

Diversity, Equity, & Inclusion



What began from humble roots—crafting wood furnishings in a Midwestern American town on the shores of Lake Michigan—has evolved into a global company. From Paris to Chennai, from Sao Paulo to Singapore, we employ more than 7,500 employees around the world, whom we call members.

Haworth started in our founder's garage and, since then, three generations of one family have been guided by core values that influence how we live and operate in global markets. These form the cornerstone for our culture that stands upon three pillars: Family-Owned, Design Led, and Global Expertise. Combined, these pillars are what differentiate Haworth. As our family continues to grow and evolve, so do the ways we understand, respect, embrace, and support all our members. Our approach to diversity, equity, and inclusion further galvanizes this foundation.

Haworth supports the 10 principles of the UN Global Compact. Our work is informed by the United Nations Sustainable Development Goals (UN SDG). Our accomplishments, current activities, and 2025 sustainability commitments comprehensively address social and environmental sustainability along the entire value cycle.

Living Our Values

Our foundational values have guided us throughout three generations of family leadership—a compass, for today's activities, tomorrow's growth, and fostering an inclusive environment where uniqueness is valued and fairness is ensured.

- We listen to our Customers.
- We rely on our Members.
- We honor Integrity.
- We embrace Continuous Learning.
- We lead with Design.
- We create Value.
- We work to make the World better.

The following goals of our Haworth 2025 Commitments foster and support diversity, equity, and inclusion:

Education & Training: Personal Sustainability Impact
100% participation in member development programs to advance individual and organizational sustainability goals.

Diversity, Equity & Inclusion
Foster and sustain diversity, equity, and inclusion of stakeholders (Haworth members, suppliers, designers, dealers, and our community).

Community Outreach: Volunteering
Promote community engagement through educational opportunities and volunteerism in the communities where we operate.

Diversity

Embrace differences through a workforce that reflects our global cultures

At Haworth, we value the richness that diversity brings—it makes our company better and the communities we serve stronger. We embrace the ways people are both alike and different—from personal experiences to perspectives, across race, ethnicity, gender identity, age, ability, religion, class, and more. Leveraging different perspectives leads to unique ideas and unlocks creativity and innovation. Diversity among our employees is a key driver for attraction, engagement, retention, and success. We need great minds from many walks of life—and we want them to stay.

Haworth is committed to creating and sustaining an environment that encourages many backgrounds and cultures; an environment where all members, dealers, designers, customers, and suppliers feel supported and empowered to perform to their full potential; and where the contributions of all stakeholders are valued and respected.

Equity

Ensure opportunity through design of policies, processes, and workspaces

Equity asks us to acknowledge that everyone has different needs, experiences, and opportunities. We recognize that there are historically underrepresented communities, and we commit to intentionally removing barriers through fair processes and access to resources. In a diverse organization, equity-inspired design takes into account everyone's unique needs and provides opportunities in a culturally informed approach. Viewing our policies, processes, and workspaces through an equity lens allows us to live our values.

Inclusion

Encourage belonging through our unique culture based on shared values

Inclusion is the environment where all people have a sense of belonging—valued for their differences and empowered to participate and contribute freely. Without inclusion, people experience isolation and a lack of acceptance. The emotional tax of being different can impact well-being and the ability to thrive at work. Inclusion is our commitment to support, engage, and celebrate people—and it's embedded in our culture. We honor their distinctive skills, experiences, and perspectives—with equal access to resources and opportunities. Leveraging differences achieves better business results and fosters an environment where all people are able to live and work with authenticity.

Build and Foster Culture

For members to live their best lives, we must work to meet their diverse needs. We strive to nurture a global culture in which everyone is included, empowered, and rewarded for individual and team successes. This commitment requires that individuals are able to identify and distinguish discrimination and its limitations on people, as well as dedication to removing the barriers that define its occurrences.

We recognize that our success is intrinsically linked to the vitality of the communities where we live and work. Our goal is to contribute to community prosperity by leveraging our resources and expertise to partner with community leaders who are evolving the economic and social systems in our own backyard. Our commitment to inclusion, equity, and diversity also extends to our suppliers, designers, and dealers. At Haworth, we value the richness that supplier diversity brings to better support our customers around the world, fuel innovation, enable problem solving, and make our company better. We are intentional in developing strategic alliances with companies whose culture and values are consistent with ours. Haworth is committed to creating and sustaining a diverse supply base reflective of our communities and the customers we serve. As a company committed to advocacy and change that has a broad portfolio and footprint, we are passionate about providing diverse organizations the opportunity to access meaningful business enabled through our competitive contracting and procurement processes.

Haworth Culture:

- Values each person for their authentic self
- Tackles biases, builds empathy, and respects everyone
- Enables access and opportunity for all
- Harnesses our differences to solve problems, expand opportunities, and grow stronger
- Reflects the diverse people we serve around the world

Our Approach

Our aspiration is holistic and integrated, with a goal to make meaningful impact in five key areas.



Employee Diversity

Creating a globally diverse and inclusively equitable environment is an investment we make for the promise of future proofing our organization's productivity and performance for all employees globally.



Supplier Diversity

Intentional supplier engagement supports diverse economic growth, fosters deeper partnerships with the local business communities, and empowers underrepresented entrepreneurs to innovate and compete.



Designer Diversity

Innovation is driven through a design community that both reflects and understands the unique cultures of the world.



Dealer Diversity

A culturally diverse network of dealer partners allows Haworth to relate to the growing diversity of our customers and enhances our visibility to a wider audience.



Community Diversity

Meaningful, inclusive community engagement is critical to community well-being. When viewed through a DE&I lens, community members are supported, prepared, and empowered to make our world a better place to live and work.

Here are some of the ways we foster diversity, equity, and inclusion within our business:

Setting standards:

- Apply the Haworth values and 2025 Commitments as our “true north”
- Use our Supplier Code of Conduct as a basis for supply chain partnerships

Analyze and understand:

- Analyze diversity metrics and identify opportunities to reduce obstacles and mitigate bias
- Utilize a data driven approach to identify and attain goals

Educate and support:

- Sensitize members of all levels for potentially internalized behaviors and biases through learning and development opportunities (e.g., globally required training modules addressing ethics/ DEI; scholarship programs)
- Increase visibility of diverse member representation through our internal and external communication channels and through Member Resource Groups
- Promote a diverse representation of designers and dealers

Activate and enable:

- Offer equal development opportunities for members and training relevant to their function (e.g., annual performance and career development reviews)
- Include and consult members to provide healthy and safe workspaces
- Foster engagement through community volunteerism
- Partner with and support organizations that align with our strategic framework

Sustainable Development Goals (SDGs)

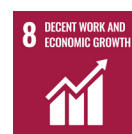
The Sustainable Development Goals are a universal call to action to end poverty, protect the planet, and improve the lives and prospects of everyone, everywhere. The 17 goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development. Haworth strategies and processes for diversity, equity, and inclusion align with four of the 17 goals.



As continuous learning is one of our core values, we continue to build a creative and inclusive culture. We provide a wide range of learning and development opportunities for different stakeholders, offer scholarship programs, or collaborate with educational facilities.



With our global commitment to foster diversity, equity, and inclusion, Haworth is addressing relevant challenges, taking steps to solve issues surrounding gender equity and to empower women.



As a global company we pursue sustainable economic growth and are committed to offering decent work for all our members. We also contribute to community prosperity by leveraging our resources and expertise to benefit the local communities.



Haworth is committed to creating and sustaining a workforce that represents many backgrounds and cultures; an environment where all members, dealers, customers, designers, and suppliers feel valued, empowered, and rewarded fairly.

Want to learn more?

Learn more about our [sustainability commitments](#) and download our [Corporate Social Responsibility Report](#).