

# Steelcase

## UN Global Compact Communication on Progress (UNGC CoP)

Steelcase Inc. has reported the information cited in this UN Global Compact Communication of Progress content index for the period March 1, 2022 to February 28, 2023 using the most current standards.

CEO Statement		Information Links	Page(s)
CEO Statement	CEO Statement of Continued Support publicly expresses your company's ongoing commitment to the Ten Principles of the United Nations Global Compact (UNGC) at the highest level.	<a href="#">CEO Statement of Continued Support UN Global Compact CEO reaffirmation rev 2023</a>	
Governance			
Policies and Responsibilities		Information Links	Page(s)
G1	G1. Identify the responsibilities of the Board / highest governance body or most senior executive of the company.	<a href="#">Board / Highest Governance Body Responsibilities Nominating and Corporate Governance Committee Charter rev 20...</a> <a href="#">2023 Proxy Statement</a>	5 17-18
G2	G2. Does the company have a publicly stated commitment regarding the following sustainability topics?	<a href="#">Publicly Stated Commitments Global Human and Labor Rights Policy Environmental Sustainability Policy Statement rev 2022 Anti-Bribery Anti-Corruption Policy rev June 2020 online Global Business Standards rev 2022 Anti-Slavery Anti-Human Trafficking Statement rev 2022</a>	
G3	G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?	<a href="#">Code of Conduct Global Human and Labor Rights Policy Harassment Prevention/Respect and Responsibility Supplier Code of Conduct rev Sep 2022 Environmental, Design for Environment &amp; Conflict Minerals Po... Anti-Bribery Anti-Corruption Policy rev June 2020 online Global Business Standards rev 2022 Code of Business Conduct rev 2021</a>	

G4	G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?	<a href="#">Responsibility Appointments Nominating and Corporate Governance Committee Charter rev 20...</a>	5
G5	G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?	<a href="#">Addressing Formal Structure(s) Nominating and Corporate Governance Committee Charter rev 20...</a>	5
<b>Prevention (Governance)</b>		Information Links	Page(s)
G6; G6.1	G6. Does the company have a process or processes to assess risk?  G6.1. During the assessment of risk, has your company reviewed those suppliers and/or other business relationships where the risk related to human rights, labor, environment and/or anti-corruption may be particularly severe?	<a href="#">Risk Assessment Process(es)</a>	
G7; G7.1	G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?  G7.1. During the due diligence process, has your company reviewed those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labor, environment and/or anti-corruption may be particularly severe.	<a href="#">Due Diligence Process(es)</a>	
<b>Concerns and Grievance Mechanisms</b>		Information Links	Page(s)
G8; G8.1	G8. Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labor rights, environment, or anti-corruption?  G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.	<a href="#">Human Rights Conduct Process(es) Integrity Help Line Policy rev 2021</a>	
<b>Lessons</b>		Information Links	Page(s)
G9	G9. How does the company capture lessons regarding each of the following sustainability topics?	<a href="#">Capturing Lessons</a>	
<b>Executive Pay</b>		Information Links	Page(s)
G10	G10. Is executive pay linked to performance on one or more of the following sustainability topics?	<a href="#">Executive Pay</a>	
<b>Board Composition</b>		Information Links	Page(s)
G11	G11. Identify the percentage of individuals within the company's Board / highest governance body.	<a href="#">Board / Governance Body Composition 2023 Proxy Statement</a>	6-12

G12	G12. Identify the alignment of produced sustainability reporting with national and/or international regulations, standards, and/or frameworks.	<a href="#">Sustainability Reporting Alignment</a>	
<b>Data Assurance</b>		<a href="#">Information Links</a>	<a href="#">Page(s)</a>
G13	G13. Is the information disclosed in this questionnaire assured by a third-party?	<a href="#">Data Assurance and Disclosure 2023 CDP S1S2S3</a> <a href="#">GHG Verification Statement</a>	
Human Rights			
<b>Materiality</b>		<a href="#">Information Links</a>	<a href="#">Page(s)</a>
HR1	HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?	<a href="#">Identified Material Human Rights Issues</a> <a href="#">Global Human and Labor Rights Policy</a>	
<b>Commitment (Human Rights)</b>		<a href="#">Information Links</a>	<a href="#">Page(s)</a>
HR2; HR2.1	HR2. Does the company have a policy commitment in relation to the following human rights topics?  HR2.1. Indicate further disclosure for the following human rights topics.	<a href="#">Human Rights Policy Commitments</a> <a href="#">Global Human and Labor Rights Policy</a> <a href="#">IT Acceptable Use Policy Global rev 2023</a>	
<b>Prevention (Human Rights)</b>		<a href="#">Information Links</a>	<a href="#">Page(s)</a>
HR3	HR3. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights topics?	<a href="#">Affected Human Rights Engagement</a> <a href="#">Global Human and Labor Rights Policy</a> <a href="#">DEI Progress Report FY23</a>	
HR4	HR4. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights topic?	<a href="#">Human Rights Risk Mitigation</a> <a href="#">DEI Progress Report FY23</a> <a href="#">Global Human and Labor Rights Policy</a>	<a href="#">Employee Resource Groups ...</a>
HR5	HR5. Who receives training for the following human rights topics?	<a href="#">Human Rights Training(s)</a> <a href="#">Global Business Standards rev 2022</a> <a href="#">Global Human and Labor Rights Policy</a>	
HR6	HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?	<a href="#">Human Rights Risk Mitigation Assessment</a> <a href="#">DEI Progress Report FY23</a>	
<b>Response and Reporting (Human Rights)</b>		<a href="#">Information Links</a>	<a href="#">Page(s)</a>
HR7	HR7. During the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact associated with the following human rights topic(s)?	<a href="#">Human Rights Adverse Impact Remediation</a>	
HR8	HR8. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.	<a href="#">Human Rights Principle Implementation</a> <a href="#">Global Human and Labor Rights Policy</a> <a href="#">Supplier Code of Conduct rev Sep 2022</a>	

## Labor

### Commitment (Labor)

L1; L1.1; L1.2

L1. Does the company have a policy commitment in relation to the following labor rights principles?

L1.1. Select status for each labor rights policy commitment.

L1.2. Select existing company's policy on freedom of association and collective bargaining.

Information Links

Page(s)

[Labor Rights Principles Commitment](#)  
[Global Human and Labor Rights Policy](#)

### Prevention (Labor)

L2

L2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labor rights topics?

Information Links

Page(s)

[Labor Rights Stakeholders](#)  
[EEO Policy rev 2022](#)  
[Global Human and Labor Rights Policy](#)  
[Anti-Slavery Anti-Human Trafficking Statement rev 2022](#)

L3

L3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labor rights topic?

[Labor Rights Risk Mitigation](#)

L4

L4. Who receives training for the following labor rights topics?

[Labor Rights Training](#)  
[Global Human and Labor Rights Policy](#)  
[Supplier Code of Conduct rev Sep 2022](#)

L5

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labor rights topics?

[Labor Rights Risk Mitigation Progress](#)

### Performance (Labor)

L6

L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favorable rights than those provided in legislation, where appropriate?

Information Links

Page(s)

[Employee Collective Bargaining Agreement Coverage](#)  
[Global Human and Labor Rights Policy](#)

L7

L7. In the course of the reporting period, what was the percentage of women in managerial positions? (%)

[Women in Leadership Positions](#)

L8

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting period?

[Pay Equity](#)

L9

L9. In the course of the reporting period, how frequently were workers injured (injuries per hour worked)?

[Injury Frequency Rate](#)

L10

L10. In the course of the reporting period, what was the company's incident rate (injuries per worker)?

[Incident Rate](#)

### Response and Reporting (Labor)

L11

L11. In the course of the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to the adverse impact associated with the following labor rights topics?

Information Links

Page(s)

[Labor Rights Impact Remediation](#)

L12

L12. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the labor principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

[Labor Rights Principles Action](#)  
[Global Human and Labor Rights Policy](#)  
[Supplier Code of Conduct rev Sep 2022](#)

## Environment

<b>Commitment (Environment)</b>		Information Links	Page(s)
E1; E1.1	E1. Does the company have a policy commitment on the following environmental topics?  E1.1. Indicate further disclosure for the following environmental topics.	<a href="#">Environmental Policies</a> <a href="#">Environmental Sustainability Policy Statement rev 2022</a>	1-2
<b>Prevention (Environment)</b>		Information Links	Page(s)
E2	E2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental topics?	<a href="#">Affected Environmental Issue Engagement</a>	
E3	E3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics?	<a href="#">Environmental Risk Mitigation</a>	
E4; E4.1; E4.2	E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?  E4.1. For each environmental topic in which the company sets timebound goals / targets, what kind of targets has the company set?  E4.2. For each environmental topic in which the company sets timebound goals / targets, how is progress against target / goal tracked?	<a href="#">Environmental Risk Mitigation Assessment</a> <a href="#">2022 Impact Report</a>	
E5	E5. In the course of the reporting period, has the company been involved in providing or enabling remedy for any impacts associated with the following environmental topic(s)?	<a href="#">Environmental Adverse Impact Remediation</a>	
<b>Climate Action</b>		Information Links	Page(s)
E6; E7; E7.1	E6. What were the company's gross Scope 1 and Scope 2 greenhouse gas emissions for the reporting period?  E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions for the reporting period?  E7.1. Which Scope 3 categories are included in the organization's Scope 3 emissions calculation?	<a href="#">Greenhouse Gas (GHG) Emissions</a>	
E8	E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services during this reporting period?	<a href="#">Low-Carbon Products/Services</a>	
E9	E9. Has the organization acted to support climate change adaptation and resilience?	<a href="#">Climate Change Activities</a>	
<b>Energy/Resource Use</b>		Information Links	Page(s)
E10	E10. Please report the company's renewable energy consumption as a percentage of total energy consumption in the reporting period.	<a href="#">Renewable Energy Consumption</a>	
<b>Technology</b>		Information Links	Page(s)
E11	E11. What percent of the company's revenue came from low-carbon products/services during this reporting period?	<a href="#">Revenue from Environmental Products / Services</a>	
<b>Additional Topic-Specific Questions</b>		Information Links	Page(s)
E12	E12. Which of the following has the company identified as material environmental topics connected with its operations	<a href="#">Organization Operational Sectors</a> <a href="#">2022 Impact Report</a>	76

and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

<b>Additional Topic-Specific Questions: Water</b>		Information Links	Page(s)
E13	E13. Please provide details regarding the company's water withdrawal and consumption (own operations) during the reporting period.	<a href="#">Water Withdrawal and Consumption</a>	
E14	E14. Please provide details about the company's water intensity of products in regions with high or extremely high water stress.	<a href="#">Water Intensity</a>	
<b>Additional Topic-Specific Questions: Forests, Biodiversity, Land Use</b>		Information Links	Page(s)
E15	E15. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).	<a href="#">Protected Areas and/or Key Biodiversity Areas (KBA)</a>	
E16	E16. What area (in hectares) of natural ecosystems was converted during the reporting period in areas owned, leased, or managed by the company?	<a href="#">Natural Ecosystems</a>	
E17	E17. Is the company supporting or implementing project(s) focused on ecosystem restoration and protection?	<a href="#">Ecosystem Restoration and Protection Projects</a>	
<b>Additional Topic-Specific Questions: Air Pollution</b>		Information Links	Page(s)
E18	E18. Where applicable, please report the company's emissions of the following pollutants during the reporting period.	<a href="#">Air Pollutants</a>	
<b>Additional Topic-Specific Questions: Waste</b>		Information Links	Page(s)
E19	E19. In metric tons, please report the company's total weight of waste generated during the reporting period.	<a href="#">Waste Generated Waste and Emissions Data FY23</a>	
E20	E20. Please report the percentage of the company's waste that was hazardous waste (e.g., hazardous waste ratio) during the reporting period.	<a href="#">Hazardous Waste Ratio Waste and Emissions Data FY23</a>	
E21	E21. Please report the company's estimated metric tons of single-use plastic consumed wherever material along the value chain during the reporting period.	<a href="#">Single-Use Plastic Consumption</a>	
<b>Overall Environment</b>		Information Links	Page(s)
E22	E22. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.	<a href="#">Environmental Principle Implementation</a>	
<b>Anti-Corruption</b>			
<b>Commitment (Anti-Corruption)</b>		Information Links	Page(s)
AC1; AC1.1	AC1. Does the company have an anti-corruption compliance program?  AC1.1. If yes, in what year was this program last reviewed? (YYYY)	<a href="#">Anti-Corruption Compliance Program Anti-Bribery Anti-Corruption Policy rev June 2020 online</a>	
AC2	AC2. Does your company have policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?	<a href="#">Anti-Corruption Policies Global Business Standards rev 2022</a>	3

<b>Prevention (Anti-Corruption)</b>		Information Links	Page(s)
AC3; AC3.1	AC3. Who receives training on anti-corruption and integrity?  AC3.1. How often is such training provided?	<a href="#">Anti-Corruption Training</a>	
AC4	AC4. Does the company monitor its anti-corruption compliance program?	<a href="#">Compliance Monitoring</a>	
<b>Performance (Anti-Corruption)</b>		Information Links	Page(s)
AC5	AC5. Please report the company's total number and nature of incidents of corruption during the reporting year.	<a href="#">Anti-Corruption Incidents</a>	
<b>Response and Reporting (Anti-Corruption)</b>		Information Links	Page(s)
AC6	AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?	<a href="#">Anti-Corruption Measures</a>	
AC7	AC7. Does your company engage in Collective Action against corruption?	<a href="#">Collective Action Global Business Standards rev 2022</a>	
AC8	AC8. Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to implement the anti-corruption principle, including goals set and any challenges faced and actions taken towards prevention and/or remediation.	No Information Available	