

## Steelcase Global Environmental, Health and Safety Compliance Policy / Disclosure of Violations Statement

SOURCE: James O'Connor, Vice President, Corporate Compliance Officer  
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### **Steelcase Global Environmental, Health and Safety Compliance Policy / Disclosure of Violations Statement.**

It is a Steelcase Inc. policy to work in full cooperation with the agencies that regulate our business to ensure that we are compliant with applicable laws and regulations. As part of this full cooperation, we are routinely inspected by various regulatory agencies including the U.S. Environmental Protection Agency, U.S. Department of Labor Occupational Health and Safety Administration and agencies in states and countries where we have operations.

To support our compliance efforts, we have environmental, health and safety management systems and dedicated internal compliance personnel who regularly conduct reviews of our operations as they relate to specific codes and regulations. All global manufacturing facilities are third party registered to the ISO14001 Standard except recent acquisitions that are in the process of obtaining registration. Our manufacturing facilities in China, France, Germany and India are also registered to the ISO18001 Standard. Should our internal reviews identify an item that we believe is a compliance concern, it is our policy to voluntarily report that concern to the appropriate agency and then work cooperatively with that agency to resolve the matter. Occasionally, this proactive approach may trigger a notice of violation due to the way agencies enforce government regulations.

Our public filings identify any situations that meet SEC reporting thresholds. Our recent filings with the SEC are available at our web site at [www.steelcase.com](http://www.steelcase.com).

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