

HAWORTH Group

# Corporate Social Responsibility Appendix

2024  
Sustainable Development Goals &  
Global Reporting Initiative Index



# Our Contribution to the Sustainable Development Goals

The Sustainable Development Goals (SDGs) 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. Haworth Group strategies and processes for sustainability align with the SDGs.



**Targets**

- 1.1 Eradicate extreme poverty for all people everywhere
- 1.2 Reduce poverty in all its dimensions according to national definitions
- 1.4 Equal rights to economic resources

**GRI Reference**

- 202-1 Living wages
- 203-2 Indirect economic impacts
- 413-2 Impacts on local communities



**Targets**

- 2.1 End hunger and ensure access to food

**GRI Reference**

- 411-1 Impacts involving the rights of indigenous peoples
- 413-2 Impacts on local communities



**Targets**

- 3.8 Achieve universal health coverage
- 3.9 Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution, and contamination

**GRI Reference**

- 203-2 Indirect economic impacts
- 305-7 Significant air emissions
- 306-1 Waste related impacts
- 306-2 Management of waste
- 306-3 Waste generated
- 306-5 Waste directed to disposal
- 403-6 Promotion of worker health
- 403-9 Work-related injuries
- 403-1 Health and safety management system



**Targets**

- 4.1 Access to education
- 4.3 Equal access to higher education
- 4.4 Increase the number of youth and adults who have relevant skills for employment, decent jobs, and entrepreneurship
- 4.5 Ensure equal access to all levels of education
- 4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development

**GRI Reference**

- 404-1 Hours of training



**Targets**

- 5-1 End all forms of discrimination
- 5.2 Eliminate all forms of violence against all women and girls
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership

**GRI Reference**

- 2-9 Governance structure
- 2-10 Nomination of the highest governance body
- 202-1 Living wages
- 401-3 Parental leave
- 405-1 Diversity of employees
- 405-2 Ratio of basic salary
- 406-1 Incidents of discrimination
- 408-1 Incidents of child labor
- 409-1 Incidents of forced labor
- 414-1 Suppliers screened using social criteria



**Targets**

- 6.2 Access to adequate and equitable sanitation and hygiene for all
- 6.3 Improve water quality by reducing pollution
- 6.4 Increase water-use efficiency across all sectors
- 6.5 Implement integrated water resources management at all levels
- 6.6 Protect and restore water-related ecosystems

**GRI Reference**

- 303-1 Interactions with water
- 303-2 Water discharge-related impacts
- 303-3 Water withdrawal
- 303-4 Water discharge
- 303-5 Water consumption
- 304-1 Operations in areas of high biodiversity
- 304-2 Impacts on biodiversity
- 304-3 Habitats protected or restored
- 304-4 IUCN Red List species
- 306-1 Waste related impacts
- 306-2 Management of waste
- 306-3 Waste generated
- 306-5 Waste directed to disposal





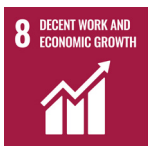
- Targets**
- 7.2 Increase substantially the share of renewable energy
  - 7.3 Double the global rate of improvement in energy efficiency

- GRI Reference**
- 302-1 Energy consumption within the organization
  - 302-4 Reduction of energy consumption
  - 302-5 Energy requirement of products and services



- Targets**
- 9.1 Develop quality, reliable, sustainable, and resilient infrastructure
  - 9.2 Promote inclusive and sustainable industrialization
  - 9.3 Increase the access of small-scale industrial and other enterprises
  - 9.4 Upgrade infrastructure and retrofit industries to make them sustainable
  - 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries

- GRI Reference**
- 201-1 Economic value generated
  - 203-1 Infrastructure investments and services supported



- Targets**
- 8.4 Improve progressively global resource efficiency in consumption and production
  - 8.5 Achieve full and productive employment and decent work for all
  - 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor
  - 8.8 Protect labor rights and promote safe and secure working environments for all workers

- GRI Reference**
- 2-7 Employees
  - 2-30 Collective bargaining agreements
  - 202-1 Living wages
  - 203-2 Indirect economic impacts
  - 301-1 Materials used
  - 301-2 Recycled input
  - 301-3 Reclaimed products
  - 302-1 Energy consumption within the organization
  - 302-4 Reduction of energy consumption
  - 302-5 Energy requirement of products and services
  - 306-2 Management of waste
  - 401-1 Employee hires
  - 401-3 Parental leave
  - 402-1 Minimum notice periods
  - 403-1 Health and safety management system
  - 403-2 Risk assessment and incident investigation
  - 403-3 Occupational health services
  - 403-4 Worker participation
  - 403-5 Training on occupational health and safety
  - 403-7 Health and safety impacts directly linked by business relationships
  - 403-8 Workers covered by a health and safety management system
  - 403-9 Work-related injuries
  - 403-1 Health and safety management system
  - 404-1 Hours of training
  - 404-2 Employee skills
  - 404-3 Performance and career development reviews
  - 405-1 Diversity of Employees
  - 405-2 Ratio of basic salary
  - 408-1 Incidents of child labor
  - 409-1 Incidents of forced labor
  - 406-1 Incidents of discrimination
  - 407-1 Freedom of Association and Collective Bargaining
  - 414-1 Suppliers screened using social criteria



- Targets**
- 10.3 Ensure equal opportunity and reduce inequalities of outcome
  - 10.4 Adopt fiscal, wage and social protection policies, and progressively achieve greater equality

- GRI Reference**
- 2-7 Employees
  - 401-1 Employee hires
  - 404-3 Performance and career development reviews
  - 405-2 Ratio of basic salary



- Targets**
- 11.6 Reduce the adverse per capita environmental impact of cities

- GRI Reference**
- 306-1 Waste related impacts
  - 306-2 Management of waste
  - 306-4 Waste diverted from disposal
  - 306-5 Waste directed to disposal
  - 417-1 Products and services information



- Targets**
- 12.2 Achieve the sustainable management and efficient use of natural resources
  - 12.4 Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle
  - 12.5 Reduce waste generation through prevention, reduction, recycling and reuse
  - 12.6 Adopt sustainable practices and integrate sustainability information into the reporting cycle
  - 12.7 Promote public procurement practices that are sustainable
  - 12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development

- GRI Reference**
- 301-1 Materials used
  - 301-2 Recycled input
  - 301-3 Reclaimed products
  - 302-1 Energy consumption within the organization
  - 302-4 Reduction of energy consumption
  - 302-5 Energy requirement of products and services
  - 303-1 Interactions with water
  - 305-1 Scope 1 GHG emissions
  - 305-2 Scope 2 GHG emissions
  - 305-3 Scope 3 GHG emissions
  - 305-6 Ozone-depleting substances
  - 305-7 Significant air emissions
  - 306-1 Waste related impacts
  - 306-2 Management of waste
  - 306-3 Waste generated
  - 306-4 Waste diverted from disposal
  - 306-5 Waste directed to disposal
  - 417-1 Products and services information



**Targets**

- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters
- 13.2 Integrate climate change measures into national policies, strategies and planning
- 13.3 Improve education, awareness-raising on climate change

**GRI Reference**

- 201-2 Risks and opportunities due to climate change
- 302-1 Energy consumption within the organization
- 302-4 Reduction of energy consumption
- 302-5 Energy requirement of products and services
- 305-1 Scope 1 GHG emissions
- 305-2 Scope 2 GHG emissions
- 305-3 Scope 3 GHG emissions
- 305-4 GHG emissions intensity
- 305-5 Reduction of GHG emissions



**Targets**

- 14.1 Prevent and significantly reduce marine pollution of all kinds
- 14.2 Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts

**GRI Reference**

None



**Targets**

- 15.1 Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services
- 15.2 Promote the implementation of sustainable management of all types of forests
- 15.5 Take urgent and significant action to reduce the degradation of natural habitats
- 15.7 Take urgent action to end poaching and trafficking of protected species of flora and fauna

**GRI Reference**

- 304-1 Operations in areas of high biodiversity
- 304-2 Impacts on biodiversity
- 304-3 Habitats protected or restored
- 304-4 IUCN Red List species
- 306-3 Waste generated
- 306-5 Waste directed to disposal
- 305-1 Scope 1 GHG emissions
- 305-2 Scope 2 GHG emissions
- 305-3 Scope 3 GHG emissions
- 305-4 GHG emissions intensity
- 305-5 Reduction of GHG emissions
- 305-7 Significant air emissions



**Targets**

- 16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children
- 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all
- 16.5 Reduce corruption and bribery in all their forms
- 16.6 Develop effective, accountable and transparent institutions at all levels
- 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
- 16.10 Ensure public access to information and protect fundamental freedoms

**GRI Reference**

- 2-9 Governance structure
- 2-10 Nomination of the highest governance body
- 2-11 Highest governance body
- 2-15 Conflicts of interest
- 2-23 Policy commitments
- 2-25 Processes to remediate negative impacts
- 2-26 Mechanisms for seeking advice and raising concerns
- 2-29 Stakeholder engagement
- 307-1 Compliance with environmental laws and regulations
- 205-2 Anti-corruption policies and procedures
- 205-3 Incidents of corruption and actions taken
- 403-4 Worker participation
- 408-1 Incidents of child labor
- 418-1 Customer privacy



**Targets**

- 17.1 Strengthen domestic resource mobilization
- 17.9 Enhance international support for implementing effective and targeted capacity-building
- 17.16 Enhance the global partnership for sustainable development
- 17.17 Encourage and promote effective public, public-private, and civil society partnerships

**GRI Reference**

None

# Global Reporting Initiative (GRI) Index

## GRI 2: General Disclosures

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

GRI	UNGC	SDG	GRI Standard Requirement
2-1			<p>Organizational details</p> <ul style="list-style-type: none"> <li>Legal name: Haworth, Inc.</li> <li>Nature of ownership and legal form; Haworth, Inc. is a privately held corporation.</li> <li>Location of our headquarters: One Haworth Center, Holland, Michigan 49423, USA</li> <li>Countries of operation: See GRI 2-7</li> </ul>
2-2			<p>Entities included in the organization's sustainability reporting</p> <p>Data within the Haworth Group <a href="#">2024 Corporate Social Responsibility Report</a> and the Global Reporting Initiative (GRI) is for the whole of <a href="#">Haworth Group</a> from January 1, 2024 to December 31, 2024, unless otherwise indicated. In addition to this report, each Haworth Group brand may publish their own report. We continue to work toward consolidating information and aligning all Haworth Group reporting to provide a comprehensive overview for our stakeholders.</p>
2-3			<p>Reporting period, frequency and contact point</p> <ul style="list-style-type: none"> <li>Reporting period and frequency: 2024 Calendar Year: January 1–December 31, 2024, annual reporting</li> <li>Publication date of report and index: see final page of the annual <a href="#">Corporate Social Responsibility Report</a> and the final page of this index</li> <li>Contact point: <a href="mailto:haworth.sustainability@haworth.com">haworth.sustainability@haworth.com</a></li> </ul>
2-4			<p>Restatements of information</p> <p>As part of our commitment to continuous improvement in emissions accounting, we have restated our previously reported greenhouse gas emissions (GHG) to reflect methodological refinements and organizational changes. The key factors driving the restatement include:</p> <ul style="list-style-type: none"> <li><b>Change in Emission Factors Dataset:</b> We have transitioned from the CEDA (Comprehensive Environmental Data Archive) dataset to the US EPA's Environmentally Extended Input-Output (EeIO) dataset for Scope 3 emissions calculation. The EPA EeIO dataset is a publicly available source, enhancing and facilitating third-party verification. This change enhances the accuracy and alignment of our emissions estimates with industry best practices and reflects the latest data on supply chain emissions. As a result, previously reported Scope 3 emissions figures have been adjusted accordingly.</li> <li><b>Expansion of Organizational Boundary:</b> Our organizational boundary has been updated to include additional sites that were not previously accounted for. This expansion aligns with our most recent operational control assessment and ensures a more comprehensive representation of our emissions footprint. Consequently, our Scope 1 and 2 emissions have increased due to the inclusion of these new facilities.</li> <li><b>Correction of Data Calculation Errors:</b> A review of past emissions calculations identified certain discrepancies, which have been corrected to ensure data accuracy and consistency with reporting standards. The corrections primarily affect Scope 3 Category 1 Purchased Goods and Services in our 2022 calculations.</li> </ul>
2-5			<p>External assurance</p> <p>Not applicable</p>
2-6			<p>Activities, value chain and other business relationships</p> <p>Founded in 1948, Haworth, Inc. is a global manufacturer of Organic Workspaces and interior architectural systems, including movable walls, systems furniture, wood and metal casegoods, files, and seating products. The corporate headquarters is located in Holland, Michigan. Haworth is the founding brand of the <a href="#">Haworth Group</a>, a portfolio of commercial interiors and lifestyle brands. Haworth Group's diverse group of brands includes: Haworth, AIS, BuzziSpace, Cappellini, Cassina, Ceccotti Collezioni, Hushoffice, Interni, JANUS et Cie, Karakter, Luminaire, Luxury Living, Poltrona Frau, Tuohy, and Zanotta.</p> <p>Based on product weight, the following three material groups are the most relevant: metals (mainly steel and aluminum), plastics, and wood-based materials. Haworth Group takes a holistic approach to evaluating the impact we make on our global economy throughout every aspect of our business, including our supply chain. 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 drives integrity and transparency throughout our supply chain.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 5, 10  <a href="#">Sustainability Briefs</a></p>

GRI	UNGC	SDG	GRI Standard Requirement			
2-7	Labor	8,10	Employees	<b>Employees by Country</b>		
				<b>2024 (n.)</b>		
				<b>2024 (%)</b>		
				Australia	19	0.30%
				Belgium	4	0.06%
				Canada	48	0.75%
				China	288	4.51%
				Denmark	6	0.09%
				France	226	3.54%
				Germany	100	1.57%
				Hong Kong	2	0.03%
				Hungary	37	0.58%
				India	445	6.97%
				Indonesia	1	0.02%
				Ireland	0	0%
				Italy	1630	25.53%
				Japan	7	0.11%
				Malaysia	105	1.64%
				Mexico	7	0.11%
				Netherlands	11	0.17%
				Philippines	16	0.25%
Poland	23	0.36%				
Portugal	247	3.87%				
Singapore	63	0.99%				
South Korea	1	0.02%				
Spain	15	0.23%				
Switzerland	100	1.57%				
UAE	53	0.83%				
United Kingdom	44	0.69%				
USA	2,886	45.21%				
<b>Total Employees</b>	<b>6,384</b>	<b>100%</b>				
				Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors, Haworth Lifestyle		
2-8	Labor	8,10	Workers who are not employees	Haworth Group uses temporary workers to buffer work peaks and supplement team headcounts, managing workload fluctuations efficiently without overburdening permanent employees. Partnering with reliable agencies ensures operational flexibility and support during busy periods. We aim to keep contractor numbers low but assess proper employment options for long-term contractors.		
				We use temporary workers across many departments including, but not limited to: manufacturing, production, and warehousing.		
2-9		5,16	Governance structure and composition	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 12–13		
2-10			Nomination and selection of the highest governance body	Haworth is a private, family-owned, values-driven company. 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. Based on our values and policies, we apply the same criteria for all members as we do when selecting and appointing members for our highest governance body.		
2-11		16	Chair of the highest governance body	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 12–13		

GRI	UNGC	SDG	GRI Standard Requirement
2-12			<p>Role of the highest governance body in overseeing the management of impacts</p> <p>Corporate social responsibility is a group-wide commitment informed by and integrated into our business strategy. Governance is led by the Haworth Group Board of Directors and Executive Leadership team.</p> <p>Our CEO provides formal sustainability oversight through corporate sector reviews and holds ultimate responsibility for sustainability within our organization. He reviews and guides strategy, major plans of action, annual budgets and business plans, and oversees progress against goals and targets for addressing climate-related issues. And he provides strategic guidelines for the executive team, for example by defining the higher priority of carbon reduction and energy substitution activities over carbon offsetting.</p> <p>Our Officer &amp; Vice President of Design, Innovation, &amp; Sustainability is responsible for the direction and pace of our sustainability plan. He receives regular updates from the Global Sustainability team, which in turn, drives improvements initiatives and metrics. The Officer &amp; Vice President of Design, Innovation &amp; Sustainability reports directly to the CEO on progress against goals and targets for addressing climate-related issues.</p> <p>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.</p> <p>Brand and region-specific functional leaders help direct local sustainability efforts, like the procurement of renewable energy (on-site as well as off-site), and enact brand level sustainability efforts that contribute to Haworth Group's larger sustainability commitments</p> <p>Oversight of our sustainability performance is ensured through regular performance reviews. We have established key performance indicators (KPIs) and dashboards to track our progress and identify if we need to intensify our efforts to achieve our goals and reduce our impacts.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 12–13</p>
2-13			<p>Delegation of responsibility for managing impacts</p> <p>Haworth Group executive leadership has delegation oversight for Haworth Group's sustainability strategy. The Vice President of Haworth Global Design, Research &amp; Sustainability and the Global Sustainability team work with functional leaders across global organization to determine strategies, policies, and goals related to corporate social responsibility.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 12–13</p>
2-14			<p>Role of the highest governance body in sustainability reporting</p> <p>Haworth Group's CEO, our Vice President of Global Design, Research &amp; Sustainability, and our Vice President of Global Strategy and Marketing review and approve the Corporate Social Responsibility Report.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 4, 12–13</p>
2-15			<p>Conflicts of interest</p> <p>Our Standards of Legal and Ethical Conduct and Haworth's Member Code of Conduct encompass our commitment to integrity, transparency, and compliance with all applicable laws and regulations. All stakeholders, including board members, employees, contractors, consultants, and any other parties acting on behalf of <a href="#">Haworth Group</a>, are bound by the principles outlined in these documents.</p> <p>See GRI 2-26 and GRI 205-3 for information on our whistleblowing platforms and reporting process.</p>
2-16			<p>Communication of critical concerns</p> <p>See GRI 2-12.</p>
2-17			<p>Collective knowledge of the highest governance body</p> <p>See GRI 2-12 and GRI 2-13.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 12–13</p>
2-18			<p>Evaluation of the performance of the highest governance body</p> <p>Haworth Group's Board of Directors and Executive Leadership Team conduct annual performance evaluations in accordance with Haworth's performance review system, involving both self-evaluation as well as peer and leadership evaluation.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 12–13</p>
2-19	Labor		<p>Remuneration policies</p> <p>Haworth Group is privately held and manages executive leadership remuneration agreements through internal policies.</p>

GRI	UNGC	SDG	GRI Standard Requirement
2-20	Labor		<p>Process to determine remuneration</p> <p>With support of an independent third-party company for benchmarking, Haworth Commercial Interiors conducts surveys of compensation and benefits and uses them to benchmark salary level for global guidance and agreement. Collective bargaining agreements can also factor into the process to define local remuneration. Salaries are reviewed against benchmarks every year. Members with salaries below benchmarks are brought up to maintain equal pay according to local benchmarks.</p>
2-21	Labor		<p>Annual total compensation ratio</p> <p>See GRI 2-19 and 2-20.</p>
2-22			<p>Statement on sustainable development strategy</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, p. 4</p>
2-23	Labor, Human Rights, Anti-Corruption, Environment	16	<p>Policy commitments</p> <p>Haworth Group uses global regulations, leading sustainability frameworks, and internationally recognized certification programs to inform our long-term commitments, policies, and strategic vision for corporate social responsibility.</p> <p>Among others, Haworth Group respects and applies:</p> <ul style="list-style-type: none"> <li>• The Ten Principles of the UN Global Compact</li> <li>• 2030 Sustainable Development Goals of the United Nations</li> <li>• The United Nations Guiding Principles on Business and Human Rights</li> <li>• The United Nation's Universal Declaration of Human Rights</li> <li>• The International Labour Organization's Declaration on Fundamental Principles and Rights at Work</li> </ul> <p>Haworth Group's long-term global commitments, targets, and progress are annually updated in our <a href="#">Corporate Social Responsibility Report</a> (pp. 11-17). In addition to these commitments, we maintain various standards and policies to ensure responsible business conduct throughout the organization.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>• ISO 9001, ISO 14001, ISO 45001</li> <li>• Member Code of Conduct</li> <li>• Standards of Legal and Ethical Conduct</li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Human and Labor Rights Principles</a></li> <li>• <a href="#">Unified Cyber Strategy</a></li> <li>• <a href="#">Privacy Policy</a></li> <li>• Sustainable Wood Declaration</li> <li>• <a href="#">Sustainability Briefs</a></li> </ul> <p>Our CEO and Executive team are responsible for approving codes of conduct, policies, declarations, and guiding principles. Functional leaders maintain and enact these documents with guidance from the Global Sustainability Team. These guidelines are first implemented in Haworth North America Commercial Interiors and then rolled out to the global organization. Members whose functions are impacted by these documents are provided training on the relevant procedures.</p>
2-24			<p>Embedding policy commitments</p> <p>Haworth Group's holistic Corporate Social Responsibility strategy is embedded into both internal and external relationships. Our Standards of Legal and Ethical Conduct and Haworth's Member Code of Conduct encompass our commitment to integrity, transparency, and compliance with all applicable laws and regulations. All stakeholders, including board members, employees, contractors, consultants, and any other parties acting on behalf of Haworth Group, are bound by the principles outlined in these documents. We have an internal global governance process where we track progress relative to our long-term commitments, collect data, report on active projects, and support functional leaders who are enacting Corporate Social Responsibility initiatives at a brand or local level. See GRI 2-23 for more information on our policies.</p> <p>We ensure our external business relationships align with our strategy through internal procurement training, annual supplier reviews using our supplier scorecard, our <a href="#">Supplier Code of Conduct</a> and supplier audits. See GRI 308-1 for more detailed information on our Supplier Code of Conduct. We regularly engage with and learn from customers, dealer partners, architecture and design partners, industry influencers, research organizations, government agencies, non-profit organizations, and others. These collaborations inform our policies and processes. See our annual <a href="#">Corporate Social Responsibility Report</a> (p. 7) for a full list of organizations.</p>



GRI	UNGC	SDG	GRI Standard Requirement	
2-25	Labor, Human Rights, Anti-Corruption, Environment	16	Processes to remediate negative impacts	<p>Haworth Group embraces the legally protected workplace rights of all members to bring issues of concern to management or governmental agencies in good faith, or to participate in an investigation free from the threat of retaliation. Threats of retaliation against members are prohibited by various state and federal laws as well as Haworth Group policies.</p> <p>In accordance with our Harassment-Free Workplace policy, members have a variety of places where they can report grievances, including: any member of management, a HR Business Partner, or any member of Human Resources management.</p> <p>For detailed information on our compliance training, whistleblowing procedure and anonymous reporting tool, see GRI 2-26.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 12–13</p>
2-26	Labor, Human Rights, Anti-Corruption, Environment	16	Mechanisms for seeking advice and raising concerns	<p>We strive to always act ethically, lawfully, and with integrity. As a United Nations Global Compact signatory, Haworth Group supports the Ten Principles of the UN Global Compact with respect to human rights, labor rights, environmental protection, and anti-corruption. Not only does this garner the respect of our members, customers, suppliers and their employees, and the communities we serve, but it also drives our business growth and success.</p> <p>Ethics training and training on information and cyber security are mandatory elements of Haworth Group's onboarding process and ongoing member refresher training. Haworth Group has a Required Global Compliance Training curriculum that applies to all members, across all business units, with the goal of equipping everyone with knowledge to ensure they uphold legal compliance regulations and information security. All members globally will be prompted to do a mandatory refresher every two years, and new members are required to complete the initial training during onboarding.</p> <p>All Haworth businesses have implemented a whistleblowing procedure in accordance with relevant legal requirements, and each one of them has a channel for reporting issues. Whistleblowing and reporting procedures can be accomplished via several different avenues, including but not limited to: 1) utilizing Haworth Group's anonymous reporting tool (both by phone and electronically) with EthicsPoint through Navex, 2) reporting through the standard chain of command, and 3) directly reporting to Haworth's Ethics and Compliance department.</p> <p>Our Member Code of Conduct, Standards of Legal and Ethical Conduct, and Supplier Code of Conduct also provide information on specific standard operating procedures for reporting practices and procedures for filing a complaint regarding violations of our ethics and compliance guidelines. Anti-retaliation policies are in place.</p>
2-27	Labor, Human Rights, Anti-Corruption, Environment		Compliance with laws and regulations	<p>Haworth Group acts in accordance with clearly defined values and standards of conduct that comply with or go beyond laws and regulations and take internationally recognized principles into account (see also GRI 2-26).</p> <p>We cooperate with authorities, institutions, and consult experts to understand and implement legal requirements.</p> <p>In addition to internal controls, assessments, and audits, we and our suppliers are subject to various external audits that also cover compliance with legal requirements. These audits address, for example, finance, information security, customs, quality, the environment, and health and safety. They can be part of certifications such as ISO 9001, ISO 14001, and ISO 45001. Our plant in Shanghai has held an AEO certification since 2018.</p> <p>See also GRI 307-1.</p>
2-28			Memberships and associations	<p>Haworth Group is a signatory of the UN Global Compact and a supporter of the Sustainable Development Goals (SDGs). In 2021, we committed to the Science Based Targets initiative. Moreover, we report annually with CDP.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, p. 7</p>

GRI	UNGC	SDG	GRI Standard Requirement	
2-29		16	Approach to stakeholder engagement	<p>Management and executive leadership identify stakeholders and provide recommendations and guidance for both formal and informal engagements. This list is not exhaustive but encompasses stakeholder groups we monitor and consult with closely:</p> <ul style="list-style-type: none"> <li>• Members</li> <li>• Customers and dealer partners</li> <li>• Suppliers and operations contract partners</li> <li>• Shareholders</li> <li>• Business leaders and industry influencers</li> <li>• Government agencies</li> <li>• Non-profit organizations</li> </ul> <p>Engaging with stakeholders and listening to their ideas and concerns is vital to the success of our company. Their engagement involves a variety of methods that create forums for communication with each group. Haworth Group has ongoing relationships with global business leaders, government agencies, and sustainability organizations (annual <a href="#">Corporate Social Responsibility Report</a>, p. 7) that help us understand the most pressing challenges facing our world. Global member engagement surveys are usually conducted on an annual basis (<a href="#">Corporate Social Responsibility Report</a>, pp. 29–35).</p>
2-30	Labor	8	Collective bargaining agreements	<p>Collective bargaining agreements may apply to members located in EMEA and Asia-Pacific. We cooperate with employee representatives (e.g., via a works council) to negotiate collective bargaining agreements and improve working conditions. See also GRI 2-19 to 2-21 and GRI 403-1.</p> <p>Internal agreements and standards on employees' health and safety, working conditions, training and career management, anti-discrimination, and anti-harassment are part of our Values and Policies (see GRI 2-23).</p>

### GRI 3: Material Topics

3-1			Process to determine material topics	<p>Enterprise risk management (ERM) is the high-level process of identifying and methodically addressing the potential events that represent risks to the achievement of strategic objectives, opportunities, or to gain competitive advantage. Each functional unit must also identify general risks to Haworth overall, including competitive threats, market disruptors, regulations, technology, environmental and climate change, supply chain disruption, and skill and talent gaps. Company leadership then identifies the top three risks in each business unit.</p> <p>For direct operations, the assessment of material topics, risks, and opportunities is included in our integrated Quality, Environmental, Health, and Safety (QEHS) management system. Environmental Health and Safety (EHS) managers and teams on site perform an annual analysis of stakeholder requirements and the likelihood and scale of the impact of potential events and changes. Outputs of these assessments are then provided to region-specific functional leaders and subsequently to our executive team for further consideration in strategic planning.</p> <p>Key topics are also brought to our attention by stakeholders through various channels.</p> <p>The results from this multi-level process are addressed during annual strategy meetings and Board of Directors meetings, and during quarterly strategy reviews within the executive team. Our Global Sustainability team informs strategic direction and policy. This way, the team ensures that the company and its leadership are kept abreast of current and upcoming concerns, and shares industry best practices across all regions. The team reports semi-annually directly to the CEO and quarterly to our Officer &amp; Vice President of Design, Innovation &amp; Sustainability (for urgent matters, also on demand). In addition, the Global Sustainability team organizes executive workshops that focus on advancing our sustainability strategy.</p> <p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 10, 11–17</p>
3-2			List of material topics	<p>Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 10, 11–17</p>

**GRI 201: Economic Performance**

GRI	UNGC	SDG	GRI Standard Requirement	
201-1		5, 8, 9	Direct economic value generated and distributed	Haworth Group's 2024 global sales were \$2.5 billion (annual <a href="#">Corporate Social Responsibility Report</a> , p. 5).
201-2	Environment	13	Financial implications and other risks and opportunities due to climate change	<p>Transitioning toward decarbonization is one of our key priorities, and accordingly, we are establishing low-carbon products and services, training staff on climate related risks, and seeking to reduce our own operational footprint. Each of our business areas needs to understand the risks and opportunities relevant to their customers—including those related to climate change. Our business strategy includes systematically addressing physical and transition risks and leveraging opportunities. In 2023, Haworth Group received validation by the Science Based Targets initiative for net-zero GHG emissions across the value chain by 2050. Near-Term Targets by Haworth Group were also validated and require us to reduce Scopes 1 and 2 GHG emissions 60% by 2030 and Scope 3 emissions for purchased goods and services, upstream transportation and distribution, and end-of-life treatment of sold products 42% by 2030. By investing in renewable energy and energy efficiency, providing low-carbon products, and supporting low-carbon business models that include the reuse of used furniture, Haworth Group remains dedicated to reducing the implications of climate change.</p> <p>Climate-related risks are addressed as part of an overarching multi-disciplinary process on different levels. Enterprise risk management (ERM) is the high-level process of identifying and methodically addressing the potential events that represent risks to the achievement of strategic objectives, opportunities, or to gain competitive advantage.</p> <p>For direct operations, we also include the risk and opportunity assessment in our integrated QEHS management system. EHS managers and teams on site perform an annual analysis of the likelihood and impact of potential events and changes. The defined processes manage, for example, the acute and chronic risks from extreme weather and changing climate, as well as transition risks from current and emerging regulations</p> <p>To manage upstream risks of climate change, our carbon reduction strategy builds on the exchange and engagement with service providers, suppliers, and employees: service providers and suppliers to manage supply chain risks and seize opportunities; employees to enable them to act in favor of our sustainability goals. We require suppliers to meet the standards of our Supplier Code of Conduct (see GRI 308-1). As a part of our approach to achieve Haworth Group's validated Science Based Targets, we launched a project in 2023 to engage our supply chain in influencing our value chain to set targets and drive decarbonization. Furthermore, we include environmental criteria in purchases (e.g., sustainability attributes for commodities and packaging).</p> <p>Downstream risks and opportunities are strongly linked to our customers. We identify and manage risks through close dialogue with our customers. We engage our partners with sustainable solutions and provide information and support. Insights from these dialogues and market signals feed back into strategic considerations on the operational and upstream level. Our customers have their own goals to reduce their carbon footprint, and we want to help address those. Our products are durable and can be repaired or refurbished to extend the service life for multiple uses. We also are embarking on the journey to design low-carbon products to help meet customers' goals and reduce the overall carbon footprint of our products downstream.</p>

**GRI 202: Market Presence**

202-1	Labor	1, 8	Ratios of standard entry level wage by gender compared to local minimum wage	<p>Haworth Group is committed to paying members fair and appropriate compensation in the form of wages and salaries and other benefits regardless of gender. Remuneration for members consists of basic salaries in line with market conditions and collective bargaining agreements (where applicable) and secure at least living wages. Depending on the function, variable performance related payments can apply to offer attractive benefits and acknowledge performance. This is regulated by additional individual agreements</p> <p>See also GRI 2-19 to GRI 2-21.</p>
-------	-------	------	--	--

## GRI 205: Anti-Corruption

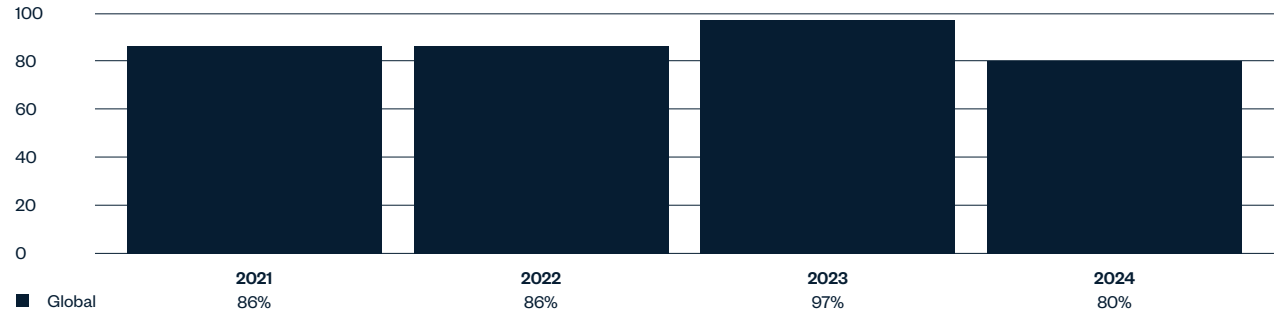
GRI	UNGC	SDG	GRI Standard Requirement																			
3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17																		
205-2	Anti-Corruption	16	Communication and training about anti-corruption policies and procedures	<p>We have standard operating procedures and our Member Code of Conduct in place to maintain ethics and proper business conduct (see also GRI 2-23 ). The Member Code of Conduct provides guidelines for expected behavior surrounding conflict of interest, anti-bribery, and anti-corruption. Moreover, ethics training is a mandatory element of Haworth's onboarding process and ongoing member refresher training. Haworth has a Required Global Compliance Training curriculum that applies to all members, across all business units, with the goal of equipping everyone with knowledge to ensure they uphold legal compliance regulations and information security. All members globally will be prompted to do a mandatory refresher every two years, and new members are required complete initial training during onboarding.</p> <p>Whistleblower procedures follow the description for disclosure GRI 2-26 . Ongoing audits of financial activity also provide an avenue to proactively uncover incidents of financial impropriety, which are then elevated to the ethics and compliance department.</p>																		
205-3	Anti-Corruption	16	Confirmed incidents of corruption and actions taken	<p>In 2024, Haworth Group did not have any significant instances of non-compliance with laws and regulations.</p> <p>In 2024, Haworth Group did not have any reported severe human rights incidents.</p> <p><b>Whistleblower Complaints</b></p> <table border="1"> <thead> <tr> <th>Type</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Discrimination</td> <td>1</td> <td>1</td> </tr> <tr> <td>Conflict of Interest</td> <td>0</td> <td>2</td> </tr> <tr> <td>Corruption or Bribery</td> <td>0</td> <td>0</td> </tr> <tr> <td>Other</td> <td>4</td> <td>3</td> </tr> <tr> <td><b>Total</b></td> <td><b>5</b></td> <td><b>6</b></td> </tr> </tbody> </table> <p>Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors</p> <p>The 2024 complaints were investigated using Haworth Commercial Interior's standard operating procedures. The complaints were determined to be unfounded.</p>	Type	2023	2024	Discrimination	1	1	Conflict of Interest	0	2	Corruption or Bribery	0	0	Other	4	3	<b>Total</b>	<b>5</b>	<b>6</b>
Type	2023	2024																				
Discrimination	1	1																				
Conflict of Interest	0	2																				
Corruption or Bribery	0	0																				
Other	4	3																				
<b>Total</b>	<b>5</b>	<b>6</b>																				

## GRI 301: Materials

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 19–28
301-1	Environment	8, 12	Materials used by weight or volume	<p>The list of key product materials includes steel, aluminum, other metals, plastics, foam, fabrics, wood, plywood, and particleboard.</p> <p>We are working on a process to collect data on material inflows by weight and ways to classify sustainable materials. In the meantime, we track the percentage of purchased wood that is sustainably certified in line with our 2025 strategic commitments.</p> <p>Please refer to our <a href="#">Sustainability Briefs</a>. Product specific overviews are given on product pages on Haworth's website.. Haworth also publishes material breakdown for product on the <a href="#">Haworth Group Ecomedes portal</a>.</p>

GRI UNGC SDG GRI Standard Requirement

**Sustainably Sourced Wood (%)**



Data Scope: Haworth Commercial Interiors headquarters and manufacturing sites (full operational control of facilities).

The decrease in sustainably sourced spend in 2024 is due to an expanded scope of data collection leading to more accurate data in North America.

301-2 Environment 8, 12 Recycled input materials used

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) and through the [Haworth Group Ecomedes portal](#). 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.

Please refer to our [Material Chemistry and Transparency Brief](#).

Product specific overviews are given in our product environmental data sheets (PEDS) on [Haworth's website](#) and the [Haworth Group Ecomedes portal](#).

301-3 Environment 8, 12 Reclaimed products and packaging materials

Haworth Commercial Interiors has a global offering of circular services including takeback programs, repair, refurbishment and remanufacturing, buy-back programs, and partnerships with office decommissioning providers. Availability varies by location, but as a whole, these services make it easier for our customers to choose alternatives to landfills when disposing of workplace products that are no longer needed.

**Furniture Diverted from Landfill or Waste-to-Energy through Circular Services (metric tonnes)**

	2024
North America Commercial Interiors	2,148
International Commercial Interiors	149*
<b>Total</b>	<b>2,297</b>

Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors

\*Haworth International Commercial Interiors started tracking weight of furniture diverted from landfill mid-year 2024 and has only incorporated some countries.

We continuously work to expand our data collection efforts for accurate disclosure.

Please refer to our Circular Services stories (annual [Corporate Social Responsibility Report](#), p. 28) that highlight the success of these partnerships and our [Circular Services Brief](#).

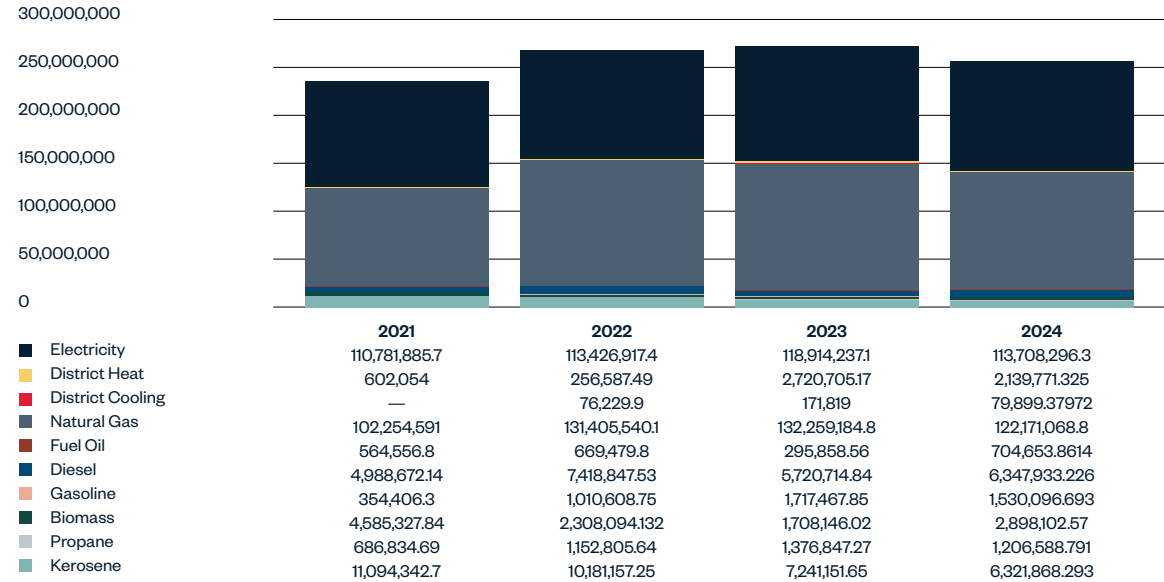


### GRI 302: Energy

GRI	UNGC	SDG	GRI Standard Requirement	
3-3			Management of material topics	<a href="#">Carbon Accountability Brief</a> Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 19-28

302-1	Environment	7, 8, 12, 13	Energy consumption within the organization
-------	-------------	--------------	--

#### Energy Consumption in kWh



Data Scope: Haworth Group

Year-over-year absolute increases, compared to our baseline in 2021, are linked to growth of our business. We continue to implement energy conservation measures to counter this trend and decrease energy intensity.

Global share of electricity from renewable and carbon-neutral set sources constituted approximately 15.5% in 2024 for Haworth Group.

302-4	Environment	7, 8, 12, 13	Reduction of energy consumption
-------	-------------	--------------	---------------------------------

Haworth Group is dedicated to reducing our corporate carbon footprint in line with the Paris Climate Agreement. Endorsed by our CEO, we have globally validated targets supporting the business ambition for limiting global warming to 1.5°C of the Science Based Targets initiative (SBTi).

Detailed information on our reduction strategies are available through:  
[Carbon Accountability Brief](#)

We report our annual progress in relation to our baseline as part of our Corporate Social Responsibility (CSR) reporting activities through CDP. Customers can request our CDP response through the CDP platform.

GRI	UNGC	SDG	GRI Standard Requirement	
302-5	Environment	7, 8, 12, 13	Reduction of energy requirement of products and services	<p>We strive to maximize product and resource value and minimize environmental impacts. We focus our assessment on embodied carbon, which entails the reduction of energy consumed. We evaluate and steer the development of new products according to defined sustainable and circular design principles. This includes the continued implementation of energy conservation measures through our operations and with our products' design.</p> <p>Design influences sustainability in the supply chain, manufacturing, and the usage phase. It ultimately enables the ease of product reuse, refurbishment, remanufacture, or recycling. Moreover, the use of recycled materials can have a profound impact on product carbon footprint. We use life cycle assessments (LCA) to understand our product embodied carbon and to inform our design strategies. We communicate our products' life cycle impacts, including embodied carbon, via our product environmental data sheets (PEDS) and on the <a href="#">Haworth Group Ecomedes portal</a> through Environmental Product Data Sheets.</p>

## GRI 303: Water

3-3			Management of material topics	<p>Up to this point, Haworth Group has tracked water usage and included water management in our environmental management systems. We are currently in the process of developing a holistic strategy for the global organization around reducing consumption, increasing quality and continuing reuse.</p>				
303-1	Environment	6, 12	Interactions with water as a shared resource	<p>Water is used as drinking water, for sanitary purposes, and for industrial uses (e.g., cleaning and prepping metal furniture surfaces for powder coating). It is mainly provided by public supply networks; only a small amount is taken from groundwater wells.</p> <p>We assess and audit relevant local impacts related to water through our environmental management system. Our on-site teams pursue the general goal of keeping water consumption as low as possible.</p> <p>All global Haworth Commercial Interiors plants have minimal wastewater discharge into water streams. Wastewater sampling reports show that discharge contaminant concentrations are well below applicable limits. For facilities without process water: pollutants within sanitary water are below local legal thresholds; water quality is similar to household wastewater; treatment happens through public sewage treatment facilities.</p> <p>In addition, various water reduction initiatives are applied in different locations e.g., flow regulators fixed in taps of canteens, or sensor operated taps used in washrooms. Where possible, wash lines use counter-current flow, with water from one stage recycled to another stage.</p> <table border="0"> <tr> <td><b>Water Reused (megaliters)</b></td> <td><b>2024</b></td> </tr> <tr> <td>Water Per Year</td> <td>3.75</td> </tr> </table> <p>Data Scope: Haworth Commercial Interiors Shanghai Plant - Currently, we only have this data available for one plant, but are planning to expand data collection to other plants in the future, based on impact and water usage.</p> <p>Water is further used for the extraction and processing of purchased materials (e.g., metals, plastic, wood, fabrics). Haworth Commercial Interiors suppliers are required to sign and adhere to the Haworth Supplier Code of Conduct (see GRI 308-1), an agreement that also addresses environmental compliance and protection efforts. Moreover, suppliers need to disclose whether they have implemented an environmental management system.</p>	<b>Water Reused (megaliters)</b>	<b>2024</b>	Water Per Year	3.75
<b>Water Reused (megaliters)</b>	<b>2024</b>							
Water Per Year	3.75							
303-2	Environment	6	Management of water discharge-related impacts	<p>For our manufacturing facilities, water management (reduction of withdrawal, as well as proper discharge) is included in the environmental management systems, which are certified according to ISO 14001. For Haworth Group manufacturing site certification coverage, see GRI 403-1.</p> <p>As part of these systems, processes for the proper handling of chemicals, wastes, and wastewater have been established. We train our members and implement the necessary technical equipment as preventive measures against contamination of the ground and local waterbodies. We also conduct audits of our processes on a regular basis, to monitor proper implementation and identify potential for improvements.</p>				

## GRI 303: Water

GRI	UNGC	SDG	GRI Standard Requirement																																																																	
			<p>Standards for the quality of discharged water are based on local regulations. Most wastewater is discharged of via public sewage networks for treatment. Wastewater from industrial uses, which is not suited for public sewage treatment plants, is collected by authorized companies for treatment. We limit the load of contaminants in wastewater from our industrial processes, e.g., through defining accepted surface treatments. No incidents of ground or water contaminations through spills were recorded in 2024 for Haworth North America Commercial Interiors and Haworth International Commercial Interiors.</p> <p>Moreover, we engage our members and train them on the importance of water efficiency, and our plants share their best practices on reducing water consumption. We also monitor the chemical parameters of our pretreatment units in powder-painting lines to minimize the number of water bath changes .</p>																																																																	
303-3	Environment	6	<p>Water withdrawal by source</p> <p>Where available, water data is based on metered volumes. When data on water consumption was not available, we estimated volumes based on leased spaces or the number of members per site (approximately 5% of water consumption volume is based on estimates). Well water constituted less than 1% of the water used in 2024.</p> <p><b>Water Withdrawal by Source (volume in megaliters)</b></p> <table border="1"> <tr> <td><i>Water Source</i></td> <td><i>2024</i></td> </tr> <tr> <td>Third Party Water</td> <td>246.6</td> </tr> <tr> <td>Ground Water</td> <td>9.9</td> </tr> <tr> <td>Produced Water</td> <td>0</td> </tr> <tr> <td>Fresh Water</td> <td>0</td> </tr> <tr> <td>Brackish Water</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>256.6</b></td> </tr> </table> <p>Data Scope: Haworth Group</p> <p><b>Water Withdrawal by Use</b></p> <table border="1"> <thead> <tr> <th><i>Type of Space</i></th> <th><i>2024</i></th> <th><i>2024</i></th> </tr> <tr> <th></th> <th><i>Volume in ML</i></th> <th><i>% of Total</i></th> </tr> </thead> <tbody> <tr> <td>Manufacturing</td> <td>234.9</td> <td>91.5%</td> </tr> <tr> <td>Showroom</td> <td>20.2</td> <td>7.9%</td> </tr> <tr> <td>Warehouse</td> <td>0.7</td> <td>0.3%</td> </tr> <tr> <td>Logistics</td> <td>0.7</td> <td>0.00</td> </tr> <tr> <td>Office</td> <td>0.2</td> <td>0.1%</td> </tr> <tr> <td><b>Total</b></td> <td><b>256.6</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table> <p>Data Scope: Haworth Group</p> <p><b>Total Water Withdrawal from All Areas with Water Stress</b></p> <table border="1"> <thead> <tr> <th><i>Global Aqueduct Water</i></th> <th><i>2024</i></th> <th><i>2024</i></th> </tr> <tr> <th><i>Stress Ranking</i></th> <th><i>Water Use in ML</i></th> <th><i>% of Total</i></th> </tr> </thead> <tbody> <tr> <td>0</td> <td>1.5</td> <td>1%</td> </tr> <tr> <td>1</td> <td>8.6</td> <td>3%</td> </tr> <tr> <td>2</td> <td>235.3</td> <td>92%</td> </tr> <tr> <td>3</td> <td>6.2</td> <td>2%</td> </tr> <tr> <td>4</td> <td>4.8</td> <td>2%</td> </tr> <tr> <td>5</td> <td>0</td> <td>0%</td> </tr> <tr> <td><b>Total</b></td> <td><b>256.5</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>Data Scope: Haworth Group</p> <p>Methodology: Calculated using the <a href="#">World Resources Institute Aqueduct Country Ranking</a></p>	<i>Water Source</i>	<i>2024</i>	Third Party Water	246.6	Ground Water	9.9	Produced Water	0	Fresh Water	0	Brackish Water	0	<b>Total</b>	<b>256.6</b>	<i>Type of Space</i>	<i>2024</i>	<i>2024</i>		<i>Volume in ML</i>	<i>% of Total</i>	Manufacturing	234.9	91.5%	Showroom	20.2	7.9%	Warehouse	0.7	0.3%	Logistics	0.7	0.00	Office	0.2	0.1%	<b>Total</b>	<b>256.6</b>	<b>100.0%</b>	<i>Global Aqueduct Water</i>	<i>2024</i>	<i>2024</i>	<i>Stress Ranking</i>	<i>Water Use in ML</i>	<i>% of Total</i>	0	1.5	1%	1	8.6	3%	2	235.3	92%	3	6.2	2%	4	4.8	2%	5	0	0%	<b>Total</b>	<b>256.5</b>	<b>100%</b>
<i>Water Source</i>	<i>2024</i>																																																																			
Third Party Water	246.6																																																																			
Ground Water	9.9																																																																			
Produced Water	0																																																																			
Fresh Water	0																																																																			
Brackish Water	0																																																																			
<b>Total</b>	<b>256.6</b>																																																																			
<i>Type of Space</i>	<i>2024</i>	<i>2024</i>																																																																		
	<i>Volume in ML</i>	<i>% of Total</i>																																																																		
Manufacturing	234.9	91.5%																																																																		
Showroom	20.2	7.9%																																																																		
Warehouse	0.7	0.3%																																																																		
Logistics	0.7	0.00																																																																		
Office	0.2	0.1%																																																																		
<b>Total</b>	<b>256.6</b>	<b>100.0%</b>																																																																		
<i>Global Aqueduct Water</i>	<i>2024</i>	<i>2024</i>																																																																		
<i>Stress Ranking</i>	<i>Water Use in ML</i>	<i>% of Total</i>																																																																		
0	1.5	1%																																																																		
1	8.6	3%																																																																		
2	235.3	92%																																																																		
3	6.2	2%																																																																		
4	4.8	2%																																																																		
5	0	0%																																																																		
<b>Total</b>	<b>256.5</b>	<b>100%</b>																																																																		

GRI	UNGC	SDG	GRI Standard Requirement															
303-4	Environment	6	Water discharge	<p><b>Water Discharge by Source (volume in megaliters)</b></p> <table> <tr> <td><i>Water Source</i></td> <td>2024</td> </tr> <tr> <td>Third Party Water</td> <td>246.6</td> </tr> <tr> <td>Ground Water</td> <td>9.9</td> </tr> <tr> <td>Produced Water</td> <td>0</td> </tr> <tr> <td>Fresh Water</td> <td>0</td> </tr> <tr> <td>Brackish Water</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>256.6</b></td> </tr> </table> <p>Data Scope: Haworth Group</p>	<i>Water Source</i>	2024	Third Party Water	246.6	Ground Water	9.9	Produced Water	0	Fresh Water	0	Brackish Water	0	<b>Total</b>	<b>256.6</b>
<i>Water Source</i>	2024																	
Third Party Water	246.6																	
Ground Water	9.9																	
Produced Water	0																	
Fresh Water	0																	
Brackish Water	0																	
<b>Total</b>	<b>256.6</b>																	
303-5	Environment	6, 14, 15	Habitats protected or restored	<p><b>Water Consumption by Source (volume in megaliters)</b></p> <table> <tr> <td><i>Water Source</i></td> <td>0</td> </tr> <tr> <td>Third Party Water</td> <td>0</td> </tr> <tr> <td>Ground Water</td> <td>0</td> </tr> <tr> <td>Produced Water</td> <td>0</td> </tr> <tr> <td>Fresh Water</td> <td>0</td> </tr> <tr> <td>Brackish Water</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>0</b></td> </tr> </table> <p>Data Scope: Haworth Group</p>	<i>Water Source</i>	0	Third Party Water	0	Ground Water	0	Produced Water	0	Fresh Water	0	Brackish Water	0	<b>Total</b>	<b>0</b>
<i>Water Source</i>	0																	
Third Party Water	0																	
Ground Water	0																	
Produced Water	0																	
Fresh Water	0																	
Brackish Water	0																	
<b>Total</b>	<b>0</b>																	

## GRI 305: Emissions

3-3			Management of material topics	<p><a href="#">Carbon Accountability Brief</a> Annual <a href="#">Corporate Social Responsibility Report</a>, pp. 11-17, 19-28</p>										
305-1	Environment	3, 12-15	Direct (Scope 1) GHG emissions	<p>Our assessment adheres to the requirements and guidelines of the Greenhouse Gas (GHG) Protocol. We calculated direct (Scope 1) emissions associated with the following energy sources used by the Haworth Group in our daily operations: 1) stationary combustion, 2) mobile combustion, and 3) direct fugitive emissions from refrigeration and air conditioning. The emission factors used were extracted from US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Industrial Sector 2013, The International Energy Agency (IEA), IPCC Intergovernmental Panel on Climate Change – GWP and The Climate Registry. Calculations include emissions from CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, and PFCs. There were no known sources for SF<sub>6</sub> or NF<sub>3</sub>. Results for Scope 1 are shown in the table below. Baseline year is 2021.</p> <table> <thead> <tr> <th>Gross Scope 1 GHG Emissions</th> <th>Emissions (tonnes CO<sub>2</sub>e)</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>27,024.13</td> </tr> <tr> <td>2023</td> <td>27,606.88</td> </tr> <tr> <td>2022</td> <td>28,668.10</td> </tr> <tr> <td>2021</td> <td>25,192.08</td> </tr> </tbody> </table> <p>Data Scope: Haworth Group</p>	Gross Scope 1 GHG Emissions	Emissions (tonnes CO <sub>2</sub> e)	2024	27,024.13	2023	27,606.88	2022	28,668.10	2021	25,192.08
Gross Scope 1 GHG Emissions	Emissions (tonnes CO <sub>2</sub> e)													
2024	27,024.13													
2023	27,606.88													
2022	28,668.10													
2021	25,192.08													

GRI	UNGC	SDG	GRI Standard Requirement																
305-2	Environment	3, 12-15	Energy indirect (Scope 2) GHG emissions	<p>Our assessment adheres to the requirements and guidelines of the Greenhouse Gas Protocol.</p> <p>For consumption of district heat, district cooling and steam, emission factors used were extracted from US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Industrial Sector 2013, the US EIA Emission Factors for Steam and Chilled Water and the Department for Environment Food and Rural Affairs (DEFRA).</p> <p>Market-based emissions for electricity were calculated based on consumption and emissions from the specific electricity we purchased. Calculations account for renewable electricity sourced off site, which is spelled out in contracts or instruments like Renewable Energy Certificates (RECs). Residual fuel mix factors were applied to electricity consumption of sites which did not have a green tariff or sourcing energy attribute certificates (EACs). Based on availability, we prioritized emission factor sources with more granular resolution over less granular sources. Following lists emission factor sources in the order of granularity (from most to least granular):</p> <ul style="list-style-type: none"> <li>• Utility emission factors</li> <li>• RE-DISS Residual European Mix</li> <li>• US Residual Mix (Green-e Energy Emission Rates)</li> <li>• International Energy Agency (IEA)</li> </ul> <p>Location-based emissions for electricity were calculated based on consumption and average emission intensity of the local grid. Emission factors originated from the following sources:</p> <ul style="list-style-type: none"> <li>• US EPA eGRID</li> <li>• International Energy Agency (IEA)</li> </ul> <p>Calculations include emissions from CO2, CH4, N2O, HFCs, and PFCs. There were no known sources for SF6 or NF3. Results for Scope 2 are shown in the table below. Baseline year is 2021.</p> <table border="1"> <thead> <tr> <th></th> <th>Market-Based Emissions (tonnes CO<sub>2</sub>e)</th> <th>Market-Based Emissions (tonnes CO<sub>2</sub>e)</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>51,348.72</td> <td>44,773.38</td> </tr> <tr> <td>2023</td> <td>53,324.94</td> <td>54,335.45</td> </tr> <tr> <td>2022</td> <td>52,245.13</td> <td>52,329.06</td> </tr> <tr> <td>2021</td> <td>51,027.60</td> <td>51,804.23</td> </tr> </tbody> </table> <p>Data Scope: Haworth Group</p>		Market-Based Emissions (tonnes CO <sub>2</sub> e)	Market-Based Emissions (tonnes CO <sub>2</sub> e)	2024	51,348.72	44,773.38	2023	53,324.94	54,335.45	2022	52,245.13	52,329.06	2021	51,027.60	51,804.23
	Market-Based Emissions (tonnes CO <sub>2</sub> e)	Market-Based Emissions (tonnes CO <sub>2</sub> e)																	
2024	51,348.72	44,773.38																	
2023	53,324.94	54,335.45																	
2022	52,245.13	52,329.06																	
2021	51,027.60	51,804.23																	
305-3	Environment	3, 12-15	Other indirect (Scope 3) GHG emissions	<p>Our Scope 3 assessment adheres to the requirements and guidelines of the Greenhouse Gas Protocol. Calculations are based on activity data and spend-based data. Emission factor sources include industry averages provided by the following platforms and organizations:</p> <ul style="list-style-type: none"> <li>• Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6</li> <li>• EcolInvent v3.10</li> <li>• US EPA eGRID</li> <li>• International Energy Agency (IEA)</li> <li>• Department for Environment Food and Rural Affairs (DEFRA)</li> <li>• CEDA – Comprehensive Environmental Data Archive</li> </ul> <p>Two of 15 categories were classified as not relevant (Processing of Sold Products, Franchise). The 2024 results for Scope 3 are shown in the table below. Baseline year is 2021.</p>															



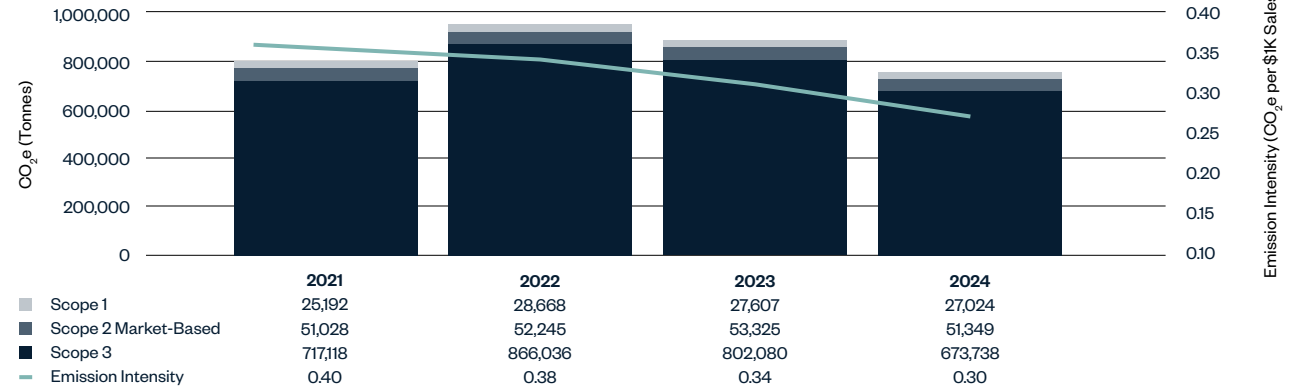
GRI UNGC SDG GRI Standard Requirement

Category	Category Name	2024 Emissions (tonnes CO <sub>2</sub> e)	2021 Emissions (tonnes CO <sub>2</sub> e)
	<i>Total Upstream Emissions</i>	<i>570,992</i>	<i>643,848</i>
1	Purchased Goods & Services	329,870	411,749
2	Capital Goods	10,728	6,697
3	FERA	13,245	19,173
4	Upstream Transport & Distribution	196,479	197,854
5	Waste	911	2,313
6	Business Travel	8,458	1,768
7	Employee Commuting	11,022	4,254
8	Upstream Leased Assets	279	39
	<i>Total Downstream Emissions</i>	<i>102,746</i>	<i>73,270</i>
9	Downstream transportation	1,453	847
11	Use of Sold Products	5,557	9,765
12	End-of-Life Treatment of Products	90,567	55,609
13	Downstream Leased Assets	0	69
15	Investments	5,169	6,979
	<b>Total Scope 3 Emissions</b>	<b>673,738</b>	<b>717,118</b>

Data Scope: Haworth Group

305-4 Environment 13-15 GHG emissions intensity

**Greenhouse Gas Emissions (GHG)**



Data Scope: Haworth Group

Absolute Emissions	2021	2022	2023	2024
Total Emissions (tonnes CO <sub>2</sub> e)	793,337	946,949	883,012	752,110

Data Scope: Haworth Group

GRI	UNGC	SDG	GRI Standard Requirement															
305-5	Environment	13-15	Reduction of GHG emissions	<p>In 2023, we received validation of our near-term and long-term Science Based Targets. Haworth Group now has a process to create an annual inventory. We have identified levers for decarbonization and developed a strategy to reduce emissions for all three Scopes, with a goal to decarbonize in line with the 1.5°C scenario. We report our progress in relation to the baseline described in GRI 305-1 and GRI 305-3 as part of our Corporate Social Responsibility (CSR) reporting activities and through CDP.</p> <p>Governance and progress reporting follows the approach described in GRI 2-13, GRI 2-23, and GRI 308.1.</p> <p>Initiatives to reduce greenhouse gas emissions for Scopes 1 and 2 include energy conservation measures and movement away from fossil energy sources. For examples, see our annual <a href="#">Corporate Social Responsibility Report</a> (p. 21).</p> <p>Haworth Group has partnered with Manufacture 2030 (M2030) to accelerate progress toward our organization’s 2030 climate goals. M2030 equips manufacturers and suppliers with the tools and expertise to measure, manage, and reduce carbon emissions—helping businesses turn climate commitments into action. This partnership helps us tackle our biggest emissions challenge: indirect emissions from our purchased goods and services (per the Scope 3 Standard from the Greenhouse Gas Protocol).</p> <p>Another important element is the engagement of members. We have implemented employee awareness/training programs on energy conservation and sustainable, circular design of products and services. We also use special events such as Earth Day for communicating environmental topics to generate further awareness and impact.</p>														
305-6	Environment	3, 12	Emissions of ozone-depleting substances (ODS)	<p>We do not use ozone-depleting substances in our products. Foam propellants classified as ozone-depleting substances, such as CFCs and HCFCs, are generally avoided.</p> <p>For air conditioning systems, there were zero documented losses of ozone depleting substances in 2024 for facilities operated or used by Haworth Group. We have phased out refrigerants that are classified as ozone depleting substances. There is some residual equipment that still contains these refrigerants, as it reaches the end of its life, it is replaced with equipment that uses only non-ozone depleting refrigerants.</p>														
305-7	Environment	3, 12, 14, 15	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p><b>Global VOC Emissions in Tonnes</b></p> <table border="1"> <caption>Global VOC Emissions in Tonnes</caption> <thead> <tr> <th>Year</th> <th>Emissions (Tonnes)</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>24</td> </tr> <tr> <td>2020</td> <td>20.9</td> </tr> <tr> <td>2021</td> <td>17</td> </tr> <tr> <td>2022</td> <td>19.1</td> </tr> <tr> <td>2023</td> <td>13.2</td> </tr> <tr> <td>2024</td> <td>13.4</td> </tr> </tbody> </table>	Year	Emissions (Tonnes)	2019	24	2020	20.9	2021	17	2022	19.1	2023	13.2	2024	13.4
Year	Emissions (Tonnes)																	
2019	24																	
2020	20.9																	
2021	17																	
2022	19.1																	
2023	13.2																	
2024	13.4																	

Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors  
 Methodology: Calculations are based on site-specific data

Due to the diligent efforts of our teams and our suppliers, we are making continued progress toward reducing VOC emissions. Haworth Group continues to push our supply chain toward the elimination of toxic substances and encourages the use of safer metal surface treatments. Many Haworth of our products include low-emitting finishes such as powder-coated metal and water-based wood finishes. Our strategy with adhesives is to avoid them altogether. If this is not feasible, we insist on the use of solvent-free (e.g., water-based) options. Through material ingredient assessments, we evaluate chemical properties of adhesives and screen for any hazardous substances.

**GRI 306: Effluents and Waste**

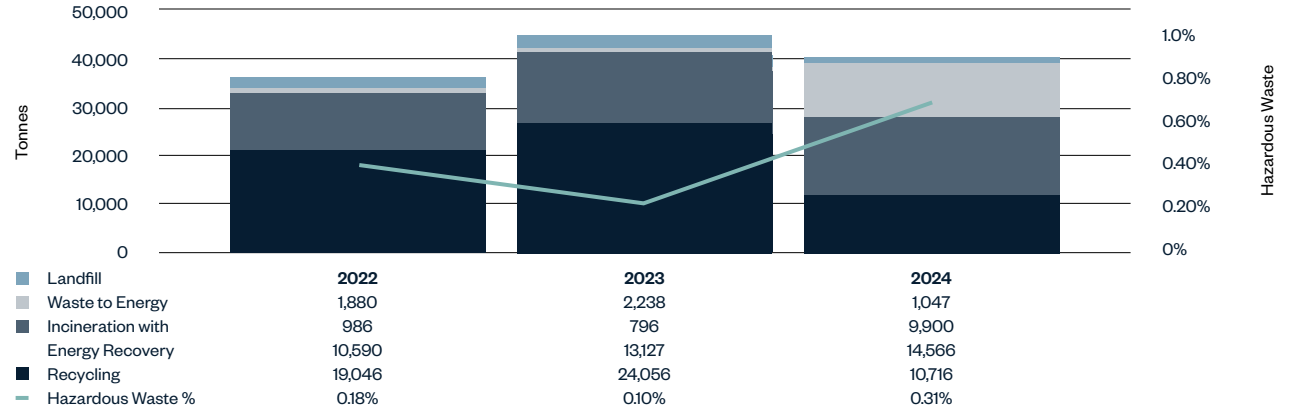
GRI	UNGC	SDG	GRI Standard Requirement	
3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 19–28
306-1	Environment	3, 6, 11, 12	Waste generation and significant waste-related impacts	<p>Haworth Group manufacturing accounts for about 98% of waste generated. Disposal methods include recycling, incineration with energy recovery, incineration without energy recovery, and composting. Waste disposal methods for remaining facilities, (e.g., showrooms, offices, or warehouses) include recycling, incineration with energy recovery, incineration without energy recovery composting, and landfilling.</p> <p>We continuously work together with our members and suppliers to reduce waste, boost reuse, and improve recycling—all while adhering to federal and state legislations of the countries in which we do business (see also <a href="#">Corporate Social Responsibility Report</a>, pp. 21, 28 ). We partner with qualified and certified service providers.</p> <p>Our main waste fraction at manufacturing sites is wood waste from production. Other fractions are metals, plastics, powder coat, corrugate, 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. For Haworth Group manufacturing site certification coverage, see GRI 403-1.</p> <p>For our finished products, we focus on two priority areas: Circular Design 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 products are designed for a long life, with replaceable wearing parts and easy dismantling. Individual component identification and preference for reversible bonding mechanisms facilitate high-value reuse and recycling options. Our quality products are made of valuable materials, most of which are suitable for reuse or otherwise recovery to serve as ingredients in new products.</p> <p>In line with our global commitments, 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 sustainable solutions that drive environmental stewardship, economic growth, and community prosperity. Haworth clients may benefit from a wide range of Circular Services elements that allow for a modular combination—tailored to individual project needs.</p> <p>Please see also our <a href="#">Sustainability Briefs</a>.</p>
306-2	Environment	3, 6, 8, 11, 12	Management of significant waste-related impacts	See GRI 306-1.
306-3	Environment	3, 6, 11, 12, 15	Waste generated	<p>Where available, waste data is based on invoiced quantities and volumes. When waste data was not available, we estimated waste volumes based on leased spaces or the number of members per site.</p> <p>Haworth Group does not generate any radioactive waste.</p>

GRI	UNGC	SDG	GRI Standard Requirement
306-4	Environment	3, 11, 12	Waste diverted from disposal

Where available, waste data is based on invoiced quantities and volumes. When waste data was not available, we estimated waste volumes based on leased spaces or the number of members per site.

Haworth Group does not generate any radioactive waste.

**Waste Generated**



Data Scope: Haworth Group

Methodology: Hazardous waste is classified using current local standards (i.e. EPA Hazardous Waste Identification Process, EU Council Directive on Hazardous Waste)

See also GRI 306-3.

306-5	Environment	3, 6, 11, 12, 15	Waste directed to disposal	See GRI 306-4.
-------	-------------	------------------	----------------------------	----------------

**GRI 307: Environmental Compliance**

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 19–28
-----	--	--	-------------------------------	--

307-1	Environment	16	Non-compliance with environmental laws and regulations	We monitor environmental laws and regulations and evaluate environmental risks through our environmental management systems. For Haworth Group manufacturing site certification coverage, see GRI 403-1. We conduct compliance audits on a regular basis. These audits receive support from external consultants.
-------	-------------	----	--	---

## GRI 308: Supplier Environmental Assessment

GRI	UNGC	SDG	GRI Standard Requirement									
3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 19–28								
308-1	Environment		New suppliers that were screened using environmental criteria	<p>All Haworth Commercial Interiors suppliers are required to sign and adhere to the <a href="#">Haworth Supplier Code of Conduct</a>, an agreement that addresses worker safety, labor compensation, anti-child labor, antidiscrimination, anti-corruption, worker respect, and environmental compliance.</p> <p>This document is updated on a regular basis to cover relevant topics and signatures must be renewed every three years.</p> <table border="1"> <thead> <tr> <th>Suppliers Screened using Environmental Criteria</th> <th>2024 Percentage</th> </tr> </thead> <tbody> <tr> <td>Direct Suppliers that have signed the Supplier Code of Conduct</td> <td>98%</td> </tr> <tr> <td>Indirect Suppliers that have signed the Code of Conduct</td> <td>99.1%</td> </tr> <tr> <td>Indirect and Direct Suppliers that have signed the Conflict Minerals Policy</td> <td>89.7%</td> </tr> </tbody> </table> <p>Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors Methodology: Percent of total is calculated using spend data</p> <p>We aim to maintain long-lasting partnerships with suppliers built on respect and trust. We conduct audits of strategically important suppliers to monitor adherence to our Supplier Code of Conduct. Together with our suppliers, we identify potential for improvement and timeframes for adjustment if necessary. We use material chemical declarations for our supply chains to gain additional insights into material composition. Additionally, we maintain an open exchange of information with suppliers regarding selected items with relevance to product performance and production.</p> <p>For wood materials, we collect, for example, supply chain information for our Chain of Custody certifications according to FSC or PEFC. Moreover, we have strategic collaborations that push the use of recycled materials.</p>	Suppliers Screened using Environmental Criteria	2024 Percentage	Direct Suppliers that have signed the Supplier Code of Conduct	98%	Indirect Suppliers that have signed the Code of Conduct	99.1%	Indirect and Direct Suppliers that have signed the Conflict Minerals Policy	89.7%
Suppliers Screened using Environmental Criteria	2024 Percentage											
Direct Suppliers that have signed the Supplier Code of Conduct	98%											
Indirect Suppliers that have signed the Code of Conduct	99.1%											
Indirect and Direct Suppliers that have signed the Conflict Minerals Policy	89.7%											
308-2	Environment		Negative environmental impacts in the supply chain and actions taken	See GRI 308-1.								

## GRI 401: Employment

GRI	UNGC	SDG	GRI Standard Requirement																			
3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 29–35																		
401-1	Labor	5, 8, 10	New employee hires and employee turnover by age group, gender, and region	<table border="1"> <thead> <tr> <th colspan="3">Employee Turnover</th> </tr> <tr> <th>Gender</th> <th>2024 (Leave Headcount)</th> <th>2024 (Turnover Percentage)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>451</td> <td>11%</td> </tr> <tr> <td>Female</td> <td>349</td> <td>13%</td> </tr> <tr> <td>Other*</td> <td>0</td> <td>–</td> </tr> <tr> <td><b>Total</b></td> <td><b>800</b></td> <td><b>12%</b></td> </tr> </tbody> </table> <p>*gender as specified by employee themselves Data Scope: Haworth North America Commercial Interiors and Haworth International Commercial Interiors</p>	Employee Turnover			Gender	2024 (Leave Headcount)	2024 (Turnover Percentage)	Male	451	11%	Female	349	13%	Other*	0	–	<b>Total</b>	<b>800</b>	<b>12%</b>
Employee Turnover																						
Gender	2024 (Leave Headcount)	2024 (Turnover Percentage)																				
Male	451	11%																				
Female	349	13%																				
Other*	0	–																				
<b>Total</b>	<b>800</b>	<b>12%</b>																				



GRI	UNGC	SDG	GRI Standard Requirement	
401-2		5,8	Benefits provided to full-time employees that are not provided to temporary or part time employees	<p>For Haworth Commercial Interiors:</p> <ul style="list-style-type: none"> <li>• Temporary, Seasonal, and Intern members are ineligible for benefits</li> <li>• Part-time employees are eligible for many, but not all, benefits that full-time employees are eligible for</li> </ul> <p>Temporary members are typically college students that are working as interns in an office setting or working in a production facility over the summer. They do not receive the same benefits as regular full-time or part-time employees.</p> <p>Part-time employees work a reduced schedule (less than 36 hours per week) but are employed on an ongoing basis and the benefits for which they are eligible depend upon the number of hours they work. Part-time employees are eligible for paid time off, paid sick time, and employer 401(k) contributions.</p> <p>Some benefits for US employees include:</p> <ul style="list-style-type: none"> <li>• Healthcare</li> <li>• Life insurance</li> <li>• Short- and long-term disability</li> <li>• Parental leave</li> <li>• Retirement plan</li> <li>• HSA/FSA accounts</li> <li>• Critical illness insurance</li> <li>• Accident insurance</li> <li>• Vision insurance</li> <li>• Pet insurance</li> <li>• Prepaid legal insurance</li> <li>• Dental insurance</li> <li>• Hospital indemnity insurance</li> <li>• Accidental death and dismemberment insurance</li> </ul>
401-3	Labor	5, 8	Parental leave	Parental leave policies align with the laws of each country in which we do business. For example, a two-week paid leave is available to full-time members of Haworth Commercial Interiors in the United States for all parents.

## GRI 402: Labor/Management Relations

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
402-1	Labor	8	Minimum notice periods regarding operational changes	Haworth Group strives to keep members informed about business matters that affect them and encourages them to express their thoughts through the multiple communication channels available to them.

## GRI 403: Occupational Health and Safety

403-1	Labor	8	Occupational health and safety management system	Haworth Group acts in accordance with clearly defined values and standards of conduct that comply with or go beyond laws and regulations and take internationally recognized principles into account (see GRI 2-23). The well-being, health, and safety of our members are deeply embedded in our company values. We believe that every person is entitled to a safe and healthy work environment. We rely on our members and work to make the world better. Therefore, safety is everybody's business and is to be given primary importance in every aspect of planning and performing all business activities, so that our members are protected against industrial injury and illness.
-------	-------	---	--	---

GRI	UNGC	SDG	GRI Standard Requirement											
				<p>Our policy is oriented toward affirmative control and minimization of risks. Establishment and maintenance of a safe working atmosphere is the shared responsibility between Haworth Group and its members at all levels of the organization. Haworth Group's local Health &amp; Safety teams meet regularly to coordinate training and stay informed of new processes and regulations that relate to member health and safety. Regularly, the Haworth Health &amp; Safety teams will review risk assessments and health and safety documentation to incorporate changes in local processes, as well as relevant laws and regulations that govern our conduct. We regularly track occupational health and safety performance, initiate improvement measures, and provide training. Each member begins their career with comprehensive Health &amp; Safety training and receives regular refreshers. They are provided the necessary personal protective equipment (PPE) and replacements when PPE is damaged. Across all production sites and our headquarters, members are represented by health and safety committees.</p> <p>In addition to mandatory worker injury compensation policies (as part of local labor laws) and public healthcare coverage (e.g., in Australia or most countries in EMEA), Haworth Commercial Interiors provides corporate healthcare insurance as a benefit to members as part of talent attraction and retention—where not covered by public healthcare. Corporate healthcare insurance covers, for example, hospitalization, surgeries, outpatient specialists, dental, or personal accidents.</p> <p>We ensure the principles of continuous improvement are applied to both manufacturing operations and office processes. Our integrated management system is based on ISO 9001, ISO 14001, and ISO 45001.</p> <table border="1"> <thead> <tr> <th>Manufacturing Site Certification Coverage</th> <th>2024 Percentage</th> </tr> </thead> <tbody> <tr> <td>ISO 9001</td> <td>59%</td> </tr> <tr> <td>ISO 14001</td> <td>62%</td> </tr> <tr> <td>ISO 45001</td> <td>21%</td> </tr> <tr> <td>PEFC or FSC</td> <td>34%</td> </tr> </tbody> </table> <p>Data Scope: Haworth Group</p> <p>With the revisions of ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 comes an increased responsibility for risk assessments and for evaluation, selection, monitoring performance, and re-evaluation of external providers. External service providers are required to implement the relevant occupational health and safety standards for their employees. A contact person shares details on relevant occupational safety topics and coordinates with service providers when they are onsite.</p>	Manufacturing Site Certification Coverage	2024 Percentage	ISO 9001	59%	ISO 14001	62%	ISO 45001	21%	PEFC or FSC	34%
Manufacturing Site Certification Coverage	2024 Percentage													
ISO 9001	59%													
ISO 14001	62%													
ISO 45001	21%													
PEFC or FSC	34%													
403-2	Labor	8	Hazard identification, risk assessment, and incident investigation	<p>Transparency in health and safety is deeply embedded in our philosophy and culture. The risk assessment process is evaluated on an ongoing basis to capture changing work environments. Member participation and consultation are vital to improve our performance, helping to keep members safe and reducing overall incident rates. Measures to reduce safety and health risks include the substitution of chemicals of concern where possible, technical measures (e.g., use of sensors), organizational measures (e.g., definition of areas with restricted access or areas of hazards such as noise), and personal measures (e.g., provision and use of functional, required PPE). We follow up with members on incidents and near misses, and implemented changes to workplaces are evaluated for effectiveness.</p> <p>Regular training and special events, such as safety-focus weeks, are used to keep a high awareness among members for health and safety issues. Moreover, Haworth Learning &amp; Development teams across the globe brought curated training content to Haworth Group members. Each week, the global team publishes new training articles, techniques, tips, and digital tools pertaining to important health and safety topics. Additionally, health and safety procedures for members and visitors are available in the major local language(s) spoken by employees and in English.</p> <p>Haworth Commercial Interiors partners with reliable temporary employment agencies that offer proper hiring conditions to their employees. These partners are required to train their members in basic health and safety standards. In addition, Haworth Group provides training on health and safety issues relevant to their assigned tasks. Also, guidelines and rules inform visitors about proper safety protocols and behaviors.</p>										
403-3	Labor	8	Occupational health services	<p>In addition to required/mandatory health checkups, we offer a wide variety of programs nurturing member well-being. We offer 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, and professional services. We offer flexible organization of work, e.g., through remote work if possible. Members also profit from our ergonomic workstations and our expertise in this field due to the nature of our business. We have certified ergonomic advisors and accredited personnel for sustainable building standards, such as the WELL Building Standard.</p> <p>Annual Corporate Social Responsibility Report, pp. 11–17, 29–35</p>										

GRI	UNGC	SDG	GRI Standard Requirement																						
403-4	Labor	8, 16	Worker participation, consultation, and communication on occupational health and safety	<p>Member participation and consultation are vital to improve our performance, helping to keep members safe and reducing overall incident rates. Participation can be achieved through direct exchange with members or with representatives like workforce committees.</p> <p>Our processes and activities for participation, consultation, and communication regarding occupational health and safety are also evaluated for the ISO 45001 certifications.</p> <p>For Haworth Group manufacturing site certification coverage, see GRI 403-1.</p> <p>Aspects of member engagement and satisfaction are also addressed in our annual member engagement review. Surveys are followed by team workshops to identify, plan, and implement actions to seize opportunities for improvement. Interactive communication sessions also include Q&amp;A sessions with leadership members on a regular basis.</p>																					
403-5	Labor	8	Worker training on occupational health and safety	<p>Safety training is a mandatory element of the Haworth Commercial Interiors onboarding process, and members receive regular updates of safety training related to their workplace. We also organize local special events to inform members on health and safety issues. Health and safety procedures for members and visitors are available in the major local language(s) spoken by employees and in English.</p>																					
403-6	Labor	3	Promotion of worker health	<p>See GRI 403-1 to GRI 403-5. Annual Corporate Social Responsibility Report, pp. 11-17, 29-35</p>																					
403-7	Labor	8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>See GRI 403-1 to GRI 403-5 and GRI 416-1.</p>																					
403-8	Labor	8	Workers covered by an occupational health and safety management system	<p>In accordance with local laws and regulations, and in alignment with OSHA, all our Haworth Commercial Interiors members are covered by our occupational health and safety management system. In addition, some of our locations are ISO 45001 certified for their occupational health and safety management systems.</p> <p>See GRI 403-1 for Haworth Group manufacturing site certification coverage.</p>																					
403-9	Labor	3, 8, 16	Work-related injuries	<table border="1"> <thead> <tr> <th><b>Work-Related Injuries</b></th> <th><b>2024 Employees</b></th> <th><b>2024 Non-Employees</b></th> </tr> </thead> <tbody> <tr> <td>Number of Fatalities Resulting from Work-Related Injuries</td> <td>0</td> <td>0</td> </tr> <tr> <td>Rate of Fatalities Resulting from Work-Related Injuries</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of Work-Related Injuries</td> <td>27</td> <td>0</td> </tr> <tr> <td>Rate of Work-Related Injuries</td> <td>3.746</td> <td>0</td> </tr> <tr> <td>Number of Hours Worked</td> <td>7,322,094</td> <td>0</td> </tr> <tr> <td>Number of Days Lost</td> <td>10,503</td> <td>0</td> </tr> </tbody> </table> <p>Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors Methodology: Rates of work-related injuries are calculated based on 1,000,000 hours worked</p> <p>Our most common work-related injuries are strains, contusions, lacerations, and inflammation.</p>	<b>Work-Related Injuries</b>	<b>2024 Employees</b>	<b>2024 Non-Employees</b>	Number of Fatalities Resulting from Work-Related Injuries	0	0	Rate of Fatalities Resulting from Work-Related Injuries	0	0	Number of Work-Related Injuries	27	0	Rate of Work-Related Injuries	3.746	0	Number of Hours Worked	7,322,094	0	Number of Days Lost	10,503	0
<b>Work-Related Injuries</b>	<b>2024 Employees</b>	<b>2024 Non-Employees</b>																							
Number of Fatalities Resulting from Work-Related Injuries	0	0																							
Rate of Fatalities Resulting from Work-Related Injuries	0	0																							
Number of Work-Related Injuries	27	0																							
Rate of Work-Related Injuries	3.746	0																							
Number of Hours Worked	7,322,094	0																							
Number of Days Lost	10,503	0																							
403-10	Labor	3, 8, 16	Work-related ill health	<table border="1"> <thead> <tr> <th><b>Work-Related Ill Health</b></th> <th><b>2024 Employees</b></th> <th><b>2024 Non-Employees</b></th> </tr> </thead> <tbody> <tr> <td>Number of Fatalities Resulting from Work-Related Ill Health</td> <td>0</td> <td>0</td> </tr> <tr> <td>Number of Reported Cases of Work-Related Ill Health</td> <td>388</td> <td>0</td> </tr> </tbody> </table> <p>Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors</p>	<b>Work-Related Ill Health</b>	<b>2024 Employees</b>	<b>2024 Non-Employees</b>	Number of Fatalities Resulting from Work-Related Ill Health	0	0	Number of Reported Cases of Work-Related Ill Health	388	0												
<b>Work-Related Ill Health</b>	<b>2024 Employees</b>	<b>2024 Non-Employees</b>																							
Number of Fatalities Resulting from Work-Related Ill Health	0	0																							
Number of Reported Cases of Work-Related Ill Health	388	0																							

## GRI 404: Training and Education

GRI	UNGC	SDG	GRI Standard Requirement	
3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 29–35

404-1	Labor	4, 5, 8, 10	Average hours of training per year per employee	Continuous learning remains one of our core values, as it 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.
-------	-------	-------------	---	--

Haworth invests in member learning to provide knowledge, tools, and resources for current roles as well as career development. We track parts of our training efforts as absolute numbers of courses and training hours offered to all members.

### Internal Training by Type

Program	2024 Courses Offered	2024 Courses Delivered	2024 Participants	2024 Training Hrs.
Professional Development	22	172	1,191	10,580
Business Systems Training	30	63	457	6,210
Haworth Leadership Institute	5	11	440	3,712
Orientation	3	175	843	5,430
Global Required Training (Self-Paced Online Training)	49	—	3,566	7,708
Diversity, Equity, Inclusion, and Belonging (DEIB) Training	7	5	1,958	1,765
Other (e.g., product training, safety trainings)	74	81	2,503	5,505

Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors

### Sustainability Internal Education and Training

Type of Training	2024 Length of Training (in hours)	2024 Attendees	2024 Total Hours
Voluntary Online Modules	6	58	348
Procurement Training	5.5	100	550
Manufacturing Training	6	52	312
Field Sales Training	3.5	52	182
Knowledge Sharing	8.5	283	2,405.5
Orientation	.25	520	130
<b>Total</b>	<b>29.75</b>	<b>1,065</b>	<b>3,927.5</b>

Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors

### Average Number of Training Hours per Employee

Gender	2024 Training Provided (in hours)	2024 Employees	Hours per Employee
Male	31,637.7	3,811	8,301.7
Female	20,827.3	2,555	8,151.6
Other*	0	1	—
<b>Total</b>	<b>52,464.97</b>	<b>6,367**</b>	<b>—</b>

\*gender as specified by employee themselves

\*\*Total headcount for training hours does not equal total headcount by country, by gender, or age. Employees that join late in the year may not receive training, some of our entities do not yet track training, and in some cases interns or non-employees may.

Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors, Haworth Lifestyle

GRI	UNGC	SDG	GRI Standard Requirement	
				We continue to improve the tracking of training hours provided. Hours of training to members on sustainability, professional development, product training, business systems, or first aid and safety do not yet reflect all courses offered or the countless hours of training provided on the job. We provided training for key functions (e.g., Purchasing, Product Design, Sales, Customer Operations) to give employees knowledge on relevant sustainability aspects related to their work. Additional educational support is available through Skillshare (an online learning platform) and the Tuition Assistance Program, which offers funding for members pursuing degree programs
404-2	Labor	8	Programs for upgrading employee skills and transition assistance programs	See GRI 404-1 to learn about programs for upgrading employee skills.  One example of how Haworth North America Commercial Interiors provides transition assistance is our commitment to military veteran recruitment, training, and retention practices. Haworth North America Commercial Interiors aligns with veteran organizations to help veterans bridge the employment gap between military experience and transition into the civilian workforce. Together with our partners, we create opportunities for unemployed and underemployed veterans in the West Michigan community. Other examples include the offering of part-time retirement to members.
404-3	Labor	5, 8, 10	Percentage of employees receiving regular performance and career development reviews	All our members are offered a mid-year and annual performance and career development review. During these reviews, members and supervisors set individual development and career plans. We use association management software to set and follow up on individual goals, administer general training and document member preferences, e.g., related to career mobility in terms of geography. Position vacancies are communicated within the organization to enable members to apply. If a new position requires members to move, we encourage and support them. Members can also apply for specific training to develop leadership skills to prepare them for leadership responsibilities in their current or future positions (see also GRI 404-1).

## GRI 405: Diversity and Equal Opportunity

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35																																								
405-1	Human Rights, Labor	5, 8	Diversity of governance bodies and employees: generations, gender ratio per region, interns	<p>Haworth Group is committed to retaining and attracting members that represent many backgrounds and cultures.</p> <table border="1"> <thead> <tr> <th>Gender Distribution at Top Management</th> <th>2024 Headcount</th> <th>2024 Percentage</th> </tr> </thead> <tbody> <tr> <td><i>Total Top Management</i></td> <td>61</td> <td>100%</td> </tr> <tr> <td>Male</td> <td>38</td> <td>62%</td> </tr> <tr> <td>Female</td> <td>23</td> <td>38%</td> </tr> <tr> <td><i>Level 2 Directors and VPs</i></td> <td>44</td> <td>72%</td> </tr> <tr> <td>Male</td> <td>38</td> <td>62%</td> </tr> <tr> <td>Female</td> <td>23</td> <td>38%</td> </tr> <tr> <td><i>Level 1 CEO Direct Reports</i></td> <td>17</td> <td>28%</td> </tr> <tr> <td>Male</td> <td>12</td> <td>20%</td> </tr> <tr> <td>Female</td> <td>5</td> <td>8%</td> </tr> </tbody> </table> <p>Data Scope: Haworth North America Commercial Interiors, Haworth International Commercial Interiors</p> <table border="1"> <thead> <tr> <th>Employee Headcount</th> <th>2024 Number of Employees</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>3,848</td> </tr> <tr> <td>Female</td> <td>2,534</td> </tr> <tr> <td>Other*</td> <td>2</td> </tr> <tr> <td><b>Total</b></td> <td><b>6,384</b></td> </tr> </tbody> </table> <p>Data Scope: Haworth North America Commercial Interiors and Haworth International Commercial Interiors, Haworth Lifestyle</p>	Gender Distribution at Top Management	2024 Headcount	2024 Percentage	<i>Total Top Management</i>	61	100%	Male	38	62%	Female	23	38%	<i>Level 2 Directors and VPs</i>	44	72%	Male	38	62%	Female	23	38%	<i>Level 1 CEO Direct Reports</i>	17	28%	Male	12	20%	Female	5	8%	Employee Headcount	2024 Number of Employees	Male	3,848	Female	2,534	Other*	2	<b>Total</b>	<b>6,384</b>
Gender Distribution at Top Management	2024 Headcount	2024 Percentage																																										
<i>Total Top Management</i>	61	100%																																										
Male	38	62%																																										
Female	23	38%																																										
<i>Level 2 Directors and VPs</i>	44	72%																																										
Male	38	62%																																										
Female	23	38%																																										
<i>Level 1 CEO Direct Reports</i>	17	28%																																										
Male	12	20%																																										
Female	5	8%																																										
Employee Headcount	2024 Number of Employees																																											
Male	3,848																																											
Female	2,534																																											
Other*	2																																											
<b>Total</b>	<b>6,384</b>																																											
405-2	Human Rights, Labor	5, 8, 10	Ratio of basic salary and remuneration of women to men	See GRI 2-19; 2-20 and 202-1.																																								

**GRI 406: Non-Discrimination**

GRI	UNGC	SDG	GRI Standard Requirement	
3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 29–35
406-1	Human Rights, Labor	5, 8	Incidents of discrimination and corrective actions taken	<p>Haworth Group respects the rights of all members. Our Values and Member Code of Conduct guide hiring policies, anti-discrimination, and other universally recognized labor and human rights. Our Member Code of Conduct also ensures our standard operating procedures are followed to maintain ethics and proper business conduct.</p> <p>Moreover, ethics training is a mandatory element of Haworth Commercial Interiors' onboarding process. And members must complete this training recurrently. All members globally will be prompted to do a mandatory refresher every two years.</p> <p>Whistleblower procedures follow the description for disclosure (see GRI 2-26 . See GRI 205-3 for our annual report on complaints, including those related to discrimination.</p>

**GRI 407: Freedom of Association and Collective Bargaining**

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 29–35
407-1	Labor	8	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See GRI 409-1.

**GRI 408: Child Labor**

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 29–35
408-1	Human Rights, Labor	5, 8, 16	Operations and suppliers at significant risk for incidents of child labor	Based on our assessment, child labor is not a prevalent risk in our own operations. With suppliers, we maintain long-lasting partnerships built on respect and trust. All Haworth Commercial Interiors suppliers are required 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. We also address these issues through our global <a href="#">Human and Labor Rights Principles</a> .

**GRI 409: Forced or Compulsory Labor**

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11–17, 29–35
409-1	Human Rights, Labor	5, 8	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>We summarize our measures to limit the risk for slavery and human trafficking in the company and in the supply chain as part of our UK Modern Slavery Act Statement and our global <a href="#">Human and Labor Rights Principles</a>.</p> <p>The 2018 Global Slavery Index of Walk Free provides a country-by-country ranking of the number of people in modern slavery with an overall weighted average of vulnerability to modern slavery. Based on this assessment, our production site in India is located in a country with a higher risk for modern slavery. This facility is monitored as part of our global operations and covered by our sustainability strategy. This plant is ISO 14001, ISO 9001, and FSC certified. And all members in India have access to our whistleblower procedures to report any cases of potential violations to international labor regulations or the Haworth codes of conduct (see GRI 2-26).</p>

GRI	UNGC	SDG	GRI Standard Requirement	
				With suppliers, we maintain long-lasting partnerships built on respect and trust. All Haworth Commercial Interiors suppliers are required to sign and adhere to the <a href="#">Haworth Supplier Code of Conduct</a> , an agreement that addresses worker safety, labor compensation, anti-child labor, anti-discrimination, anti-corruption, worker respect, and environmental compliance. We conduct audits of strategically important suppliers to monitor adherence to our Supplier Code of Conduct. Together with our suppliers, we identify potential for improvement and timeframes for adjustment if necessary.

### GRI 411: Rights of Indigenous Peoples

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
411-1	Human Rights, Labor		Operations with human rights reviews, impact assessments, human rights as part of SCOC, and percentage covered	Haworth Group respects the legal or customary land-tenure and use rights of indigenous and local communities, as well as their rights to give or withhold their free, prior, and informed consent for operations affecting their land or natural resources, including forest and water. Haworth seeks to work with suppliers who promote this standard. In 2024, we had zero incidents reported containing violations of the rights of indigenous peoples.

### GRI 413: Local Communities

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
413-1	Human Rights		Operations with local community engagement, impact assessments, and development programs	Haworth Group 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 our annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35.
413-2	Human Rights	1, 2	Operations with significant actual and potential negative impacts on local communities	See GRI 2-23, GRI 2-25, GRI 2-27, GRI 201-2, GRI 407-1, GRI 408-1, GRI 409-1, GRI 412-1, and GRI 413-1.

### GRI 414: Supplier Social Assessment

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
414-1	Human Rights	8, 16	New suppliers that were screened using social criteria	Haworth Commercial Interiors suppliers are required to sign and adhere to the <a href="#">Haworth Supplier Code of Conduct</a> (see GRI 308-1), an agreement that addresses worker safety, labor compensation, anti-child labor, anti-discrimination, anti-corruption, worker respect, and environmental compliance.

### GRI 416: Customer Health and Safety

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
416-1			Assessment of the health and safety impacts of product and service categories	At Haworth Group, we're continually improving our ability to affect sustainable building practices and to promote spaces that benefit the well-being of the people who use them.  We pursue external verification through product certifications such as GREENGUARD, BIFMA LEVEL or European LEVEL. We also generate Environmental Product Declarations and Declare labels for select products. Through these certifications and product declarations, we demonstrate how Haworth Group products contribute toward sustainable building standards like LEED and the WELL Building Standard.

GRI	UNGC	SDG	GRI Standard Requirement	
				<p>Haworth Group is committed to providing our customers with products that support safe and healthy environments, and to a policy of material chemistry transparency. Safety assessments include testing for stability according to renowned standards, e.g., provided by BIFMA. 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. 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 antimicrobials, PVC and associated phthalates, flame retardants, and heavy metals. Many Haworth Group 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>We report on our material transparency efforts in our Product Environmental Data Sheets (PEDS) and the <a href="#">Haworth Group Ecomedes portal</a> for most product lines. An increasing number of products also have third-party-verified Environmental Product Declarations (EPDs), which display the results of their life cycle assessments.</p> <p>Please refer to our different <a href="#">Sustainability Briefs</a> for more information on material chemistry and contributions to sustainable building standards.</p>

## GRI 417: Marketing and Labeling

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
417-1	Environment	12	Requirements for products and services information and labeling	<p>We provide information on product performance and sustainable building contributions through our online presence (e.g., homepage, blogs, social media) and to any customer requesting it. Documents made available to customers include user guides, assembly/disassembly instructions, and product certificates. We report material transparency efforts through product environmental data sheets (PEDS) and product sustainability certifications. These are made available on the product pages of the Haworth website and the <a href="#">Haworth Group Ecomedes portal</a>. Moreover, we offer workshops and standardized communication materials to share insight into product certifications and sustainable building contributions, and to promote sustainable consumption.</p>

## GRI 418: Customer Privacy

3-3			Management of material topics	Annual <a href="#">Corporate Social Responsibility Report</a> , pp. 11-17, 29-35
418-1		16	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Polices and processes provide for the retention and protection of official records and the prompt destruction of information that is no longer necessary for business operations or legal obligations. All members are trained on information security guidelines to ensure compliance with federal, state, and local records retention requirements; making available and accessible the information required for business operations; preserving the integrity of records for production; reducing the number of unnecessary records and retention categories to be maintained; and promoting the efficient retrieval of information.</p> <p>Marketing and sales activities are done in coordination with consultant and external GDPR audits for customer data are performed. Haworth Group values and respects customers' data privacy and is committed to ethical and responsible practices. For more information, see our public "<a href="#">Privacy Policy Notice</a>."</p> <p>In the case of a digital security event, Haworth Commercial Interiors has a standard incident response planning procedure which is reviewed on an annual basis and detailed in our global <a href="#">Unified Cyber Security Strategy document</a>.</p>



GRI	UNGC	SDG	GRI Standard Requirement			
				<b>Information Security Incidents</b>	<b>2023</b>	<b>2024</b>
				Total number of substantiated complaints concerning breaches of customer privacy from outside parties	0	0
				Total number of substantiated complaints concerning breaches of customer privacy from regulatory bodies	0	0
				Total number of identified leaks, thefts or losses of customer data	0	0
Data Scope: Haworth North America Commercial Interiors and Haworth International Commercial Interiors						

HAWORTH

Haworth FSC Trademark License Code: FSC-C002821

HAWORTH® is a registered trademark of Haworth, Inc.

© Haworth, Inc. All rights reserved. 2025 4.25

haworth.com | 800 344 2600