

WORKSPACE COMMERCIAL FURNITURE

Sustainability Report 2025





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Workspace Commercial Furniture acknowledges the traditional owners of the land, offering respect to their elders past, present and emerging.

Who we are

16+

Vehicles in our fleet

16,300sqm

Manufacturing Facility

5

Showrooms

150+

Employees

94%

Average Recycle Rate

6 tonnes

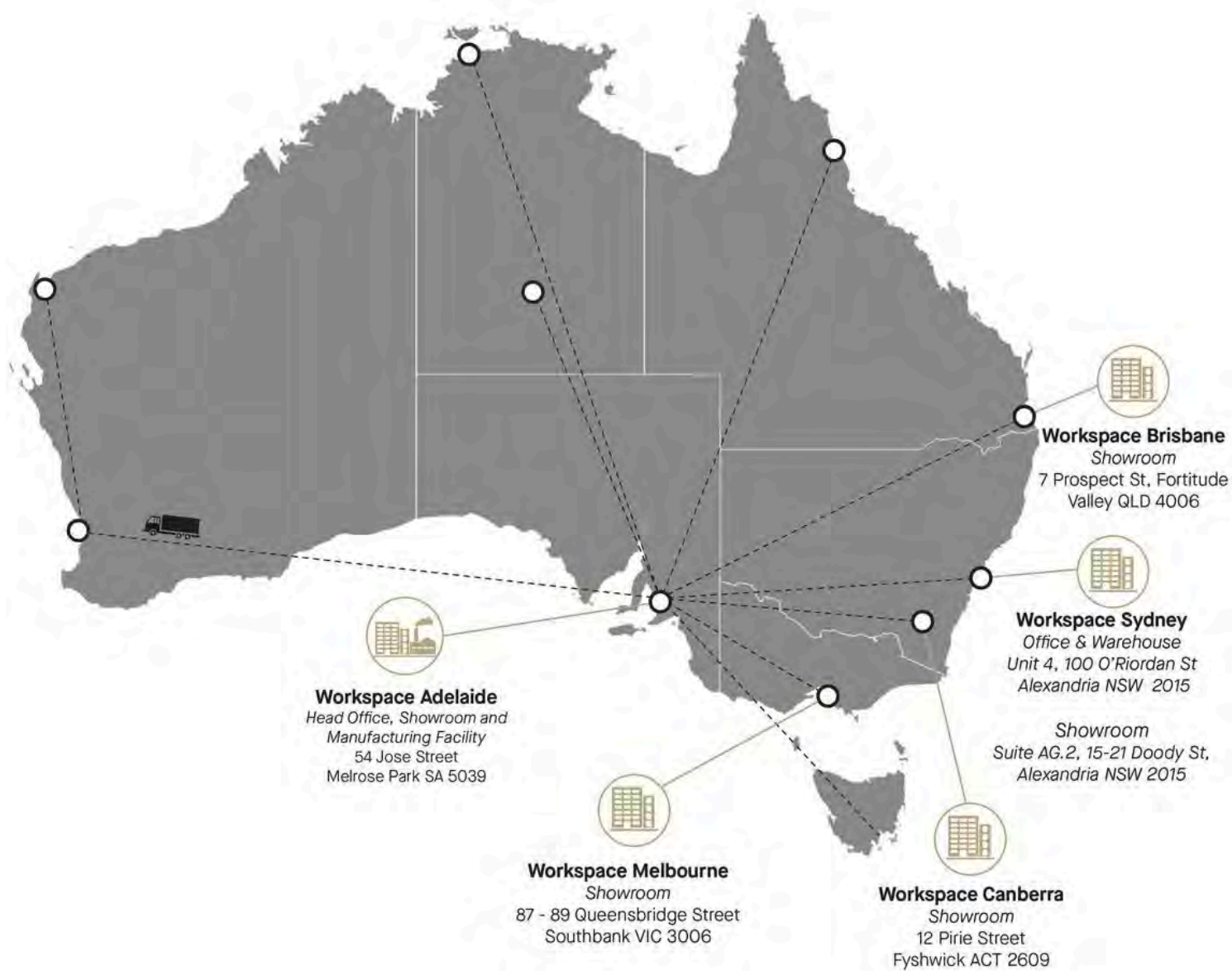
Foam reused since 2019

627+t

CO2 emission offset
since 2023

ISO 14006

Since 2024 (First Australian Furniture
Manufacturer)







Year at a Glance

1. WINNER – AU Manufacturing Awards in category Community Impact Award
2. TQCSI Client of the Year
3. Top 50 – Silver Award AU Manufacturing
4. Finalist – Australian Owned Business of the Year
5. Finalist – AU Manufacturing Awards in category ‘Apprentice of the Year’
6. Finalist – AU Manufacturing Awards in category Manufacturing Worker of the Year
7. Certification transition from TQCSI to TQCSI Yaran, an Indigenous-certified auditing body
8. Supply Nation membership Certification
9. 2nd Innovate Reconciliation Action Plan

-We try to keep our furniture in the office and out of the landfill-

Message from our CEO

Tom Clark
Chief Executive Officer



Since 1911, Workspace Commercial Furniture has proven its ability to adapt to the evolving needs of our customers. As we continue this journey, our focus has expanded beyond our products and services — to include the expectations of our community and our planet. This evolution has not only strengthened our company but has deepened our commitment to creating meaningful social and environmental impact.

This year, we are proud to have achieved significant milestones in our sustainability journey. From attaining our Ecodesign certification (ISO 14006 in late 2024 — integrating sustainability principles into every stage of our design process — to offsetting our entire fleet’s carbon emissions for the second consecutive year through Greenfleet, equating to more than 627 tonnes of carbon offset, we continue to take measurable action toward a low-impact future.

We have also launched Workspace Circular Solutions, our new Take Back program that promotes circularity by recycling, recovering and/or reusing furniture at the end of their life. This initiative reflects our commitment to responsible production and consumption, ensuring that Workspace products contribute to a truly circular economy.

Our dedication to ethical sourcing continues through ongoing PEFC certification, ensuring our timber and materials are sourced from responsibly managed forests. Our Reconciliation Action Plan (RAP) remains a cornerstone of our social impact efforts, enabling engagement and collaboration with Indigenous businesses and communities across Australia.

This year also marked a new chapter in our partnership with TQCSI, as we transitioned to TQCSI Yaran — an Indigenous-owned and operated certification body. This change aligns with our broader commitment to reconciliation, inclusion, and supporting Indigenous enterprise.

Our efforts have been recognised through several industry awards, including being named AU Manufacturing Winner of the Community Impact Award and among the Top 50 Most Innovative Manufacturers, earning a Silver Award. We were also proud finalists for Apprentice of the Year, Manufacturing Worker of the Year, and Business of the Year at the Australian Manufacturing Awards.

These achievements reflect the strength of our people, the trust of our partners, and the clarity of our purpose. Most importantly, they reaffirm that doing business the right way — ethically, sustainably, and inclusively — creates lasting value.

At Workspace, we believe that true growth must be guided by purpose, integrity, and care for the world around us. We are proud to continue building a company that delivers value, leads with responsibility, and gives back to the communities we serve.

“As Workspace’s Quality, Environment, Sustainability, and Certifications Coordinator, I’m incredibly proud of how far we’ve come on our sustainability journey. For us, sustainability is not just about meeting standards — it’s about embedding responsibility into every decision we make, from how we design and manufacture our products to the partnerships and communities we nurture.

Becoming the first company in Australia’s furniture industry to achieve ISO 14006 Eco Design certification marked a defining moment for Workspace, reinforcing our leadership in sustainable innovation. Our transition to TQCSI Yaran, the Indigenous division of TQCSI, reflects our commitment to reconciliation and to supporting Indigenous-led certification and business networks.

Through initiatives such as carbon offsetting our entire fleet, maintaining PEFC certification for responsible forestry, and continuing to build a culture of awareness and accountability, we’re proving that true progress comes from collective effort. None of these achievements would be possible without the dedication of our people, the collaboration of our suppliers, and the trust of our community. Together, we’re not just making sustainable furniture — we’re shaping a better future.”

-Ivana Dutton-



Company Profile

Founded in 1911, Workspace Commercial Furniture is one of Australia's most respected and enduring manufacturers, continually evolving to meet the changing needs of our clients and the market. As a leader in the design and manufacture of commercial, educational, hospitality, health, and aged care furniture, Workspace specialises in delivering complete, project-based solutions with a strong focus on quality, innovation, and sustainability.

Our 16,300 m² manufacturing facility in South Australia serves as the heart of our operations. Certified to ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), and ISO 14006 (Ecodesign), it reflects our commitment to sustainable and efficient production. The facility is equipped with advanced technology, including CNC-controlled borers, beam saws, and nesting machines, and structured to support scalable output through the operation of multiple shifts when required.

To further enhance operational efficiency and support sustainable growth, Workspace is building a second warehouse — a major milestone in our continued expansion. The new facility is being developed with sustainability at its core, incorporating energy-efficient systems, recycled materials, and design principles that optimise resource use and reduce environmental impact. This expansion will strengthen our logistics, increase storage and production capacity, and ensure we continue to meet growing national and international demand responsibly.

Workspace employs over 150 dedicated professionals across Australia, with showrooms located in Adelaide, Sydney, Melbourne, Brisbane, and Canberra. Our factory comprises specialised sections including Joinery & Cabinet Making, Screening, Melamine & Laminate, Upholstery & Chair Fit-Up, Polish Shop, Machine Shop, Logistics, and Research & Development — all working together to deliver high-quality, sustainable furniture solutions.

WORKSPACE...LEADER IN THE DESIGN & MANUFACTURE OF COMMERCIAL FURNITURE

Workspace controls product design and development, planning, local manufacture, right through to dispatch, freight and installation. Workspace works with its clients to achieve an industry leading turnkey service.

Workspace is committed to an environmental and sustainable approach and understands the importance of continuing to improve their environmental impact. Consequently, Workspace endeavors to be an environmentally responsible commercial furniture and interiors supplier and currently have an extensive range of furniture that meets the markets needs for sustainability.



THIS IS HOW WE WORK WITH UN sustainability goals



Knowledge conquers all



Growing opportunities for everyone



Sustainable use of resources



Supporting biodiversity with PEFC certification



Empowering equality for all



Strengthening industries sustainably



Reducing emissions, safeguarding the future

At Workspace, we recognise that true sustainability extends beyond our own operations — it's about contributing to a more resilient and equitable future for all. That's why we align our strategy and actions with the United Nations Sustainable Development Goals (UN SDGs), a shared global framework for addressing the world's most pressing challenges.

Through responsible design, ethical business practices, and meaningful community partnerships, we actively support and contribute to several of these goals. The following pages outline the specific UN SDGs that Workspace meets through our initiatives, projects, and everyday operations.



SUSTAINABILITY AT WORKSPACE

Workspace Commercial Furniture see sustainable development and environmental management as a key priority. We are committed to our community, shareholders, employees, suppliers and customers.

We have made outstanding achievements over the past year, however there are challenges too to ensure Workspace continues to add value to our community (environmental), our company (commercial) and our employees (social).

Our executive leadership team support the sustainability initiatives and measurements outlined in this report.

"We live in the present, but we care for the future. when the future becomes present we look even further"

From Developing to Developed

In 2025, Workspace proudly completed the extension of our main warehouse, a milestone that reflects our continued growth and commitment to supporting Australian manufacturing. The expansion was driven by the need to increase production efficiency, improve logistics, and create more local employment opportunities — all while maintaining our focus on sustainability and quality.

The new warehouse space allows us to streamline our operations, reduce transport movement between sites, and improve resource management. This not only enhances productivity but also helps lower our carbon footprint through more efficient material handling and storage. By investing in modern, well-organised infrastructure, we are strengthening our long-term capacity to deliver large-scale projects and meet growing customer demand across Australia.

Beyond operational benefits, the expansion has a positive impact on our community and workforce. It provides a safer, more ergonomic environment for our employees and creates additional job opportunities within the local region. Supporting local growth and manufacturing capability remains central to who we are as an Australian-owned company.

The warehouse extension is more than just a physical expansion, it's a step forward in building a resilient, sustainable, and communityconnected future for Workspace.



Celebrating Excellence in Australian Manufacturing

At Workspace, we are thrilled to announce our recognition in the Australian manufacturing sector in 2025. Our dedication to innovation, quality, and sustainability has earned us a place among the nation's top manufacturers.

This recognition celebrates the meaningful difference we're making across Australia through our ongoing commitment to reconciliation, inclusion, sustainability, and social responsibility.

WINNER - COMMUNITY IMPACT AWARD



Australian Manufacturing (AM) is the leading publication and resource for the manufacturing and industrial sector in Australia



Finalist - Apprentice of the Year

Additionally, we are proud to be a finalist in the Apprentice of the Year category. This recognition underscores our commitment to developing the next generation of skilled professionals. We invest in training and mentorship, providing opportunities for apprentices to grow and excel in their careers.



These achievements are a testament to the hard work and dedication of our team. They reinforce our position as a forwardthinking company that values quality, innovation, and the development of talent within the Australian manufacturing sector.

Finalist - Manufacturing Worker of the Year

At Workspace, we recognise that our greatest strength lies in our people — the dedicated individuals who bring skill, passion, and innovation to every project. We are incredibly proud to have been named a finalist for Manufacturing Worker of the Year, a recognition that celebrates the outstanding contribution of one of our team members to the Australian manufacturing industry.



This achievement highlights not only individual excellence but also the culture of craftsmanship, teamwork, and continuous improvement that defines Workspace. Our employees are at the core of our success — from the factory floor to project delivery — ensuring every product we create reflects quality, care, and sustainability.

Being recognised at a national level reinforces our commitment to supporting our workforce through training, development, and opportunities for growth. It's a testament to the talent within our team and to Workspace's ongoing dedication to shaping the future of Australian manufacturing.



Quality, Environmental Management Systems & Ecodesign Certification

At Workspace Commercial Furniture, our dedication to excellence extends beyond just manufacturing high-quality furniture. We continuously strive to improve our processes and reduce our environmental impact. This commitment is reflected in the three internationally recognised ISO certifications we proudly hold: ISO 9001, ISO 14001, and ISO 14006.

Quality Management System

ISO 9001:2015 - For over a decade, Workspace has maintained its ISO 9001 certification, demonstrating our commitment to delivering products and services that meet customer and regulatory requirements. This standard ensures that every step of our production process is optimised for quality, consistency, and continuous improvement. From design through to delivery, we put systems in place to ensure that our clients receive

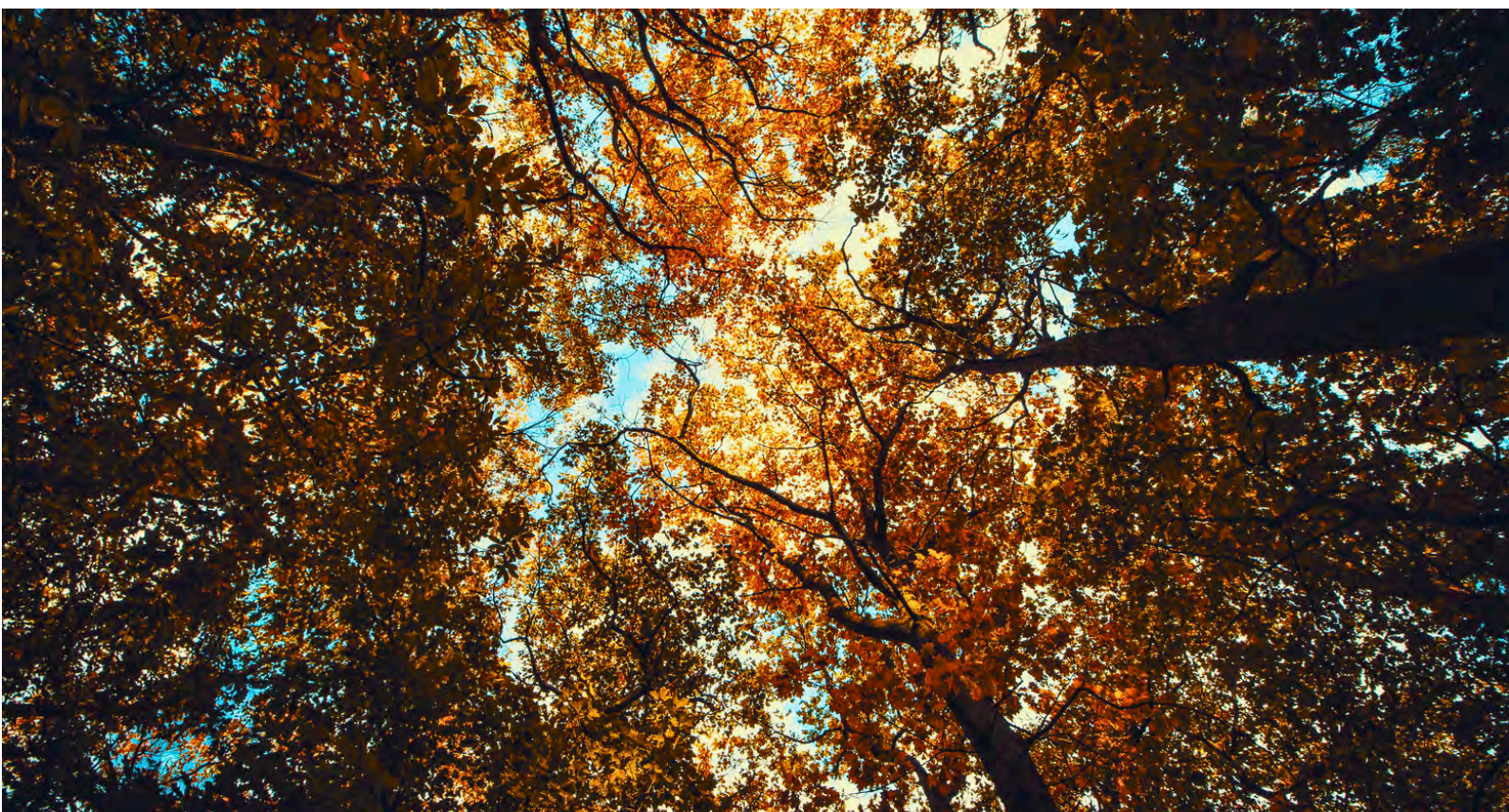
Environmental Management System

ISO 14001:2015 – Sustainability is at the heart of Workspace’s operations, and our ISO 14001 certification underscores our dedication to reducing our environmental footprint. This certification ensures that our environmental management systems are efficient, helping us to monitor, manage, and minimise our impact on the environment. From reducing waste to improving resource efficiency, ISO 14001 drives us to operate in an environmentally responsible manner across our entire supply chain.

-Good design is sustainable design-

Ecodesign Certification

ISO 14006:2020 – We are especially proud to be one of the first Australian furniture manufacturers to achieve ISO 14006 certification, which focuses on integrating ecodesign principles into our products. This certification highlights our commitment to considering environmental factors right from the initial stages of product development. We look at the entire lifecycle of our furniture—design, material selection, manufacturing, and end-of-life disposal— to ensure our products are as sustainable as possible. This forward-thinking approach not only reduces environmental harm but also aligns with our clients' growing demand for greener, more sustainable solutions.



The Workspace Advantage

Achieving and maintaining these ISO certifications reflect our continuous commitment to quality, sustainability, and innovation. Workspace is more than just a furniture manufacturer; we are a responsible and forward-looking company working to contribute positively to both our clients and the planet. By embedding these standards into our operations, we ensure that we meet the highest international benchmarks while providing our customers with furniture solutions that are not only built to last but are also kind to the environment. Through ISO 9001, ISO 14001, and ISO 14006, we are setting a standard for the Australian furniture industry, demonstrating that quality and sustainability can go hand in hand.



CORPORATE SOCIAL RESPONSIBILITY

Australian Made

Workspace has been committed to Australian manufacturing since 1911, our continued investments in our inhouse design, planning and manufacturing, coupled with our investments in new design and production technology, Workspace provides the products and services for every commercial environment.



WHY IS AUSTRALIAN MADE IMPORTANT?

These products are bringing jobs and finances back into the local economy and gives our customers confidence in the quality knowing that the product hasn't travelled across the globe before reaching them.

Australian Owned

100% AUSTRALIAN OWNED Australian Manufacturing" Workspace is not only Australian Made certified but we are also proudly Australian Owned certified. Workspace is one of Australia's most respected manufacturers since 1911 and has continued to revolutionise for over 112 years to meet the changing needs of our clients and the market.

Being Australian owned comes with a certain pride and sense of responsibility to ensure our products and service meets the highest possible standards. In June 2020, we were awarded the highest 3-star rating by Australian Made and we are excited to join the ever-growing list of businesses.

We are passionate about our commitment to the quality of our furniture by keeping manufacturing and production in house, in Australia. Workspace is proud to have been recognised for this achievement across so many of our most popular products.



BUSINESS
OF THE YEAR
FINALIST

"We are proud to manufacture our products in Australia and adding wealth and jobs to the economy we operate in"

AFRDI Certification

MANY OF OUR PRODUCTS ARE AFRDI BLUE AND GREEN TICK CERTIFIED

The Blue Tick certifies products which meet certain standards to AFRDI's satisfaction. The assessment of the products is based on the results of performance, function and safety tests, coupled with an evaluation of the quality and finish of a representative sample of product.

Green Tick refers to the ethical sourcing of raw materials, responsible use of water and energy, waste minimisation and, through better furniture design, the efficient use of raw materials – by extending a product's working life and its recyclability

"Whether our customers want to plan an environmentally sustainable workplace or incorporate eco-friendly furniture, Workspace is qualified to get the job done"

PEFC - Programme for the Endorsement of Forest Certification

Since 2018, Workspace has held FSC® certification, and starting in 2023, we transitioned to the Programme for the Endorsement of Forest Certification (PEFC) to further our commitment to sustainable forestry.

The Programme for the Endorsement of Forest Certification (PEFC) is an international, non-profit, non-governmental organization which promotes sustainable forest management through independent third-party certification and Workspace is committed to implementing and maintaining the requirements of the international chain of custody standard PEFC ST 2002:2020.

PEFC work throughout the entire forest supply chain to promote good practice in the forest and to ensure that forest-based products are produced with respect for the highest ecological, social and ethical standards. The PEFC certification ensures that products come from well-managed forests that provide environmental, social and economic benefits.

EcoVadis

We are proud to announce that Workspace has achieved our highest EcoVadis score to date — reaching 65 points and officially entering the Advanced performance band!

This year marks a significant milestone in our sustainability journey. With our score rising from 64 to 65, we've now crossed into the Advanced category — a recognition reserved for companies demonstrating strong and mature sustainability practices.

As a medium-sized Australian furniture manufacturer being benchmarked alongside global giants, achieving this level is an incredible accomplishment — and one that reflects the dedication, integrity, and continuous improvement embedded across our operations.

The biggest improvements came from Ethics, which jumped from 60 to 67, and Human Rights, which increased from 60 to 61. It's great to see our efforts in these areas being recognised!

Additionally, after a reassessment and successful appeal, our Sustainable Procurement score was revised upward — from 70 to 73 — further reinforcing our commitment to responsible sourcing and ethical supply chain practices.

EcoVadis also acknowledged our efforts with the following commendations:

Overall score

WORKSPACE COMMERCIAL FURNITURE PTY LTD is in the top **18%** of companies rated by EcoVadis in the Manufacture of furniture industry.

Sustainable Procurement

WORKSPACE COMMERCIAL FURNITURE PTY LTD is in the top **4%** of companies rated by EcoVadis in the Manufacture of furniture industry.

Ethics

WORKSPACE COMMERCIAL FURNITURE PTY LTD is in the top **12%** of companies rated by EcoVadis in the Manufacture of furniture industry.

EcoVadis applies rigorous and comprehensive criteria across all assessment areas, making their scoring exceptionally strict — so **achieving a score of 65** and entering the Advanced band is a clear testament to our strong and mature sustainability practices.

We're proving that leadership in sustainability isn't defined by size, but by purpose, action, and values.

SUPPLIER CODE OF CONDUCT

At Workspace, we believe sustainability extends beyond our own operations — it's built through strong, ethical partnerships across our entire supply chain. Our Supplier Code of Conduct outlines our expectations around environmental responsibility, human rights, workplace safety, and ethical business practices, ensuring our suppliers share our values and commitment to sustainability.

We are proud to see continued progress in this area. In 2024, 25.45% of our suppliers had formally agreed to our Supplier Code of Conduct. In 2025, that number increased to 49.09%, demonstrating growing engagement and shared responsibility within our network.

Our long-term goal is to achieve 100% supplier alignment, ensuring every partner we work with upholds the same high standards that guide Workspace's operations. By building transparent and responsible relationships, we strengthen the foundation for a sustainable and ethical future in Australian manufacturing.

Goal: 100% Supplier Alignment by 2027

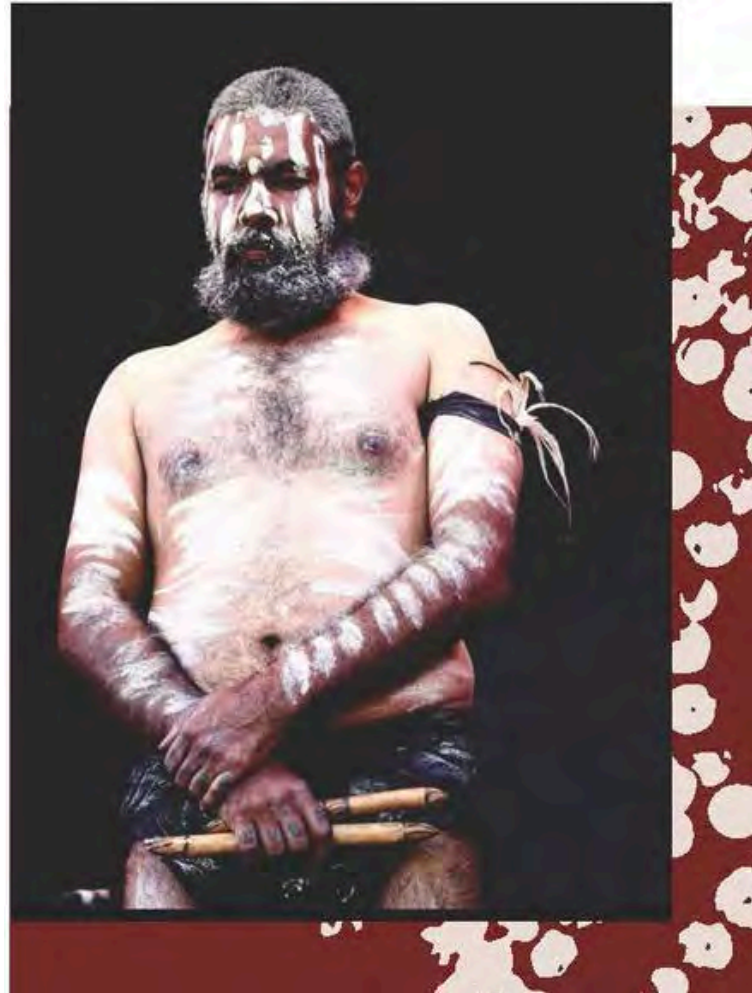
*-Driving transparency, trust, and sustainability
across our entire supply chain.-*

Reconciliation Action Plan (RAP) - Innovate

In 2025 Workspace has officially achieved its second Innovate Reconciliation Action Plan (RAP) for 2025–2027, accredited by Reconciliation Australia!

Our RAP journey began in 2019 with our first Reflect RAP, and since then, we have remained committed to strengthening relationships with Aboriginal and Torres Strait Islander peoples, creating meaningful opportunities, and embedding reconciliation into our business practices.

A key milestone in this journey is our new Supply Nation membership, which allows us to support and engage with Indigenous-owned businesses, aligning with our RAP goals to increase Indigenous procurement and economic participation. This is also a critical factor in government tenders, as many projects now require demonstrated commitment to Indigenous engagement and procurement.



RAP Cover artwork by Workspace employee Karruck Rankine-Meredith

Supply Nation Certified Member

This membership allows us to connect with and support Indigenous businesses, aligning with our commitment to sustainable and inclusive practices. Through this membership, we actively collaborate with several Supply Nation, certified businesses, strengthening our partnerships and supporting Indigenous economic growth. Importantly, this membership also enhances our competitive edge in tender applications by helping us meet key requirements. It's worth noting that membership differs from certification, while membership enables us to engage with the Supply Nation network, certification applies specifically to businesses that are Indigenous-owned.





CLIMATE

COMMITTING TO CLIMATE:

Offsetting Our Fleet for the Second Year Row

We're proud to continue our commitment to reducing our environmental impact by offsetting the emissions from our entire vehicle fleet for the second consecutive year through Greenfleet. Over these two years, we have offset over 627 tonnes of carbon dioxide equivalent (CO₂-e) — a figure that represents real, measurable climate action.

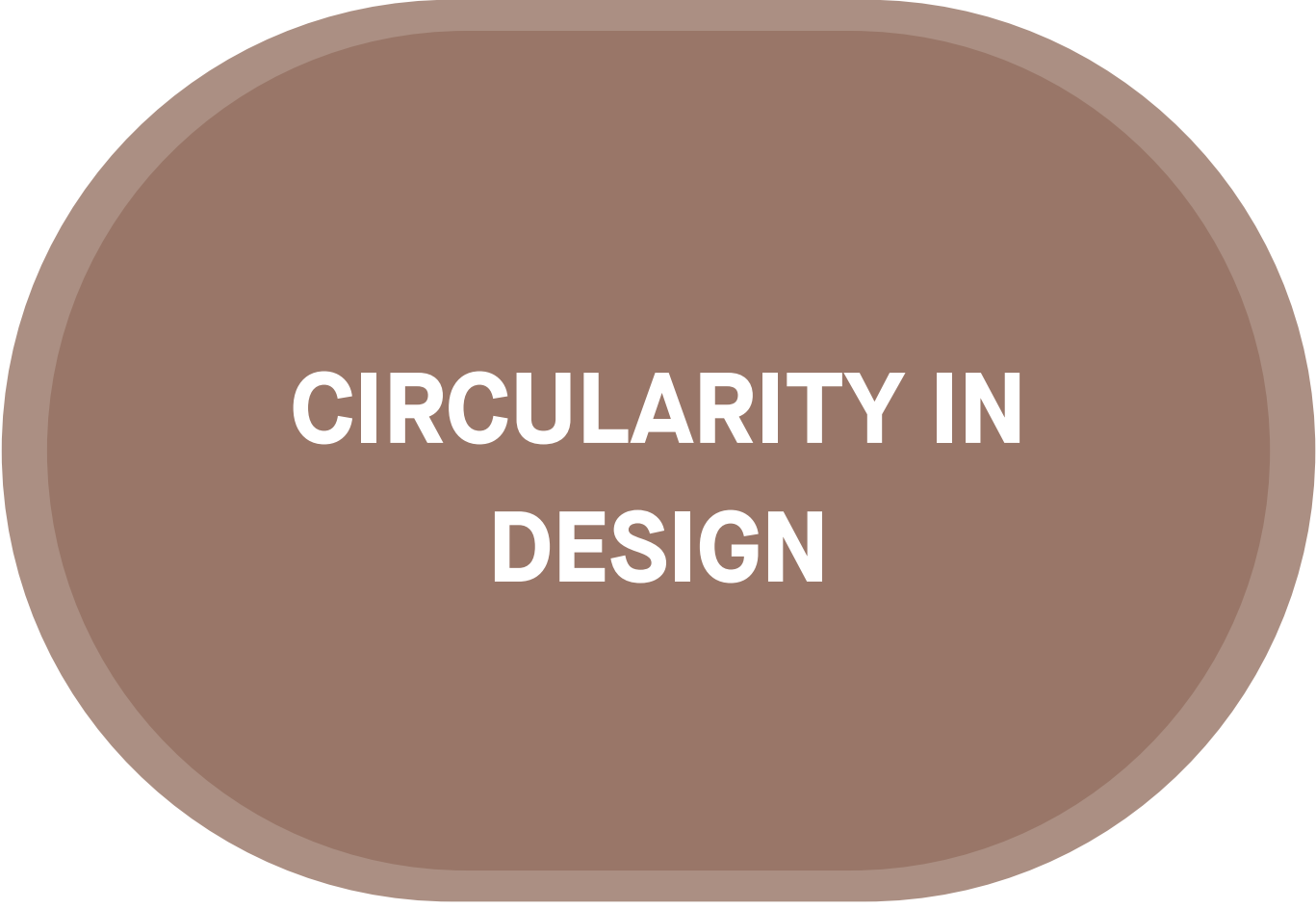
To put that into perspective:

- That's roughly equivalent to **removing 135-150 average petrol cars** from Australia's roads for a year (estimating an average car emits about 4-5 tonnes/year).
- Or **about 78,000 to 100,000 tree seedlings planted** today and grown to maturity (depending on tree species and growth conditions), which would together sequester a comparable amount of carbon over several decades.
- Another way to think of it: that amount of carbon would be the same as the annual electricity emissions from 25-30 typical Australian homes, based on average household usage.

Using Greenfleet to offset our fleet emissions doesn't just neutralise our carbon footprint — it also helps restore native forests, protect biodiversity, and support long-term ecological stability through properly managed and legally protected forest restoration projects.

This isn't just about meeting standards; it's about taking tangible action. Offsetting our fleet emissions year after year shows our ongoing dedication to being part of the solution for climate change.

-We don't just measure our impact, we offset it-



CIRCULARITY IN DESIGN

WORKSPACE CIRCULAR SOLUTIONS

Take Back Program

With decades of experience in the furniture industry, Workspace has the expertise, infrastructure and commitment to drive real change. Our dedicated fleet, certified recycling partners and in-house capabilities ensure that every item we take back is handled responsibly.

By choosing this program, our clients enhance their sustainability credentials, demonstrating their commitment to ESG goals, Green Star certifications and other corporate sustainability frameworks.

For builders & developers working towards Green Star certifications, partnering with Workspace may contribute to achieving higher green Star ratings!

The Options:



RECYCLE

Items will be collected from your site and transported to our Workspace facility in Melrose Park, where each piece is disassembled. Components will then be sorted and recycled appropriately, ensuring minimal waste to landfill.



REWORK

At Workspace, our skilled professionals can revitalise your furniture, whether it's reupholstering chairs, recutting tables to better fit your space, or repurposing materials for new uses.



REPURPOSE

We take a practical and innovative approach to repurposing furniture, giving a new use to furniture, ensuring materials are given a second life while reducing environmental impact.



At Workspace, circularity is at the heart of how we design and manufacture our products. We believe great design doesn't end with function and aesthetics — it continues through longevity, repairability, and material recovery. By integrating circular design principles into every stage of our product development, we aim to minimise waste, extend product life cycles, and keep valuable materials in use for as long as possible.

Our achievement of ISO 14006 (Eco Design) certification — a first in the Australian furniture industry, reflects our commitment to designing with the environment in mind. Through careful material selection, modular design, and a focus on durability, we create furniture that not only meets the needs of today but can be easily adapted, refurbished, or recycled for tomorrow.

We also work closely with suppliers and partners who share our circular vision, exploring innovative solutions such as tabletops made from upholstery off-cuts and components designed for disassembly.

-Circularity isn't just a design strategy — it's a mindset guiding every decision we make, ensuring that sustainability is built into the DNA of every Workspace product-



CASE STUDY 1:

CX Chair

Designed to commemorate 110 years of Workspace, the CX Chair features sustainability as a key element in the design process. Crafted from solid White Ash, a renewable timber species, the chair achieves exceptional material efficiency through careful selection and precision CNC machining that minimises waste. Its construction allows for easy disassembly, enabling individual components such as the seat, backrest, or leg assembly to be repaired or replaced without discarding the entire chair.

Built for longevity, the CX Chair combines a robust frame with premium joinery and a timeless aesthetic, ensuring it remains relevant and durable across commercial environments for many years. At the end of its life, the timber and metal components can be easily separated for recycling or repurposing, significantly reducing landfill impact. Furthermore, by maintaining local production and refining our manufacturing processes, Workspace ensures pricing efficiency without compromising quality or environmental responsibility.

The CX Chair embodies Workspace's enduring ethos—creating furniture that is beautiful, functional, and deeply considerate of its environmental footprint across every stage of its lifecycle.



CASE STUDY 2:

Forza Table

The Forza table embodies Workspace's sustainable design philosophy through its simplicity, material efficiency, and longevity. Designed and manufactured entirely in South Australia, Forza minimises environmental impact by reducing transport distances and supporting local production. Its highly efficient structure—comprising just a few robust components—achieves exceptional strength and scale with minimal material use, delivering one of the largest boardroom tables on the market with only four legs.

The modular design allows Forza to be flat-packed for efficient transport and quick installation, reducing packaging waste and emissions during freight. Its frame components—die-cast aluminium brackets, steel beams, and optional timber or steel legs—are durable, repairable, and fully recyclable at end-of-life. By using solid White Ash from sustainable sources and recyclable metals, the design ensures that materials can be responsibly recovered or repurposed.

Forza's timeless aesthetic and enduring construction promote longevity, reducing the need for replacements and contributing to a lower lifecycle footprint. By combining elegance, strength, and environmental consideration, Forza stands as a benchmark in sustainable Australian manufacturing for large-format commercial tables.

Workspace: timeless

The service life cycle of a product covers various stages: from its original design to its consumption, recycling /reusing or disposal. At Workspace, we take a conscious approach to the design, implementation and use of furniture.

1. Design

Workspace is proud to be one of the first Australian furniture manufacturers to achieve ISO 14006 certification Ecodesign. Our product development team is committed to designing furniture with eco-friendly solutions at the forefront. From the initial drafting concept, we consider the entire product lifecycle, including the end-of-life phase and the ability to easily disassemble components based on raw materials for responsible recycling or disposal.

To support our commitment to sustainability, Workspace has developed the Product: End of Life brochure.

2. Selection of raw materials

Having in mind environmental protection, we check the origin of the raw materials used in production. We require our suppliers to be certified, to meet quality standard and to comply with safety standards.

3. Packaging and delivery

We limit the amount of foil and do not use polystyrene fillers. We use recyclable and reusable blankets or cardboard packaging.

4. Production

Sustainable production involves creating quality, sustainable furniture, using materials from certified suppliers (FSC, PEFC wood certifications), while reducing waste and optimising production processes.

5. Long service life

We help customers extend the service life of our products by providing a 5-year or 10-year warranty and post-warranty service.

6. Disposal and recycling

Workspace is proud to have a recycling rate exceeding 90%, reflecting our commitment to sustainable practices. Additionally, over 1 ton of our foam off-cuts have been repurposed in various projects and collaborations, contributing to waste reduction and fostering innovative reuse of materials across different industries.

Workspace: ecofriendly

Given the growing emphasis on sustainable business practices and environmental protection, Workspace takes extra care in verifying the origin of the raw materials used in our furniture production. We require our suppliers to hold certifications that meet responsible forest management standards, ensuring that materials such as timber are sourced sustainably. This commitment helps reduce our environmental impact and supports global efforts in preserving forests for future generations.

Wood and plywood

Workspace's suppliers of wooden components are FSC or PEFC certified, ensuring that the wood used in our products comes from responsibly managed forests that respect people, wildlife, and the environment. As wood is one of the most Earth- and human-friendly raw materials, incorporating certified, natural materials into our furniture production is a vital step toward promoting sustainability and environmental responsibility in the industry. Workspace proudly holds PEFC certification.

Finest adhesives

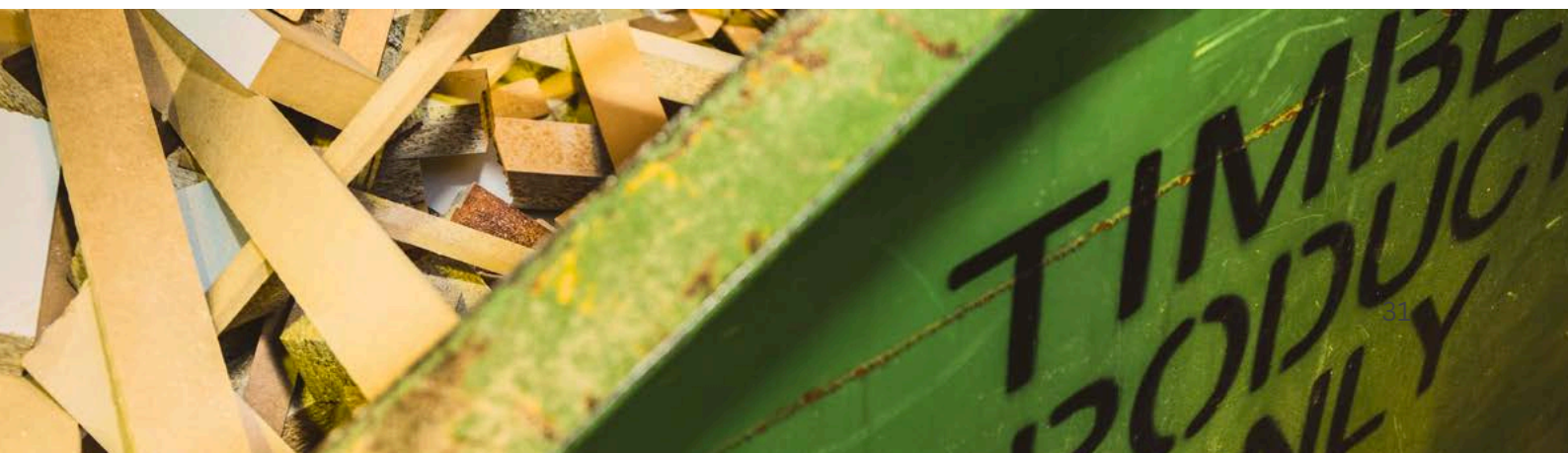
Workspace integrates environmentally friendly glue into its manufacturing processes, reinforcing our commitment to sustainability. The environmental glue we use is free from harmful chemicals and volatile organic compounds (VOCs), ensuring better air quality both during production and in the end product's lifespan. By choosing adhesives that are water-based and non-toxic, we significantly reduce our environmental impact. This eco-conscious design contributes to healthier working conditions for the team, safer products

Workspace: less waste

We reduce waste, reuse, recycle, compost what is biodegradable and consciously avoid unnecessary, environmentally harmful substances.

Waste poses a challenge for any company. We are constantly working to monitor it, and we have also introduced an effective waste management system called Green Path Recycling Program.

Segregation is an absolute foundation of waste management – there are specially designated and labelled containers for each



Workspace: sustainability stories

Foam Off Cuts and Partnering for a Circular Future

At Workspace, we recognise that sustainability is a collective effort — one that extends beyond our walls. We are continually seeking new ways to strengthen collaboration with our suppliers to enhance environmental performance across our entire value chain. Building strong, responsible partnerships is central to our commitment to environmental stewardship and corporate responsibility. By working together, we can drive innovation that benefits both our business and the planet.

A standout example of this collaboration is our long-term partnership with Dunlop Foams. Beyond sourcing high-quality foam for our products, we've established a circular process that ensures the foam waste generated during our manufacturing is not discarded but recovered and repurposed. Dunlop Foams collects this material directly from our factory and reuses it to manufacture new products, such as carpet underlay, giving what was once waste a new life.

Since the partnership began in December 2019, Dunlop Foams has collected and diverted more than six tonnes of foam waste from landfill — roughly the weight of an adult African elephant. This initiative not only reduces our external waste collection costs but also makes a measurable contribution to a circular economy, where resources are kept in use for as long as possible.

In addition, we actively reuse foam off-cuts from our bean bag production, incorporating them into new products to minimise waste and maximise material value. By finding creative ways to repurpose what others might discard, we continue to reduce our environmental footprint and inspire circular thinking across our operations.

By turning what would have been landfill waste into useful materials, we are closing the loop — much like how nature regenerates its own systems, where nothing is wasted, and everything has a purpose. This partnership embodies our belief that sustainability thrives through collaboration, creativity, and shared vision.

We continue to seek out similar opportunities with other suppliers to expand our circular initiatives. Together, we're building a network of like-minded partners committed to reducing environmental impact, conserving resources, and creating long-term positive change across the furniture manufacturing industry.



Composting

Workspace has taken its waste management game to the next level by embracing recycling and reuse in innovative ways. We've re-evaluated our processes and partnered closely with our trusted external waste management provider to streamline our approach, even when it comes to working with new suppliers and merchants.

We meticulously separate our waste streams—including waste-to-energy, landfill, plastics, timber, sawdust, paper/cardboard, and scrap steel—ensuring each material finds its way to recycling. A great example? Our sawdust waste is transformed into mulch and compost, which we've used to create a beautiful, sustainable rose garden in our carpark. It is just one of the ways we are turning waste into something truly worthwhile.



Repurposing Fabric Off-Cuts for Sustainable Packaging

As part of our ongoing commitment to sustainability, Workspace repurposes off-cut fabric from our production process as protective wrapping for furniture packaging. Instead of discarding these remnants, we give them a second life, reducing waste and minimising the use of plastic and other non-recyclable materials.

This innovative approach not only ensures our products are well-protected during transport but also supports our broader goal of recycling and reusing materials wherever possible. By integrating fabric off-cuts into our packaging process, we are transforming waste into a valuable resource — reducing our environmental footprint while maintaining the highest standards of quality and care.

Turning Fabric Off-Cuts into Opportunity

At Workspace, sustainability shapes every part of our operations — including how we manage upholstery fabric off-cuts. While we continually strive to minimise waste, reusing these materials presents both challenges and opportunities. Recognising their potential, we have begun transforming what was once considered waste into something truly meaningful.

We recently partnered with a forward-thinking company to explore how our fabric off-cuts can be repurposed into unique, functional tabletops. These tabletops combine sustainability with creativity, turning discarded materials into beautiful design pieces. Through this initiative, we have diverted over 200 kilograms of fabric waste from landfill, showcasing the power of circular innovation. While this collaboration remains in its exploratory phase, we are optimistic about the outcomes and the example it sets for others in our industry.

Our sustainability journey also includes partnerships that support community-led initiatives. One of these is our collaboration with Boomerang Bags, a grassroots movement dedicated to reducing plastic waste through the creation of reusable fabric bags. By donating our upholstery fabric off-cuts, we enable Boomerang Bags volunteers to transform remnants into eco-friendly, reusable bags. This partnership not only helps divert waste from landfill but also supports a community movement promoting sustainable alternatives to single-use plastics.

Together, these initiatives demonstrate that even the smallest off-cuts can have a lasting impact when innovation and collaboration come together — transforming waste into resources and ideas into action.



Brewing Sustainability — One Capsule at a Time

At Workspace, we take our coffee seriously — and our commitment to sustainability even more so. The sight of countless coffee capsules ending up in landfill was a wake-up call that inspired us to take meaningful action.

In 2019, we joined the Nespresso Bulk Recycling Program, and since then, we've successfully **diverted over 700 kilograms** of used coffee pods from general waste.

By addressing this small but impactful source of waste, we're proving that sustainability starts with everyday choices. This initiative reflects our dedication to the "Reuse, Reduce, Recycle" philosophy and demonstrates how practical actions can make a measurable difference.



*-Less Waste. Less Cost. Less Impact on
Our Environment-*

From Capsules to Cartridges — Creating Change Together

At Workspace, we know that real change isn't just created through big programs and certifications — it's also built through the everyday actions of our people. These smaller initiatives may seem simple, but together, they help create a culture where sustainability becomes part of daily life.

Whether it's collecting Nespresso capsules and sending them through the official Nespresso recycling program or taking part in the Close the Loop Cartridge Recycling Program, these actions make a tangible difference. Between 01/01/1999 and 20/11/2024, Workspace has **recycled an impressive 491.952 kg** of printer cartridges, keeping valuable materials out of landfill.

We also encourage and celebrate personal contributions to a greener future — like our team members offsetting the carbon pawprints of their pets through Greenfleet. Every capsule, every cartridge, and every tree planted matters. These small but meaningful actions show that sustainability at Workspace isn't just a policy — it's part of who we are.



c/- Close the Loop

-Because The Little Things Add Up-

OUR PEOPLE



Diversity and Inclusion

At Workspace, our people are our greatest strength. We continue to invest in developing their skills, wellbeing, and potential. Our recruitment and selection processes are well-established and transparent, ensuring fairness and alignment with our values. Workspace is fully compliant with all National and State Government Pay Awards and minimum wage requirements.

We are committed to maintaining an inclusive and respectful workplace, free from discrimination based on race, colour, age, gender, sexual orientation, gender identity or expression, ethnicity, religion, disability, union membership, or political affiliation. Our highly skilled and qualified team ensures that all services are delivered to the highest standards and in line with our company's philosophy and objectives.

In December 2019, we launched our first Reflect Reconciliation Action Plan (RAP), which laid the groundwork for meaningful cultural and organisational change. Building on that progress, our second Innovate RAP was endorsed and published in early 2025, reinforcing our commitment to reconciliation and inclusion.

As part of our continued journey, Workspace became a Supply Nation Certified Member in January 2025, strengthening our commitment to supporting and engaging with Aboriginal and Torres Strait Islander businesses.

We are proud to champion diversity and actively contribute to closing the gap in employment and business opportunities for Aboriginal and Torres Strait Islander Peoples. We are proud to champion diversity across the organisation, employing three permanent Aboriginal team members as well as a wide range of international employees. This global mix enriches our workplace, bringing diverse perspectives, experiences, and cultural insights that strengthen our teams and innovation.

-Our people are at the heart of our success, and our workplace is dedicated to helping every individual reach their full potential-



Empowering Our People Through Training

At Workspace, we know that real change happens when people feel confident, capable, and inspired to take action. That's why we invest in training that goes beyond the basics—equipping our team with practical skills, fresh ideas, and the confidence to lead in their roles.

From sustainability management, waste management and sustainable procurement to product management, build stronger marketing skills and cyber security, training programs are designed to build both expertise and awareness. Whether it's learning how to reduce waste, make smarter purchasing decisions, or protect our digital environment, every session helps shape a stronger, more sustainable business.

But it's more than just ticking boxes. These training opportunities create ripple effects—encouraging collaboration, sparking new ideas, and strengthening our shared culture of responsibility. By investing in our people, we're not just building skills; we're building a team that drives positive change every day.

- Knowledge creates impact-



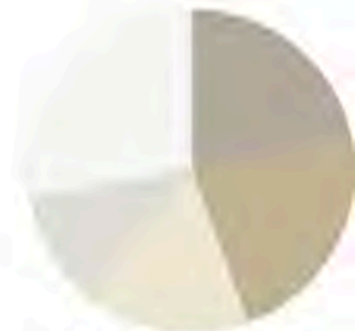
**Overall
Employment**

Women 20%
Men 80%



**Trades
People**

Women 13%
Men 87%



**International
Employer**

Asia 4
Africa 4
Europe 3
India 2
China 5

154

Employees on a contract
of employment

no

Temporary
workers

12.5 yrs

Average length of
employment

2%

Employment of persons
with a disability
certificate

Work Health and Safety

At Workspace Commercial Furniture, the safety, health, and wellbeing of our people are fundamental to the way we operate and reflect our long-standing commitment to responsible, ethical, and sustainable business practices. We recognise that a safe workplace is not only a legal obligation, it is a core part of our culture and a driver of productivity, quality, and employee satisfaction.

Workspace maintains a comprehensive Work Health and Safety System, aligned with ISO 9001 and ISO 14001, supported by documented procedures, regular audits, risk assessments, and continuous improvement initiatives. Our systems cover all aspects of safety, including hazardous materials management, chemical handling, plant and equipment checks, waste management, incident response, and emergency preparedness.

To strengthen safety awareness and capability across the organisation, we invest heavily in training, toolbox talks, targeted safety workshops, and ongoing education for both new and existing employees. This includes regular refresher training for first aid, manual handling, machinery operation, and safe work method practices. Through these proactive measures, we have created a workplace where safety is understood, prioritised, and embedded into everyday behaviours.

In the past two years, we have seen a significant improvement in WHS performance. Lost hours due to injury have decreased by more than 90%, falling from 962.6 hours in FY 22/23 to just 90 hours in FY 24/25. This progress demonstrates the effectiveness of our risk-management strategies, early intervention, and our commitment to continuous improvement. The reduction also reflects stronger safety leadership, improved reporting culture, and enhanced support for our employees. As a result, overall operational efficiency and employee wellbeing have noticeably improved.

A Holistic Approach to Health and Wellbeing

Workspace recognises that safety extends far beyond physical injury prevention, true wellbeing incorporates emotional, mental, and social health. Our holistic approach reflects this broader understanding of what it means to support our people.

We provide a range of wellbeing initiatives, including access to support services, mental health awareness programs, and open communication channels that encourage employees to seek help early. When a team member or their family experiences illness, loss, or personal challenges, Workspace offers compassionate, tailored support to ensure they feel valued and cared for.

We also promote a culture where wellbeing is openly discussed, and where every employee plays a role in creating a healthier, safer, and more connected workplace. Managers and team leaders are actively involved in building supportive teams, recognising early signs of stress or fatigue, and ensuring workloads are safe and manageable.

Our holistic WHS philosophy acknowledges that when people feel physically safe, mentally supported, and emotionally valued, they perform at their best, contributing to stronger safety outcomes, higher morale, and a more resilient organisation.

-Safety unites the company and its people around a common goal, creating a workplace where everyone wins-

Workplace Safety Performance: Total Hours vs Lost Time



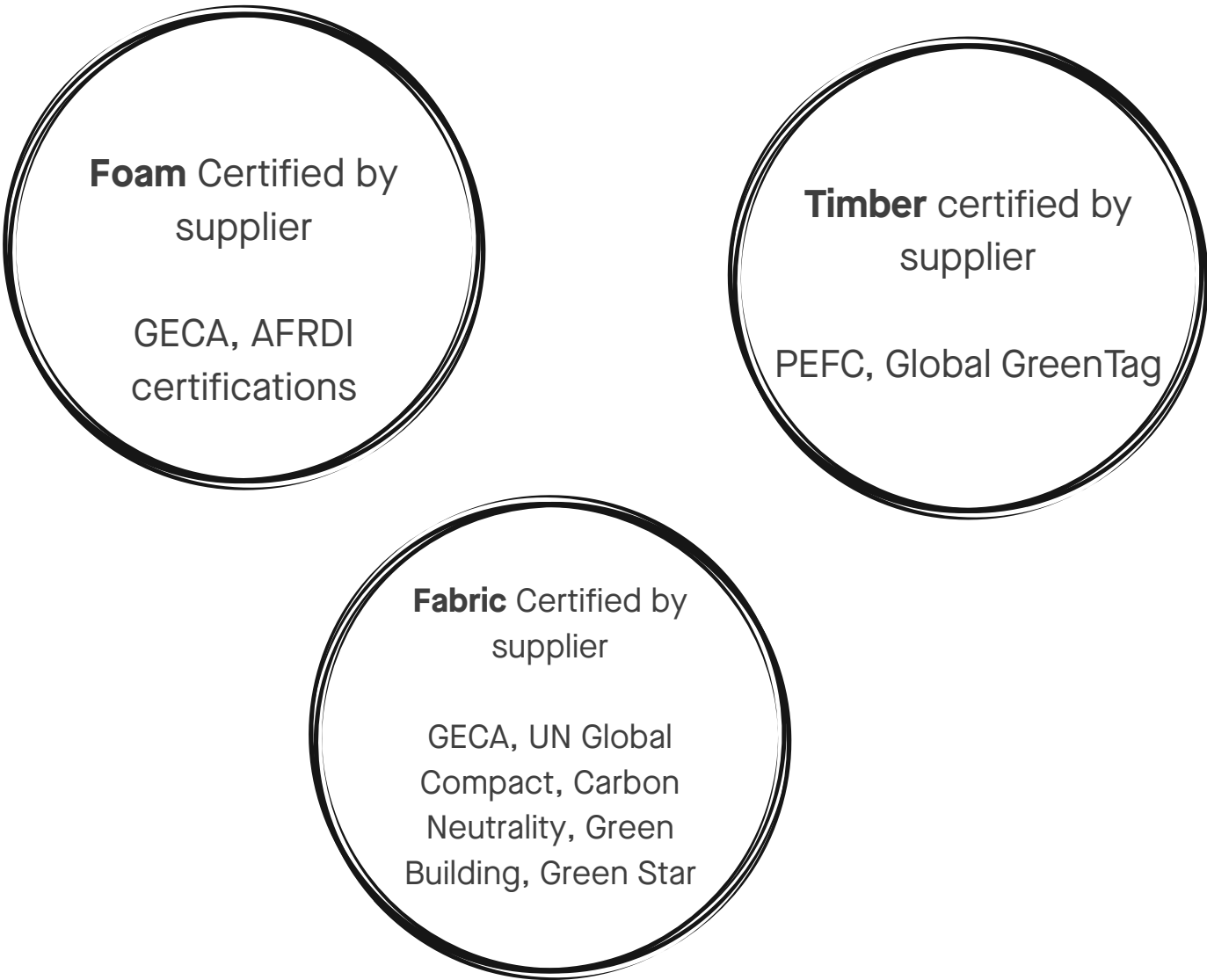
Overall, these graphs demonstrate a **strong downward trend** in lost time due to injury. Our team's focus on safety has clearly paid off, and it's encouraging to see that almost all lost time has been eliminated. This is a positive reflection of our commitment to a safe and healthy workplace.

PROCUREMENT

Our aim is to prioritise sustainability in our procurement and investment decisions and to work collaboratively with our suppliers to pursue and develop sustainable business outcomes. At Workspace, we carefully select suppliers who share our commitment to environmental responsibility, ethical practices, and social impact. We look for partners who demonstrate transparency, minimise waste, and support a circular economy approach.

All our suppliers are required to align with our Supplier Code of Conduct, which outlines clear expectations around environmental performance, labour standards, health and safety, and ethical business behaviour. By partnering with like-minded suppliers, we strengthen our supply chain, reduce our environmental footprint, and contribute to a more sustainable future for our industry and communities.

Materials Certified by our Suppliers



GREEN STAR AND CREDITS

Supporting Our Clients on Their Green Star Journey

Sustainability in the built environment is no longer just a trend—it's an expectation. The Green Building Council of Australia (GBCA) Green Star certification is Australia's leading sustainability rating system for buildings, fit outs, and communities. It recognises projects that deliver healthier, more efficient, and more sustainable spaces, helping organisations reduce their environmental impact while enhancing value and wellbeing.

At Workspace, we are proud to support clients in achieving and improving their Green Star certification. Through sustainable product design, responsible sourcing, and low-impact manufacturing processes, we can contribute to a project's Green Star credits across several key categories.

Our Ecodesign certification (ISO 14006), PEFC-certified timber, Take Back program, waste reduction initiatives, and carbon offsetting of our entire delivery fleet are all aligned with the principles underpinning Green Star. By offering locally manufactured, sustainable furniture solutions, we help projects reduce embodied carbon, support circular design, and improve indoor environmental quality, all of which can directly contribute to achieving higher Green Star ratings.

Our Workspace Circular Solutions (Take-Back Program) is designed to support product stewardship and circularity. This initiative allows clients to return end-of-life furniture for responsible reuse, remanufacturing, or recycling—diverting valuable resources from landfill. This program will not only help clients close the loop on their fit outs but can also contribute to Green Star credits by addressing waste management and resource recovery requirements.

Beyond products, we work collaboratively with architects, designers, builders, and project managers to provide transparent environmental data and supporting documentation needed during the certification process. This partnership approach allows clients to seamlessly integrate Workspace solutions into their sustainability strategy and meet their project goals more efficiently.

Our commitment goes beyond compliance, we aim to empower our clients to lead in sustainable design and make a measurable impact on their environmental footprint. Together, we can build spaces that are better for people, business, and the planet.



COMMUNITY

We are proud to support initiatives that make a meaningful difference in our community. Through our donation program, we contribute funds, furniture, and resources to local schools, community groups, and charitable organizations that align with our values.

These donations help create welcoming and functional spaces, support vulnerable communities, and promote social inclusion. By giving back, we aim to strengthen community connections and foster a positive impact that extends beyond our business operations.

Our contributions extend across health, education, social welfare, and environmental causes. We actively support and donate to organisations such as:



CEO Sleepout - CEO - Tom Clark

- Can:Do 4Kids – supporting children who are deaf, blind, or have sensory needs.
- Sammy D Foundation – helping prevent violence and bullying through education and mentoring
- Cancer Council and Fight Cancer Foundation – Footy Colours Day – raising awareness and funds for cancer prevention and support.
- Vinnies CEO Sleepout – raising awareness and vital funds to help break the cycle of homelessness.
- Catherine House – supporting women experiencing homelessness.
- Autism Awareness Day and Children's Medical Research Institute – promoting inclusivity and advancing children's health.
- Tjindu Foundation – empowering Aboriginal youth through culture, education, and sport.
- Scholarships – supporting future talent in collaboration with Design Industry Australia and the University of South Australia.
- Local pre-schools – donating upholstery fabric off-cuts for creative play and learning, diverting waste from landfill.

Through these partnerships and contributions, we aim to create positive, lasting change — supporting people, communities, and the environment.



On the right

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