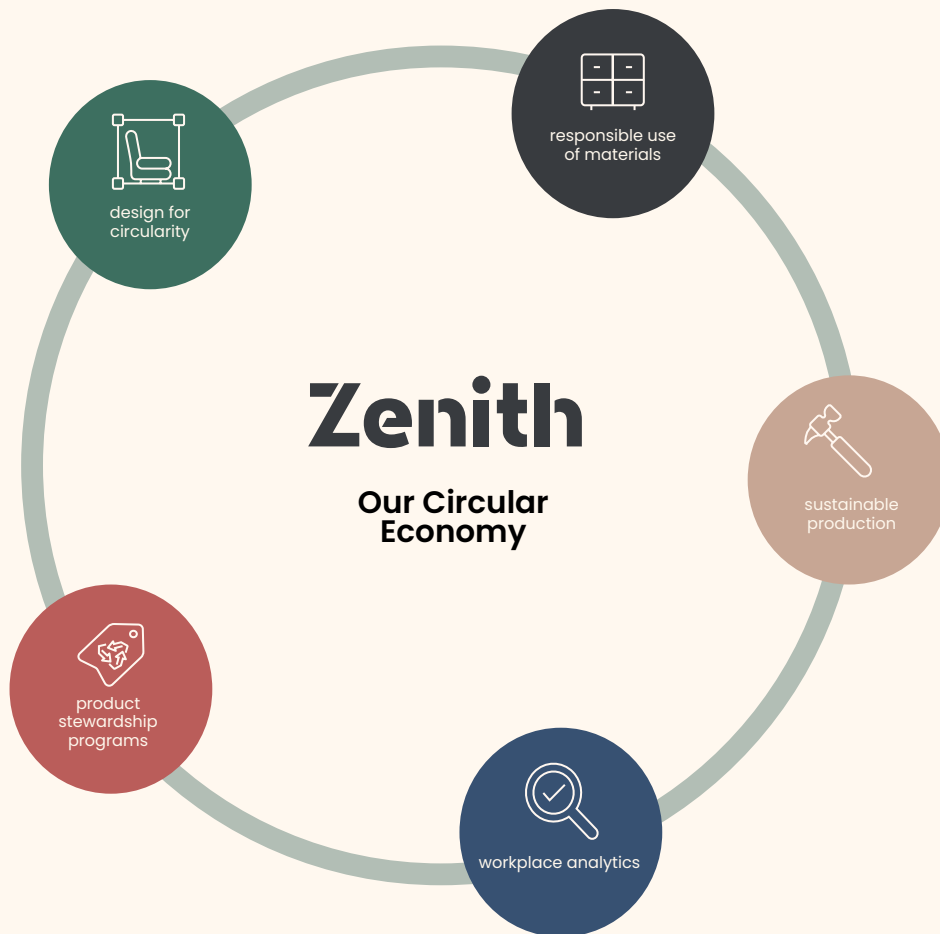




# Sustainability Document

# Our Circular Economy



At Zenith, we are dedicated to shaping a more sustainable future by embracing the principles of a Circular Economy. From selecting responsible materials to embracing sustainable production and product stewardship, we create adaptive, long-lasting furniture with minimal environmental impact at end of life.

Our approach extends beyond products; workplace analytics empower smarter space utilisation, while rigorous third-party accreditations validate our commitment. Every step of our Circular Economy process reflects our dedication to reducing waste, preserving resources, and driving meaningful change.



## design for circularity

Sustainability is at the heart of our design philosophy. We champion a circular economy by crafting products designed for longevity, adaptability, and minimal environmental impact. Our designs are created for ready disassembly and reconfiguration as needs evolve. By prioritising simplicity and eliminating unnecessary components, we ensure that our creations not only stand the test of time but also reduce waste at end of life.



## responsible use of materials

Prioritising high performance materials with innately sustainable qualities is essential. Factors including recycled content, end of life recyclability, low emissions, non-hazardous chemicals and ethical sourcing guide our decision-making process. Our products have green accreditation by independent best practice bodies (Greenguard and GECA) and Zenith is committed to company wide carbon offset initiatives to counterbalance the impact of non-renewable components.



## sustainable production

Sustainable manufacturing is woven into every facet of our operations. We minimise energy consumption and carbon emissions while reducing waste from production. By focusing on localised manufacturing, we can provide ease of product servicing and minimised transportation impacts, supporting a greener supply chain. Our commitment to sustainability is validated through third-party accreditations, including ISO14001 and PEFC chain of custody certifications, ensuring rigorous environmental standards are met at every stage.



## workplace analytics

To make informed decisions on sustainable furniture use, businesses must accurately assess their real estate needs to optimise space utilisation. Zenith's workplace technology empowers smarter space management, ensuring floorspace is maximised, investments in property are well-targeted, and employee productivity and satisfaction are elevated. This intelligent approach supports sustainability while enhancing employee satisfaction and overall productivity.



## product stewardship programs

Zenith's product stewardship programs seek to maximise our furniture's environmental performance and ensure responsible end-of-life solutions. Through asset audits, we assess the potential for reuse; refurbishing and re-purposing where possible to extend product lifespan. We also facilitate re-homing by helping furniture find new homes with staff or charitable organisations. Finally, for items that have reached the end of their journey, we disassemble components for recycling ensuring optimal diversion from landfill. Greenstar and carbon footprint reporting provides detailed breakdowns of material diverted from landfill by weight and quantities.



# Design for Circularity

At our core, we believe that true sustainability goes beyond just using eco-friendly materials. It's about creating a holistic approach where every stage of a product's life cycle is considered. From the initial design phase to the final disposal, we meticulously plan to minimise environmental impact



**Longevity** is a key principle in our design process. We use high-quality, durable materials that ensure our products can withstand the rigors of daily use for many years. This not only reduces the need for frequent replacements but also conserves resources in the long run.

**Adaptability** is another cornerstone of our philosophy. We understand that needs and tastes change over time, so we design our furniture to be easily reconfigured or repurposed. Whether it's modular seating that can be rearranged or focusing on agile solutions that can serve different purposes, our products are built to adapt to changing needs.



**Minimal environmental impact** is achieved through our commitment to simplicity and efficiency. By eliminating unnecessary components and focusing on essential functionality, we reduce the amount of material used and simplify the recycling process. Our products are designed for easy disassembly, ensuring that we maximise the amount of parts that can be recycled or reused at the end of its life.



# Responsible use of Materials

Like every successful business, our strength lies in relationships and partnerships. As curators of modern workspaces, we collaborate with architects, interior designers, and builders to deliver high-performance furniture and workspace solutions.

Our products and processes adhere to global best practices, prioritizing sustainability, environmental impact, and occupant health. Zenith holds key certifications, ensuring independent verification of environmental, technical, and safety standards in design, procurement, and manufacturing.

## GECA Ecolabel and Green Guard

Zenith partners with GECA (Good Environmental Choice Australia) and Green Guard to ensure our products meet strict sustainability and health standards. These certifications address air quality, toxicity, recyclability, energy use, VOCs, and sustainable materials.

They also provide guidelines for minimizing environmental impact throughout a product's life cycle—from raw material extraction to disposal.

## Supporting your building's Greenstar or LEED rating

Zenith's GECA partnership helps clients achieve Greenstar certification in Australia, New Zealand, and South Africa. Globally, our partnerships support LEED certification, a leading green building standard used worldwide.

## Certifications and Accreditations

Zenith prioritizes responsible timber sourcing through FSC and PEFC certifications, ensuring ethical supply chains and sustainable materials. We recognize timber's importance in design and ecosystems, driving long-term change through initiatives like the Plant a Tree program, which helps restore ecosystems and support local communities.

**Click on any of the following icons to view the Certification and/or Policy**



**Zenith**  
sustainability



# Sustainable Production

## Local programs that are making a genuine difference.

We've selected some of the key initiatives we're currently running to deliver tangible results in our local facilities and broader local communities. Each initiative is made possible by our vertically integrated business model. Because we have ownership of each part of our design, manufacture and project delivery functions we can set our own quality standards and manage our performance to ensure end-to-end efficacy.

### Initiative #1 – Advanced VOC collection

All waste volatile organic compounds (VOCs) generated in the factory are collected and undergo carbon active treatment, before being released through a 16m high chimney into the air. This includes VOCs collected from the air cooling systems, edge banding machine glue and loose furniture glues, plastic injection machinery, two laser cutting machines, and six welding and grinding booths.

### Initiative #2 – Waste recycling programs subjected to Government Audit

Zenith runs local recycling programs, in which the waste we generate is recycled by a licensed company for different waste catalogues. Our local Government authorities audit us through the year to review our recycling activities to ensure we're maintaining separation, collection and treatment standards.



*Using water-based glues for all products*

### Initiative #3 – Plant-based and water-based materials selection

We continuously seek sustainable materials to enhance our products' aesthetics and user experience. As designers, manufacturers, and brand agents, we control every aspect of production, ensuring alignment with our environmental guidelines.

Our products incorporate NOPs (natural oil polyols), recycled nylons, polypropylene, and PET. Additionally, all manufacturing facilities now use water-based glues.



## Initiative #4 – Solar Panels at Kingsgrove and Canberra

We've installed 99KW Solar panel systems in our Kingsgrove Manufacturing Facility and Canberra showroom.

The Australian continent has the highest solar radiation per square metre of any continent, blessing us with some of the best solar energy resources in the world. To start harnessing this natural energy we've started installing solar panels in key locations. First off the rank is our Canberra showroom installing a new 32KW system, which will reduce utility costs by an average of 50% and reduce power plant emissions. While the ACT has programs in place for 100% renewable energy, this investment will provide a saving for the future that could be used for other community initiatives across the business.

*Zenith Canberra Showroom – Installed Dec 2020, our 32KW Solar panel systems generate 143,400 KW of energy per year.*

## Initiative #5- Sustainable packaging programme

We're aware that within our industry packaging is a major contributor to waste. Although we haven't reached the point yet where we can avoid packaging completely, we truly believe we can limit our usage and make it sustainable.

By introducing our 'Packaging Returns Programme' we're starting to return and reuse packaging that has been used for workstations, chairs and other products. Recycled cardboard for our workstation boxes is being used, and we've evolved our task seating and upholstery products to use biodegradable bags all of which are returnable items. As we continue to develop our sustainable packaging technologies new reusable options will be developed.



*Biodegradable bags that are reused.*



*By returning and reusing packaging used on our workstations, we're able to significantly reduce our packaging waste.*



## **Initiative #6 - Chipping away at waste: Zenith's wood recycling commitment**

Zenith are pleased to announce a new initiative where the timber offcuts from our Kingsgrove Manufacturing Facility will be given another life!

Our wood offcuts will be used as raw material in the manufacture of new particleboard products. Many waste disposal methods threaten our environment, but through sustainable recycling, we conserve natural resources and decrease the harm we cause to the planet.

At Zenith, our business wide recycling policy works hand in hand with our commitment to reduce and reuse whenever possible.

Each part of the Zenith business is built on sound principles of sustainability from materials selection and manufacturing, through to our methods of distribution, installation, implementation and recycling. Our recycling efforts preserve the resources that would otherwise be sent to landfill, promote environmental sustainability and help conserve the environment for the future generations.





**ONETREEPLANTED**

In alignment with our central mission of increasing sustainability through best practices and initiatives, the Jac One Tree program in partnership with ONETREEPLANTED.ORG, is an environmental offset project where a tree is planted for every Jac purchased.

As part of Zenith's reciprocal commitment to the communities in which we operate, our tree planting initiative has 3 areas of operation: Australia, New Zealand and Asia.

**Trees planted to date**

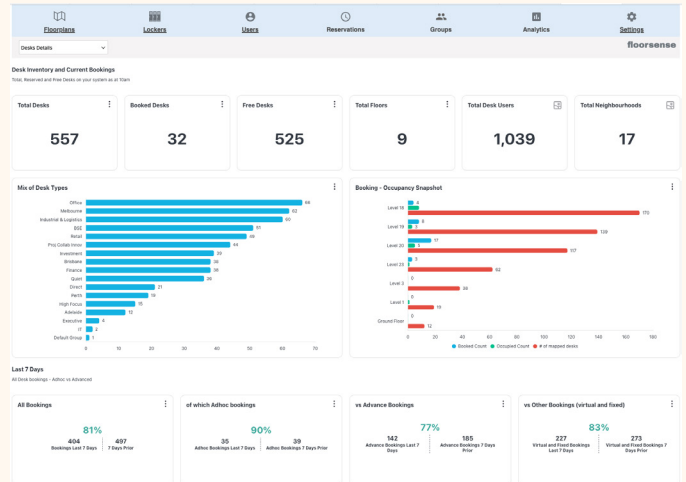
**100,000 +**





# Workplace Analytics

Zenith's workplace analytics solutions optimise sustainability by maximising space efficiency and enabling smarter resource management. These data-driven solutions empower businesses to make informed decisions, by reducing underutilised spaces and supporting sustainable practices through smarter property investments and efficient furniture use.



## Zenith Connect Puck

The Zenith Connect Puck transforms any space into a bookable zone, tracking usage, offering way finding, and providing real-time insights into space utilisation.

## Rooms Platform

The Floorsense Rooms platform, provides businesses with detailed reports on room occupancy, peak usage times, and space efficiency. These insights empower smarter resource management, reducing energy waste and enhancing workplace sustainability.

## Zenith Connect Smart Handset

The Zenith Connect Smart Handset is the ultimate sit-stand desk upgrade for smarter, more efficient workspaces. Integrated with the Floorsense ecosystem, it combines desk booking, occupancy sensing, power control, height adjustment, and office notifications into one sleek solution. Effortless check-ins via RFID or Bluetooth control power to monitors and docks, ensuring user compliance. A robust reporting portal offers insights to optimise floorspace, property investment, and productivity.



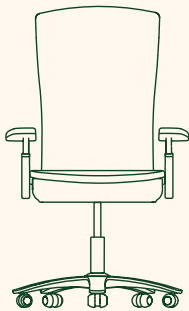


# Product Stewardship Program

Zenith's commitment to sustainability is highlighted in our Product Stewardship initiative, which has guided our efforts for many years. Through the 'Responsible Pathways' strategy, we actively minimise waste and reduce landfill by ensuring our products are responsibly managed throughout the entirety of their life cycle.

## Refurbishment of Zenith Furniture

Zenith has for many years provided product refurbishment services to extend the life cycle of our products. Whether chair reupholstering, re-powder coating or general modifications, Zenith provides product refurbishments that significantly extend the life cycle of our products.



**10,000+**  
Life task chairs  
refurbished

### Refurbished Chairs over the years

660,000 KGCO2 reduced emissions

155,000KG saved from landfill

1050m3 saved from landfill

\$8,580,000 CAP Ex saved

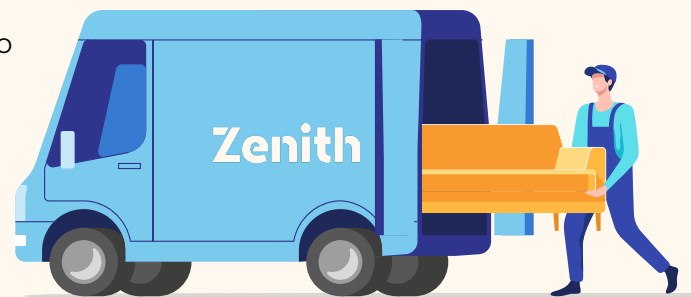
## Re-purpose other Existing Furniture

Products no longer fit-for-purpose can, where possible, be reconfigured to meet the client's current and future needs. By breathing new life and purpose into obsolete items we further extend their viability.



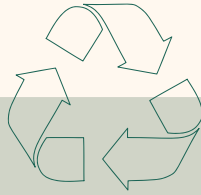
## Re-home Existing Furniture

For products that are no longer required and cannot be re-purposed, Zenith offers staff re-homing and Charity & Community partnerships that directly deliver furnishings to those who need a helping hand.



Through our partnership chain, we re-home furnishings through not-for-profit organisations who support families impacted by domestic violence and people experiencing homelessness. Further to this, through our extensive project and client reach, we look to connect businesses who are at both ends of the project life cycle to facilitate the re-use of obsolete furniture.

# Recycling



## Asset Recycling

Zenith ensures that redundant inventory unfit for reuse, is broken down into recyclable components—plastics, metals, foam, textiles, and timber. Partnering with Greenstar Accredited Facilities, we optimise material extraction, diverting waste from landfills and fueling the circular economy.

Plastics are granulated for new extruded products, textiles and foam are transformed for use in underlay and insulation, and timber is re-purposed in mulch and pressed wood. Whenever possible, Zenith incorporates recycled materials back into new products, reinforcing our commitment to sustainable production.



Waste from projects is segregated in accordance with its waste classification type and recycled accordingly.



2 bins every week

3 bins every week

18 bins every week

1 bin every week

2 bins every week

**Zenith's manufacturing facilities average weekly recycling**





# Product Audit



## Sustainable Audit Pathways & Consultation

Through an onsite consultation, we assess existing furniture and learn the client's needs and intentions. From there, we formulate a recommended series of steps to fulfill the client's objectives and ensure the best environmental outcomes.



Item No.	Item Name	Photo reference	Qty	Material	Location	Strategy	Recycling Target	Pathway Recommendation
1	Orbis™ workstation		65	"Laminate / particleboard worktop 1800 x 800 with ABS edge"	Level 2	Dismantle, Service & Reuse	N/A	Reuse on existing Project
			65	Fixed height steel frame	Level 2	Deconstruction & Recycle	100%	Recycled into new metal products
			65	PET screen insert 1800 x 800	Level 2	Deconstruction & Upcycle	100%	Recycled into new plastic products
			65	"Aluminum screen frame: Accessory rail 1800 x 120 Side frame 800"	Level 2	Deconstruction & Upcycle	100%	Recycled into new metal products
			65	Steel wire basket	Level 2	Deconstruction & Recycle	100%	Recycled into new metal products
			130	CBS Flo monitor arm	Level 2	Dismantle, Service & Reuse	N/A	Reuse
			65	Steel folder holder	Level 2	Deconstruction & Recycle	100%	Recycled into new metal products
			65	"Set of soft wiring: 1 x QGPO, 1 x power rail, 1 x lead, 1 x splitter"	Level 2	Deconstruction & Recycle	100%	Recycled into metal pathways
			11	Plastic umbilical, 2700H	Level 2	Deconstruction & Recycle	100%	Recycled into plastic pathways
2	Mobile pedestal		65	Laminate / particleboard	Level 2	Deconstruction & Recycle	100%	Shredded and turned in mulching products
			65	Steel runner set	Level 2	Deconstruction & Recycle	100%	Recycled into new metal products
			65	Set of castors	Level 2	Deconstruction & Disposal	0%	General waste, sorted
			65	Aluminum handle set	Level 2	Deconstruction & Recycle	100%	Recycled into new metal products
3	Task chair		35	Plastic back rest, base, handle	Level 2	Deconstruction & Recycle	95%	Granulated to be turned into new plastic products
			35	Cushion seat	Level 2	Deconstruction & Recycle	95%	Foam & fabric baled and turned into insulation and other similar products
			35	Cylinder & seat tension control	Level 2	Deconstruction & Recycle	95%	Recycled into new metal products
			35	Set of castors	Level 2	Deconstruction & Disposal	0%	General waste, sorted
4	Be Task Chair		30		Level 2	Re-upholstered & Reuse	N/A	Reuse

# Product Stewardship Partners

## Recycling Partner



**CRITICAL.**



GreenChair™ 



## Sustainability Pathway

Revert Group provides circular economy solutions that extend inventory and material life cycles for commercial and refurbishment projects.

Critical are building both the products and the technology platform to transform plastic waste into beautiful, low carbon and endlessly recyclable materials to empower the next generation of buildings.

Australia's leader in textile recovery and recycling converting these textile waste materials include UPTEx acoustic panels.

reDirect Wood Recycling manage waste from collection and transport to treatment of pallets, mixed clean timber, and particleboard offcuts.

At All Hearts NZ we're a profit-for-purpose organisation dedicated to making corporate sustainability simple. By raising the sustainability standards and practices of the top 0.5% of businesses in Aotearoa New Zealand, we influence 50% of our workforce and grow a more sustainable society. By developing people and places through All Heart Store we maximise resource recovery, significantly increasing positive environmental and social outcomes.

At GreenChair™ we turn corporate waste into a positive social and environmental impact by bridging the gap between abundance on the supply side and scarcity on the demand side.

Crown Worldwide businesses and staff are united behind a common purpose of 'making it simpler to live, work, and do business anywhere in the world', providing sustainable solutions to complex challenges.

# Reporting

## We aim to achieve



Zenith can provide Greenstar Footprint reporting to advise clients how much product has been diverted from landfill, including reused, refurbished, re-purposed and re-homed items.

Project impact statement provides a breakdown of each component by material, with respective weight and total percentages recycled. Zenith, with their sustainability partnerships, have a target of 90% of all materials being recycled.





# Project Impact Statement

## Project Example

### MMC Refresh Pavillon

**Location:**

Pavilion - Damansara Heights, Kuala Lumpur, Malaysia

**Size:**

64,400sqft

**Scope of works:**

New furniture, re-used furniture & re-purposed

Description of Products		
	Product Name	QTY
New Products	Denn Chairs	26
	JAC Classic Chairs PP Shell	20
	Precinct Open Pod	70
	Orbis EA Desks	70
	Zed Monitor Arm	34
	Epic Plus Meeting Tables	48
	VOX Task Chairs	177
Existing Products	VOX Task Chairs	400
	Workstation	287
	Phone Booth	5
	Monitor Arm	287

**REDUCED CARBON EMISSIONS**

56,030 Kgco2

**SAVED FROM LANDFILL**

52.9m3

**SAVED FROM LANDFILL**

21,882KG

**REDUCED CAP EX SPEND**

\$338,500

**TREES PLANTED**

979

# Project Impact Statement

## Project Example

	Refurbishment & up-cycling services	Completed
Task Chair	Replace castors	
	Replace/Add lumbar	✓
	Replace gas	
	Replace seat	
	Re-upholster seat	✓
	Replace mesh back	
	Cleaning	✓
	Other	
Workstations	Resize	
	Reconfigure Frame	✓
	Replace tops	✓
	Replace frame	
	Replace screen	✓
	Re-upholster screen	
	Re-powder-coat	
	Integrate technology	✓
	Services Monitor Arms	✓
	Other	
Loose Furniture	Repair	
	Reupholster	
	Re-fill cushions or padding	
	Cleaning	✓
	Other	
Storage	Re-powder-coat	
	Replace locks	
	Upgrade to smart locking system	
	Cleaning	

# Case Studies

## Services Australia Recycling Outcome



### PEDESTAL DECONSTRUCTION & RECYCLING

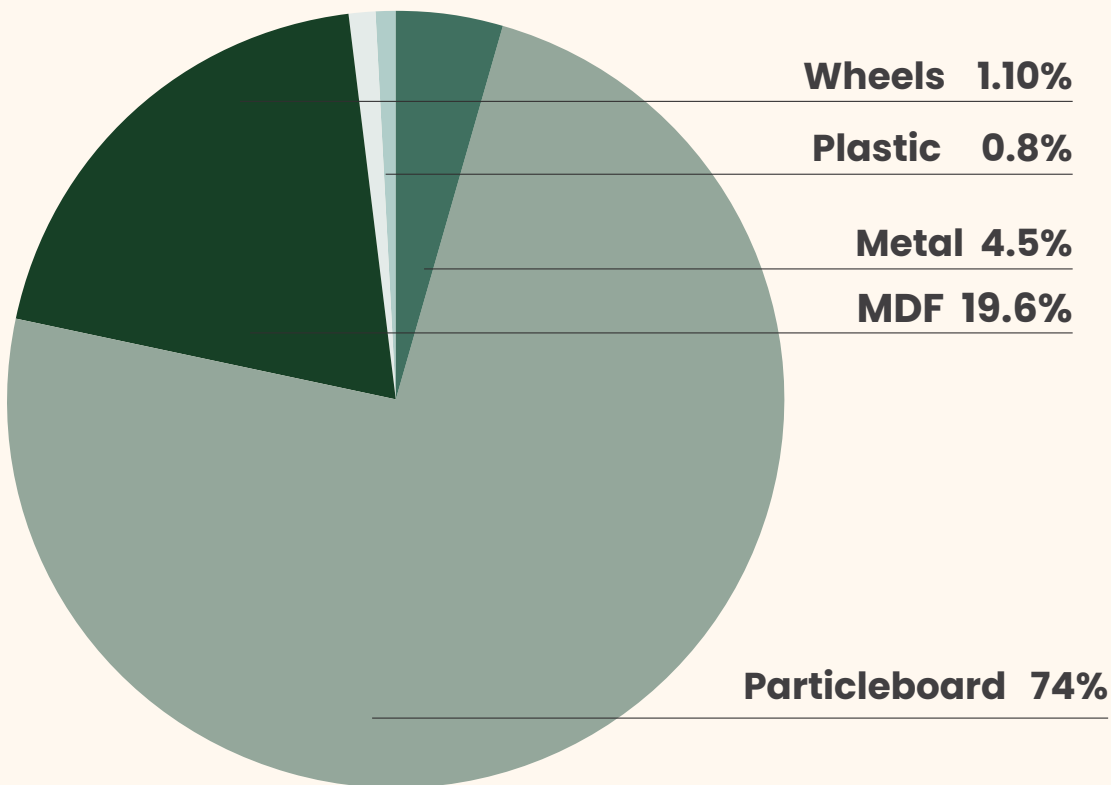
16<sup>TH</sup> February 2024

#### Services Australia Recycling Outcome

2,834 Pedestals received

70,850kg of weight diverted from landfill

Material	Overall Weight (KG)
Metal	3,208
Particleboard	52,395
MDF	13,886.6
Wheels	793.52
Plastic Insert	566.8
<b>Total</b>	<b>70,850kg</b>



# Case Studies

## Services Australia Task Chair Recycling



### WINDSOR TASK CHAIR RECYCLING

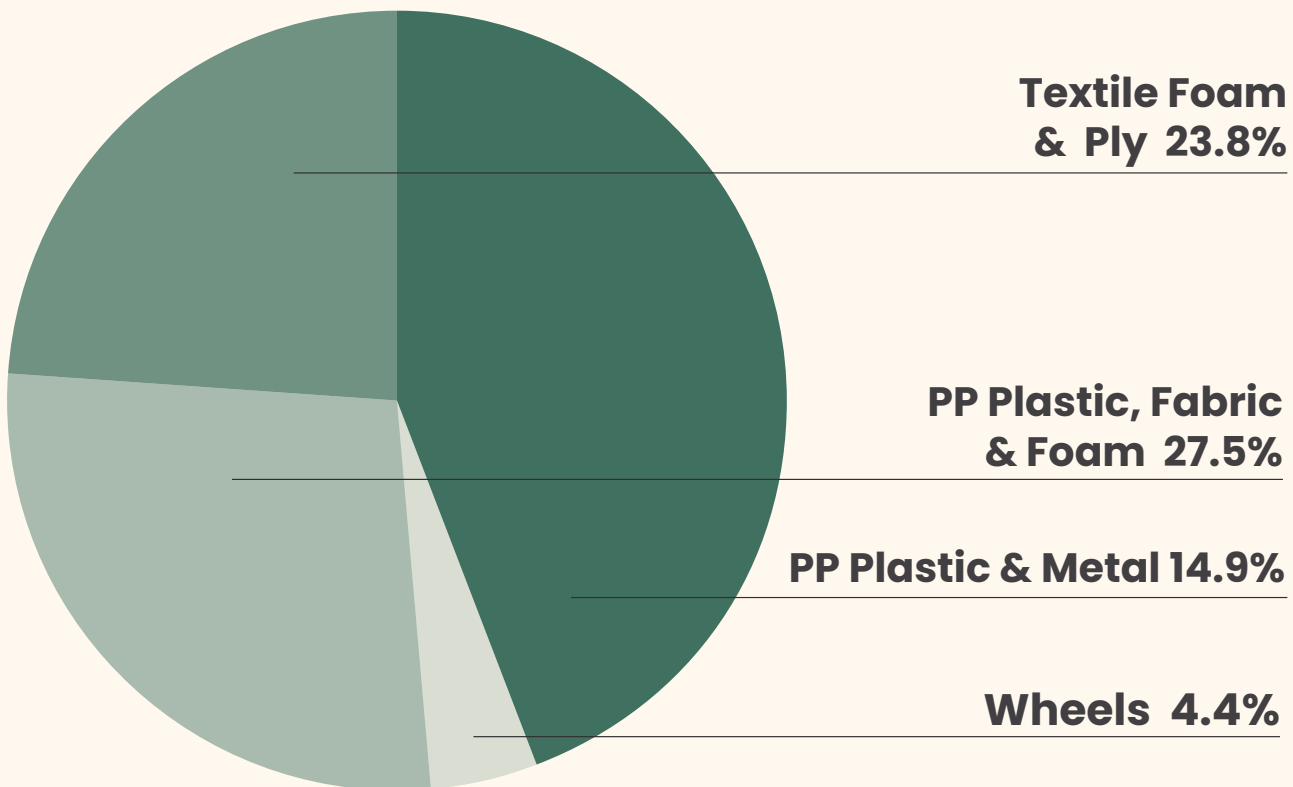
13<sup>TH</sup> MARCH 2024

#### Recycling Outcome

62 Task chairs received

636.12kg of weight diverted from landfill

Material	Overall Weight (KG)	Components Recycled
Plastic Back Rest, Base & Handle	182.9kg	✓
Cushion Seat	158.1kg	✓
Cylinder & Seat Tension Control	295.12kg	✓
Wheels	29.45kg	✗
<b>Total</b>		<b>636.12kg</b>
<b>Percentage Recycled</b>		<b>95.57%</b>



# Case Studies

## Services Australia Task Chair Recycling



### WINDSOR TASK CHAIR RECYCLING

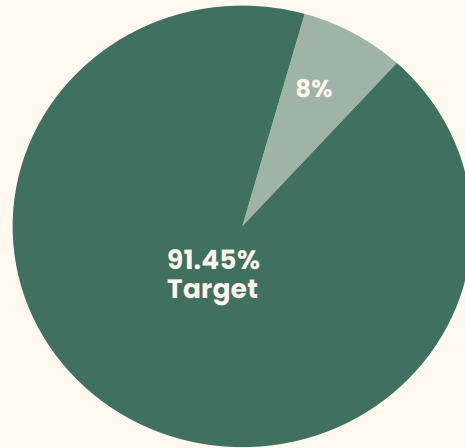
13<sup>TH</sup> MARCH 2024

#### Carbon Figures

Scrap Type	Material Assumed	Database description	mass (kg)	CO2e kg/kg component	Total CO2ekg/ 805kg chairs	97.52% recycling avoided CO2e kg
Metal	Aluminium	PUR Powder coat Aluminium Al6060 VIC / kg 20%PCR	408	24	9886	
Metal	PUR coated Steel	Polyurethane PUR Powder coat CR Steel/kg	45	3.1	140	
Hard plastic	Polycarbonate	Polycarbonate	287	8.3	2373	
Wood	Plywood seat	AU Structural Hardwood Plywood/kg	21	2	43	
Foam	Foam	EPS polystyrene	16	85	1353	
Wheels	Hard Plastic	Polypropylene	18	3.8	68	
Wheels	Stainless Steel	Stainless Steel SS 304	2	3.4	7	
Textile	Polyester	Polyester (PET)	8	6.2	50	
<b>TOTAL</b>			<b>805</b>	<b>NA</b>	<b>13,918</b>	<b>1,357</b>

# Case Studies

## Services Australia Task Chair Recycling



### Soft & Hard Plastics

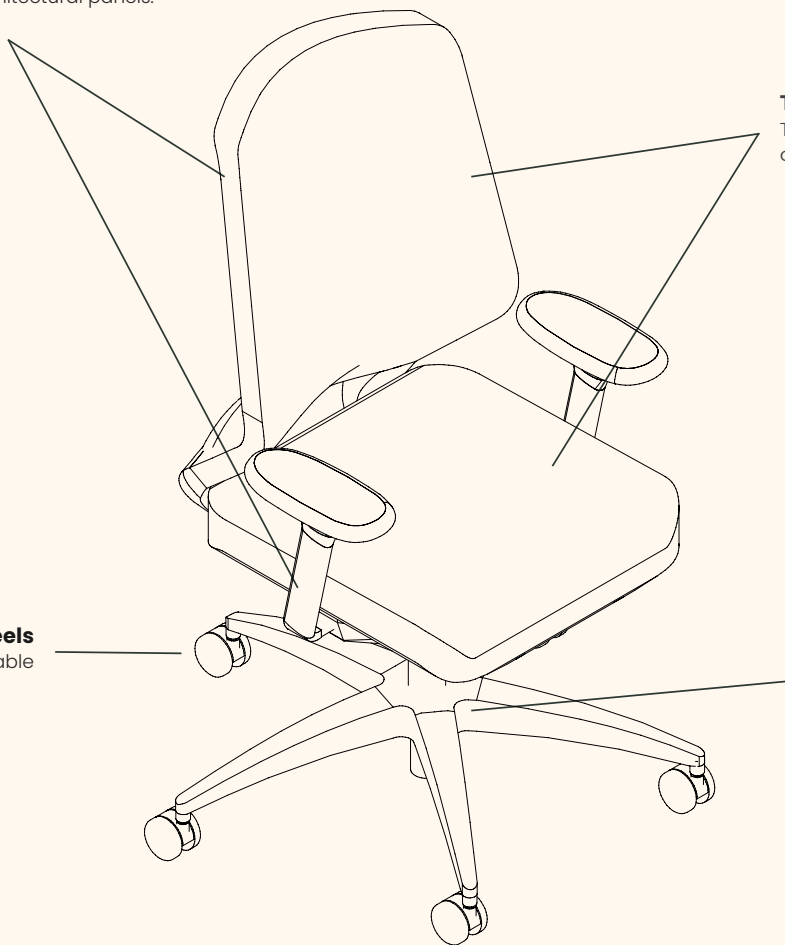
Material is granulated and processed, turned into new extruded plastic products or architectural panels.

### Textiles & Foams

Turned into acoustic paneling and underlay material

**Wheels**  
Non-Recyclable

**Metal Mechanism & Frame**  
Fully recycled and turned into new products



# Case Studies

## Services Australia Task Chair Recycling



### Pathway

#### Plastics

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**CRITICAL.**

Plastic components granulated and sent to be turned into new plastic products via [Critical](#). These products include Clean stone panels.

#### Foam & Fabric

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**UPPAREL**

Foam and fabric components to be baled and sent to [Upparel](#) to be turned into Uptex boards.

#### Metal

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Metal components are recycled into new metal products.

#### Timber

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To be shredded and turned into mulching products.

#### General Waste

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Non-specific waste is directed to our affiliated transfer station, equipped to handle additional contaminated materials. This facility maintains a recycling rate of at least 80% for all waste processed within their premises.

# Case Studies

Worksafe VIC

## WORKSAFE LIFE CHAIR AUDIT & REFRESH

30TH OCTOBER 2017

### Re-furbished Outcome

1495 Task chair seat cushions reupholstered

1495 Task chairs re-tested and cleaned

**REDUCED CARBON  
EMISSIONS**

98,670 Kgco2

**SAVED FROM LANDFILL**

149m3

**SAVED FROM LANDFILL**

23,172KG

**REDUCED CAP EX SPEND**

\$1,262,250



[zenithinteriors.com](http://zenithinteriors.com)