

Material Chemistry and Transparency Brief

Haworth is committed to providing our customers with products that support safe and healthy environments, and to a policy of material chemistry transparency. Complying with applicable legal requirements on chemicals, such as REACH, is a matter of course and is considered as minimum standard for all our operations. We are working diligently toward reducing potentially hazardous chemicals beyond regulatory restrictions associated with parts and materials we source. We anticipate the complete elimination of targeted hazardous chemicals as new safer, alternatives become commercially available.

As a first step, we partner with our suppliers to understand the chemical makeup of parts and materials associated with our products. Through chemical material declarations, certifications, and material safety data sheets, we verify whether parts and materials supplied to Haworth contain specific chemicals of high concern. If confirmed present, we partner with our suppliers to switch to safer more preferred alternatives that still meet our rigorous performance and quality standards.

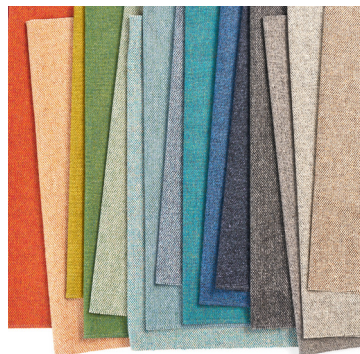
Provided below are examples of relevant material groups used in Haworth products and our comprehensive strategies to ensure that potentially hazardous substances are avoided.

COMPOSITE WOOD

While wood materials naturally contain formaldehyde, Haworth works to keep added formaldehyde levels low. Composite wood products that have direct user-contact are sealed by décor cover and edge, thereby minimizing any formaldehyde emissions to significantly below applicable standards.

FABRICS

Our fabric suppliers continue to be critical partners in advancing our transparency efforts and our capability of offering healthier product alternatives to our customers. Through our supplier chemical material declarations and fabric certifications, such as Oeko-Tex standard 100 or the EU Ecolabel, Haworth can confirm product offerings free of harmful chemical groups such as halogenated flame retardants, heavy metals, antimicrobials, and non-stick additives derived from per- and poly-fluorinated compounds. These compounds were targeted because they may be hazardous to human health or the environment, during production, use, and disposal phases.



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FOAMS

We avoid the use of halogenated flame retardants altogether, and as an additional step, most Haworth standard foams are free of any flame-retardant additive (unless specified, e.g. for CAL133 certification). Foam propellants classified as ozone depleting substances, such as CFCs and HCFCs, are generally avoided.

PLASTIC PARTS

PVC is a chlorinated thermoplastic commonly used in furniture assemblies, electrical components and vinyl surface options. Although there is minimal risk to human health or the environment during the PVC use phase, the concern lies with potential risk of exposure to harmful substances during PVC production and end of life disposal (e.g. incineration), if proper engineering controls and practices are not adhered to.

Haworth is actively eliminating PVC and associated harmful phthalate plasticizers from our existing products and avoiding these compounds with new product introductions. We've made substantial progress. In fact, most Haworth standard product lines are confirmed to be PVC-free. Although PVC in electrical components remains a challenge due to limited commercially available substitutes, our teams are making great progress with implementing PVC-free solutions that meet our rigorous testing requirements.

SURFACE FINISHES AND ADHESIVES

Haworth continues to push our supply chain toward the elimination of toxic substances, such as hexavalent chromium, and encourage the use of safer metal surface treatments, such as trivalent chromium plating and powder coatings. Many Haworth products include low emitting finishes such as powder coated metal and water-based

wood finishes. Our strategy with adhesives is to avoid them altogether. If this is not feasible, we insist on the use of solvent-free (e.g., water-based) options.

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Due to the diligent efforts of our teams and our suppliers, we are making great progress toward achieving our goal of offering products free of Haworth identified chemicals of concern.

In the spirit of continuous improvement and based on stringent requirements on material chemistry, our Design, Engineering, and Purchasing teams conduct periodic chemical assessments in order to advise on the selection of industry recognized, healthy materials.

We remain dedicated to maintaining the highest environmental standards in the market and will continue to be transparent in our efforts and progress. We report on our material transparency efforts in our product environmental data sheets (PEDS) for most product lines. Continuous progress is also reported in the global Corporate Responsibility Report. In addition, various products have earned comprehensive third-party product certifications such as BIFMA level or FEMB level, including thorough chemical assessments, confirming excellent material chemistry performance.

Haworth is proud of the partnerships we have with key stakeholder groups, such as the Health Declaration Product Collaborative, Origin, and Healthier Hospitals Initiative, as well as progressive suppliers and customers, in our transparency efforts and drive toward reliance on healthier chemicals.

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