

Corporate Governance of Sustainability



Haworth, Inc.



Haworth By the Numbers -----

- 7,000+ members worldwide
- More than 600 dealers worldwide
- Operations in more than 120 countries
- \$1.65 billion in global sales for 2008



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Asia Pacific

Who we are.

Our Vision
At Haworth, we create beautiful, effective and adaptable workspaces.

Our Mission
Using our products, services, and knowledge, our mission is to provide each of our customers with a tailored interior that enhances their business, stirs their spirit, and sustains the planet.

Our Values
At Haworth we value:

- Customers
- Results
- Members
- Continuous Learning
- Integrity
- Our World

North America

Europe

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Haworth History of Sustainability

- 1988 - 1999
 - EPA Programs
 - Recycling Center Opens
 - Industry first ISO14001 facility in Germany
- 2003 - 2005
 - Sustainability benchmarking
 - Determined 7 Sustainability Objectives
 - Haworth enters raised floor business
 - LEED Gold Showrooms & HQ
- 2006 - 2008
 - Issue industry first Sustainability Report (06)
 - Chinese and India facilities ISO14001 certified
 - Launch climate positive program
- 2009
 - Haworth US & Asia manufacturing attains zero waste to landfill

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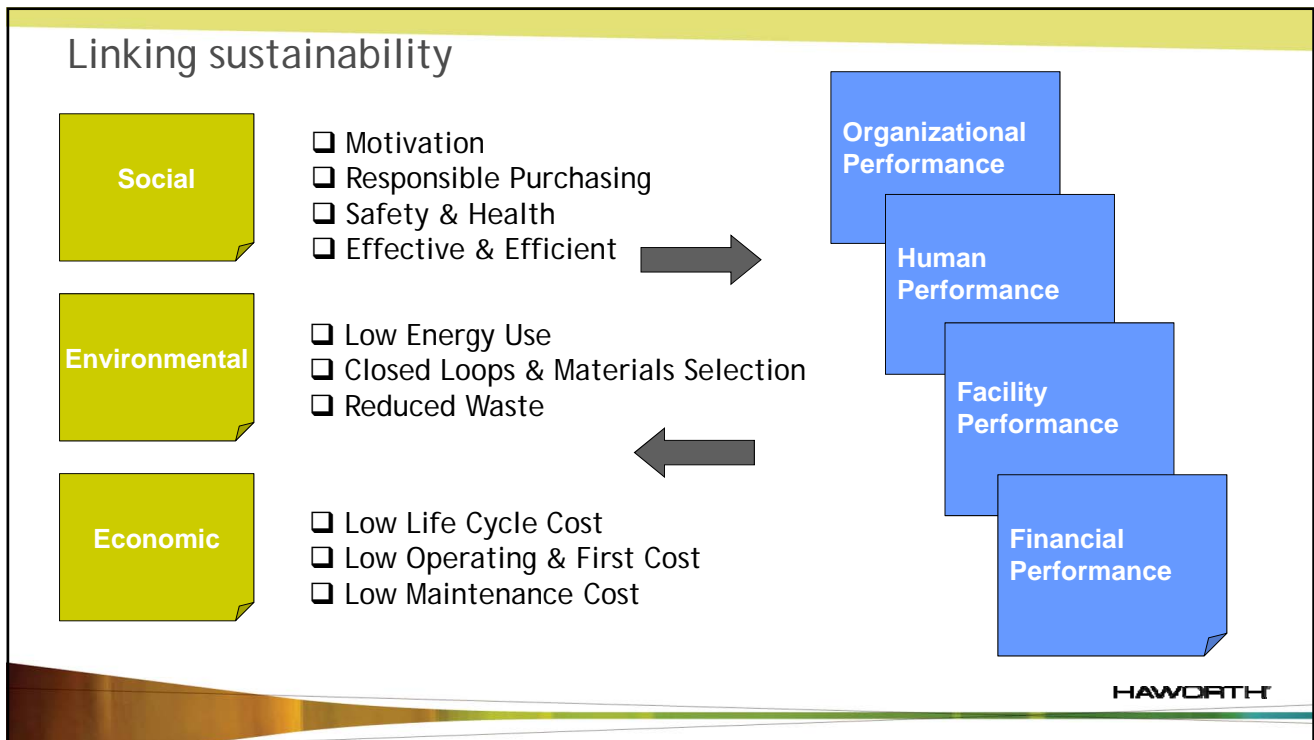
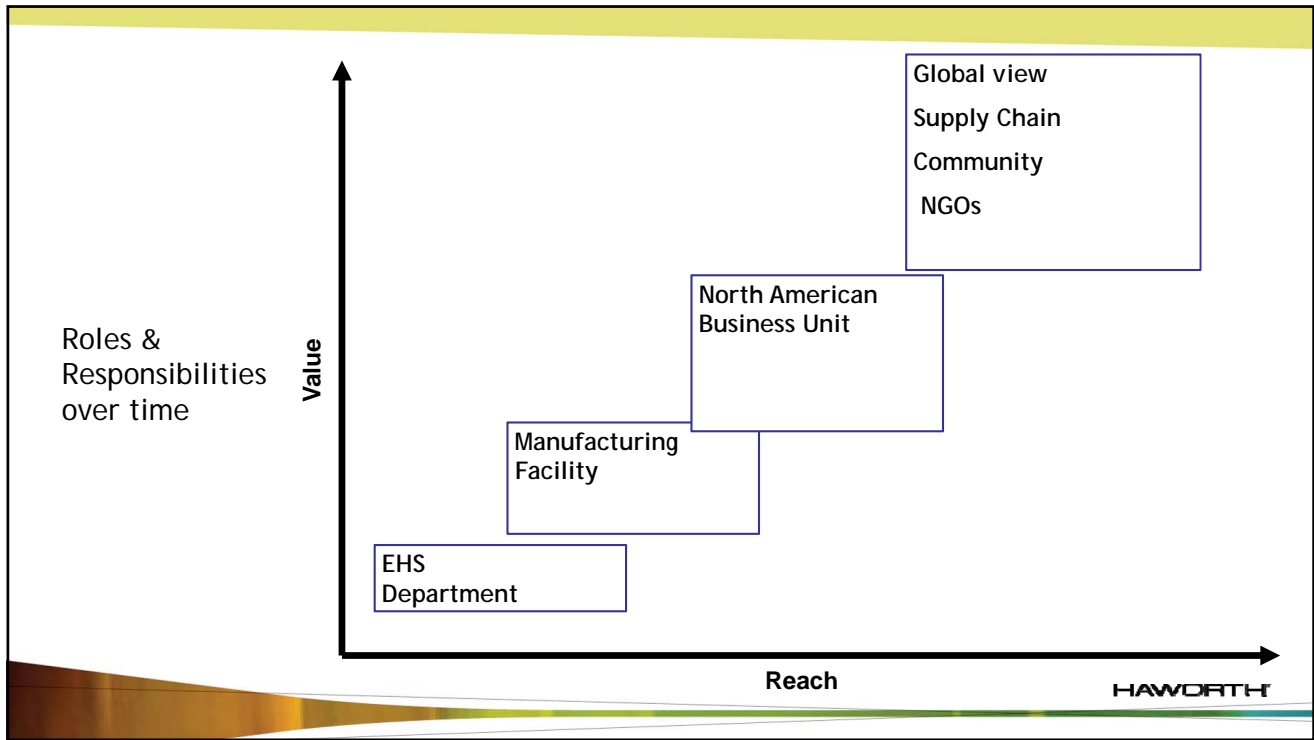
Sustainability Vision

Haworth will be a sustainable corporation

Dick Haworth, Chairman

We engage our employees in more sustainable practices; we initiate and use processes that are neutral or improve our environment; and we utilize our resources in ways that create adaptable and sustainable workspace solutions for our customers. We do all of this globally to protect and restore our environment, create economic value, and support and strengthen our communities

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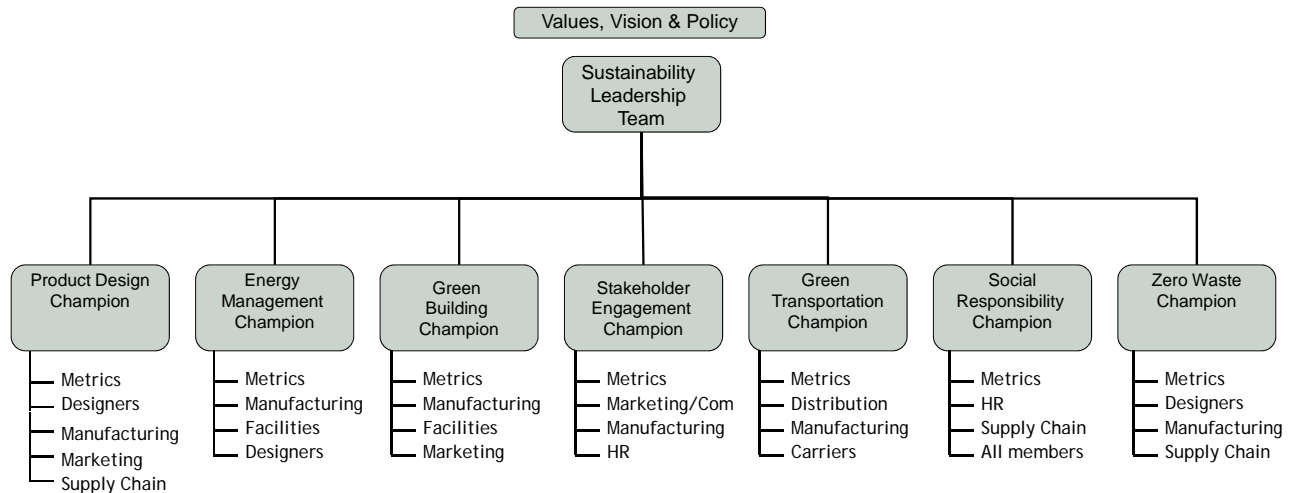
Seven Objectives



- Sustainable Product and Workspace Design
- Energy Management
- Green Transportation
- Zero Waste & Emissions
- Green Building & Sustainable Site Management
- Social Responsibility
- Stakeholder Engagement

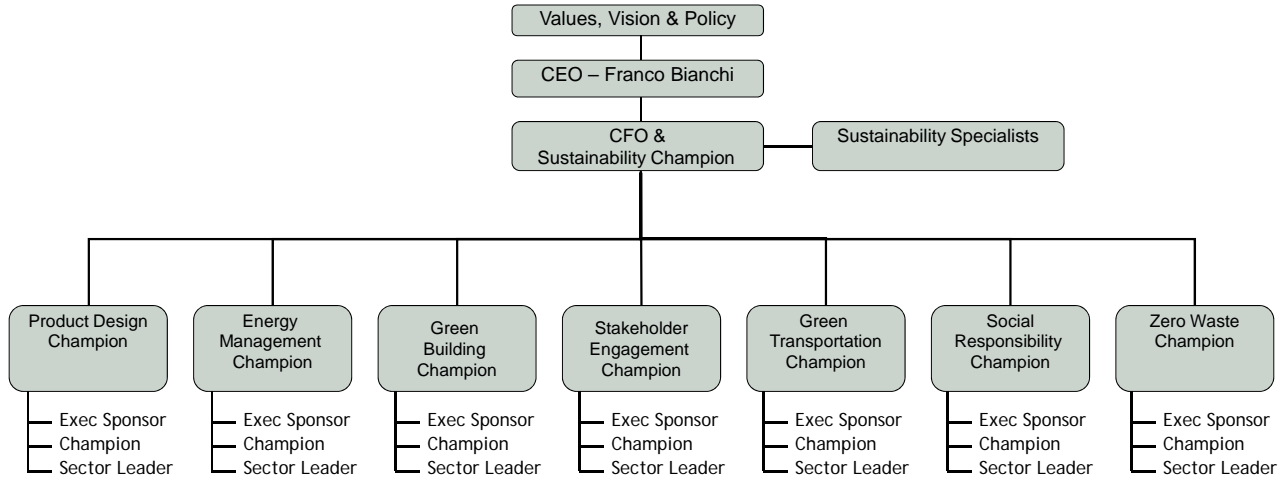
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Haworth Sustainability Governance



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Haworth Sustainability Governance



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Core Purpose:

Measure success
Implement strategy
Break down silo thinking

Sustainability Team

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Influences

- Customers
- Global priorities
- Haworth members
- Competition
- Eco-labeling/Certifications
- Operations
- Materials in use

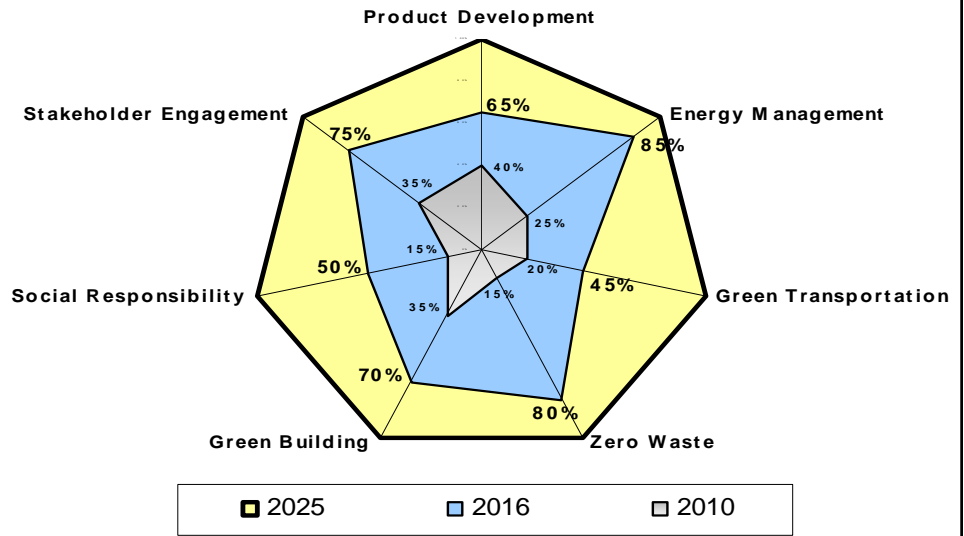
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Certifications, Greenwashing, Transparency



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Corporate Metrics



*Values for illustrative purposes only

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Sustainable Product & Workspace Design

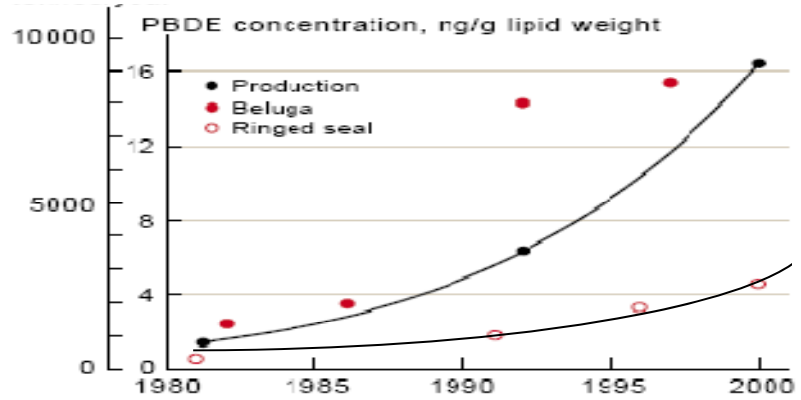


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Global Impact

Worldwide penta-BDE production (tonnes/year)



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PolyBrominated Diphenyl Ether (PBDE)



Production since 1970: 1,000,000,000 pounds

Persistent Bioaccumulative Toxin (PBT)

"remain in the environment for long periods of time, are hazardous to the health of humans and wildlife, can build up in the food chain, and can be transported long distances and readily move between air, land and water media."

PBDE is classified as a Persistent Bioaccumulative Toxin

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Sustainable Product & Workspace Design

Goals:

- 100% Toxic Free Product
- 99% Biological or Technical Nutrients

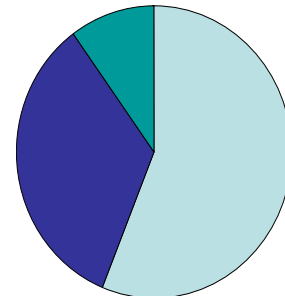
Auxiliary Goals

- 100% Certified wood (FSC)
- Life Cycle Assessments on all major products
- BIFMA LVL Certification on all major products

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System 39 Chair

Sustainable Product & Workspace Design



■ BTN ■ Plastics ■ Comp Wood

56% Biological or Technical Nutrients

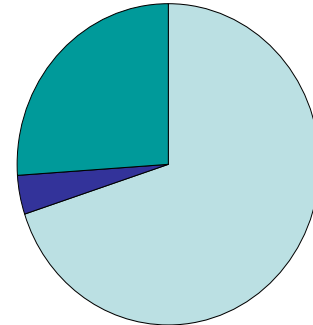
Carbon Footprint: 106 kg CO₂e

Contains some "red" chemicals

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Zody Task Chair

Sustainable Product & Workspace Design



■ BTN ■ Foam ■ Plastics

71% Biological or Technical Nutrients

Cradle to Cradle® Certified

Carbon Footprint: 62 kg CO₂e

100% Toxic Free

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Zody® seating line

Cradle to Cradle Certified

Greenguard certification

GECA Certified

Climate Positive



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Green Building &
Sustainable Sites

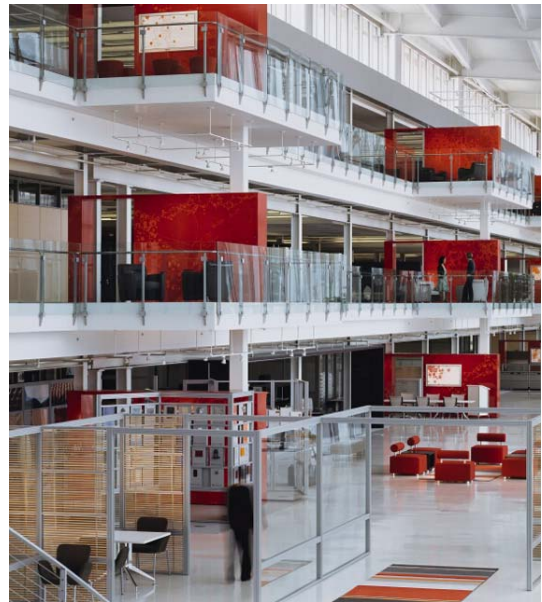
Goals:
100% Sustainable sites

Case Study:
Pune, India Showroom
LEED CI - Gold
Water/Landscaping
Energy Efficient



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Haworth HQ
Holland Michigan



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Green Building &
Sustainable Sites

Member Experience Survey results

New Features: Below is a list of new features asked about on the survey and the percent of positive responses (in descending order) for each. ("positive response") means the survey participant responded that this feature of the new space improved his/her work experience.

- a. Daylight/View (91.91%)
- b. New Technology (79.66%)
- c. Conference Rooms (77.45%)
- d. Other Collaboration Areas (72.79%)
- e. Refreshment Centers (71.08%)
- f. Indoor Air Quality (68.87%)
- g. Touchdown Spaces (63.48%)
- h. Storage (30.15%)

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Stakeholder Engagement

Goals:

- 100% Member Training
- Supply chain training/communication
- NGO Engagement


Case Study:



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HAWORTH® | Hometown Search:

Home Departments Resources On-Line Systems Frankly Speaking Sustainability HMS Submit News News Archives Strategy Weather



Stakeholder Engagement

ecommitment Info!

- [What's in it for me? \(Recycling\)](#)
- [Sustainable Solutions Team](#)
- [SST Q&A Area](#)
- [EcoTrails Challenge](#)
- [Timeline / Upcoming Events](#)
- [Zero Landfill Dynamic Zone Challenge](#)

Welcome to ecommitment's Home Page

Find out what we're doing to Challenge Haworth Members

Please join us for our recycling challenge and help us bring Haworth's HQ to zero landfill! Our goal, aligned with manufacturing, is to create an even more sustainable place for Haworth members to work.

Stay tuned for more information to follow and more information about the 2009 [Eco Trails Challenge!](#)

For more information on recycling, please take a look at the ecommitment Recycling Handbook! [Click Here to download.](#)

Resources

- [MAX Transit](#)
- [Bike Safety/Bike to Work Info](#)
- [M-Dot Carpool Parking Lots](#)
- [Bike Trail Map](#)
- [Bike Racks at One Haworth Center](#)
- [GREEN RIDE](#)
- [How can you help at your desk?](#)

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Think holistically

Focus on the technology/activities you control

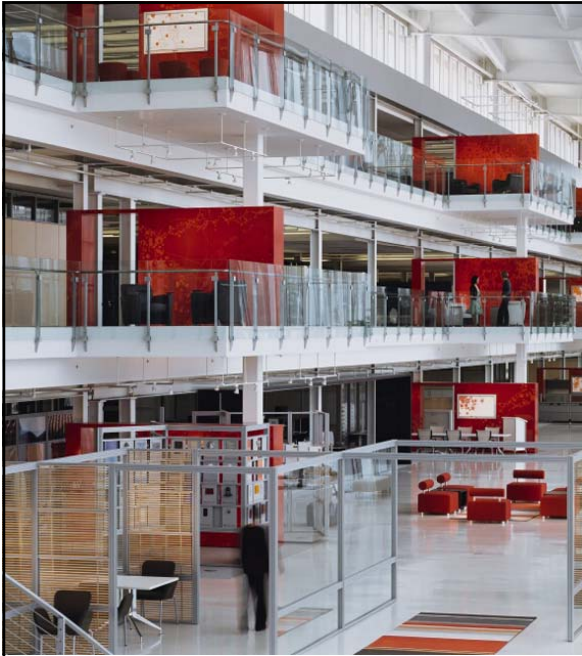
Sync marketing and operations

Consider certifications carefully

Leverage interested parties

Lessons Learned

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Learn more | **HAWORTH®**

White papers

LEED checklists

Sustainability report

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