

Steelcase Environmental Sustainability Policy

Our Mission:

At Steelcase, we help people do their best work by creating places that work better. Our core values guide our commitments to environmental, social and governance (ESG) strategies, striving to make 'better' possible.

Together with our partners, we're shaping a future that protects the environment, fosters thriving people, and sustains a culture of trust and integrity. Because our business is a force for good, better is possible.

Our Environmental Commitments:

Climate: We work to reduce our impact on climate change, supported by sustainable manufacturing practices, and evidenced through science-based, greenhouse gas emission reduction targets.

Circular Economy: We build ecosystems to support and prepare for a circular economy that maintains the value of materials for as long as possible.

Sustainable Product Design: We design out waste by using healthy materials, reducing embodied carbon and designing for a circular economy.

Product Packaging: We use recycled materials and focus on eliminating single-use plastics to deliver products safely with minimal packaging.

Consumer Health + Wellbeing: We select best-in-class materials and transparently convey the composition of our products.

Global Environmental Policy Statement:

Through our commitments, Steelcase aims to:

- Design and manufacture products that help people do their best work, with a commitment to help reduce climate change.
- Conduct company operations in accordance with our ISO 14001 registered Environmental Management System (EMS) to protect the health of the environment and our employees, neighbors, and customers.
- Design sustainable products and prepare for a circular economy by reducing material, energy, and water use, limiting emissions and waste, and choosing healthy materials with lower embodied carbon.
- Demonstrate environmental leadership through setting and achieving bold goals and working with our suppliers and partners to do the same.

- Comply with – and go beyond –applicable environmental laws, regulations, and obligations.
- Promote safe environments and injury prevention in the manufacturing of our products.
- Promote environmental awareness, provide education, and share best practices to ensure employee ownership and stakeholder engagement.
- Partner and consult with suppliers, dealers, customers, researchers and environmental groups and agencies to further our commitments, goals and results.
- Monitor, improve and report on the company’s ESG performance.

Responsibility:

Steelcase’s Corporate Compliance Officer is responsible for ensuring the implementation of this policy; however, all employees are responsible for meeting these objectives, as relevant in their respective roles. Additionally, the Nominating and Corporate Governance Committee of the Steelcase Board of Directors has oversight over the company’s ESG strategy and policies, as well as performance against same.

This policy was updated and approved in November 2022.

Our ISO14001 Environmental policy as part of our Environmental Management System (EMS) is available upon request.