



DIVERSITY INITIATIVES
Corporate, Dealer, and Suppliers

DIVERSITY EMBRACED.

Steelcase is committed to creating and enhancing relationships with diverse businesses. Our corporate efforts reflect this in our hiring practices, relationships with suppliers and dealers, awards and educational efforts. We encourage our dealers, suppliers, service providers, consultants and business partners to embrace and integrate diversity into their organizations.

To enhance this diversity, Steelcase:

- helps dealers attain minority council certifications
- creates strategic alliances between minority-owned and non-minority owned dealers
- supports national minority-owned networks and organizations
- actively recruits women, veteran, disabled and disadvantaged dealer candidates

STEELCASE PARTNERS

11 ^M
Minority-owned
dealerships

32 ^W
Woman-owned
dealerships

02 ^V
Veteran-owned
dealerships

06 ^H
HUBZone
dealerships

MINORITY DEALERS REPRESENT

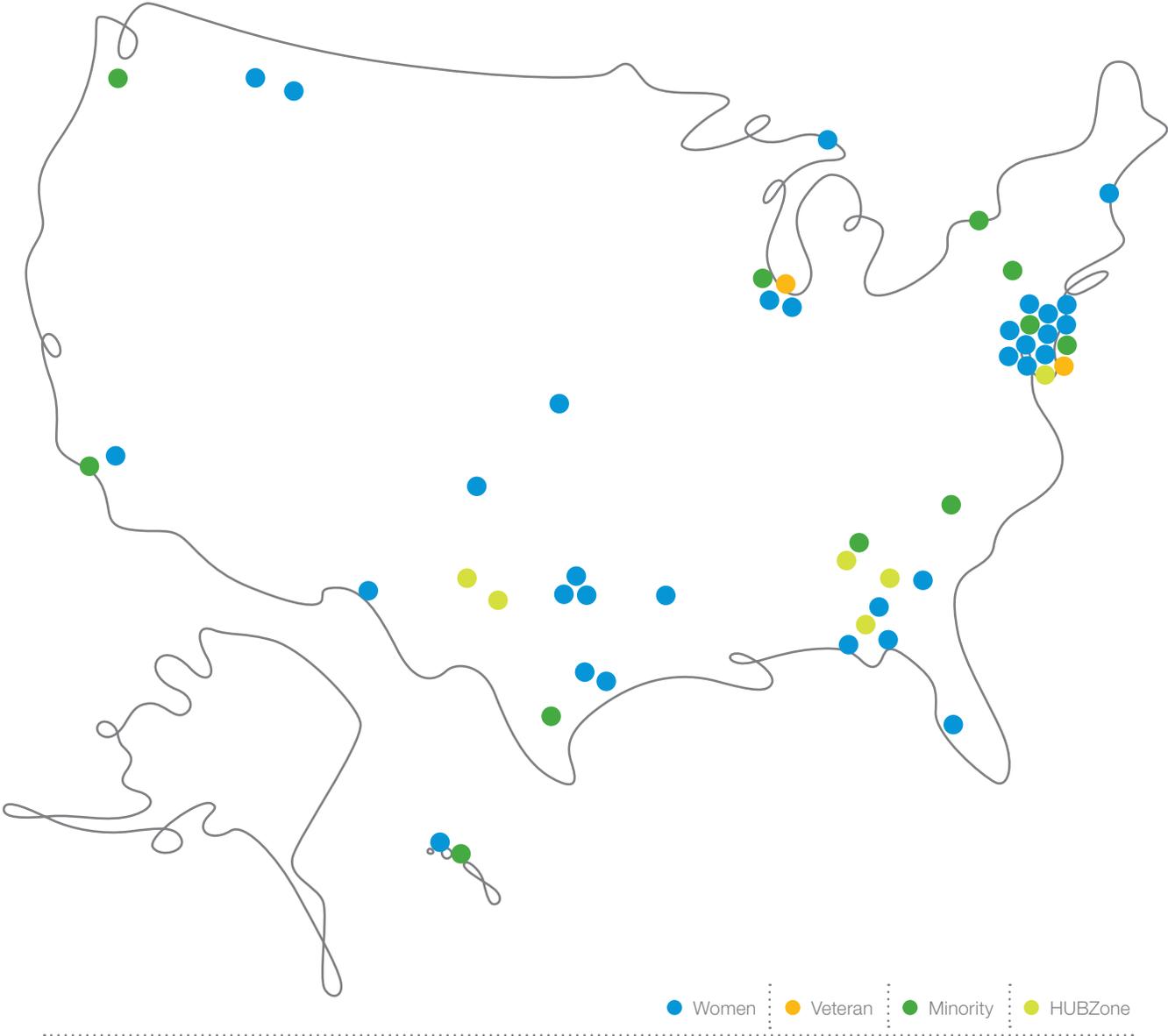
20 States

15% of the U.S.
dealer population

DEALER DIVERSITY. MAKES US BETTER.

Our passion and commitment to diversity is extended through the relationships we have with our dealers. Diversity is a foundation of our partnerships and reflected by the broad network of diverse Steelcase dealers across the United States.

DIVERSE DEALER LOCATIONS



Locate a diverse dealership near you at www.steelcase.com/dealers.

SUPPLIER DIVERSITY. MAKES US SMARTER.

Since 1991, the Steelcase Supplier Diversity Program has focused on building and developing minority-, women- and service veteran-owned businesses in the United States by integrating them into our procurement processes. We place emphasis on infrastructure and spend reporting, communication, networking and supplier development and mentoring. These suppliers help Steelcase better respond to market demands and align more closely with the diversity goals of current and future customers. Our corporate goal is to increase annual expenditures with diverse businesses, and we expect our Tier 1 suppliers to follow.

SUPPLIER DIVERSITY INITIATIVES

Engagement

- National Minority Supplier Development Council
 - Michigan Minority Business Development Council (MMBDC)
 - member of board
 - committee chair
 - National Association of Women Business Owners Corporation
 - Grand Rapids Area Chamber of Commerce
-

Relationships

- Women’s Business Enterprise National Council
 - Small Business Administration
 - Council of Supplier Diversity Professionals Member
-

Recognition

- Supplier of the Year Diversity Award by Allstate Insurance
 - Michigan Minority Supplier Development Council
 - Corporation of the Year Finalist
 - Corporate One Award
-

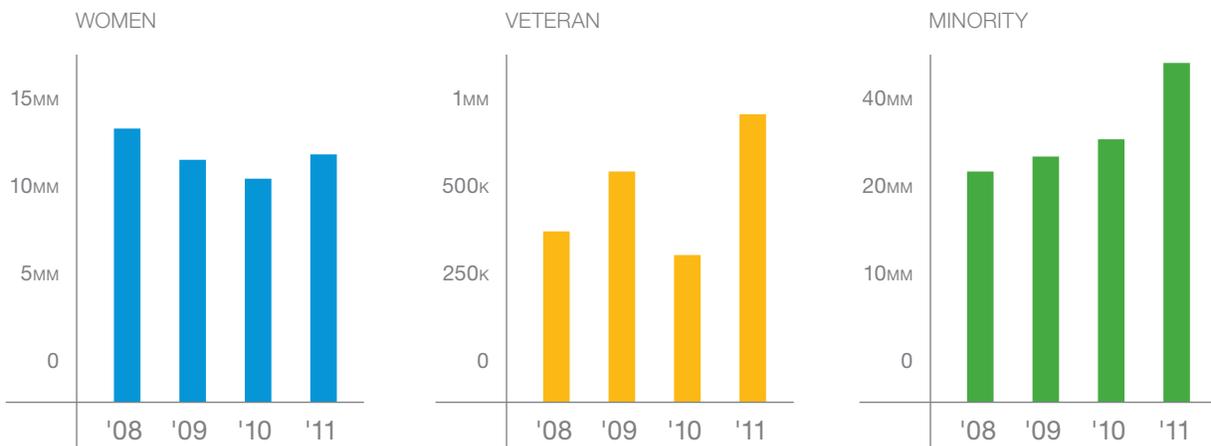
OVERALL DIVERSE SUPPLIER SPENDING

Percent of overall spend with diverse suppliers from FY08 – FY11



SUPPLIER SPENDING WITH WOMAN-, MINORITY- AND VETERAN-OWNED BUSINESSES

Overall spend with specific diverse suppliers from FY08 – FY11



CORPORATE DIVERSITY. MAKES US STRONGER.

At Steelcase, we are committed to having our workforce reflect the composition of the communities where we live and work while also promoting environments where we understand and respect one another. Our differences make our business stronger.

STEELCASE IS COMMITTED TO

Hire and promote fairly

- regularly report measures to senior leaders
 - support Inforum, a professional women’s group, as a corporate member
-

Support education and training

- require diversity training sessions for all employees
 - offer specialized diversity speaker series for employees
 - encourage employees to speak on inclusion at community events
 - implement Steelcase Inclusion Partners, a global employee group focused on diversity and work experience
-

Engage leadership

- encourage leaders to serve as board members for organizations focused on global inclusion
 - host diversity forums to share ideas and empower leaders’ diversity efforts
-

Ensure compliance and regulatory processes and activities are consistently above expectations

- received the US Department of Labor EVE Award twice, for exemplary volunteer efforts for diversity
-

COMMUNITY DIVERSITY. MAKES US PARTNERS.

Steelcase is dedicated to improving diversity and inclusion in the communities where we live and work. **45%** of all corporate contributions are given to programs, organizations and initiatives that support diversity in our communities.

OUR FOCUS

Diversity education

- host community celebration for Martin Luther King Day and sessions for The Healing of Racism on our campus
 - support Moneta B Cole Diversity Institute at Spelman College and Bennett College as a leadership member
 - act as leading sponsor for the community Diversity Lecture Series
-

Urban education

- initiated a community program for dropout prevention
 - founded a charter school for urban youth to ensure high school completion and college attendance
-

Higher education

- established scholarship for minority students at several universities and colleges
-

Economic development

- serve Hispanic Chamber of Commerce as an inaugural member
-

Special group interest and support

- establish Inforum of West Michigan, a professional women's organization, as a charter member
 - sponsor Disability Advocates, Very Special Arts, Pride Inc, Senior Neighbors, Asian Health Outreach, Celebration of Soul and Dia del Sol
-

Leadership presence

- volunteer presence on Executive Leadership Council on Diversity, Editorial Board of Diversity Executive Magazine and Michigan Minority Supplier Development Council Board of Directors
 - received the second Diversity Visionary Award from the Chamber of Commerce
-

Steelcase® coalesse®  turnstone® DESIGN[®]
TEX details®  nurture® PolyVision®

Call 800.333.9939 or visit steelcase.com

Item # 11-0002258 5/11 ©2011 Steelcase Inc. All rights reserved. All specifications subject to change without notice. Printed in U.S.A. Trademarks used herein are the property of Steelcase Inc. or of their respective owners. As part of our commitment to sustainability, this brochure was created using an on-demand printing process, enabling us to digitally print materials only when necessary.