HAWORTH

Modern Slavery Act 2015 - Statement

This statement has been prepared in accordance with section 54 of the United Kingdom Modern Slavery Act 2015. It sets out the steps Haworth has taken to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business.

Haworth's structure, its business, and its supply chains

Haworth improves workplaces with furniture, interior architecture, and technology solutions to help customers achieve their business goals by supporting collaboration and innovation, as well as contributing to culture transformations. Founded in 1948, Haworth remains family-owned and privately held and serves markets in more than 150 countries through a global network of 400 dealers and over 8,000 employees. Our supply chain includes several hundreds of independent companies internationally who provide raw materials, components, complete product, and other items required for Haworth's business needs. The company had net sales of over USD $2.57 billion in 2023. Three generations of the Haworth family have led our company. Living our values is what matters most to us, defined as:

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

These values guide our vision to operate as a company with purpose. They 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.

Haworth's policies in relation to slavery and human trafficking

Haworth acts in accordance with clearly defined values and standards of conduct that, at a minimum, comply with or go beyond laws and regulations and take internationally recognized principles into account. Among others, Haworth respects and applies:

- The Ten Principles of the United Nations Global Compact
- The Sustainable Development Goals of the United Nations
- Principles set by the International Labor Organization
- Haworth Company Policy and Values
- Haworth Labor & Human Rights Principles
- Haworth Standard of Legal and Ethical Conduct

Our policies altogether emphasize that breaches of human rights of any kind will not be tolerated.

Haworth's due diligence processes in relation to slavery and human trafficking

Haworth Policies and Codes of Conduct
Haworth considers it its corporate responsibility to respect human rights, to ensure access to remedy for victims of human rights abuses and, moreover, to help support and advance human rights within our sphere of influence. Haworth does not tolerate the unlawful hiring of child labor under any circumstances, any form of forced labor including bonded labor, indentured labor and slave labor, or human trafficking, intimidation, threats, hostility, inhumane treatment, violence, and harassment and discrimination based on race, color, religion, gender, national or social origin, political or other opinion, language, sexual orientation, age, caste, property, birth, union affiliation, disability, veteran status, or other distinguishing characteristics.

Haworth believes that all people have the right to participate in the labor force to the full extent of their individual desire and capability and independent of individual attributes, e.g., gender, ethnicity, belonging to a minority or vulnerable group. Haworth values diversity and expects all members to support an inclusive environment founded on teamwork and respect, where all members feel comfortable to freely express themselves. Haworth respects its members' rights to form, join or not join a labor union, or another organization of their choice, and to bargain collectively in support of their mutual interests and according to applicable law without fear of punitive actions such as intimidation, harassment, or termination of employment. Haworth complies with applicable laws and industry standards, relating to minimum wages, working hours, overtime, and benefits. the well-being and health and safety of our members is deeply embedded in our company values. We believe that every person is entitled to a safe and healthy work environment. We strive to eliminate potential hazards in the workplace and comply with all occupational health and safety regulations, including electrical and fire safety codes, as well as our own minimum standards. Haworth 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 is dedicated to ensuring that operations from associated business partners duly respect labor and human rights. Haworth has a zero-tolerance approach to any form of human and labor rights violations and encourages all members to raise concerns about any issue or suspicion at the earliest opportunity. In line with Haworth's open-door policy, we strive to create workplaces in which open and honest communications among all members are valued and respected.

Supplier contracts and Supplier Code of Conduct

Haworth's supplier agreements require suppliers to comply with applicable laws and Haworth's global Supplier Code of Conduct. To ensure that Haworth suppliers are aligned with Haworth's values and standards, all suppliers are encouraged to sign and adhere to the Haworth Supplier Code of Conduct. The agreement addresses DEI (diversity, equity, inclusion), worker respect, open communication, anti-child labor, freedom of association, labor compensation, worker safety, environmental compliance, climate protection, business ethics, legal compliance, record keeping, trade regulations and partnerships, supply chain security, conflicts of interests, intellectual property, and information security. The Supplier Code of Conduct is regularly tracked and renewed. Supplier response has been positive, with more than 98 percent of global suppliers signing the Code of Conduct.

Haworth's risk assessment and management to avoid slavery and human trafficking

Integrated management system assessed by third parties

The strategic planning, implementation, performance monitoring and risk assessment is set by Haworth's integrated management system according to ISO 9001, ISO 14001, and ISO 45001. With the revisions of ISO 9001:2015 and ISO 14001:2015 comes along an increased responsibility for risk assessments and for evaluation, selection, monitoring performance and re-evaluation of external providers. The effectiveness and efficiency of conducting our business in a responsible manner is regularly assessed and evaluated through management reviews, internal and external audit procedures, and continuous improvement activities.

Sustainability management and assessments

Haworth's globally aligned and managed sustainability commitments cover – besides our own operations – also the upstream supply chain. This includes a commitment on responsible sourcing which focuses on engaging our supply chain to ensure comprehensive social and environmental standards are met. In addition, Haworth is externally reviewed through sustainable product certification audits and corporate social responsibility assessments by partners who are engaged by our clients. Being regularly assessed by third parties supports that Haworth facilities follow local labor requirements and adherence to values including preventing any involvement by the company in labor and human rights violations. In our external communications, we always aim for high levels of transparency and reliability. Hence, our annual Global Corporate Responsibility Report follows the GRI reporting standards and the UN Global Compact principles. It also addresses the UN Sustainable Development Goals.

Whistleblower procedures and training

Haworth has globally defined and implemented a standard of Legal & Ethical Conduct, including an Ethics Helpline. Any member or supplier that detects a potential infringement of rights is encouraged and expected to report concerns. The helpline ensures absolute confidentiality and anonymity. This shall encourage members and suppliers to report any form of violation against the organizations policies and unfair treatment without fear of reprisal. In addition, each Haworth member globally needs to complete a comprehensive online training module on Ethics & Compliance at bi-annual intervals. Within our sphere of influence, we extend the human rights due diligence assessment beyond our own business practices.

Haworth has a Required Global Compliance Training curriculum that applies to all members, across all business units, with the goal of communicating our commitment to high standards that deliver a fair, respectful, and safe workplace for all members across the globe and the available processes for raising concerns. 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.

Supplier questionnaires, audits, and support
We work diligently with our supply chain to increase transparency on our suppliers' sustainability standards and initiate improvement measures. We are dedicated to further advance in this area, including in-depth supplier screening and auditing tools to foster transparency and evaluate compliance. While especially focusing on potential "hot spots" in our supply chain, this approach is characterized by a partnership mindset, intended to overcome any challenges together with our suppliers. We engage in continuous dialogue, education, and share best practices to ensure their codes of conduct prevent any modern slavery and human trafficking within their business and include socially and ecologically responsible sourcing overall.

We will continuously work to further develop our efforts to respect and promote all human rights including the right not to be subjected to forced labor, slavery, or human trafficking.



Henning Figge

President, Haworth International

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