

HAWORTH

2019 Corporate Responsibility Report



Table of Contents



| | |
|----------------------------------------|-----------|
| A Message From Our Executives | 3 |
| Who We Are | 4 |
| Our Sustainability Strategy | 9 |
| People & Community | 10 |
| People | 11 |
| Community | 13 |
| Circular Economy | 15 |
| Design for Sustainability | 16 |
| Circular Services | 18 |
| Operational Performance | 19 |
| Procurement, Manufacturing & Logistics | 20 |
| Energy Usage | 21 |
| Governance | 22 |
| Value Cycle | 23 |
| Haworth's 2025 Commitments | 24 |
| Global Reporting Index | 25 |

A Message from Our Executives

Haworth is a family-owned company with global expertise and design leadership—the only organization in our industry with this unique combination of experience and competency. Complemented by a solid foundation rooted in values, our company strives to be a conscious business—a company with purpose and a history of caring for our members, communities, and our environment. Our values bring balance in all that we do as our organization evolves—even when faced with unprecedented change in the world.

The coronavirus global pandemic has jarred us all to stretch beyond our comfort zones and think differently in our daily work and home lives. For us as a leadership team, we've drawn from our values to ensure we prioritize the health and safety of our members, reducing the spread of COVID-19, and meeting the needs of our customers. We've also tapped into all areas of our organization to creatively adjust to this new normal, and support one another through these challenges.

As a company that's spent **30+ years in global markets** to bring the best ideas from around the world directly to our customers, we've positioned ourselves to support our members, our communities, and our customers. We design, source, and manufacture products in the markets where they are delivered. The majority of our business is done locally—supporting sustainability and the communities where our clients and members live and work. As a true global company, we deliver the best in design and performance to clients wherever they are in the world.

In 2019, we gathered top leaders from around our company and outside our industry to **build upon our heritage and values as we strive to be a sustainable corporation**. We developed ambitious targets that leverage our core strengths and drive our mission forward by 2025.

Our 2025 areas of focus:

- 1. People & Community** – pouring our efforts into helping people do great work, from within our company, for our customers, and across our communities.
- 2. Circular Economy** – making the best of the Earth's resources to engage in sustainable design and strive for a sustainable future.
- 3. Operational Performance** – partnering with suppliers and implementing improvements across all functions of operations to address the long-term impact on our environment.

We are on a journey—one that promotes longevity and **delivers value to the people, communities, and planet that we serve**. At our core, we are a family—and we weather challenges together. We thank our members who inspire us daily. Haworth is built upon a culture that empowers members and all stakeholders to make positive changes.

We look forward to strengthening existing partnerships and building new ones, while empowering our members and leveraging our global reach, as we continue **our drive toward making positive changes** for the people and communities we serve all over the world.




Matthew R. Haworth
Chairman




Franco Bianchi
President & CEO




Michael Warsaw
Vice President of Global
Design, Innovation &
Sustainability

Who We Are

We partner with customers, dealers, and influencers to create spaces that result in effective people and efficient real estate. Haworth designs and manufactures a mix of products that offer endless options for transforming space as organizational needs evolve. Through our brands and brand partners, our portfolio fills an entire floorplate—from the core elements in office environments to social spaces, hospitality, higher education, and healthcare.

Values-Driven Organization

Our values define our business behavior and inform our decisions, guiding today's activities and tomorrow's growth—in the global markets we serve and the communities where we live. First drafted in 1975 by Chairman Emeritus Dick Haworth, our values have been modified several times to suit change happening in the world and our evolving business.

- We listen to our Customers.
- We rely on our Members.
- We honor Integrity.
- We embrace Continuous Learning.
- We lead with Design.
- We create Value.
- We work to make the World better.



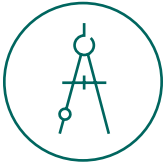
\$2+ billion in global sales



Global for 30+ years



7,500+ members worldwide



100+ global design & research partners



Operating in 120+ countries



400+ patents



650 dealers worldwide



Zero production waste to landfill since 2012

Organic Workspace Informs Our Sustainability Strategy

Space matters and positively impacts quality of work and life. Over our 71-year history, we've provided workspaces used by millions of people who work hard to deliver their own value every day. It's their space, and it matters to their work.

We view our role in supporting our customers and their employees with tremendous responsibility, and work to craft solutions that help our customers succeed. This mindset led us to name our perspective and process for workspace design, sharing and building upon our foundation. It's called Organic Workspace.

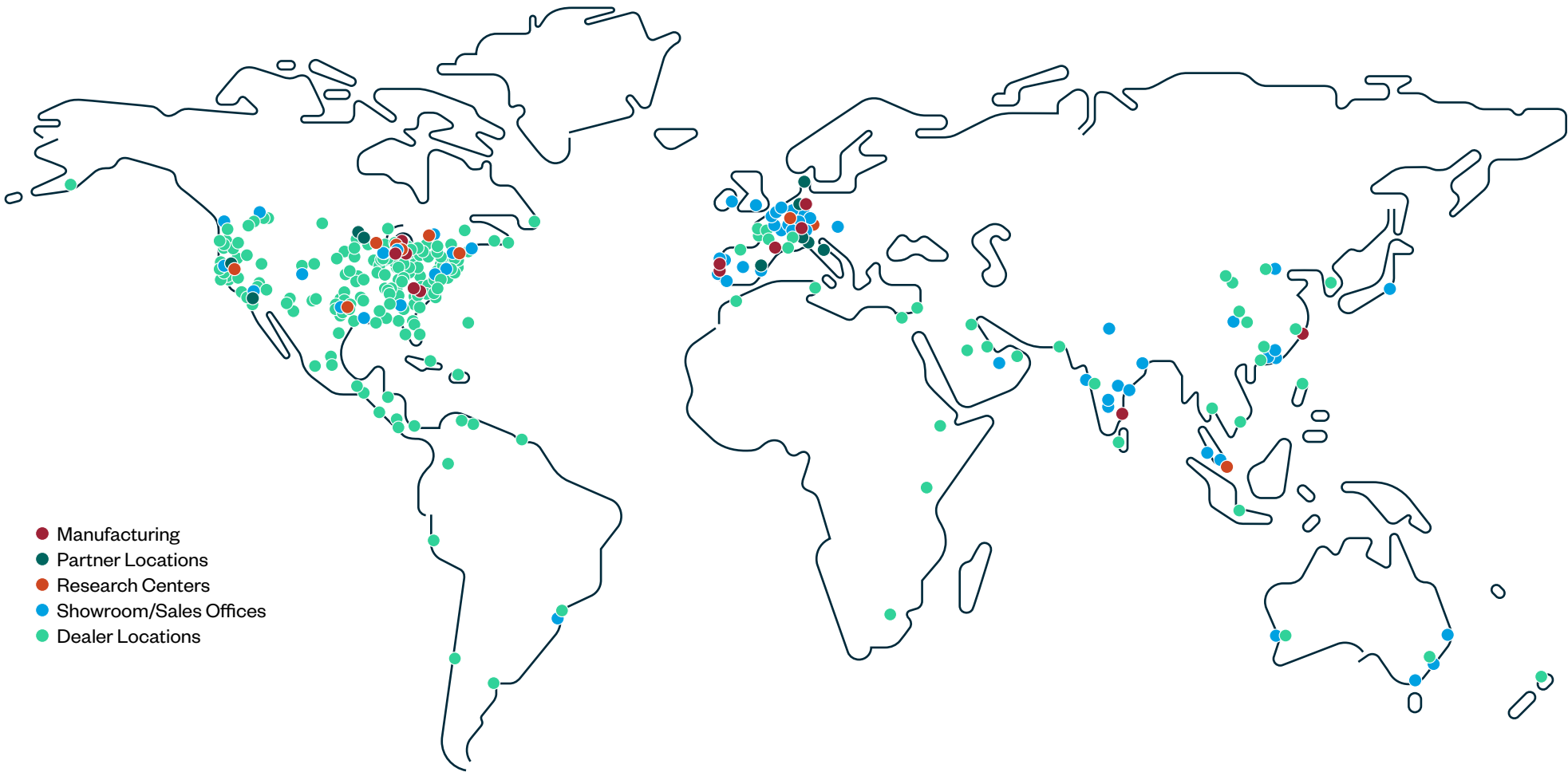
We spend countless hours investigating the links between workspace design and performance, studying how space influences people's behaviors and experience at work. Organic Workspace leverages this research and applies circular design thinking that places people, communities, and our planet first. Each unique Organic Workspace serves as a living organism that can adapt as people and organizations need.

As we work to deliver Organic Workspace solutions, circular design thinking drives our sustainability strategy, helping customers succeed for years to come.



Global Expertise

Our global teams service stakeholders in all regions: The Americas, EMEA (Europe, Middle East, and Africa), and Asia-Pacific.



Global Partnerships

We value the engagement of our internal and external stakeholders. Creating value for our customers drove us to design, manufacture, and distribute products in the global communities where our customers operate. We listen and continuously learn from our members, customers, dealer partners, architect and design partners, industry influencers, research organizations, government agencies, non-profit organizations, and others to collaborate on providing innovative solutions for the most pressing issues we face today.

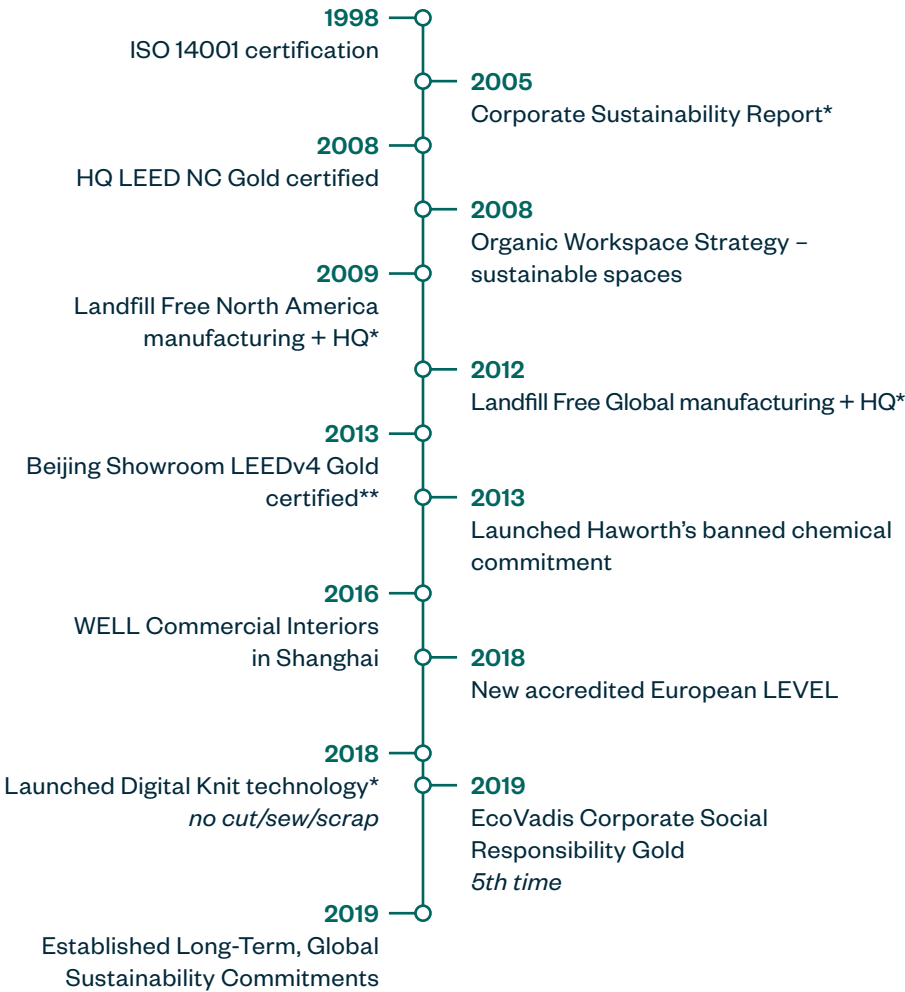
We are uniquely positioned worldwide to meet client preferences and needs based on local cultures, standards, and norms.

Sustainability Memberships and Organizations

- Business and Institutional Furniture Manufacturers Association (BIFMA)
- CDP
- European Federation of Office Furniture (FEMB)
- German Design Council
- Health Product Declaration Collaborative (HPDC)
- Healthier Hospitals Initiative (HHI)
- IAO Fraunhofer Office 21
- Indian Green Building Council (IGBC)
- Michigan Recycling Coalition (MRC)
- The German Environmental Management Association (B.A.U.M. e.V.)
- United Nations Global Compact (UNGC)
- US Green Building Council (USGBC)
- West Michigan Sustainable Business Forum



Our Journey



* First in industry
** First in the world

2019 Awards & Rankings

Most Innovative Workplace Design
Presented by Fast Company, Finalist for Digital Knits

Best of NeoCon Awards
Presented by Contract magazine and co-sponsored by McMorrow Report, Merchandise Mart Properties, IIDA, IFMA. Gold award in the Textiles: Upholstery category for Haworth Digital Knits; Gold award in the Lounge Furniture Collections category for Cabana Lounge™

HiP at NeoCon Product Awards
Presented by Interior Design magazine. Cabana Lounge nominated as a finalist and honored as a winner in the Workplace: Highback Seating category; Lauren Rottet Lounge nominated as a finalist in the Workplace: Sofa category; Haworth Knits nominated as a finalist and honored as a winner in the Materials category; Back-Wing Armchair nominated as a finalist and honored as a winner in the Hospitality: Seating category

German Design Council Award
Poppy™ lounge chair

Metropolis Likes, NeoCon 2019
Awarded to Haworth Knits

EcoVadis Corporate Social Responsibility Gold
5th time

Michigan Veterans Affairs Association Employer Award
Silver-level employer

Toastmasters President's Distinguished Club and Founders Award
27 years as Haworth/Holland Toastmasters club sponsor

Our Sustainability Strategy

In 2019, we gathered 64 top leaders from across our company, including Commercial Interiors, Lifestyle Designs, and Performance Technology, to build upon our heritage and values of becoming a sustainable corporation. Drawing from experts from within our company and outside our industry, we developed ambitious targets for leveraging our core strengths and driving our mission forward. The result of the collaborative work is a focused strategy centered on three key areas that form a road map for continuous improvement.

Our work is informed by our commitment to the United Nations Sustainable Development Goals (UN SDG) and the actions needed to address challenges facing our world. We're eager to continue this journey by promoting sustainability and delivering value to the people, communities, and planet that we serve.

Our Sustainability Commitment

In our drive to create Organic Workspace solutions, we think beyond our business with a collective purpose to make the world better. As we strive to be a sustainable organization, Haworth empowers and engages its members in practices and processes that positively impact our global communities, economy, and environment.

Corporate responsibility is a company-wide commitment informed by and integrated into our business strategy.

[Governance](#) is led by the Haworth Board of Directors and Executive Leadership team.



People & Community

Focus on building strong relationships with and support for internal and external stakeholders

Priority Areas

People

Empower people

Community

Contribute to the sustainable development of our communities



Circular Economy

Optimize resource utilization and closed loop material flows

Priority Areas

Design for Sustainability

Design that considers environmental, social, and economic factors

Circular Services

Economic systems aimed at eliminating waste and the continual use of resources



Operational Performance

Focus on improving our footprint

Priority Areas

Procurement, Manufacturing, and Logistics

Optimize resource use and minimize impact of buildings, packaging, manufacturing, and transportation

Energy Usage

Optimize direct and indirect use of non-renewable energy and source renewable energy

People & Community

As of December 31, 2019, Haworth employed more than 7,500 people, whom we call members. We value and rely on our members and collaborate on one key goal: to help people do great work—within our company, our community, and for our customers.

To deliver on our goal, we empower members through a vast array of purpose-driven experiences, continuous learning, and leadership development opportunities. Members around the world connect to bring a spirit of optimism, drive, inclusiveness, and an unwavering appreciation for service.

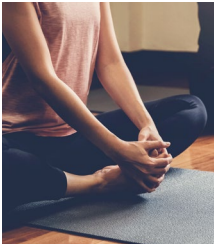
We pour our efforts into every customer experience. Our diverse team of members focuses on everything from workplace research, product design, material science, ergonomics, global sourcing and logistics, technology, and, of course, manufacturing products that form each Organic Workspace we deliver.

We recognize that our success is intrinsically linked to the health and vitality of the communities where we live and work. It is an honor and a privilege to apply the assets, capabilities, and resources that help make us successful to efforts that help communities prosper.

Volunteering in the Community
Members all over the world engage with their communities to support local non-profit agencies.



Development & Training
Continuous learning remains one of our core values as it's critical to both personal achievement and business success.



Well-Being & Safety
A wide variety of programs are available to nurture well-being.

People

From the members and supply teams who make our products to the thousands of Haworth members around the world, we believe in providing opportunity for all. Leveraging different perspectives leads to unique ideas and unlocks innovation.

Dick Haworth Values Award

In 2019, 23 members received the Dick Haworth Values Award. Company Chairman Emeritus Dick Haworth established the peer-nominated award in 2001 to recognize members who daily integrate into their activities: listening to our customers, empowering and engaging members, honoring integrity, leading with design through creative thinking, driving continuous improvement, and striving to make the world better by embracing diversity, caring about the environment, and creating economic value.



The Dick Haworth Values Award consists of an inscribed wood plaque, a copy of the Haworth Values signed by both Dick and Matthew Haworth, along with a post-tax check for \$2,000.

Member Engagement

We've been conducting member engagement surveys for nine years. This survey enables members to confidentially share their perspective and experience. As our values affirm, we rely on our members to help prioritize change as we strive to be an employer of choice.

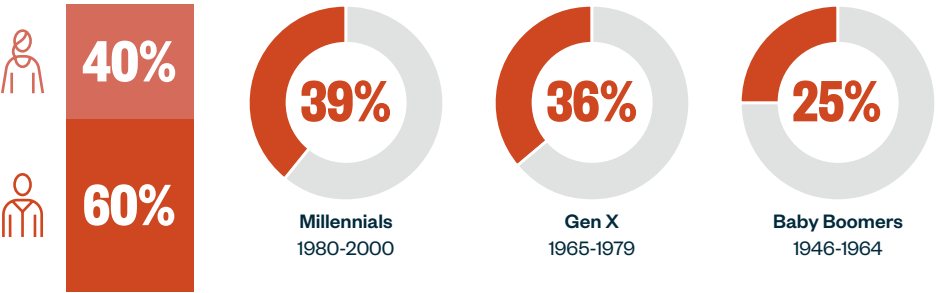
In 2019, members agreed that:

- 87% I understand how my work contributes to the overall success of this organization.
- 81% The people I work with treat me with respect.
- 81% I enjoy working with the people on my team.
- 80% Expected "how" behaviors have been communicated to me.

Diversity

For members to live their best lives, we must work to meet their diverse needs. Our goal is to nurture a culture in which everyone is included, empowered, and rewarded for individual and team successes. We take pride in and celebrate the diversity of members.

2019 Member Diversity



Development & Training

We continue to build a creative and inclusive culture, where all voices are welcome, heard, and provided with opportunities to learn and grow. Continuous learning remains one of our core values and is critical to both personal achievement and business success. We offer a breadth of learning and development opportunities—from online courses to in-person training.

2019 Member Development & Training

More than \$1.6 million invested in member training globally.

| Program | Courses Offered | Courses Delivered | Participants | Training Hrs |
|-------------------------------|-----------------|-------------------|--------------|--------------|
| Professional Development | 16 | 82 | 1,174 | 6,264 |
| Business Systems Training | 86 | 219 | 1,306 | 4,705 |
| Haworth Leadership Institute | 5 | 2 | 136 | 6,528 |
| Orientation | 4 | 114 | 1,064 | 8,794 |
| Instructor-Led Sales Training | 9 | 47 | 170 | 2,175 |
| Online Sales Training | 95 | — | 164 | 7,790 |

The Center, our online portal created in 2008, offers more than 800 courses that members engage in starting with their onboarding experience. They learn standards pertaining to safety, ethics, values, diversity, and inclusion, Haworth Management System (continuous improvement) and environmental practices. Members track their progress and can customize their development plan by also selecting from courses offered through our partnerships with ThinkWise and SkillShare. Additional support is available via the Tuition Assistance Program, offering funding for members pursuing degree programs.

Members have also formed networks to foster connection, mentorship, and celebrate the diverse spectrum of individuals across the company. Member Resource Groups include Toastmasters, Veterans, and Young Professionals.

Well-Being

We view the work environment as a tool to promote well-being, an enduring state that encompasses physical wellness, cognitive performance, and psychological comfort. We apply this same philosophy to our organization, supporting members in living their best life.

A number of programs and services nurture member well-being, including: wellness fairs, mammograms, flu vaccines, smoking cessation programs, fitness benefits, and a state-of-the-art fitness center at our global headquarters. Mental health is also a key part of well-being. Through our member assistance program, we offer access to short-term counseling and assistance for a range of challenges including daily stresses, marital conflict, financial or legal pressures, and professional services.

2019 Member Well-Being



Fitness Center Refresh

We began a renovation project at our global headquarters in 2019 to better serve members in support of their well-being. Completion: Q1 2020



Participation Fitness Network

Members in Germany can apply for participation in the HANSEFIT fitness network with financial support through Haworth and the option to train at any fitness studio in the network.



Benefits for Parents

At our global headquarters we updated our mothers' rooms to provide relaxing retreats that balance nursing mothers' need for privacy and functionality. US-based non-birthing new parents now receive two weeks of leave to help with the transition into parenthood.



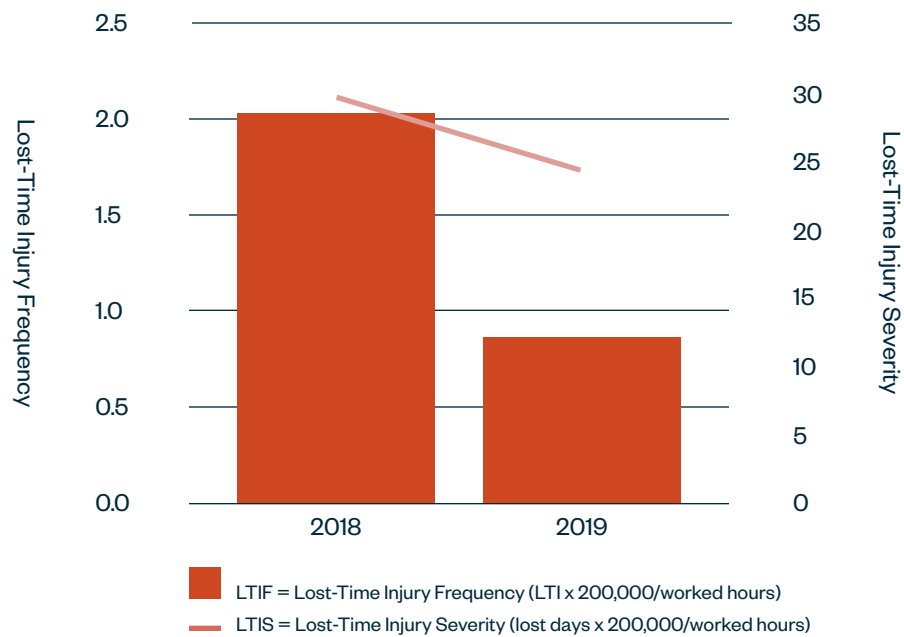
Weekly Yoga Class

The Shanghai showroom hired an external yoga instructor to provide a free yoga class for members every week.

Safety

As an extension of our commitment to well-being, the personal safety of Haworth members and contract employees is of utmost importance. Through our Haworth Management System (HMS), we continue to develop and implement strategies that enhance safety. Local teams define goals and metrics at all Haworth global facilities. Occupational health and safety performance are regularly tracked. Improvement measures and training are then implemented. Risk assessment is evaluated on an ongoing basis to help keep members safe and reduce the overall incident rate. Throughout our global locations, our overall lost-time injury rate was 0.83 for calendar year 2019.

Lost-Time Injury Frequency and Severity



Community

We recognize that our success is intrinsically linked to the vitality of the communities where we live and work. Our goal is to contribute to community prosperity by leveraging our resources and expertise to partner with community leaders who are evolving the economic and social systems in our own backyard.

In addition to offering our time, Haworth and our members contribute financial resources to support community initiatives. For 53 years, members in North America have had the opportunity to contribute to United Way, helping to provide programs and services to improve people’s lives in four areas: basic needs, health, education, and financial stability. In 2019, members generously contributed \$302,028.

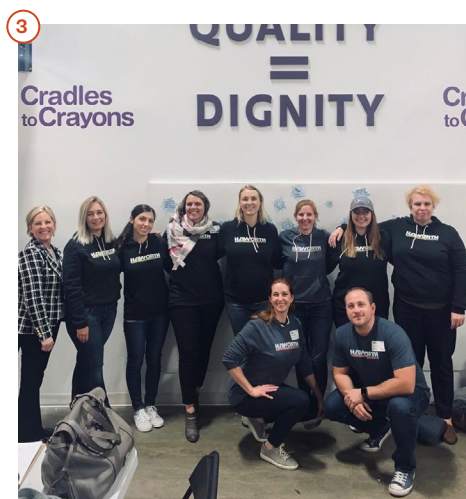
2019 Highlights



Haworth partnered with Western Michigan University’s Haworth College of Business study abroad program to provide students a hands-on learning opportunity about Haworth’s sustainability strategy. They had the opportunity to serve the community in partnership with Youth for Parivarthan, an organization focused on making positive change in their cities.

Here are just a few of the ways members supported their communities in 2019.

- 1** In Chennai, India, members worked to clean the heavily littered, popular Marina Beach.
- 2** In Delhi, India, members conducted a workshop for young adults at a Life Project Center in Sangam Vihar to teach how sustainable practices could be part of their everyday life. The group then planted trees in the community. The connection continues as members provide the Center with discontinued fabric and finish samples to support entrepreneurial projects.
- 3** In Chicago, Illinois, members volunteered at Cradles to Crayons, sorting and packing clothes, shoes, coats, books, and toys for 150 children in need.
- 4** In Budapest, Hungary, members visited a local animal shelter, painting kennels, and helping care for the dogs.
- 5** In Holland, Michigan, members volunteered to remove invasive plants from local natural areas along Lake Michigan.
- 6** In Bad M nder, Germany, members partnered with the Springe Vocational school and hosted wood mechanics apprentices from France for mentoring, learning experiences, and team building. Plans for the German wood mechanics to visit France are in the works for 2020.
- 7** In Bruce, Mississippi, members sponsored the Family Freedom Festival, an opportunity to learn about local Veterans of Foreign Wars and promote patriotism within the community.



Circular Economy

Haworth's design philosophy has resulted in numerous innovations that have transformed millions of people's work experience. Design thinking permeates everything we do—from products to spaces. We incorporate two key elements: performance and desire. This combination, along with four design characteristics—open, informed, experiential, applied—complement our pursuit to create Organic Workspace environments that align people and space for optimal performance.

All Haworth members are part of creating something—from presentations to new products, process improvement, and our customers' collective experiences. Design thinking is ingrained in our culture—it speaks to who we are, what we care about, and why our company exists.

As part of our commitment to make the best use of the Earth's resources, we are focused on two priority areas: Design for Sustainability and Circular Services. A circular economy is one of the biggest opportunities to design a sustainable future and is an essential part of our strategy.

Haworth Banned Chemicals

Haworth has avoided or eliminated more than 55 chemicals and chemical compounds of concern from our products.



Diverting from Landfill

We ensure our customers have alternatives to the landfill when disposing of workplace products no longer needed.



Achieving Industry-Leading Certifications

Haworth has a variety of products that meet stringent sustainability requirements.

Design for Sustainability

Through our design-led approach, we're committed to addressing the environmental impacts of our business. Our design teams consider the environmental, social, and economic impact through sustainable material choices, waste-reducing engineering processes, avoidance of Haworth banned chemicals, and alignment with leading certifications. The drive toward sustainable, healthier solutions also supports our clients in achieving their sustainable goals.

2019 Highlights

Circular Product Design Framework

A collaborative effort across North American business partners led to the development of a New Product Introduction (NPI) tool that provides our product launch teams with a standardized, strategic method to easily identify compliance, ergonomic, and sustainability targets and track progress through launch.

Reducing Haworth Banned Chemicals

We are committed to providing our customers with products that support safe and healthy environments. Haworth has avoided or eliminated more than 55 chemicals and chemical compounds of concern from our products. Considerations for the use of safer materials continues to drive us to evaluate more sustainable solutions as alternatives become commercially available. We continue to offer products free of problematic chemicals such as non-stick additives derived from per- and poly-fluorinated compounds, antimicrobials, PVC, and associated phthalates, flame retardants, and heavy metals.

mindful Materials

A global effort, Haworth joined this product certification library to increase transparency and provide sustainability data to our customers.

Number of mindful Materials Listed Products by Region



Rethinking Packaging Design

In North America, as a result of a design change, Compose® tiles can be nested during shipment, eliminating a one-inch honeycomb spacer. Total annual savings is approximately 63.5 tons of corrugated material per year.

Product Certifications

Circular design principles are helping us reimagine the way products are designed, packaged, manufactured, and shipped. We continue to lead the industry in achieving global accredited certifications, providing customers the ability to make informed choices. Certifications offer a common methodology to present the environmental and social characteristics of products.

With 113 certified products certified under the Business and Institutional Furniture Manufacturer’s Association Product Sustainability Standard (BIFMA) LEVEL program, Haworth has a variety of options to meet customer requirements. We also added European LEVEL Certification to our product portfolio in 2018, for a total of 14 LEVEL 3 certified products.

North America

- BIFMA LEVEL 1
36 products
- BIFMA LEVEL 2
24 products
- BIFMA LEVEL 3
30 products
- GREENGUARD
76 products
- GREENGUARD Gold
47 products

Haworth Health

- GREENGUARD
27 products
- GREENGUARD Gold
18 products

Europe

- European LEVEL 3
14 products
- GREENGUARD
10 products
- GREENGUARD Gold
10 products
- SCS Indoor Advantage Gold
21 products
- NF Environment Mark
12 products

Asia-Pacific

- BIFMA LEVEL 1
18 products
- GREENGUARD
27 products
- GREENGUARD Gold
18 products
- GEGC
17 products

North America BIFMA LEVEL 3 Workspace



European LEVEL 3 Workspace



Circular Services

Finding new ways to support a more circular business model is an essential part of our strategy and commitment. We aim to make it easier for customers to utilize alternatives to the landfill when disposing of workplace products no longer needed. We continue to explore environmentally preferred solutions that drive environmental stewardship, economic growth, and community prosperity.

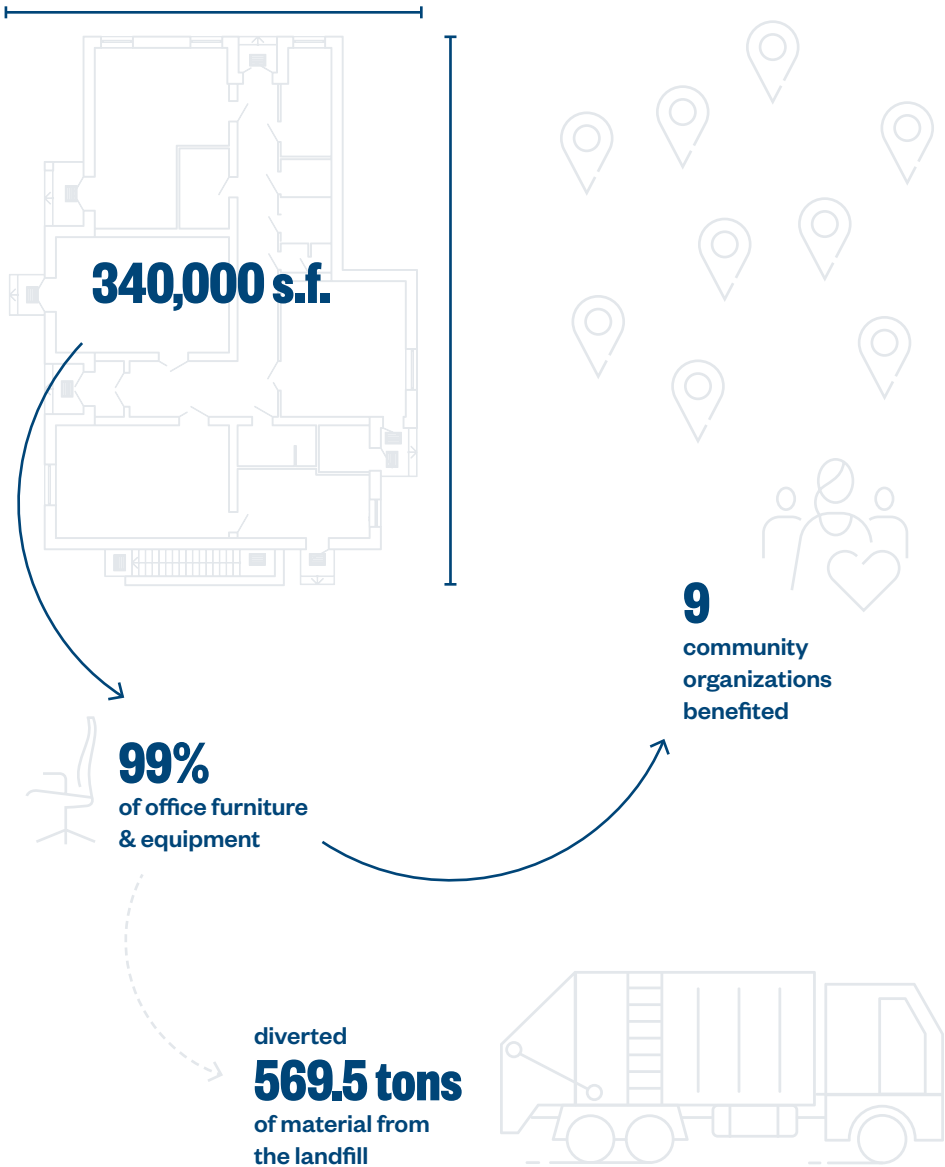
2019 Highlights

Diverting from Landfill in the US

One significant example of our circular services commitment involved key partners who share our mindset. The American Express Company partnered with Haworth and Green Standards to donate, recycle, or resell 340,000 square feet of office furniture and equipment, diverting 569.5 tons (99.3%) of material from the landfill, reducing environmental impact, and positively contributing to the community. Nine community organizations benefited from the Phoenix, Arizona-based project.

Partnership with Valdelia in France

Haworth France, together with 12 other professional furniture industrial companies, created Valdelia in 2012. Valdelia is a non-profit eco-organization approved by the French Ministry of Ecology, Sustainable Development, and Energy, whose mission is to collect and recycle professional furniture waste. Haworth continues to foster this partnership and transfer insights to other markets.




Operational Performance

Manufacturing and environmental responsibility is not a trade-off; neither are profit and people. We continue to seek opportunities to address the environmental impact of our business in all facets of our operations. We believe operating a sustainable corporation will allow us to help people do great things for generations to come.

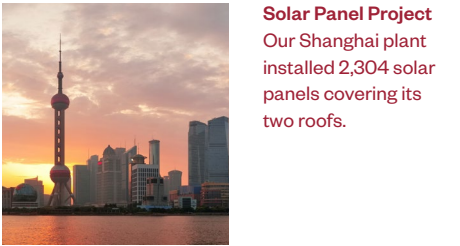
Our customers care about the quality of the products they buy. They also care about the work that goes into those products. Within our own facilities, and in collaboration with our suppliers, we strive for healthy social and environmental working conditions. Using our Supplier Code of Conduct, we work together to increase the transparency of sustainability standards addressing worker safety, labor compensation, anti-discrimination, anti-corruption, worker respect, and environmental compliance.

Progress in operational performance involves commitment and effort in partnership with our suppliers and within our own facilities. We focus on continuous improvement in the procurement, manufacturing, and logistics of all products and aim to operate efficient facilities that are designed with our long-term impact on the environment in mind.

Powder-Coat Paint
We've realized an over 90% reduction in VOC emissions from our processes since 2007, in part through the use of powder-coat paint, and we continue to implement efficiencies in the paint process.



Product Packaging Reductions
North America implemented reductions and made eliminations to packaging to reduce environmental impact.



Solar Panel Project
Our Shanghai plant installed 2,304 solar panels covering its two roofs.

Procurement, Manufacturing, & Logistics

We optimize resource use and minimize the impact of buildings, packaging, manufacturing, and transportation. Through the Haworth Management System (HMS), we ensure the principles of continuous improvement are applied. Our global HMS team inspires all members to support, facilitate, and lead initiatives that drive results and eliminate waste, advancing our strategy to create sustainable value for customers, members, and the communities we serve.

2019 Highlights

Procurement of Sustainable Wood

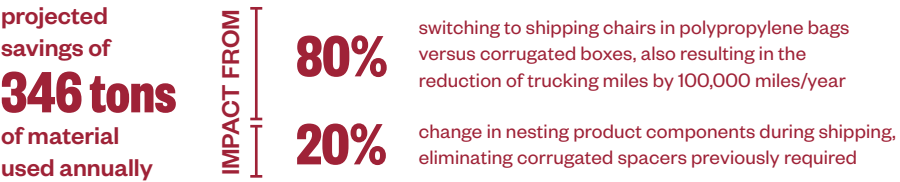
Every piece of our wood furniture is sourced with an eye on environmental stewardship. Our Shanghai, China, plant progressively replaced non-Forest Stewardship Council (FSC) wood commodities with FSC-certified ones, successfully launching FSC low-pressure laminates to complement our FSC high-pressure laminates.



Globally, Haworth sources 92% of wood from certified sustainable sources.

Product Packaging Reductions

North American packaging engineers identified and implemented improvements in product and packaging design, as well as changes in shipment methods, resulting in:



One of our packaging material suppliers eliminated stretch wrap from the shipping process, resulting in projected annual savings of 305 lbs. of material used.

In Big Rapids, Michigan, the components team incorporated an automatic bander to reduce polypropylene stretch wrap while keeping X Series® personal storage towers secure on pallets during shipment, resulting in projected material savings of 1,072 lbs./year.

Powder-Coat Waste Reduction

In Portugal, the paint team implemented efficiencies that resulted in a capacity increase of 66%, downgrading the environmental impact of the paint process by reducing powder, energy consumption, and resources spent on surface treatment.

Leader in Reducing VOC Emissions

For most metal parts, Haworth uses powder painting, a VOC-free finishing process. Through a transition to water-based finishes and powder-coat paints, we've realized an over-90% reduction in VOC emissions since 2007. Continued efforts to reduce VOC emissions resulted in a reduction of more than 20% for all production facilities in 2019 (from 30 t to 24 t) through substitution of cleaners and choice of adhesives that contain minimal to no VOCs.

United Kingdom Team Achievement

Our team in the UK was awarded the First Mile Silver Certificate for their efforts to improve waste separation and recycling.

Energy Usage

Through ambitious energy programs and partnerships, we are advancing our strategy to improve our carbon footprint and align with science-based reduction targets for emissions.

2019 Highlights

Installing Solar Panels in China

Our Shanghai plant launched a renewable energy project, installing 2,304 solar panels covering its two roofs. Energy production is estimated at over 2,000 mwh per year, covering 31% of the plant's annual energy use and leading to annual reductions of 592 tons CO₂, 162 tons carbon dust, 18 tons SO₂, and 225 tons standard coal.



The solar panels are estimated to be able to cover 31% of the plant's total electricity use every year.

Reducing Energy Use with Stakeholders

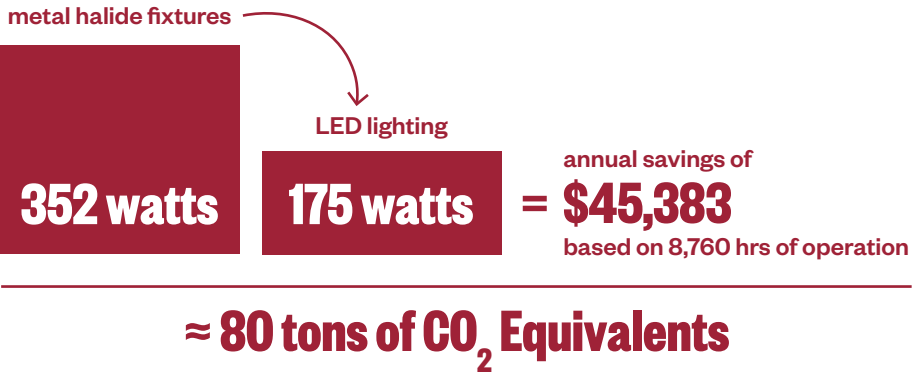
Haworth's global headquarters team partnered with the Holland Board of Public Works and Consumers Energy for the installation of an uninterruptible power supply (UPS), which yielded 30% energy reduction in comparison to previous UPS.

Decreasing Greenhouse Gas Emissions

Since 2005, through our ISO 14,001-certified Environmental Management System, we have reduced our greenhouse gas emissions by 20%. We report our progress annually within our Corporate Responsibility Report and for the CDP.

Using LED Lighting Globally

A global effort involved updating lighting with energy-efficient LED. Specifically, our Holland, Michigan distribution center replaced 641 metal halide fixtures with LED lighting.



Governance

Our executive team is accountable for meeting sustainability goals and objectives. The executive sponsors, in partnership with our global sustainability team, set company-wide goals and metrics based on the company’s long-term strategy. The global sustainability team drives the metrics and reports progress regularly to our Vice President of Global Design, Innovation & Sustainability, who is responsible for the direction and pace of our sustainability plan, reporting to the CEO. The CEO provides formal sustainability oversight through corporate sector reviews. Region-specific functional leaders help direct local sustainability efforts. They represent and provide the conduit for regional efforts and priorities.

Haworth supports the 10 principles of the UN Global Compact with respect to Human Rights, Labor Rights, Anti-Corruption, and Environmental Protection. As a private company, we take great pride in our corporate values that include valuing people and the world we live in. We continue our commitment to our business strategy, culture, and operating processes. We work in our supply chain to advance these principles beyond the walls of our facilities and into the communities in which we operate. Through the Haworth Management System, we ensure the principles of continuous improvement are applied.

Our global sustainability team informs strategic direction and policy, ensures the company and its leadership are kept abreast of current concerns, and shares industry best practices across all regions. They are supported by an interdisciplinary group of Haworth members across the globe who play a crucial role in promoting and maintaining the strategic direction.

Asia-Pacific



Sridhar Harivanam
India



Alex Przybyla
China



Reta Yang
China

Europe



Bianca Doenicke
Germany



Susanne Schliehe-Diecks
Germany

North America



Dominic Daunter
US



Jim Kozminski
US



Anne McManus
US

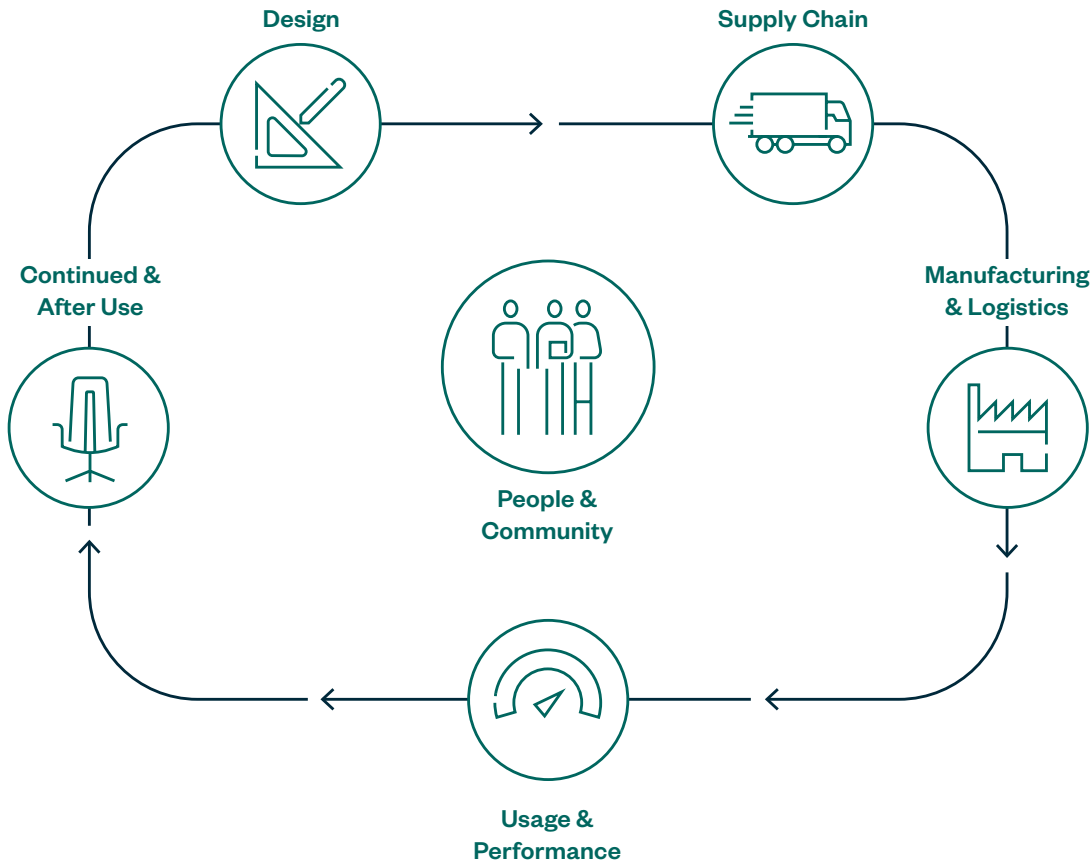


Devin O'Herron
US

Value Cycle

Becoming a sustainable corporation involves commitment by all our members, suppliers, and partners. To help translate our strategy, we use a value cycle that serves as a framework to guide our actions.

- Design**
Designing with people and the environment in mind through sustainable material choices and the avoidance of harmful chemicals.
- Supply Chain**
Engaging with supplier partners in continuous dialog to ensure responsible sourcing.
- Manufacturing & Logistics**
Maintaining ISO certifications and Zero Production Waste to Landfill status globally.
- Usage & Performance**
Earning top certifications, promoting healthy spaces, and fostering well-being.
- Continued & After Use**
Providing lifecycle assessments, and educating customers on landfill alternatives.
- People & Community**
Strengthening communities by helping to protect and restore the environment and supporting people through volunteerism, health and safety protocols, and continuing education



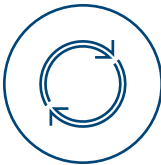
Haworth's 2025 Commitments

People are at the center of everything we do. In our drive to create Organic Workspace solutions, we think beyond our business with a collective purpose to make the world better. As we strive to be a more sustainable organization, we've set the following ambitious targets.



People & Community

- Education & Training**
Personal Sustainability Impact. 100% participation in member development programs to advance individual and organizational sustainability goals.
- Community Outreach**
Volunteering. 100,000 hours of community engagement through volunteerism and educational opportunities.



Circular Economy

- Circular Design**
100% of new products designed using circular design principles.
- End of Life Program**
Offer sustainable solutions for customer's used furniture including repair, refurbish, reuse, recycle, and/or remanufacture.
- Product as a Service**
Program(s) for Product as a Service in place including leasing, pay-per-use.



Operational Performance

- Sustainable Wood**
Source 100% of wood from sustainable sources.
- Responsible Sourcing**
100% tier one suppliers are screened according to responsible sourcing criteria. 100% of tier one suppliers sign Haworth Code of Conduct.
- Zero Waste**
Zero Waste to Landfill for manufacturing sites and world headquarters with reliance on waste to energy (W2E). Maximize Material Efficiency to 90%. Ensure highest value use for remaining 10%. Reduce Global W2E <1% annually.
- Sustainable Packaging**
100% renewable, reusable, recyclable, or compostable packaging.
- Renewable Energy Sourcing**
100% renewable energy sourcing for electricity for manufacturing facilities.

Global Reporting Index

General Disclosures

Global Reporting Index (GRI), Sustainability Development Goals (SDG), and United Nations Global Compact (UNGC)

| GRI | SDG | UNGC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------|---------------|--------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------|--------|--------------|-------|--------|-------|-------|-------|-------|------|-------|-------|-------|-------|------------|--|--|--|--|-------------------------|-------|-------|------|-------|---------------------|-------|-------|-------|-------|------------------------|-------|-------|-------|-------|--------------|--|--|--|--|---------------|--------|--------|--------|-------|-----------|--------|--------|--------|-------|-------------------|----|----|---|---|
| 102-1 | | | Name of the organization | Haworth, Inc. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-2 | | | Activities, brands, products, and services | Haworth Products: North America Haworth Products: Europe Haworth Products: Asia-Pacific | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-3 | | | Location of headquarters | Haworth, Inc. One Haworth Center Holland, Michigan 49423 USA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-4 | | | Location of operations | Haworth Overview - The Americas , Haworth Overview - EMEA and Asia Pacific | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-5 | | | Ownership and legal form | Haworth, Inc. is a privately held corporation. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-6 | | | Markets served | Haworth Overview - The Americas , Haworth Overview - EMEA and Asia Pacific | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-7 | | | Scale of organization | Haworth Overview - The Americas , Haworth Overview - EMEA and Asia Pacific | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 102-8 | 8, 10 | Labor | Information on employees and other workers | <table><tr><td>Gender</td><td>North America</td><td>Europe</td><td>Asia-Pacific</td><td>Total</td></tr><tr><td>Female</td><td>39.1%</td><td>31.0%</td><td>56.0%</td><td>39.8%</td></tr><tr><td>Male</td><td>60.9%</td><td>69.0%</td><td>44.0%</td><td>60.2%</td></tr><tr><td colspan="5">Age</td></tr><tr><td>Baby Boomer (1946-1964)</td><td>29.8%</td><td>23.0%</td><td>3.0%</td><td>25.4%</td></tr><tr><td>Gen X (1965 – 1979)</td><td>35.7%</td><td>41.0%</td><td>28.0%</td><td>35.8%</td></tr><tr><td>Millennial (1980-2000)</td><td>32.8%</td><td>36.0%</td><td>69.0%</td><td>38.8%</td></tr><tr><td colspan="5">Hires</td></tr><tr><td>Turnover Rate</td><td>24.38%</td><td>12.57%</td><td>15.20%</td><td>20.8%</td></tr><tr><td>New Hires</td><td>20.91%</td><td>10.88%</td><td>16.11%</td><td>18.3%</td></tr><tr><td>Number of Interns</td><td>43</td><td>43</td><td>5</td><td>—</td></tr></table> <p>Note: This table does not include Haworth contract workers. However, contract workers are included in Haworth health and safety procedures and statistics.</p> | Gender | North America | Europe | Asia-Pacific | Total | Female | 39.1% | 31.0% | 56.0% | 39.8% | Male | 60.9% | 69.0% | 44.0% | 60.2% | Age | | | | | Baby Boomer (1946-1964) | 29.8% | 23.0% | 3.0% | 25.4% | Gen X (1965 – 1979) | 35.7% | 41.0% | 28.0% | 35.8% | Millennial (1980-2000) | 32.8% | 36.0% | 69.0% | 38.8% | Hires | | | | | Turnover Rate | 24.38% | 12.57% | 15.20% | 20.8% | New Hires | 20.91% | 10.88% | 16.11% | 18.3% | Number of Interns | 43 | 43 | 5 | — |
| Gender | North America | Europe | Asia-Pacific | Total | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Female | 39.1% | 31.0% | 56.0% | 39.8% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Male | 60.9% | 69.0% | 44.0% | 60.2% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Age | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Baby Boomer (1946-1964) | 29.8% | 23.0% | 3.0% | 25.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gen X (1965 – 1979) | 35.7% | 41.0% | 28.0% | 35.8% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Millennial (1980-2000) | 32.8% | 36.0% | 69.0% | 38.8% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Hires | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Turnover Rate | 24.38% | 12.57% | 15.20% | 20.8% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New Hires | 20.91% | 10.88% | 16.11% | 18.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Number of Interns | 43 | 43 | 5 | — | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI | SDG | UNGC | | |
|--------|-----|---------------------------------------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 102-9 | | Human Rights Labor Environment Anti-Corruption | Supply Chain | <p>Haworth takes a holistic approach to evaluating the impact we make on our global economy throughout every aspect of our business, including our supply chain.</p> <p>We engage in continuous dialogue and education with our global network of suppliers. We share best practices to ensure socially and ecologically responsible sourcing. Nurturing these relationships maintains integrity and transparency throughout our supply chain.</p> <p>With over 94% of global suppliers (by spend) signing this Code of Conduct, we work together to help increase the transparency of sustainability standards and initiate improvement measures. We conduct audits on quality, health, and safety for current suppliers. Each audit is followed by action plans and a close follow-up process—all designed to support our supplier partnerships.</p> |
| 102-10 | | | Significant changes to the organization and its supply chain | There have been no significant changes to the organization or its supply chain. |
| 102-11 | | | Precautionary principle of approach | The precautionary principle is integrated into our Haworth Management System (HMS). All manufacturing sites maintain certifications according to ISO 9001 and ISO 14001. Additionally, our manufacturing site in China is certified according to the ISO 45001 and manufacturing sites in Switzerland and Germany carry the certification according to OHSAS 18001. We will advance our journey to become a more sustainable corporation through our 2025 Commitments . |
| 102-12 | | | External initiatives | Haworth is a signatory of the UN Global Compact. Moreover, we report annually with the CDP. |
| 102-13 | | | Membership of associations | Sustainability Memberships and Organizations |
| 102-14 | | | Executive statement on sustainability | A Message from Our Executives |
| 102-15 | | | A description of key impacts, risks, and opportunities | Haworth takes a holistic approach to evaluating the impact we make on our global economy throughout every aspect of our business. Using our Value Cycle as a framework, we consider the economic, environmental, and social impacts along with associated challenges and opportunities when we developed our 2025 Commitments . |
| 102-16 | 16 | Anti-Corruption | Values, principles, standards, and norms of behavior | Haworth Overview - The Americas , Haworth Overview - EMEA and Asia Pacific |
| 102-17 | 16 | Anti-Corruption | Description of internal and external mechanisms for advice, ethics trainings | Ethics training is a mandatory element of Haworth's onboarding process. Standard operating procedures are in place to maintain ethical and business conduct. Reporting procedures and anti-retaliation policies are in place, along with confidential helplines to support members. |
| 102-18 | | | Governance structure | Haworth Overview - The Americas , Haworth Overview - EMEA and Asia Pacific Governance |
| 102-19 | | | Delegating authority | Haworth executive leadership has delegation oversight for Haworth's sustainability strategy. The Vice President of Global Design, Innovation & Sustainability and the Sustainability team work with functional leaders across the company to determine strategies, policies, and goals related to corporate responsibility. |
| 102-20 | | | Executive responsibility for economic, environmental and social topics | The Vice President of Global Design, Innovation & Sustainability oversees corporate responsibility across Haworth. Governance |

| GRI | SDG | UNGC | | |
|--------|-------|------|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 102-21 | 16 | | Process for consulting stakeholders on economic, environmental, social topics with leadership | Haworth has ongoing relationships with global business leaders, government agencies, and sustainability organizations that help us understand the most pressing challenges facing our world. |
| 102-22 | 5, 16 | | Composition of the highest governance body and its committee | Governance |
| 102-23 | 16 | | Chair of the highest governance body: our leadership | Governance |
| 102-26 | | | Role of highest governance body in setting purpose, values, and strategy | Haworth's corporate sustainability strategy is a company-wide commitment informed by and integrated into our business strategy. Haworth executive leadership retains oversight responsibility. Governance |
| 102-27 | 4 | | Collective knowledge of highest governance body | Haworth's corporate sustainability strategy is an element of annual business strategy planning amongst our leadership. Governance |
| 102-28 | | | Evaluating the highest governance body's performance | Haworth's Board of Directors and executive leadership team conduct annual performance evaluation in accordance with Haworth's performance review system, involving both self-evaluation as well as peer and leadership evaluation. Governance |
| 102-29 | 16 | | Identifying and managing economic, environmental, and social impacts | Governance |
| 102-30 | | | Effectiveness of risk management process | Governance |
| 102-31 | | | Frequency of the review of economic, environmental, and social | Governance |
| 102-32 | | | Highest governance body's role in sustainability reporting | Haworth's Vice President of Global Innovation, Design & Sustainability is responsible for monitoring and managing the company's sustainability strategy, providing final review of the Corporate Responsibility Report with the support of executive leadership. Governance |
| 102-33 | | | Process for communicating critical concerns | A Message from Our Executives Please contact haworth.sustainability@haworth.com . |
| 102-40 | | | List of stakeholder groups | Stakeholders are: Haworth members Haworth customers and dealer partners Haworth suppliers and operations contract partners Haworth shareholders Business leaders and industry influencers Government agencies Non-profit organizations This list is not exhaustive but encompasses stakeholder groups we monitor and consult closely. |

| GRI | SDG | UNGC | |
|--------|-----|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 102-41 | | | <p>Percentage of total employees covered by collective bargaining</p> <p>Haworth employs members globally. Each country carries with it local employment laws and norms. Due to data privacy legislation in many countries, exact percentage of members who are represented by trade unions is not available.</p> |
| 102-42 | | | <p>Basis for identifying and selecting stakeholders</p> <p>Management and executive leadership identify stakeholders, and provide recommendations and guidance for both formal and informal engagements.</p> |
| 102-43 | | | <p>Approach to stakeholder engagement</p> <p>Engaging with stakeholders and listening to their ideas and concerns is vital to the success of our company. Stakeholder engagement involves a variety of methods that create forums for communication with each group. In addition, we periodically seek third-party insight to complete confidential interviews with key stakeholders to learn feedback regarding Haworth's brand and strategic efforts.</p> |
| 102-44 | | | <p>Key topics and concerns raised through stakeholder engagement</p> <p>Our stakeholders not only help us identify improvement opportunities, but also help us understand the most pressing issues facing our communities and our world. Stakeholder input influences the evolution of our Sustainability Strategy.</p> <p>Global member engagement surveys are conducted on an annual basis.</p> |
| 102-45 | | | <p>Entities included in the consolidated financial statements</p> <p>Data within the Haworth 2019 Corporate Responsibility Report is derived from calendar year January 1, 2019 to December 31, 2019 for our global regions: EMEA (Europe, Middle East, and Africa), Asia-Pacific, and the Americas.</p> |
| 102-46 | | | <p>Defining report content and topic boundaries</p> <p>Haworth utilizes a holistic approach to evaluate the impact we have on our global economy throughout every aspect of our business. In 2019, we gathered 64 top company leaders for a focused workshop to build upon our heritage and values as a sustainable corporation. Drawing from experts from within our company and outside our industry, we developed ambitious targets for leveraging our core strengths and driving our mission forward. The result of the collaborative work is a focused strategy centered on three key areas and 11 commitments, forming a road map for continuous improvement.</p> |
| 102-47 | | | <p>List of material topics</p> <p>Our Sustainability Strategy</p> |
| 102-49 | | | <p>Changes in reporting</p> <p>No significant reporting changes from 2018 to 2019.</p> |
| 102-50 | | | <p>Reporting period</p> <p>2019 Calendar Year: January 1, 2019 – December 31, 2019</p> |
| 102-51 | | | <p>Date of most recent report</p> <p>Haworth 2018 Corporate Responsibility Report</p> |
| 102-52 | | | <p>Reporting cycle</p> <p>Annual</p> |
| 102-53 | | | <p>Contact point for questions regarding the report</p> <p>Please contact haworth.sustainability@haworth.com.</p> |
| 102-54 | | | <p>Claims of reporting in accordance with GRI Standards</p> <p>The report has been prepared in accordance with the GRI Standards: Core Option. We report on several additional disclosures related to Haworth strategy and analysis and our priority material topics.</p> |
| 102-55 | | | <p>GRI content index</p> <p>This GRI Index table.</p> |

Management Approach

| GRI | SDG | UNGC | | |
|-------|-------------|-----------------------------|----------------------------------------------------|----------------------------|
| 103-1 | | | Explanation of the material topic and its boundary | Governance |
| 103-2 | 1, 5, 8, 16 | Environment Human Rights | The management approach and its components | Governance |
| 103-3 | | | Evaluation of the management approach | Governance |

Economic Performance

| | | | | |
|-------|-----------|--|-------------------------------------------------|------------------------------------------------------------------|
| 201-1 | 2, 5, 7-9 | | Direct economic value generated and distributed | Haworth's 2019 global sales were \$2.25 billion. |
|-------|-----------|--|-------------------------------------------------|------------------------------------------------------------------|

Indirect Economic Impact

| | | | | |
|-------|----------------|--|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 203-1 | 2, 7, 9, 11 | | Infrastructure investments and services supported | Please refer to the People and Community focus of our sustainability strategy. |
| 203-2 | 1-3, 8, 10, 17 | | Significant indirect economic impacts | We rely on and support our members to impact the performance of our customers. This cascades to the relationships and deep connection to communities as well as our suppliers and stakeholders. We contribute to community prosperity through our philanthropic and volunteer efforts. And we partner with our dealers and customers to live our values and continue to seek opportunities to make the world better. |

Anti-Corruption

| | | | | |
|-------|----|-----------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 205-2 | 16 | Anti-Corruption | Communication and training about anti-corruption policies and procedures | Ethics training is a mandatory element of Haworth's onboarding process. We have standard operating procedures in place to maintain ethics and proper business conduct. Reporting procedures and anti-retaliation policies are in place, along with confidential helplines to support members. |
|-------|----|-----------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Materials

| | | | | |
|-------|--|--|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 301-2 | | | Recycled input materials used | <p>We remain dedicated to maintaining the highest environmental standards in the market and will continue to be transparent in our efforts and progress. We report on our material transparency efforts in our product environmental data sheets (PEDS). We include the percentage of recycled input material used for each product. Material recycled content data is based on supplier material declarations or industry average recycled content data.</p> <p>PEDS are available on Haworth's website.</p> |
|-------|--|--|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| GRI | SDG | UNGC | | |
|-------|-------|-------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 301-3 | 8, 12 | Environment | Reclaimed products and their packaging materials | Haworth offers a program to assist our customers with the repurposing of used furniture assets when purchasing new Haworth products. Aligned with our zero waste to landfill philosophy, we partner with several companies that will find a second life for products—often through remanufacturing or charitable donations—with recycling considered as a last resort. So far, Haworth has offered to take back products after use for an agreed price/cost to handle the recycling or re-use of materials or ensure a second life of the products. Learn more from this 2019 customer project . |

Energy

| GRI | SDG | UNGC | | |
|-------|-----|------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 302-1 | | | Energy consumption within the organization | <div><div><div><div><div>Energy Consumption in kWh</div><div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div><div><div><</div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div></div> |

| GRI | SDG | UNGC |
|-------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 303-1 | | <p>Interactions with water as shared resource</p> <p>Water is used for sanitary purposes and for industrial uses (e.g., powder-coating). It is mainly provided by public supply networks, only a small amount is taken from wells. For our manufacturing facilities, water management (reduction of withdrawal as well as proper discharge) is included in the environmental management system, which is certified according to the ISO 14001.</p> |

Water Consumption in Mil Gallons



Scope: Haworth global headquarters and manufacturing sites (full operational control of facilities).

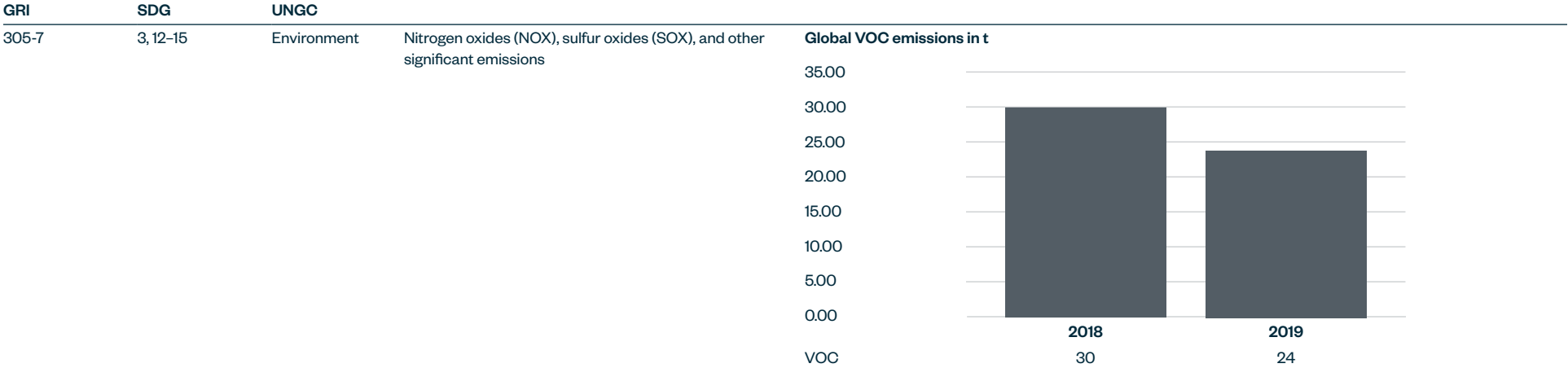
| | | |
|-------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 304-2 | Significant impacts of activities, products, and services of biodiversity | Indirect impacts on biodiversity from Haworth's activities are linked to the supply chain through using resources such as wood. Efforts to mitigate impacts include the sourcing of wood from certified sustainably managed sources. |
|-------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We are determined to achieve our commitment of sourcing 100% sustainable certified wood. In 2019, 92% of the wood we purchased was sustainable certified. We partner with our suppliers to achieve this goal.

Emissions

| GRI | SDG | UNGC | | | | | | | | | | | | | | |
|--------------------------------|-----------|-------------|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------|------|---------|-----------|-----------|---------|-----------|-----------|--------------------------------|-------|-------|
| 305-1 | 3, 12–15 | Environment | Direct (Scope 1) GHG emissions | <div><div><div>Global Greenhouse Gas Emissions (in Tons)</div><table><tr><th></th><th>2018</th><th>2019</th></tr><tr><td>Scope 2</td><td>52,268.15</td><td>47,756.29</td></tr><tr><td>Scope 1</td><td>38,773.32</td><td>36,535.08</td></tr><tr><td>t CO₂e/\$1M Sales</td><td>64.20</td><td>58.95</td></tr></table></div></div> <div><p>Scope: Haworth global headquarters and manufacturing sites (full operational control of facilities).</p><p>Emission factors from publicly available sources (e.g., EPA GHG Protocol Year 2018, GEMIS 5, IPCC) were used for calculations. Greenhouse gases included in the calculation were CO₂, CH₄, N₂O, HFCs, and PFCs. There were no known sources for SF₆ or NF₃.</p></div> | | 2018 | 2019 | Scope 2 | 52,268.15 | 47,756.29 | Scope 1 | 38,773.32 | 36,535.08 | t CO ₂ e/\$1M Sales | 64.20 | 58.95 |
| | 2018 | 2019 | | | | | | | | | | | | | | |
| Scope 2 | 52,268.15 | 47,756.29 | | | | | | | | | | | | | | |
| Scope 1 | 38,773.32 | 36,535.08 | | | | | | | | | | | | | | |
| t CO ₂ e/\$1M Sales | 64.20 | 58.95 | | | | | | | | | | | | | | |
| 305-2 | 3, 12–15 | Environment | Energy indirect (Scope 2) GHG emissions | Please see 305-1. | | | | | | | | | | | | |
| 305-4 | 13–15 | Environment | GHG emissions intensity | Please see 305-1. | | | | | | | | | | | | |
| 305-5 | 13–15 | Environment | Reduction of GHG emissions | Initiatives to reduce greenhouse gas emissions included increased fuel efficiency and movement away from fossil energy sources. | | | | | | | | | | | | |

Emissions



Scope: Haworth global headquarters and manufacturing sites (full operational control of facilities).

Calculations are based on site-specific data. From 2018-2019, Haworth reduced VOC emissions from operations by 20%. This results in a total reduction of 95% since 2007.

Effluents & Waste

| | | |
|-------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 306-2 | Waste by type and disposal method | <p>In 2012, we attained Zero Waste to Landfill status globally for manufacturing sites, and we continue to advance our waste reduction initiatives. Disposal methods for waste generated by Haworth facilities include recycling, energy recovery, and composting. We work continuously together with our members and suppliers to reduce waste and to improve reuse and recycling while adhering to federal and state legislations of the countries in which we do business. Our main waste fraction at manufacturing sites is wood waste from production. If recycling is not an option, one method to capture value from this material is to use it for thermal energy, including at several of our manufacturing sites. Other fractions are metals, plastics, powder-coat, corrugated, and paper, which can be readily recycled if separated properly. Monitoring and proper handling of hazardous waste from production is part of our certified environmental management system according to ISO 14001 and regulatory compliance programs.</p> |
|-------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

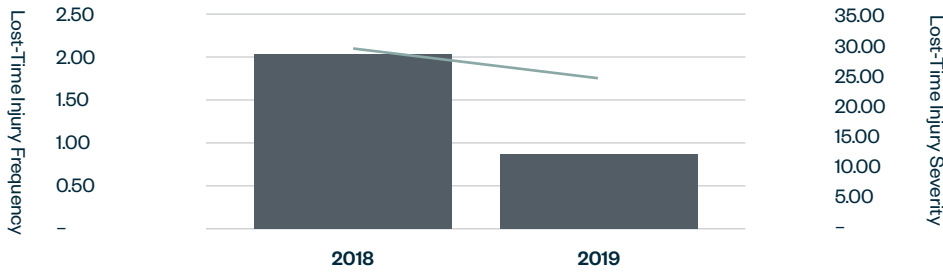
Who We Are Corporate Sustainability Strategy People & Community Circular Economy Operational Performance Governance Haworth's 2025 Commitments **Global Reporting Index**

Employment

| GRI | SDG | UNGC | | |
|-------|----------|-------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 401-1 | 5, 8, 10 | Labor | New employee hires and employee turnover by age group, gender, and region | Please see GRI 102-8 . |
| 401-3 | | | Parental leave | Haworth parental leave policy aligns with laws of each country in which we do business. For example, for members in the United States, a two-week paid leave is available for non-birthing parents. |

Occupational Health & Safety

| | | | |
|-------|------|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 403-1 | | Occupational health and safety management system | <p>Through our Haworth Management System (HMS), we ensure the principles of continuous improvement are applied to both manufacturing operations and office processes. To continuously improve, local teams develop goals and define metrics for health and safety at all Haworth global facilities. We regularly track occupational health and safety performance, initiate improvement measures, and provide training.</p> <p>Transparency in health and safety is deeply embedded in our philosophy and culture. The risk assessment process is evaluated on an ongoing basis.</p> <p>Participation and consultation of members is valued as a vital source to improve our performance, helping keep members safe and reducing the overall incident rate.</p> <p>We offer a wide variety of programs nurturing member well-being. Services such as mammograms, flu vaccines, wellness fairs, and smoking cessation programs, as well as fitness benefits, including a state-of-the-art fitness center at our global headquarters. Mental health is also a key part of well-being. Through our member assistance program, we offer access to short-term counseling and assistance for a range of challenges including daily stresses, marital conflict, financial or legal pressures, or professional services.</p> |
| 403-2 | 3, 8 | Hazard identification, risk assessment, and incident investigation | Please see 403-1. |
| 403-3 | | Worker participation, consultation, and communication on occupational health and safety | Please see 403-1. |
| 403-5 | | Worker training on occupational health and safety | Please see 403-1. |
| 403-6 | | Promotion of worker health | Please see 403-1. |

| GRI | SDG | UNGC | |
|--------|-----|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 403-9 | | | <p>Work-related injuries</p> <p>Work-related injuries are tracked as lost-time cases (LTIF) and lost time injury severity (LTIS). Lost-time cases are defined as the absolute number of lost time on-site work injuries that require a person to stay away from work for a minimum of one day/shift (or more); commuting accidents are excluded, as per internal records.</p> <p>Lost-time injury severity (LTIS) is the number of days lost due to on-site work injuries divided by the number of worked hours in the same time, and multiplied by 200,000; calculation of worked hours as per time recording (actual working time) or regular working hours.</p> <p>Lost-Time Injury Frequency & Severity</p>  <p>Legend: ■ LTIF = Lost-Time Injury Frequency (LTI x 200,000/worked hours) — LTIS = Lost-Time Injury Severity (lost days x 200,000/worked hours)</p> <p>Scope: Haworth global headquarters and manufacturing sites (including temporary workers).</p> |
| 403-10 | | | <p>Work-related ill health</p> <p>Please see GRI 403-9.</p> |

Training & Education

| | | | |
|-------|---|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 404-1 | | Average hours of training per year, per employee | Haworth invests in member learning to provide knowledge, tools, and resources for current roles as well as career development. Haworth tracks training efforts as absolute numbers of courses and hours offered to all members. Investment in member training was \$1.6 million in 2019. |
| 404-2 | 8 | Programs for upgrading employee skills and transition assistance programs | Please see GRI 404-1. |
| 404-3 | | Percentage of employees receiving regular performance and career development reviews | Please see GRI 404-1 |

Diversity & Equal Opportunity

| GRI | SDG | UNGC | | |
|-------|------|-------|---------------------------------------------------------------------------------------------|----------------------------------------|
| 405-1 | 5, 8 | Labor | Diversity of governance bodies and employees: generations, gender ratio per region, interns | Please see GRI 102-8 . |

Human Rights Assessment

| | | | | |
|-------|--|--------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 412-1 | | Human Rights | Operating with human rights reviews, impact assessments, human rights as part of SCOC, and percentage covered | <p>Haworth respects the rights of all members who help create value for our customers. Our values and code of conduct guide hiring policies, discrimination, and other universally recognized labor and human rights.</p> <p>Haworth suppliers are encouraged to sign and adhere to the Haworth Supplier Code of Conduct, an agreement that addresses worker safety, labor compensation, anti-child labor, anti-discrimination, anti-corruption, worker respect, and environmental compliance. With over 94% of global suppliers (by spend) signing this Code of Conduct, we work together to help increase the transparency of sustainability standards and initiate improvement measures.</p> |
|-------|--|--------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Local Communities

| | | | | |
|-------|--|--|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 413-1 | | | Operations with local community engagement, impact assessments, and development programs | <p>Haworth embraces the communities where we operate and where our members live and work. Supporting people and community is one of three focus areas of our sustainability strategy. Learn more in the People & Community section of this report.</p> |
|-------|--|--|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Supplier Social Assessment

| | | | | |
|-------|----------|--|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 414-1 | 5, 8, 16 | | New suppliers that were screened using social criteria | <p>Haworth suppliers are encouraged to sign and adhere to the Haworth Supplier Code of Conduct, an agreement that addresses worker safety, labor compensation, anti-child labor, anti-discrimination, anti-corruption, worker respect, and environmental compliance. With over 94% of global suppliers (by spend) signing this Code of Conduct, we work together to help increase the transparency of sustainability standards and initiate improvement measures.</p> |
|-------|----------|--|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Customer Health & Safety

| GRI | SDG | UNGC | |
|-------|-----|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 416-1 | | | <p>Assessment of the health and safety impacts of product and service categories</p> <p>At Haworth, we're continually improving our ability to affect sustainable building practices and to promote spaces that benefit the well-being of its users.</p> <p>We pursue external verification through product certifications such as GREENGUARD, BIFMA LEVEL or European LEVEL. Through these certifications, we demonstrate how Haworth products contribute towards sustainable building standards like LEED and the WELL Building Standard.</p> <p>We are committed to providing customers with products that support safe and healthy environments. Considerations for the use of safer materials drive us to evaluate more sustainable solutions as alternatives become commercially available. Due to the diligent efforts of our teams and suppliers, we offer our customers products free of problematic chemicals such as non-stick additives derived from per- and poly-fluorinated compounds, antimicrobials, PVC and associated phthalates, flame retardants, and heavy metals. Many Haworth products also include low emitting finishes such as powder-coat and water-based surface finishes. Our strategy with adhesives is to avoid them altogether. If this is not feasible, we insist on the use of water-based options.</p> <p>Haworth is committed to providing our customers with products that support safe and healthy environments, and to a policy of material chemistry transparency. Complying with applicable legal requirements on chemicals, such as California Resources Board (CARB) or REACH, is a minimum standard for all our operations. We are working diligently toward reducing potentially hazardous chemicals beyond regulatory restrictions associated with parts and materials we source.</p> <p>We report on our material transparency efforts in our product environmental data sheets (PEDS) for most product lines.</p> |

Marketing & Labeling

| | | | |
|-------|--------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 417-1 | 12, 16 | | <p>Requirements for products and services information and labeling</p> <p>We report material transparency efforts in product environmental data sheets (PEDS). These are made available on the product page of the Haworth website.</p> |
|-------|--------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

