

Haworth Conflict Mineral Policy

BACKGROUND

The United Nations Group of Experts on the Democratic Republic of Congo (DRC) found that the trade of certain minerals (Columbite-Tantalite (Coltan/Tantalum), Cassiterite (Tin), Wolframite (Tungsten) and Gold), called conflict Minerals, is being used to finance the civil conflict in the DRC.

On July 10, 2010, United States President Barack Obama signed the “Dodd-Frank Wall Street Reform and Consumer Protection Act” into law. This act includes section 1502(b) on Conflict Minerals.

US Securities and Exchange Commission (SEC) released final rules on August 2012 requiring all public companies to disclose and report annually to the Securities and Exchange Commission (SEC) if the minerals they use in their products (Tin, Tantalum, Tungsten and Gold) originated from the DRC and adjoining countries.

PURPOSE

This document contains Haworth’s policy regarding Conflict Minerals in our supply chain. Haworth supports the action and as part of its Sustainability Policy and requires its supply chain to be free of “Conflict Minerals” originating from the Democratic Republic of Congo.

POLICY STATEMENT

“Conflict Minerals” refers to minerals or other derivatives mined in the eastern provinces of the Democratic Republic of the Congo (DRC) and in the adjoining countries where revenues may be directly or indirectly financing armed groups engaged in civil war resulting in serious social and environmental abuses. In July 2010, the United States passed HR4173, the Dodd-Frank Financial Reform. Section 1502(b) requires all US stock listed companies and their suppliers to disclose the chain of custody usage of conflict minerals (Tin, Tantalum, Tungsten and Gold).

Although Haworth is not a publically traded company, Haworth fully supports this legislation and will obtain chain of custody declarations from all Haworth sourced and managed suppliers ensuring transparency and compliance in our supply chain.

- Haworth expects all our suppliers to source materials from socially responsible suppliers.
- Haworth expects all our suppliers to comply with the Dodd-Frank regulation and provide declarations.
- Suppliers must pass this requirement on to their supply chain if they don’t directly source conflict minerals from the smelter.
- Suppliers that are non-compliant regarding these requirements shall be reviewed by the Global Sourcing Management team risking business for non-compliance.

This conflict mineral policy meets both the Dodd-Frank Act and Haworth’s Social Responsibility requirements.