

Sustainability Report

2022



Company

About Vitra

We at Vitra are convinced that our surroundings shape our thoughts and feelings – at home, at work and when we are on the go. That’s why we strive to improve these surroundings every day, through the power of design. Vitra is a family-run company, now in its third generation, and pursues a cultural and ecological mission alongside its commercial interests.

The Vitra Campus and Vitra Design Museum inspire visitors and staff with their exhibitions, design archives and a comprehensive collection of furniture. They foster an appreciation for the role of design and architecture in shaping the future.

Preserving our environment is expressed in every action Vitra performs. It is manifested in how Vitra’s products are developed and produced, in the acquisition of raw materials and in the organisation of the supply chain. Every new insight is seen as a chance for further development.

Initiatives like the Vitra Campus architecture, the Vitra Design Museum, workshops, publications, collections and archives are all integral elements of Vitra. They provide innovative ideas and lend greater depth to the company’s understanding of design.

Nora Fehlbaum, CEO

Vitra’s headquarters are in Birsfelden, Switzerland. The company has production facilities in Weil am Rhein (Germany), Szombathely (Hungary) and in Sugito (Japan) for the Asian market. The most important markets for Vitra are Europe, USA, Asia and Australia.

Additional information about the company can be found at www.vitra.com

1

Ecological footprint

By 2030 Vitra will be a net positive company based on all the indicators of its ecological footprint.

2

Circular economy

By 2030 Vitra will follow every product over its entire lifespan, ensuring the longest possible use and facilitating its recycling and disposal.

3

Transparency

By 2030 customers will be able to make their purchasing decisions based on detailed information as to where and how a product has been manufactured and which partners were involved.

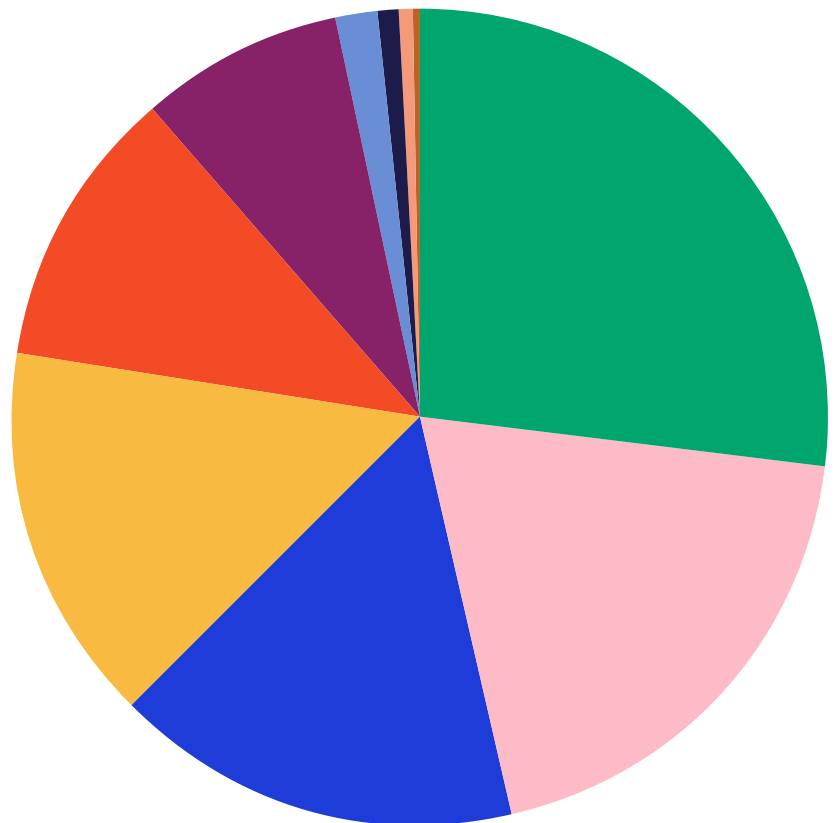
Innovations and certificates

Materials

The most frequently utilised material at Vitra is plastic. The various plastics are employed sensibly, purposefully and as sparingly as possible, and primary materials are increasingly being replaced with recyclates. Vitra also makes use of new possibilities for other materials, such as the further processing of leather scraps from furniture production into new products, the sourcing of leather tanned with an agent derived from olive tree leaves, or the use of fabrics made of recycled yarn.

Further information on materials can be found at www.vitra.com/sustainability.

●	Plastics	27.10%
●	Steel	19.38%
●	Aluminium	16.15%
●	Wood	14.98%
●	Cardboard/Paper	11.06%
●	Textiles	8.01%
●	Glass/Stone	1.77%
●	Leather	0.83%
●	Cork	0.46%
●	Zinc	0.22%
●	Ceramic	0.03%



Products



Colour samples for the Panton Chair in the form of miniature replicas.

Sustainable product development is complex: research, evaluation, experimentation, scrapping ideas and starting over again. Materials, production methods, packaging, transport, recycling and waste disposal must be taken into consideration. Development processes at Vitra take slightly longer as the best solutions are never rushed. The design guidelines form the basis for all product development activities at Vitra and aim to achieve good design through innovative manufacturing techniques. The most important contribution Vitra can make to sustainability is the design and manufacture of products with a long lifespan. Every lasting product uninfluenced by fleeting trends and manufactured in excellent quality reduces the impact on the environment.

At Vitra, materials are continuously analysed, and production methods monitored and evaluated by independent external institutions. If a new material is found that is better for the environment and meets Vitra's quality criteria and upholds its stringent tests, suitable products are executed in that material. Sometimes changes and new developments are visible from the outside, and sometimes they happen within a product.

1988

- Conversion to CFC-free polyurethane foam

1991

- Solvent-containing adhesives replaced by dispersion adhesives in upholstery applications.

1993

- Production of Eames Shell Chairs in fibreglass is discontinued for occupational safety and environmental reasons.

1999

- Exclusive use of TGIC-free coating powder on all Standard chairs and the Airline seating system.
- Production of Eames Shell Chairs resumed with seat shells made of plastic polypropylene, a new recyclable material.

2001

- Acquisition of the first powder coating system for MDF furniture in Germany to optimise material consumption.

2008

- Blue Angel certification for MedaPal, the first office swivel chair in the world to earn this label. Additional models are continuously being certified.

2009

- Conversion to Cr(VI)-free surfaces for 80% of all screws and bolts.

2011

- Tip Ton is awarded the Good Design Award 2011; chair is 97% recyclable.

2014

- Renewed production of the iconic Landi Chair made of aluminium consisting of 76% recycled material, and which is 100% recyclable.

2018

- Relaunch of Eames Shell Chairs made of fibreglass using a high-tech production process based on a closed system, which inhibits emissions of styrene vapours and fine glass dust. Production waste is minimised; the shells can be recycled in the cement industry at the end of the product life.

2019

- New options introduced to exchange parts of the Fibreglass Chairs and Plastic Chairs, as well as the launch of a take-back programme to properly recycle the chairs.

2020

- Introduction of Tip Ton RE and Toolbox RE as the first Vitra products made from recycled plastic (sourced from German household waste collected in the 'Yellow Bag' system).
- Launch of Leather Premium F, which uses an eco-friendly tanning agent extracted from olive tree leaves.

2021

- Introduction of the ID Cloud office chair, which is 100% recyclable, thanks to the PU-foam-free seat cushion and other revised components.
- Replacement of the MDF boards for the side and back panels of the entire Alcove product family with organic fibreboards.

2022

- Launch of the HAL RE chair with seat shells made of recycled plastic obtained from household waste.
- Introduction of the environmentally friendly upholstery fabric Laser RE, which is made from recycled polyester.
- Update of the Repos and Grand Repos armchairs to include removable covers and an inner structural frame made of recycled plastic.

Vitra makes use of many different materials and the ongoing development of this material portfolio is a central focus of its sustainability efforts. The most important material is plastic, as it offers unrivalled possibilities in terms of processing as well as durability. In order to reduce the impact on the environment, Vitra is working intensively to replace all primary plastics with recycled or bio-based plastics. Examples of this are the Tip Ton RE chair, whose plastic is made from 100% recycled material, or the switch to chrome-free tanned leather.

Certificates

Vitra has defined ecological criteria for its own products, ensuring that they not only fulfil the company's high standards but also meet global benchmarks regarding safety, indoor climate conditions and material transparency – learning as it does so every day.



EPD

An EPD – environmental product declaration – is a report based on a life cycle assessment (LCA). It is used to communicate information about a product's potential impact on the environment and human health, indicating what a product is made of and how it affects the environment throughout its life cycle, from raw material extraction to disposal. Vitra produces EPDs for its most important products.



GS seal (Tested Safety)

The GS seal is issued to products that fulfil product safety regulations based on national and international norms as well as current technical standards. It ascertains that a product will not cause any damage while being used and assesses whether its components pose any health hazards. Vitra tests all products according to the GS criteria except for accessories.



Greenguard Gold

The internationally recognised label GREENGUARD was developed in 2001 by the 'GREENGUARD Environmental Institute'. Its aim is to protect human health and quality of life by reducing exposure to pollutants and improving indoor air conditions. GREENGUARD Gold-certified products can contribute to the environmental certification of buildings. Vitra's most important products are certified according to the GREENGUARD Gold standards.

Further information on products can be found at www.vitra.com

People

Vitra as an employer

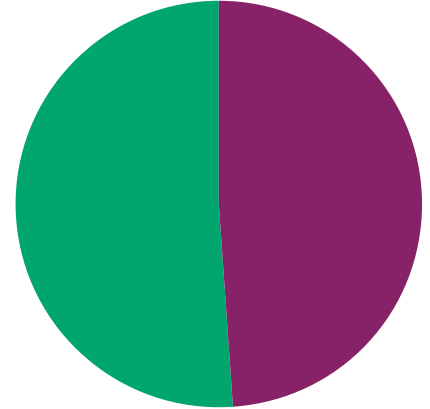
Vitra devotes particular attention to work conditions and environments that are inspiring and therefore productive, and also strives to offer healthy and future-oriented employment relationships for all employees. To this end, in addition to its visionary offices in Birsfelden and Weil am Rhein, Vitra has also instituted a cooperative partnership with daycare centres and provides cafeterias with subsidised meals made from regional, seasonal produce and an increasing selection of vegetarian and vegan options, e-bikes with charging stations for use between the two locations and much more.

Vitra is convinced that the best results are achieved through team work, collaborating with colleagues of diverse education or training, backgrounds and interests. The goal is to allow for differences, while emphasising the uniting characteristics. Vitra also seeks to promote life-long learning and advancement within the company for its employees.

Interest and curiosity in the company’s cultural engagement is viewed as a foundation for Vitra’s corporate success. To promote identification with Project Vitra, employees can regularly take part in activities related to the themes of design and architecture.

Vitra is convinced that offices are the central workspace where teams come together to work on a shared goal and experience corporate culture. At the same time, most employees became seasoned remote workers during the Covid-19 pandemic and there continue to be many tasks which can still be performed at home or while travelling.

With this in mind, Vitra created the ‘How To Work Better’ framework, which defines different work types: Workplace Residents, Workplace Enthusiasts, Workplace Citizens and Nomads. Taking the individual responsibilities of each employee into consideration, the work types define the proportions of the different styles and locations of work.



Employees

● women	51%
● men	49%

11.05
years average
period of
employment

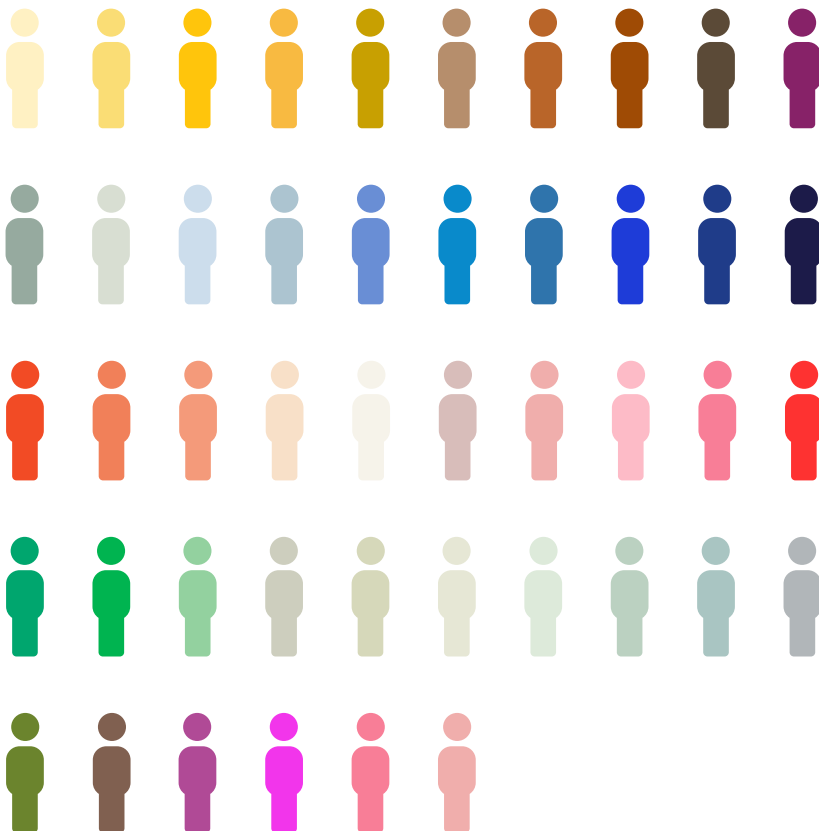
Diversity is valuable

Specialists of all genders with diverse educational backgrounds, from all over the world, work together on different tasks. Vitra encourages social interaction during working hours and leisure time – for example, employees and their families are offered reduced admission to cultural activities sponsored by the company. The cafeterias with a healthy range of food and beverages are designed as lively places of communication, and employees also regularly come together during staff parties, visits to the museum, concerts at Vitra Campus Night or family trips to the campus on Sundays for coffee and cake at the VitraHaus Café.



Group Management

● women	60%
● men	40%



38 %

women in leadership roles

46

different nationalities work at Vitra, with 37 countries represented at the sites in Germany and Switzerland

Training and staff development

Vitra is committed to training: in 2022 Vitra employed 44 apprentices and students in 18 different vocational programmes – 100% of whom successfully completed their training, with many still working at the company.

Continuous employee development is a key priority at Vitra and is promoted through annual performance appraisals. A dedicated training department offers a comprehensive portfolio of statutory and more wide-ranging product and skills courses in the form of face-to-face sessions and e-learning modules.

In 2022 employees spent an average of 8.2 hours on e-learning and 5.88 hours in face-to-face courses and webinars. In addition, Vitra gave special support to 40 employees with more than 70 hours of training in the interests of talent retention and leadership.

Vitra has digitalised business processes and implemented advanced IT systems. All employees receive targeted training to ensure efficient use of these tools.



44

apprentices and students work at Vitra. Of these, 100% successfully completed their training

75%

of apprentices were taken on by the company

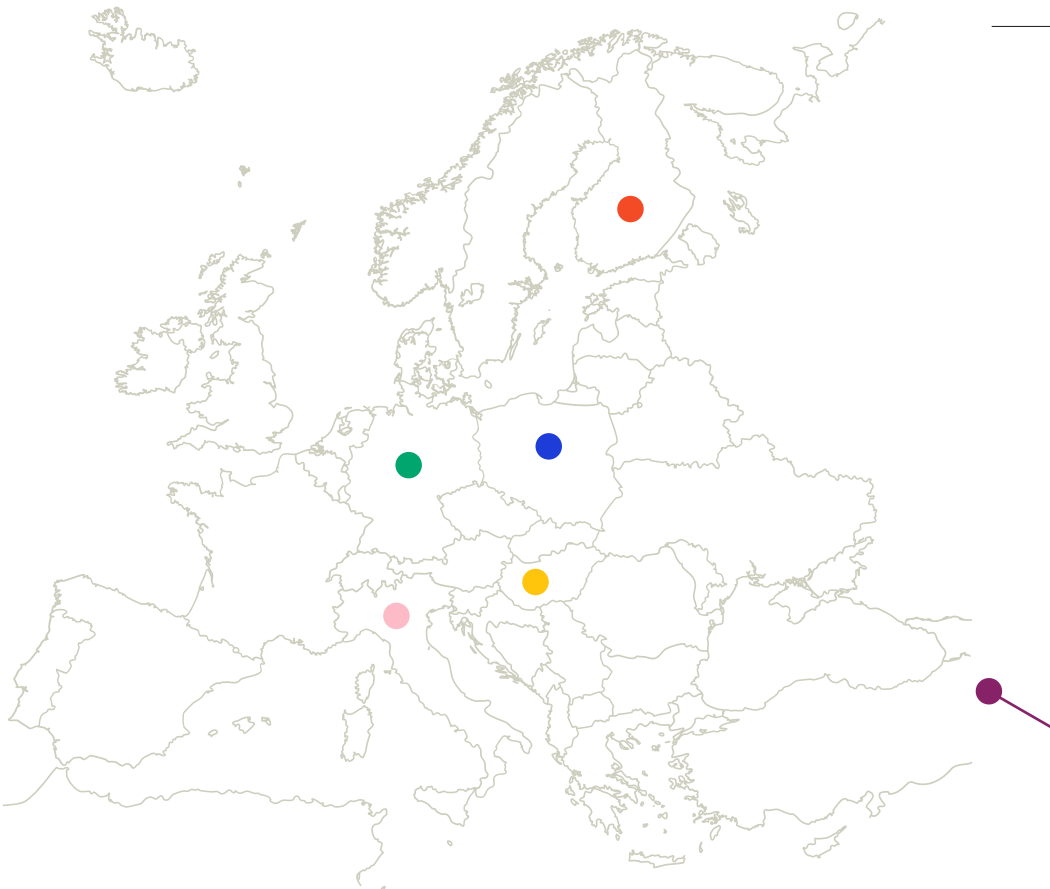
Facts and figures

Procurement

As a result of compliance with official certification programmes, Vitra ensures that the materials purchased meet its corporate conditions in regard to human rights and environmental standards. The company mainly purchases from suppliers in Europe and also expects non-European partners to comply with relevant requirements, such as the European chemicals regulation REACH and Vitra’s Code of Conduct.

Products and materials are continuously analysed, and methods are monitored and evaluated by independent external institutions. In 2022, nearly 46% of Vitra’s suppliers were from Germany and 96% were based in Europe.

● Germany	45%
● Italy	24%
● Poland	9%
● Hungary	8%
● Finland	4%
● China	2%
Rest of Europe CH, RO, CZ, SI, PT, EE, GB, NL, AT, DK, FR, IE, LV, LT, SE, BE, NO, SK	6%
Rest of World HK, JP, TW, MY, US	2%



Supplier's code of conduct



The Eames Blankets are produced by a traditional woollen goods manufacturer in Germany.

The aim of the code of conduct is to ensure that social and environmental standards are observed. It is therefore based on the conventions of the International Labour Organisation (ILO), the Universal Declaration of Human Rights, the UN Convention on the Rights of Children and on the Elimination of All Forms of Discrimination Against Women, the UN Global Compact and the OECD directives for multinational companies. Compliance with all valid national and international laws or regulations, as well as industrial minimum standards, is also compulsory. Precedence is given to the most stringent requirements.

Vitra's quality standards can only be achieved by working closely with its suppliers, which is why the company establishes a dialogue based on trust from the very beginning of every partnership. Good business practices are combined with the social and environmental aspects of sustainability to form the pillars of all collaborative efforts. Concrete steps include the communication of relevant criteria during the onboarding process, on-site audits, monthly monitoring procedures and an annual supplier evaluation.

Production and logistics



Inside view of a production facility on the Vitra Campus in Weil am Rhein.

Besides being a place dedicated to the presentation of design and architecture, a social meeting point and a point of sale and product advice, the Vitra Campus in Weil am Rhein is Vitra's central production hub. Over the years, Vitra has introduced many environmental measures in its manufacturing plants and adopted a responsible approach to nature and natural resources.

To ensure occupational safety, corresponding guidelines are consistently implemented at all workplaces and compliance is confirmed annually by an external audit. With the quality seal 'Sicher mit System' (Systematic Safety), the Berufsgenossenschaft Holz und Metall (Professional Association for the Wood and Metal Industry) has certified our comprehensive and effective occupational safety system since 2011.



Packaging and transport



Most of the company's deliveries are sent out from the Vitra Campus, which is located in the heart of Europe at the border of Germany, France and Switzerland.

The packaging of Vitra products should provide proper protection during transport with a minimum amount of material. The packaging concept is continually assessed and revised to take advantage of newer and more environmentally-friendly materials.

Vitra's transport logistics are organised in such a way that lorries preferably only leave the production facilities with a full load. Overseas transport is handled by ship and, only in exceptional cases, by air freight. Special transports are avoided whenever possible.

Vitra licenses its packaging in Germany via the dual system, through which plastics are recycled with the 'Gelber Sack' (Yellow Bag) programme. The plastic packaging bags made of polyethylene have a recycled content of at least 50%. Cardboard packaging is FSC-classified. Single-use material is avoided for delivery packaging and where shuttle transport costs permit.

Energy efficiency

1996

- Installation of automatic high-speed doors in all buildings to reduce draughts and save energy

2000

- Improvement of insulation on roofs of industrial buildings

2001

- Installation of modern heating/ventilation controls in production areas
- Reduction of heating oil consumption through installation of a new boiler and burner
- Installation of a solar power system with an output of 47.52 kWp on the Vitra Campus

2008

- Solar power plant on the Vitra Campus expanded to achieve an output of 109.58 kWp
- Installation of a solar power system with an output of 120 kWp at the Neuenburg site
- Construction of a geothermal heat pump for the heating and cooling of the new logistics hall in Neuenburg

2009

- Installation of a geothermal heat pump for heating and cooling the VitraHaus
- Conversion to a recirculating ventilation system in the foaming plant's glue booth
- Conversion to 100% hydroelectric power at company headquarters in Birsfelden and at the Weil am Rhein and Neuenburg sites

2010

- Installation of a combined heat and power unit that generates 50 kWp of electric power and 100 kWp of thermal power

2011

- Daylight-dependent lighting control in sections of the production facilities in Weil am Rhein

2012

- New building in Weil am Rhein equipped with a photovoltaic system (output: 436 kWp). LED technology adopted for outdoor lighting
- Installation of a photovoltaic system at company headquarters in Birsfelden (output: 376 kWp)
- Energy-efficient modernisation in connection with expansion of foaming plant
- Testing machines converted from pneumatic cylinders to servo drives

2013

- New double glazed windows with exterior solar shading on a building in Weil am Rhein
- Installation of a new refrigeration dryer

2016

- Conversion to 100% hydroelectric power at company headquarters in Birsfelden

2018

- Installation of an EV charging station on the Vitra Campus
- VitraHaus and an additional factory building converted to LED
- New heating system and replacement of window facade on west face of one factory building for more efficient thermal insulation

2019

- Optimisation of energy efficiency in various buildings through LED lighting and new windows

2022

- New solar installations on two buildings, solar power capacity increased by 18%
- In 2022, more than 80% of the electricity consumed by Vitra came from renewable energy sources

Each new building constructed by Vitra is equipped with the most modern building technology. Vitra has been sourcing all of its electricity for the production sites in Weil am Rhein and Neuenburg from hydropower since 2008, and for the company's headquarters in the Swiss town of Birsfelden since 2016. Photovoltaic systems on the roofs of the production buildings generate additional solar power.

Waste management

Vitra sees waste primarily as recyclable raw materials. The more purely they can be separated, the more valuable they are for secondary use. Vitra's goal is to produce as little waste as possible and, where feasible, to use waste material for other products. The proper disposal of waste from production, the separate collection of paper, plastic and metal, and correct recycling are a matter of course.

Figures in tonnes	2018	2019	2020	2021	2022
● Paper and cardboard	354.82	361.01	287.50	390.73	378.85
● Wood waste	411.73	402.96	362.59	479.10	312.94
● Lightweight packaging/Plastic	33.18	102.72	73.58	118.32	189.44
● Residual waste	202.33	150.86	127.04	172.26	158.23
● Textiles	/	/	/	144.57	131.79
● Scrap metal	31.5	73.88	43.44	46.27	65.84
● Hazardous waste	/	/	/	30.35	33.04
● Other waste	/	/	/	17.07	17.54
● Hollow glassware	/	7.5	2.7	2.34	8.99
● Bulky waste	/	/	/	/	7.49
● Polystyrene	/	0.38	0.42	1.03	0

Due to further improvements in our separating and sorting processes, the amount of residual waste was reduced compared to the previous year. 'Other waste' includes percentages that are insignificant in terms of quantity (electrical scrap material, construction debris, biowaste/green waste, batteries, leftover adhesive, empty toner cartridges, cooking oils, etc.).

Processes and infrastructure

Vitra has a certified integrated management system to ensure and continuously improve product and process quality, environmental aspects and health and safety in the workplace. Vitra's quality management system has been certified in accordance with ISO 9001 since 1993. The environmental management system was first certified according to EMAS in 1997 and ISO 14001 since 2000.

In addition to the internationally established company certification procedures for quality (ISO 9001) and environmental management (ISO 14001), Vitra also undergoes annual audits for responsible business conduct. And through internal processes and employee training, Vitra ensures that all legal requirements regarding corruption, security and data protection are upheld.



Water management

Water is the most important resource on our planet. Vitra extracts water from groundwater reservoirs that form over time from seeping rainwater.

2009



Construction of a rainwater seepage system for roughly 50,000 m² of sealed surface to reduce the burden on the wastewater treatment plant and to channel rainwater into a groundwater reservoir

2013



Installation of a new water treatment plant

2018



Electroplating transferred to long-term suppliers with a new closed water circulation system in Germany, where statutory regulations demand stringent threshold values and official monitoring to ensure compliance. Elimination of the biggest source of drinking water consumption and wastewater pollution at Vitra

2019



Green spaces irrigated using water from Vitra's own well, without using drinking water from the public grid

Biodiversity



Two bee-keepers take care of the beehives in the Oudolf Garten on the Vitra Campus.

2009

- One hundred cherry trees and 100 maple trees are newly planted on the Vitra Campus

2018

- At the Birsfelden headquarters, meadows with wildflowers are planted to enhance biodiversity. The project is being continuously expanded

2020

- The publicly accessible Oudolf Garten is laid out with some 30,000 plants over an area of 4,000 square metres
- 3 beehives are installed

2014

- 980 m of hornbeam hedge newly planted along the Álvaro Siza Promenade and new layout of car park

2019

- Cherry trees are transplanted, instead of chopping them down, to make space for a new garden

2022

- Percentage of green spaces on the Vitra Campus increased to 35.37%

2016

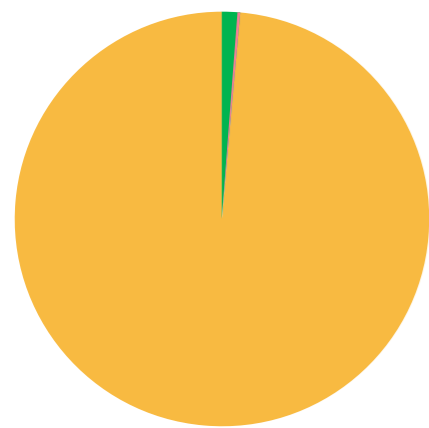
- Reduction of sealed paving as part of the new greening concept for the opening of the Vitra Schaudapot

Vitra has long advocated an ecological and responsible use of land. On the Vitra Campus in Weil am Rhein, paved roads and building footprints are counterbalanced by unsealed surfaces and plantings.

Large natural flower meadows stretch between the buildings, particularly in the northern part of the campus, establishing a link to the agricultural landscape and vineyards of the neighbouring Tüllinger Hill.

Energy data and emissions in accordance with the Greenhouse Gas Protocol

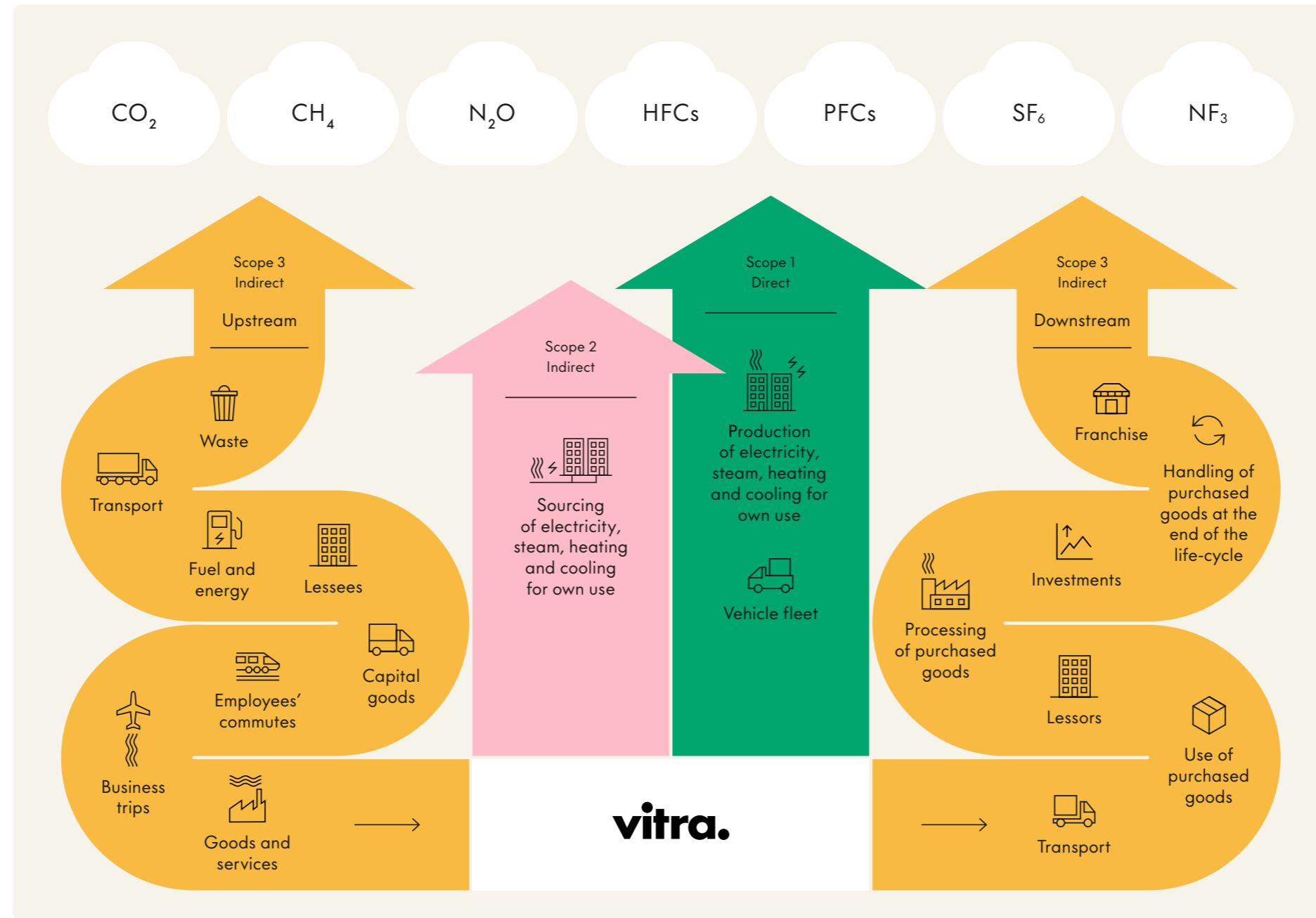
Vitra's energy data has been collected for many years. In order to measure Vitra's impact on the environment, the CO₂ footprint is calculated on the basis of the Greenhouse Gas Protocol. For the year 2022, it shows the values for Scope 1, 2 and now also Scope 3 – thus documenting the emissions of the entire value chain.



Greenhouse Gas Protocol

● Scope 1	1.49%
● Scope 2	0.14%
● Scope 3	98.37%

Vitra's carbon footprint covers the headquarters in Birsfelden (Switzerland), the production sites in Weil am Rhein (Germany), Szombathely (Hungary) and Turku (Finland), as well as all locations where Vitra is present, e.g. with a showroom or an office.



Emissions by category:

● Scope 1		
+	Heat consumption 1'208.99 t CO ₂ e	0.86%
+	Fuel consumption 842.55 t CO ₂ e	0.60%
+	Gas leaks (refrigerant fluid) 48.70 t CO ₂ e	0.03%
Total	2'100.24 t CO₂e	1.49%
● Scope 2		
+	Electricity consumption 191.38 t CO ₂ e	0.14%
Total	191.38 t CO₂e	0.14%
● Scope 3 (upstream)		
+	Goods and Services 113'077.99 t CO ₂ e	80.26%
+	Transport 12'350.95 t CO ₂ e	8.77%
+	Capital goods 2'550.74 t CO ₂ e	1.81%
+	Employees' commutes 1'658.84 t CO ₂ e	1.18%
+	Leases 1'604.95 t CO ₂ e	1.14%
+	Fuel and energy consumption 772.38 t CO ₂ e	0.55%
+	Business trips 581.08 t CO ₂ e	0.41%
+	Waste 565.68 t CO ₂ e	0.40%
● Scope 3 (downstream)		
+	Transport 5'442.69 t CO ₂ e	3.86%
Total	138'605.29 t CO₂e	98.37%
Total	140'896.91 t CO₂e	100%

Contact

This report features key topics relating to Vitra's understanding of sustainability. It is published annually each spring, sharing the latest data and progress from the previous year.

A company's sustainable development relies on dialogue with an interested public. You may contact us at sustainability@vitra.com. We look forward to hearing from you.

Vitra is represented worldwide.

Your local Vitra partner can be found at www.vitra.com/dealers
Vitra International AG, Klüfenfeldstrasse 22, CH-4127 Birsfelden
0041 (0)61 377 00 00, info@vitra.com, www.vitra.com

All of the designs shown in this publication as well as the images themselves are legally protected. Vitra and the Vitra Design Museum have been authorised by the authors or their legal successors to exclusively manufacture, develop and distribute the products corresponding to these designs worldwide.

The following restrictions apply:

Charles & Ray Eames → Organic Chair, La Chaise, Eames Elephant, Plywood Mobile, Classic Trays, Paper Napkins, Eames Quotes Posters, Eames Wool Blankets und Miniatures Collection: Vitra holds the worldwide rights. All other products: Vitra holds the rights in Europe and the Middle East. The rights in the rest of the world are held by Herman Miller.

Alexander Girard → Environmental Wall Hangings: Vitra holds the rights in Europe and the Middle East. The rights in the rest of the world are held by Herman Miller.

George Nelson → Clocks and Miniatures Collection: Vitra holds the worldwide rights. All other products: Vitra holds the rights in Europe and the Middle East. The rights in the rest of the world are held by Herman Miller.

Isamu Noguchi → Akari Light Sculptures: Vitra holds the distribution rights in Australia, Austria, Belgium, the Czech Republic, Denmark, Finland, Germany, Greece, Iceland, Ireland, Italy, Liechtenstein, Luxembourg, Malta, the Netherlands, Norway, Portugal, Sweden, Switzerland, Turkey and the

United Kingdom. Coffee Table and Dining Table: Vitra holds the worldwide rights with the exception of North America. The rights in North America are held by Herman Miller (Coffee Table) and Knoll (Dining Table)

Sori Yanagi → Butterfly Stool: Vitra holds the rights in Europe, Africa and North and South America. The rights in the rest of the world are held by Tendo Mokko.

Other products → Classic Pillows: Vitra holds the distribution rights in Europe and the Middle East. The rights in the rest of the world are held by Maharam.

☞ The design of the Eames Aluminium Chair is a registered trademark.
☞ The design of the Eames Lounge Chair is a registered trademark.
☞ The design of the Panton Chair is a registered trademark.

ALEXANDER GIRARD, EAMES, NELSON, GEORGE NELSON, NOGUCHI, ISAMU NOGUCHI, PANTON and VERNER PANTON are registered trademarks.

Various product names enjoy trademark protection.

vitra. © All copyrights and intellectual property rights, including trademarks, patents and copyrights, remain the property of Vitra and are explicitly reserved. No part of this brochure may be reproduced without prior written permission from Vitra.

Concept, design, art direction: Studio AKFB

Infographics: Daniel Streat, Studio AKFB

Photography: Julian Lanoo, Florian Böhm, Marek Iwicki, TheGaabs