HAWORTH

Why Sustainability Matters at Haworth



In our ambitious goals to become a sustainable corporation, our three business segments work together, using our values as our guide to achieve aggressive targets that drive our mission forward. We think beyond our business with a collective purpose to make the world better. As we strive to be a sustainable organization, Haworth empowers and engages its members in practices and processes that positively impact our global communities, economy, and environment.

Our strategy is focused on three key areas that form a road map for continuous improvement: People & Community, Circular Economy, and Operational Performance & Carbon Accounting. Within each area of our strategy we have identified specific priorities. Our work is informed by our commitment to the United Nations Sustainable Development Goals (UN SDG) and the actions needed to address challenges facing our world. We're eager to continue this journey by promoting sustainability and delivering value to the people, communities, and planet that we serve.

Living Our Values

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

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

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Our Strategy & 2025 Commitments

People & Community

Focus on building strong relationships with and support for internal and external stakeholders

People
Empower people, and foster and sustain diversity, equity, and inclusion of stakeholders (members, suppliers, designers, and dealers)

Community
Contribute to the sustainable development of our communities

Circular Economy

Optimize resource utilization and closed loop material flows

Design for Sustainability
Designs that consider environmental, social, and economic factors in support of a circular economy

Circular Services
Economic systems aimed at eliminating waste and the continual use of resources

Operational Performance & Carbon Accounting

Focus on improving our footprint

Procurement, Manufacturing, and Logistics
Optimize resource use and minimize impact of buildings, packaging, manufacturing, and transportation

Energy Usage
Optimize direct and indirect use of non-renewable energy and source renewable energy



People & Community

We value and rely on our members and collaborate on one key goal: to help people do great work—within our company, our community, and for our customers. To deliver on our goal, we empower members through a vast array of purpose-driven experiences, continuous learning, and leadership development opportunities. Members around the world connect to bring a spirit of optimism, drive, inclusiveness, and an unwavering appreciation for service.

We pour our efforts into every customer experience—partnering with clients, dealers, and influencers to create spaces that result in effective people and efficient real estate. Our diverse team of members focuses on everything from workplace research, product design, material science, ergonomics, global sourcing and logistics, technology, and, of course, manufacturing products.

We recognize that our success is intrinsically linked to the health and vitality of the communities where we live and work. It is an honor and a privilege to apply the assets, capabilities, and resources that help make us successful to efforts that help communities prosper.



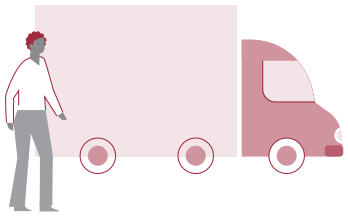
Circular Economy

Haworth's design philosophy has resulted in numerous innovations that have transformed millions of people's work experience. Design thinking permeates everything we do—from products to spaces. We incorporate two key elements: performance and desire. This combination, along with four design characteristics—open, informed, experiential, applied—complement our pursuit to create Organic Workspace environments that align people and space for optimal performance.

All Haworth members are part of creating something—from presentations to new products, process improvement, and our customers' collective experiences. Design thinking is ingrained in our culture—it speaks to who we are, what we care about, and why our company exists.

As part of our commitment to design with people in mind and make the best use of the Earth's resources, we are focused 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.

Operational Performance & Carbon Accounting



Manufacturing and environmental responsibility is not a trade-off; neither are profit and people. We continue to seek opportunities to address the environmental impact of our business in all facets of our operations. We believe operating a sustainable corporation will allow us to help people do great things for generations to come.

Our customers care about the quality of the products they buy. They also care about the work that goes into those products. Within our own facilities, and in collaboration with our suppliers, we strive for healthy social and environmental working conditions. Using our Supplier Code of Conduct, we work together to increase the transparency of sustainability standards addressing worker safety, labor compensation, anti-discrimination, anti-corruption, worker respect, and environmental compliance.

Progress in operational performance involves commitment and effort in partnership with our suppliers and within our own facilities. We focus on continuous improvement in the procurement, manufacturing, and logistics of all products and aim to operate efficient facilities that are designed with our long-term impact on the environment in mind.

We Work to Make the World Better

By continuing to embrace and deepen our values, we can contribute to building more inclusive and equitable communities to continue our journey of becoming a sustainable corporation. Our values bring balance in all that we do as our organization evolves. Through our research, development, and the actualization of creative, sustainable solutions, we help protect and restore the environment, support and strengthen global communities, and inspire well-being, creating shared value—now and for the future.

Learn more about our sustainability commitments and download our Corporate Responsibility Report here.

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