

Steelcase Environmental Sustainability Policy Statement

Vision / Winning Aspiration

To grow stakeholder value by protecting human health and the environment by integrating sustainable practices and aspirations into our products, operations, processes, and culture on a global scale.

Mission

Optimize stakeholders' experience by...

- Creating and providing products that advance environmental and human health, social responsibility, and economic prosperity.
- Providing clarity and consistent messaging around our sustainability efforts.
- Incorporating environmental regulatory compliance into sustainability pursuits.
- Sharing the science and practice of sustainability by operating in a sustainable manner and collaborating with customers and business partners on their sustainability journeys.
- Addressing key opportunities such as circular economy and climate change mitigation through a systems approach and by supporting policies and practices to prepare for a more resource-constrained future.

Global Environmental Policy Statement

Steelcase is committed to:

1. Advance and strengthen the three pillars of sustainable development in our worldwide operations and through our focus on sustainable product design
 - a) Healthy Planet (E) Creating products and operations that are good for the world.
 - b) Healthy People (S) Cultivating opportunities for people and communities to thrive.
 - c) Healthy Culture (G) Curating a culture of trust and integrity.
2. Conduct company operations to protect the environment and health of our employees, neighbors, and customers through a proactive environmental management system that
 - a) Reduces emissions and waste
 - b) Promotes material and product circularity
 - c) Uses natural resources such as water efficiently and preserves resource quality
 - d) Promotes safe environments and injury prevention
3. Support consumer health and wellbeing through the application of sustainable design principles in product development.
4. Demonstrate environmental leadership through our commitment to meeting science-based targets as part of our climate change mitigation strategy and working with our business partners to do the same.
5. Comply with applicable environmental laws, regulations, and obligations while proactively seeking opportunities to minimize our environmental footprint.
6. Promote environmental awareness, provide education, and share best practices to ensure employee ownership and stakeholder engagement.
7. Partner and consult with suppliers, dealers, customers, researchers and environmental groups and agencies.
8. Monitor, improve and report on the company's ESG performance.

This policy is reviewed annually by senior management.

Last reviewed: September 2021