives and given the opportunity to regulate stress in a self-determined way. Acting in a self-determined way and lacking perspectives limit the freedom of the individual and cause negative stress. The result: unbalanced employees whose freedom is restricted are dissatisfied and become ill faster and more often. In a world where more and more tasks are being taken away from us and we are increasingly losing our closeness to nature, perspectives, freedom, and a life close to nature give us — satisfaction, vitality, and strength. Balanced, natural nutrition, interpersonal contact, good circulation, exercise, oxygen, mental challenges but also relaxation are basic requirements for a healthy body, a stable mind and the balance between work, leisure, and freedom. ZEITRAUM tries to take care of these important things. For the company, the health of people and the meaningfulness of things are clearly in the foreground; they form the cornerstone of our corporate philosophy.

The staff is the most important source of responsible action. They face up to all ecological, economic, and social challenges and work in a goal-oriented manner on tasks from all areas. The prerequisite for an efficient company that can cope with rapid global changes is a safe and healthy working environment. Such an environment is achieved by taking good care of employees, encouraging them in their skills and supporting them in every way.

6.4 WORK-LIFE BALANCE

Work-life balance is an important part of the modern working world. Flexi-time allows our staff to organise their day individually and find time for family and friends. This gives us energy for new tasks and keeps us grounded in the face of a pulsating world.

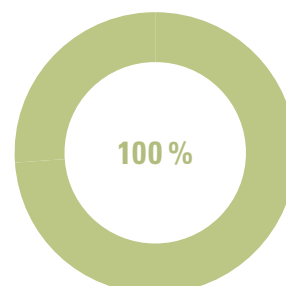
At ZEITRAUM, all full-time employees have the right to 30 days of holiday per year. According to the law, there is a minimum entitlement of 20 days for a 5-day week (§ 3 BUrlG). ZEITRAUM employees have a working time account that they can manage themselves according to their individual needs. This is intended to encourage self-responsible, entrepreneurial action. The

ZEITRAUM wants to create an environment for its staff that encourages and enables them to develop the company together and continuously.

A bright, friendly office, many plants and cosy corners invite people to talk. ZEITRAUM's office in the idyllic Alpine foothills is a piece of our home. A permanently installed water treatment plant provides the staff with drinking water of the best possible quality, naturally from glass bottles. In addition, fruit, drinks, coffee, and tea are available to our staff without limit. Joint cooking in one of the two kitchens, coffee breaks, communal seating and table tennis games are possible at any time. This not only strengthens our team and creates motivation, but also trains everyone to act on their own responsibility and creativity.

In addition to the table-tennis table, the height-adjustable desks including the "Stitz" standing aid, which can be individually adjusted in height and is good for metabolic functions, muscles, and sense of balance according to studies by the German Sport University Cologne, ensure movement at the workplace. For health and ecological reasons, particular emphasis is placed on natural materials, ergonomics, and durability of the furniture. With an additional company health insurance, which is free of charge for our employees, we offer the possibility of taking advantage of health services such as alternative practitioner treatments, physiotherapy, etc. at any time — all services that are usually not covered, or only to a small extent, by the statutory health insurance.

autonomy of the workforce is also promoted by a special structure of the company pension scheme: When investing money from the gross salary, the company subsidises each sum with 20 %.



*Percentage of employees who find they have a good work-life balance**



Outlook

Finally, we would like to thank you for your interest in our sustainability work. We make every effort to compile and record the essential information about us, our products, consumption, effects, and developments in our reports.

This excerpt is an extract from our major sustainability report 2021. If you would like to learn more about ZEITRAUM and our products, we invite you to also read this report or to visit our website.

Sustainable development was one of the founding motivations of ZEITRAUM. Taking responsibility for nature and people has been part of our mission statement from the very beginning and we would like to continue along this

path. Every report helps us to examine and question our processes and methods again and again. In this way, we can set concrete goals and develop and implement appropriate measures.

We are looking forward to the projects ahead of us and to discovering ourselves again and again, to developing further within the framework of sustainability and to sharing our story with you.

Your ZEITRAUM Team

Sustainability Report 2021

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