

OUR COMMITMENT TO JUSTICE, EQUITY, DIVERSITY & INCLUSION

At Onecollection we believe a fair workplace and a fair value chain are part of making furniture the right way. Justice, equity, diversity and inclusion shape how we hire, how we work together, and who we choose to work with.

We recognise that systemic inequalities exist across our industry and society, and that our company is not exempt. We are committed to understanding our own role honestly and to changing what needs changing.

Within our workplace, we commit to

- designing hiring and promotion processes that actively reduce bias and widen access to opportunity — including for skilled trades and production roles
- building a culture where everyone can contribute fully, speak openly, and grow without facing barriers related to who they are
- listening to our people and acting on what we hear about fairness, belonging and wellbeing

Beyond our workplace, we commit to

- applying ethical and inclusive standards to our communications and imagery, and sharing these with relevant partners
- treating everyone across our value chain — from the people who make our materials to the people who buy our furniture — with dignity and respect, regardless of background, identity or affiliation

We know this is long-term work, not a one-time statement. We will learn, adapt and be transparent, including about where we fall short. Accountability for this commitment sits with the executive team.

Approved by

Name / Role: Executive team / Chair of the Board, Onecollection

Signature: _____

Date: 15.09.2026

Next review (max. 12 months / policy 36 months): 12