

# Our Work Toward Better Futures

## Highlights from the Steelcase 2024 Impact Report

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As a global design and thought leader in the world of work, we recognize that we're living in a pivotal moment. Our decisions now have a far-reaching impact on people and places worldwide. That's why we are making choices and taking action to accelerate our progress toward improving the wellbeing of people and the planet.

The 2024 Steelcase Impact Report, "Our Work Toward Better Futures," outlines our goals and progress. The report includes the actions we've taken over the past year to set the foundation for our ambitious commitment to achieve net zero carbon emissions by 2050. It also shares how we continue to build community and belonging throughout our organization.

[Read our 2024 Steelcase Impact Report.](#)

"This report reflects our commitment to the wellbeing of people and the planet. It shares data about our progress toward our goals and it also represents all the hard work our employees do to create better futures," said Kim Dabbs, Steelcase vice president of Impact. "We are proud of the cross-functional collaboration that reflects the collective action needed to make a difference in the world we share."

### Building Better Futures for People

Designing a better workplace and community starts with caring for people. We are dedicated to helping communities thrive, fostering inclusion and acting with integrity. A few examples of our progress include:

**Better Is Possible Design Challenge** - The first year of this event brought together employees, dealers and community members in 11 cities globally to generate innovative ideas for climate action.

Design Challenge workshop in Kuala Lumpur, Malaysia

**Charitable Contributions** - We've contributed more than \$9.9M in charitable giving, including support for community partners, employee donations and matching gifts and grants from the Steelcase Foundation, a separate 501c3 nonprofit.

**Volunteerism** - Our people have given more than 62,000 hours of their own time since 2021, working toward a goal of 100,000 hours by 2030.

**Business Inclusion Groups** - With support from senior leadership and our DEI Core Team, the number of employee-led business inclusion groups has increased again this year, and groups like Pride and the Gaming Community grew to other regions. These groups are critical to fostering a culture of inclusion.

**Inclusive Design Practice** – We’ve expanded and formalized collaborations with more global partners, such as Special Olympics Michigan, to create inclusive spaces.

In the last year, we were pleased to be named one of America’s 50 Most Community-Minded Companies by Points of Light and one of the World’s Most Admired Companies by Fortune, among many other recognitions.

## **Designing a Better Future for the Planet**

We are focused on reducing our carbon footprint, designing for circularity and choosing and using materials responsibly.

Earlier this year, we announced our commitment to a net-zero future, aiming to reduce our carbon emissions by over 90%\* across our entire value chain by 2050. We published our industry’s first net-zero transition plan, “[The Power of Possibility: A Net Zero Future Needs Us All](#),” detailing our plans to achieve our ambitious – and achievable – goal. We’re making significant strides in environmental sustainability:

**Carbon Emissions Reduction** – We are on track to reach our goal of reducing carbon emissions in our operations by 50% by 2030\*. Over four years, we have already achieved a 30% carbon emissions reduction in our operations.

Our Grand Rapids Wood Plant has reduced waste and avoided carbon emissions by using leftover particle board pieces to build shipping pallets.

**Supplier Engagement** – We’re partnering with suppliers to help them set their own science-based carbon emissions reduction targets. This work earned us a spot on CDP’s Supplier Engagement Leaderboard for the fourth consecutive year — the only company in our industry to be recognized.

**CarbonNeutral® Product Certification** – We’ve expanded the availability of products with this certification, helping customers offset carbon emissions.

Choosing Steelcase CarbonNeutral® Product Certified chairs and desks allows organizations to offset the associated carbon footprint throughout the entire lifecycle of each product.

**Sustainable Packaging** – We now average 40% recycled content in our Steelcase-branded product packaging and we’re working to phase out single-use plastics.

**BIFMA LEVEL® Certification** – We’re proud to lead the industry in the number of products certified to this rigorous, third-party verified sustainability standard in the U.S.

“We are proud of the commitments, partnerships and progress that propel us forward during this time of transformation,” said Dabbs. “This moment is a call to action. We invite everyone to join us to create better futures for people and the planet.”

*\*Reductions are measured from a FY2020 base year.*

