

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Steelcase Inc. to not discriminate against any employee or applicant for employment because of race, color, creed, genetic information, marital status, religion, national origin, sex, gender, sexual orientation, pregnancy status, gender identity and expression, age (40 or older), disability, height, weight, veteran or military status, or any other legally protected category. It is also the policy of Steelcase Inc. to take affirmative action to employ and to advance in employment, all persons regardless of race, color, creed, genetic information, marital status, religion, national origin, sex, gender, sexual orientation, pregnancy status, gender identity and expression, age (40 or older), disability, height, weight, veteran or military status, or any other legally protected category, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Steelcase Inc. will not be subject to harassment on the basis of race, color, creed, genetic information, marital status, religion, national origin, sex, gender, sexual orientation, pregnancy status, gender identity and expression, age (40 or older), disability, height, weight, veteran or military status, or any other legally protected category. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged, or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As CEO of Steelcase Inc., I (Sara Armbruster) am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and affirmative action throughout all levels of the company, I have selected Isabel Medellin ([imedelli@steelcase.com](mailto:imedelli@steelcase.com)), Director, Human Resources DEI, as the Equal Employment Opportunity (EEO) Manager for Steelcase Inc. One of the EEO Manager's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Steelcase Inc.'s programs.

In furtherance of Steelcase Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, Steelcase Inc. has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Steelcase Inc. is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Isabel Medellin for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.



Sara Armbruster  
President and CEO  
November 14, 2022  
Steelcase Inc.

**Steelcase**

P.O. Box 1967  
Grand Rapids, MI 49501-1967  
United States

[Steelcase.com](http://Steelcase.com)