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June 5, 2015

**H.E. Ban Ki-moon
Secretary General
United Nations
New York, NY 10017**

Dear Mr. Secretary General:

Subject: UN Global Compact Communication of Progress 2014

Haworth Inc. continues to support the ten principles of the UN Global Compact with respect to Human Rights, Labor Rights, Anti-Corruption, and Environmental Protection. As a private company, we take great pride in our corporate values that include valuing people and the world we live in. We continue our commitment to implement the ten principles in our business strategy, culture, and operating processes. We continue to work in our supply chain to advance these principles beyond the walls of our facilities and into the communities in which we operate.

This report is the fourth communication of progress. Each principle is discussed below with applicable actions taken. Additional information is found in our annual sustainability report.

The following is a selection of practical actions implemented, their outcomes, and plans aligned with the ten principles of the UN Global Compact.

Human Rights Principles

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

We have long recognized that people are our most valued asset. We go to great lengths to ensure the wellbeing, health, and safety for all of our members and contractors worldwide. We continue to drive improvements to our internal health and safety programs. Our average recordable incidents dropped for the fourth consecutive year decreasing from 3.0 to 2.9 recordable accidents per 100 members. In Shanghai, China we conducted indoor air quality training to inform stakeholders of the importance of products and activities contributing to healthier work environments.

In 2014 we continued our partnership with our global suppliers to address human rights in their operations by being a signatory to the Haworth Code of Conduct. The Code of Conduct addresses worker safety, labor compensation, anti-child labor, anti-discrimination, worker respect, and dignity. The results are very positive—more than 90% in North America, 97% in Europe, 100% in China have signed onto the Code of Conduct. In 2015 we will work diligently by implementing metrics, goal setting, and increasing transparency within our supply chain to support our goal of 100% across our global sectors.

Labor Principles

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation

Haworth continues to comply with different national requirements and we work together with relevant organizational groups to ensure the freedom of association and the right to collective bargaining. Our company handbook covers policies concerning employee rights, compensation, sick leave, health and safety, and member responsibilities. We have a team globally that assesses and monitors environmental and safety risks. We also continue to ensure the abolition of forced, compulsory, and child labor.

In 2014, our global members took part in the annual engagement survey to assess overall member satisfaction, and to gain knowledge for improvement around potential labor issues. One of the items on the survey specifically asks about the physical conditions of the workspace. This year the program was expanded to include our Poltrona Frau Group members. Results are reviewed and discussed by each leader to improve member engagement and satisfaction. Haworth now has several years of data which provides a better view of our progress year to year.

We are also proud to offer our members generous medical, time-off, and sick leave benefits. All members are encouraged to exercise and engage with their medical doctors for preventive health screenings each year. Smoking cessation programs and health related training such as stretches, ergonomic assessments, and overall encouragement of movement are promoted within the manufacturing and office environments. Our goal is to ensure members understand the benefits of such programs regardless of their occupation.

We have strong programs to build diversity into our global workforce. Our North American supply chain continues to increase women and/or minority owned business partnerships. Our company's approach to business continues to support and grow global strategies to benefit from the different points of view generated by cultures around the world.

Environmental Principles

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake the initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We have a global team dedicated to meeting our commitments to improving the environmental impacts of our products, facilities, and operations. We continue to maintain our Zero Waste to Landfill program and ISO 14001 certifications for all of our manufacturing sites. In 2012, we started an aggressive program to inventory and assess our use of chemicals known to be hazardous to humans and the environment.

In 2014, we announced our goal to remove 56 chemicals of concern from our products, globally, by the end of 2015. After reviewing 98 percent of our supply chain, the North American sustainability team identified 74 projects containing a chemical of concern (e.g., PVC,

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hexavalent chrome, HCFCs, and polychloroprene). By the end of 2014, we successfully found new, healthier substitute materials for 11 projects, developed a plan of action for an additional 31 projects, and phased out four product variations. The remaining 28 projects will be addressed in 2015.

Our European team also worked with suppliers to identify and, if necessary, substitute chemicals of concern. To increase transparency, the team submitted requests for chemical declarations to hundreds of suppliers. The responses included statements regarding our chemicals of concern and the European Union's comprehensive REACH regulations for transparency on chemicals of concern.

In Asia Pacific, our team identified 55 projects that contained chemicals of concern. Throughout 2014, one material was replaced while 16 parts were moved from hexavalent to trivalent chrome, and three parts were moved from hexavalent chrome to high polishing. The remaining 35 projects will be addressed in 2015. As of December 2014, approximately 33 percent (target: 40 percent) of our global elimination projects have been either phased out product options or substituted with a cleaner material.

We continue to make deeper reductions in VOCs. Since 2005, we have reduced our global VOC emissions from 437 tons per year to 42 tons per year. We have also implemented programs to further cut our greenhouse gas emissions, water and fossil-fuel use over the next 5-years.

Product environmental certifications are a key indicator of our performance and activities to reduce or improve the impacts of our material selections, production processes, and company operations. For example, we maintained our certification to the French Standard NF Environment with a current total of ten products. We also maintained or certified 75 products to BIFMA level® in North American and Asia-Pacific - a decrease from 2013, however that was because we focused on upgrading specific products as opposed to maintaining more level®1 and level®2 products.

The level® program is a rigorous multi-attribute product certification addressing environmental and social criteria. In 2014 we increased our BIFMA level®3 product offering from twelve products to eighteen. level®3 is our industry's highest sustainable product certification. It requires a deep investigation into our supply chain to evaluate and optimize product, process, and supply chain attributes such as chemistry, material efficiency, plant environmental controls, labor rights and working conditions.

Globally we supported improved indoor air quality levels by regular sample testing our products to the rigorous Greenguard Certification process. About 100 products are certified to the standard with a goal of more products certified in 2015.

In 2014, we further increased environmental efficiencies and significantly invested into modern, environmental friendly technologies. By leveraging wood cutting process and software optimization our wood working plants in North America, Europe and Asia increased efficiencies and considerably reduced wood scrap. In addition, we reduced energy consumption at our Swiss plant through improving the energy-intensive compressed-air pipes and increased natural gas efficiencies at our plant in Portugal through installing new gas burners. A modern powder coating infrastructure is now in place at our German plant that operates solvents, is VOC-free and produces low amounts of waste.

Anti-Corruption Principles

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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We continue to have strict policies and procedures in place to ensure that our members act in the highest regard to legal and ethical conduct. In 2014 our global workforce participated in training via a comprehensive e-learning program, "Business Ethics" that reviews our policies and expectations. In total, 96% of our members in North America, 94% in Europe and 82% in Asia Pacific completed the Business Ethics program. In addition, our supplier code of conduct forbids our supply chain partners to engage in corruption - including extortion and bribery. We are requiring all of our suppliers to be a signatory. Through the supplier code of conduct we are accountable for not only our members, but also our partners.

Further information can be found on our webpage (<http://www.haworth.com/bottom-nav/company-info/sustainability>).

We are committed to transparent, public communications regarding our implementation of the Global Compact principles, and therefore renew our commitment to report on progress annually according to the Global Compact COP policy.

Kind Regards,

HAWORTH, INC.

A handwritten signature in black ink, appearing to read 'Franco Bianchi', written over the printed name.

Franco Bianchi
President and CEO

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