

Global Reporting Initiative Index

General Disclosures

Organizational Profile

102-1	Name of the organization	Steelcase Inc.
102-2	Activities, brands, products, and services	<u>2021 Annual Report pp. 1-4</u>
102-3	Location of headquarters	Grand Rapids, Michigan, United States of America
102-4	Location of operations	<u>2021 Annual Report, Manufacturing and Logistics p. 4</u>
102-5	Ownership and legal form	Steelcase Inc. (SCS) is a publicly traded company listed on the New York Stock Exchange
102-6	Markets served	<u>2021 Annual Report pp. 1-4</u>
102-7	Scale of the organization	<u>2021 Annual Report, Item 1, pp.1-7</u>
102-8	Information on employees and other workers	<u>2021 Annual Report, Employees p. 6</u>

General Disclosures

Organizational Profile Cont.

102-9	Supply chain	<u>2021 Annual Report, Item 1, pp.1-7</u>
102-10	Values, principles, standards, and norms of behavior	<u>2021 Annual Report, "To our shareholders" letter</u>
102-11	Precautionary Principle or approach	Steelcase takes a precautionary approach toward environmental management. We follow insights gained from decades of research, leverage partnerships with leading companies and organizations, and our experiences and feedback from customers, giving us valuable guidance and perspective. It is for these and many other reasons we have taken a leading role in finding creative and responsible ways to operate and design products and applications.

General Disclosures

Organizational Profile Cont.

102-12	External initiatives (endorsements or participation)	<p>AFNOR NF Environment certification program</p> <p>Ashoka</p> <p>BIFMA level® certification program</p> <p>Blue Angel certification program</p> <p>Carbon Disclosure Project (CDP)</p> <p>CEO Action for Diversity + Inclusion</p> <p>Chief Executives for Corporate Purpose</p> <p>China Environmental Labeling Product</p> <p>Civic 50</p> <p>Eco-Management and Audit Scheme (EMAS)</p> <p>FEMB level certification program</p> <p>Fitwell certification</p> <p>Forestry Stewardship Council (FSC) Chain of Custody certification</p> <p>Furtech-AFRDI Green Tick</p> <p>Global Reporting Initiative (GRI)</p> <p>Healthier Hospitals Initiative</p> <p>ISO 14001</p> <p>LEED® certification program</p> <p>Living Products 50</p> <p>OEKO-TEX® certification program</p> <p>OHSAS 18001</p> <p>Programme for the Endorsement of Forest Certification (PEFC)</p> <p>SCS Indoor Advantage™ certification program</p> <p>Sustainable Research Group</p> <p>World 50</p> <p>U.S. EPA Green Power Partnership</p> <p>United Nations Global Compact</p> <p>WELL certification program</p>
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General Disclosures

Organizational Profile Cont.

102-13	Membership of associations	Business Climate Leaders Business Europe Business and Institutional Furniture Manufacturing Association (BIFMA) Business Leaders For Michigan The Business Roundtable Central Association of German Wood Industries Ellen MacArthur Foundation Experience Grand Rapids Grand Rapids Area Chamber of Commerce Grand Rapids Community College Grand Rapids Public School Student Advancement Foundation Green Chemistry & Commerce Council Inforum West Michigan Michigan Diversity Counsel (MiDiCo) Michigan Manufacturing Association Michigan Chamber of Commerce Michigan Minority Supplier Development Council National Gay Lesbian Chamber of Commerce National Minority Supplier Development Council National Veteran-Owned Business Association Nationswell
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General Disclosures

Organizational Profile Cont.

102-13	Membership of associations	Small Business Administration Sustainable Chemistry Alliance Talent 2025 Techo The Aspen Institute The Conference Board The Right Place UIMM La Fabrique de l'Avenir (France) United Way University Prep Academy VetBiz Central We Are Still In West Michigan Center for Arts & Technology (WMCAT) West Michigan Environmental Action Council (WMEAC) West Michigan Project One West Michigan Sustainable Business Forum (WMSBF) World Affairs Council
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General Disclosures

Strategy

102-14	Statement from senior decision-maker	Impact Report 2021, Welcome from Jim Keane, p. 3
102-15	Key impacts, risks, and opportunities	<u>2021 Annual Report, pp. 8-14</u>

Ethics + Integrity

102-16	Values, principles, standards, and norms of behavior	<u>2021 Annual Report, p. 4</u> Impact Report 2021, Our Commitment + Core Values, p. 4
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General Disclosures

Ethics + Integrity Cont.

102-17

Mechanisms for advice and concerns about ethics

Steelcase prides itself on maintaining an open, empathetic leadership organization. The Open Door policy has allowed for any employee to seek redress with more senior management. We have also adopted in our corporate code of conduct, the Global Business Standards (GBS), mechanisms for reporting on issues of concern. The GBS encourages employees to take their concerns to their manager or team leader. If that person is unable to help, or if this is inappropriate based on the concern, employees can use the Open Door policy to go to a more senior person. If they are concerned about going to management, the employee can use the Integrity Helpline. The Helpline is managed by an external vendor so employees can confidentially, and anonymously if they choose, speak out on situations raising legal, safety, environmental or other concerns at work. Every effort is made to keep this service confidential. The consultant employees speak with is not a Steelcase employee, no recording devices are used and, except where local law precludes anonymous reporting, employees are not required to give their name. If an employee chooses to file a report, they will be given a tracking number to check on the status of the report. Legal and Internal Audit follow up on every report.

Corporate Compliance Policies: <https://www.steelcase.com/corporate-compliance-policies/>

General Disclosures

Governance

102-18	Governance structure	<u>Corporate Governance Overview</u>
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Stakeholder Engagement

102-40	List of stakeholder groups	Impact Report 2021, ESG Materiality Overview, p. 13-14
102-41	Collective bargaining agreements	<u>2021 Annual Report, <i>Employees</i>, p. 6</u>
102-42	Identifying and selecting stakeholders	Impact Report 2021, ESG Materiality Overview, p. 13-14
102-43	Approach to stakeholder engagement	Impact Report 2021, ESG Materiality Overview, p. 13-14
102-44	Key topics and concerns raised	Impact Report 2021, ESG Materiality Overview, p. 13-14

General Disclosures

Reporting Practice

102-45	Entities included in the consolidated financial statements	<u>2021 Annual Report</u>
102-46	Defining report content and topic boundaries	Impact Report 2021, ESG Disclosure Practices, p. 10-12
102-47	List of material topics	Impact Report 2021, ESG Materiality Overview, p. 13-14
102-48	Restatements of information	There are no restatements of information provided in previous reports.
102-49	Changes in reporting	No significant changes.
102-50	Reporting period	Impact Report 2021, ESG Disclosure Practices, p. 10-12
102-51	Date of most recent report	Impact Report 2021, ESG Disclosure Practices, p. 10-12

General Disclosures

Reporting Practice Cont.

102-52	Reporting cycle	Impact Report 2021, ESG Disclosure Practices, p. 10-12
102-53	Contact point for questions regarding the report	sustainability@steelcase.com
102-54	Claims of reporting in accordance to the GRI Standards	Impact Report 2021, ESG Disclosure Practices, p. 10-12
102-55	GRI content index	Global Reporting Initiative Index 2021, p. 39-76
102-56	External assurance	Impact Report 2021, ESG Disclosure Practices, p. 10-12

General Disclosures

Business Ethics

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Culture
103-2	The management approach and its components	Impact Report 2021, Healthy Culture
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Culture
205-2	Communication and training about anti-corruption policies and procedures	<p>Globally, all salaried and hourly employees are required to complete policy and compliance training regarding our Global Business Standards (GBS). We have updated our GBS course materials and provide online training for GBS, Conflict of Interest and the Integrity Helpline. In addition, Foreign Corrupt Practices Act training is provided annually for sales and other employees where applicable. We have adopted a new Anti-Bribery, Anti-Corruption policy and will be conducting training with relevant employees.</p> <p>Impact Report 2021, Healthy Culture</p>
205-3	Confirmed incidents of corruption and actions taken	<p>We have not had any confirmed acts of corruption that were material or raised issues that required contacting government officials.</p> <p>Impact Report 2021, Healthy Culture</p>

Topic-Specific Standards

Sustainable Product Design

SASB

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Planet	CG-BF-250a.1, CG-BF-250a.2 (for reference Management of Chemicals in Products)
103-2	The management approach and its components	Impact Report 2021, Healthy Planet	
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Planet	
301-1	Materials used by weight or volume	Some of the key materials Steelcase uses in products include steel, petroleum-based products, aluminum, other metals, wood, particleboard and other materials and components. Due to the complexity of manufacturing Steelcase products, material weight and volume vary significantly by product type and options selected. Steelcase calculates materials used by products on an individual basis.	
301-2	Recycled input materials used	Impact Report 2021, Healthy Planet	

Topic-Specific Standards

Circular Economy + Product End of Use

SASB

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Planet
103-2	The management approach and its components	Impact Report 2021, Healthy Planet
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Planet
301-3	Reclaimed products and their packaging materials	Impact Report 2021, Healthy Planet

CG-BF-410a.1, CG-BF-410a.2 (for reference, Product Lifecycle Environmental Impacts)

Topic-Specific Standards

Climate Change

SASB

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Planet
103-2	The management approach and its components	Impact Report 2021, Healthy Planet
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Planet

Energy Management in Manufacturing
CG-BF-130a.1

Topic-Specific Standards
Climate Change Cont.

SASB

Energy Management in Manufacturing
 CG-BF-130a.1

302-1 **Energy consumption within the organization**

Steelcase shares in-depth information related to our energy usage and greenhouse gas emissions in our annual CDP submission. Please see our 2021 CDP response.

Total Energy consumed within the organization	FY21 (MWh)
Diesel	5,799.50
Electric Power	120073.895
Gasoline (Petrol)	236.18
Jet Fuel (Jet A or A-1)	2387.50
Liquefied Petroleum Gas (LPG)	959.23
Natural Gas	166,990.60
Propane	1,158.55
Coal	0.00
Grand Total	297,605.46

Topic-Specific Standards
Climate Change Cont.

SASB

Energy Management in Manufacturing
 CG-BF-130a.1

302-2

Energy consumption outside the organization

Steelcase shares in-depth information related to our energy usage and greenhouse gas emissions in our annual CDP submission. Please see our 2021 CDP response.

Total Energy consumed outside the organization (upstream and downstream leased assets only)	FY21 (MWh)
Electric Power	29,248.23
Gasoline (Petrol)	0
Jet Fuel (Jet A or A-1)	0.00
Liquefied Petroleum Gas (LPG)	0.00
Natural Gas	21928.8366
Propane	0.00
Diesel	0.00
Coal	0.00
Grand Total	51,177.07

Topic-Specific Standards
Climate Change Cont.

SASB

Energy Management in Manufacturing
 CG-BF-130a.1

305-1 **Direct (Scope 1) GHG emissions**

Steelcase shares in-depth information related to our energy usage and greenhouse gas emissions in our annual CDP submission. Please see our 2021 CDP response.

	FY21 (mtCO2e)
Scope 1 Emissions (mtCO2e)	32,764
Scope 2 Emissions (mtCO2e)	57,652
Location based Scope 1+2 Emissions	90,415
Market based Scope 1+2 Emissions	32,764

Topic-Specific Standards
Climate Change Cont.

SASB

Energy Management in Manufacturing
 CG-BF-130a.1

305-2 **Energy indirect (Scope 2) GHG emissions**

Steelcase shares in-depth information related to our energy usage and greenhouse gas emissions in our annual CDP submission. Please see our 2021 CDP response.

	FY21 (mtCO2e)
Scope 1 Emissions (mtCO2e)	32,764
Scope 2 Emissions (mtCO2e)	57,652
Location based Scope 1+2 Emissions	90,415
Market based Scope 1+2 Emissions	32,764

Topic-Specific Standards
Climate Change Cont.

SASB

Energy Management in Manufacturing
 CG-BF-130a.1

305-3 Other indirect (Scope 3) GHG emissions

Steelcase shares in-depth information related to our energy usage and greenhouse gas emissions in our annual CDP submission. Please see our 2021 CDP response.

	FY21 (mtCO2e)
Purchased goods and services	425,991
Capital goods	4563451%
Fuel and energy related activities	19716.74
Upstream transportation and distribution	52431.09378
Waste generated in operations	5820.3098
Business travel	869.9075586
Employee commuting	12750
Upstream leased assets	13615.043
Downstream transportation and distribution	N/A
Processing of sold products	N/A
Use of sold products	N/A
End of life sold products	30864.7754
Downstream leased assets	57.312

Topic-Specific Standards
Climate Change Cont.

SASB

Energy Management in Manufacturing
 CG-BF-130a.1

305-3 **Other indirect (Scope 3) GHG emissions cont.**

Steelcase shares in-depth information related to our energy usage and greenhouse gas emissions in our annual CDP submission. Please see our 2021 CDP response.

	FY21 (mtCO2e)
Franchises	N/A
Investments	N/A
Total scope 3 Emissions (mtCO2e)	607,751

Topic-Specific Standards

Waste Management

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Planet
103-2	The management approach and its components	Impact Report 2021, Healthy Planet
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Planet
MA 306-1	Waste generation and significant waste-related impacts	Impact Report 2021, Healthy Planet
MA 306-2	Management of significant waste-related impacts	Impact Report 2021, Healthy Planet

Topic-Specific Standards

Waste Management Cont.

306-3 Waste generated

The FY21 total waste generated is 30,053.29 tons.

Waste by Type	Disposal Method	Fiscal Year 2021 (tons)
Trash incineration	Incinerated	388.76
Sawdust incineration	Incinerated	671.73
Wood incineration	Incinerated	7042.63
Steel Recycled	Recycled	7884.02
Non-steel recycled	Recycled	8942.6
Powder Recycled	Recycled	620.78
Composting	Composting	115.86
Trash landfilled	Landfilled	2699.95
Coal Ash	Landfilled	38.75
Hazardous and Oil	Landfilled	46.37
Sawdust landfilled	Landfilled	672.97
Wood landfilled	Landfilled	673.18
Other Non Haz Waste incinerated	Incinerated	163.42
Hazardous waste incinerated	Incinerated	26.07
Other Non Haz Waste Landfilled	Landfilled	66.2

Topic-Specific Standards

Diversity, Equity & Inclusion

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy People
103-2	The management approach and its components	Impact Report 2021, Healthy People
103-3	Evaluation of the management approach	Impact Report 2021, Healthy People
405-1	Diversity of governance bodies and employees	<p>Total average age of all employees:</p> <ul style="list-style-type: none"> • Global: 41.32 • Americas: 42.02 • Asia: 37.01 • EMEA: 41.69 <p>Total gender breakdown globally:</p> <ul style="list-style-type: none"> • Male: 64% • Female: 36% <p>Estimated U.S. minority breakdown:</p> <ul style="list-style-type: none"> • Salaried: 13% • Hourly: 43% • All U.S.: 27% <p>Impact Report 2021, Healthy People</p>

Topic-Specific Standards

Diversity, Equity & Inclusion Cont.

405-2	Ratio of basic salary and remuneration of women to men	Steelcase routinely assesses discrepancies in compensation with the intent of meeting both legal requirements and corporate values regarding equal pay.
406-1	Incidents of discrimination and corrective actions taken	<p>Steelcase takes seriously its commitment to maintaining workplaces compliant with applicable anti-discrimination laws and free from any type of discrimination. All Steelcase employees are expected to follow Steelcase Core Values and Global Business Standards which include commitments to treating all people with dignity and respect and creating a culture of inclusion and non-discrimination. We have a robust investigation process co-owned by our Corporate Compliance Officer, our Director of Internal Audit, our Chief Administrative Officer and General Counsel and our VP, Global Talent and their teams and report any allegations periodically to our Audit Committee of the Board of Directors. In FY21, Steelcase had no material issues occur related to incidents of discrimination or corrective actions taken. However, we take every claim elevated by an employee through both formal and informal channels very seriously. Learn more about our anti-harassment policy and measures to ensure confidentiality is maintained.</p> <p>Corporate Compliance Policies link: https://www.steelcase.com/corporate-compliance-policies/</p>

Topic-Specific Standards
Employee Wellbeing

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy People
103-2	The management approach and its components	Impact Report 2021, Healthy People
103-3	Evaluation of the management approach	Impact Report 2021, Healthy People
403-1	Occupational health and safety management system	<p>Steelcase has a global comprehensive occupational health and safety management system. The system has been implemented to achieve legal requirements and standards that are best practices in health and safety. The system and protocols we developed are based on recognized risk management and legal guidelines. We use a Job Safety Analysis (JSA) tool to anticipate, recognize, and prevent hazards.</p> <p>All associates such as hourly, salary, union/nonunion are required to follow our occupational health and safety management system. At this time, all employees are required to follow health and safety guidelines. We believe our people are one of our greatest assets and, as such, safety is paramount. It's part of our culture for our company to excel. Our safety record, and our commitment to it, supports the development of our brand reputation. And although we've made significant progress over the past few years, we know that safety is a journey that never ends.</p> <p>Impact Report 2021, Healthy People</p>

Topic-Specific Standards

Employee Wellbeing Cont.

403-2 **Hazard identification, risk assessment, and incident investigation**

Steelcase has a comprehensive program to identify work-related hazards and assess risks on a routine and non-routine basis called Job Safety Analysis (JSA). The standard provides clear expectations and methods to anticipate, recognize, and control hazards in the workplace. A global team of occupational health and safety professionals lead the implementation and review of our JSA procedures.

Daily, weekly, monthly, quarterly, and annual reviews are conducted on our JSA performance management system. Any gaps found in the system are quickly identified and documented in our To-Do's accountability system. A specific person and date is set by which the process or JSA must be revised to continuously improve our system. A comprehensive accountability system for continuous improvement has been implemented at Steelcase called the Lean Management System (LMS).

Steelcase has an open-door policy to report any work-related hazard, hazardous situation and all other concerns of any nature. To ensure workers are protected against reprisal we have several tools for leaders and employees. Employees have the right to communicate and remove themselves from any work situation they believe could cause injury or illness. We have a comprehensive Steelcase employee handbook to explain how to report and how they are protected against harassment and retaliation for reporting a concern.

A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to incidents are needed to determine corrective actions using the hierarchy of controls and improvements needed in the occupational health and safety management system.

Topic-Specific Standards

Employee Wellbeing Cont.

403-2 **Hazard identification, risk assessment, and incident investigation**

Steelcase has a global work-related incident reporting process that is outlined in the global accident investigation standard. A global health and safety discomfort report is used to report an incident. Once an incident is reported we use the accountability system called the Lean Management System (LMS) to identify when a hazard will be corrected and by whom, as outlined in the global corrective action procedure. To ensure corrective action is sustained we develop documented safety poke yokes. The leadership team and employees conduct safety walks in operations to validate these standards are being followed. All observations and corrective actions are documented in an electronic H&S auditing tool called Predictive Solutions. The tool is used globally and leverages data analytics to help us anticipate and prevent injuries before they happen.

403-3 **Occupational health services**

We have a Global Wellbeing Policy and Services that contribute to the identification and elimination of hazards and minimization of risks to employee total worker health. Steelcase has been a long-time leader in Total Worker Health (TWH) to ensure an employee's total wellbeing is considered along with providing a comprehensive list of services. We use leading and lagging indicators of occupational health services to ensure we're providing high quality experiences and resolving employee health concerns.

Topic-Specific Standards

Employee Wellbeing Cont.

403-4 Worker participation, consultation, and communication on occupational health and safety

Employee engagement and involvement in an occupational health and safety management system is critical to achieve world-class results. Further, we strive to build a cross-functional team to represent the health and safety team. We use the Lean Management System for addressing issues and holding people accountable to get things done. During our safety committee meetings all leading and lagging indicators of safety are reviewed to ensure we are pro-actively identifying and preventing hazards in the workplace.

Members on a joint health and safety committee are responsible for areas in the plant and are champions for safety within the facility. It is imperative that peers represent and challenge each other to continuously improve safety. They are responsible for promoting safety, reviewing data, listening to concerns, and providing feedback on how to continuously improve our safety culture. These teams meet weekly, biweekly, and at least once a month to review data and conduct safety inspections in the facility. All committee members have the authority to observe and identify opportunities to improve workplace conditions. We do not exclude or prevent workers from participating on a safety committee. Participation is voluntary.

Topic-Specific Standards

Employee Wellbeing Cont.

403-5	Worker training on occupational health and safety	Steelcase is committed to providing legally required safety training and behavioral-based safety training to employees to ensure world-class health and safety results. We train monthly on a diverse array of global health and safety topics such as environmental awareness, PPE, hearing conservation, emergency evacuation planning, fire extinguisher training, and much more.
403-6	Promotion of worker health	Steelcase provides several different avenues to help employees connect to wellbeing resources and improve their quality of life. Some examples include onsite nurses, healthcare carriers, vendor call centers, and other government programs that vary globally. In the United States, Steelcase offers numerous well-being programs and services at no cost to employees to help them address specific health risks. Those resources include – virtual health, addiction support, weight loss counseling, nutrition coaching, second opinion service, mental health counselling, and health coaching. Additionally, all carriers offer disease management built into their programs to help employees better manage their chronic disease.

Topic-Specific Standards

Employee Wellbeing Cont.

403-7 **Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

Steelcase has a comprehensive approach to preventing and mitigating occupational health and safety risk factors. On a daily and weekly basis globally, we conduct health assessments and predictive solutions, electronic safety observations and document opportunities to improve with owners and setting dates. On a monthly basis we review the proactive safety observations conducted and any discomforts, near misses, and/or injury data. Based on the leading and lagging data we develop corrective action plans to change with any emerging trends. On a quarterly basis we review the leading and lagging indicators of health and safety to ensure we have the proper corrective action and resources to resolve any unfavorable safety conditions or behaviors. On an annual basis we review the leading and lagging indicators of health and safety to ensure we continue to provide a world-class health and safety environment for our employees.

Topic-Specific Standards

Employee Wellbeing Cont.

403-9

Work-related injuries

No high-consequence work-related injuries to report. The top three leading cause of work-related injuries are lacerations, and sprains/strains. We combine our temporary workforce data with our total data provided, as required by OSHA.

A risk assessment is conducted and reviewed for each job at Steelcase. The hazards are identified and communicated through a Job Safety Analysis (JSA) posted on the machine. All employees must review job requirement and prove competency before performing the job. The Zone Leader observes and validates training with the employee.

Steelcase is continuously reviewing and implementing an engineering, administrative, and personal protective equipment hierarchy of controls to ensure a world-class safety environment for all employees. Rates have been calculated using 200,000 hours worked. Steelcase has not excluded any workers or disclosures of work-related incidents. Steelcase uses the OSHA Record Keeping guidelines to compile and report our data globally.

Topic-Specific Standards

Training & Development and Talent Retention + Digitization and the Future of Work

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy People
103-2	The management approach and its components	Impact Report 2021, Healthy People
103-3	Evaluation of the management approach	Impact Report 2021, Healthy People
401-1	New employee hires and employee turnover	<p>Approximate total new hires worldwide: 2972 Approximate turnover rates by region:</p> <ul style="list-style-type: none"> • Americas: 8% • Asia: 9% • EMEA: 4% <p>Approximate turnover rates by gender:</p> <ul style="list-style-type: none"> • Male: 7% • Female: 7% <p>Approximate turnover rates by generation:</p> <ul style="list-style-type: none"> • Boomers: 8% • Gen X: 3% • Gen Y: 8% <p>Impact Report 2021, Healthy People</p>

Topic-Specific Standards

**Training & Development and Talent Retention +
Digitization and the Future of Work Cont.**

404-1	Average hours of training per year per employee	<p>Steelcase U has helps us reach audiences across the globe, promoting content that is valuable for our employees and our dealers. Our employees completed 54,342 courses on Steelcase U.</p> <p>Course types delivered: E-Learning- 51270 ILT - Classroom- 2477 Webinar- 595</p> <p>Steelcase and Dealer participation Dealer- 21683 Steelcase- 32659</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Learning Labs is a program that provides learning content at the tip of your fingers in a digital platform to support our employees with tools and frameworks that would help them reflect on their strengths and opportunity areas. This approach allowed us to make the most out of digital content for self-directed learning, all while having the support of a community.</p> <p>The Learning Guild is a 9-month pilot program that brings deep, strategic learning offerings to teams and individuals who are ready to advance and reimagine their careers. The experience leverages edX courses, Learning Group expertise, and a team-based learning community to create a blended-learning experience.</p>

Topic-Specific Standards

Responsible Procurement Practices

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Culture
103-2	The management approach and its components	Impact Report 2021, Healthy Culture
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Culture
414-1	New suppliers that were screened using social criteria	Globally 93.45% are screened using social criteria. We measure this by % spend under contract. We track and report this monthly.

Topic-Specific Standards

Consumer Health + Wellbeing

103-1	Explanation of the material topic and its boundary	Impact Report 2021, Healthy Planet
103-2	The management approach and its components	Impact Report 2021, Healthy Planet
103-3	Evaluation of the management approach	Impact Report 2021, Healthy Planet
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We cooperate fully with the agencies that regulate our business to ensure that it is compliant with applicable laws and regulations. In the current fiscal year, Steelcase had no material issues occur related to non-compliance with regulations or voluntary codes concerning the health and safety impacts of products or services.