



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

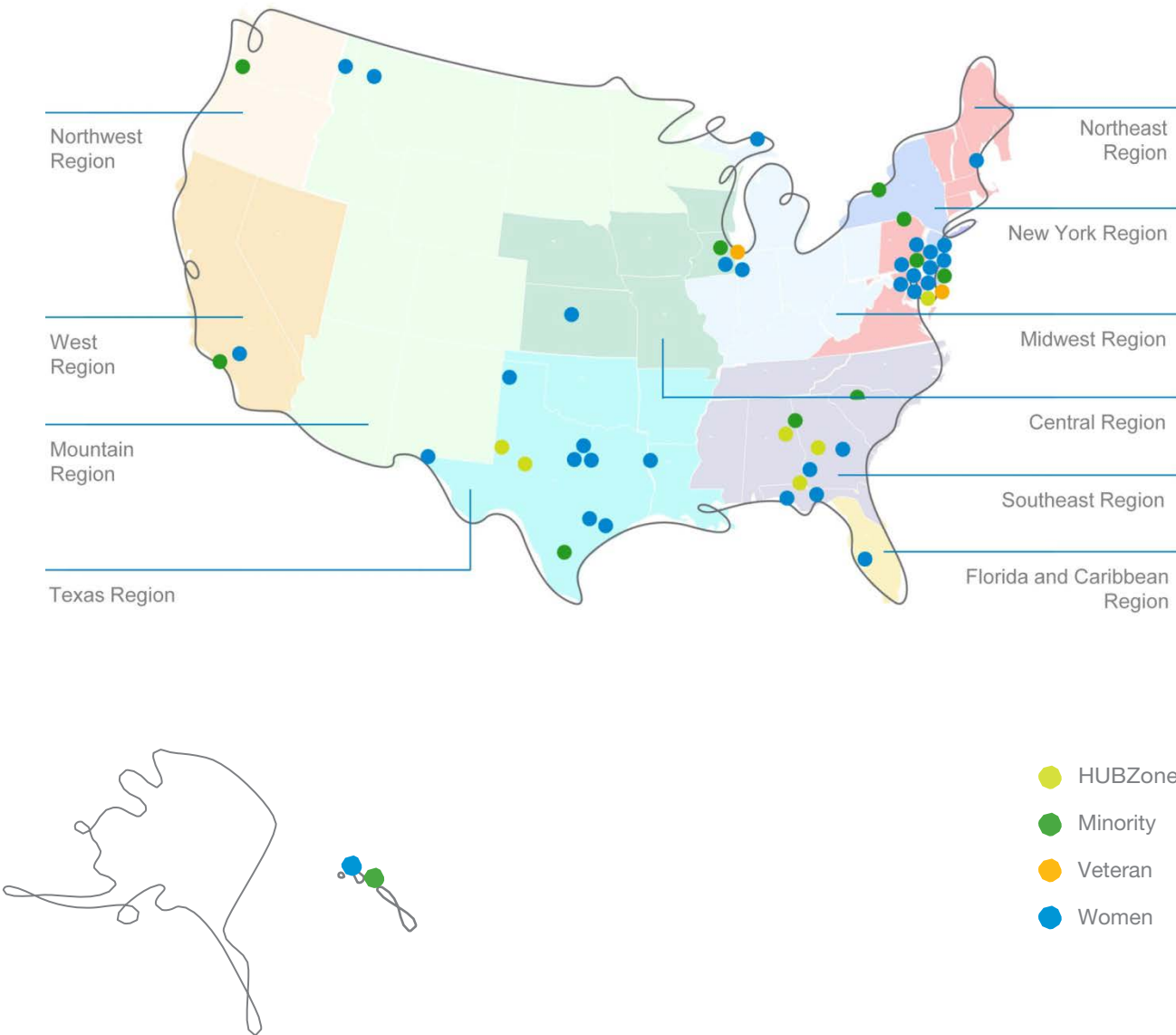
20 States

15% of the US dealer
population

DEALER DIVERSITY. MAKES US BETTER.

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.

DEALER DIVERSITY. MAKES US BETTER.

Our passion and commitment to diversity is extended through the relationships we have with our dealers.

DIVERSE DEALER LOCATIONS

NORTHWEST REGION

MINORITY	CITY
SmithCFI	Portland

WEST REGION

WOMEN	CITY
Interior Showplace Ltd.	Honolulu
Floyd's Office Solutions	Bakersfield
MINORITY	CITY
FE	Honolulu
Archi.Txture	Irvine

MOUNTAIN REGION

WOMEN	CITY
Missoula's Office	Missoula
Simply Office Interiors Inc.	Bozeman

TEXAS REGION

WOMEN	CITY
Manning's	Beaumont
BKM Total Office of Texas LLC	Dallas
General Office Supply Inc.	Amarillo
Hodges Business Interiors Inc.	Huntsville
Val Brown Interiors Inc.	El Paso
McKinney Office Supply	McKinney
Business Interiors	Irving
Business Products & Design	Monroe
MINORITY	CITY
Texas Wilson Office Furniture & Services	San Antonio
HUBZONE	CITY
West Supply Company	San Angelo
West Supply Company	Big Spring

FLORIDA AND CARIBBEAN REGION

WOMEN	CITY
GLT Office Plus Business Center	Lakeland

SOUTHEAST REGION

WOMEN	CITY
Aiken Office Supply Inc.	Aiken
Advent Business Interiors Inc.	Albany
Leitz & Reed Office Products	Lynn Haven
Capital Business Interiors Inc.	Tallahassee
MINORITY	CITY
Bentco Office Solutions LLC	Chattanooga
Hudson Office Supply Inc.	Dothan

HUBZONE	CITY
Hudson Office Supply Inc.	Dothan
Bentco Office Solutions LLC	Chattanooga
Commercial Furnishings	Macon

CENTRAL REGION

WOMEN	CITY
Design Central Inc.	Salina
Markelz Business Interiors	Joliet
OEC Business Interiors Inc.	Elmhurst
MINORITY	CITY
A. Pomerantz & Company	Chicago
VETERAN	CITY
A. Pomerantz & Company	Chicago

MIDWEST REGION

WOMEN	CITY
Bobel's Office Plus	Amherst

NORTHEAST REGION

WOMEN	CITY
Arbee Associates	Gaithersburg
W.S. Goff Company Inc.	Mays Landing
Corporate Interiors Inc.	New Castle
A.K. Thomas Company Inc.	Amesbury
Arbee Associates	Beltsville
Corporate Interiors Inc.	Conshohocken

HUBZONE	CITY
A. Pomerantz & Company	Philadelphia

VETERAN	CITY
A. Pomerantz & Company	Philadelphia

MINORITY	CITY
A. Pomerantz & Company	Philadelphia

NEW YORK REGION

WOMEN	CITY
Arbee Associates	Piscataway
Walden's Business Environments	Farmingdale
Walden's Business Environments	New York
Walden's Business Environments	Rye
Concepts Office Furnishings	Saddle Brook

MINORITY	CITY
Merkel-Donohue	Rochester
Concepts Office Furnishings	Saddle Brook

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.

SUPPLIER DIVERSITY INITIATIVES

Engagement

- National Minority Supplier Development Council (NMSDC)
 - Michigan Minority Supplier Development Council (MMSDC)
 - VetBiz Central
 - Small Business Administration
 - Inforum
 - Grand Rapids Area Chamber of Commerce
-

Initiatives

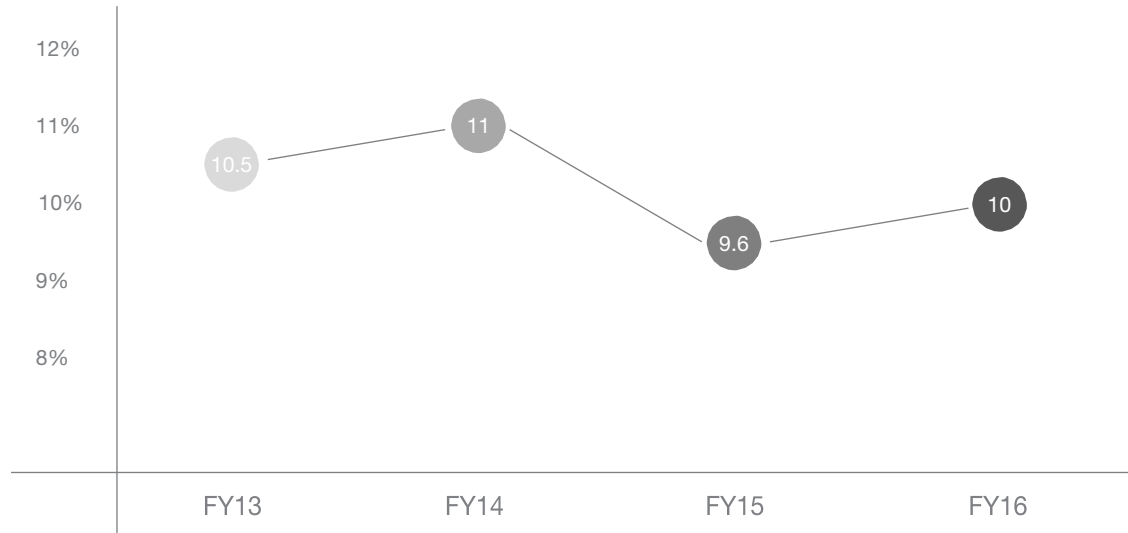
- Participating in trade shows, conferences, and networking events to identify potential suppliers
 - Maintaining relationships with diverse business associations, as well as small business associations
 - Advertising in publications that serve our diverse business communities
-

Recognition

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

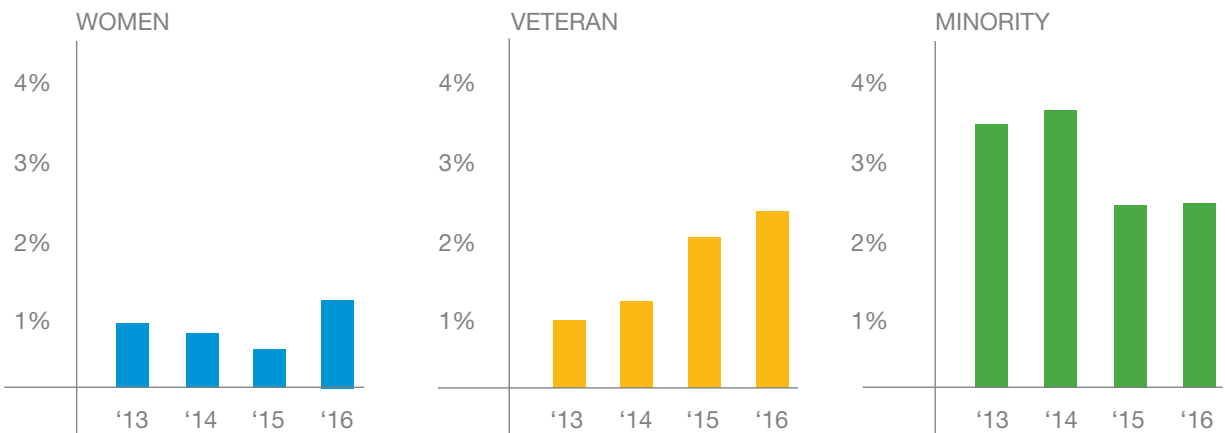
OVERALL DIVERSE SUPPLIER SPENDING

Percent of overall spend with diverse suppliers from FY13—FY16



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

Overall spend with specific diverse suppliers from FY13 - FY16



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

- offer specialized diversity speaker series for employees
 - encourage employees to speak on inclusion at community events
 - Steelcase Inclusion Groups, focused on diversity and work experience
-

Engage leadership

- encourage leaders to serve as board members for organizations focused on global inclusion
 - host diversity and inclusion 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
 - earned at top score of 100 on the Human Rights Equality Index
 - earned the 2016 Top 50 Civic Minded Companies listing
-

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
 - act as leading sponsor for the community Diversity Lecture Series
-

Urban education

- founded and sponsor Grand Rapids University Prep Academy for urban youth to ensure high school completion and college attendance
 - co-founded WMCAT, a program based in arts and technology to inspire urban students to attend college and help adults gain work skills
 - established scholarship for minority students at several universities and colleges
-

Special group interest and support

- establish Inforum of West Michigan, a professional women's organization, as a charter member
 - sponsor Disability Advocates, NAACP, GR OutPro, Pride Inc., Senior Neighbors, Celebration of Soul, Glimpses of India, Vietnamese Tet Celebration, Dia del Sol
 - member of Hispanic Chamber of Commerce and Hispanic Center of West Michigan
 - board member of Michigan Minority Supplier Development Council
 - received Diversity Visionary Award from the Grand Rapids Chamber of Commerce
-

Steelcase[®]

Call 800.333.9939 or visit steelcase.com

©2016 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.