

Sustainability Policy & Strategy



Haworth strives to be a sustainable corporation. We believe operating a sustainable corporation will allow us to help people do great things for generations to come. 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. Haworth is built upon a culture that empowers members and all stakeholders to make positive changes. We strengthen existing partnerships and build 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.

As a private company, we take great pride in our corporate values that include valuing people and the world we live in. Haworth developed its initial sustainability policy statement in the 1990s. Throughout our 20+ years' journey in sustainability, Haworth has achieved important milestones that continue to position us as an industry leader.

Living Our Values

Our foundational values have guided us throughout three generations of family leadership—a compass, for today's activities, tomorrow's growth, and fostering an inclusive environment where uniqueness is valued and fairness is ensured.

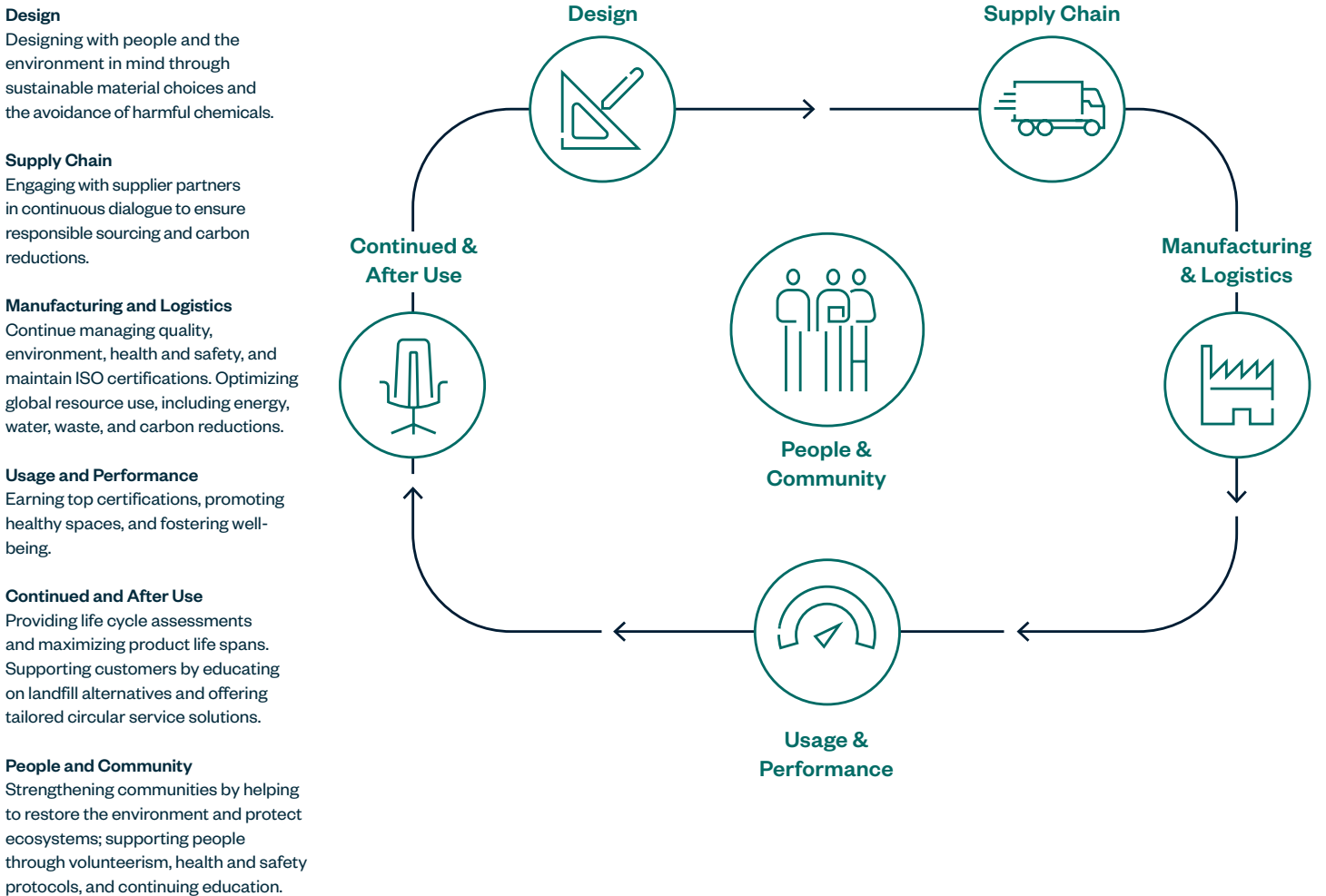
- We listen to our Customers.
- We rely on our Members.
- We honor Integrity.
- We embrace Continuous Learning.
- We lead with Design.
- We create Value.
- We work to make the World better.

Our Strategy Along the Value Cycle

We take a holistic approach along all steps of our value cycle. Haworth supports the 10 principles of the United Nations Global Compact. Our work is informed by our pledge to the business ambition for 1.5°C of the Science Based Targets initiative (SBTi) and our commitment to the United Nations Sustainable Development Goals (UN SDG).

Sustainability is a company-wide commitment integrated into our global business strategy. We think beyond our business with a collective purpose to make the world better. As we strive to be a sustainable corporation, it involves the commitment by all our members, suppliers, and partners. Haworth is empowering and engaging them in practices and processes that positively impact our global communities, economy, and environment. We're eager to continue this journey and our value cycle serves as a framework to guide our actions.

Value Cycle



Our Global Commitments by 2025

To build upon our heritage and values of becoming a sustainable corporation, top leaders throughout our global organization came together to develop and release our global 2025 commitments. 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.

People & Community

Focus on building strong relationships with and support for internal and external stakeholders, through empowering people and contribution to the sustainable development of communities.

The result of the collaborative work is a focused strategy centered on three key areas that form a road map for continuous improvement: People & Community, Circular Economy, and Operational Performance. Within each area of our strategy, we have developed our Core Commitments to be achieved by 2025.

Education & Training: Personal Sustainability Impact

100% participation in member development programs to advance individual and organizational sustainability goals.

Diversity, Equity & Inclusion

Foster and sustain diversity, equity, and inclusion of stakeholders (members, designers, dealers, and suppliers).

Community Outreach: Volunteering

Promote community engagement through educational opportunities and volunteerism in the communities where we operate.

Circular Economy

Optimize resource utilization and closed loop material flows, through sustainable product design and circular services offering for continual use of resources.

Circular Design

100% of new products designed using circular design principles.

End of Life Program

Offer sustainable solutions for customers' 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 and pay-per-use.

Operational Performance

Focus on improving our footprint, through optimized resource use and minimized impact of buildings, packaging, manufacturing, and transportation.

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.

Sustainable Packaging

100% renewable, reusable, recyclable, or compostable packaging.

Renewable Energy Sourcing

100% renewable energy sourcing for electricity for manufacturing facilities.

Zero Waste

Zero Waste to Landfill for manufacturing sites and world headquarters. Maximize material efficiency and ensure highest value use for remaining material. Continually reduce global waste-to-energy.

Linking Our Activities to the Sustainable Development Goals (SDGs)

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet, and improve the lives and prospects of everyone, everywhere. The 17 goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development.

We partner with internal and external stakeholders, such as our customers, dealers, architects, designers, NGOs, and sustainability organizations that help us work on the most pressing challenges. We continue to build an inclusive culture with equal opportunities and fair compensation. We provide safe and healthy workspace solutions that promote well-being. We promote responsible consumption through sustainable material choices and circular services that help to conserve natural resources. With our commitment to responsible sourcing, we work to increase supply chain sustainability. We take climate action along the entire value cycle to reduce the impacts of our products and our operations, including the use of sustainable and clean energy.

Delivering on our Commitments

We remain dedicated to maintaining the highest sustainability standards in the market and will continue to be accountable, ethical, inclusive, and transparent in our efforts and progress. With our global Corporate Responsibility Report we are reporting annually on our targets and the progress we make towards achieving them.

Our dedication to sustainability goes back many decades and is yet stronger than ever today. We're eager to continue this journey by promoting sustainability and delivering value to the people, communities, and planet that we serve. Our global sustainability team brings together our members in all functions to implement Haworth's sustainability goals. This enables us to create added value as a partner for our customers.

Sustainable Development Goals



Want to learn more?

Learn more about our sustainability commitments and download our [Corporate Social Responsibility Report](#).