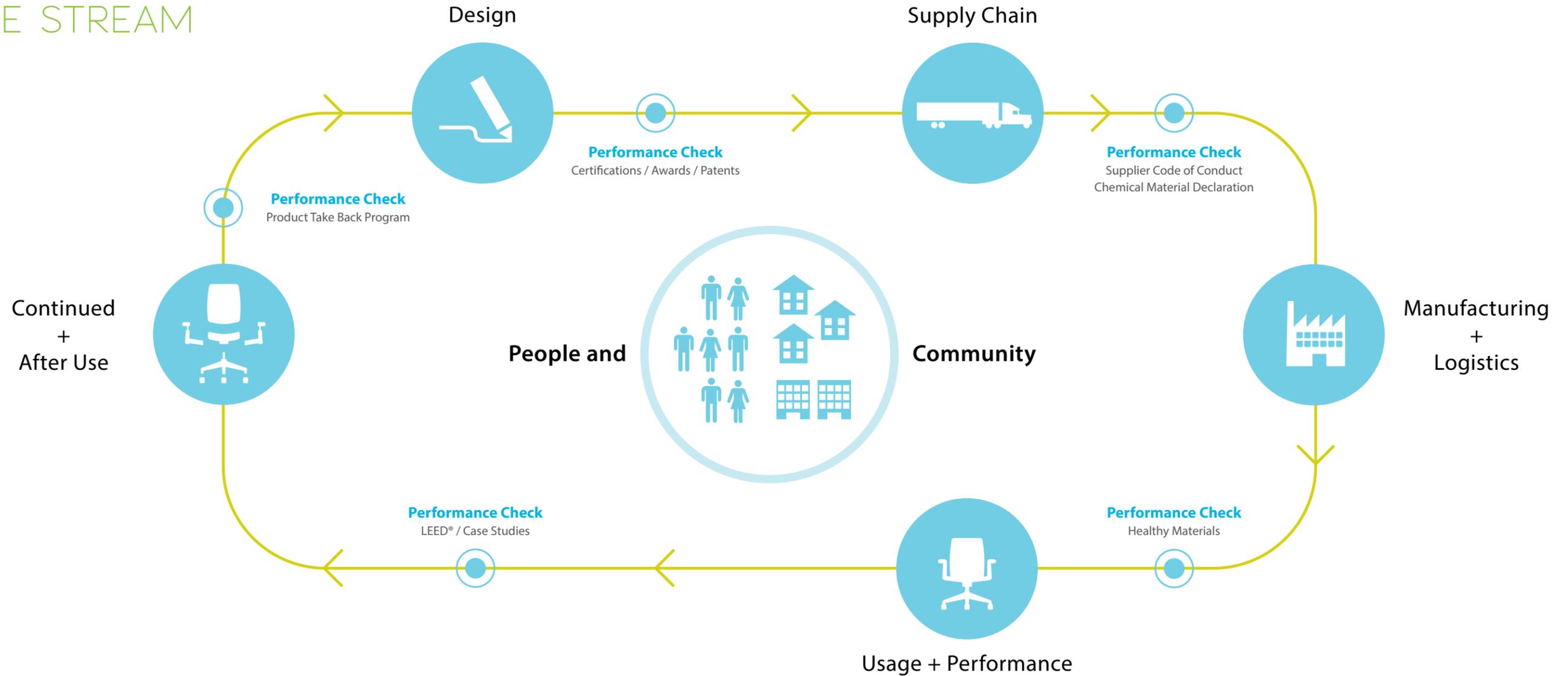


CORPORATE RESPONSIBILITY REPORT 2016



VALUE STREAM



Design

We are committed to designing with the environment in mind through sustainable material choices and engineering processes, and the removal of Haworth banned chemicals. Our designers implement sustainable objectives that contribute toward certifications from BIFMA level®, FEMB, and GREENGUARD®. This drive toward sustainable solutions helps protect the planet and meet client expectations.

Supply Chain

Through our global network of supplier partners, we engage in continuous dialogue, education, and share best practices to ensure their codes of conduct include socially and ecologically responsible sourcing. Nurturing these relationships maintains integrity and transparency throughout our supply chain.

Manufacturing + Logistics

Since 2010, all Haworth manufacturing facilities globally have achieved ISO 14001 certification. In 2012, we attained Zero Waste to Landfill status globally, strengthening our commitment to continuous improvement through waste, water, and energy reduction initiatives. We are also committed to green transportation by increasing resource-efficient transportation.

Usage + Performance

We strive for solutions that are neutral to the environment, with positive impacts on human health. Our products are designed and built leveraging global knowledge and best practices, earning top certifications such as GREENGUARD, BIFMA level, FEMB, NF Environment, and GECA. They also contribute toward LEED® building certifications. We are also experimenting with the WELL Building Standard™ to support well-being.

Continued + After Use

Once a Haworth product reaches the end of its desired life, we want to ensure our customers know their options for recycling, resale, refurbishment, and donation. We provide product certifications and life cycle assessments, and encourage our customers to contact us regarding end-of-life options in their region to prevent products from being discarded into landfills.

People + Community

Haworth is proud of its commitment to operate as an ethical business and support the communities in which we live—all around the world. Through volunteer hours, health and safety protocols, and continuing education (including ethics and anti-corruption), we engage our employees—whom we call members—to help protect and restore our environment, create economic value, and strengthen our communities.



WHO WE ARE

At Haworth, we believe inspiring spaces can enrich lives and businesses around the world. We provide each of our customers with tailored spaces that enhance their business, stir their spirit, and sustain the planet.

We partner with our customers, our dealers, and relevant influencers in redefining the way interiors are designed, built and maintained over time, resulting in more efficient real estate utilization and contributing to a more effective and innovative workforce.

Work happens everywhere. Haworth helps our customers create spaces where people can perform their best— at work, on the go, and at home.

Our Leadership

Our executive management team is held accountable for meeting our sustainability goals and objectives. A cross-functional steering committee of executive sponsors, sustainability objective champions, and sector-based leaders sets company-wide goals and metrics based on our long-term strategy.

The steering committee drives the metrics and reports progress quarterly to the steering committee chairperson, our Vice President of Global Design & Innovation. The steering committee is chartered by our Chief Executive Officer (CEO). Our VP of Global Design & Innovation is responsible for the direction and pace of our sustainability plan reporting to the CEO. The CEO provides formal sustainability oversight twice a year through corporate global sector reviews.

Champions help drive progress toward sustainability objectives and set priorities based on the corporate strategy. Region-based functional leaders are the core members of our local sustainability committees. They represent and provide the conduit for regional issues and priorities.

By the Numbers

- \$1.94 billion in global sales for 2016
- 6,500 members worldwide
- More than 650 dealers worldwide
- Presence in more than 120 countries
- 1 vision

Our Beginnings

Founded by G.W. Haworth in 1948, Haworth is a privately held, global leader in the contract furnishings industry. What began from humble roots—crafting wood furnishings in a Midwestern town on the shores of Lake Michigan—has evolved into a global company with a focus on Organic Workspace® that helps people perform their best.

Over the years, our company has grown and evolved, investing in research, design, and acquisitions that expand our portfolio and network to meet changing market dynamics. We align our strategies to ensure we're providing our customers with the workplace knowledge, innovation, design, and global expertise required to enable their success.

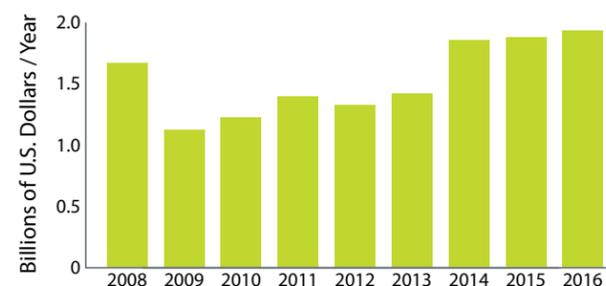
Our Values

We have a strong set of values that guide our business, inform our decisions, communicate our brand, and help us align with our customers. They have been and continue to be a foundation for our growth, and a code for our company. In our world of rapid change, our values are a guide for today's activities and tomorrow's growth.

- | | |
|------------------------|------------------------------|
| We value our customers | We value continuous learning |
| We value members | We value results |
| We value integrity | We value our world |

Our Financial Performance

Haworth's 2016 global sales totaled \$1.94 billion—an increase of 6.4 percent from 2015. The sales increase is evidence of the effectiveness of Haworth's strategy and continued market share growth around the world.



Contents

- 02 Value Stream
- 04 Who We Are
- 06 Message from Haworth Leadership
- 07 A Global Leader
- 09 Safety + Diversity
- 10 Continuous Improvement
- 12 Design
- 14 Supply Chain
- 15 Manufacturing + Logistics
- 17 Update: Zero Waste to Landfill
- 18 Usage + Performance
- 19 Continued + After Use
- 20 People + Community
- 22 GRI and UN Global Compact Considerations

+ Expandable Content

(Viewable in PDF Readers for Windows and MacOS)

Our Sustainability Vision

Haworth will be a sustainable corporation. We engage our members in more sustainable practices, we initiate and use processes that are neutral or improve our environment, and we utilize our resources in ways that create adaptable and sustainable workspace solutions for our customers. We do all of this globally to protect and restore our environment, create economic value, and support and strengthen our communities.



More to the Story

As a product of Haworth's continuing pursuit of responsibility, our 2016 Corporate Responsibility Report is published in electronic format only. To delve further into some of the topics featured in this report, click on the "+" icons to open links and reveal more of the story.



Dear Stakeholders:

Haworth is a family-owned company driven by foundational values to serve global markets and the communities in which we live. These values guide our vision to operate as a company with purpose, as well as our commitment to corporate social responsibility.

We know we are on a journey. Since we first launched our annual Sustainability Report (now the Corporate Responsibility Report) in 2005, we have continued to make strides in our corporate social responsibility efforts while helping our customers transform their spaces. From our innovative design to final installation of product, and everything in between, we are committed to having the most positive effect on environmental and social well-being.

Through continuous improvement and evaluation of materials and processes, we maintain our dedication to reducing the impact of production on the environment. One goal has been to eliminate 56 banned chemicals, identified within our industry as adverse to human health and/or the environment, from all product lines. We are encouraged by our progress in eliminating 52 of the targeted 56 chemicals, such as halogenated flame retardants. We continue to grow our product materials knowledge base and eliminate problematic materials while refining product design for end-of-life reuse or recyclability.

In 2016, we were pleased to introduce the Fern™ task chair, a new benchmark for sustainable design, accommodating a diverse working population with new levels of all-day comfort, regardless of size, posture, or work mode. From the early development stages, the user was at the center of its design, which was inspired by nature. Fern helps people sit better, work better, and feel better so they can stay engaged at work.

Our Los Angeles showroom was one of the venues for piloting an application of the WELL® Building Standard, a performance-focused system for measuring, certifying, and monitoring features of the built environment to promote the health and wellness for people. The pilot provided a learning experience that put well-being at the core of good design, which takes into consideration all aspects of an optimal environment including physical, cognitive, and emotional elements. Going forward, we remain committed to implementing well building standards as part of our strategy for space design that benefits both our members and our customers.

At Haworth, we foster a culture of collaboration and innovation in an inclusive workplace that engages our members in meaningful work and opportunities to reach their potential. Through their work and volunteer efforts, they are empowered to help protect and restore our environment, create economic value, and strengthen our communities, and we thank them for inspiring our organization.

We are pleased with our progress, yet there is always more to do. We look forward to building partnerships, enabling our members, and leveraging our global reach to continue our corporate social responsibility journey.



Matthew R. Haworth
Chairman
Haworth, Inc.

Franco Bianchi
President & CEO
Haworth, Inc.

Michael Warsaw
Vice President, Global Design & Innovation
Haworth, Inc.

A GLOBAL LEADER

Our Global Reach

Haworth serves markets in more than 120 countries through a global network of sales members and more than 650 dealers—independent businesses that provide sales and support to our contract market customers.

We report our progress in three business sectors:

- North America and Latin America (NA)
- Europe (EU)
- Asia Pacific and Middle East (AP)



- ★ Haworth Headquarters
- Haworth Showroom
- Locally Sourced Manufacturing
- Haworth Owned Manufacturing
- Dealer



Awards

- **German Design Award 2016**
Special Mention: YourPlace
- **EcoVadis Gold status for Corporate Social Responsibility excellence**
Haworth Global
- **ACESIA Corporate Social Responsibility recognition**
Haworth France
- **Best of NeoCon 2016**
Silver (Furniture Systems Enhancements)
Integrated Palette™ Enhancements (Compose® Connections™ and Active Components™)
- **HiP DESIGN SOLUTIONS 2016**
presented by Interior Design Magazine
Winner: Fern™ (Workplace: Seating/Task category)
Drum (WorkPlace: Seating/Lounge category)
- **BEST OF YEAR AWARD 2016**
presented by Interior Design Magazine
Fern (Seating: Contract/Task category)

Our Global Network

We continue to partner with companies and institutes that share our commitment to sustainability.

- United Nations Global Compact UNGC
- U.S. Green Building Council USGBC
- Business and Institutional Furniture Manufacturers Association BIFMA
- European Federation of Office Furniture FEMB
- The German Environmental Management Association B.A.U.M. e.V.
- Health Product Declaration Collaborative HPDC
- CleanAir Spaces
- MindClick Global
- IAO Fraunhofer Office 21
- Green Initiatives

Our Products

- Benching and desking systems
- Collaborative furniture
- Ergonomic work tools
- Freestanding filing and storage products
- Freestanding wood, laminate, and steel casegoods
- Healthcare solutions
- Lighting
- Moveable walls
- Raised access floors
- Seating
- Systems
- Tables and conference furniture
- Technology solutions
- Wood furniture

SAFETY + DIVERSITY

2016 Haworth Member Engagement Survey Results

Each year, Haworth conducts an engagement survey among our global workforce to understand where our organization can improve the employee experience. For 2016, our response rate was 85 percent, which is above average for our industry. High scores were received for overall job satisfaction, which was above the mean globally. Areas for improvement for Haworth include communication, especially across departments.

[+ Read More](#)

[+ Member Training Tools](#)

[+ Member Highlights](#)

Supporting World Refugees

In 2016, Haworth Germany welcomed 11 new interns, refugees who had recently relocated to Germany, seeking asylum. The program was initiated by Haworth Germany and the German employment agency to provide refugees with manufacturing experience and help them assimilate into the German workforce. The interns worked in chair and storage production, as well as powder-coating. They also participated in a daily German language course and were assisted by an Arabic-speaking member from Haworth Germany and many volunteer mentors.



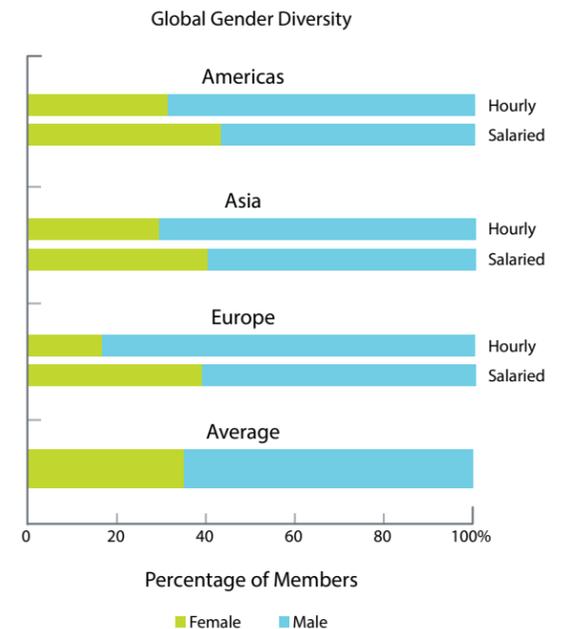
Safety

Actual Recordable Accidents
Per 100 Members Globally



Diversity

Diversity is a critical part of doing business. We continue to support diversity by utilizing different perspectives, as well as a global framework of knowledge and skills to facilitate innovation and collaboration. One component of diversity shared among our global regions is gender, which is reported by sector in the chart below.



CONTINUOUS IMPROVEMENT

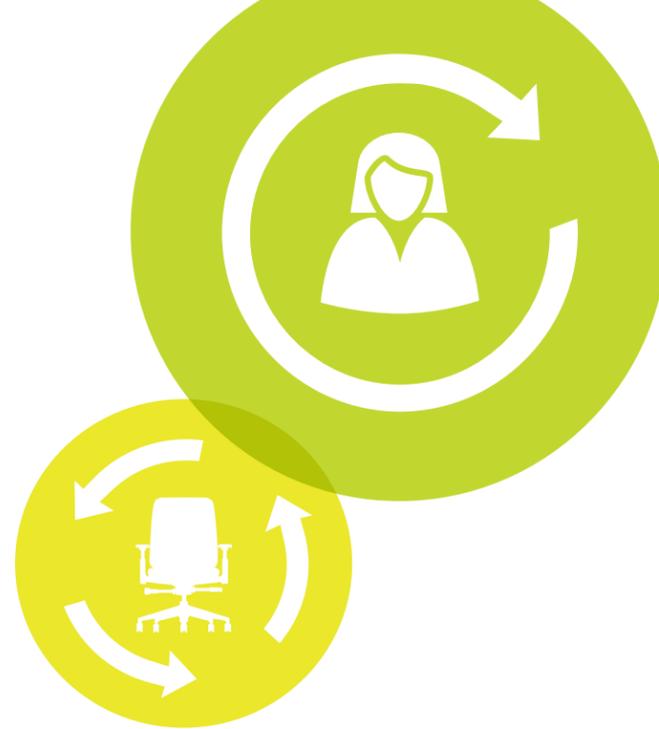
At Haworth, we value our members, customers, and results. We continuously work on incremental improvements in the areas of quality, environment, and health and safety to offer healthy workplaces to our members and add value overall. Here are some examples.

European Management System Certification

In 2016, Haworth Europe successfully completed its first matrix certification—an organizational assessment and realignment method that benefits the organization in numerous ways: better aligned European management processes; increased knowledge transfers and best-practice sharing across Europe; improved transparency for our global clients; reduced certification costs and bureaucracy, allowing us to redistribute resources to more strategic initiatives—all leading to a more united, “One Haworth” in Europe.

Apprentices Add Value

In Bad Münden, Germany, manufacturing apprentices managed a number of projects that added value for their colleagues: They read technical drawings, took measurements, and manufactured furnishings to set quality, health, and safety standards. The apprentices mastered a variety of challenges and learned a lot—both professionally and personally.



Improved Ergonomics and Safety

In Portugal, a new cutting machine that easily adjusts to different sizes improved ergonomics for cable tray handling, which was previously done manually. Making work table adjustments led to increased levels of safety and product quality of the cable trays. Also, an additional safety mirror was installed in the melamine boards storage area as a result of our employee suggestion system.

Material Requisition Improvements

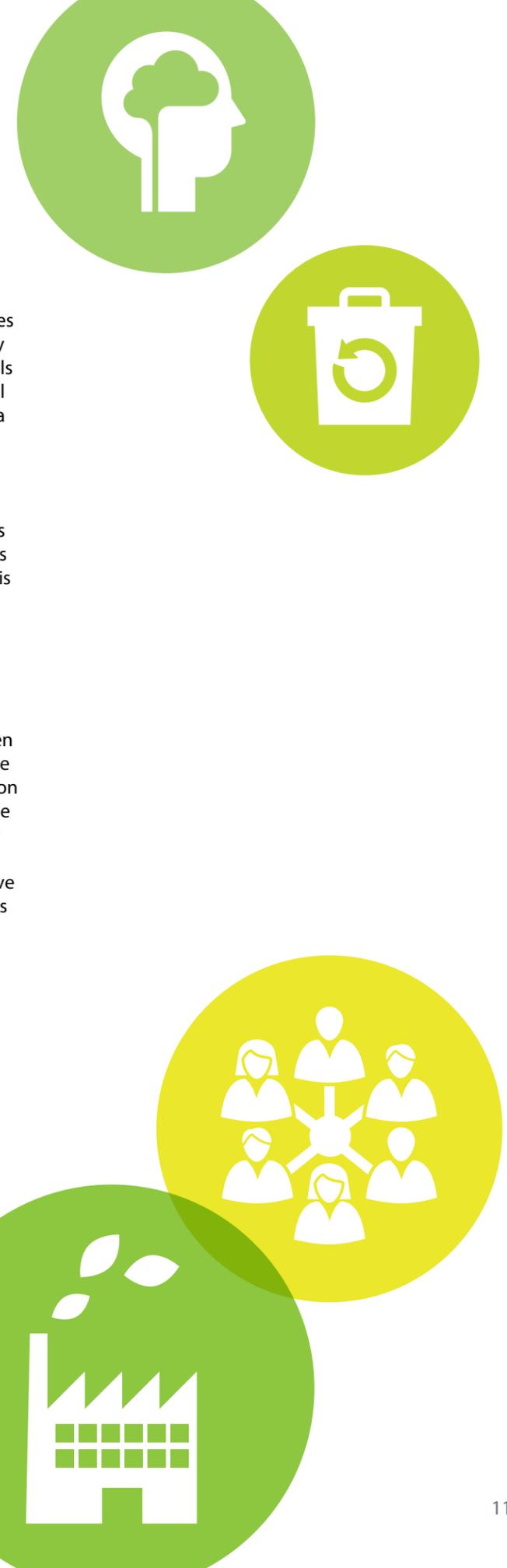
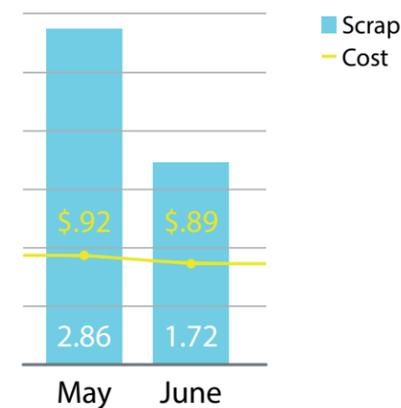
Shanghai, China team members worked to improve a routine process requiring multiple people and departments completing numerous tasks for fabric and painting line material requisition. Through analysis of the report preparation process, the team was able to decrease the number of tasks and time spent to save 440 hours annually.

Reducing Travel, Improving Flow

The Components team in Ludington, Michigan looked for ways to simplify flow in the paint load/unload/pre-rack area, which had been congested with cart traffic, racks, and pallets. In their redesign of the work area, the team reduced the amount of motion and transportation of parts and people. By rearranging they were able to lengthen the space for unloading, which allowed reorganization of work center carts, making it easier to bring carts to the line and reducing time spent carrying parts to carts. Because of their effort, line stops have been reduced by 36 percent and transportation/motion waste was reduced by approximately 50 percent.

Scrap Reductions

At the Big Rapids, Michigan plant, Components team members tracked scrap to make it more visible and catch variations in volume to address it earlier in the process. This also resulted in a cost savings through scrap reduction.



PRODUCT CERTIFICATIONS

BIFMA

BIFMA's sustainability certification program for furniture, level®, guides design and elevates our products in the marketplace.

34 BIFMA level 1 certified

5 BIFMA level 2 certified

25 BIFMA level 3 certified

+ North America

+ Asia Pacific

116 GREENGUARD

+ Haworth Europe

+ Haworth Asia Pacific

+ Haworth North America

15 SCS Indoor Advantage™ Gold

+ Haworth Europe

Product Stats (Global)

- 11 Norme Française Environment certified (French Standard)
- 6 Preliminary FEMB European Sustainability attestations
- 175 product environmental data sheets completed



DESIGN



Updated Sustainability Standards

In 2016, Haworth Europe updated its sustainability standards to simplify relevant requirements, especially for the product design and development teams, by adapting recent regulatory changes and connecting sustainability even closer to each stage in the value stream. Key principles include, among others: requirements on material chemistry and healthy materials use; supplier standards and transparency in the downstream supply chain; material and resource management in the manufacturing process; environmentally friendly logistics requirements; product quality and safety criteria; reuse and after use concepts.

FEMB Attestations

Haworth continues to address the FEMB (European Federation for Office Furniture Associations) European Sustainability Standard for Office Furniture with four additional Haworth products receiving the preliminary attestation in 2016: Lounge system LTB and desking systems Epure, T_up, and Tibas, adding to our 2015 attested products: Vados storage and Comforto 89 task chair. All products were evaluated by an independent third party.

Google Portico

Portico is Google's Healthy Materials Library reporting tool. To date, Haworth has generated nine health product declarations (HPDs) via the Portico tool. These products give Google space designers choice in helping them create spaces that contribute to happy, healthy people.

Indoor Advantage Gold

Haworth Europe adopted a new indoor air quality certificate, Indoor Advantage Gold, for reduced emissions in furniture and storage products because of proximity to local laboratories. European seating products remain GREENGUARD certified to coincide with Haworth's global seating program.

Designing for Well-being

To further validate the internal and external ergonomics/comfort research completed during the development of Fern, Haworth hired the United States Ergonomics consulting firm to collaborate with our senior corporate ergonomist and conduct an assessment of the chair, which included an expert ergonomics review, controlled laboratory testing, and field validation. The findings indicated that "the Fern chair provides dynamic support and provides an effective range of adjustability to meet the needs of diverse users and work activities. The geometry and range of adjustability of the chair will accommodate individuals beyond the fifth percentile female through the 95th percentile male effectively. The Fern chair incorporates the current best practices in ergonomic chair design and abides by ergonomic standards related to fit and function."



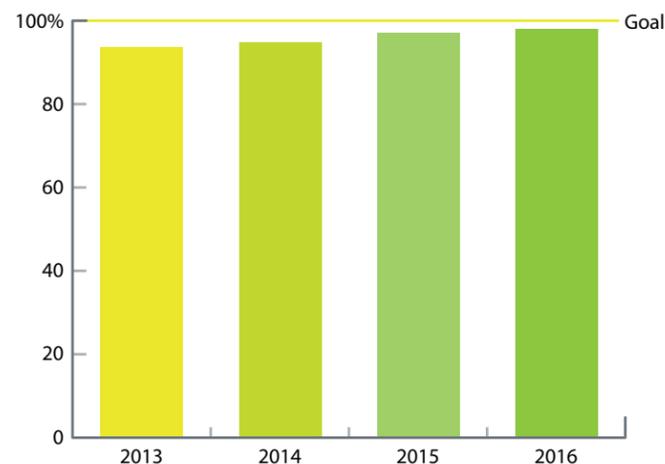
SUPPLY CHAIN

The Sustainability Code

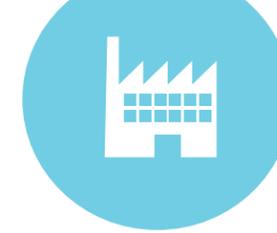
To ensure that Haworth suppliers are aligned with Haworth's values, all suppliers are encouraged to sign and adhere to the Haworth Supplier Code of Conduct. The agreement addresses worker safety, labor compensation, anti-child labor, anti-discrimination, worker respect, and environmental compliance. Supplier response has been positive, with nearly 97 percent of global suppliers signing the Code of Conduct. By providing suppliers with guidance and education, we help them understand our comprehensive sustainability criteria, form long-term relationships, and work toward a common goal of a more sustainable world.

We work diligently with our supply chain to increase transparency on our suppliers' sustainability standards and initiate improvement measures. A joint approach between our quality and sustainability departments is dedicated to further advance in this area, including in-depth supplier screening and auditing tools to foster transparency and evaluate compliance. While especially focusing on potential "hot spots" in our supply chain, this thorough approach is characterized by a partnership mindset, intended to overcome any challenges together with our suppliers. We look forward to partnerships with suppliers who adhere to the Supplier Code of Conduct and provide sustainable ingredients for our products.

Global Supplier Signed Code of Conduct



MANUFACTURING + LOGISTICS



Update: Banned Chemicals

In 2014, we began an aggressive, proactive initiative to eliminate 56 chemicals from our product offerings. With the help of our engineering and purchasing departments, as well as our suppliers, we are making great progress. The Haworth task and lounge seating product categories in North America are close to becoming 100 percent free of chemicals of concern.

[+ Read More](#)

Update: 100 Percent Sustainable Wood

We remain dedicated to meeting or exceeding the highest social and environmental standards in the market. Offering FSC® (license code FSC-C002821) and PEFC (license code PEFC/10-31-1827) certified products demonstrates Haworth's commitment to valuing the world.

[+ Read More](#)

Health Product Declaration® Collaborative

The Health Product Declaration® Collaborative (HPDC) is a not-for-profit organization committed to the continuous improvement of the building industry's performance. Haworth is partnering with HPDC in advancing the Health Product Declaration (HPD) web-based tool to enhance the HPD development process and make it easier for material suppliers to disclose ingredients to manufacturers. The partnership will continue into 2017.

Localization of Production

Haworth combines its global research, innovation, and design expertise to create a portfolio of products for customers around the world. Our products are sourced and manufactured in the markets where they're delivered, in support of our commitment to environmental sustainability.

[+ Read More](#)



FABRIC TREATMENTS

We continue to offer products free of:

- perfluorooctanoic acid (PFOA)
- perfluorooctanesulfonic (PFOS)
- antimicrobials
- PVC
- phthalates
- halogenated flame retardants

MANAGEMENT SYSTEM CERTIFICATION

- All global Haworth manufacturing sites are certified to ISO 14001
- All global Haworth manufacturing sites are certified to ISO 9001
- Haworth manufacturing sites in Germany and Switzerland are certified to OHSAS 18001



UPDATE: ZERO WASTE TO LANDFILL

As part of our commitment to maintaining our Zero Waste to Landfill (ZWTL) status globally, we continue to work diligently with our suppliers around the globe. Despite several waste management obstacles and the current volatility of the recyclables market, our commitment to Zero Waste to Landfill has never wavered. We always look to eliminate as much waste as possible at the beginning of the manufacturing process so it is not passed on to our customers.

Reduced Paper Usage

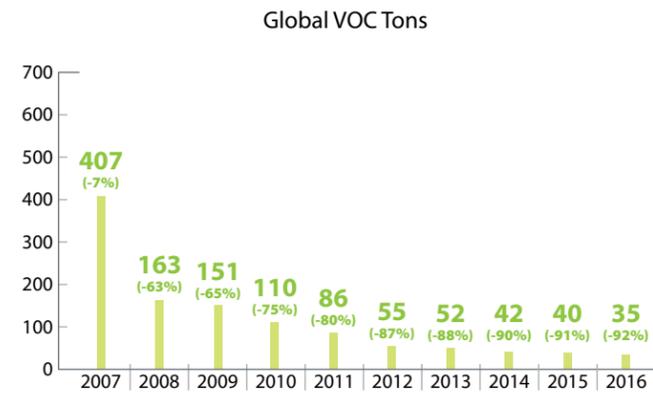
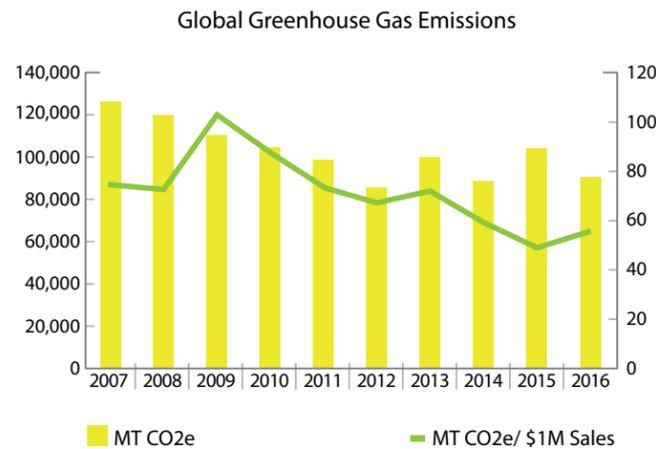
France and Switzerland reduced paper use in operations processes through technical and system advancements. Special characteristics on product drawings in France are now created and shared digitally rather than creating multiple paper copies for different departments. In Switzerland, a new production control system allowed for a smaller format for work orders (improving their attachment to each product), thereby simplifying the handling in production.

Powder-coat Paint Reductions

With a steady focus on process material efficiency, the North America plants reduced the amount of powder paint scrap, generated and sent for off-site recycling, by more than 40 percent from 2011 through 2016.

3D Printing on Wood Scrap

Haworth is continuously looking to recycle and reduce waste through new initiatives, including participation in a Zero Waste to Landfill group in Grand Rapids, Michigan that seeks new ways for recycling challenging waste items. The group even includes Haworth's competitors. In 2016, the team worked with Michigan Technological University to test 3D printing on wood scrap from furniture manufacturing and hopes to find an entrepreneur that can use waste this way. Michigan Tech plans to publish a paper on the process and host a conference for Michigan Forest Biomaterials Institute (MiFBI), a coalition that promotes economic development concerning the growth, utilization, and recycling of forest biomaterials for a sustainable quality of life in Michigan.



Remarkable Recycling Rates in France

Material recycling rates have increased steadily in St. Hilaire de Loulay since 2010 but the team has continued to work diligently to make strides. By switching waste treatment contractors, 38 different types of waste are now sorted and recovered. Approximately 100 metric tons of fiberboard waste are recycled annually and the recycling rate has reached 94 percent, while decreasing waste management costs by 43 percent (since 2009).

Recycling and Waste Avoidance in Germany

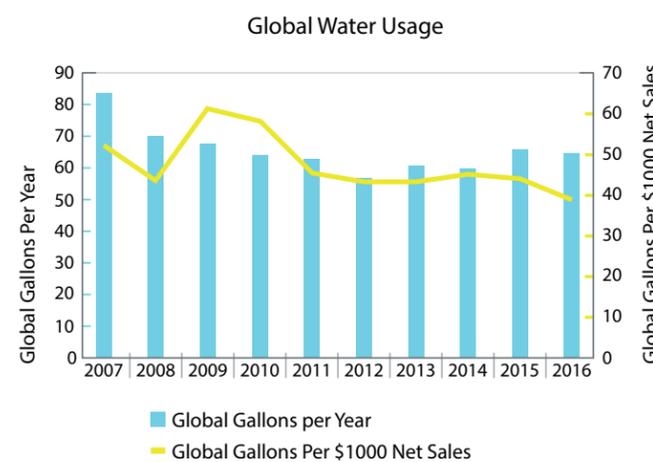
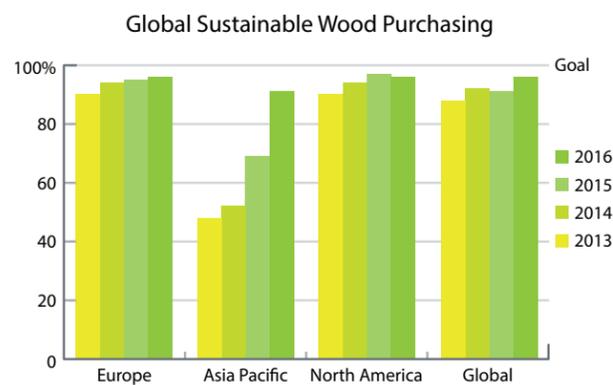
In Germany, teams focused on waste-to-energy reduction after volumes increased when a new seating manufacturing line was integrated into the manufacturing line in Bad Munder.

[+ Read More](#)

Sustainable Packaging Efforts in Germany

With the move of the spare parts delivery process from an external warehouse to the Bad Munder facility in late 2016, the spare parts packaging concept was redesigned, leading to both quality and environmental improvements: The number of packaging suppliers was significantly reduced from 20 to fewer than five.

[+ Read More](#)



USAGE + PERFORMANCE



Sales Support Activities

Our global sustainability team conducts regular in-depth sustainability training sessions for new members, members in key functional areas, and for our dealer community (e.g., European Academy). The team also provides valuable support to dealers, architects, designers, and sales representatives for tenders, RFPs, or LEED® requests to support our sales organization in their projects. This approach also aims to support our clients in reaching their own sustainability goals. These interactions include regular exchange with sustainability experts and sales teams to discuss the latest sustainability news, industry changes, sustainability-related sales projects, and Haworth sustainability efforts.

[+ Read More](#)

Carbon Disclosure Project

CDP, formerly the Carbon Disclosure Project, runs the global disclosure system that enables companies, cities, states, and regions to measure and manage their environmental impacts. In 2016, Haworth joined over 80 key suppliers to the General Services Administration (GSA) and its partner federal agencies in responding to GSA's CDP Supply Chain request. Collectively, GSA suppliers reported investments of over \$9 billion in emissions-avoiding projects during the 2015 and 2016 reporting years, generating annual avoided costs of over \$2 billion. This effort helps to minimize energy costs, climate risks, and environmental impacts in the federal supply chain.

Comprehensive Fabrics Assessment

To meet client demand for increased material disclosure, Haworth engaged in a partnership with our fabric suppliers and customers. We conducted a comprehensive study of standard fabrics with our textile suppliers to broaden our knowledge of materials that make up Haworth products, and to offer increased transparency to customers.

MindClick Global

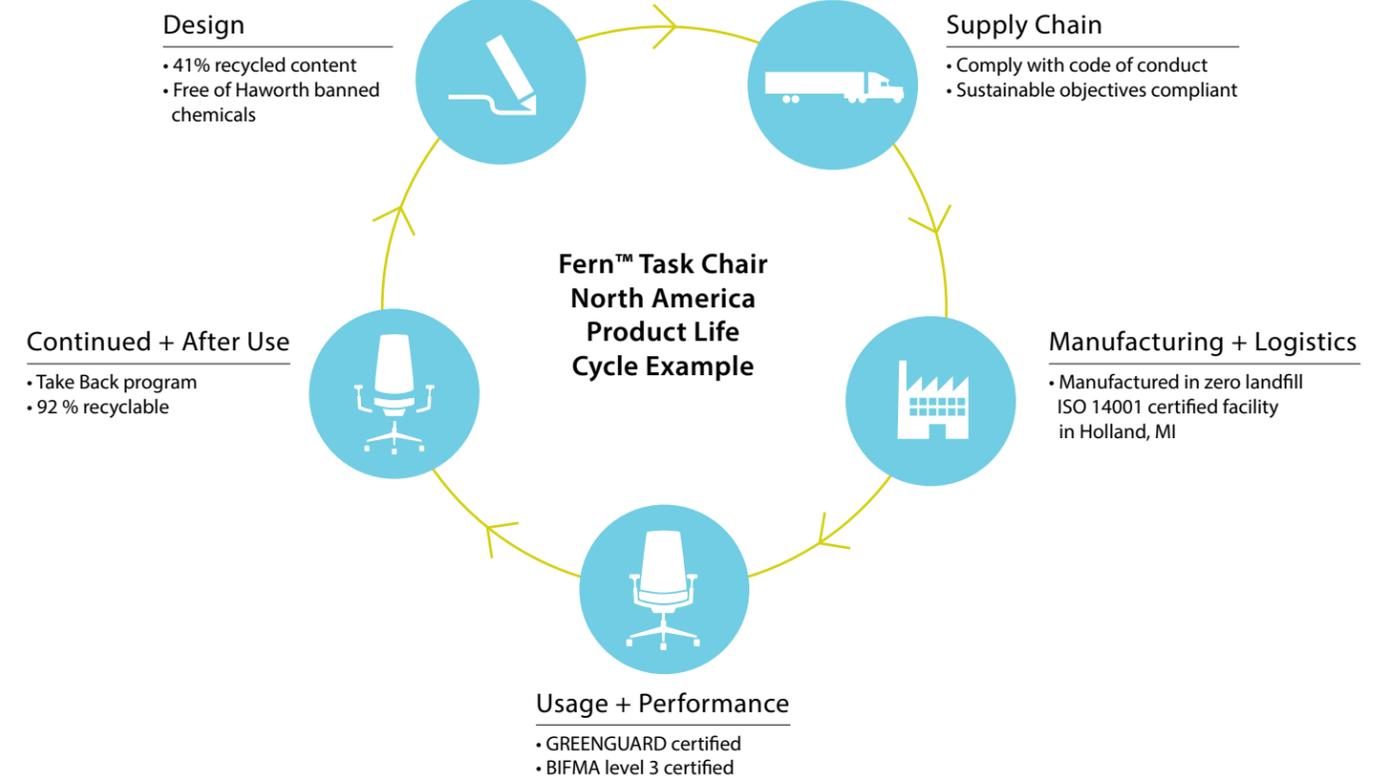
MindClick Global is a sustainability solutions company serving global brands and their supply chains. The organization measures, verifies, explains, helps improve, and promotes supply chain performance so global brands can meet marketplace sustainability demands. When Haworth partnered with Marriott International on a renovation project, we had the privilege of participating in the Marriott Supply Chain Sustainability Assessment Program. Two of our products, Very® seating and Compose® systems, received "leader" scores as rated by MindClick, which will influence Marriott's sustainable purchasing decisions.

Ideation Workshops

A workspace design workshop for a lighting company headquartered in Germany led to increased employee satisfaction and well-being. In the new building, the organization used its own sustainable and energy efficient products, substantially saving on energy consumption compared to traditional concepts. And thanks to the "flexible office" approach, the new space is more efficient.

For another company, Haworth provided an in-depth planning and consultation process to consider and involve user needs. This included online questionnaires, workshops, and a co-design process—helping the company develop the building from the inside out in a transparent way.

CONTINUED + AFTER USE



The Fiber Project

Shanghai is a city of fast-moving fashion—with 25 million people trying to look their best season-by-season. Countless pieces of clothing, fabrics for interiors, and other textiles are simply thrown away, destined for a landfill or an incinerator. Many would consider textile waste in Shanghai a problem too vast to tackle, an issue whose staggering scale defies redress. Green Initiatives saw it as an opportunity.

A long-standing local partner of Haworth, Green Initiatives promotes awareness of environmental issues and stimulates change toward sustainable growth and consumption. The Shanghai-based organization focuses primarily on issues most relevant to our local context in China, where it is particularly significant to ensure that rapid economic growth does not come at the expense of the environment.

In 2014, Green Initiatives launched the Fiber Project, a program that places bins in high traffic offices and some public areas, where people may conveniently drop off fabric items that are no longer used or needed. These textiles are either recycled or upcycled, giving the fiber an extended or second life and preventing environmental waste. Our Haworth showroom in Shanghai proudly keeps a Fiber Project bin that both employees and showroom guests can use, offering people the opportunity to engage in a local sustainability effort and see the impact their actions can have on the city. In 2016, three full bins were sent to Green Initiatives, and we are looking forward to growing that number in 2017.

[+ Read More](#)

PEOPLE + COMMUNITY

futurePREP'd

Haworth participated in the West Michigan futurePREP'd Academy, a program that lets students experience career opportunities within various organizations while gaining useful skills that can be applied to future pursuits. The program includes after-school and summertime activities for middle school and high school students who create solutions to challenges and have the opportunity to network with professionals. This year Haworth hosted six teachers and 30 students from surrounding Ottawa County schools, and provided the venue for four final presentation events for participants and their families, which included more than 400 students, teachers, parents, and judges.

Member Garden

Haworth is not just about buildings and furniture—it's also about supporting the communities in which we live and work. One outreach program located at our corporate headquarters in Holland, Michigan is the Member Garden, now in its sixth year of service. The garden is not only a tool to teach people the benefits of organic gardening; it has also provided hundreds of pounds of organic produce for a local charity, the Center for Women in Transition. The garden is primarily cared for by the Member Garden Core Team, as well as other volunteers they recruit to help with planting, weeding, and harvesting. In 2016, Haworth sponsored two core team members to complete the Michigan Master Gardener Program, a 15-week course covering topics such as Plant Science, Soil Science, Pest Management, Perennials, Vegetables, Plant Diagnostics, Water Quality, and more. To receive certification participants must also perform 40 hours of volunteer service and five hours of educational training within a year.



WELL Building Standard™

The WELL Building Standard takes a holistic approach to health in the built environment, addressing behavior, operations, and design. Our approach to well-being aligns those criteria with our values, product strategies, and our point of view in our consideration and design of spaces to provide optimal environments where members and visitors can thrive. We have learned a great deal about incorporating additional environmental systems to enhance air and water quality, complementing our commitment to optimal work environments through elements such as access to natural daylight.

Additionally, we have incorporated the aspects of nutrition and activity for physical wellness within our spaces, such as our corporate headquarters. From a research perspective, pre- and post-occupancy studies in Shanghai and Los Angeles have delivered results from employee well-being measurements. The data shows that incorporating our own knowledge about work environments is providing marked improvement in well-being.



Four Hours of Paid Volunteering

Because Haworth believes that each of us can make the world a better place to work and live, North American full-time exempt, nonexempt, and hourly members have the opportunity to volunteer in the community with up to four paid hours per year, which is communicated and encouraged in a variety of ways. In 2016, we hosted a Community Expo at our headquarters with representatives from local non-profit organizations where members could sign up for volunteer opportunities.

Our members have generous hearts and willing, helping hands, as demonstrated by their participation in local community events. For example, several members volunteered for Women's Service Day, a day of service to women and children in Holland, Michigan. A grassroots event in the works for 15 years, it had a record number of participants in 2016: 180.

Project Clarity

At the Outdoor Discovery Center Macatawa Greenway (ODCMG), a non-profit, outdoor education organization in Holland, Michigan, the world's largest Monarch Waystation is in development. Through Project Clarity, an initiative designed to restore the water quality of Lake Macatawa and the Macatawa Watershed, Haworth is providing mentors to work with students from a local school district who were given the challenge to help develop the site while generating revenue for ODCMG. The Monarch Project Series will guide the development and implementation of the site and business.



Michigan Rehabilitation Services Champion Award

Haworth partnered with Michigan Career and Technical Institute (MCTI), which conducts vocational and technical training programs and supportive services to prepare individuals with disabilities for competitive employment. As part of our outreach efforts, we hired 15 graduates who have the technical skills necessary to operate a host of complex machinery. It was an honor to receive a Michigan Rehabilitation Services (MRS) Champion Award, given to employers who demonstrate outstanding commitment to Michigan's public vocational rehabilitation programs for people with disabilities.

Earth Week Celebration

Earth Week was celebrated globally to elevate environmental awareness and show Haworth's commitment to initiatives and programs that improve and maintain the health of our planet. The Sustainability team created a quiz to test members' knowledge of general and Haworth environmentally-focused topics for a chance to win a prize. Members' children and grandchildren were invited to participate in the Global Kids Coloring Page—translated in 10 languages—to commemorate Earth Week.

As part of Earth Week, volunteers from Haworth corporate headquarters helped remove garlic mustard, an invasive species, from Ottawa County parks in Michigan to help protect the diversity of wildflowers and indigenous species.



Haworth publishes an annual corporate responsibility report.

This report includes data from fiscal year Jan. 1, 2016 to Dec. 31, 2016 unless otherwise noted for all regions: Asia Pacific, Europe, Latin America, Middle East, and North America (excluding independently-owned Haworth dealerships).

This report was prepared with consideration for the Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines version G4.

Haworth, Inc. continues to support the ten 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 continue to work in our supply chain to advance these principles beyond the walls of our facilities and into the communities in which we operate.

All financial information is reported in US dollars (unless otherwise noted). Measures are English unless indicated. Questions regarding content should be directed to Haworth Sustainability, One Haworth Center, Holland, Michigan, 49423 USA or sustainability@haworth.com.

GRI Content Index	UN Global Compact	Page
Strategy and Analysis		
G4-1		6
Organizational Profile		
G4-3 – G4-10, G4-12, G4-14 – G4-16	Human Rights, Labor, Environment, Anti-Corruption	2-4, 7-9, 14-15, 22
Identified Material Aspects and Boundaries		
G4-17 – G4-18, G4-20		2-3, 6, 22
Stakeholder Engagement		
G4-24, G4-26 – G4-27		2-4, 9, 14, 18, 20-21
Report Profile		
G4-28 – G4-32		22
Governance		
G4-34 – G4-39, G4-42 – G4-45, G4-47 – G4-49		4-6
Ethics and Integrity		
G4-56 – G4-57	Anti-Corruption	4-5, 9
Economic		
G4-EC1		4
G4-EC7 – G4-EC8		9, 12-13, 15, 17-19
Environmental		
G4-EN8	Environment	16
G4-EN13	Environment	21
G4-EN15 – G4-EN16, G4-EN18, G4-EN21	Environment	16, 18
G4-EN23	Environment	17, 19
G4-EN27	Environment	2-3, 15, 18-19
G4-EN30	Environment	2-3, 14-15, 17
G4-EN31	Environment	18
G4-EN32 – G4-EN33	Environment	2-3, 12, 14
Social: Labor Practices & Decent Work / Human Rights / Society / Product Responsibility		
G4-LA1	Labor	9
G4-LA6		9
G4-LA10		9
G4-LA12	Labor	9
G4-LA14		14
G4-HR10	Human Rights	14
G4-SO1	Human Rights	9, 20-21
G4-SO4	Anti-Corruption	9
G4-SO9		14
G4-PR1		12-13, 15, 18-19

HAWORTH®

For more information, call 800.344.2600 or 616.393.3000,
or email sustainability@haworth.com.
Download additional copies at haworth.com.

Haworth is a registered trademark of Haworth, Inc.
©Haworth, Inc. 2017 04.01

haworth.com | eu.haworth.com | ap.haworth.com