

HAWORTH Group

# Corporate Social Responsibility

2024 Report







**On the Cover**  
Breck™: Haworth's most sustainable chair ever has the smallest carbon footprint in our office seating lineup—just 60 kg CO<sub>2</sub>e—and it's made from over 50% recycled content. (See more on p. 22.)



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# ABOUT US





# ALIGNING OUR EFFORTS

We continue our commitment to social responsibility, driving circularity, reducing our carbon footprint, and championing a culture of belonging.

Through the hard work, determination, and resilience of our members around the world, we've successfully navigated a challenging and unpredictable year to achieve positive results with real impact.

Much progress has been made to align our organization globally across all the brands in the Haworth Group with regard to our governance, data collection, and analysis. Not only has this increased visibility to our efforts in becoming a more sustainable company, but it has also shed light on new opportunities for us to do more.

We are proud to be the first in our industry to introduce a closed-loop manufacturing process, starting with Haworth's best-selling Fern® office

chair. In North America, 14 of Fern's parts are now continuously recycled. The process cuts carbon emissions by 775 tonnes annually and reduces the chair's carbon footprint by 10%.

In 2024, we prioritized engaging with our supply chain partners to educate and empower them to decarbonize. Working collaboratively, we've begun to focus on reducing emissions from our purchased goods and services (the Scope 3 Standard from the Greenhouse Gas Protocol). With these Scope 3 emissions being 90% of Haworth Group's global carbon footprint, working closely with our top suppliers is key to our shared success in reducing our impact going forward.

Our organizational culture empowers members through varied experiences, including those outside our organization. We recognize that our success is deeply linked to the health and vitality of our communities. It is both an honor and a privilege to apply the assets, capabilities, and resources that help make us successful to efforts that help communities prosper.

The launch of Haworth Helps is an especially impactful achievement that influenced many areas of our organization in 2024. Haworth Helps showcases our members' incredible impact on the communities we serve. Seeing the impact Haworth members are making outside of our walls has been inspirational. Under Haworth Helps, we've already seen a 10% increase in volunteer hours used.

Looking ahead to 2025, we have an array of opportunities to amplify our success. By continuing to build on our commitments, enhance customer experience, expand in key markets, and drive innovation, we will accelerate our growth and reinforce our industry leadership.

**Franco Bianchi**  
President & CEO, Haworth Group



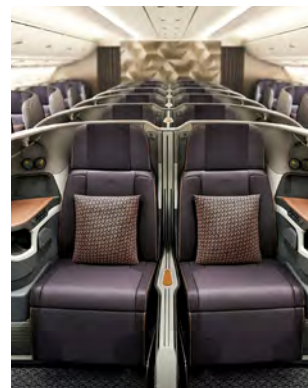


# Haworth Group Mission & Vision

Haworth Group designs at the intersection of where people and environments meet to create desirable spaces and extraordinary experiences.

We are dedicated to crafting your experience at work, at home, and on the go.

Haworth is the founding brand of the Haworth Group, a portfolio of commercial interiors and lifestyle brands. The Haworth Group includes the world's finest brands and most iconic products. Together, we deliver the best in design performance to our clients.



## At-a-Glance



**\$2.5 billion in  
global sales**



**8,000 members  
worldwide**



**Operating in  
150+ countries**



**400 dealers worldwide**



**Global for 30+ years**



**100+ global design  
& research partners**



**400+ patents**



**Zero production waste to  
landfill since 2012\***



## Our Brands

The Haworth Group's diverse group of brands shares knowledge from across industries to build our collective expertise.

This collaborative approach extends beyond the workplace to many other spaces—from residential and hospitality to aviation and yachting.

Each brand in the Haworth Group contributes unique perspectives and innovative design concepts to the broader organization. This helps us deliver the best possible solutions to our clients, whether we're redesigning an office, furnishing a new hotel or restaurant, or installing the finest leather automotive interiors.

References to "Haworth" (as opposed to "Haworth Group") in this report represent our Haworth Commercial Interiors and/or Haworth Lifestyle businesses.

HAWORTH



Cassina

cappellini

JANUS et Cie



TUOHY

ALS

LUXURY **HL** LIVING  
GROUP

INTERNI

*zanotta:*

Karakter

CECCOTTICOLLEZIONI

LUMINAIRE



## International Collaboration & Engagement

We engage with leading organizations, research partners, and influencers around the world.

Creating value for our customers drives us to design, manufacture, and distribute products in the global communities where our customers operate. We listen and continuously learn from our members, customers, dealer partners, architect and design partners, industry influencers, research organizations, government agencies, non-profit organizations, and others. Together, we collaborate to provide innovative solutions for the most pressing issues we face today. We are uniquely positioned worldwide to meet client preferences and needs based on local cultures, standards, and norms.



### Sustainability Memberships & Organizations We Work With

Altagamma	Indian Green Building Council (IGBC)
Australian Packaging Covenant Organisation (APCO)	Michigan Recycling Coalition (MRC)
Business and Institutional Furniture Manufacturers Association (BIFMA)	Michigan Sustainable Business Forum
CDP Worldwide	Science Based Targets initiative (SBTi)
Cradle to Cradle Products Innovation Institute	The German Environmental Management Association (B.A.U.M. e.V.)
EcoVadis	United Nations Global Compact (UNGC)
European Federation of Office Furniture (FEMB)	US Green Building Council (USGBC)
German Design Council	USGBC of West Michigan
German Sustainable Building Council	West Michigan Environmental Action Council (WMEAC)
International Living Future Institute (ILFI)	
IAO Fraunhofer Office 21	





# Corporate Social Responsibility Achievements

## EcoVadis

Gold Medal – Haworth's 9th year running

## Best of NeoCon

Sustainability Award – Breck® chair

## Toyota Motor North America

Strong Partnership Award

## Association of Fundraising Professionals (AFP)

### West Michigan Chapter

2024 Outstanding Corporation

## West Michigan United Way

Top Employee Workplace Campaign

## National Association for Business Resources (NABR)

Michigan's Best and Brightest for 2024 – Wellness

## USA Today and Statista

Named One of 450 Climate Leaders

## Newsweek, Plant-A Insights Group, and GIST Impact

American's Greenest Companies List

## Nightingale Award

Sustainability in Clinician Support Furniture – Soji® XL

Cleanable+ chair

## Michigan Veterans Affairs Agency (MVAA)

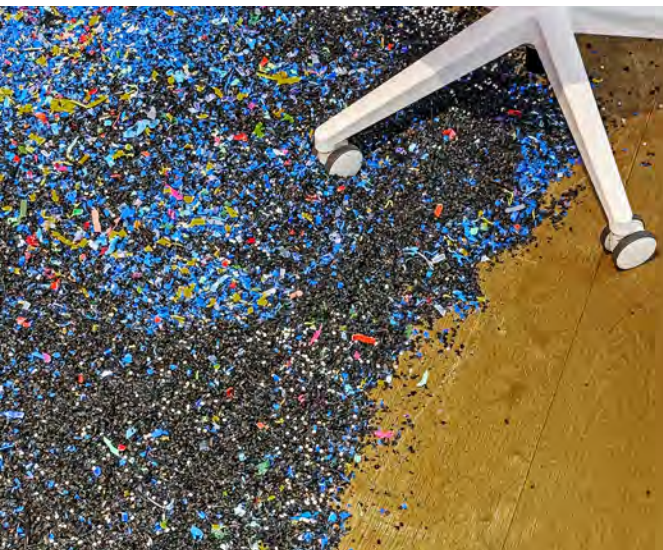
Veteran-Friendly Employer (VFE)

## VETS Indexes

3 Star Employer

## Department of North Carolina Veterans of Foreign Wars

Employer of the Year (Conover, NC plant)







## Our Sustainability Journey

Guided by our mission and vision, company-wide sustainability commitments are continuously integrated into our business policy.

*Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute.*



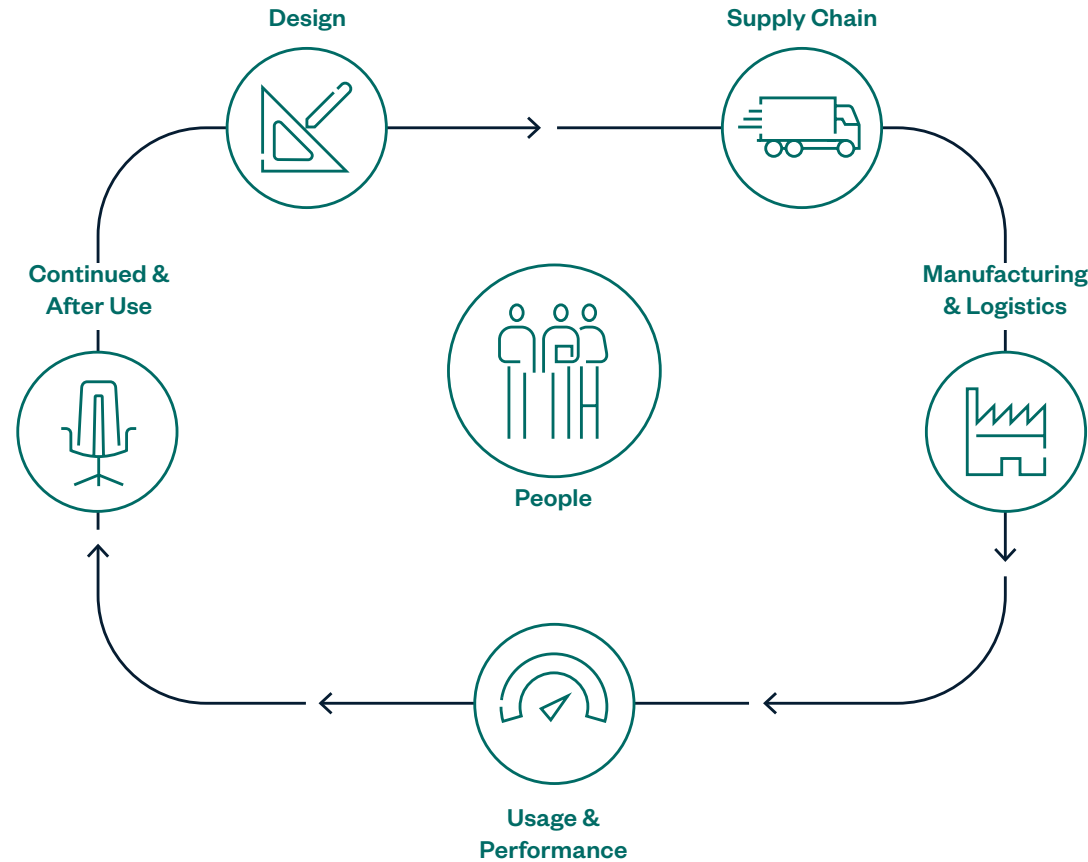




# Value Cycle

To translate our strategy, we use a value cycle that keeps People at the center of all our efforts.

Becoming a sustainable corporation involves the commitment of all our members, suppliers, and partners. Together, we support one another, strengthen our communities, restore the environment, and protect ecosystems.



## Design

Designing with people and the environment in mind, through sustainable material choices and the avoidance of harmful chemicals.

## Supply Chain

Engaging with supplier partners in continuous dialogue to ensure responsible sourcing and carbon reductions throughout the supply chain.

## Manufacturing & Logistics

Managing quality, environmental sustainability, health, and safety—maintaining ISO certifications. Optimizing global resource use, reducing waste, and minimizing our carbon footprint.

## Usage & Performance

Earning top certifications in ergonomics and sustainability, promoting healthy spaces, fostering well-being, and supporting neurodiversity and resilience in the workplace.

## Continued & After Use

Providing life cycle assessments and maximizing product life spans. Supporting customers by educating them on landfill alternatives and offering tailored circular service solutions.





# STRATEGY & COMMITMENTS





# Governance

IN 2024, HAWORTH GROUP ACHIEVED  
SIGNIFICANT ALIGNMENT, AIMING TO  
UNIFY OUR COMMITMENTS AND EFFORTS  
THROUGHOUT OUR ORGANIZATION.







### Executive Accountability

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. The global sustainability team drives the metrics and reports progress regularly to our Vice President of Global Design, Innovation, & Sustainability, who is responsible for the direction and pace of our sustainability plan, reporting to the CEO. The CEO provides formal sustainability oversight through corporate sector reviews. Region-specific functional leaders help direct local sustainability efforts. They represent and provide the conduit for regional efforts and priorities.

### Committed to Making the World Better

Haworth Group is dedicated to limiting global warming to 1.5° C, as we further our efforts toward achieving our validated science-based targets. We also support the Sustainable Development Goals (SDGs) and 10 principles of the UN Global Compact with respect to Human Rights and Labor Rights, Anti-Corruption, and Environmental Protection.

As a private company, Haworth Group takes great pride in our values that include commitments to people and the world we live in. We continue to enhance our business strategy, culture, and operating processes. We work with our supply chain to advance these principles beyond the walls of our facilities and into the communities in which we operate. Through the Haworth Management System, we ensure the principles of continuous improvement are applied.

### Ethics & Whistleblowing

Maintaining transparency and trust among our members, suppliers, and external stakeholders is essential. Our [Ethics Hotline](#) is a confidential and accessible platform for reporting concerns and potential violations. Available 24/7 and managed by an external third party to ensure impartiality, this open and secure channel aligns with global standards for ethics, compliance, and accountability.

Strengthening our integrity and ensuring protection for those who speak up reinforces our commitment to responsible operations and international best practices. We continuously monitor and evaluate the effectiveness of our whistleblowing system to uphold the highest standards of ethical conduct.

### Policies

To enhance transparency, we continuously expand our portfolio of group-aligned documentation. Available to view on [haworth.com](#), [our policies](#) are designed to ensure clarity and consistency across all operations, fostering an environment of trust and accountability.



“Our leadership and strong governance integrate sustainability into our core strategies. With the dedicated efforts of our members, we focus on continuous improvement for every product, process, and business opportunity we encounter.”

**Dominic Daunter**

Global Innovation, Design, and Sustainability Director  
Haworth





# Our 2025 Commitments & Progress

We have ambitious goals in our journey to become a sustainable corporation. Our members around the world work together, guided by our vision, to achieve aggressive targets that drive our mission forward. Our strategy is focused on three key areas that form a roadmap for continuous improvement: People, Circular Economy, and Operational Performance. Within each area of our strategy, we have identified priorities.

We have all faced global challenges in recent years, and the resilience of our members demonstrates how Haworth Group continues to thrive. We have

shown that we are one organization across the globe, leveraging our resources and work-from-anywhere capabilities with our strategy, vision, and mission guiding us.

Our work is informed by our commitment to the United Nations Sustainable Development Goals (UN SDGs) 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.







# People

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

## Members

Investing in member engagement, health and safety, well-being, growth, and success

## Community

Provide community engagement through education opportunities and volunteerism in communities where we operate

## Marketplace

Engage and connect with our partners, designers, and suppliers



## 2025 Commitment

### Members

100% participation in member development programs.

### Community

Promote community engagement through educational opportunities and volunteerism in the communities where we operate.

10% usage of available paid volunteer hours.

### Marketplace

Creating a welcoming and supportive environment for our global stakeholders:

- 46% of Haworth North America Commercial Interiors dealers reporting with a diversity certification.\*
- Identify and begin pilot projects using inclusive design principles.
- 10% of Haworth North America Commercial Interiors suppliers reporting with a diversity certification.

*\*We recognize this through Haworth's self-reported SBA forms.*

## Progress

In 2024, 89% of Haworth Commercial Interiors members (excluding AIS) completed at least one training and development program, with available topics including but not limited to:

- Business systems training
- Continuous improvement training
- Member talent development
- Leadership training

We also offered a variety of team development opportunities to members across the globe.

More than 1,100 Haworth Group members from 17 countries engaged with their communities in 2024.

Members participated in 46,292 hours of volunteer activity, for a 33% usage of available paid volunteer hours. This achievement far exceeded our 2025 goal a year ahead of schedule. Going forward, we will continue efforts to maintain this achievement and support volunteerism throughout Haworth Group.

Across the globe, members participated in numerous volunteer programs, including the United Way Day of Caring events and Kids' Food Basket. Members also volunteered with organizations that supported environmental protection, social services, education, and health and well-being.

Our activities included a survey of Haworth North America Commercial Interiors dealers to understand the current makeup of their communities.

We focused on developing inclusive design principles and promoting diversity of thought with the DesignLab program in North America.





# Circular Economy

Optimize resource utilization and closed-loop material flows

### Circular Design

Design that considers 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

### Product as a Service

Explore business models to enable leasing or pay-per-use

## 2025 Commitment

## Progress

### Circular Design

100% of new products designed using circular design principles.

Within Haworth Commercial Interiors, all products were evaluated for alignment to our circular design philosophy. We are working across Haworth Group to employ the same strategies.

### Product End-of-Life Program

Offer sustainable solutions for customers' used furniture, including repair, refurbishment, reuse, recycle, and/or remanufacturing.

Circular services have been rolled out to customers of Haworth Commercial Interiors worldwide. We are working across Haworth Group to incorporate similar programs. Through these programs, we've measured 2,297 tonnes of furniture diverted from landfills globally.

### Product as a Service

Program(s) for Product as a Service in place including leasing and pay-per-use.

We are currently working on pilot projects to continue to validate our approach to a more circular business model, as well as the development of circular ecosystems necessary to be successful.





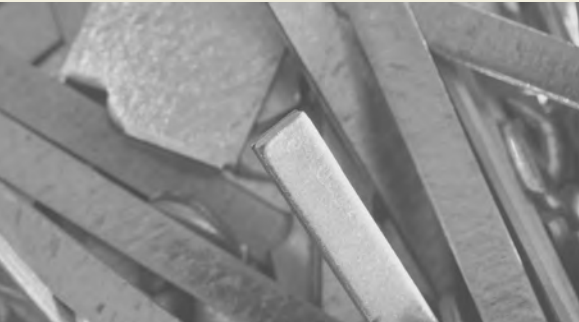


# Operational Performance

Focus on improving our footprint

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

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



## 2025 Commitment

## Progress

### Sustainable Wood

Source 100% of wood from sustainable sources.

Haworth Commercial Interiors achieved 80% by spend of all wood sourced from sustainable sources. We are working across Haworth Group to roll out this sourcing strategy.

### Responsible Sourcing

100% of tier-one suppliers sign the Haworth Supplier Code of Conduct, ensuring compliance with responsible sourcing.

98% of suppliers in Haworth Commercial Interiors maintained an up-to-date Supplier Code of Conduct in 2024.

### Sustainable Packaging

Use 100% renewable, reusable, recyclable, or compostable packaging.

96% (by spend) of all packaging materials sourced by Haworth Commercial Interiors were classified as sustainable.

### Renewable Energy Sourcing

100% renewable energy sourcing for electricity for manufacturing facilities.

In 2024, more than 15% of electricity used by Haworth Group was generated from on-site solar energy collection or procured from renewable sources. By division, Haworth Commercial Interiors' total electricity consumption included 9% from on-site or procured renewable sources, while Haworth Lifestyle included 57% from on-site or procured renewable sources. Of the electric power consumed from renewable sources, 40% was from on-site generation for Haworth Commercial Interiors, and 15% was generated on site for Haworth Lifestyle. This work culminated in an increase of 3.6 GWh in absolute renewable energy usage for Haworth Group since 2024.

### Zero Waste

Zero-waste-to-landfill status for manufacturing sites and world headquarters.

Maximize material efficiency and ensure highest-value use for remaining material.

Haworth Commercial Interiors maintained our zero-waste-to-landfill status for our global manufacturing sites and world headquarters, diverting 100% of our waste from landfill. For the remaining Haworth Group facilities, only 2.8% of waste went to landfill, and we recycled over 8,900 tonnes of material.

Increase share of recycling for remaining waste.





# GLOBAL HIGHLIGHTS





# Environment

ENVIRONMENTAL STEWARDSHIP IS A CORE  
ASPECT OF OUR VALUES AND DAY-TO-DAY  
OPERATIONS AROUND THE WORLD

Haworth Group is dedicated to creating innovative solutions that contribute to a sustainable future by embracing the principles of a circular economy. Our focus is on using sustainable materials—like recycled, bio-based, or lower carbon content—to extend product use and ensure responsible product end-of-life management.

We prioritize maintaining a zero-waste-to-landfill status and continuously strive to improve our operational performance. Our dedication to sustainability is reflected in our environmental and quality policies, which emphasize education, innovation, and continuous improvement. Haworth Group's validated science-based targets demonstrate our holistic approach to tackling climate impacts along all steps of our value cycle. By fostering partnerships

and sourcing materials with a smaller carbon footprint, we aim to maximize product and resource value while minimizing environmental impacts. Our circular design philosophy ensures that every product is created with sustainability in mind—from the initial design phase to the end of its useful life.

Haworth Group is committed to meeting or exceeding all applicable legal and environmental requirements. We set benchmarked performance targets, conduct regular audits, and track our progress to ensure we are on the path to a more sustainable and responsible future. Our proactive approach allows us to adapt to new developments in technology, health, and environmental science, driving us toward continuous improvement and environmental excellence.







## Our Science Based Targets Initiative (SBTi) Journey

Climate change caused by human activities is among the defining issues of our time. If our global temperature increase is not limited to 1.5° C, critical tipping points will be crossed with unprecedented consequences. As with many of our customers, we believe that we have an obligation and opportunity to make an impact. Business has a vital role to play in building a resilient, net-zero emissions economy and driving down greenhouse gas (GHG) emissions.

Haworth Group is dedicated to reducing our corporate carbon footprint in line with the 1.5° C scenario of the Paris Climate Agreement.

### M2030 Platform

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).



### Resource Advisor

We expanded our partnership with Schneider Electric by investing further into Resource Advisor, an online platform that will allow us to track and report progress toward our science-based targets for the entire Haworth Group. This will decrease effort required for annual data collection and help us work more effectively toward achieving our ambitious goals.

### Renewable Energy for All Facilities

In 2024, Haworth Group continued our exploration and implementation of renewable energy sources around the world.

**Poland:** Hushoffice manufacturer, Mikomax, negotiated a new electricity contract with their provider, which will reduce carbon emissions by more than 1,000 tonnes CO<sub>2</sub>e per year starting 2025.

**France:** Lyon and Paris showrooms are now sourcing renewable energy, switching 150 MWh to renewable energy and avoiding approximately 7.8 tonnes CO<sub>2</sub>e.

**Germany:** Our Bad Münden facility replaced natural gas with wood pellets, reducing emissions by roughly 90 tonnes CO<sub>2</sub>e.



In 2024, we furthered our commitment to achieving the following SBTi validated targets:

#### Near Term (by 2030):

Scope 1 and 2 GHG emissions –  
Reduce by 60%

Scope 3 GHG emissions\* –  
Reduce by 42%

#### Long Term (by 2050):

Scope 1 and 2 GHG emissions –  
Reduce by 90%

Scope 3 GHG emissions –  
Reduce by 90%

*Baseline year: 2021*

*\*From purchased goods and services, upstream transportation and distribution, and product end-of-life treatment of sold products*



## Energy Conservation

### Energy Efficiency & Emission Reduction around the World

In 2024, Haworth Group furthered our commitments to the efficient use of energy resources and reducing emissions across the globe.

**Germany:** Our Bad Münden plant switched to smaller, more efficient compressor, saving 10 MWh of electricity.

**France:** Our St. Hilaire manufacturing plant updated their dust collection suction system and electric drive motor, saving 44 MWh of electricity.

#### China:

- In 2024, our Shanghai facility installed independent smart energy meters and water meters on select equipment, connecting them to a cloud platform. This allows for real-time tracking of electricity and water consumption, which helps operations managers analyze historical usage and determine where any issues may lie.
- Heat collection systems were integrated into air compressors to capture waste heat and convert it into heating for the office. This approach is estimated to save 30 MWh of energy and 17.3 tonnes CO<sub>2</sub>e, annually.
- Installed a frequency converter on the wood chip dust collection equipment to protect the motor from constantly restarting, avoiding excessive electricity use. We estimate this measure can help save 25% energy consumption for this equipment.

**India:** The Chennai facility implemented a cool roofing solution to help mitigate the urban heat island effect, where built-up areas absorb and retain heat. By using a cool-colored roof coating, we aim to lessen the amount of heat that is retained and emitted into the environment. This, in turn, reduces the urban island effect, puts less stress on the building systems, improves energy efficiency, and provides a more comfortable working environment for our members.

### Relamping & Lighting Initiatives

In 2024, we continued on our quest to replace outdated lighting with more energy efficient technology.

- Our plant in Bad Münden, Germany switched to LEDs, saving 17.7 MWh. This reduces the plant's draw from the grid, which is currently 100% renewable energy.
- Luminaire relamped their Miami warehouse, lowering the temperature, reducing the need for an air conditioner, and decreasing overall energy consumption.
- Luxury Living switched to LEDs across the entire 12,000 square meter facility, saving 27 MWh.
- Our Holland, Michigan distribution center switched from old HID metal-halide lighting to new LED lighting. This project saved over 1,400 MWh (about 772 tonnes CO<sub>2</sub>e) and earned a \$172,000 rebate from the Holland Board of Public Works.
- Our Shanghai facility repositioned lighting for better functionality and independent control. With a total number of 120 lights and an average power of 125W for each, we estimate this work will save 6 MWh of electricity annually (about 3.7 tonnes CO<sub>2</sub>e).



## Eliminating Waste

### Global Efforts to Reduce Waste

- Cappellini converted to all digital price lists, reducing 50% in marketing materials printed annually.
- Cappellini improved their waste separation process, resulting in a reduction of over 70% in mixed waste monthly.
- Luxury Living completed a feasibility study for the use of a new waste compactor to compress recyclable waste before it's transported. Reducing the waste volume would enhance efficiency, optimizing storage and transportation.

### Print on Demand Continues to Reduce Waste

Through our print on demand (POD) process, we are able to save the excess waste of overproduction. A wide range of materials can be printed in-house in smaller quantities as needed to avoid the production minimums required by outside vendors. Additionally, materials printed on demand will always be 100% current, making them more accurate and effective. In 2024, Haworth North America Print Services saved an excess of 2,095 printed guides (65,949 sheets of paper) that may have gone to waste.

### Research Partnership

In 2024, Poltrona Frau reinforced their long-lasting partnership with Università Politecnica delle Marche-Univpm in Marche, Italy through a collaboration with FermoTech, a research spinoff of Univpm—laying a path to launch innovative research streams in 2025. Through this strategic collaboration, Poltrona Frau will explore possibilities regarding the recovery and reuse of natural waste material. FermoTech will also train Poltrona Frau's staff, enhancing their life cycle assessment (LCA) expertise and providing the necessary support to conduct comprehensive and reliable studies.



## Packaging

### New Plastic-Free Packaging

We introduced Collaborate® carts, featuring completely plastic-free packaging, to our Europe, Middle East, and Africa (EMEA) markets in 2024. These innovative, multifunctional office carts organize workspaces, move items, and meet hospitality needs, saving time and space. To complement the products' sustainability features, like 90% recyclability and 54% recycled content, Collaborate carts are shipped in cardboard-only packaging. Durable and supportive, the new packaging ensures stability during transport across EMEA, setting a new standard for sustainable office solutions.

### Sustainable Packaging

The Haworth North America packaging engineering team made significant improvements toward our 100% sustainably sourced packaging goal. In 2024, they switched 46,000 lbs. (20,865 kg) of traditional stretch wrap to VANISH, a biodegradable stretch wrap that leaves behind no microplastics. This team also eliminated over 230,000 pieces, or 8,800 lbs. (3,992 kg), of expanded polystyrene (EPS) packaging by replacing it with paper-based materials or reducing the density of existing EPS components. Additionally, they increased the recycled content of the polybags used in task chair packaging to 70% post-consumer recycled content. This will avoid the use of over 70,000 lbs. (31,751 kg) of virgin plastic.





## Circular Design

### Sustainable Realities: Overcoming the Challenges of Designing Sustainable Workspaces

In 2024, the Amsterdam showroom welcomed an audience of architects—in partnership with the world-renowned Frame magazine. The event focused on sustainable realities, with keynotes from Ayça Doğan-Hartong (CBRE Design Collective Netherlands) and Dirk Zwaan (Fokkema & Partners). Patrick Abramoff (Haworth) highlighted the shared journey toward sustainability. Doğan-Hartong and Zwaan discussed balancing sustainability with challenges like well-being, ergonomics, budget, and commercial needs in workplace design. They emphasized the designer's role in this balance. Discussions also covered life-centric design and achieving 100% circularity in products and workspaces, stressing the need for collaboration with other specialists.

### Sustainable Realities

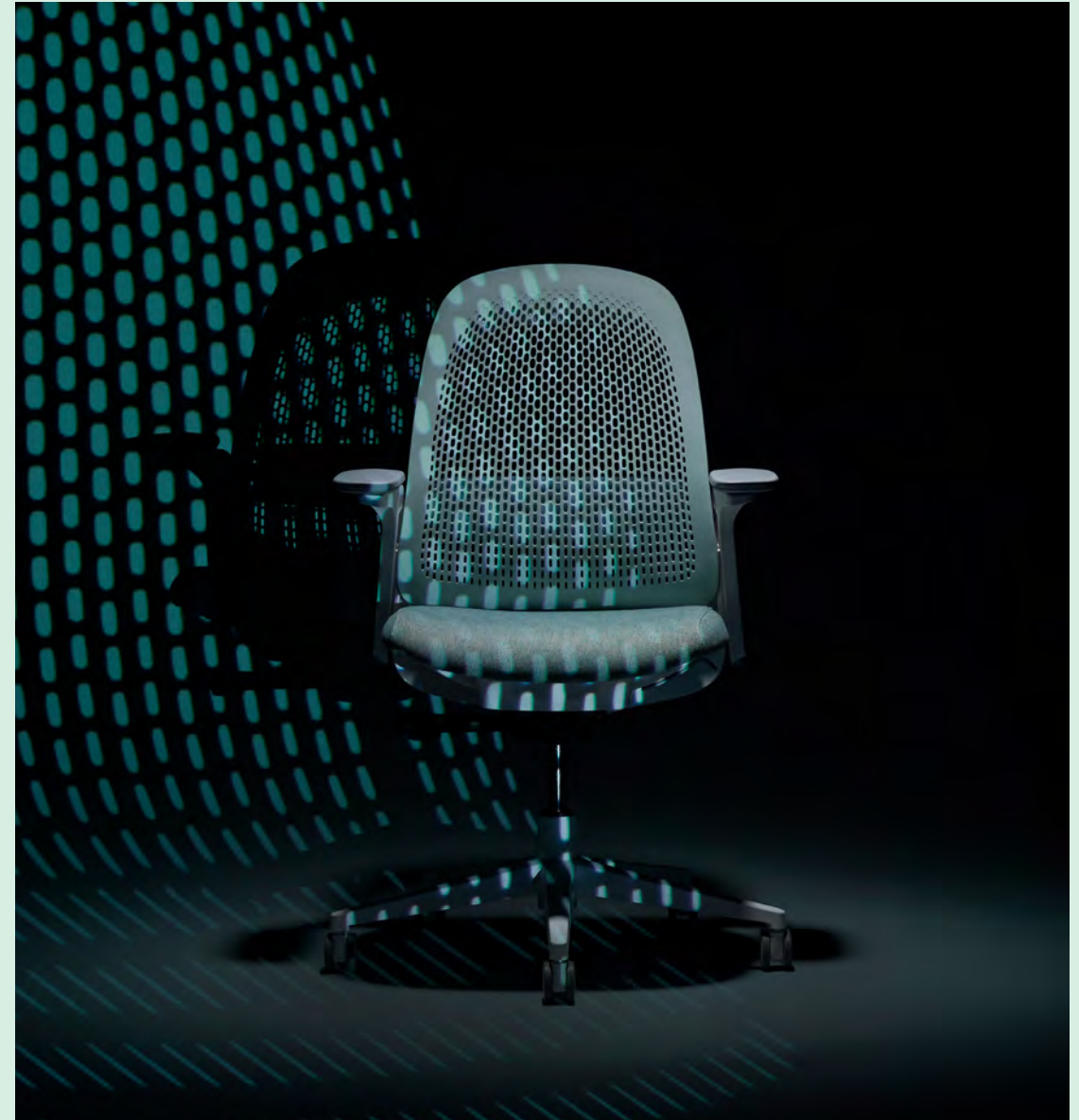


### Haworth Breck Seating Launch

Our commitment to circular design, ergonomics, and sustainability led to the 2024 launch of Breck in North America. We considered Breck's environmental impact at every stage of the life cycle without compromising aesthetics.

- By working with existing material suppliers, we ensured the product's chemistry avoided harmful substances by meeting the requirements laid out in Haworth's Banned Chemicals List. The product is free of PVC, phthalates, flame retardants, and heavy metals.
- Breck's makeup is over 50% recycled content, and the chair is 92% recyclable at the end of its useful life. This was accomplished through strong supplier relationships, utilizing quality recycled materials, and simplifying the number of parts in the chair.
- Breck's lightweight, knock-down design enables 300% greater shipping and fuel efficiency, as three times as many chairs can be shipped per truckload.
- Breck was designed for multiple life cycles. The drawstring seat eliminates glues, permanent bonds, and traditional staple assembly—contributing to the ability to repair, refurbish, and reuse the chair for several life cycles before its end of life.

All these sustainable design decisions culminated in creating a chair with the smallest carbon footprint in the Haworth lineup. Breck contributes just 60 kg CO<sub>2</sub>e over its lifetime—less than half the carbon footprint of a typical office task chair. This achievement demonstrates the holistic benefits of considering sustainability from the outset: Resources consumed throughout the product's life cycle are significantly minimized.







### DesignLab

After a successful debut at NeoCon 2023, Haworth North America continued DesignLab with a new group of designers. Fernando Ramirez and Justin Beitzel from Common Object, Sam Klemick, and Bill Carroll lent their unique voices, innovative approaches, and a commitment to sustainability through circular design principles. Circularity and the use of sustainable materials were central themes of DesignLab 2024, as we worked with designers who push forward with provocative ideas and new solutions that build stronger communities and help our industry evolve.

### Circular Design Course Launched

In the furniture industry, most products still have a life cycle that begins with the extraction and processing of raw materials and ends in a landfill. This linear economy has promoted the harmful, global-reaching impacts of climate change. In 2024, Haworth created a Continuing Education Units (CEU) course sharing the key principles of circular design that designers, specifiers, and organizations should consider as they transition to a more sustainable circular economy. The course was presented to audiences over 31 times, reaching over 185 attendees.





#### Haworth Drift Felt & the Felt 2.0 Revolution

In 2024, Drift Felt was introduced to the Europe, Middle East, and Africa markets as the next generation of office privacy screens, offering a versatile solution that combines functionality with sustainability. Its design enhances workspace possibilities while minimizing environmental impact. Created through a circular design approach, Drift Felt uses only essential materials, such as cardboard and eco-friendly felt.



Drift Felt weighs only 2.1 kg, making it our lightest screen so far, with 81% less material used (by weight) compared to similar desk-mounted screen, Drift 32. Its lightweight structure is crafted from recycled PET bottles, containing up to 82% recycled content. Prioritizing sustainable materials and closed-loop principles, Drift Felt is easy to deconstruct and up to 100% recyclable at the end of its life, ensuring minimal waste and maximum reuse.

Taking innovation a step further, we introduced Drift Felt 2.0, tackling the global challenge of textile waste through circularity. Made with 57% post-industrial scraps, such as industrial belts, seat belts, and felt waste from needle-felt production, and up to 10% post-consumer waste, like textile and carpet scraps, this version boasts 73% recycled content. Felt 2.0 is designed for reusability, either as-is or upholstered with various fabric finishes, allowing for increased material efficiency and product longevity, while adding versatility to any workspace.

#### Closed-Loop Manufacturing

Haworth's new closed-loop manufacturing process is a first in the furniture industry. The process, now in use, focuses on the plastic in Fern office chairs manufactured in North America, with additional pieces being phased in. We are partnering with parts manufacturer Royal Technologies and recycling services provider PADNOS on this initiative, which is estimated to reduce Fern's carbon footprint by 10%, saving over 775 tonnes of CO<sub>2</sub>e, annually.

Haworth's closed-loop manufacturing process for Fern is a true closed loop. Plastic generated during the production of Fern is used to create new chairs without losing value or utility. This process reduces waste and raw material usage while saving energy. Closed-loop material reduces the embodied carbon of the component and product, which makes progress towards Haworth's circular economy and net-zero goals. This closed-loop process will be used as a best practice for our seating portfolio, as well as additional products, processes, and material options.

#### Our Commitment to Safe Material Chemistry

In 2013, Haworth took an important step by introducing its first banned chemicals list in North America, marking a significant step in our journey toward better understanding product chemistry and maintaining clean, safe products in the market.

We've now updated our banned chemicals list to include over 5,000 substances, such as azo dyes, antimicrobials, and PFAS. In 2024, we rolled out this update to the entire Haworth Group to make sure we maintain the same high standards and transparency throughout our product lines. The implementation is already underway across the Haworth Group, with full integration expected by 2026.

Haworth Group is dedicated to creating products that support safe and healthy environments. Transparency in the materials we use is at the heart of our approach. We adhere to global regulations and anticipate future legal requirements. Complying with regulations like REACH, California's Proposition 65, TSCA Title IV, and PFAS laws is just the baseline for us—it's part of our broader commitment to making sure our products meet the highest standards of safety and quality.





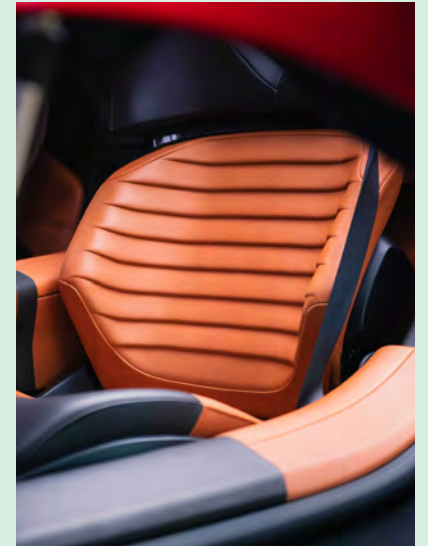
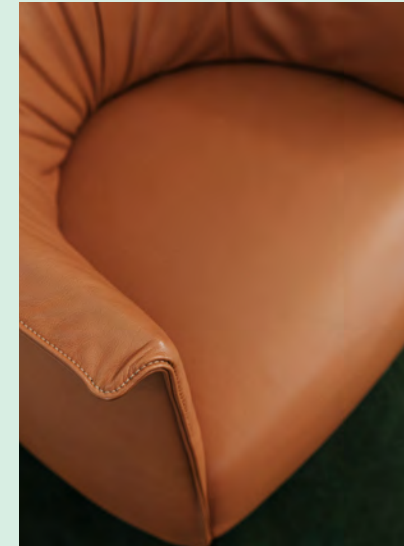


### A New Edition of Pelle Frau Impact Less for the Automotive Sector

During the October 2024 Paris Motor Show, Poltrona Frau and Alfa Romeo presented a special edition of the Archibald armchair and two-seat sofa, both designed by Jean-Marie Massaud. These iconic pieces were upholstered in a new exclusive Pelle Frau® Impact Less leather, developed specifically for the automotive sector. This one-of-a-kind leather is naturally tanned using tannins derived from the wastewater of olive pressing, striking the perfect balance between sustainability and luxury. It is being used to cover the entire interior of the Alfa Romeo 33 Stradale, elevating the driving experience to new heights of refinement.

### From Waste to Work

In 2024, Poltrona Frau and Tolentino's Circolo Legambiente "Il Pettiroso" created the traveling exhibition, "From Waste to Work," showcasing genuine works of art created from Poltrona Frau's wood processing waste. The project embodies the principles of the circular economy, illustrating how materials deemed "waste" can be reborn in new forms and acquire unexpected value. Installed along Tolentino's Parco Fluviale del Ponte del Diavolo (nature reserve), these pieces highlight the cyclical nature of our environment, where nothing is wasted and everything finds a new balance.







#### Zanotta Za:Za Max Sofa

During the 2024 Milan Design Week, Zanotta unveiled the new Za:Za Max sofa, created in collaboration with the Venetian design duo, Zaven. Following the success of the original Za:Za sofa, introduced in 2022 and awarded the prestigious XXVIII Compasso d'Oro for design excellence, Za:Za Max embodies the same intrinsic values of its predecessor. Made entirely from recycled and recyclable materials, the sofa reflects Zanotta's ongoing commitment to environmental sustainability and aligns with the Haworth Group's objective to progressively include circularity considerations in product design. The modular elements offer endless configuration possibilities, enhancing flexibility and encouraging mindful use of space.



#### Reuse & Biodegradability

To continue pushing its sustainability goals, acoustics pioneer BuzziSpace announced its BuzziReFamily, a revolutionary line of sustainable, reengineered, and repurposed solutions in 2024—setting a new standard for eco-conscious living and workspaces.

Along with this new initiative, the company is fully embracing new organic materials in its lauded collection of lighting and furniture solutions. For example, BuzziSpace's new mycelium-based acoustic panels harness the intricate root structure of fungi, which is 100% grown and crafted from local organic waste materials in Europe. These innovative panels serve as a fully biodegradable alternative to other acoustic panels in the company's award-winning catalog.

#### Cassina Dudet Sofa & Armchair

Cassina launched two new models from the Dudet line in 2024. Dudet Sofa and Dudet Armchair by Patricia Urquiola share the aesthetics and comfort of 2021's small armchair. Thanks to Cassina's intensive research and development process, an innovative disassembly system has been applied to ensure circularity. The metal structure can be easily separated from the polyurethane foam padding—made from a percentage of polyols derived from biological sources—facilitating the recycling of its materials. The sofa and armchair's upholstery can also be removed, thanks to a zipper that runs along the inner arch of the legs.

#### Respetto Mix Technology

In 2024, Cassina announced a new project utilizing Respetto® Mix technology to give new life to production waste. Such technology combines mechanical recycling, industrial automation and materials technology for processing post-consumer and post-industrial textile waste. Thanks to this innovative process patented by Maria Silvia Pazzi, founder of Regenesi, Cassina will transform its discarded materials into new material resources to be used in the manufacture of its products, in line with the circular economy principles and Haworth Group's commitment to circularity.







Product Certifications

Circular design principles are helping us reimagine the way products are designed, packaged, manufactured, and shipped. We continue to be an industry leader in achieving globally accredited certifications, providing customers the ability to make informed choices. Certifications offer a common methodology to present the environmental and social characteristics of products.

With 206 certified products certified under the BIFMA LEVEL® program (Business and Institutional Furniture Manufacturer’s Association Product Sustainability Standard) and 20 products certified under the European LEVEL program (European Office Furniture Federation Sustainability Standard), Haworth has a variety of options to meet customer requirements.



Haworth Commercial Interiors

Haworth North America

- BIFMA Level 2  
22 products
- BIFMA Level 3  
52 products
- GREENGUARD  
12 products
- GREENGUARD Gold  
76 products
- Declare  
13 products
- Environmental Product Declarations  
16 products
- Cradle to Cradle Certified® Bronze  
2 products

Haworth Europe

- European Level 3  
20 products
- GREENGUARD Gold  
14 products
- SCS Indoor Advantage Gold  
62 products
- Environmental Product Declarations  
15 products

Haworth Asia-Pacific

- BIFMA Level 2  
46 products (China)  
15 products (India)
- SCS Indoor Advantage  
64 products (China)  
16 products (India)
- SCS Indoor Advantage Gold  
54 products (China)  
15 products (India)
- Environmental Product Declarations  
6 products
- GECA  
23 products

- China Type I Environmental Label  
(Certificate by Category)  
Steel & wood-based desking  
Steel & plastic based chairs  
Upholstered chairs

AIS

- SCS Indoor Advantage Gold  
49 products
- BIFMA LEVEL 2  
21 products
- BIFMA LEVEL 3  
7 products

BuzziSpace

- GREENGUARD  
56 products
- SCS Indoor Advantage  
1 product

Hushoffice

- GREENGUARD Gold  
6 products
- Environmental Product Declarations  
4 products

TUOHY

- GREENGUARD Gold  
1 product
- SCS Indoor Advantage  
42 products

Haworth Lifestyle

Cappellini

- GREENGUARD Gold  
28 products

Cassina

- GREENGUARD Gold  
16 products

For BIFMA LEVEL recertification, Haworth used a combination of the following two methodologies for product credits in Section 6 (Environmental Impacts): (1) The combination of base product and options with the highest volume of sales or anticipated highest volume for a new product within the product category/subcategories and (2) worst-case sample selection.

Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute.





## Circular Services

### Responsible Product End-of-Life Solutions

A significant example of our circular services commitment involves Haworth North America Commercial Interiors' key partners who share our mindset.

- Through our partnership with Green Standards, 320,000 sq. ft. of discarded products were transformed in 2024, diverting 458 tonnes of material from the landfill, with a 100% diversion rate. These initiatives reduced the environmental impact, with 1,665 tonnes of CO<sub>2</sub>e avoided. This is based on the reduction of the energy required to create new furniture, plus the corresponding decrease in landfill emissions. Additionally, 113 nonprofit organizations benefited from the partnership, with a \$240,285 fair-market value of in-kind donations. The projects took place in cities across the globe and included all products—not just Haworth's—because we have a passion to help the industry solve the used furniture problem.
- Haworth also began working with Crandall Office Furniture to resell task chairs. In 2024, we extended the useful life of Haworth products, with our partner reselling 840 used task chairs. An additional 100 chairs were taken back, transported to Haworth's recycle center, and recycled.
- Additionally, Haworth continued its task seating buyback program in 2024. Haworth North America offered a promotional program for customers with worn task chairs. The program provided responsible product end-of-life solutions—like donation or recycling—versus sending the chairs to landfills. Over 3,000 chairs from multiple brands were disposed of responsibly through the program, which brings the program's takeback total to over 4,500 chairs.

### From Circular Design to Circular Services

In line with our global goals, we're focused on making it easier for our customers to choose alternatives to landfills when disposing of workplace products that are no longer needed.

Haworth International Commercial Interiors gradually introduced our circular services in 2022/23, designed with the needs of the European market in mind.

In 2024, we significantly expanded our circular services portfolio across the Asia-Pacific markets, bringing our solutions to more clients around the world. We set up a network of partners in various markets for refurbishment, recycling, buyback, and storage of furniture products. We defined workflow processes for systematic and seamless project execution, developed the necessary financial tools, and set warranty conditions.

We also developed customized carbon avoidance reports that quantify the sustainability impacts for each circular service project for our clients. Our methodology for developing these reports has been verified and approved by Bureau Veritas.

### 2024 Highlights:

- We've completed more than \$1.5 million USD in refurbishment projects across Europe, the Middle East, and Africa.
- Through buyback projects, we collected more than 700 Zody® chairs in Poland and France, plus 300 chairs in Singapore.
- In France and the UK, we completed four projects, refurbishing over 5,000 products.
- In China and Malaysia, we refurbished 400 Zody chairs.
- In Australia, we're continuing to work on two projects, refurbishing over 2,500 products from our Zody and height-adjustable tables lines.

By focusing on the full life cycle of our products, we're helping to minimize waste, reduce carbon emissions, and give products a second chance. Our circular services represent a movement toward a more sustainable future, where products continue to serve a purpose long after their initial use.





# People

HAWORTH EMPLOYS MORE THAN 8,000  
PEOPLE, WHOM WE CALL MEMBERS.

We value and rely on our members and collaborate on one key goal: to help people live well and do great work—within our company, our communities, and for our customers.

Our culture empowers members through a vast array of purpose-driven experiences, continuous learning, leadership development opportunities, and encouraging diversity of thought. Members around the world connect to bring a spirit of optimism, drive, inclusiveness, and unwavering appreciation for service.

We dedicate our efforts to enhancing every customer experience and supporting the communities we serve. For the thousands of Haworth Group members around the world,

we believe in providing opportunity for all—inside and outside our walls. Leveraging different perspectives leads to unique ideas and unlocks innovation that benefits not only our customers, collaborators, but the people in the communities we serve. Our diverse, global team of members focuses on research, product design, material science, ergonomics, well-being, global sourcing and logistics, technology, and manufacturing products that form the spaces where people live and work.

We recognize that our success is innately linked to the health and vitality of our communities. It is an honor and a privilege to apply the assets, strengths, and resources that make us successful to efforts that help communities prosper.







## Members

### Member Resource Groups

Haworth continues to prioritize inclusion and belonging through our Member Resource Groups (MRGs), which play a critical role in fostering community, innovation, and professional growth within our organization. Each MRG provides a platform for members to connect, share experiences, and drive meaningful initiatives. These groups contribute significantly to creating an inclusive workplace, supporting professional development, and encouraging active engagement within our communities.

Haworth has seven MRGs:

- FUEGO – Friends United & Engaged to drive Growth & Opportunity on behalf of the Latin community
- FUEL – Female Uplift Empower & Lead
- GEEKS – Group of Engaging and Enthusiastic Knowledge Seekers
- HOME – Haworth's Organization for Mental Empowerment
- PRISM – Pride, Raising awareness, Involvement, Support, and Mentoring alliance
- Veterans
- Young Professionals

The addition of GEEKS and HOME in 2024 reflects Haworth's commitment to addressing the evolving needs of our members and embracing diverse perspectives to fuel innovation and well-being.

Our MRGs had an impressive year, hosting or participating in a combined total of 51 events. These events saw engagement from over 1,160 members, showcasing the vibrant and active community within our organization.





### Enhancing Inclusivity & Personal Well-Being

Our workforce is a vibrant tapestry of diverse identities and experiences, and it is essential that Haworth's headquarters facility evolves to foster a safe, inclusive environment that supports every individual.

- Restroom modifications were implemented in 2024 to offer spaces that respect individual privacy and comfort.
- The new Meditation Room provides a dedicated space for members who wish to engage in prayer, reflection, contemplation, or meditation activities. Accessible 24 hours a day, seven days a week, the room is designed and furnished to accommodate the needs of multiple faiths and practices.

### Safety Highlights

In 2024, our commitment to safety was demonstrated through several impactful initiatives and achievements:

**Zero Recordable Injuries:** The Ludington team achieved an outstanding milestone with zero recordable injuries for the entire year.

**Mechanical Safety:** The metal bending machine at the Chennai, India facility was equipped with a new safety sensor interlock system to ensure operation interruption in case of potential hazards or unauthorized access.

**Optimized Nailing Process:** The process engineering team in Shanghai, China introduced a tilted nailing worksurface for screen production. The new surface angle reduces worker fatigue and risk of physical injury.

### Development: Belonging & Inclusion

**Unconscious Bias Workshop:** To foster a culture of belonging, Haworth Commercial Interiors hosted FranklinCovey's "Unconscious Bias: Understanding Bias to Unleash Potential" program. This initiative has significantly impacted our organization, promoting a more inclusive workplace. With a principled and practical approach to identifying and addressing unconscious bias, the program helps build skills to recognize and counteract bias in daily interactions. In North America, 69 members participated in 552 hours of training, while our international team saw 28 members trained over 224 hours.

**Unfolding Bias – LGBTQ:** Following up on Haworth India's first Unfolding Bias session on gender in 2023, the 2024 session focused on the LGBTQ community. The new session included an online presentation exploring bias and reflection on the difficulties surrounding labels of gender identity and sexual orientation. Launched during Pride Month, the 1.5-hour session was attended by more than 163 members.

### Supporting Diverse Teams

**Haworth Language Bridge (HLB):** The Haworth Language Bridge (HLB) program supports individuals who are non-English speaking. With Holland, Michigan's population being 25% Hispanic/Latinx, Spanish is the primary language for many community members.

Now in its third year, the HLB is actively engaging with the Hispanic/Latinx community to provide employment opportunities and support for Spanish-speaking members. The program offers essential job materials and training in Spanish, along with bilingual leadership to ensure clear communication and a more inclusive workplace experience.

- The HLB program's total membership increased by 62% in 2024.
- An HLB production line was added at the laminated products plant (LPP), increasing participation in that area by 33%.

- Bilingual new member orientations were provided when requested, accounting for 20% of orientations in 2024.
- The number of translated documents increased by 34%, and bilingual presentations were provided during all-hands meetings for two plant areas.

**Visa Program:** The growth of the HLB program has enabled us to continue our partnership with Continental Connect for the second year and bring 14 members from Guatemala on H2B visas for a six-month period, increasing participation in the visa program by 133%.

**English as a Second Language (ESL):** In partnership with the Literacy Center of West Michigan, Haworth offers English as a Second Language (ESL) classes on site during working hours for members. In 2024, 13 Haworth members representing five countries successfully completed our 15-week ESL program.







## Community

### Events & Partnerships

In the past year, Haworth Commercial Interiors partnered with over 100 different organizations and participated in more than 100 community events globally. These collaborations have allowed us to foster stronger community ties, address various local needs, and enrich the lives of many individuals. By working together with diverse groups, we've been able to support educational initiatives, environmental projects, and social programs. The importance of these partnerships lies in their ability to bring people together, create lasting positive change, and build more connected and resilient communities.

### Haworth Helps: Building Stronger Communities, Together

Making a difference is deeply rooted in Haworth's culture and values. In 2024, we launched Haworth Helps, our unified approach to member giving and volunteerism. Haworth Helps showcases our members' incredible impact on our communities, and together, we create a ripple effect of positive change.

Haworth Helps is more than a program—it's about elevating our members' efforts to uplift our community, empowering them to:

- Make a tangible difference with contributions or in-kind donations that directly impact organizations addressing critical needs.
- Connect with their passions and find local volunteer opportunities that match their interests and skills, while supporting community initiatives.
- Join a community of changemakers as part of the Haworth Helps Committee.







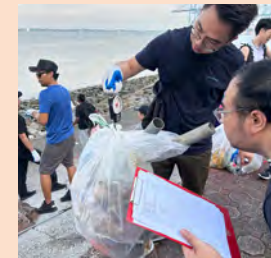
### Volunteering

Volunteering is a cornerstone of our values globally, reflecting our commitment to community and social responsibility. The 2024 surge in participation demonstrates our members' growing commitment to giving back and fostering positive change in the communities where we live and work. Members from across our manufacturing facilities and corporate offices have embraced opportunities to engage in meaningful activities, making a lasting impact.

- In 2024, Haworth North America Commercial Interiors increased the amount of paid volunteer time available to each member from four to eight hours. This significantly enhanced our community, with a 192% increase in volunteer hours used from 2023 to 2024.
- Across Haworth International Commercial Interiors, members participated in 4,196 volunteering hours, exceeding our target of 2,500 hours by 67.84%. Key highlights include 38% member participation, with activities focused on environmental protection (36%), education (5%), health and well-being (19%), and social services (40%). Additionally, 86% of our international sites participated in the volunteering program.

### AIS 10,000 Hour Challenge

In 2024, AIS invited team members to share their volunteer activities as part of the 10,000 Hour Challenge. Over the course of the year, AIS tracked volunteer hours performed by team members with the goal of reaching a 10,000-hour total by the end of the year. While not all hours were logged, AIS members self-reported 8,721 hours of volunteer activities.







### Community Engagement

Globally, we are committed to engaging with evolving communities by donating both time and resources to organizations in need. This helps us build stronger connections, attract new members, and retain current ones worldwide.

In 2024, our members across North America participated in events where multiple dimensions of difference were represented—from the Grand Haven Hispanic Heritage Fiesta and the Armed Forces Thanksgiving to the Athena for Women Leadership Forum and PRIDE events. All these events focused on volunteerism, education, health and well-being, and job opportunities.

### Bilingual Higher Education

In North America, Haworth proudly partnered with Casa Latina, an innovative program at Davenport University that gives Latinx students the opportunity to earn their degree in a bilingual setting. This unique approach not only provides mentorship and cultural programming but also fosters leadership and academic success while celebrating cultural identity. Our collaboration with Davenport has also helped Haworth members who have already taken advantage of this program, utilizing its resources to advance their education and personal growth.



### Love Comes in Many Colors

Demonstrating our dedication to fostering a welcoming environment for all, we organized a special giveaway of Haworth Fern chairs at Pride Month events across North America. Showcasing our vibrant knit textiles, this initiative was a meaningful way to honor, celebrate, and support the LGBTQ community, while reflecting our commitment to fostering a culture of belonging. By featuring our innovative designs, we aimed to highlight the beauty of individuality and the importance of creating inclusive spaces. This effort not only celebrated Pride, but also reinforced our core values of respect and inclusivity.

### Encouraging Early Talent

Our early talent initiatives have successfully engaged over 9,600 students around the world.

**Discover Manufacturing:** A month-long initiative to educate the public about opportunities in modern manufacturing and its impact on local communities.

**FuturePrep'd:** Involves four programs (Academy, iChallengeU, iChallengeUth, Prep'd Connect) through West Michigan's Ottawa Careerline Center, where we work with high school and middle school students and teachers to explore careers, develop leadership skills, and prepare for future steps.

**MI CareerQuest:** Offers a career exploration experience where students learn about various high-growth occupations in West Michigan by rotating through six high-demand industries, engaging with professionals and participating in activities.

**2024 Internship Cohort:** Interns participate in a 12-week paid program designed to provide a holistic educational experience. In summer of 2024, 53 interns joined the Haworth family, representing 25 colleges and universities across the United States.

**Seasonal Manufacturing Members:** This initiative ensures that seasonal members receive valuable training and experience, preparing them for potential future roles within the company.

**Apprenticeship:** In 2024, two young talents from an art school in Cascina (Tuscany), Italy participated in a hybrid school-work program with Ceccotti. Through a combination of theoretical learning and invaluable on-the-job experience, the students were introduced to the art of production under the guidance of Ceccotti's expert craftsmen. Through this initiative, Ceccotti reaffirms its commitment to the preservation of time-honored craftsmanship, growth, and learning that will foster innovation and excellence in the future of design.







## Marketplace

### Dealer Representation: Surveys and Special Designations

By identifying and partnering with minority-owned dealerships, we aim to create equitable opportunities and support diverse business growth. This initiative not only enhances our supply chain diversity but also strengthens our relationships with communities that reflect our values of inclusivity and respect. It ensures that our dealers have access to a broader range of perspectives and experiences, which can drive innovation and better serve our diverse customer base. Through this process, we have now also verified the special designations of our dealers with third parties. This is a critical step for Haworth in ensuring the integrity and authenticity of our partnerships. It ensures that we are partnering with businesses that share our dedication to fostering an inclusive business environment.

### Human Rights Principles

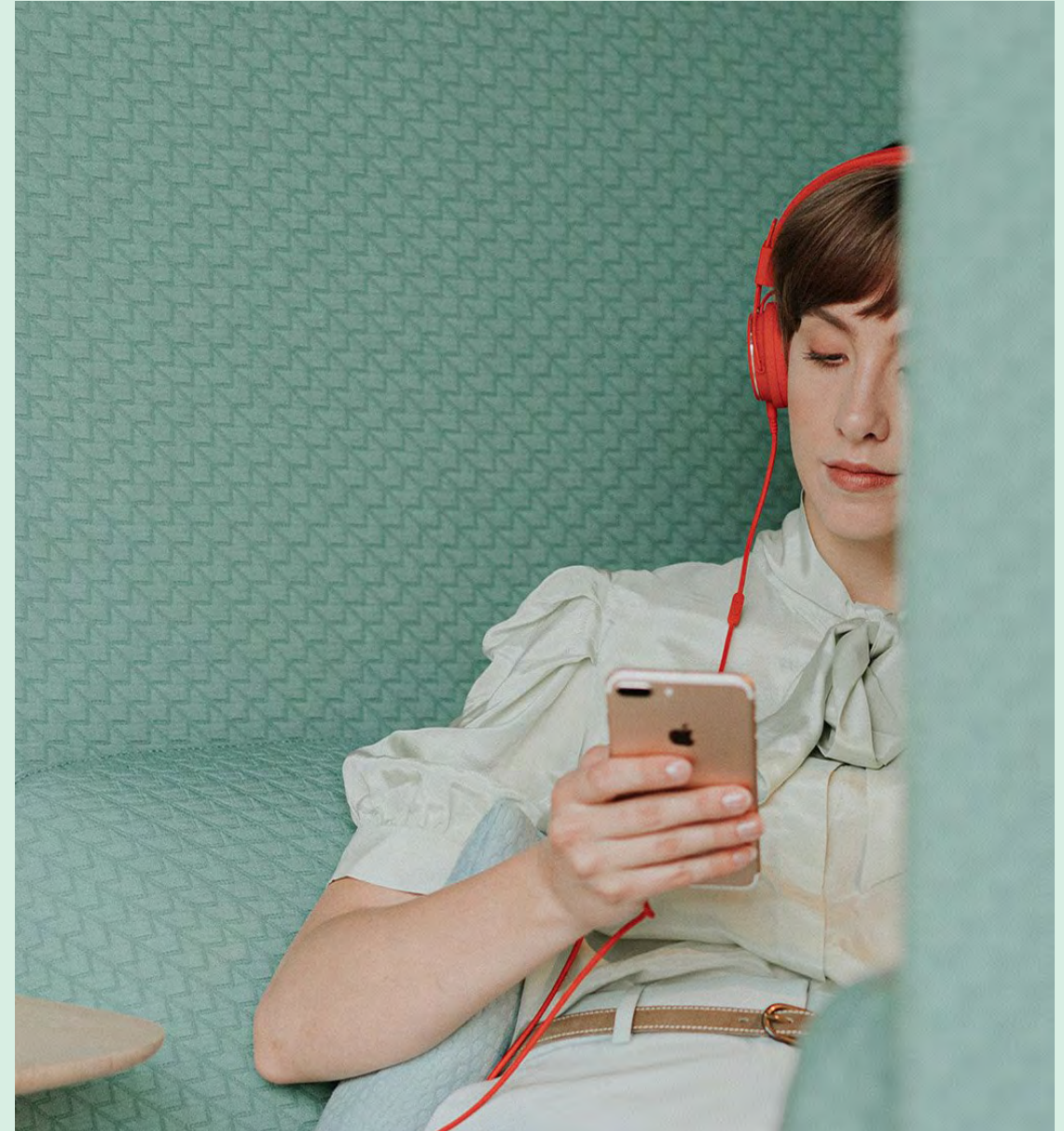
In 2024, Haworth Group published our [Human and Labor Rights Principles](#) document, focusing on our strong commitment to high standards that deliver fair, respectful, and safe workplaces for all members across the globe. The purpose of the principles is to define the labor and human rights standards to which all Haworth members are entitled, irrespective of the country where they work.

### Third-Party Social Audit

Some of our key clients rely on social audits to assess and identify risks of modern slavery in manufacturing sites responsible for products supplied. A Sedex Members Ethical Trade Audit (SMETA) was conducted at the Haworth Shanghai plant in 2024. The audit included an assessment of compliance with the SMETA Workplace Requirements and a Management Systems Assessment against the three Code Areas of the SMETA 2-Pillar audit. The scope included direct employees, agency workers, workers employed by service providers, and workers provided by other contractors. The Shanghai plant demonstrated full compliance with SMETA 2-Pillar audit requirements. This report is available to download from the Sedex platform.

### Neurodiversity

Haworth remains dedicated to supporting our customers in embracing neurodiversity in the workplace. In 2024, we promoted the topic by providing resources to learn more and helping customers to apply our research insights to their own spaces via our A&D Continuing Education Unit (CEU) course and research paper.





Learn more and view our  
Corporate Social Responsibility  
Report Appendix at [haworth.com](https://haworth.com).

HAWORTH Group