

# Material Chemistry & Transparency



Haworth set out on an ambitious journey to become a sustainable corporation. Working toward a circular economy is one of the biggest opportunities for a sustainable future and is therefore an essential part of our strategy. With our design-led approach, we're committed to addressing the environmental, social, and economic impacts of our business through sustainable material choices, waste-reducing engineering processes, avoidance of chemicals of concern, and alignment with leading certifications.

## Mindful Methods, Sustainable Materials

Haworth is committed to providing our customers with products that support safe and healthy environments, through a policy of material chemistry transparency. Complying with applicable legal requirements on chemicals, such as REACH, California's Proposition 65, and TSCA Title IV, is a matter of course and is considered as minimum standard for all our operations. We are working diligently toward reducing potentially hazardous chemicals beyond regulatory restrictions associated with parts and materials we source. Considerations for the use of safer materials continue to drive us to evaluate more sustainable solutions as alternatives become commercially available.

## From our Global 2025 Commitments

### Circular Design

100% of new products designed using circular design principles.

### Sustainable Wood

Source 100% of wood from sustainable sources.

### Sustainable Packaging

100% renewable, reusable, recyclable, or compostable packaging.

As a first step, we partner with our suppliers to understand the chemical make-up of parts and materials associated with our products. Through chemical material declarations, certifications, and material safety data sheets, we verify whether parts and materials supplied to Haworth contain specific chemicals of high concern. If confirmed present, we partner with our suppliers to switch to safer, more preferred alternatives that still meet our rigorous performance and quality standards.

## Wood

Wood is one of the core renewable materials used in Haworth products. We are using both solid wood and composite wood type materials. While all wood materials naturally contain formaldehyde, Haworth works to keep added formaldehyde levels for composite wood low. Composite wood products that have direct user-contact are sealed by décor cover and edge, thereby minimizing any formaldehyde emissions to significantly below applicable standards. A wide range of Haworth products is recognized with indoor air certifications, proving their low chemical emissions.

## Fabric

Our fabric suppliers continue to be critical partners in advancing our transparency efforts and our capability of offering healthier product alternatives to our customers. Through our supplier chemical material declarations and fabric certifications, such as Oeko-Tex standard 100, EU Ecolabel, or Cradle to Cradle, Haworth can confirm product offerings free of harmful chemical groups, such as halogenated flame retardants, heavy metals, antimicrobials, and non-stick additives derived from per- and poly-fluorinated compounds. These compounds were targeted because they may be hazardous to human health or the environment during production, use, and disposal phases. As Haworth is driving its circular economy efforts forward, post-consumer recycled fabric collections are an important part in our fabric offering—including, for example, fabrics made from marine debris captured from our oceans.

## Metal

A high-quality, durable material group with a well-established recycling infrastructure, metals play an important role in Haworth products. We primarily source steel and aluminum. In pursuit of our circular design and carbon accountability strategy, Haworth targets high recycled content for its metal parts, which results in lower embodied carbon. We aim to avoid the use of any conflict minerals, such as gold, tin, tantalum, tungsten, and their derivatives, which are mined or traded in conditions of armed conflict. We partner with our suppliers to diligently increase transparency in our supply chain and ensure no conflict minerals are present in the materials we source. We

are also committed to avoiding heavy metals in our products in line with regulations such as REACH. Through material ingredient assessments or supplier manufacturer inventories as part of, for example, product certifications, we assess the chemical make-up of a product and screen for problematic substances beyond certain concentrations.

## Foam

We avoid the use of halogenated flame retardants altogether, and as an additional step, most Haworth standard foams are free of any flame-retardant additive (unless specified, e.g., for CAL133 certification). Foam propellants classified as ozone depleting substances, such as CFCs and HCFCs, are generally avoided.

## Plastic

The main types of plastics applied by Haworth are Polyamide (PA), Polypropylene (PP), Polyethylene (PE), glass-filled Nylon (GF PA6), and Acetal (or POM). It is our strategy to focus on plastics with a widely established recycling infrastructure and—where available—to select plastics with high recycled content. As part of our engineering requirements, all plastic parts beyond 50 grams in weight are marked or otherwise identified for recycling to facilitate an easy recycling process.

Haworth is actively eliminating PVC and associated harmful phthalate plasticizers from our existing products and avoiding these compounds with new product introductions. PVC is a chlorinated thermoplastic commonly used in furniture assemblies, electrical components, and vinyl surface options. Although there is minimal risk to human health or the environment during the use phase, the concern lies with potential risk of exposure to harmful substances during PVC production and at end-of-life disposal (e.g., incineration), if proper engineering controls and practices are not adhered to. Most Haworth standard product lines are confirmed to be PVC-free.

## Adhesives & Bonding

Our strategy with adhesives is to avoid them altogether. If this is not feasible, we insist on the use of solvent-free (e.g., hot-melt, water-based) options. Through material ingredient assessments, we evaluate chemical properties of an adhesive and screen for any hazardous substances. Our approach is to intentionally design products for ease of disassembly and maximize product breakdown into discrete materials. We therefore prefer reversible bonding methods, ideally through mechanical bonding, that allow for separation of materials for reuse or recycling. This helps to retain a high product value and keep materials in the loop for as long as possible.

## Surface Finishes

Haworth continues to push our supply chain toward the elimination of toxic substances, such as hexavalent chromium, and encourage the use of safer metal surface treatments, such as trivalent chromium plating and powder coatings. Many Haworth products include low emitting finishes such as powder-coated metal and water-based wood finishes.

## Electronic & Electrical Components

In line with legal regulations, such as the RoHS Directive, we aim to ensure that heavy metals (cadmium, lead, mercury, or hexavalent chromium), phthalates (DEHP, BBP, DBP, or DIBP), and polybrominated diphenyl ethers (PBDEs), are not present beyond set concentrations in electronic and electrically powered parts. We screen our supply chain for compliance with these requirements. When it comes to the application of PVC for electrical components, it remains a challenge to phase out this material due to limited commercially available substitutes. Still, our teams are making great progress with implementing PVC-free solutions that meet our rigorous testing requirements.

## Packaging

Our strategy focuses on providing renewable, reusable, recyclable, or compostable packaging to our clients. Haworth members around the globe continually work to optimize packaging to find the most sustainable approach while keeping the product safe during transportation. Reusable packaging materials include solid wooden pallets or blankets. When packaging is non-reusable, we largely use renewable materials, such as corrugated cardboard. For corrugated cardboard, our sourcing strategy includes aiming for high recycled content as well as certifications according to a recognized chain of custody scheme, like FSC or SFI. Apart from cardboard, product packaging consists of different types of plastic materials from non-renewable sources. Most of these materials are readily recyclable. We continue to identify opportunities to eliminate single use plastics from non-renewable sources. Where these cannot be substituted (yet), our priority is to source materials with a high percentage of recycled content. Our efforts also include optimizing packaging for home delivery, where we aim to focus on materials that are compatible with municipal recycling infrastructures.

## Linking Our Activities to the SDGs

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet, and improve the lives and prospects of everyone, everywhere. The 17 goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development. Haworth strategies and processes for safer, more sustainable materials and our transparency efforts aligns with five of the 17 goals.



By creating sustainable and healthy workspace solutions for our clients, free of chemicals of concern and supporting indoor air quality, Haworth promotes well-being in the workplace.



Through research and collaborations with internal and external stakeholders, we diligently work to expand our offering of new, innovative, sustainable, and healthy materials.



We are committed to circular product design. We aim to minimize the environmental impacts of our business and promote responsible consumption.



Our strategies to combat climate change address the reduction of GHG emissions along the entire value cycle. This includes reducing product carbon footprints by choosing materials with high recycled content and low embodied carbon.



Haworth helps to promote the sustainable use of terrestrial ecosystems; using sustainably sourced materials, materials with high recycled content and free of problematic chemicals, we contribute to conserve natural resources, habitats, and avoid biodiversity loss.

## Healthy and Transparent Products: What We Offer

In the spirit of continuous improvement and based on stringent requirements on material chemistry, we are continuously expanding our offering of new, sustainable, healthy product solutions. We remain dedicated to maintaining the highest sustainability standards in the market and will continue to be transparent in our efforts and progress:

- Global progress reporting through annual Corporate Social Responsibility Report
- Product-specific material transparency reporting through product environmental data sheets (PEDS) for most product lines
- Comprehensive third-party product certifications such as BIFMA level or European level, including credits for chemical ingredient assessments
- Large range of low-emitting certified product lines according to GREENGUARD and Indoor Advantage
- Declare labels for selected North American product lines for exceptional product chemical transparency

Haworth is proud of the partnerships we have with key stakeholder groups, such as the International Living Future Institute (ILFI), Origin, and our memberships with committees of key industry associations, such as BIFMA and FEMB, as well as progressive suppliers and customers, to support us in our transparency efforts and drive toward reliance on healthier chemicals.