

Steelcase Environmental Sustainability Policy

Our Mission:

As designers and makers of products in the 21st century, we believe that doing our best work for the places we all share starts with designing better futures for the wellbeing of people and the planet. We're doing better for people by developing initiatives that help communities thrive and foster inclusion, in our own Steelcase family and around the globe, and by always acting with integrity. We're doing better for the planet by committing to a net-zero future – making, sourcing, and delivering products to reduce our carbon footprint, designing for circularity, and choosing and using materials responsibly. Working toward a more inclusive, sustainable, and resilient future has always been part of who we are. Because when we do better, we help the world work better.

Our Environmental Commitments:

Climate: We work to reduce our impact on climate change, supported by science-based, net-zero greenhouse gas emissions reduction targets, and evidenced by sustainable manufacturing practices.

Circular Economy: We build ecosystems to support and prepare for a circular economy that maintains the value of materials for as long as possible.

Sustainable Product Design: We design-out waste by using healthier materials, reducing embodied carbon and designing for a circular economy.

Product Packaging: We use recycled materials and focus on eliminating single-use plastics to deliver products safely with minimal packaging.

Consumer Health + Wellbeing: We select best-in-class materials and transparently convey the composition of our products.

Global Environmental Policy Statement:

Through our commitments, Steelcase aims to:

- Design and manufacture products that help people do their best work, with a commitment to help reduce climate change.
- Conduct company operations in accordance with our ISO 14001 registered Environmental Management System (EMS) to protect the health of the environment and our employees, neighbors, and customers.
- Design sustainable products and promote a circular economy by reducing material, energy, and water use, limiting emissions and waste, and choosing healthy materials with lower embodied carbon.
- Demonstrate environmental leadership through setting and achieving bold goals and working with our suppliers and partners to do the same.

- Maintain operational carbon neutrality by providing essential support to verified projects around the world that avoid and remove carbon emissions and by procuring 100% renewable electricity.
- Comply with – and go beyond –applicable environmental laws, regulations, and obligations.
- Promote safe environments and injury prevention in the manufacturing of our products.
- Promote environmental awareness, provide education, and share best practices to ensure employee ownership and stakeholder engagement.
- Partner and consult with suppliers, dealers, customers, researchers and environmental groups and agencies to further our commitments, goals and results.
- Monitor, improve and report on the company’s ESG performance.

Responsibility:

Steelcase’s Corporate Compliance Officer is responsible for ensuring this policy’s implementation; however, all employees are responsible for meeting these objectives, as relevant in their roles. Additionally, the Nominating and Corporate Governance Committee of the Steelcase Board of Directors has oversight over the company’s ESG strategy and policies, as well as performance against same.

This policy was updated and approved in August 2024.

Our ISO14001 Environmental policy as part of our Environmental Management System (EMS) is available upon request.