HAWORTH

Modern Slavery Statement - FY2025

Our Commitment

At Haworth, we are committed to conducting our business ethically and responsibly, while respecting and upholding human rights. We recognize our responsibility to prevent and address modern slavery, including forced labour, bonded labour, child labour, human trafficking, and other forms of exploitation within our operations and supply chains.

Our approach is guided by internationally recognized principles, including the United Nations Global Compact, the International Labour Organization (ILO) Fundamental Conventions, the UN Guiding Principles on Business and Human Rights, and the International Bill of Human Rights. These commitments are embedded throughout our business through our Human and Labour Rights Principles, Member Code of Conduct, Supplier Code of Conduct, and Standards of Legal and Ethical Conduct. Further information on these commitments is provided in the annual Haworth Group Corporate Social Responsibility (CSR) Report.

This statement has been prepared in accordance with the UK Modern Slavery Act 2015 and the Australian Commonwealth Modern Slavery Act 2018 and applies to Haworth International.

Our Business and Supply Chain

Haworth International comprises Haworth brand operations across the European, Middle East, Africa (EMEA) and Asia-Pacific (APAC) markets, designing and manufacturing workplace furniture and interior solutions for customers across these regions.

Our supply chain includes approximately 1,000 direct suppliers, providing raw materials, components, finished products and packaging to support our operations. Key materials and inputs include wood, metals, plastics, textiles and other components used in our products.

Our sourcing approach varies by commodity. For materials such as wood, metals and packaging, we seek to source locally or regionally where practicable, while other categories, including components and textiles, are sourced through a more global supplier network. This reflects differences in material availability, supplier specialization and the needs of our operations across EMEA and APAC.

Modern Slavery Risk Assessment

Based on our ongoing assessments, Haworth International's own operations are not currently considered to present a significant inherent risk of modern slavery. This assessment is supported by our Human and Labour Rights Principles, which establish the standards and due diligence procedures applicable within our operations, to our members and our supply chain. However, we recognize that higher inherent risks may exist within parts of our supply chain, particularly in lower-tier and labour-intensive manufacturing and raw-material sourcing.

In 2025, Haworth Group completed its first Group-level Double Materiality Assessment, which identified **"Workers in the Value Chain"** as a material topic. This reinforces the importance of responsible sourcing and continued oversight of our supply chain. The assessment is reviewed annually to reflect evolving stakeholder expectations, regulatory requirements, operational footprint, and other relevant developments, allowing us to reassess the materiality of this topic at regular intervals.

Actions Taken to Manage Risk

To prevent and mitigate risks relating to modern slavery and human rights violations, Haworth maintains a global framework of policies, governance processes, supplier engagement, and training programs.

Key elements include:

- **Member Code of Conduct**, establishing expectations for ethical behaviour, respect for human rights, non-discrimination, workplace safety, and compliance with applicable laws across Haworth's operations.
- **Haworth Group Sustainability Policy**, providing an overarching framework for Haworth's sustainability commitments and approach.
- **Ethics and compliance training for employees globally**, supporting awareness of ethical conduct, reporting mechanisms, and applicable compliance expectations.
- **Management systems and certifications aligned with applicable ISO standards**, including ISO 9001, ISO 14001 and ISO 45001, supporting quality, environmental, occupational health and safety management, risk identification, legal compliance, performance monitoring and continuous improvement. Haworth documentation confirms that these standards are used within relevant management systems and facilities.
- **Independent product sustainability certification programs**, including GECA, BIFMA LEVEL and FEMB LEVEL, which in corporate social responsibility requirements within their respective certification criteria and applicable product/facility scopes, including due diligence requirements for the supply chain. Haworth Group CSR Report and additional sustainability collateral applicable to the respective certification programs.
- **Focused third-party social responsibility audits**, including SMETA audits conducted at selected Haworth International locations at defined intervals. These audits provide independent assessment against areas including labour standards, health and safety, business ethics and environmental practices.
- **Global Supplier Code of Conduct**, setting expectations for suppliers regarding labour and human rights, including forced labour, child labour, human trafficking, discrimination and other responsible business practices. Haworth maintains the Haworth Supplier Code of Conduct and supplier-specific signed records.
- **Supply-chain declarations, due diligence frameworks and certification standards**, including Conflict Minerals requirements and responsible wood sourcing through PEFC/FSC chain of custody certification programs and related supplier documentation. Haworth maintains supplier Conflict Minerals disclosures as well as sustainable wood declarations and FSC/PEFC Chain of Custody documentation.
- **Supplier due diligence activities**, including supplier self-assessments, risk-based reviews, engagement with suppliers, collection and review of relevant compliance documentation, and on-site audits where applicable. Current Haworth records also show active supplier-compliance tracking and dedicated due diligence processes.

Grievance Mechanisms and Reporting

Haworth promotes a culture of transparency and accountability, encouraging employees, suppliers and external stakeholders to raise concerns regarding unethical conduct, labour rights or potential human rights violations through established reporting channels.

Employees receive regular ethics and compliance training, including information on how to raise concerns and the appropriate reporting channels available to them. Haworth provides several avenues for reporting, including management, Human Resources, Legal and the Ethics Helpline. The Ethics Helpline is globally accessible for both internal and external stakeholders and individuals and enables confidential and anonymous reporting.

Concerns raised are reviewed and addressed in accordance with Haworth's established procedures, with protections against retaliation provided in accordance with company policy and applicable legal requirements.

Measuring Effectiveness

Haworth International continues to monitor and strengthen the effectiveness of its responsible sourcing and due diligence activities.

Key indicators during FY2025:

- 94% of direct supplier spend was covered by suppliers that had signed the Haworth Supplier Code of Conduct.
- Supplier due diligence activities, including self-assessments, risk reviews, and audits, were expanded across Europe, the Middle East, Africa, and Asia-Pacific.
- Responsible wood sourcing continued to be monitored through FSC and PEFC certification and due diligence processes. 76% of wood purchases were PEFC and/or FSC certified material.
- Conflict Minerals due diligence remained part of supplier compliance monitoring. Approximately 53% of applicable International direct supplier spend was covered by Conflict Minerals declarations.
- SMETA audits are conducted biennial at our Shanghai manufacturing facility supporting ongoing verification of labour, human rights, health and safety, and ethical business practices, with no open corrective actions identified.
- No instances of child labour, forced labour, or modern slavery were identified through supplier audits, assessments, or reports received through the Ethics Helpline.
- Mandatory ethics and compliance training remained in place across Haworth Group operations with 29% of employees completed the mandatory, biennial training.
- Sample on-site audits were conducted across the regions to assess compliance with the applicable requirements of ISO 9001, ISO 14001 and ISO 45001. All audited sites maintained their certifications, with no major non-conformities identified.

Annual Review and Approval

This Modern Slavery Statement is reviewed and updated annually following the publication of Haworth Group's annual CSR Report, to reflect the previous financial year and incorporate the latest available information on our operations and supply chain, due diligence activities, and relevant performance indicators.

In preparing this Statement, Haworth International consulted with relevant entities within its organizational scope through the collection and review of information relating to operations, supply chains, due diligence activities, and performance indicators.

This Statement has been approved by the appropriate governing body of Haworth International.

Name: Henning Figge

Title: President, Haworth International (CI)

Signature: 

Date: October 19, 2026