

# Sustainability report 2023

produce use **adapt**  
use adapt use adapt use  
adapt use adapt use adapt  
use adapt use **reuse**  
adapt use adapt use adapt  
use adapt use **recycle**

# About us

# Adapt, reuse & recycle

Visplay systems facilitate the sustainable design and utilisation of commercial spaces. Our presentation, support and furnishing systems are initially selected and configured based on the client's current needs. The latter may vary according to the products on display, the interior layout, the brand requirements and the existing design concept. However, demands may alter over time, particularly in fast-paced retail environments, and this is where the primary advantage of Visplay system solutions comes into play: they are flexible and can be adapted to changing needs, saving resources such as time and money, and also reducing the carbon footprint.

A new space. New merchandise. A new look. We are committed to prolonging the life of our systems by guaranteeing the lasting availability of system components and enabling reconditioning. Our product designs and high-quality manufacturing are geared towards durability and longevity. As a result, our systems sometimes change owners, enjoying many more years of utilisation on the second-hand market. We would like to promote this reuse and repurposing ourselves in future in the interests of the circular economy.

Most of our systems are already made from recyclable materials such as steel, aluminium and die-cast zinc. In 2023, these materials represented 86% of our procurement. The proportion of recycled materials used in production is also continuously increasing. When our systems reach the end of their service life, they can be almost completely recycled. Over and over again.

Visplay systems allow architects to design spaces more sustainably, while businesses benefit from the flexible and modular structure of the display solutions. Their versatile configurations enable continuous transformation and lasting relevance. At Visplay, we have always believed in a systems approach, which is why we have been thinking in solutions and offering modular systems for over 85 years.

# Strategy and goals

Our sustainability strategy centres on three key objectives: a positive carbon footprint, a circular economy and transparency of information.

A positive carbon footprint means that we remove more CO<sub>2</sub> from the atmosphere than we emit. We achieve this by using renewable energies, improving our energy efficiency and supporting reforestation projects. Our goal is to actively contribute to a decrease in global CO<sub>2</sub> concentrations and thus help combat climate change.

The circular economy is the second pillar of our strategy. Instead of consuming resources and generating waste, we strive to keep materials and products in the loop. This includes recycling, reuse and the development of long-lasting products. By implementing the principles of a circular economy, we are able to reduce raw material consumption, minimise waste and promote the sustainable use of resources.

Transparency is another important part of our strategy. We are committed to providing open and honest information about our environmental and social impact. This includes the publication of sustainability reports and compliance with international standards. Transparent communication inspires trust among our customers, partners and investors and allows us to supply traceable and verifiable sustainability performance information.

Visplay is headquartered in Weil am Rhein (Germany) and has a subsidiary in Northampton (USA) as well as sales offices in Paris (France) and London (England). Our main markets are Europe, America and Asia. For more information about the company, visit [www.visplay.com](http://www.visplay.com).

## Ecological footprint

Visplay will have a positive environmental impact by 2035 at the latest, measured in terms of all ecological footprint indicators.

## Circular economy

To ensure a long service life as well as disposal and recycling, Visplay will accompany every product throughout its entire life cycle until 2035.

## Transparency

By 2035, detailed information on where and how a Visplay product is made will help our customers in their purchasing decisions.

# Products

# Product development

At Visplay, the focus of product development and design is on longevity. Our systems are characterised by their durability and flexibility, making them a sustainable choice for a wide range of retail spaces. Our commitment to quality and timeless design meets the changing requirements of our customers and is reflected in our efforts to establish industry-leading standards through international certifications. These attest to our policy of quality, safety and environmental responsibility.

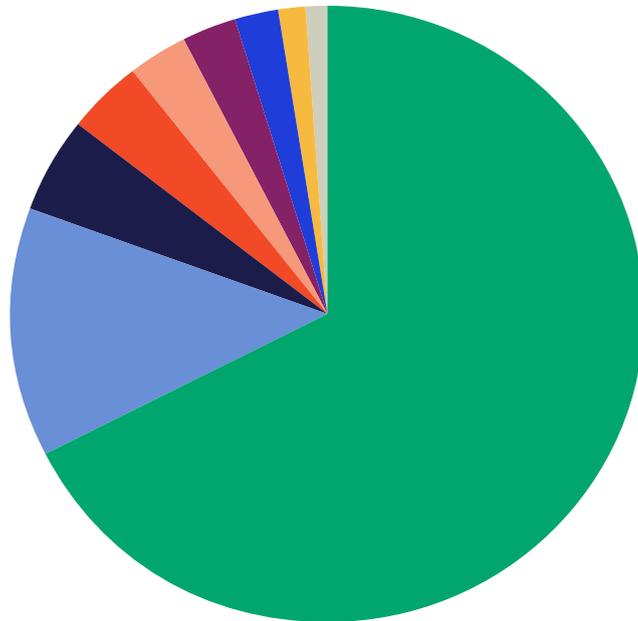
As part of our product development approach, we concentrate on a carefully selected range of materials – steel, aluminium, die-cast zinc, glass, wood and plastic – known for their durability and recyclability. Components made from these materials are assembled almost exclusively using mechanical connectors such as screws and clamps, allowing for easy separation and recycling at the end of their useful life. Our products are not only designed for longevity, but they are also characterised by a robust and timeless construction, which guarantees a service life of several decades.

We are continuously optimising the ease of product maintenance and are expanding our after-sales service to maximise the efficiency and lifespan of our systems. Our 'adapt, reuse, recycle' approach is deeply rooted in our design and production process and further reinforced by the utilisation of sustainable materials and the promotion of closed loops. This enables us to reduce waste and conserve natural resources. The understanding and use of sustainable production methods is continually promoted among our employees and suppliers in order to raise environmental awareness and minimise our ecological footprint.

# Materials

As a developer and manufacturer of system solutions, we attach great importance to the careful selection and utilisation of high-quality materials. To guarantee the longevity of our products, most of the materials we use consist of metal. It would not be beneficial to select materials solely on the basis of eco-friendliness if they do not also comply with our high standards of quality and cannot offer lasting durability. Our aim is therefore to source materials that minimise the environmental impact of our products while simultaneously increasing their quality and durability.

● Steel	67,54 %
● Aluminium	13,07 %
● Electronic components	4,97 %
● Die-cast zinc*	3,96 %
● Plastic	3,10 %
● Wood	2,91 %
● Cardboard / paper	1,98 %
● Glass / natural stone	1,47 %
● Other	0,99 %



\*Die-cast zinc is an alloy that is predominantly made of zinc. The ZP0410 and ZP0430 alloys we use also contain small amounts of aluminium, copper and magnesium. Products made from die-cast zinc are 100% recyclable.

# Recycling



Steel, aluminium, die-cast zinc and glass can be almost fully recycled without any loss of quality or value, thereby contributing to an efficient circular economy. These materials represented 86.04% of our procurement in 2023. We are working to steadily increase the proportion of recycled materials in production processes in the interests of a circular economy. Today, for example, the amount of recycled steel in our Qubo systems is around 20% and the proportion of recycled aluminium in our Invisible 6 and Multi-Lane systems reaches an average of 80%.

In addition to metal components, we also supply a large proportion of electronic items such as power rails, cables and converters to the market. By implementing the European Directive on Waste Electrical and Electronic Equipment (WEEE) (2012/19/EU) and other local regulations, Visplay is demonstrating its environmental responsibility through the development of take-back and recycling programmes.

# Certifications

In addition to the selection of high-quality materials and a holistic development approach, we submit our products to independent institutes for certification. This ensures that our products guarantee quality and safety and meet our customers' growing environmental expectations. There are many national and international certifications available for products and their components. At Visplay, we carefully check which standards and norms are necessary, useful and appropriate for each product in relation to its specific area of application.



The CE mark is a symbol used in the European Union to confirm that a product conforms to the applicable EU directives. It signifies that the product fulfils the essential health, safety and environmental protection requirements specified in the harmonised European standards. Products bearing the CE mark can be freely commercialised and used in the European Economic Area (EEA).



The UL mark stands for certification by the 'Underwriters Laboratories', a renowned independent organisation founded in the USA in 1894. This institution tests products, materials and components to ensure that they comply with established safety standards. Products bearing the UL mark fulfil the strict safety regulations that apply in the USA and Canada.



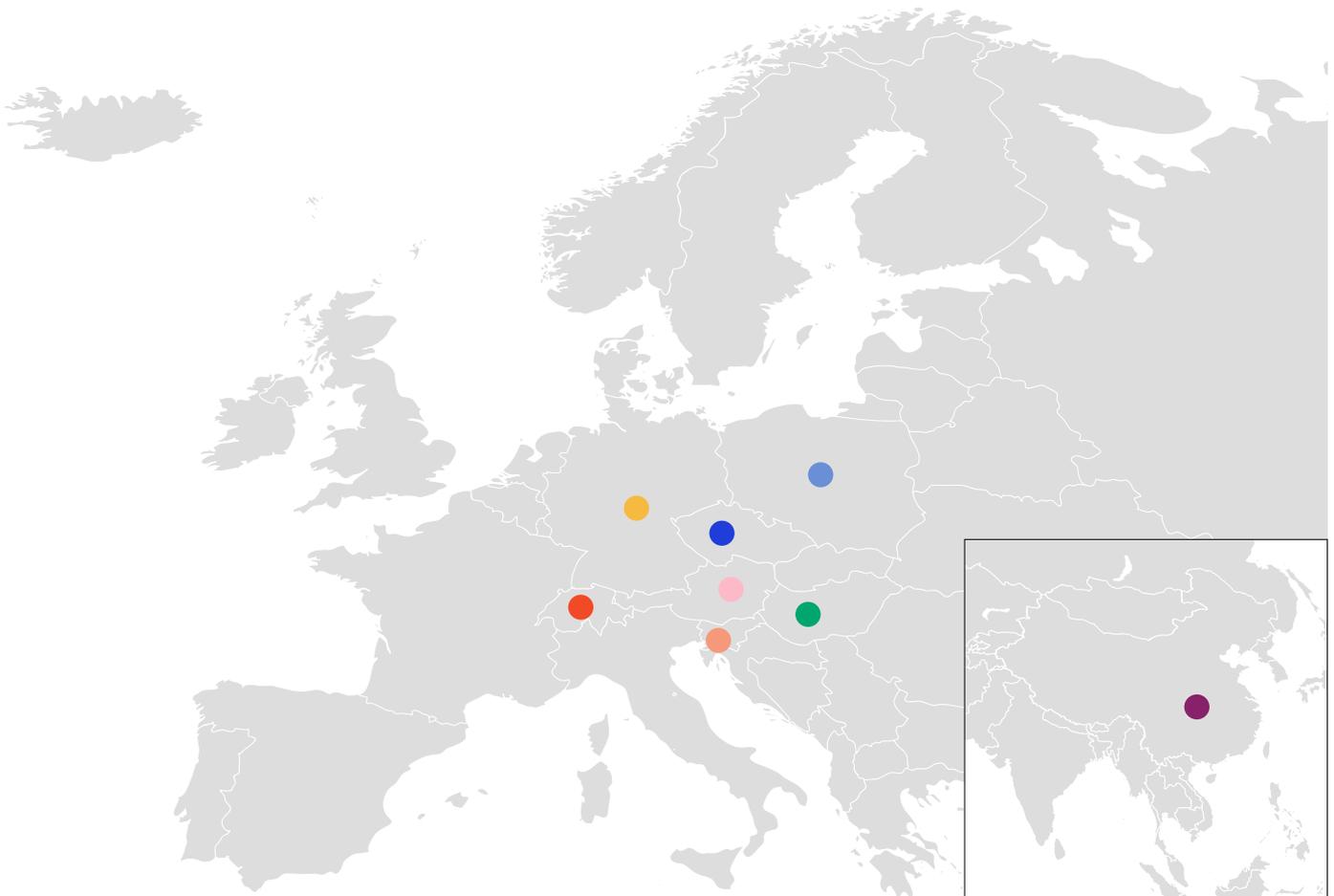
The GS mark signifies that the product has been safety-tested by an accredited independent organisation, such as Intertek in our case. This involves tests and assessments in accordance with current statutory regulations and standards. The GS mark is a voluntary quality certification that manufacturers can obtain to prove that their products are safe and comply with the minimum requirements of the German Product Safety Act (ProdSG).

# Procurement

Visplay pursues a diversified procurement strategy that ensures the highest standards of quality and efficiency. In order to supply globally active customers in an economical and resource-saving manner, production and order picking are partially handled directly by suppliers in China. This strategy helps us to minimise unnecessary transport costs and reduce CO<sub>2</sub> emissions.

For all other orders, we limit our procurement to Europe (69.3%). Centralised in Germany, the Czech Republic and Hungary, our network is characterised by high-quality production standards and competitive conditions. Here you will find a percentage breakdown of sourcing countries per total weight.

● China	30,7 %
● Germany	29,0 %
● Czech Rep.	15,1 %
● Switzerland	10,6 %
● Hungary	9,3 %
● Austria	4,1 %
● Poland	0,7 %
● Slovenia	0,5 %



# Supplier's code of conduct



The aim of the code of conduct is to ensure that social and environmental standards are upheld. It is based on the conventions of the International Labour Organisation (ILO), the UN's 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 standards, is also compulsory. When different requirements overlap, precedence is always given to the most stringent.

Visplay works closely with suppliers to achieve its strict quality standards. The company establishes a dialogue based on trust from the very beginning of every partnership, defining corporate responsibility in relation to social and environmental aspects of the collaboration. Relevant criteria are addressed at the supplier selection stage and Vitra requests additional supporting data where necessary. All relevant information for suppliers can be found on the following pages:

<https://visplay.com/en/downloads/information-for-new-suppliers>

<https://visplay.com/en/downloads/information-for-approved-suppliers>

# People

# Occupational safety



Aluminium profiles are only cut to length once they have been ordered, which saves resources and accommodates individual customer requirements.

As part of our commitment to occupational health and safety, Visplay conducts annual safety training sessions led by safety specialists from the German Employer's Liability Insurance Association for Occupational Health and Safety (BAD). These are mandatory for every employee and the relevant documents are systematically stored on our employee platform so that they can always be easily accessed.

A designated safety officer monitors compliance with our occupational safety guidelines and chairs the quarterly work safety meetings, which serve to continuously evaluate and improve safety measures.

To further consolidate our safety concept, we provide detailed operational instructions that are not only readily available to all production employees but are also mandatory. These instructions include a comprehensive risk assessment that is regularly reviewed and updated to ensure that all potential workplace risks are reduced to a minimum. Furthermore, we provide all Visplay employees with the necessary personal protective equipment (PPE) to ensure a high standard of safety and protection in the workplace.

# Visplay as an employer



Our offices promote creative collaboration and also provide spaces for quiet retreat and concentration when necessary.

Visplay attaches great importance to inspirational work environments and flexible conditions. Our goal is to provide lasting and enriching employment relationships for all members of staff. Our benefit programme focuses on family and career, health, ecology and personal development. Our canteen offers subsidised, increasingly vegetarian and vegan menus made from regional and seasonal ingredients to promote healthy eating. Collective team events complete the offering.

At Visplay, we understand that satisfied employees play a decisive role in the success and stability of our company. That is why we are committed to creating an inspiring and enjoyable working environment that not only increases productivity, but also promotes a healthy work-life balance. We also offer a wide range of services and benefits to support the well-being of our employees.

# Benefits

## Flexible office hours and working from home

Visplay facilitates a good work-life balance through flexible working hours and flexitime models. We also support modern practices by enabling employees to work from home or remotely, provided their role allows it. This underlines our efforts to create a dynamic and versatile working environment. For those who wish to temporarily change their place of work, Visplay allows employees to relocate anywhere in the world on request as part of a workation.

## Company pension scheme

Visplay takes the financial security of its employees seriously and therefore offers a company pension scheme. This is collectively financed by Visplay and its employees and aims to improve retirement benefits and also position the company as an attractive employer.

## Right to special leave

Visplay recognises the importance of flexibility not only in the daily work environment, but also in certain life situations. We therefore offer our employees the possibility to take special leave to deal with important personal matters. This promotes work-life balance and recognises individual needs.

## Health promotion

We are committed to promoting the health and safety of our employees through regular medical fitness examinations in accordance with occupational health regulations. Our employees have access to preventive health measures thanks to the in-house health programme provided by our company doctor.

## Honouring years of company service

Visplay values loyalty and commitment, rewarding employees who have been at the company for many years with special anniversary bonuses. Beginning from the fifth year of employment, staff receive either financial bonuses or additional holiday. These benefits increase with years of service to demonstrate the company's appreciation of long-serving employees.

## Canteen

We attach great importance to a balanced and nutritional catering offer for our employees. Our subsidised canteen serves fresh quality, seasonal food.

We also regularly expand our range of vegetarian and vegan dishes to cater for alternative, environmentally conscious dietary options. In doing so, we as an employer aim to encourage employee health as well as environmental responsibility.

## Bicycle leasing

As part of our mobility solutions, we participate in the JobRad bicycle leasing programme, which supports sustainable mobility and healthy commuting practices. This eco-friendly scheme actively contributes to creating a positive and healthy working environment.

## Vitra discounts

Visplay employees are entitled to attractive discounts on Vitra and Artek products.

## Vitra Campus & Design Museum

In addition to the general visitor experience on the Vitra Campus, employees enjoy free admission to exhibitions at the Vitra Design Museum.

# Human resources development



76 %

of employees are male.

24 %

of employees are female.

Ø 11,2

years are the average period of employment

3,0 %

sick days, of which 5.5% were in logistics/production and 1.8% in office roles. This puts us below the average figure in Germany of 5.5% sick days in 2023.

0

reportable accidents at work

# Facts & figures

# Waste management

In 2023, we further increased our focus on efficient recycling and waste management. We were able to successfully separate and recycle a variety of materials, including paper, metals and biological waste. These efforts culminated in the collection of a total of 91.75 tonnes of separated waste fractions. This figure illustrates our ongoing efforts to not only increase resource efficiency through improved separation and recycling processes, but also to significantly reduce our carbon footprint. Our aim is to continuously optimise these processes and improve the results year after year for even greater environmental protection

Figures in tonnes	2021	2022	2023
● Scrap steel	11,31	9,93	20
● Aluminium	14,16	13,62	13,3
● Wood	24,24	12,35	16,68
● Mixed industrial waste	/	7,05	5,64
● Plastic (film)	10,82	7,8	1,53
● Cardboard / paper	16,22	8,84	7,68
● Mixed scrap	/	/	3,52

The increase in scrap steel, mixed scrap and wood is due to the renovation of the showroom in Weil am Rhein in 2023. The new showroom called 'Flow' has been built exclusively with our own systems, which are all sustainably adaptable and guarantee long-term use. At the end of their life cycle, the individual components can be fully recycled.

# Packaging



The primary role of any packaging is to protect the product throughout the entire supply chain. Special emphasis is placed on the use of mono-materials (no composites) and as few different materials as possible per packaging system. Sustainable packaging is not necessarily plastic-free, but should have a lower carbon footprint when considering the value chain as a whole. The use of plastic packaging made from mono-materials can actually be advisable from an environmental standpoint, for example, if it reduces the risk of damage or lowers transport costs.

In Germany, Visplay participates in the dual system, which ensures the recyclability of its packaging, in particular through the 'Yellow Bag' recycling system for plastics. Plastic packaging bags used by Visplay contain at least 50% recycled material and its cardboard packaging fulfils FSC standards.

# Transport



Visplay organises transport logistics in such a way that lorries preferably only leave the production facilities with a full load. Overseas transport is generally handled by ship and, only in exceptional cases, by air freight. Special transports are avoided whenever possible. For some of our globally active customers, production and order picking are partially handled directly by suppliers in China. This helps to keep unnecessary transport costs to a minimum and reduces CO<sub>2</sub> emissions.

We use space-saving flat-pack packaging where possible for our products, thereby minimising packaging waste and ensuring the efficient use of transport.

# Energy efficiency



The building designed by Portuguese architect Álvaro Siza houses the logistics and production areas.

In the context of the environmental initiatives on the Vitra Campus, we at Visplay benefit from the energy efficiency measures implemented by our parent company Vitra and will continue to do so in the future. Vitra has been a member of the German Sustainable Building Council (DGNB) since 2007 and all newly constructed buildings on the campus are equipped with advanced building technology. The production sites in Weil am Rhein have sourced all their electricity from hydropower since 2008, while photovoltaic systems on the roofs of the production buildings generate solar power. Thanks to connection to the Weil am Rhein district heating network, 22% of the Vitra Campus's heating energy is CO<sub>2</sub>-neutral and comes from renewable energy sources.

Information on sustainability at Vitra can be found here:  
<https://www.vitra.com/sustainability>

# Energy consumption

Suppliers and partner companies are the source of most value creation, which is why the energy data shown here only represents a small part of the overall footprint of our products and services. We are striving to continuously reduce our energy consumption in order to protect the environment and offer our systems at more attractive conditions.

By 2025, we want to be able to measure and provide transparent information about the full impact of our value chain on the environment.

		2022	2023
● Electricity	kWh	145.478	142.717
● Gas	m <sup>3</sup>	50.772*	19.293
● Water	m <sup>3</sup>	405,00 *	138,31

\*Inaccurate values that were considerably reduced in 2023 through the installation of additional meters and more accurate calculation methods in buildings shared with other companies.

# Processes



Visplay has established an integrated management system that guarantees and continuously improves product and process quality, compliance with environmental standards and health and safety in the workplace. The quality management system has been certified in accordance with ISO 9001 since 1993. First certified under EMAS in 1997, the environmental management system has been certified according to ISO 14001 since 2000.

In addition to this certification, Visplay conducts regular audits and ongoing employee training to ensure that it meets the highest standards in terms of ethical behaviour, safety measures and data protection.

The first certifications were conducted under the name Vitrashop, the organisation from which the company Visplay emerged in 2001.



# Contact

This report features key topics relating to our understanding of sustainability. We will now be reporting on a yearly basis to document our company's journey towards greater environmental responsibility. The present report was published in June 2024.

We want to be open and transparent about our development process. Feel free to contact us at [info@visplay.com](mailto:info@visplay.com).

Visplay GmbH  
Charles-Eames-Str. 2  
79576 Weil am Rhein, Deutschland  
+49 7621 986 5800, [info@visplay.com](mailto:info@visplay.com)  
[www.visplay.com](http://www.visplay.com)

Text, photos & layout: Visplay  
Proofreading: Roland Reischl  
English translation: Joanna Durier