

Humanscale

# Building a Circular Economy in the Real World ●

Corporate Social  
Responsibility

2023  
Annual Report

Humanscale

# Industry Firsts

First to manufacture with fishing nets	2017
First to remove Red List chemicals	2018
First to systematically publish Declare labels	2019
First to use onsite captured rainwater for all production	2021
First to have all factories TRUE Zero Waste certified	2022
First to have products carbon negative certified	2023

## A Message from Our CEO

In 2023, Humanscale's aim remained bigger than ourselves as we set out to lead and catalyze our entire industry to be more sustainable.

Our success, as always, was grounded in tangible actions already taken instead of carefully-worded promises.

Despite supply chain complications stemming from both global instability and the persistent effects of the pandemic, we continued to make measurable progress towards our goals in areas such as climate, water, energy, and circularity.

For example, now over 70% of our products by revenue are certified Climate Positive by the Living Product Challenge.

The urgency of the climate crisis demands action from all sectors. Our hope is that, much like we pioneered the industry's use of Declare labels, our initiatives will continue inspiring others to make the necessary tough decisions and commit to the hard work needed to effect real change.



**Bob King**

Humanscale Founder and CEO



# Making the Circular Economy a Reality



## Today our economy can be described as linear.



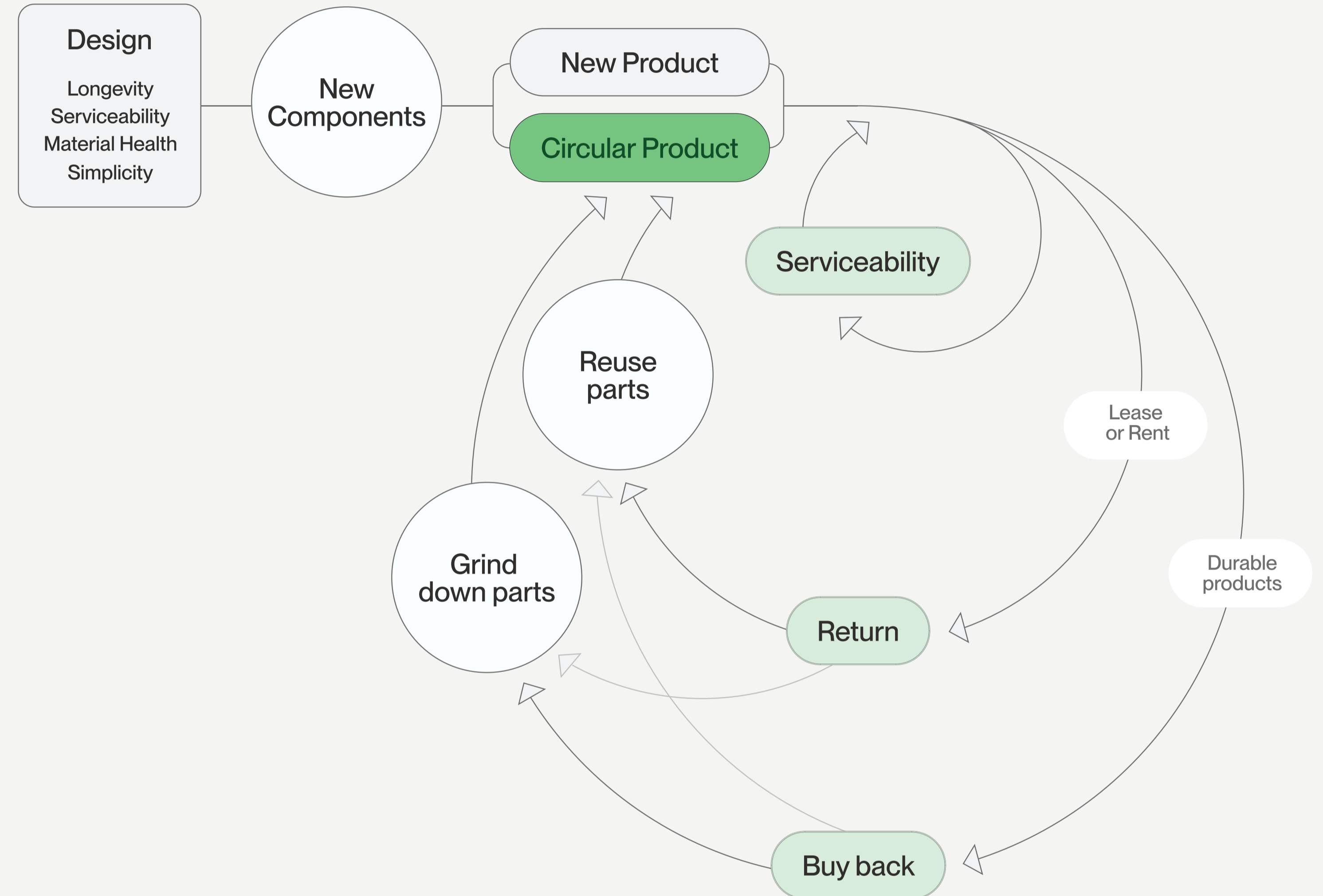
In a circular model, waste and pollution are removed from the manufacturing process and materials are kept in use longer.

Instead of being discarded, old products become the raw material for new products to be made.

This approach offers substantial environmental benefits.

Utilizing recycled materials cuts down on energy consumption and greenhouse gas emissions. It also minimizes the extraction of natural resources, preserving ecosystems and reducing the need for harmful mining activities.

## We think there's a better way.



By definition, the path to circularity is without a precise start or an official end. Yet due to its complexity, this journey must be carefully charted.

“Products and materials are kept in circulation through processes like maintenance, reuse, refurbishment, remanufacture, recycling, and composting.”



Ellen MacArthur Foundation



Adopting a circular economy in the furniture industry faces significant challenges, making it far from common practice.

Barriers include the high cost and complexity of recycling materials, economic and logistical hurdles, and a lack of infrastructure for processing and redistributing used furniture.

Additionally, the prevailing “fast furniture” culture promotes disposable, low-quality products that are difficult to repair, recycle, or reuse. Overcoming these obstacles requires substantial changes in manufacturing, consumer behavior, and waste management practices.

### Why Circularity Matters

The United Nations Environment Programme (UNEP) reports that the generation of municipal solid waste is projected to increase from 2.1 billion tonnes in 2023 to 3.8 billion tonnes by 2050. Furniture waste, a substantial component of this, is challenging to manage due to the materials used, such as wood, metal, and various plastics, which are often difficult to recycle.

Proper waste management practices are crucial to mitigate the environmental impacts, including pollution and resource depletion.



UN Environment Programme



Our World in Data

# Designed for Circularity— The Humanscale Difference



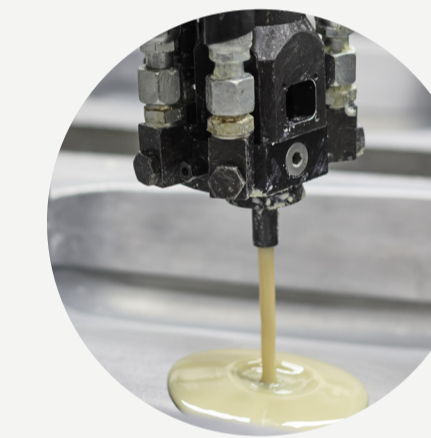
## 01 Longevity

Many of the components in our products are durable enough to be used a second and even third time. This inherent durability allows for an extended life, far beyond its initial use.



## 02 Serviceability

Our products are modularly designed so that it's simple to refresh certain components as needed, without having to completely disassemble or discard the entire product (cushions, casters, arm pads).



## 03 Material Health

Since our intent is to reuse our products again and again, we prioritize the use of non-toxic materials to ensure harmful chemicals, like carcinogens, don't continue to recirculate in the environment.



## 04 Simplicity

Our chairs have significantly fewer parts – about half the parts as other chairs – reducing their overall footprint and making it easier to replace parts individually.



For decades, we've been designing products that are optimized for circularity.

Over the past few years, we've been piloting and testing parts of the cycle to ensure that our entire system will succeed.



Just because something is designed for circularity, doesn't always mean it'll be reused.

We must also rethink and redevelop new systems and infrastructure to facilitate reuse and help ensure our products get the second life they're designed for.



**Jane Abernethy**  
Chief Sustainability Officer,  
Humanscale





# Piloting a Commercial Sale of Pre-Loved Chairs

During this pilot, Humanscale sold refurbished chairs to Perkins & Will.

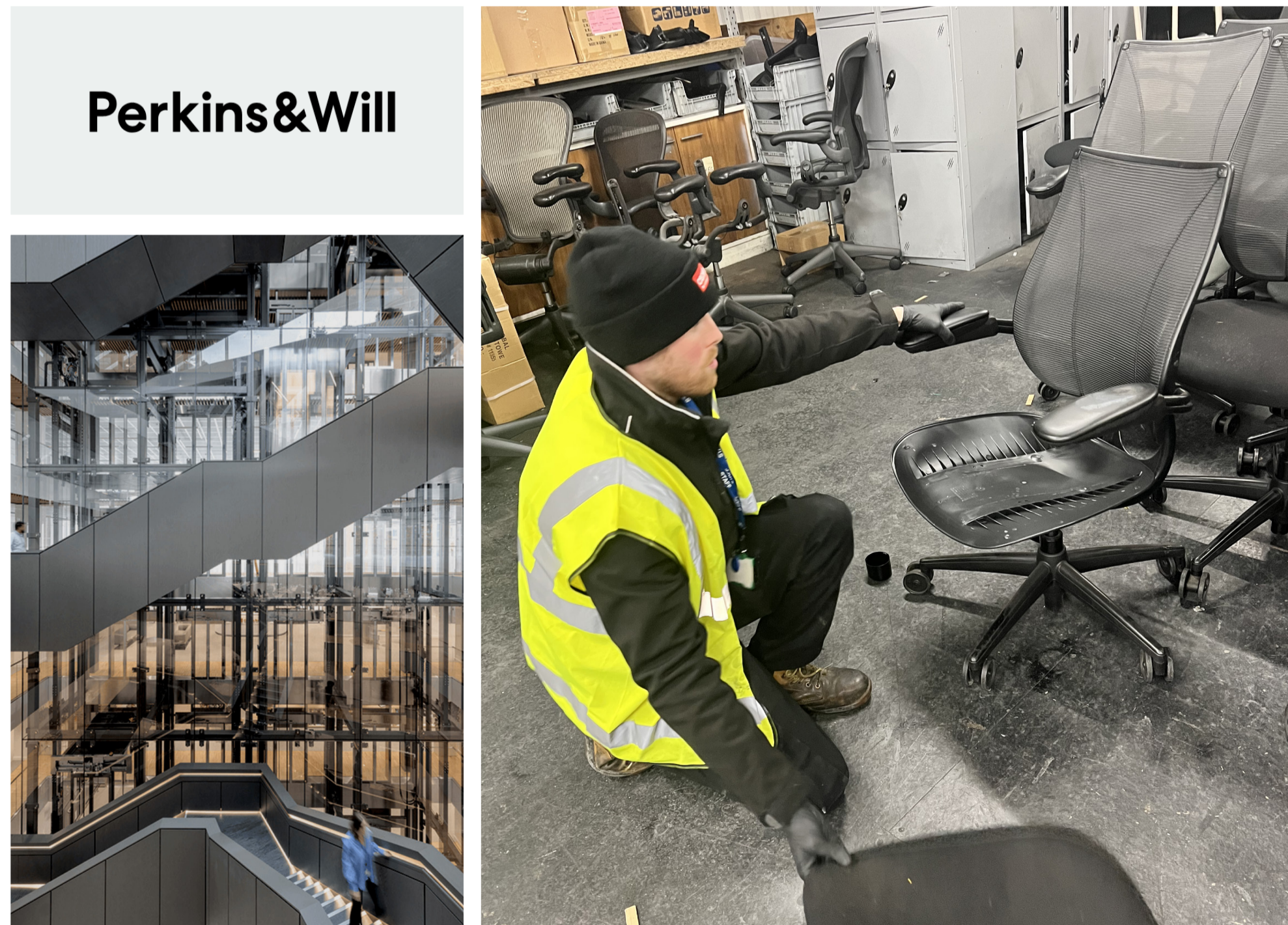
This initiative tested the feasibility of circularity for commercial offices, where larger quantities of coordinated material is specified.

“We realized that circularity is more than just reusing materials; it’s about refining our processes and setting clear expectations for our customers.”

Andre Loosemore, A&D Director, International at Humanscale

“We believe that a swift and meaningful move to a circular economy in the real estate industry is paramount if we are to collectively meet our sustainability goals and aspirations.”

Adam Strudwick, Principal at Perkins & Will



## The Refresh Process

For this pilot, we refreshed a set of Liberty chairs that were over ten years old. The process involved receiving, cleaning, and inspecting the chairs. If metal parts were damaged or scratched, they were touched up with paint. All chairs received new cylinders, cushions, textiles, and Duron arm pads. The mesh was not replaced but thoroughly cleaned. Finally, an inspection was done to confirm the refreshed chairs met our quality standards.

## Customer and Collaborator

Perkins & Will, an architecture and interior design firm, collaborated with Humanscale to lay the groundwork for a circular economy for office chairs. They sourced repurposed Liberty task chairs for their new offices, reducing the embodied carbon footprint.

Perkins & Will’s Sustainability Director **Asif Din** and Principal **Adam Strudwick** expressed interest in circularity and introduced a local partner for refurbishment, warehousing, and logistics.

The feedback from Perkins & Will helped Humanscale understand market expectations and the challenges of differentiating restored products from new ones in a circular economy.

## Measuring Impact

Qualitatively, this pilot was a significant step towards understanding the intricacies of the circular economy and refining our processes to ensure success. By collaborating with partners like Perkins & Will and listening to feedback, we are confident that we can create a sustainable and efficient circular system for our products. The insights gained from this pilot will shape our future endeavors and help us achieve true circularity, where products cycle through again and again, minimizing waste and conserving resources.

## Stats of reduction in material used / GHGs emissions\*

78%

Reduction in material use

73%

Reduction in water consumption

67%

Reduction in energy use

69%

Reduction in greenhouse gas emissions

Bottom line:

We need to set customer expectations for used products, as they may not look perfectly new.



# Piloting the Return of Used Chairs

In 2023, we launched a circular pilot program with Cisco in San Jose, California. This initiative involved receiving and refurbishing previously owned Freedom Task chairs for resale to new customers. This project required meticulous planning and collaboration between both companies.

Cisco faced surplus furniture after COVID-19 and wanted to prevent waste. Humanscale bought back their chairs from a single location, and Cisco assisted with logistics. Our success in this pilot was made possible by our strong partnership with Cisco, as well as the pivotal roles played by **Lori-Ann Bayless**, Cisco's Program Manager, and **Jim Kidd**, Humanscale's Regional Sales Manager.



Photo captions needed

“This pilot project required all cross-functional teams to come together to problem solve and show how manufacturing can actually heal the planet.”



Jim Kidd, Regional Sales Manager at Humanscale

## The Refresh Process

The chair refurbishment process followed several meticulous steps, ensuring each chair was restored to a “like new” condition, ready for new customers.

### 1. Receiving and disinfection:

The process starts with the receipt and thorough disinfection of each chair to maintain hygiene and safety.

### 2. Disassembly:

Chairs are carefully disassembled into their components, including handles, seats, backs, arm pads, and pistons, allowing for individual evaluation and refurbishment.

### 3. Cushion and shell separation:

Cushions are separated from the shell seats and backrests to facilitate detailed inspection and refurbishment.

### 4. Detailed processing:

The base, piston, and chassis are meticulously removed and any necessary paint touch-ups are performed. Components such as the actuator, spring, slider, and bar are checked and re-touched as needed.

## Measuring Impact

The pilot program significantly reduced the materials used and greenhouse gas (GHG) emissions compared to manufacturing new chairs.

The reductions achieved were as follows:

**81%**

Reduction in material use

**69%**

Reduction in water consumption

**59%**

Reduction in energy use

**57%**

Reduction in climate impact

Bottom line:

This project set a precedent for future refurbishments, ensuring that previously owned furniture can have a new lease on life.

\* % of reduction compared to manufacturing a new chair



# Piloting the Lease of Chairs to a Commercial Customer

Launched in early 2024, this pilot program involves leasing Freedom Task chairs to SAP, a customer with a temporary office rental in Minneapolis, Minnesota.

This initiative required a significant re-evaluation of internal processes across multiple Humanscale teams, including legal, sales, customer service, and logistics. At the time of publication, our pioneering pilot program in Minneapolis, Minnesota, remains ongoing.



Photo captions needed

“We’re addressing a real need by offering high-quality seating for uncertain office spaces, while clients enjoy flexibility.

At the same time, we both reduce our environmental impact by reusing chairs instead of manufacturing new ones.”



Dan Yare, Global Account Manager at Humanscale

## Solving for an Evolving Need

SAP faced challenges in planning their office space amidst the ongoing balance of remote and in-office activities. After conversations with our team, SAP opted to lease refreshed chairs to test office usage and aid in developing an ongoing leasing program of Furniture-As-A-Service (FAAS). If SAP finds they do not need some or all of the chairs, they can return them to Humanscale, which is much more environmentally friendly than discarding them. This program has the potential to significantly reduce environmental impacts by allowing products to circulate more fluidly based on need.

**Eleasa Dash**, Project Planner and Interior Designer at SAP, and **Dan Yare**, Global Account Manager at Humanscale, played crucial roles in this initiative.

## The Refresh Process:

1. The upholstery process begins with the seat and backrest.
2. Arm pads, backrests, and seats are reattached. Each chair is meticulously cleaned, and new casters are inserted.
3. The base, piston, and chassis are assembled, ensuring the chair is stable and functional.
4. Our rigorous inspection process ensures every chair meets our high standards.
5. Chairs are blanket-wrapped and ready for shipment.

## Inspection and Packaging:

Our rigorous inspection process ensures every chair meets our high standards. Once approved, the chairs are blanket-wrapped and ready for shipment. Throughout this process, we prioritize quality and sustainability. Chairs that do not meet our standards are scrapped responsibly, ensuring minimal environmental impact.

The reductions achieved were as follows:

**81%**

Reduction in material use

**71%**

Reduction in water consumption

**60%**

Reduction in energy use

**60%**

Reduction in climate impact

Bottom line:

This project tested the implementation of Furniture As A Service.

\* % of reduction compared to manufacturing a new chair



**The transition from linear to circular is easy to understand, but challenging to implement.**



**Significant changes are required to all our systems surrounding the delivery of furniture, including those of our customers and partners.**

# Corporate Social Responsibility 2023

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# Improving well-being at work, wherever it happens

## Who We Are

Humanscale is the premier designer and manufacturer of ergonomic products that improve health and comfort wherever people work.

From seating to lighting to technology support, we develop innovative, functional work tools for a better human experience.

All of our products and services exist solely to promote the health and safety of our customers and are assessed during development to confirm their effectiveness. Our products allow people's work to adjust to them, rather than the other way around, and encourage free and spontaneous movement.



## A Message from Our CSO

It's always exciting to push the boundaries of sustainability, to challenge the status quo, and to see what's possible when we bring creativity and tenacity to solving our environmental challenges. We're making strides in each of our pillars of sustainability (healthy materials, circularity, climate + energy, water conservation, social impacts, and wildlife preservation), but in this report, we're proud to highlight recent projects that are moving us toward a circular business model and helping to develop the circular economy.

The idea of a circular economy is simple: replace the linear (take-make-waste) economy with one that uses waste as the inputs to the next round of products, infinitely cycling materials. It is getting a lot of attention and could help reduce resource depletion and climate change.

Unfortunately, too often it remains an exciting idea, without being followed by the hard work needed to make it a reality. Systems and attitudes are often not favorable to circularity, so implementation is surprisingly complex, takes persistence, and requires us to think differently.

At Humanscale, we've always been focused on making real change, and we're taking that same approach to circularity.



**Jane Abernethy**

Humanscale Chief Sustainability Officer

## Our Vision Beyond Sustainability

As a global manufacturer, we realize how much of an impact we have on the world: from our daily operations to our relationships with employees, vendors, customers and the local and global communities we indirectly touch. We see this as both an exciting opportunity and a serious responsibility.

As we hear reports of social and environmental degradation — the extinction of wildlife and loss of wild spaces, the growing amount of ocean plastic, severe weather events and rising sea levels from climate change, and increasing health impacts as chemicals of concern continue to be used in manufacturing -- we know these risks apply not only to the external environment, but will also affect natural resources available, and our own ability to operate. We realize that it's no longer sufficient for companies to simply reduce their harmful impacts. We must be part of the solution and give back more than we use. We aim to be at the forefront of sustainability initiatives, leading by example through innovation and resource management.

As a manufacturer of durable goods, Humanscale has a specific opportunity for innovation in the ways we procure, manufacture, and distribute materials. We take this responsibility very seriously and it motivates us to lead the furniture industry in prioritizing healthy, low-carbon materials. We take inspiration from natural regenerative systems as seen in our net positive framework, identifying goals and progress via rigorous analysis and continuous benchmarking and improvement.

If we want to live at peace with the planet, then our factories must be like trees; our companies like a forest.



# Consider the metaphor of a tree.



A tree in a forest aims to grow and expand as much as possible, but at the same time, the tree provides shade, oxygen and even fertilizer through its leaves. The tree uses resources to grow, but ultimately gives back more than it takes.

# Net Positive Doing more good than harm



## How do we get there?

Reaching a net positive goal requires a balanced approach where we continuously examine our influence on both a local and global scale.

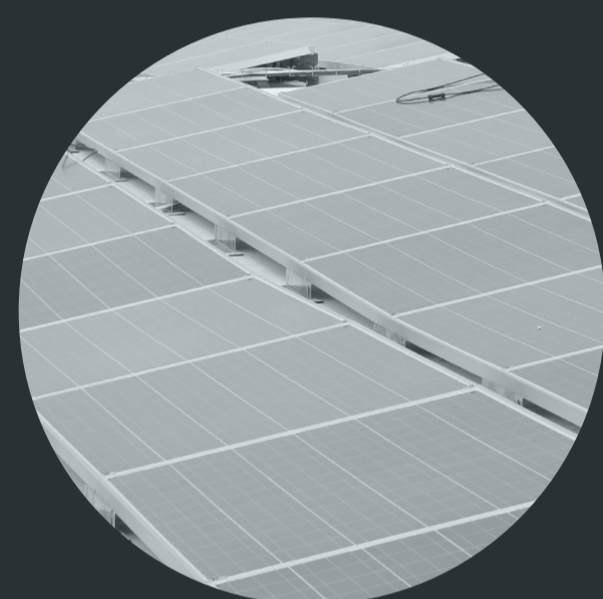


### What does this mean for us?

Becoming net positive means considering how our entire operations can have a measurably better impact on the environment.

In practice, we evaluate our manufacturing and operational activities to understand our key impacts:

Climate + Energy



Water



Resource Depletion



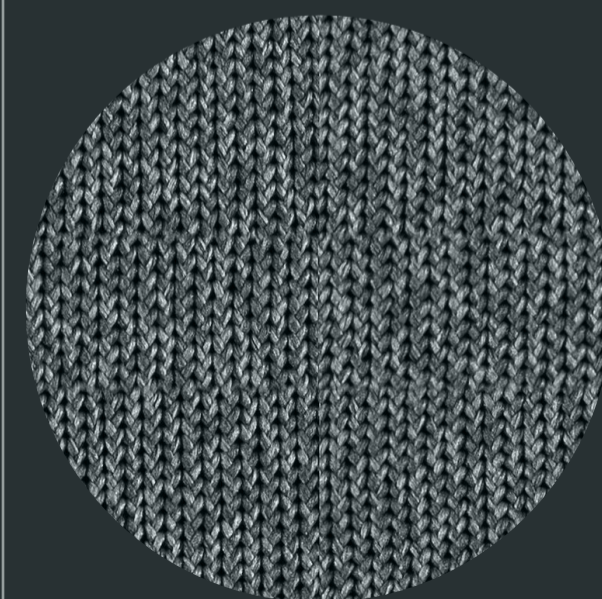
Wildlife Preservation



Social Responsibility



Healthy Materials



# The world is better off because we're here.

With each impact, we consider what it would take to go “beyond sustainability” to make a truly positive effect on the world around us.

For example, minimizing waste water at our facilities reduces the burden on local municipal water treatment systems.

On the other hand, developing product Life Cycle Assessments lets us examine water use across our global supply chain.

We use the framework of the Living Product Challenge, dialogue from the Net Positive Project, and guidance from the SHINE program at MIT to calculate both our negative and positive impacts using robust methods.

After we've identified what net positive might be in each impact category, we set annual goals identifying the specific short term progress, and review them monthly with our operations and top level executives.

We constantly evaluate our ongoing progress with the goal of doing more good than harm.

And we're just getting started.



	Goals	Achievements
Healthy Materials	<b>Eliminate all added antimicrobials from all Humanscale product*</b>	<p><b>95%</b> complete</p> <p>R&amp;D during 2023 showed Lotus textile is the final component to have an antimicrobial coating.</p> <p>Testing confirmed its surface texture is inherently antimicrobial.</p> <p>Currently working with supplier to produce a textile without coating.</p>
Circularity	<b>Pilot one aspect of a circular business model</b>	<p><b>200%</b> complete</p> <p>We piloted the sale of second life chairs through our traditional sales channels to a customer partner in London.</p>
	<b>Reduce one instance of inbound packaging</b>	<p><b>100%</b> complete</p> <p>We piloted the sale of second life chairs through our traditional sales channels to a customer partner in London.</p> <p>We also piloted the process to take back previously owned products.</p>
	<b>Divert 92% of waste from landfill (without incineration)</b>	<p><b>95%</b> complete</p> <p>Although half of our factories met the goal (one factory achieving 97% diversion), a challenging process in our other factories brought the global average down to 87%.</p>

	Goals	Achievements
Climate + Energy	<b>Reduce energy use by 70 MWh for factories globally</b>	<p><b>836%</b> complete</p> <p>Energy use was reduced by 585 MWh by installing new air compressors, HVAC fans, and LED lighting in our factories.</p>
	<b>Cost of climate impacts included financial evaluation for 100% of products</b>	<p><b>30%</b> complete</p> <p>A system to update financial models was developed. Tracking carbon footprint reduction for each product is still in development.</p>
	<b>Engage 50% of suppliers in setting Science Based Targets for climate impact reduction</b>	<p><b>5%</b> complete</p> <p>Upheaval from COVID, turnover, and changes in supply chain, made it challenging to reestablish the necessary level of engagement with our suppliers.</p>
	<b>Reduce companywide Scope 1 &amp; 2 climate emissions by 25mt CO2e</b>	<p><b>140%</b> complete</p> <p>We exceeded our goal reducing emissions by &gt;35mt CO2e.</p>

\*Excludes products that are not designed by Humanscale

	Goals	Achievements
Water	<b>25% reduction in water use</b>	<p><b>128%</b> complete</p> <p>A water reuse system was implemented for powder coating, reducing the need for water in production by an estimated 32%.</p>
Social Responsibility	<b>Volunteer for events in 3 of our local communities</b>	<p><b>100%</b> complete</p> <p>Our employees volunteered at the Connecticut River Cleanup, Huntington Beach Cleanup, and Pelham Park Restoration.</p>
	<b>Audit 80% of our suppliers</b>	<p><b>9%</b> complete</p> <p>Turnover within our team disrupted our ability to complete the audits as intended. This goal will be taken on next year.</p>
	<b>Launch one additional product containing ocean plastic</b>	<p><b>20%</b> complete</p> <p>Ocean plastic was confirmed for Freedom chair bases.</p> <p>We are working on additional components to increase the amount of ocean plastic in the chair before launching the product.</p> <p>Freedom Ocean is anticipated to launch in 2024.</p>

# Our Goals for 2024

<b>Healthy Materials</b>	Eliminate added antimicrobials from Humanscale products*
<b>Circularity</b>	<p>Pilot circular business model in North America: sale of Refresh product via e-commerce</p> <p>93% waste diversion from each factory globally</p> <p>Inbound packaging reduction</p> <p>Outbound packaging reduction</p>
<b>Water Conservation</b>	One partner manufacturer to convert to rainwater for production
<b>Social Responsibility</b>	<p>80% of suppliers have bi-annual audit for Environmental &amp; Social impacts</p> <p>Volunteer for events in 3 of our local communities</p> <p>B Corp Certification</p>
<b>Climate + Energy</b>	<p>25 mt CO2e reduction in Greenhouse Gas Emissions</p> <p>59 MWh reduction in energy use at factories from previous year</p> <p>Outreach to 75% of suppliers to participate in Science Based Targets</p>
<b>Wildlife Preservation</b>	Identify and validate an additional ocean plastic supplier

\*Excludes products that are not designed by Humanscale



# Handprints over Footprints

As we aim to leave the world better off, we need to know exactly how we impact the world.

We calculate our negative impacts using Life Cycle Analysis to tell us our footprints (carbon, water, energy).

The same calculation methods are used to determine the amount of positive change we create in the world, or our handprints.

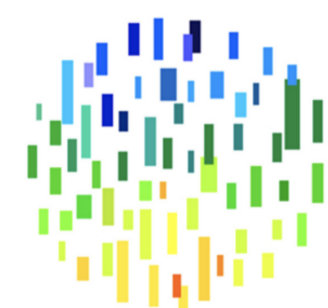
## Expanding our Influence

Our company's and products' negative impacts (footprints) are a result of our direct influence through our actions or in our supply chain. Beneficial changes to our activities and suppliers show up in our calculations as a reduction of footprints. Creating handprints, then, requires going beyond our usual influence and finding opportunities for positive impacts outside of our usual activities.

We look for opportunities in the local communities where we operate and our suppliers operate.

### DEFINITION:

Handprints are the positive changes caused, compared to business as usual, measured in Footprint units.



[SHINE: What are Handprints? ↗](#)

# Handprints create positive change beyond our existing sphere of influence.



Humanscale sponsored the refurbishment and installation of 20 wells throughout rural India in partnership with the non-profit, Bridgit Water Foundation.



Here are a few examples of projects we brought about in 2023:



**RE-volv & WestCare Foundation Solar Panels**

Milwaukee, WI  
 Humanscale has been working with the non-profit, RE-volv, to create handprints since 2020. RE-volv's mission is to help nonprofits in underserved communities across the country go solar. Humanscale sponsored the installation of solar panels at Westcare in Milwaukee. Westcare provides many services including substance abuse and treatment, job training, shelters and housing. They operate in 15 states and we are solarizing a new building they recently purchased.

Lifetime Energy Output  
 416,325 kWh

Lifetime Water Benefit  
 108,881 gallons

Lifetime Carbon Benefit  
 240,461 kg CO2e



**CLEAN International Rainwater Harvesting**

New Taipei City  
 Together with CLEAN International, Humanscale sponsored our first of six rainwater harvesting systems at schools in Taiwan. Sanjian Elementary School is located in New Taipei City in a region of Taiwan where it rains throughout the year with some of the months experiencing very heavy rainfall. By utilizing rainwater harvesting, the school is able to reduce their use of groundwater and replace it with rainwater. Water collected is used for cleaning, cooking, and landscape maintenance.

Lifetime Water Benefit  
 11,241,700 gallons



**Bridgit Water Foundation Water Wells**

Kadapa & Chittoor Districts, India  
 Humanscale sponsored the refurbishment and installation of 20 wells throughout rural India in partnership with the non-profit, Bridgit Water Foundation. As a result, over 17,000 people are now able to access clean drinking water without having to leave their village. On top of bettering health and sanitation, this gives girls time to go to school, women time to earn another income, and improves air quality by reducing the need to boil water. Most critically, the project establishes Water Use Committees, which keep the wells running and repair them when necessary.

Lifetime Water Benefit  
 98,183,532 gallons



**Green Light New Orleans Efficient Lightbulbs**

New Orleans, LA  
 Sponsored the distribution of 14,158 energy efficient CFL light bulbs to residents in New Orleans. Over their lifetime, the lightbulbs will have the following environmental handprint:

Lifetime Energy Conserved  
 5,791,930 kWh

Lifetime Water Benefit  
 3,886,327 gallons

Lifetime Carbon Benefit  
 3,173,977 kg CO2e



**RE-volv & Turner Hall Solar Panels**

Clinton, MA  
 Through our partnership with RE-volv, Humanscale sponsored the installation of solar panels at the nonprofit, Turner Hall. Turner Hall promotes health and physical education, cultural education, and rational thinking for the entire family group.

Lifetime Energy Output  
 769,555 kWh

Lifetime Water Benefit  
 670,525 gallons

Lifetime Carbon Benefit  
 112,732 kg CO2e



**Resonant Energy & Planning Office of Urban Affairs**

Boston, MA  
 Through a partnership with Resonant Energy, Humanscale sponsored the installation of solar panels at three POUA affordable housing complexes in Boston, Massachusetts. The systems have a combined size of 108 kW. POUA is a non-profit social justice ministry that strives to create vibrant communities through the development of high quality affordable and mixed income housing, where people of modest means can live with dignity and respect in homes they can afford.

Lifetime Energy Output  
 2,413,944 kWh

Lifetime Water Benefit  
 2,103,306 gallons

Lifetime Carbon Benefit  
 353,618 kg CO2e



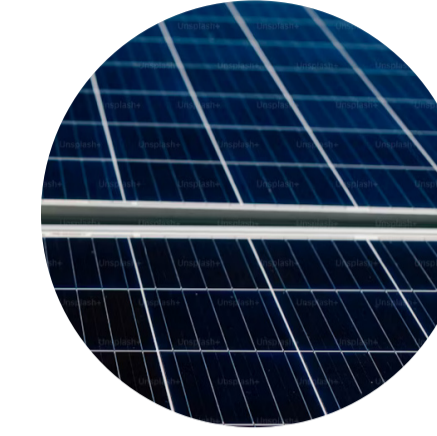
**Resonant Energy & The Community Builders**

Yonkers, NY  
 Humanscale sponsored the installation of solar panels at three affordable housing sites owned and managed by TCB. TCB develops high-quality homes for families, seniors, and people with disabilities. Since 1964, TCB has advanced housing equity through award-winning, affordable, and mixed-income communities. The systems at the three sites have a combined size of 141 kW.

Lifetime Energy Output  
 3,839,953 kWh

Lifetime Water Benefit  
 3,345,809 gallons

Lifetime Carbon Benefit  
 562,513 kg CO2e



**Resonant Energy & Homeowners Rehab Inc.**

Cambridge, MA  
 Together with Resonant Energy, Humanscale sponsored the installation of solar panels at two HRI properties. Founded in 1972, HRI focuses on developing and preserving affordable, high-quality rental housing and empowering residents through services and programming. The two systems have a combined size of 24.75 kW.

Lifetime Energy Output  
 651,214 kWh

Lifetime Water Benefit  
 567,413 gallons

Lifetime Carbon Benefit  
 95,396 kg CO2e



## Humanscale

Founded in

# 1983

Employees

# 864

Countries with Distribution

# 25

Countries with Significant Operations

# 16

Offices & Showrooms

# 36

Factories

# 4

### Products

Chairs & Stools

Monitor Arms & Integrated Docks

Sit/Stand Solutions

Separation Panels

Lighting

Technology Tools

Keyboard Systems

Footrockers & Mats

Laptop Holders

Cable Management

Desk Accessories

CPU Holders

### Divisions

Humanscale

Humanscale Consulting

## Humanscale

Our guiding principles for good design also lead to the most sustainable products.

# Function

The product we create solves a real need and will continue to do so over time.

# Simplicity

By consolidating features and removing unnecessary parts we use less material to make more robust products.

# Longevity

Our products are durable and effective, but also have a timeless aesthetic, so people want to use them as long as possible.

# Beyond Sustainability

We go beyond reducing our negative impacts to making positive, regenerative ones.

# Design for Environment



## Design for Environment

### Research & Development

We study users and stakeholders, then set expectations for a product, including sustainability goals.

### Design

We generate ideas and create and evaluate prototypes. We choose a concept and conduct a life-cycle assessment.

### Engineering

We refine the parts and components to use minimal materials, and confirm disassembly, recyclability, and that the product meets sustainability goals.

We engage vendors and confirm avoidance of **Red List Ingredients**.

### Pre-Production

We finalize material, process, and assembly choices. We evaluate materials for their health and environmental impact through **HPD** standards and work with suppliers to source the maximum recycled content available. We choose packaging and transportation methods, and confirm the product meets applicable standards and durability requirements.

### Mass Production

When the product is released, we publish **HPD** and **Declare** labels disclosing all material ingredients to 0.01% (100ppm). Throughout production, we continue to evaluate the product and process, recording beneficial materials and vendors in a central library so we can use them again.



Total weight of materials used in production and packaging:

Material	2016	2018	2022	2023
<b>Non-renewable</b> Resources that do not renew in a short period of time, such as metal, known as non-renewable.	13,163,114 kg 100%	22,756,248 kg 100%	11,280,294 kg 78.5%	9,305,149 kg 70.2%
<b>Renewable</b> Plentiful natural resources that are quickly replenished in a short period of time, including but not limited to: bamboo, agifiber, wool, cork or soy. Known as renewable.	0 kg 0%	0 kg 0%	3,081,570 kg 21.5%	3,959,892 kg 30%
<b>Recycled</b> Material that replaces virgin materials, that are not by-products and non-product outputs produced by the organization, known as recycled.	Not Available	5,357,247 kg 23.5%	5,629,457 kg 39%	5,316,404 kg 40%

In 2023, Humanscale reclaimed and diverted products totaling 212.36 tons (2.43% of total sales by weight) from landfill by means of two take-back programs.

Our internal refurbish program reported 17,060.15 kg of diversion, which consisted entirely of Humanscale products.

**Seating:**  
16,200.05 kg; representing 0.19% of 2023 sales

**Ergo Accessories:**  
129.16 kg; 0.002% of 2023 sales

**Lighting:**  
420.86 kg; 0.005% of 2023 sales

**Monitor Arms:**  
155.44 kg; 0.002% of 2023 sales

**Sit/Stand:**  
154.65kg; 0.002% of 2023 sales

195,299.89 kg of material was reclaimed and diverted through Humanscale's **BEAM Program**, which collects and redirects both Humanscale and non-Humanscale products from landfill via resale, reuse, and recycling.

Weights were calculated based on reports by reclamation partners as totals, not per product category.

To facilitate the continued use of materials and ensure safe product disposal, Humanscale makes disassembly and recycling instructions for each product available on our website.

Humanscale supports the circular economy by facilitating extended use of our products, and by encouraging recycling of products afterwards.

At Humanscale, we understand that the materials around us can affect our own health and the health of the planet. This is why we concern ourselves with every ingredient in each of the materials we use to make our products (to 100 ppm of the product). When we find chemicals of concern, we change our products to eliminate this ingredient. Each change requires a full R&D project to find and validate an alternative material, but we believe it's crucial to use healthy materials.

We also know that transparency labels can have a powerful impact on the building industry. Similar to nutritional labels for food, Health Product Declarations (HPDs) and Declare labels list all the ingredients for products. Stating all the ingredients not only allows customers to make informed purchasing decisions, but also motivates the industry to change.

In 2023, we continued to lead the furniture industry in materials transparency;

# 83% of products sold in 2023 had materials ingredients labels.\*

Timeline /

## 2019

Chrome 6 eliminated!



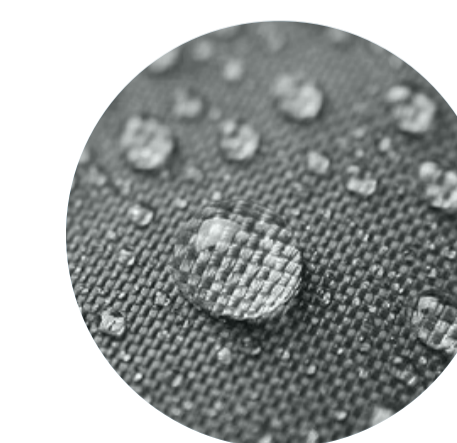
## 2020

PFAS / PFC / C6 / C8 chemistry eliminated!



## 2021

BPA (almost) eliminated\*\*



## 2022

Halogenated Flame Retardants (HFRs) eliminated!

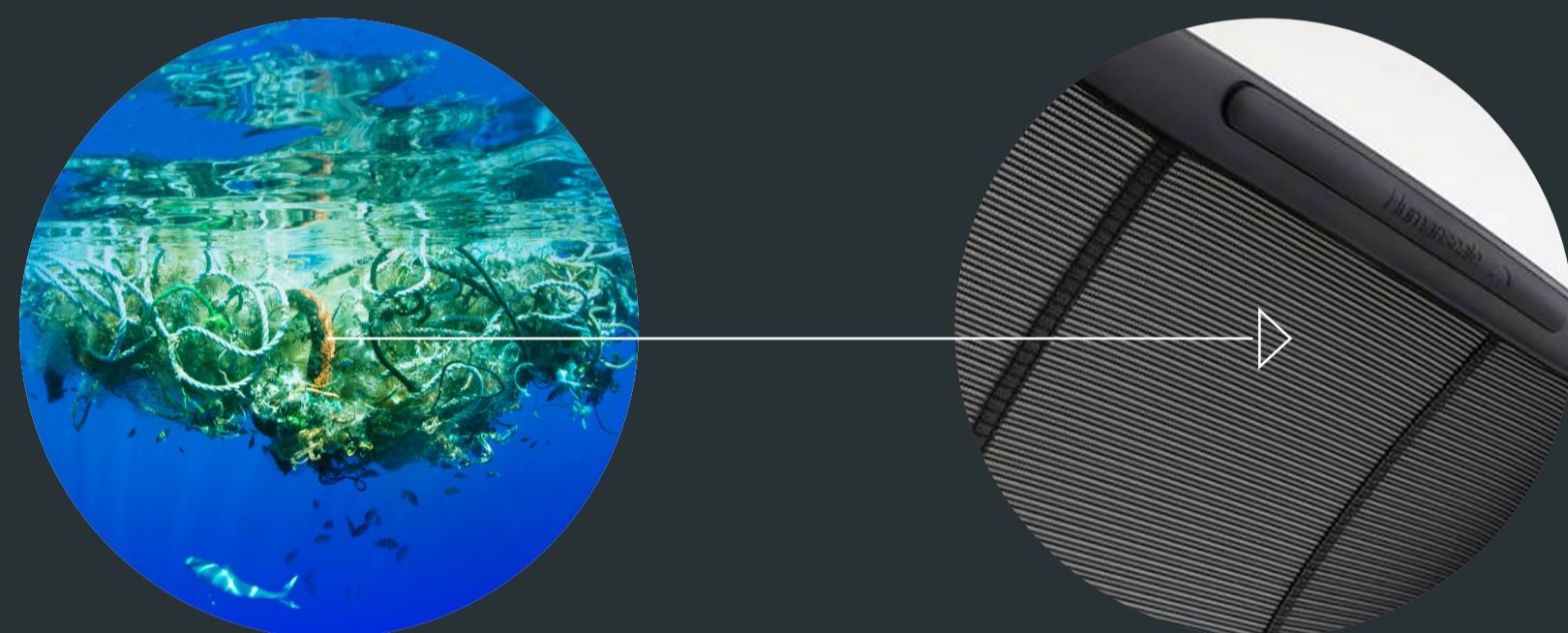


OEM or "white label" products are excluded from product labeling.

\*\* BPADP is a replacement to HFRs since it is an improvement over halogenated chemistry and the user is not exposed to it.



# From Oceans to Office



**The Ellen McArthur Foundation** estimates that we will have more plastic in the ocean than fish by 2050. ↗

Approximately 8-10 million tons of plastic are dumped in the ocean each year, with an estimated 20% of this being discarded fishing gear, due to lack of infrastructure for disposal. ↗

Fishing gear is the most harmful kind of ocean plastic since the fishing nets continue to “ghostfish,” needlessly ensnaring fish, turtles, dolphins, birds, sharks and many more sea creatures.

A single net can catch hundreds of animals, damage coral reefs, and continue doing so for centuries.<sup>4</sup>

The nets are commonly made of a very durable material, nylon, which is a major issue when they’re released in the ocean, but we saw it could be a benefit if used in long lasting products, such as our task chairs.



[More Plastic than Fish in the Ocean by 2050](#) ↗

[Ocean Plastic Pollution an Overview: Data and Statistics](#) ↗

[Our Oceans are Haunted by Ghost Nets](#) ↗

[A Single Discarded Fishing Net can Keep Killing for Centuries](#) ↗



# Timeline /

## 2016

Began working to use ocean plastic — in collaboration with **Bureo**

## 2017

Became a founding member of **NextWave** — consortium of manufacturers working to reduce ocean plastic

## 2018

Launched **Smart Ocean**, the first task chair on the market made from ocean plastic



### Program Origins

In 2016 we started working with Bureo to see if it's possible to use recaptured fishing nets to manufacture our task chairs. Bureo was a start-up that made skateboards from fishing nets that had been discarded off the coast in Chile. They had soon realized that they couldn't sell enough skateboards to use all the nets being discarded, so decided to become a supplier of fishing net material, working with 3 key partners: Patagonia, Costa, and Humanscale.

It took two years to validate the material and supplier. We made samples with the new material. Our quality team spent months testing the samples to ensure the chair would still meet our 15 year warranty. In the process, we learned that the material needed to be specially dried and processed and we worked with our suppliers to calibrate their process. Material availability was a constant challenge since it depended on how quickly it was collected and when it could be processed separately, not mixed in with other material being recycled.

In Spring 2018, we launched Smart Ocean, the first task chair on the market made from ocean plastic.

## 2020

Validated additional materials and added new suppliers

## 2021

Launched **Liberty Ocean** — our second task chair made with ocean plastic

## 2022

Launched **Path** chair, using 9.5 lb of ocean plastic\*



### Program Expansion

After our initial product demonstrated that ocean plastic can be used to manufacture, it seemed easy to expand to the rest of our products. We found it was not so straightforward.

The collection involves a lot of manual labor. Processing batches were smaller than the traditional plastics industry, making it a lower priority. Material that had been labeled "waste" would

sit at customs for months with countries not wanting it to be imported.

To grow our program, we reached out to dozens of potential suppliers of ocean plastic around the globe. Many were in early stages, only a few could provide the same materials we needed, and some could not meet the timeframes needed for ongoing manufacturing. We requested samples from those that still seemed promising.

Our engineers confirmed they meet our quality requirements, and we were ready to expand to additional products.

In June 2022, we launched the third task chair made with ocean plastic: **Path**.

\* Ocean bound plastic + ocean recovered plastic



# 400 Suppliers Worldwide

# 36 Offices and Showrooms

# 4 Manufacturing Facilities

# Global Presence in 25 Countries

The global reach of our sales offices and manufacturing represent our direct and indirect environmental and social impacts.

We sell mainly business-to-business within the building industry, but a small amount of sales is direct to consumers.

Our sales offices and manufacturing facilities reach around the globe and represent the scope of our direct environmental and social impact.

Our own manufacturing and our supply chain represent the biggest environmental impacts.

## Headquarters

New York, USA

## Manufacturing

Dublin, Ireland  
Nogales, Mexico  
Fresno, USA  
Piscataway, USA

## Partner

**Manufacturing**  
Xiamen, Fujian, China  
Shanghai, China  
Shangrao, Jiangxi, China  
Xinchang, Zhejiang, China  
Sialui, Lithuania  
Holland, Michigan, USA  
Yangzhou, Jiangsu, China  
Suzhou, Jiangsu, China  
Tien Giang, Vietnam  
Taipei, Taiwan  
Sao Paulo, Brazil  
Melbourne, Australia  
Bangalore, India  
Tel Aviv, Israel  
Cape Town, South Africa

## North America

Montreal, Canada  
Toronto, Canada  
Mexico City, Mexico  
Alabama, USA  
Chicago, USA  
Denver, USA  
Houston, USA  
Kansas City, USA  
Los Angeles, USA  
Minneapolis, USA  
New York, USA  
Oak Brook, USA  
Orange County, USA  
Parsippany, USA  
Philadelphia, USA  
Piscataway, USA  
San Francisco, USA  
Washington DC, USA

## EMEA

London, England  
Manchester, England  
Paris, France  
Nuremberg, Germany  
Dublin, Ireland  
Milan, Italy  
Amsterdam, Netherlands  
Dubai, UAE

## APAC

Beijing, China  
Shanghai, China  
Shenzhen, China  
Hong Kong, Hong Kong  
Bangalore, India  
Tokyo, Japan  
Seoul, Korea  
Singapore, Singapore  
Melbourne, Australia  
Sydney, Australia



# Our Factories



## Our Factories

### Piscataway, NJ

Our facility in Piscataway produces the largest percentage of our products and, as a result, has been the testing ground for many of our Net Positive initiatives.

Many of our LPC-certified products are manufactured here, and many of the changes to production we first implemented here have been adopted in other facilities. The facility uses both rainwater capture and solar panels to reduce our impact on the environment and an award-winning enhanced recycling program to track and reduce waste.

Built/Opened:

2003

Departments:

Manufacturing, Human Resources, Information Technology, Legal, Accounting, Product Engineering, Industrial Engineering, Quality, Sourcing

### Dublin, Ireland

The Humanscale facility in Dublin supplies our European customers. Here, we assemble our monitor arms and most of our chair lines. Many of our Dublin employees have been with Humanscale for years and have established a tightly knit community, growing a garden on-site together and celebrating its harvest with an annual barbecue.

Built/Opened:

2000

Departments:

Manufacturing, Human Resources, Accounting, Quality, Sourcing

### Nogales, Mexico

Our Nogales location, which had its first year of production in 2017, focuses mainly on producing components and sub-assemblies for our Fresno and Piscataway facilities, who then make the finished goods.

Built/Opened:

2016

Departments:

Manufacturing

### Fresno, CA

Our Fresno facility was operational for ten years with a small, closely connected staff. It had historically serviced customers on the American west coast. However, as demand increased this facility was no longer large enough to fulfill a majority of orders. Its activities were moved to our larger facility in Nogales.

Closed:

September 2023

Departments:

Manufacturing



# Emissions & Climate

**The Intergovernmental Panel on Climate Change (IPCC)**'s reports highlight that the damage from Climate Change will affect all life on land and sea, and that it will soon be irreversible. As the urgency to address Climate Change could not be greater, Humanscale believes it is important to do our part to minimize these impacts.

Although all progress to minimize climate impacts is valuable, we'd like to know that our targets will lead to the future we hope for. We have aligned our climate targets with the **Science-Based Target Initiative (SBTi)** so that our targets align with the latest climate science and limit global warming to well below 2°C above pre-industrial levels.

In 2022, Humanscale took on the following Science-Based Targets aligned with a less than 1.5°C temperature increase, which were approved by SBTi in October:

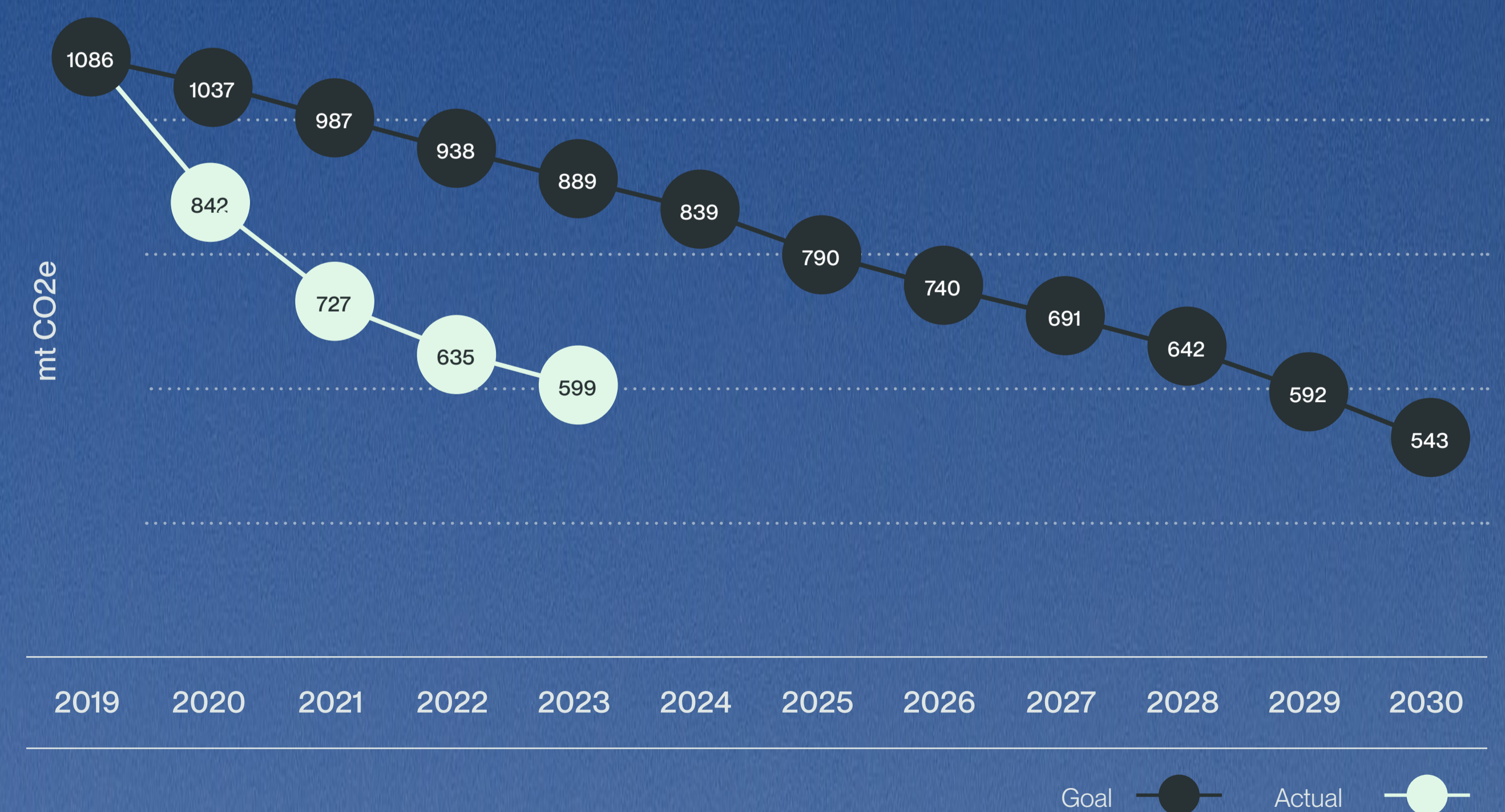
**Humanscale commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year.**

**Humanscale also commits that 75% of its suppliers (by spend, covering purchased goods and services, upstream transportation, and distribution) will have science-based targets by 2027.**



## In 2023, we reduced companywide Scope 1 & 2 Climate Emissions by 35mt CO2e.

Scope 1 & 2 Reduction SBT





		2019	2022	2023						
Disclosure	Unit	Organization			Piscataway	Nogales	Fresno	Dublin	Others	
<b>305-1</b>										
A	Gross Scope 1 GHG Emissions	mTCO2e	785	647	599	247	283	2	64	3
D	Base Year		N/A	2019	2019	2019	2019	2019	2019	2019
D-ii	Emissions in base year	mTCO2e	N/A	785	785	381	299	6	81	18
<b>305-2</b>										
A	Location-Based Scope 2 Emissions	mTCO2e	1,139	1,034	919	344	458	24	69	23
B	Market-Based Scope 2 Emissions	mTCO2e	137	0	0	0	0	0	0	0
D	Base Year		N/A	2019	2019	2019	2019	2019	2019	2019
D-ii	Location Emissions in base year	mTCO2e	N/A	1,388	1,388	459	676	37	164	53
D-ii	Market Emissions in Base Year		N/A	137	137	137	0	0	0	0
Total Direct Emissions (Scope 1 + Market-Based Scope 2)		mTCO2e	922	647	599	247	283	2	64	3
<b>305-3</b>										
A	Gross Scope 3 GHG Emissions	mTCO2e	224,265	136,123	92,375	N/A	N/A	N/A	N/A	N/A
E	Base Year		N/A	2019	2019	N/A	N/A	N/A	N/A	N/A
E-ii	Emissions in base year	mTCO2e	224,265	224,265	224,265	N/A	N/A	N/A	N/A	N/A
<b>305-4</b>										
A	GHG Emissions Intensity* (location based scope 2)	mtCO2e / 100k \$	0.3911	0.3719	0.3356	0.1957	5.3576	0.0758	0.2333	N/A
A	GHG Emissions Intensity* (market based scope 2)	mtCO2e / 100k \$	0.1824	0.1431	0.1325	0.0818	2.0437	0.0068	0.1126	N/A
<b>305-5</b>										
A	GHG Reduction									
Absolute	Scope 1 Change	mTCO2e	N/A	-138	-186	-133	-16	-4	-17	-15
Absolute	Scope 2 - Location Change	mTCO2e	N/A	-354	-470	-115	-217	-13	-95	-30
Absolute	Scope 2 - Market Change	mTCO2e	N/A	-137	-137	-137	0	0	0	0
Absolute	Scope 3		N/A	-88,142	-131,890	N/A	N/A	N/A	N/A	N/A
Absolute	Scope 1 %	%	N/A	-17.56	-23.66%	-35.03%	-5.50%	-62.48%	-20.91%	-83.52%
Absolute	Scope 2 Location %	%	N/A	-25.47	-33.83%	-25.00%	-32.18%	-34.36%	-58.13%	-55.92%
Absolute	Scope 2 Market %	%	N/A	-100%	-100%	-100%	N/A	N/A	N/A	N/A
	Production Normalization Scale Factor		N/A	2.62	2.36	2.05	0.37	1.42	1.15	N/A
Norm to Baseline	Scope 1 Emissions	mTCO2e	N/A	247	254	121	764	2	56	N/A
Norm to Baseline	Scope 2 - Location emissions	mTCO2e	N/A	395	389	168	1,239	17	60	N/A
Norm to Baseline	Scope 2 - Market emissions	mTCO2e	N/A	0	0	0	0	0	0	N/A
Norm to Baseline	Scope 1 Change	mTCO2e	N/A	-538	-531	-260	465	-5	-25	N/A
Norm to Baseline	Scope 2 - Location Change	mTCO2e	N/A	258	252	31	1,239	17	60	N/A
Norm to Baseline	Scope 2 - Market Change	mTCO2e	N/A	-137	-137	-137	0	0	0	N/A
Norm to Baseline	Scope 1 % Change	%	N/A	-69%	-68%	-68%	156%	-73%	-31%	N/A
Norm to Baseline	Scope 2 Location % Change	%	N/A	-72%	-72%	-63%	83%	-54%	-64%	N/A
Norm to Baseline	Scope 2 Market % Change	%	N/A	-100%	-100%	-100%	N/A	N/A	N/A	N/A

**Emissions**

Humanscale's baseline year was changed to 2019 for all facilities to align with approved Science-Based Targets.

Calculations includes offices and showrooms that qualify in accordance with the operational control method according to the Greenhouse Gas Protocol: a corporate accounting and reporting standard.

**305-1 and 305-2 Scope 1 and Scope 2 GHG Emissions**

Gasses included in calculations: carbon dioxide, methane, and nitrous oxide.

Our emission factors and GWP rates are selected from EPA hub tables 1-9 and the wri emission factor library. Consolidation approach: operational control.

**305-3 Scope 3 GHG Emissions**

Gasses included in calculations: carbon dioxide, methane, and nitrous oxide. Most categories are reported solely in CO2 eq.

Humanscale does not report biogenic scope 3 emissions, as we do not create any.

Humanscale tracked and disclosed indirect emissions that apply to our operations; they include categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, and 13.

Our emission factors and GWP rates are selected from EPA hub tables 1-9, WRI emission factor library, CBECs real estate emission factor libraries, life cycle assessment of humanscale products, and standardized cost-based emission factors based on Activity type.

Humanscale followed the greenhouse gas protocol scope 3 guidance documentation to calculate indirect emissions.

The software "Scope 5" was used as the collection and calculation tool for the emissions.

**305-4 GHG Emissions Intensity Ratio**

Denominator metric in intensity ratio: annual production volume in \$.

Scopes 1 & 2 are included in intensity calculations.

Gasses included in the calculation: carbon dioxide, methane, and nitrous oxide

**305-5 - GHG Emissions Reduced**

Gasses included in calculations: carbon dioxide, methane, and nitrous oxide. Positive percentages represent increases and negative percentages represent reductions.

Scopes in which reductions took place: Scope 2, market based.

**305-6 and 305-7 ODS, NOX, SOX, and other**

Emissions of ozone-depleting substances (ODS), nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions are not applicable.

**Energy**

Humanscale's baseline year was changed to 2019 for all facilities to align with science based targets that were set to address climate impacts.

Humanscale Nogales facility, which does significant manufacturing processing, opened in late 2016. This caused a significant increase in electricity used, and therefore overall energy used, by the organization.

**302-1**

Includes offices and showrooms that qualify in accordance with the financial control method according to the greenhouse gas protocol: a corporate accounting and reporting standard. Scope 5, a cloud-based monitoring software platform, is used to calculate energy use based on the individual energy sources.

All solar energy credits produced by the organization are assumed to be sold, and all electricity is assumed to be grid-supplied.

Conversion factors are provided through Scope 5 and come from the EPA and WRI.

**302-2**

Humanscale does not report energy consumption outside the organization.

**302-3 Energy Intensity**

Metric chosen to calculate energy intensity is annual sales volume in USD. Our energy sources are within our organization, and they include: electricity (grid and solar), natural gas, propane, and vehicle fuel (gas and diesel). These vary by location depending on utilities available and specific needs of each facility.

**302-5 Change in Energy Requirements**

Humanscale has had no change in energy requirements in sold products or services.



# Energy

Energy consumption is a significant contributor to greenhouse gas (GHG) emissions, so we consider measuring and reducing ours a major indicator of our sustainability.

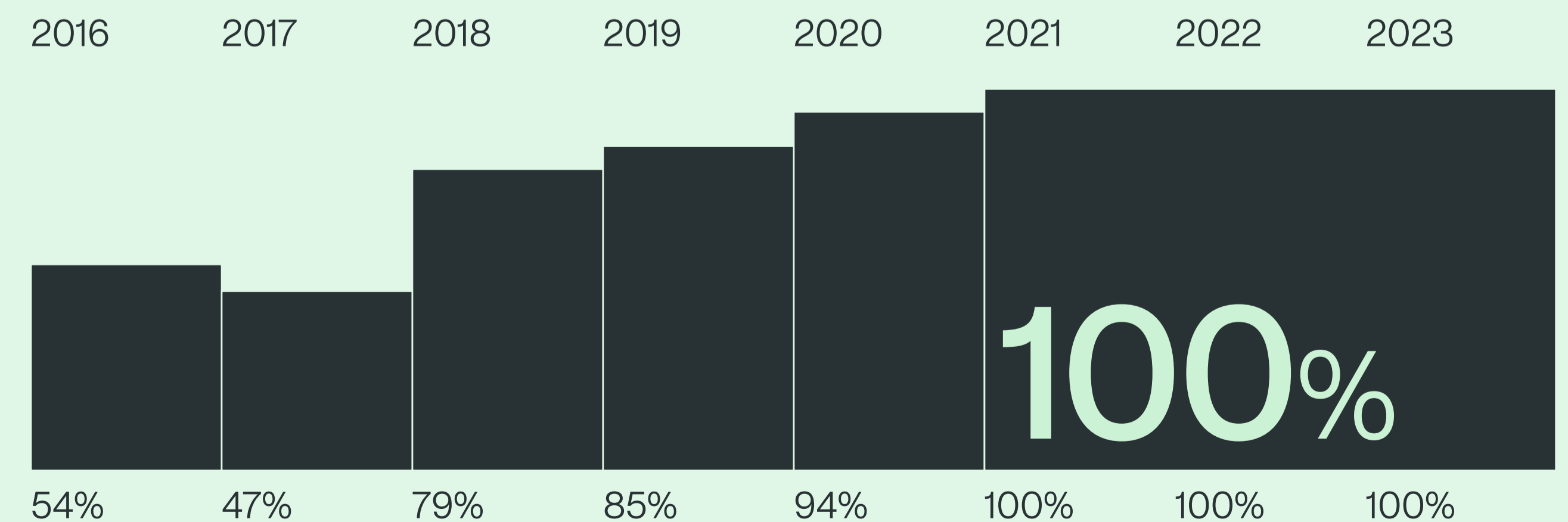
We keep careful track of the energy we use during production and look for ways to use less. Our sustainability team tracks monthly energy use and matches it against our anticipated annual goal.

Each year, our executive team reviews our annual total energy use and progress. We continually look for opportunities to reduce our usage.



		2016	2019	2022	2023						
Disclosure	Unit	Organization				Piscataway	Nogales	Fresno	Dublin	Others	
<b>302-1 Energy Consumption</b>											
A	Fuel Consumption Non-Renewable Resources	MJ	8,416,679	16,309,102	10,449,666	11,586,637	4,715,753	5,611,829	53,383	1,146,751	58,920
B	Fuel Consumption Renewable Sources	MJ	0	0	0	0	0	0	0	0	0
	Electricity Non-Renewable Resources	MJ	3,133,588	1,553,173	0	0	0	0	0	0	0
	Electricity Renewable Resources	MJ	3,411,577	8,294,735	13,024,332	9,538,706	4,095,074	3,991,932	387,587	779,342	284,771
C-i	Total Electricity Consumption*	MJ	6,545,165	9,847,908	13,024,332	9,538,706	4,095,074	3,991,932	387,587	779,342	284,771
D-i	Energy Sold - Electricity	MJ	0	0	0	0	0	0	0	0	0
E	Total Energy Consumption*	MJ	14,961,844	26,156,920	23,473,998	21,125,342	8,810,827	9,603,761	440,969	1,926,093	343,691
F	Total Renewable Energy Consumption	MJ	3,411,577	8,294,735	13,024,332	9,538,706					
<b>302-3 Energy Intensity</b>											
A	Energy Intensity Ratio		4,064	5,030	5,191	5,174	2,915	69,468	1,248	3,389	N/A
	Total Energy Normalized To Baseline Year Production	MJ	7,019,832	8,688,458	8,966,569	8,938,199	4,307,289	25,965,975	311,561	1,677,159	N/A
<b>302-4 Change in Energy Consumption</b>											
	Baseline Absolute	MJ	17,843,114	17,843,114	17,843,114	17,843,114	10,857,482	3,306,022	278,501	2,752,457	648,652
A	Absolute	MJ	-2,881,270	8,313,806	5,630,884	3,282,228	-2,046,655	6,297,739	162,468	-826,364	-304,961
A	Absolute	%	-16%	47%	32%	18%	-19%	190%	58%	-19%	-47%
	Baseline Intensity		10,330	10,330	10,330	10,330	7,348	8,845	1,115	5,562	N/A
	Normalized To Production	%	-61%	-51%	-50%	-50%	-60%	685%	12%	-39%	N/A
A	Intensity		4,064	5,030	5,191	5,174	2,915	69,468	1,248	3,389	N/A
A	Intensity	%	-61%	-51%	-50%	-50%	-60%	685%	12%	-39%	N/A
C	Baseline Year	2011	2011	2011	2011	2011	2011	2017	2011	2011	N/A
	Production Normalization Scale Factor		2.13	3.01	2.62	2.36	2.05	0.37	1.42	1.15	N/A

Percent of electricity from renewable sources for factory use





# Waste

As a manufacturer of goods, we understand that we will need materials as inputs to production. How well we manage these materials determines the quantity of new materials sourced from natural resources. Humanscale views the volume of waste created as a byproduct of its operation to be a physical indicator of our impact on the planet. We aim to reduce waste, reuse material and divert it away from landfill and away from incineration. As our methods evolve, we continue to push our own limits, finding new ways to solve waste issues.

Our waste diversion program is a coordinated effort between several teams. Site managers gather data in order to spot areas for improvement.

Our Sustainability team monitors our diversion system and finds ways to improve diversion rates.

Our Operations team implements actions to separate waste and maximize diversion. Every month, our Operations and Sustainability teams review diversion figures. They discuss current issues and propose ways to correct them, reviewing or adapting processes as necessary. This approach has led to a steady increase in diversion rates. We depend on the versatility, ingenuity, and

collaboration of our incredible teams to realize these new goals each year.

Efforts to increase our waste diversion are ongoing and we're always aiming to improve. But progress is not always strictly linear. As we get close in on our goal of 100% waste diversion, any deviation from our program immediately lowers our diversion rate. During the summer of 2023, a new process temporarily resulted in waste being sent to landfill. The process was quickly identified as a source of waste, reuse/recycle systems were established, and the departments involved received additional education on our Zero Waste program. Although it was disappointing not to meet our waste goal for 2023, we have learned from the experience to build a stronger waste diversion program.

	2016	2019	2022	2023				
	Organization				Piscataway	Dublin	Fresno	Nogales

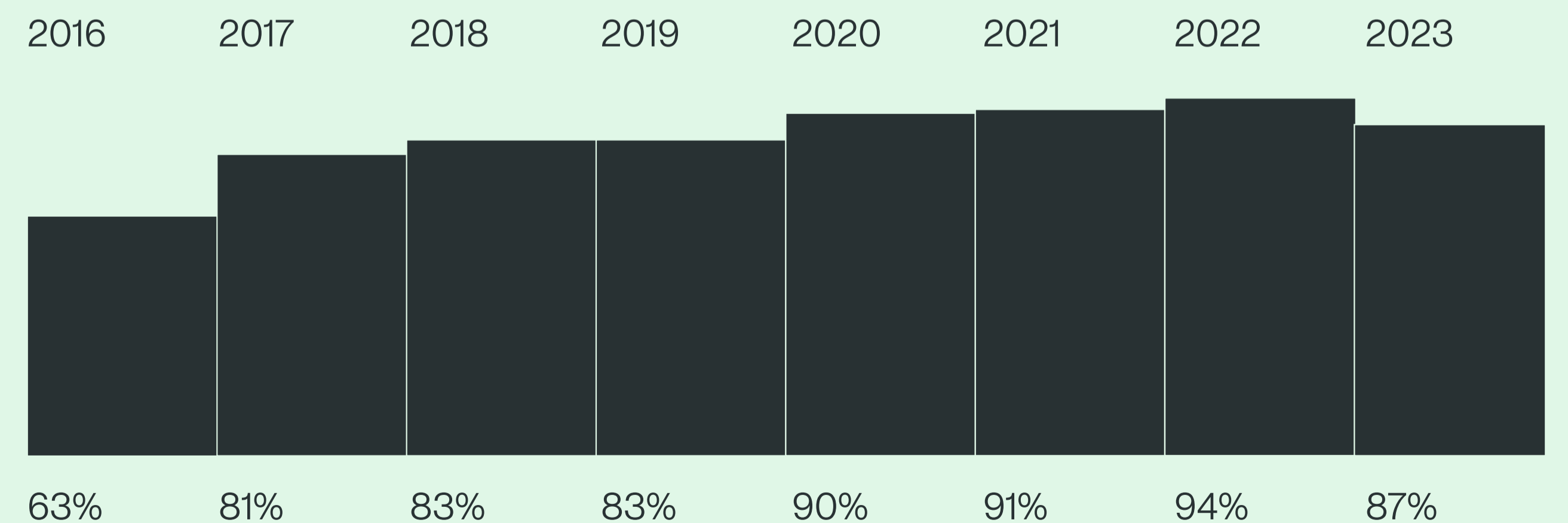
### 306-2 A Hazardous Waste (kg)

A								
i	Reuse	0	0	0	0	0	0	0
ii	Recycling	12 kg	3,197	31,597	22,579	846	0	21,733
iii	Composting	0	0	0	0	0	0	0
v	Incineration	0	0	0	0	0	0	0
vi	Deep Well Injection	0	0	0	0	0	0	0
vii	Landfill	0	0	0	0	0	0	0
viii	On-Site Storage	0	0	0	0	0	0	0
ix	Other (Confinement)	0	8,766	2,441	3,414	0	0	3,414
x	Total	12	11,963	34,038	25,993			
	Diversion rate*	100%	27%	79%	87%	100%	N/A	86%

### 306-2 B Non-Hazardous Waste (tonne)

B								
i	Reuse	190 mT	1,031	975	540	384	34	103
ii	Recycling	830 mT	1,304	1,002	871	367	219	234
iii	Composting	0	0	143	110	110	0	0
iv	Recovery	0	407	0	42	0	0	42
v	Incineration	116 mT	0	27	0	0	0	0
vi	Deep Well Injection	0	0	0	0	0	0	0
vii	Landfill	678 mT	415	169	410	357	24	25
viii	On-Site Storage	0	0	0	0	0	0	0
ix	Source Reduction	n/a	0	1,050	1,375	1,005	110	195
x	Total Waste Recovered	1,020	2,335	2,120	1,521			
l	Total Waste	1,814	3,157	2,316	1,973			

### Percent of waste diverted from landfill







We diverted 87%  
of waste from landfill  
(without incineration)  
in 2023.



# Water

Water is our most critical natural resource, vital to life.

Without care and attention, our operations could consume a significant amount of water, and impact our local communities. With that in mind, we regularly look for ways to reduce consumption and use natural rain harvesting for 100% of production in all our factories globally.

## Operational Data 303 – 1V

	2016	2019	2022	2023					
Organization					Piscataway	Dublin	Fresno	Nogales	
<b>Water Use 303-1</b>									
i	Surface	0	0	No surface water was used in the reporting year.					
ii	Ground	0	0	No ground water was used in the reporting year.					
iii	Rainwater	7 m3	8 m3	429 m3	477	7.85	5.13	0	464
iv	Waste	0	0	Humanscale does not withdraw waste water from another organization.					
v	Municipal	14,325 m3	16,358 m3	13,381 m3	9,950	4,551	500	Not Reported	4,899
vi	Total Water Consumption	14,332 m3	16,366 m3	13,810 m3	10,427 m3				

Footnotes for table:

Amounts calculated from production reports, tank specifications, and water meter readings on the rainwater collection tank in Piscataway. Municipal water bills in Piscataway and Nogales provide our annual usage. To improve data accuracy for future reporting, Humanscale is installing sub-meters at our production facilities.

In most cases, Humanscale’s production water is used in a closed loop system and continually reused, with additional water input to the system mainly from evaporative loss. It is not possible to estimate the volume of reuse accurately since there is no internal metering within the system.

All non-production water is used for restrooms and drinking fountains and comes from the local municipality. Since the facilities don’t include full kitchens or showers, the water use is minimized, and no water sources are significantly affected by Humanscale’s operations.

No water bodies or related habitats are significantly affected by discharge or runoff from our facilities. Run-off and discharge from our facilities is minimal and meets applicable building codes and regulations.

We are continuously looking for ways in which to minimize water impacts from our facilities, thereby protecting water resources and allowing them to serve as safe drinking water sources and wildlife habitats.

Our long-term goal is to significantly reduce our impact on local utilities by reducing water input for non-production uses, and reduce water discharge from all facilities.

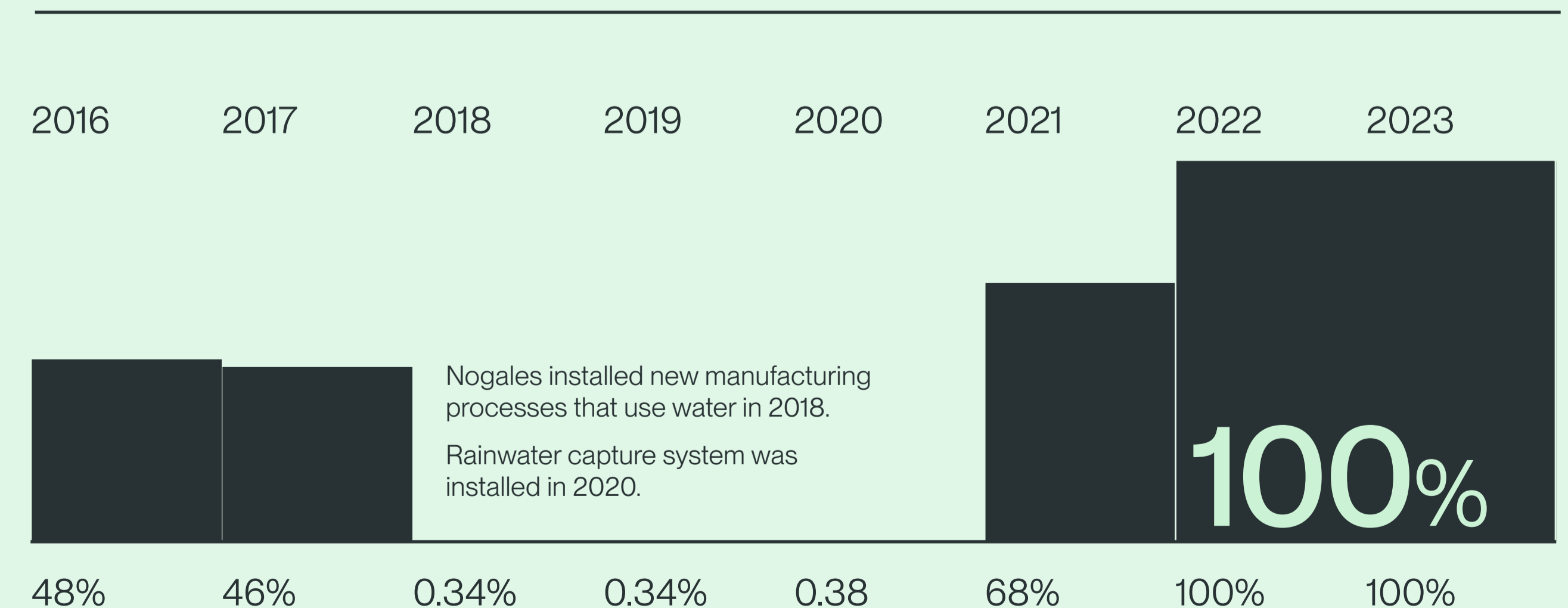
For each of our facilities, we have performed a water assessment and developed a strategy that considers local climate and water challenges.

## Wastewater

Humanscale has planned wastewater discharges from the powder coating system in its Nogales facility, totaling 532 m3, discharged to the municipal wastewater treatment system. The discharged water was treated to adjust pH per local regulations. It is tested annually to confirm contents are within approved discharge amounts for particulates matter, biological matter and hazardous ingredients.

No water was reused by another organization.

Percent of production water from rainwater





# Biodiversity

Our operational activities and locations could have a direct impact on local biodiversity.

We evaluate the direct impact of our facilities with a focus on all our factories. Our offices and showrooms are located in predominantly urban areas that capitalize on existing infrastructure and resources, thereby preserving open green spaces for habitat restoration.

Connecticut River cleanup, September 2023

Even though Humanscale’s operational locations are not in or adjacent to protected areas or areas of high biodiversity, we regularly evaluate our direct and indirect impacts. We focus on our grounds and their perimeters, review local endangered species and our manufacturing activities.

Phenolic dust is a byproduct of manufacturing in one facility. Humanscale installed a vacuum filter to collect small and fine pieces of machined phenolic scrap as it is cut, preventing the dust from entering the environment.

Because we have not done any mining, new construction, released pollutants, or introduced any invasive species, it is our understanding that impacts from our factories are not significant. However, we see the potential to positively impact local biodiversity. In 2019, each of our factories developed a plan to restore local native species, and has been implementing it ever since.

### Operational Data 304-4

	2016	2019	2022	2023				
	Organization				Piscataway	Dublin	Fresno	Nogales
<b>304-4 #of IUCN Red List Species</b>								
i Critically Endangered	0	13	17	15	7	7	1	0
ii Endangered	1	47	46	46	24	12	7	3
iii Vulnerable	4	123	106	107	45	39	12	11
iv Near Threatened	8	102	90	81	37	26	9	9
v Least Concern	686	2,785	2,778	2666	997	651	429	589

The significant increase in # of species listed in 2019 is due to the IUCN expanding the territory of evaluation significantly to include a much larger radius surrounding our facilities. A larger geographic territory includes a greater number of species.



[IUCN Red List Species ↗](#)




We built our sustainability program to focus on our largest impacts, many of which are included in the The United Nations Sustainable Development Goals (UN SDGs).





The United Nations Sustainable Development Goals are a collection of 17 global goals set by the UN General Assembly in 2015, with a target date of 2030.

The 17 goals include 169 targets, which indicate social, economic and environmental progress as well as education, gender equality, and technology.

Our initiatives further the following UN SDGs:

- 

**3 Good Health & Well-Being**  
Our products are developed to use healthy materials and keep people in healthy body postures
- 

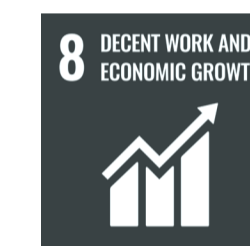
**5 Gender Equality**  
We strive for gender equality in our workforce and governance
- 

**6 Clean Water & Sanitation**  
Our factories use minimal water for production. Our main factory uses only captured rainwater for production
- 1 No Poverty**
- 2 Zero Hunger**
- 4 Quality Education**



**7 Affordable & Clean Energy**

A system of solar panels provides over 80% of electricity at our main production factory



**8 Decent Work & Economic Growth**

We make sure the people who work for us and as part of our supply chain work in safe, healthy environments, are paid fairly, and treated with respect



**12 Responsible Consumption & Production**

We manufacture goods responsibly, with great attention to the environmental impacts of our factories



**13 Climate Action**

As a manufacturer, we operate our factories, ship our goods, and choose our supply chain to have a minimal, or even positive, impact on the environment



**14 Life Below Water**

We're capturing ocean plastic to manufacture new products



**15 Life on Land**

Our project with WWF in Cambodia focuses on conservation that also supports the local economy

**16 Peace & Justice Strong Institutions**

**17 Partnerships to Achieve the Goal**

[UN.Org/Sustainable-development-goals](https://www.un.org/sustainable-development-goals)



Humanscale is a global company with a global supply chain. Our own manufacturing facilities source many components and some fully assembled products from our first-tier suppliers, who may then source materials from their suppliers (second-tier suppliers to Humanscale). Our supply chain may go up to five tiers deep at times. When we evaluate our suppliers, we look mainly at areas where we can have the most influence, which is most often our first tier, or direct, suppliers.

Though our supply chain is constantly changing, in 2023 the changes were not significant. The number of top suppliers that contribute to 80% of our spend has increased as we've spread our spend amongst our existing suppliers, and supply chain challenges caused us to work with new suppliers. We had an increase in the number of suppliers in Southeast Asia, and began working with additional suppliers in other regions, resulting in a more even spread of spend with suppliers globally.

Most of the impact in manufacturing a product occurs throughout the supply chain, so we choose suppliers carefully. We require them to meet more than minimum legal compliance with environmental and social requirements and outline our expectations in our Supplier Code of Conduct. The CoC is reviewed and approved by our CSO, and ensures that Humanscale's commitment to human rights is carried through consistently in all business transactions.

We use it to identify and work with suppliers who are exceeding minimum regulations to provide a high-quality work environment to employees throughout our supply chain. We aim to assess compliance with the Code for over 80% of first tier suppliers through our own auditing process every two years. However, in 2023, we assessed 14 suppliers, who represent 28.57% of inventory spend, for environmental and social criteria. We screened 24.5% of new suppliers, taking our supplier screening by spend to 80.26%. None of these suppliers were shown to have significant actual or potential negative environmental or social impacts.

We partner more deeply with key suppliers who provide fully assembled products. These suppliers must pass a third-party audit based on the Business and Institutional Furniture Manufacturer's Association (BIFMA) LEVEL certification framework. Audits take place every three years, and third-party audits of four of our suppliers were completed in 2023.

Wherever possible, we choose local/ domestic suppliers, defined as being located within 500 km from our own factories. In 2023, 12.19% of raw materials used in production were from local suppliers.

As a global company, we recognize that our suppliers may operate in regions where there is an elevated risk of child labor, forced labor, or restriction to freedom of association. Both our supplier Code of Conduct and our supplier agreements expressly forbid any forced labor or child labor and support both freedom of association and human rights. By the end of 2023, 81.51% of suppliers have signed the supplier agreement with Humanscale.

Each year, we evaluate our first-tier suppliers for risk of child labor, forced labor or restriction to freedom of association and human rights, based on their location and type of operation. Our on-site audit plan is developed to prioritize suppliers with greater risk of non-compliance. From our 2023 supplier risk assessment, there was no supplier considered to be at significant risk for incidents of child labor or of young workers exposed to hazardous work or forced labor. Operations and suppliers in China, UAE, and India are located in areas where workers' rights to exercise freedom of association or collective bargaining are considered to be of significant risk. To mitigate this risk, we require our suppliers to comply with our code of conduct, abiding by national laws on freedom of association and collective bargaining. High-risk suppliers have been prioritized for onsite supplier audits.

In an effort to prevent forced labor and child labor, 68% of suppliers by spending have been screened for compliance with local laws for child labor and have procedures to meet our Code.

**Just.™**

**Organization Name:** Humanscale (NYC)  
**Organization Type:** Manufacturing  
**Headquarters:** New York, New York  
**Number of Employees:** 661

**Social Justice Indicators:**

<p><b>Diversity &amp; Inclusion</b></p> <ul style="list-style-type: none"> <li>■ ■ ■ □ Gender Diversity</li> <li>■ ■ ■ ■ Ethnic Diversity</li> <li>■ □ □ □ Inclusion</li> <li>■ ■ ■ □ Engagement</li> </ul>	<p><b>Employee Benefits</b></p> <ul style="list-style-type: none"> <li>■ □ □ □ Health Care</li> <li>■ □ □ □ Retirement Provision</li> <li>■ □ □ □ Family/Medical Leave</li> <li>■ □ □ □ Training/Education</li> </ul>
<p><b>Equity</b></p> <ul style="list-style-type: none"> <li>■ ■ ■ ■ Full-Time Employment</li> <li>■ ■ □ □ Pay-Scale Equity</li> <li>■ □ □ □ Freedom of Association</li> <li>■ □ □ □ Living Wage</li> <li>■ □ □ □ Gender Pay Equity</li> </ul>	<p><b>Stewardship</b></p> <ul style="list-style-type: none"> <li>■ ■ ■ □ Local Communities</li> <li>■ □ □ □ Volunteering</li> <li>■ ■ □ □ Animal Welfare</li> <li>■ ■ ■ ■ Charitable Giving</li> <li>■ ■ ■ □ Positive Products</li> </ul>
<p><b>Employee Health</b></p> <ul style="list-style-type: none"> <li>■ □ □ □ Physical Health</li> <li>■ ■ □ □ Well-Being</li> </ul>	<p><b>Purchasing &amp; Supply Chain</b></p> <ul style="list-style-type: none"> <li>■ ■ ■ □ Equitable Purchasing</li> <li>■ ■ ■ □ Supply Chain</li> </ul>

**THE SOCIAL JUSTICE LABEL 2.0**  
 HUM-006      EXP. 04/01/2026

INTERNATIONAL LIVING FUTURE INSTITUTE™

<https://just.living-future.org> ↗





One of the best things about Humanscale is the great people.

Our team members are dedicated, passionate about our work, and willing to be innovative.

Our Human Resources (HR) departments manage all employee relations, regardless of location. To make sure we're staying in tune with employee needs globally, we have three HR departments based in the United States, Ireland, and China.

GRI 2-7 A. B.

	Organization			North America			Asia			EMEA		
	Total	F	M	Total	F	M	Total	F	M	Total	F	M
<b>Total Employees</b>	954	407	547	720	312	408	54	31	23	180	64	116
<b>Permanent Employees</b>	855	381	474	622	287	335	54	31	23	179	63	116
<b>Temporary Employees</b>	99	26	73	98	25	73	0	0	0	1	1	0
<b>Non-guaranteed Hours</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Full-time Employees</b>	847	374	473	620	285	335	54	31	23	173	58	115
<b>Part-time Employees</b>	9	8	1	2	2	0	0	0	0	7	6	1

Footnotes

There have been no significant fluctuations in the number of employees since the last reporting period.

Employee totals are calculated based on payroll figures, an employee software tool, temp roster reports, and IT data.

Contract employees are included.

Temporary workers, who are not employees, are hired for assembly work on spike orders on an as-need basis.

Total employees does not equal permanent + temporary employees because interns are not considered full time nor part time employees.



**Business Conduct Policy**

Our goal will always be to make an overall Planet Positive impact on the Earth and its people. To ensure all employees, workers, contractors, and suppliers globally understand and support this goal, they must follow our Business Conduct Policy, which outlines our commitment to conducting every aspect of our business ethically and in compliance with the law.

Special attention is paid to the vulnerable groups including but not limited to, race, color, religion, national origin, age, pregnancy, sexual orientation, gender identity, genetic information, disability, military status, or veteran status.

This policy is approved by our CEO and lays out the basic rules and principles that apply to all of us in our work and reminds us all to speak up if we see something that does not seem right.

Topics include Human Rights, Conflicts of Interest, Corruption, Accurate Documentation and Records, Antitrust, Fair Dealing, Equal Opportunity, Harassment and Discrimination, Substance Abuse, Health and Safety, Working Conditions, Company Assets, Privacy and Confidentiality and the Supplier Code of Conduct.

**Training and Education** 404-1, 404-3

	Female	Male	Corporate Support	Intern	Operations	Sales
Average hours of training undertaken	17	11.7	8.55	0.86	1.56	27.48
% of employees received a career development review	72%	79%	100%	0%	36%	100%

To keep our people at their best, we continually train and educate, both through internal and external training.

Severance pay, taking into account employee age and years of service, facilitates continued employability and the management of career endings.

**Occupational Health and Safety**

We make our products in four factories and, by their very nature, factories can be high-risk locations for injury. It's important for us to understand where injuries may occur and ensure we have policies in place to mitigate those risks, as well as provide employees with the proper protective equipment.

Each of our four factories has a Health and Safety Committee in place to ensure all factory employees have an active role in their safety. The committees cover all workers (employees and contractors) and are responsible for safety training, identifying hazards and risks and implementing safety policies, which are created as a result of regular safety assessments.

**Piscataway & Fresno**

Piscataway and Fresno follow US government regulations: Occupational Health and Safety Administration (OSHA) requirements (OSHA, PEOSH (NJ OSHA) and OSHA CFR 29 1910 - General Industry).

The facilities & Environmental Health and Safety (EHS) Managers and their teams are tasked to audit the facility and processes on a monthly basis. Root cause and corrective actions are developed from non-conforming items during the monthly audit, if observed. Workers are expected to report hazards to their team lead or supervisor and are encouraged to do so with an incentive program that rewards employees for identifying hazards in the workplace. Workers are expected to remove themselves from unsafe work conditions. If an incident occurs, the accident investigation is led by the involved employee's supervisor. It is reviewed by Facilities & EHS Manager and their team.

**Dublin**

Dublin has an in-house Health & Safety Management System which follows Ireland's Safety, Health and Welfare at Work Act 2005. The in-house safety committee meets every two weeks. If an incident occurs, the Health & Safety committee plans appropriate action and reviews every month. Workers are expected to report risks to their manager or the Health & Safety Officer, and risk assessments are completed by the H&S officer annually and when an incident occurs. The grievance procedure enables employees who have a problem, concern, or grievance about their work, working environment or working relationships to extract themselves and have that problem dealt with formally at the appropriate level in the organization within as short a time as practicable. Through our Accident Reporting Process, the incident is recorded on the Accident & Incident Form with witness statements where necessary. A review of the circumstances and the area in which the incident occurred takes place and from this any necessary measures are put in place.



**Nogales**

The EHS coordinator audits the facility areas every day. If unsafe conditions are detected, a corrective action is issued immediately. Every month, awards are given to workers who identify a risk or an improvement in the safety system of their work area. Every worker is instructed that if their work area becomes unsafe, their supervisor should be informed and activities in the area suspended. If an incident occurs, immediate action is taken to ensure safety, an investigation is planned, data is collected and analyzed, and a report is written.

Nogales follows the Mexican government health and safety regulations, NORMA, including these specific requirements:

- |  |  |
|--|--|
| 1. NOM-005-SSA3-2010, Infrastructure and equipment required for establishments that offer medical care of ambulatory patients  | 11. NOM-011-STPS-2001 Noise                            |
| 2. NOM-004-SSA3-2012, Clinical records   | 12. NOM-012-STPS-2012 Ionizing radiation               |
| 3. NOM-087-SEMARNAT-SSA1-2002, Environmental protection for Environmental-Health-Biological-Infectious hazardous waste, classification and management specifications | 13. NOM-013-STPS-1993 Non-ionizing radiation           |
| 4. NOM-001-STPS-2008 Buildings, premises, facilities and areas   | 14. NOM-014-STPS-2000 Environmental pressures          |
| 5. NOM-002-STPS-2010 Fire prevention and protection  | 15. NOM-015-STPS-2001 High or low thermal conditions   |
| 6. NOM-004-STPS-1999 Protection systems and safety devices for machinery and equipment   | 16. NOM-024-STPS-2001 Vibrations                       |
| 7. NOM-005-STPS-1998 Handling, transport and storage of hazardous chemicals  | 17. NOM-025-STPS-2008 Lighting                         |
| 8. NOM-006-STPS-2014 Material Handling and Storage   | 18. NOM-035-STPS-2018 Psychosocial Risk Factors        |
| 9. NOM-009-STPS-2011 Work at heights   | 19. NOM-036-1-STPS-2018 Ergonomic Risk Factors at Work |
| 10. NOM-010-STPS-2014 Chemical agents polluting the work environment   |  |

**Injury Rates**

No fatalities occurred at any of our locations.

**Dublin:**  
1 work-related injuries (muscle injury), no high-consequence injury

**Piscataway / Fresno:**  
26 work-related injuries (strain, sprain, minor cuts and bruises), no high-consequence injury

**Nogales:**  
1 work-related injuries (Arm injury), no high-consequence injury

**Total Incident Rate**

**Dublin:**  
1.07, based on 186,966 hours

**Piscataway / Fresno:**  
1.802, based on 2,856,132 hours

**Nogales:**  
0.83, based on 482,528.69 hours

**Global:**  
1.588, based on 3,525,626.69 hours

**Work-Related Ill-Health**

There were no casualties from work-related ill health at any of our locations.

**Organizational Data**

Method used to record and report accident statistics:

**Dublin:** N/A

**Piscataway / Fresno:** OSHA

**Nogales:** ISHIKAWA diagram

**Global:** OSHA

We offer a benefits program to our employees all over the world; benefits available vary by region.

**Employee Benefits by Region 401-2**

North America	EMEA (Europe, Middle East, Africa)	APAC
Health Insurance	Health Insurance	Medical Plan
Paid Vacation	Pension	Annual Medical Checkup
Short-Term Disability	Year End Bonus	Paid Vacation
Term Life and AD&D Insurance	Employee Discount	Year End Bonus
Ancillary Insurance		Retirement Plan
Retirement Provision		Employee Discount
Spousal Reimbursement Program		Annual Leave
Year End Bonus		
Employee Discount		
HSA/FSA Funds		
Employee Assistance Program		

**Parental Leave 401-3**

	North America		APAC		EMEA	
	Female	Male	Female	Male	Female	Male
<b>Employees entitled to parental leave</b>	10	8	27	20	64	116
<b>Employees that took parental leave</b>	10	6	1	0	5	6
<b>Employees that returned to work in the reporting period after parental leave</b>	10	6	1	0	3	6
<b>Employees still employed 12 months after their return to work from parental leave</b>	10	6	1	0	1	2
<b>Return to work rates of employees that took parental leave</b>	100%	100%	100%	N/A	150%	0
<b>Retention rates of employees that took parental leave</b>	100%	100%	100%	N/A	100%	0



**Non-discrimination** 406

We capture and evaluate all incidences of discrimination as they occur and evaluate these events yearly to determine trends and discover better ways to avoid problems in the future. In North America, there were two incidents of discriminating which have been reviewed by our organization. When Humanscale receives a complaint, we conduct an investigation of all parties involved, including any witnesses and provide the final document to the Global HR Leader and General Counsel to determine further steps. Each incident is handled on a case by case basis. One incident is no longer subject to action.”

**Human Rights**

Humanscale upholds human rights and international norms of behavior in all global operations and activities. In 2023, we performed the second risk assessment of all our internal facilities, including factories, offices, and showrooms.

Facilities were assessed for risk of human rights violations, child labor, forced labor, corruption, and restriction of collective bargaining based on location and type of operation. No employees are covered by collective bargaining agreements, but no risks were identified at our facilities.

Although Humanscale does not currently have a human rights training program for employees at this time, we will endeavor to provide training and will track participation data next year.

**Diversity in Humanscale Governance** 404—1

All Humanscale entities globally are governed by a board of directors. Board members are all over 50 years old, 50% identify as female, and none are members of minority groups.

Humanscale’s executive team provides direction through the many departments internationally.

**Diversity in Executive Team**

Female	6	43%
Male	8	57%
Under 30	0	0%
Age 30- 50	8	57%
Over 50	6	43%
Race Diversity Index*	0.13	

**Organizational Total**

Female	384	44.4%
Male	480	55.6%
Under 30	83	9.6%
Age 30- 50	516	59.7%
Over 50	265	30.7%
Race Diversity Index*	68%	

\*The Diversity Indicator expresses the probability that any two people chosen at random will identify with different racial or ethnic backgrounds.

EMEA does not track race.

Diversity is calculated for locations of significant operations, defined as having 5 or more employees.

**Diversity In Employees** 405-2

	North America		APAC		EMEA	
<b>Corporate Support</b>						
Female	106	49%	5	42%	24	67%
Male	111	51%	7	58%	12	33%
Earning Ratio (F:M)	0.82:1		0.69:1		0.65:1	
Under 30	28	13%	0	0%	3	8%
Age 30- 50	129	59%	11	92%	22	61%
Over 50	60	28%	1	8%	11	31%
Race Diversity Index*	69%		0%		EMEA Does Not Track Race	
<b>Intern</b>						
Female	3	38%	0	0%	0	N/A
Male	5	63%	0	0%	0	N/A
Earning Ratio (F:M)	1:1		N/A		N/A	
Under 30	7	88%	0	0%	0	N/A
Age 30- 50	1	13%	0	0%	0	N/A
Over 50	0	0%	0	0%	0	N/A
Race Diversity Index*	66%		N/A		N/A	
<b>Operations</b>						
Female	94	44%	14	67%	21	27%
Male	120	56%	7	33%	58	73%
Earning Ratio (F:M)	0.80:1		0.73:1		0.93:1	
Under 30	23	11%	0	0%	10	13%
Age 30- 50	98	46%	20	95%	42	53%
Over 50	93	43%	1	5%	27	34%
Race Diversity Index*	44%		0%		EMEA Does Not Track Race	
<b>Sales</b>						
Female	87	46%	11	52%	19	29%
Male	104	54%	10	48%	46	71%
Earning Ratio (F:M)	0.99:1		0.87:1		0.81:1	
Under 30	10	5%	0	0%	2	3%
Age 30- 50	133	70%	17	81%	43	66%
Over 50	48	25%	4	19%	20	31%
Race Diversity Index*	27%		9%		EMEA Does Not Track Race	



Diversity in New Hires 401-1

North America		
Male: 57 (53%)		Female: 50 (47%)
Under 30: 39 (36%)	Age 30-50: 56 (52%)	Over 50: 12 (11%)
APAC		
Male: 2 (25%)		Female: 6 (75%)
Under 30: 0 (0%)	Age 30-50: 7 (88%)	Over 50: 1 (13%)
EMEA		
Male: 30 (77%)		Female: 9 (23%)
Under 30: 6 (15%)	Age 30-50: 23 (59%)	Over 50: 10 (26%)
Organizational Total		
Male: 89 (58%)		Female: 65 (42%)
Under 30: 45 (29%)	Age 30-50: 86 (56%)	Over 50: 23 (15%)

Diversity in Turnover/Terminations

North America		
Male: 85 (58%)		Female: 61 (42%)
Under 30: 30 (21%)	Age 30-50: 81 (55%)	Over 50: 35 (24%)
APAC		
Male: 4 (57%)		Female: 3 (43%)
Under 30: 0 (0%)	Age 30-50: 7 (100%)	Over 50: 0 (0%)
EMEA		
Male: 34 (72%)		Female: 13 (28%)
Under 30: 11 (23%)	Age 30-50: 23 (49%)	Over 50: 13 (28%)
Organizational Total		
Male: 123 (62%)		Female: 77 (39%)
Under 30: 41 (21%)	Age 30-50: 111 (56%)	Over 50: 48 (24%)

Local Communities 413

In 2022, Humanscale launched an employee-run Local Communities Committee. This group identifies needs within the community and then executes outreach and volunteer events to alleviate those needs. Some examples of the second year include litter removal along the Connecticut River and at Huntington Beach, California.

We continue to engage with stakeholders and create stakeholder maps. Each year, we conduct an assessment to ensure we are not affecting the community in any negative way and to look for opportunities for community outreach. We also complete a company-wide assessment, including 100% of operations, of social and environmental impacts using the B Impact Assessment. We had no incidents of violation involving rights of indigenous peoples. Humanscale has no formalized community grievance process, but aims to be a good member of the communities in which we operate, and discloses our impacts publicly through our annual CSR report.

Humanscale Corporation is a privately held Benefit Corporation organized under the laws of the state of New York pursuant to its company bylaws. Owners of Humanscale Corporation are also owners of Humanscale Group Inc and Humanscale International S.a.r.l., which are collectively referred to as "Humanscale". Humanscale's executive management and governance is perpetually overseen by the highest level of governance - our founder and CEO, Bob King. No adjustments are made for minority interests, and there is no difference between entities for any material topic. As privately owned and managed companies, all decisions and evaluations of governance are performed internally after consulting with the relevant business and legal executives. Humanscale maintains an in-house legal department to advise the company on lawful behavior, ethical standards and international norms of behavior.

Governance over Corporate Social Responsibility

Our founder and CEO oversees management of impacts. Our Chief Sustainability Officer (CSO), in conjunction with the appropriate executives, is given the responsibility to develop and update the purpose, value, and mission statements, strategies, policies and goals relating to environmental and social topics, which are then approved by the CEO. Responsibility for achieving goals is delegated throughout the organization to employees appropriate to the activities required. Progress toward social, environmental and economic goals is reviewed by our executive team twice each year, and by our founder every quarter. Material topics are reviewed annually, with final approval by the CEO. Humanscale advances the collective knowledge, skills, and experience of Humanscale's governance structure and advances the discourse on sustainable design via feedback from CSO, executive board, stakeholders, third-party certifications, and professional associations. We also have our progress evaluated approximately every 18 months through a third-party audit required to maintain certifications. Effectiveness of the highest level of governance on overseeing impacts to the economy, environment and people is reflected by company performance in meeting goals, and third-party audits. Evaluations of effectiveness are internal and have historically led to the creation of the CSO position.

Environmental & Social Compliance

In 2023, Humanscale operations were in full compliance with environmental and social laws and regulations as determined by local and national governments. There were no incidents of non-compliance, complaints, fines or sanctions for environmental or social laws, for health and safety of our products, product safety, information, and/or labeling, or for voluntary codes.

Customer Service

Humanscale has dedicated sales and customer service teams to provide high-quality customer service, including but not limited to: information on products, shipping and delivery, upgrade and repair, warranty and responsible disposal at the end of life.

Humanscale takes customer complaints and dispute resolution very seriously and has an investigative procedure in-place to maximize customer satisfaction and to maintain product quality and confidence in the brand. Humanscale secures and protects confidentiality of customer data.

Remuneration

Humanscale has an internal policy that guides our executive and all employee remuneration. As a privately held company, we understand remuneration ratios are an issue but manage those policies internally. Performance related to environmental and social topics is a criteria in remuneration of the executive team where applicable.



Accreditation from third-party organizations and memberships in professional associations helps to keep us accountable and focused.



**FSC® (Forest Stewardship Council)**

The Forest Stewardship Council® certifies that products come from responsibly managed forests that provide environmental, social and economic benefits. All our wood tables are certified by the Forest Stewardship Council.



**BIFMA (Business and Institutional Furniture Manufacturers Association)**

BIFMA is a not-for-profit trade association for business and institutional furniture manufacturers. Staying engaged with our industry trade association helps us advance the conversation about sustainability for our entire industry.



**SCS Indoor Air Quality Gold**

Created to demonstrate the health and safety of an indoor environment, SCS Indoor Air Quality Gold requires products to meet strict indoor air quality chemical emission limits. Humanscale tests all our major product lines to confirm they do not off-gas and meet SCS IAQ Gold.



**CDP (Carbon Disclosure Project)**

The Carbon Disclosure Project is the only global system for companies and cities to measure, disclose, manage and share vital environmental information, with the goal of helping them take action to reduce their impacts. Humanscale publicly discloses our greenhouse gas emissions through the CDP every year, and has since 2012.



**LEVEL®**

Communicating the impacts of furniture products, LEVEL is a multi-attribute sustainability standard and third-party certification program.



**HPDC (Health Product Declaration Collaborative)**

This not-for-profit, member organization is committed to the continuous improvement of performance in the building industry through transparency, openness, and innovation in business practices. We take a strong stance on using healthy materials in our own products and supporting the entire industry to push for healthier chemistry. Our Sustainability Officer is a member of the HPDC board of directors.



**Living Product Challenge**

The Living Product Challenge encourages participating companies to manufacture products using processes powered only by renewable energy and within the water balance of the places they are made.



**BCPE (Board of Certified Professional Ergonomists)**

BCPE sets a rigorous professional standard for practitioners of human factors/ ergonomics (HFE). Humanscale is home to several board-certified ergonomists, who stay actively involved in BCPE and ensure we continue to create healthy workplaces.



**IFMA (International Facilities Management Association)**

IFMA is the world's largest and most widely recognized international association for facility management professionals. While Humanscale is not a national member, many Humanscale employees are actively involved in the organization.



**ILFI (International Living Future Institute)**

This not-for-profit organization is the originator of the Living Building and Living Product Challenges, and aims to facilitate the creation of socially just, culturally rich, and ecologically restorative communities.



**NextWave Ocean-Bound Plastic Working Group**

NextWave intercepts ocean-bound plastics from waterways in priority areas for environmental and social benefit. The group works with scientists, corporations, and others to create an open-source supply chain that reduces ocean-bound plastic and complies with global environmental and social standards. In 2017, Humanscale was a founding member of NextWave.



**SHINE (Sustainability and Health Initiative for NetPositive Enterprise)**

SHINE is a joint initiative from MIT and Harvard which includes businesses and academics committed to becoming net positive. The project aims to improve the scientific basis by which NetPositive is assessed at all of these levels: products, activities, companies, economic sectors, individuals, and groups of people.



**UNGC (United Nations Global Compact)**

As a member of the U.N. Global Compact, we align our operations and strategies with the 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption, including a precautionary approach to environmental challenges. As a member of the U.N. Global Compact, Humanscale has top-level support for their 10 principles and has annually disclosed our progress towards adopting those principles in practice.



**USGBC (United States Green Building Council)**

The U.S. Green Building Council works with individuals and companies to create healthy, efficient buildings. It is the administrator of LEED credits. As a member of the USGBC, we keep up-to-date with requirements and ensure our products contribute to LEED certification.

**Political Campaigns**

In 2023 Humanscale made no political contributions.



Humanscale's progress and performance is shared with all stakeholders through this annual Corporate Social Responsibility report. Developing Humanscale's sustainability strategy is driven by corporate vision to do more good than harm. We value the input of our employees, customers, and all our stakeholders. To ensure that feedback is sought, heard and incorporated, we follow a stakeholder engagement process.

To begin, our sustainability team identifies stakeholders that could be affected by or can have an effect on the sustainability of our company, either directly or indirectly. We then solicit feedback, through the channel applicable to that group, on our performance in various sustainability aspects and on our reporting. Critical concerns are reviewed by our CEO.

Here are the results from 2023:

Channels	Topics / Concerns	Response
<b>Executive Management</b>		
<ul style="list-style-type: none"> <li>Group discussion during executive meetings, all executives participating</li> </ul>	<ul style="list-style-type: none"> <li>Progress towards 2023 goals, setting goals for 2024</li> <li>Aspects covered: Materials Health, Circularity, Climate &amp; Energy, Social Responsibility, Water, Wildlife Conservation, Social Responsibility</li> <li>Support for developing circular business model, discussion on different ways to implement it.</li> <li>Continued interest in B Corp certification</li> </ul>	<ul style="list-style-type: none"> <li>Pilot of circular sales process was completed in 2023</li> </ul>
<b>Employees</b>		
<ul style="list-style-type: none"> <li>Interviews with Sustainability Ambassadors</li> <li>Emails to CEO, CSO, sustainability team</li> <li>Feedback solicited by CEO quarterly on all-staff call</li> <li>Survey to employees requesting suggestions for improvements</li> </ul>	<ul style="list-style-type: none"> <li>Requests for additional ways of communicating about sustainability</li> <li>Improved communication of Net Positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>Developed a presentation to support communication of sustainability, and clarify the concept of Net Positive</li> </ul>
<b>Manufacturing Partners</b>		
Supplier Evaluation Process	No feedback provided	N/A
<b>Customers and Product Users</b>		
<ul style="list-style-type: none"> <li>Interviews</li> <li>Response to sustainability related queries</li> <li>RFQ / RFP process</li> <li>Emails to betterworld@humanscale.com</li> </ul>	<ul style="list-style-type: none"> <li>Circularity is of high interest</li> <li>Increased regulatory concerns</li> <li>Climate impacts, requests for standardized data to simplify their project calculations</li> <li>Material ingredients</li> <li>Supply chain social impacts</li> <li>Request for reporting on climate and ocean plastic impacts from their purchases</li> </ul>	<ul style="list-style-type: none"> <li>Circularity pilot completed with a customer partner. Input received from multiple other customers.</li> <li>Collaborate with industry organizations to start discussions of social impacts deep in the building supply chain</li> <li>Aided customers in diverting their waste from landfill via BEAM program</li> <li>Began development of EPDs</li> </ul>

We are recognized globally as a company who produces products of the highest quality while always operating ethically.

Trust is key to this, and we earn this trust by consistently performing in an open and honest way.



Bob King



Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Market offerings allow people to participate in the movement of a low carbon market, reduced personal impact. Reduced exposure to air emissions to improve health.	Reducing climate impacts, which tend to affect people at higher socio-economic disadvantage.	Reduced air emissions, reduced extraction that damages natural resources.	Reduced catastrophic weather events.	Jobs and growth in renewable energy sector. Reduced cost of energy. Company savings from spending less on energy.	New business models, innovations, more options become available. Avoiding the high cost of not addressing climate impacts.
Will require change, which can be challenging for people.	Carbon benefits being prioritized in isolation could negatively impact another category.	Mining for rare metals to support renewable energy systems.	End of Life solutions cause impacts. Carbon benefits being prioritized in isolation could negatively impact another issues.	Upfront cost of implementing renewable systems.	As climate impacts are seen, they start to erode structures of current economy (ex. Insurance)

POSITIVE  
NEGATIVE

Business Involvement

Managing unintentional impacts

Operational activities to reduce energy and Scope 1 & 2 Impacts undergo a monthly review where unintended impacts can be revealed. Ongoing relationships with our non-profit partners can reveal unintended impacts of projects installed. Regular evaluation of our supply chain can reveal unintended impacts to them caused by pursuing climate and energy reduction goals.

Long term outcomes

Since it is our impact, combined with the impact of many other organizations, that determine the outcomes, we collaborate with corporate and scientific initiatives. We look to input from the International Panel on Climate Change (IPCC) as well as the Science-Based Targets Initiative (SBTi) to understand global long term outcomes.

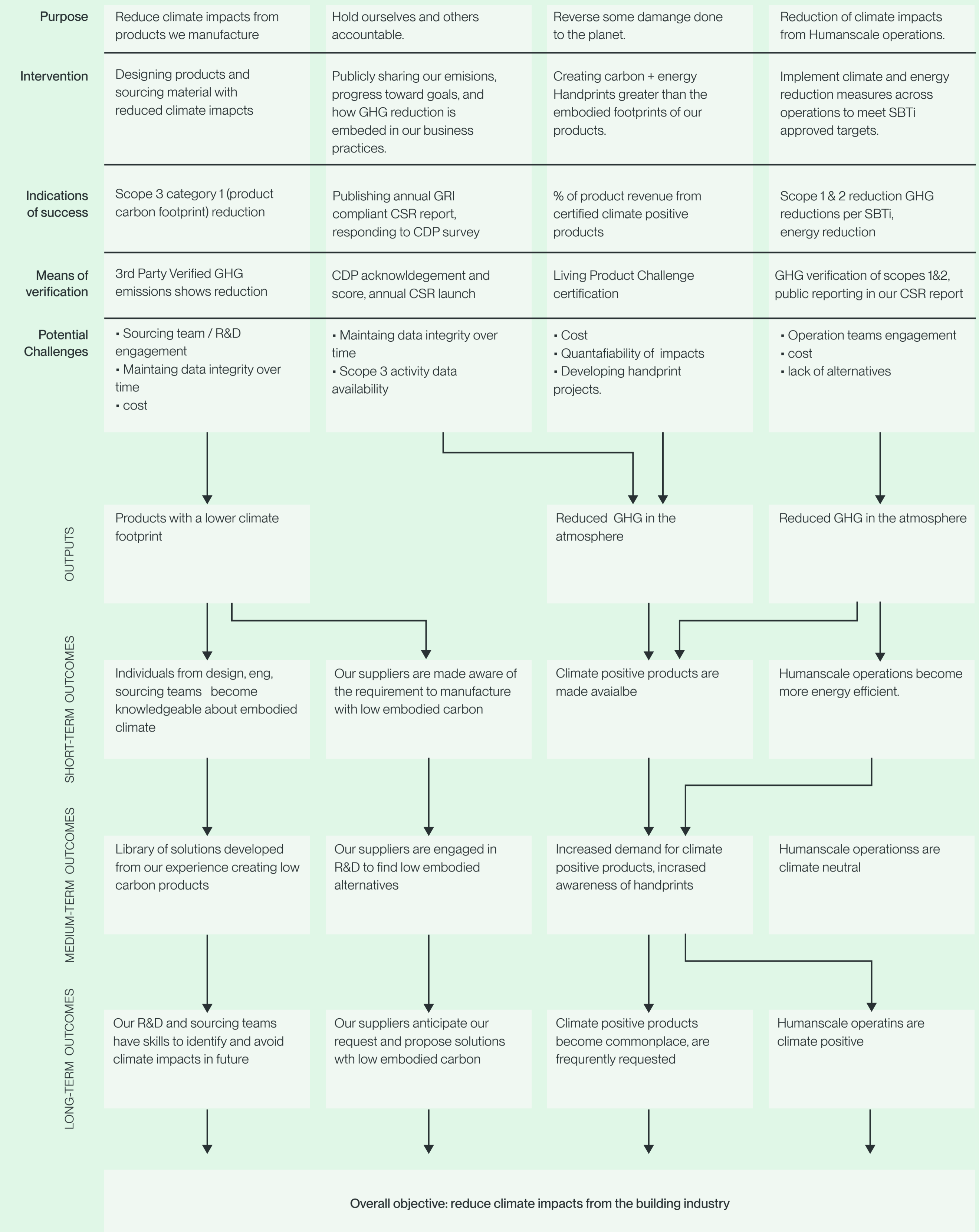
Lessons learned

Ongoing communication with operations, suppliers, and external partners taught us:

- Progress is not linear. Instead, large leaps are made periodically as projects can take many months to implement.
- Cost of upgrades change over time; projects need to be quoted multiple times to find the right configuration
- New decisions regarding facilities and product sourcing need to consider energy and ghg emissions from the start.

Policies and Commitments:

- Humanscale's Environmental Policy includes a commitment to energy and greenhouse gas reduction.
- Humanscale aims to have all our products certified climate positive through ILFI's Living Product Challenge.
- Humanscale has taken on Science-Based Targets aligned with a less than 1.5°C temperature, which were approved by SBTi in October 2022.





Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Improved indoor air quality and associated cognitive improvements can be measured	Improvements to materials generally benefit people at a socio-economic disadvantage	Reduced amount of ecosystem toxins being released	Development of benign / green chemistry solutions	Financial benefits to building owners for property value and tax incentives for green building certs	Innovative solutions may create new business opportunities
Negative health impacts to people upstream and downstream of the building industry	Regrettable substitutions can replace one toxin for chemistry that may be worse	Toxic chemistry can be released during manufacturing, use or after disposal.	As products degrade (fire, wear, flaking) chemicals that were initially bound may be released	Cost to treat human health conditions is significant. Loss of habitat means fewer resources	Remediation costs, increased costs for building management and renovations

POSITIVE

NEGATIVE

Business Involvement

Managing unintentional impacts

Managing unintentional impacts – All substitutions are screened to ensure they are not on the Red List. We are evaluating additional screening approaches, such as Green Science Policy Institute’s Six Classes and GreenScreen.

Long term outcomes

Material ingredients of each product are reviewed every two years to confirm that no changes to formulations or suppliers have been made that may have unintentionally added a previously eliminated chemistry.

Lessons learned

Our review of product formulations taught us:

Additional training is needed for our sourcing teams in certain markets.

The process for changes made to products which are already in production needs to be formalized differently.

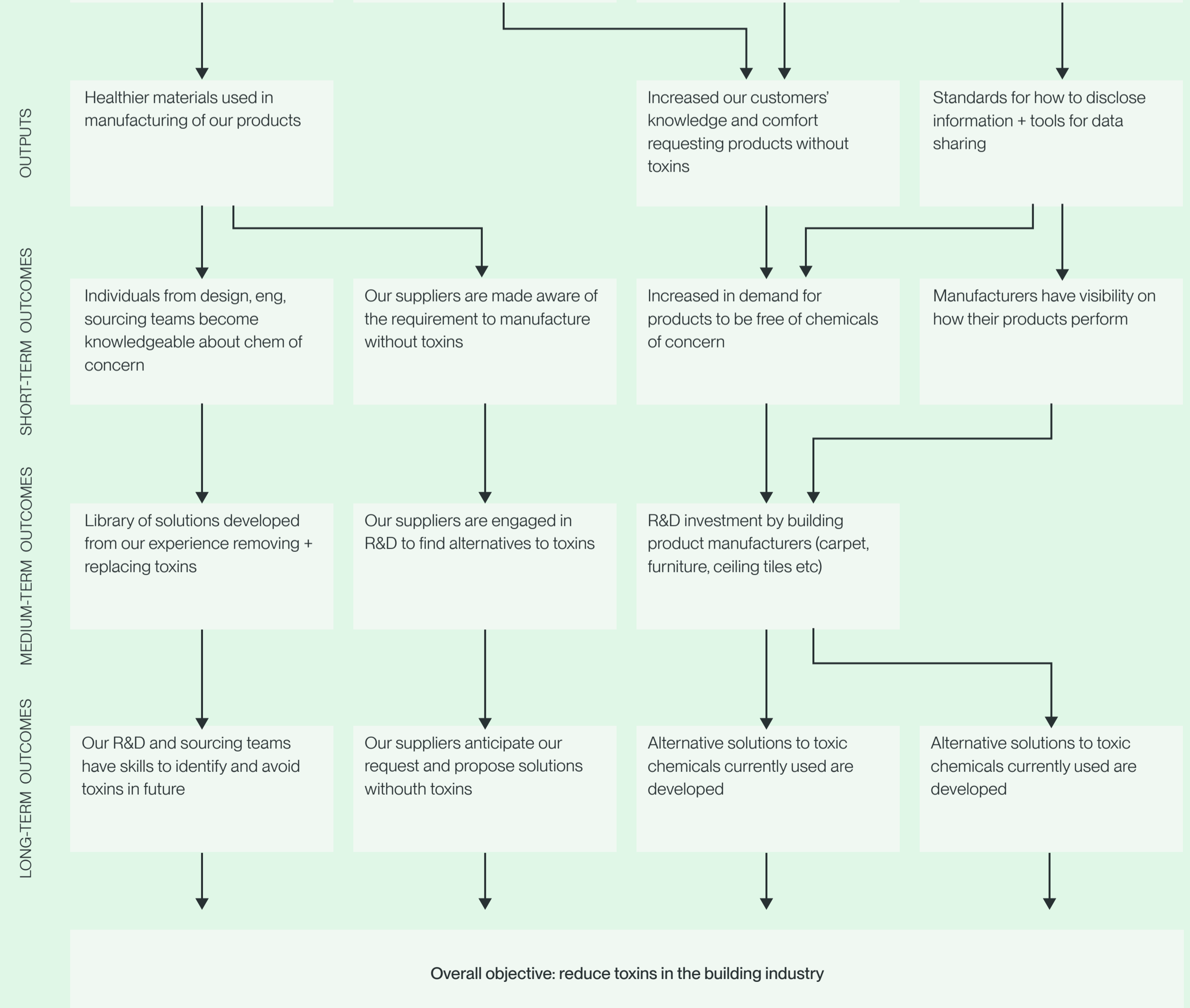
Our data management process could be improved.

Policies and commitments:

Humanscale’s Environmental Policy includes a policy on Transparency, Healthy Materials, and Chemicals Policy.

Humanscale is a catalyst member of mindful Material’s Manufacturers’ Forum, which has made significant headway in materials transparency, supply chain improvements, and digitizing the sustainable impacts of our products.

<b>Purpose</b>	Remove worst in class toxins from products we manufacture	Show manufacturing without worst in class toxins is possible	Promote awareness among our customers	Make it easier to specify products without worst in class toxins
<b>Intervention</b>	Identify product chemical ingredients at 100 ppm per product. For each Red List chemical, implement an alternative solution.	Publish transparency labels for each new product at launch. Gather info for legacy products, publish as available	Use CEUs, campaigns, and sales presentations to educate our clients about toxins used in building industry	Engage in leadership role in industry groups that develop tools and standards for disclosure
<b>Indications of success</b>	% (by sales) of products known to be free of Red List chemicals	% (by sales) of products with transparency labels published	Clients proactively request materials info and removal of toxins	On committees/boards for HPDC, mM, BIFMA, ILFI and/or PGH
<b>Means of verification</b>	3rd Party Verified Declare Label shows Red List Free	Calculation done annually by sustainability team	# of clients reached via CEU + sales presentations	Committee / board roles fulfilled by our team
<b>Potential Challenges</b>	<ul style="list-style-type: none"> <li>• Supplier resistance to sharing chemical ingredients</li> <li>• Maintaining data integrity over time</li> <li>• cost</li> <li>• sourcing / R&amp;D engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier resistance to sharing chemical ingredients</li> <li>• Maintaining data integrity</li> <li>• changes made to products or supply chain over time</li> </ul>	<ul style="list-style-type: none"> <li>• New topic for some</li> <li>• Topic is complex, audience doesn’t have much time to engage</li> <li>• Will cause more work initially until good alternatives are known.</li> <li>• Misinformation</li> </ul>	<ul style="list-style-type: none"> <li>• Time commitment</li> <li>• Additional research + know-how required to support beyond our org</li> </ul>





Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Lower cost product may give more people access to ergonomics. Circular product may align with people's values.	Increased access to ergo products might decrease injuries	Reduced need for extraction and processing. Reduced waste/landfill.	Natural habitat preservation because of reduced extraction. Cleaner air, water, soil.	Demonstrates a new business model. Skilled jobs and service.	New jobs for resellers. More value extracted per product through life cycle(s).
Systematic change will be required, which is challenging for people.	Establishing a new labor market could have negative social impacts (child / forced labor)	Impacts are reduced but not eliminated	"rebound effect" ie. it might accidentally encourage more consumerism	Less need of raw material extractors or materials formulators, reduced jobs in these industries.	Risk associated systematic change

POSITIVE  
NEGATIVE

Business Involvement

Managing unintentional impacts

Open-ended feedback from stakeholders is intended to reveal unintended impacts.

Long term outcomes

As a manufacturer of long life products (many are warranted for 15 years), implementation of circularity is a long term process. Success of the program, along with evaluation of its impacts, reflect the long term outcomes.

Lessons learned

Ongoing communication with operations, suppliers, and external partners taught us:

Deep collaboration is required with many external stakeholders.

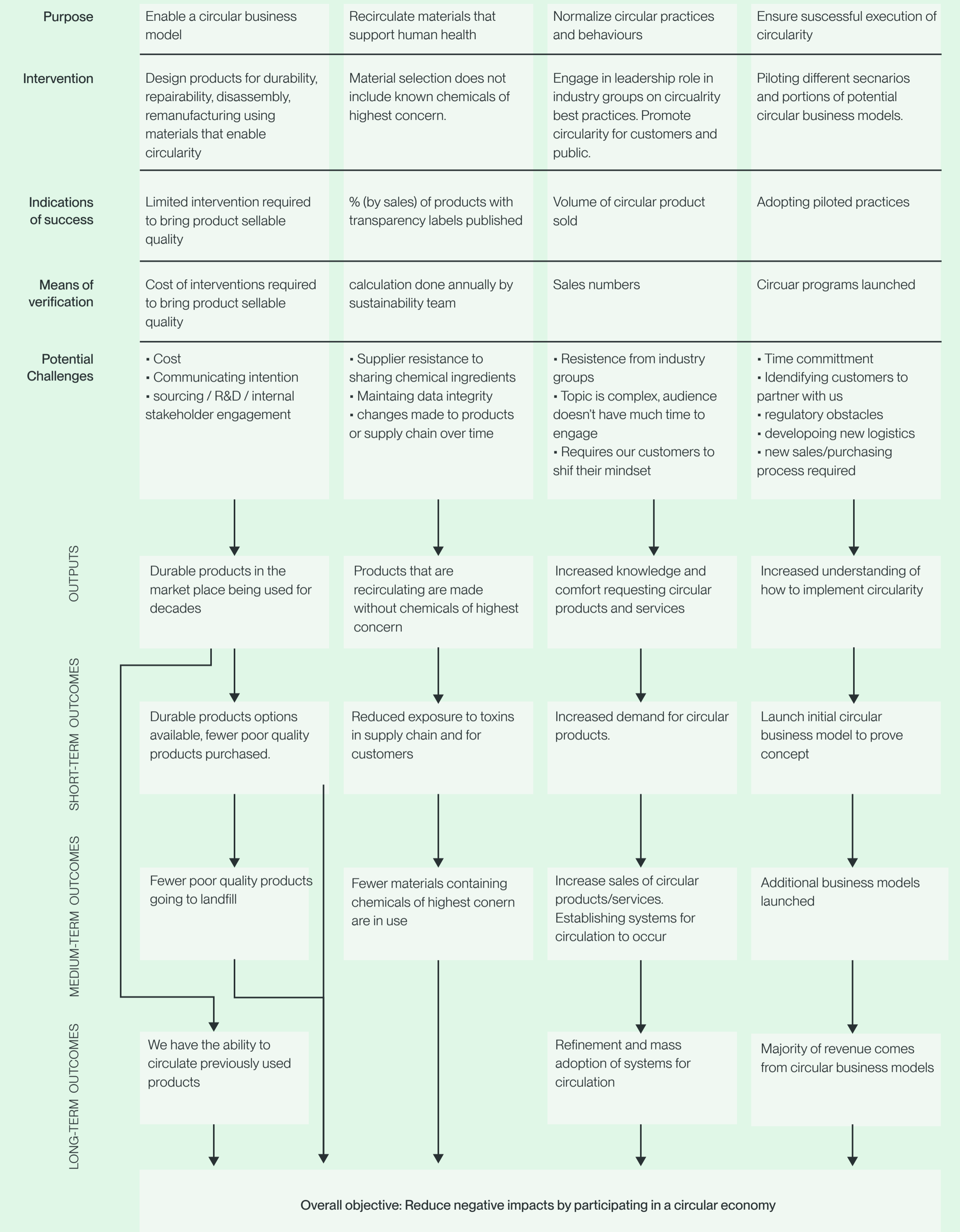
Much effort must be dedicated to expectation setting when delivering goods on their subsequent cycles (have been used one or more times).

Internal buy-in is very high from many departments. However, a single delay from one department can significantly derail progress.

Policies and commitments:

Humanscale's Environmental Policy includes a commitment to supporting a circular economy.

Humanscale Durability and Upgradeability policy ensures products are made to last for a long time; that some, if not all, components will be reusable multiple times; and that components subject to high wear are easily replaceable so that the majority of material can continue to be used.





Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Healthier people, less microplastic, cleaner air. Factory workers have access to wildlife	Better mindset, mental health improvement, increased connection to nature	Increased native habitat, reduced ocean plastic pollution	Preserving green space + old growth forests, rehabilitate ecosystems	New market for innovative materials. Commoditizing waste	FSC core labor requirements lead to improved working conditions
Some land is unavailable for use by people	Increase in species considered pests, car accidents, social impacts of informal waste pickers	(none)	Human intervention could disrupt habitat	Disrupting existing supply chains	Lack of clean up efforts reduced local income / overall GDP

POSITIVE  
NEGATIVE

Business Involvement

Managing unintentional impacts

Managing unintentional impacts – Humanscale’s wildlife preservation program is implemented in partnership with non-profits such as WWF, ILFI, and NextWave. We rely on partner feedback to reveal unintentional impacts.

Long term outcomes

We rely on reporting from our partners and other NGOs to understand long term impacts. One indicator is the IUCN red list of endangered species, which is reviewed annually.

Lessons learned

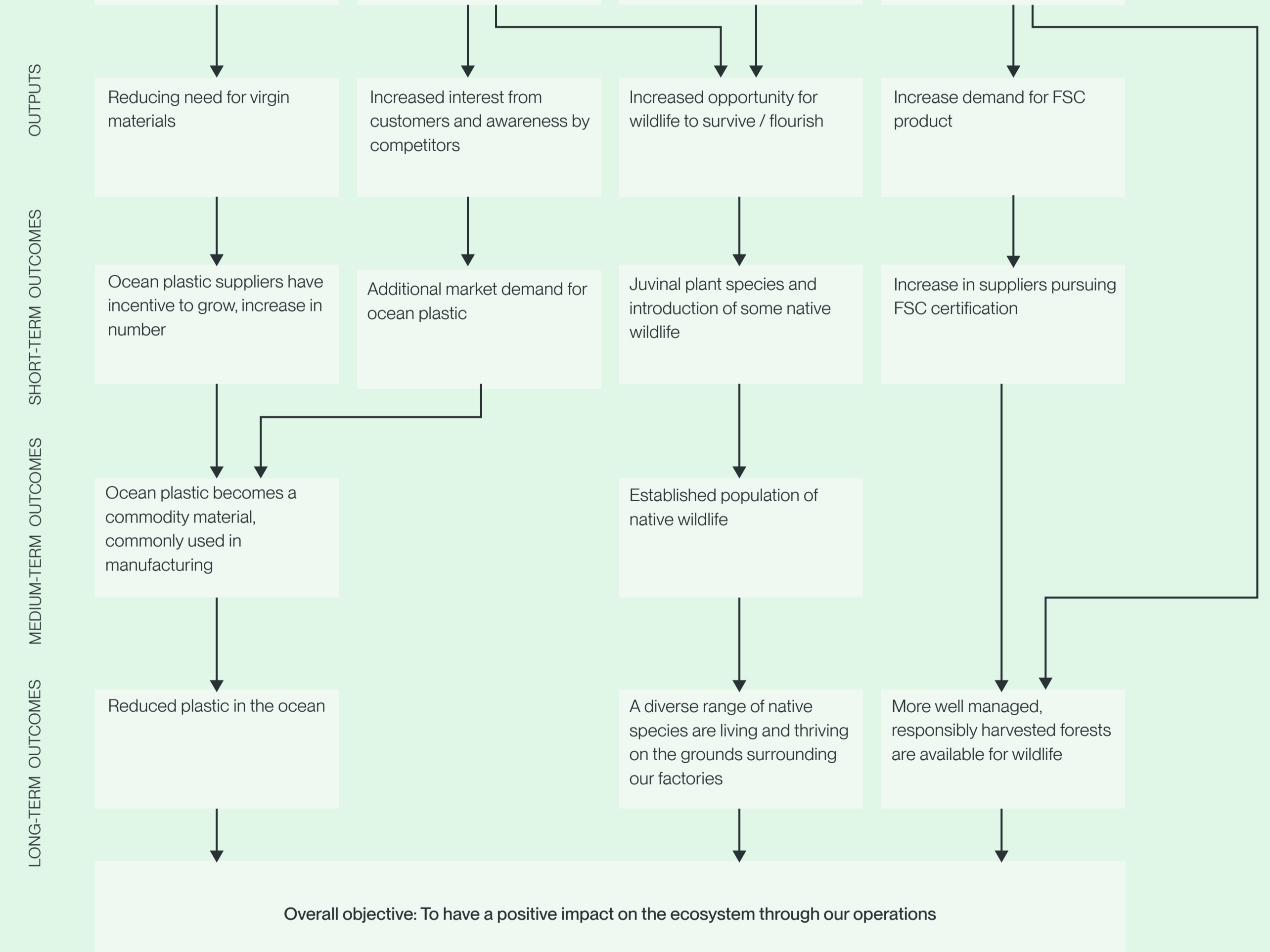
Implementation of biodiversity gardens, work with WWF and FSC taught us:

Biodiversity challenges and best practices vary greatly by location. Significant changes can be impeded by local building codes or customs. Tracking material, changes, and results can be complex.

Policies and commitments

Humanscale’s Environmental Policy includes a statement on wildlife preservation. Humanscale is a founding member of NextWave Plastics, a coalition of manufacturers aiming to ‘keep plastic in our economy and out of the oceans.’

<b>Purpose</b>	Remove ocean plastic pollution and restore marine habitat	Show manufacturing with ocean plastic is possible	Habitat creation	Reduce sourcing practices that lead to habitat degradation
<b>Intervention</b>	Use ocean plastic as inputs to manufacture our products	Communicate use of ocean plastic, through NextWave membership and other channels	Establish biodiversity gardens at each of our factories where we can influence the grounds.	Source natural materials that are all certified responsibly harvested
<b>Indications of success</b>	weight of ocean plastic used in manufacturing our products	Competitors following our example using ocean plastic	Biodiversity gardens established that meet LEED v4.1 Protect or Restore Habitat - Veg	% of wood sold that is FSC certified. Other materials to be included
<b>Means of verification</b>	Weight of material shipped per ship reports	Number of competitors using ocean plastic	Audited by Living Product Challenge, imperative 6	FSC audit
<b>Potential Challenges</b>	<ul style="list-style-type: none"> <li>Logists</li> <li>Commercial availability</li> <li>Performance / quality / color</li> <li>Cost</li> <li>Ability to validate supplier social impacts</li> </ul>	<ul style="list-style-type: none"> <li>Misinformation and confusion</li> <li>Lack of influence</li> </ul>	<ul style="list-style-type: none"> <li>Cost</li> <li>Internal buy-in</li> <li>Negotiations with landlords</li> </ul>	<ul style="list-style-type: none"> <li>Cost</li> <li>Internal buy-in</li> <li>Availability</li> </ul>





Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Providing access to clean water for those in need. Health benefits. Quality of life	Increased social equity, education, income	Reducing carbon footprints of water processing, delivery and sterilization. Less deforestation.	Fewer negative interactions with wildlife in competition for scarce water	Savings for reduced costs for water	Women not spending time gathering water could lead to increased employment
(none identified)	Challenges managing and maintaining the water systems. Change to cultural traditions	(none identified)	Rainwater capture + wells could deplete local watersheds	Reducing products' embodied water will require investment.	Decentralized water capture may mean municipal systems are oversized and become stranded assets

POSITIVE

NEGATIVE

Business Involvement

Managing unintentional impacts

Academics from CUNY and MIT/Harvard have provided guidance that highlighted many potential unintended impacts. This has allowed us to evaluate which approach to creating positive water impacts we should implement and which not to pursue.

Long term outcomes

Academic research continues to inform our understanding of the long-term outcomes of projects that we implement.

Lessons learned

Implementation of water handprints taught us:

Water issues can be more complex than other impact categories. Instead of simply aiming for reduction, we must consider use, processing, distribution, disposal, and the use of water by surrounding communities and ecosystems.

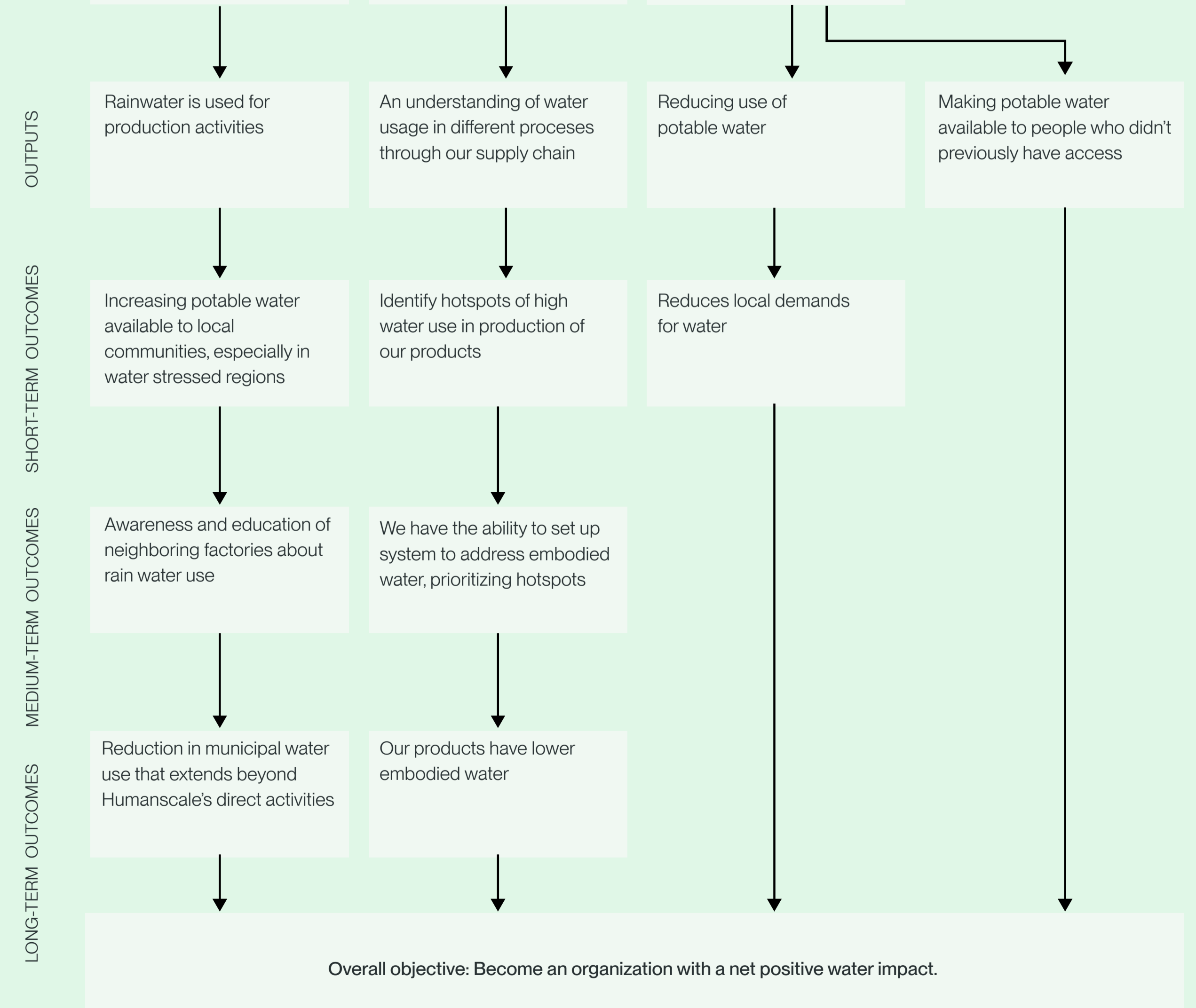
Considerations of water must remain local and account for impact to local watersheds. Global evaluations do not provide sufficient insight into actual impact.

Policies and commitments

Humanscale's Environmental Policy includes a policy on Water.

For all our products that are certified to the Living Product Challenge, Humanscale is committed to ensuring they remain water positive through constant reduction of the product water footprints and through creation of water handprints.

<b>Purpose</b>	Reduce municipal water from manufacturing of our products	To identify potential embodied water reductions	Our products become 10% net positive for water
<b>Intervention</b>	Transition facilities and suppliers to on site captured rainwater use	Calculating the embodied water for each material, component and product	Create water handprints (positive impacts we cause outside of our footprints)
<b>Indications of success</b>	% of production water from on site captured rainwater	% of products with LCA complete, showing embodied water	% of products that are net positive for water
<b>Means of verification</b>	Living Product Challenge audit	Number products with LCA/EPD completed	Living Product Challenge audit
<b>Potential Challenges</b>	<ul style="list-style-type: none"> <li>Weather / rainfall qty</li> <li>Climate change</li> <li>Changes to production methods, sourcing, qty</li> <li>up front, maintenance costs</li> <li>Metering</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining data integrity</li> <li>changes made to products or supply chain over time</li> <li>Time/resources to perform calculations</li> <li>data connections</li> <li>Supplier engagement</li> </ul>	<ul style="list-style-type: none"> <li>Cost</li> <li>Time</li> <li>Definitions, measurability, approval of handprint projects</li> <li>Political barriers</li> <li>localization of impact</li> <li>Identifying appropriate projects</li> </ul>





Context

By identifying not only the intentional positive impacts, but also the unintentional/potential negative impacts, we can ensure they are also included in the measure of overall success of implementation.

Impacts to People		Impacts to Environment		Impacts to Economy	
Actual	Potential	Actual	Potential	Actual	Potential
Improved quality of life due to improved working conditions	Reduction in forced and child labor. Reduction in work related health issues	Reduced impact from the healthcare industry as health issues are reduced	Healthier people with higher quality of life may have more ability to care for the environment	Healthier workforce will contribute to the beneficial elements of the economy.	Reduction in forced labor created diversified economic activity. Reduction in child labor leads to a more educated workforce.
(none identified)	Misunderstanding of cultural/situational nuance may lead to negative social outcomes	(none identified)	Increased health, wealth and activity causes more resources to be used	Healthier workforce will pay fewer healthcare costs.	Payment for work will be included in costs not currently paid.

POSITIVE  
NEGATIVE

Business Involvement

Managing unintentional impacts

Unintentional outcomes are more difficult to quantify for social impacts. We look to generic statistics on worker injury and on child/forced labor to assess the risk of unintentional impacts caused by Humanscale directly.

Long term outcomes

Long term improvement to worker health and quality of life is research by academics and our in-house ergonomists. Outcomes from supply chain engagement and worker satisfaction will need to be tracked to reveal long term outcomes.

Lessons learned

Working on social impacts with our supply chain, employees, and clients has taught us:

Social impacts are more contextual and nuanced than environmental impacts.

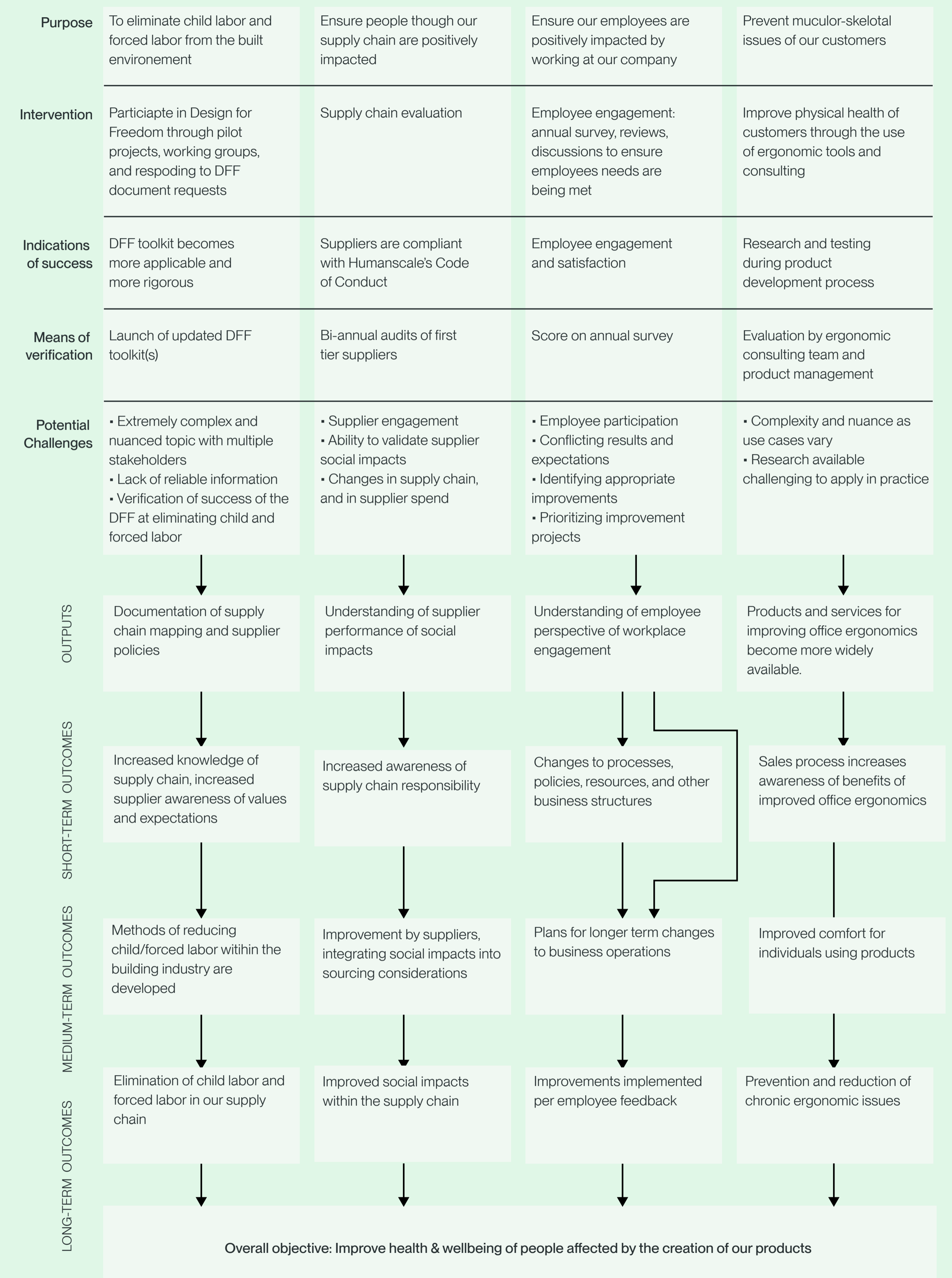
Social impacts are difficult to quantify. Sometimes a measurement is not possible.

Policies and commitments

Humanscale's Environmental Policy includes a policy on Social Responsibility.

Humanscale publicly shares our performance on social impacts by publishing JUST labels for the major regions of North America, EMEA, and APAC that cover our global presence.

Humanscale is an active member of Design for Freedom, a not for profit working to eliminate forced labor and child labor from the build environment.





**The Global Reporting Initiative**  
**GRI 1: Foundation 2021**

This material references the latest GRI Standards per 2016, 2018, and 2020.

Humanscale has reported in accordance with the GRI Standards for the period of January 1 — December 31 2023.

This report used the most current GRI Sustainability Reporting Standards, effective January 1st 2024, as the format to ensure accounting and transparent disclosure of our impact on the environment, economy and society. This reporting process highlights areas for continuous improvement and Humanscale shall strive to address omissions in future versions of the report.

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ISO 26000 is not a certification program. The document provides guidance on how to develop, evaluate, and communicate a company’s social responsibility program.

For more information about how our program addresses the recommendations or clauses in the ISO standard, please see content index.

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No information has been updated to be restated from previous reports. Some topics, such as our brand statement, products and services offered, and our position on environmental topics do not change significantly each year. They have been reviewed and confirmed and will be similar to previous years' reports.

Humanscale is not a publicly-traded company, so we do not publish financial statements. This report does not disclose Humanscale's net sales or total capitalization. As financial information is not reported publicly, it is not possible to align the financial reporting period with this report.

**Topics Covered**

The topics covered were reviewed by representatives of our executive team, our marketing team and through the stakeholder engagement process to ensure that all topics were relevant, and complete. Departments responsible for each material topic identified the actual and potential negative and positive impacts on the economy, environment, and people. All relevant topics were included for reporting. Climate impacts were identified to have the most significant potential for negative social and environmental impacts, so they are prioritized, and all climate related claims go through 3rd party verification.

Our reporting principle was to include all material topics where Humanscale activities make a significant impact on current social, economic, and environmental issues. Evaluating each of the Global Reporting Initiative (GRI) topics for its relevance to Humanscale ensures that key topics aren't overlooked and that relevant topics can be added as our business changes or our stakeholders' concerns evolve. We use this process to ensure our reporting aligns with our corporate sustainability goals, with the GRI's most recent reporting Standards and with industry-leading voluntary sustainability certification programs. All information is to be disclosed as accurately as possible, with any limitations to information included to provide full transparency.

Per GRI guidelines, this report includes GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021.

No sector specific disclosures apply.

No changes were made to material topics included since our previous report.

**Boundaries**

Unless otherwise indicated, the material topics in this report include the manufacturing operations at our four production facilities: Piscataway, Dublin, Nogales, and Fresno until it closed in September. We have focused our analysis on production facilities rather than the corporate boundary as these operations consume the most and have the highest potential for impact.

**Review Process**

Our CSO and CEO frequently and informally discuss any concerns or issues that arise. This report has been reviewed by a panel of stakeholders, including the CEO, whose final approval was required for its production. Our stakeholders each completed a survey, giving us feedback about our choice of material topics, comprehensiveness of information and ease of understanding. Their feedback helped guide the direction of this report and will inform future reports.

Greenhouse gas emissions in Section 305 Emissions are verified through a 3rd party audit by the auditing firm SCS Global Services. The report in its entirety has not gone through an external assurance process.

Verification statement [↗](#)

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

**Verification Scope**

**Humanscale**

1114 Avenue of the Americas 15th Floor  
New York, NY 10036

**Reporting Period:** 01/01/2023 – 12/31/2023

**Geographic Boundary:** United States, Mexico, Ireland

**Facilities, physical infrastructure, activities, technologies, and processes:**  
6 office buildings/showrooms, 4 manufacturing facilities

**GHG Sources, Sinks, and/or Reservoirs:**

Scope 1 – natural gas, diesel, gasoline, LPG, refrigerants  
Scope 2 – purchased electricity

**Boundary Method:** Operational Control

**GHG Gases:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs

**Level of Assurance:** Reasonable (Scope 1 & 2), Limited (Scope 3)

**Materiality:** +/-5% quantitative, qualitative based upon requirements specified within verification criteria



**Verification Objectives**

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

**Verification Criteria**

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- World Resources Institute/World Business Council for Sustainable Development's "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" dated 2011
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions





**Verification Opinion**

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

- Positive Verification (Reasonable Assurance) – Scope 1 and 2 GHG assertion prepared in all material respects with the reporting criteria

**Verification Qualifications**

- None

**Verified Emissions**

Emissions Summary – Tonnes CO <sub>2</sub> e	
Scope	Total (tCO <sub>2</sub> e)
Scope 1	599.19
Scope 2 - Location	918.58
Scope 2 - Market	-

**Lead Verifier**

*Tavio Benetti* DATE: 03-28-2024

Tavio Benetti, Lead Verifier, SCS Climate Services Environmental Certification Services  
SCS Global Services, 2000 Powell Street, Suite 600, Emeryville, CA 94608 USA

**Independent Reviewer**

*Prachiti Niranjan* DATE: 04-16-2024

Prachiti Niranjan, Technical Manager, SCS Climate Services Environmental Certification Services  
SCS Global Services, 2000 Powell Street, Suite 600, Emeryville, CA 94608 USA



**Verification Opinion**

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

- Positive Verification (Limited Assurance) – Based on the verification procedures performed and evidence obtained, no matters have come to the attention of the audit team to cause the verification body to believe that the Scope 3 emissions assertion was materially misstated.

**Verification Qualifications**

- None

**Verified Emissions**

Category	Description	MT CO <sub>2</sub> e
1.	Purchased goods and services	60,042
2.	Capital goods	892
3.	Fuel-and-energy-related activities	150
4.	Upstream transportation and distribution	22,806
5.	Waste generated in operations	273
6.	Business travel	1,796
7.	Employee commuting	644
8.	Upstream leased assets	1,129
9.	Downstream transportation and distribution	2,288
11.	Use of sold products	2,138
12.	End of life treatment of sold products	208
13.	Downstream leased assets	6.3
<b>Total Scope 3</b>		<b>92,375</b>

**Lead Verifier**

*Henry Bart* DATE: 04-17-2024

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**Independent Reviewer**

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