

Public account of due diligence assessments according to the Norwegian Transparency Act 2025/2026

Companies subject to the Norwegian Transparency Act must publish an annual report on the due diligence assessment performed. This report has been prepared in accordance with Section 5 of the Transparency Act. The statement reports on Bolias's work with and findings on fundamental human rights and decent working conditions in the fiscal year 2024 from September 1, 2023, to August 31, 2024. This report may be part of the report on social responsibility referred to in Section 3-3 (c) of the Accounting Act and should include:

Company structure

Bolia is an international design company with a primary focus on furnishing for the business-to-consumer market. The business activities include design, administration, distribution, and sale of products for home and garden. Bolia has 89 physical stores in different countries around the world. The headquarters of Bolia is located in Aarhus, Denmark. Bolia is part of the family-owned Lars Larsen Group.

Owned by: Lars Larsen Group

CEO: Lars Lyse Hansen

HQ in Aarhus +150 employees.

89 stores with approx. 900 employees in the following countries: Denmark, France, Germany, Switzerland, Belgium, Norway, Austria, the Netherlands, Sweden, Spain, Australia, and Singapore.

Area of operations

Design and made to order furniture and home accessories. Bolia does not have its own production but outsources this to agents and suppliers.

Our furniture is mainly manufactured in Europe, while some of our Home Accessories are produced in China, India, Pakistan, Thailand, Turkey, and Vietnam.

As we expand our supply chain mapping, we now also know that some raw materials in our products derive from high-risk countries.

Guideline

Bolia has adopted amfori BSCI Code of Conduct and require all suppliers to accept and comply with the principles therein. All suppliers are also required to ask their suppliers to accept and comply with the principles. In addition to that, we are working on a system where we will be able to have all the information regarding supply chains for the products and all the components. Here, we will be able to see the whole supply chain for the product and to track where the product is made. It will also help us to see in the specific country where we must act if it is a Risk country.

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As Bolia is part of Lars Larsen Group, we follow Lars Larsen Group's Sustainability Guide. The Sustainability Guide consist of requirements to the companies within Lars Larsen Group, including HREDD processes.

We draft and implement relevant policies on a continuous basis, with the latest published policies being our Supply Chain Due Diligence Policy, Animal Welfare Policy, Human Rights Policy, Recyclability Policy, Environment and Climate Policy, Better Products Policy, and Bolia Waste Management Policy.

Procedures for handling potential and actual adverse human rights violations

In 2021, Bolia initiated a large supply chain due diligence exercise, which included:

Bolia's Supply Chain Due Diligence Policy.

Complete mapping exercise of agents, direct manufacturers, Tier 2 producers, and a full overview of fabrics suppliers.

- Bolia is also looking into including contractors and independent stores with Bolia products to the supply chain due diligence process.

Complete migration of all known producers to amfori Sustainability Platform

- The Sustainability Platform, and amfori tools like Country Risk Classification, is Bolia's main tool for risk assessment and monitoring of social compliance.

Bolia introduces two new collection each year, and suppliers are required to register new producers accordingly, after which Bolia will make risk assessment of the producers, respectively.

Wood due diligence is a sustainability strategy for a furniture company like Bolia. We will continue responsible sourcing of wood. This ensures that the wood used in our products is legally and sustainably harvested, and that it does not contribute to deforestation or other environmentally harmful practices. "Wood due diligence" is a part of our strategy to ensure compliance with legislation and minimize the risk of using illegal wood. We are improving our due diligence requirements to ensure that we comply with all new implantations regarding EUDR. Our suppliers must be prepared and aware for the requirements for the commodities that are affected by EUDR.

All applied wood in Bolia's products is FSC®-certified, and FSC has implemented a new part of their program regarding labor- and human rights. With FSC, we have traceability all the way to the sawmill.

Identified adverse impacts via due diligence assessment.

There has not been registered any actual human rights violations in Bolia's supply. What we can see from the social audits, especially from China, is, that the many Chinese workers have excessive overtime. In Bolia we demand that all suppliers deal with this issue in the possible capacity.

Measures to cease or reduce the risks of adverse impacts.

Bolia continues to expand the supply chain mapping as well as encourage dialogue with all suppliers to identify risk areas.

BOLIA

Bolia also explores the opportunity of moving more of the supply chain to the EU, as the risk of adverse impacts is greatly diminished.

Bolia's due diligence process includes mapping, monitoring, and continuous improvement of suppliers and producers. The monitoring includes social audits, and the continuous improvement process includes dialogue and Corrective Action Plans from producers, mainly those located in high-risk countries.

Assessment of the effectiveness Bolia's due diligence efforts

We have taken a pragmatic approach to due diligence, making risk assessments, and evaluated where we should focus our efforts first. We initially decided that expanding our knowledge of our supply chains was the best way to assess actual risks. We have made good progress on our mapping and have all, but a few high-risk producers mapped and monitored.

The main challenges occur due to the nature of our supply chain. As we do not have production ourselves, it has been necessary to involve our agents and suppliers in most aspects of our due diligence process.

Expected Results

We expect to continue expanding our due diligence processes in the coming years, and to comply with all existing and upcoming legislation. This will result in a more in-depth HREDD process, and we can then expand our continuous improvement efforts.

The report can be accessed at Bolia.com. ([Bolia | New Scandinavian Design](#))

Signed by



Lars Lyse Hansen
CEO

BOLIA