

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Date of statement: August 26th, 2024

This statement is made pursuant to section 54 of the UK Modern Slavery Act of 2015 It describes actions Steelcase has taken and plans to take to avoid human trafficking and slavery in its own business and its supply chain.

OUR BUSINESS

About Steelcase

Steelcase leads the way in creating great experiences by offering a range of architecture, furniture and technology products and services designed to help people reach their full potential. Together with our partners, we design spaces to help people work, learn and heal.

Company Values

At Steelcase, acting with integrity and treating people with dignity and respect are key principles that have guided our individual and corporate business thinking, decisions, and behavior for over 100 years. It is a legacy handed down from the founders of our company and remains the cornerstone of our business philosophy today. Steelcase's core values are reflected in our Global Business Standards, which embody the fundamental principles that govern the company's ethical and legal obligations around the world. These standards pertain not only to conduct within Steelcase but also to conduct involving customers, dealers, suppliers, and other stakeholders.

OUR CONTINUED COMMITMENTS

Continued commitment towards our Employees

Steelcase employees are trained on the Global Business Standards and adherence to the company's core values is part of annual employee performance reviews.

On a day-to-day basis, the Steelcase Global Talent Management team oversees human resource matters throughout the company's operations. The team ensures that all Steelcase facilities follow our Human and Labor Rights Policy, local labor requirements and adherence to values including preventing any involvement by the company in human trafficking or modern slavery.

Additionally, Steelcase maintains a corporate-wide Integrity Helpline for employees and others to report situations involving suspected non-compliance with laws, regulations, Steelcase policies, or our core values. The Integrity Helpline is operated globally by an independent third party and reports can be made anonymously.

Continuing initiatives with our suppliers

Steelcase is committed to doing business with suppliers that share the company's vision and ambition. The company has set forth its commitments, actions, and expectations of suppliers through the following:

Global Supplier Contracts

Steelcase's global supplier agreements require suppliers to comply with laws and the company's Supplier Code of Conduct.

Supplier Code of Conduct

The Supplier Code of Conduct requires suppliers to meet local labor laws and to prevent human trafficking and modern slavery with their employees. In the event that a supplier fails to follow the Code of Conduct, the supplier must immediately take action to comply, or they face the risk of termination.

Supplier Audits

As a part of onboarding new key suppliers and periodically with existing suppliers, Steelcase conducts audits of the supplier's operation. This includes assessment of the Supplier Code of Conduct requirements including treatment of employees. The Steelcase global supplier agreements include a right to perform such audits and to verify through records or by other means supplier performance.

Supplier Education

Global Supplier Conferences and smaller supplier meetings are held to provide suppliers with education on the company's commitments and expectations around many issues including human rights and labor practices. The curriculum includes reviewing the terms and conditions set out in Steelcase's global supplier agreements, the Supplier Code of Conduct, and the assessment and auditing process as well as other topics.

Steelcase does not tolerate the use of child labor, forced labor, human trafficking or discriminatory practices within its operations or within the operations of affiliated partners. The company will continue to grow existing programs and implement measures to ensure protection of human dignity, human rights and safety in our facilities and supply chain.

FISCAL YEAR 24 KEY INITIATIVES

During fiscal year 2024, Steelcase advanced several key initiatives:

- We launched an updated Global Business Standards training to all employees globally;
- Provided training and updated Supplier Code of Conduct to suppliers on various compliance topics including Modern Slavery issues
- We presented an annual compliance report to Steelcase Audit Committee;
- We acquired new supplier vetting software to improve our ability to evaluate supplier performance;
- We published our Impact report 2023 that address human rights including modern slavery issues.

EXPECTATIONS FOR FISCAL YEAR 2025

Steelcase's expectations for fiscal year 2025 are to:

- Continue to present an annual compliance report to Steelcase audit committee;
- Launch a newly updated Global Business Standards training to all employees globally;
- Deploy and refine use of new supplier vetting software;
- Continue to provide training and require adherence to Supplier Code of Conduct for all suppliers;
- Publish an updated impact report.

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