

2025 corporate responsibility report

# forward together





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### **Land Acknowledgment**

We acknowledge that the Global Furniture Group's head office is situated on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. Global also recognizes that our corporate headquarters are situated on treaty land (Treaty 13, the Toronto Purchase). Global's showrooms, offices, manufacturing and distribution facilities are located across Turtle Island (North America) on traditional, treaty and unceded territories of Indigenous Peoples.



## a message from joel feldberg

Thank-you for taking the time to read our latest Corporate Sustainability Report. Being a private, family-owned company has enabled us to adopt a long-term approach to corporate citizenship, unhindered by quarterly shareholder returns.

It has also enabled us to remain committed to owning our manufacturing, which in turn provides us with greater control over how we can minimize our impact on the planet while doing more for our employees, right here in the communities in which we live and work.

How we make life better for the future was a top priority for my father, Saul, who founded this company almost 60 years ago. And it is for me as well. I take pride in the fact that we have generations of employees working here at Global, because I see it as a bellwether of our success as a company. It means we've created a place where our employees feel safe and valued. And ultimately, it's our family of employees who'll take us into the next phase of our journey toward greater sustainability.

Up until quite recently, we have adopted an entrepreneurial approach, encouraging each of our facilities to choose the best way forward according to their goals. This encouraged innovation and allowed for each manufacturing unit and facility to flex and adapt to advance. We have learned and shared valuable lessons from this approach. Now, it's time to align our objectives and actions so we can better tackle some of the biggest challenges of our time, including mitigating climate change, advancing social and economic equity and inclusion, while improving the health of people and the planet.

As we continue, we'll document how far we've come along with how far we've yet to go. We'll do this as One Global knowing we'll go further as we move forward together.

Sincerely,  
Joel Feldberg, President & CEO

A handwritten signature in black ink, appearing to read 'Joel', written in a cursive style.

# forward together

In this report we share our efforts towards a more sustainable future. It also represents our first steps towards a shift in our strategy – from departmental and manufacturing unit driven initiatives to unified actions across the company.

Ensuring transparency and accountability are still the cornerstones of our approach and philosophy. As we work towards a unified future, we acknowledge that some departments and units may be further along in this journey or have prioritized different areas than others.

Our efforts reflect the collective contributions of employees across the company. As our sustainability journey continues to evolve, we will reassess these areas and priorities on a regular basis to ensure we continue to address what's important to our key stakeholders (employees, customers, and industry partners) – so we can move forward together.





# climate change

We continue to look for more ways to contribute to a lower-carbon economy.

## our approach: science-based targets



We are creating science-based targets for Scope 1 and 2 emissions that support the goals of the Paris Agreement, limiting global warming to 1.5°C above pre-industrial levels by 2030.

Our first focus is to reduce emissions created by our manufacturing activities. We are also in the process of tracking our Scope 3 emissions derived from business travel and waste, so that we can measure and set future targets. We do not rely on carbon offsets to reach our goals. Rather, our approach is to reduce our absolute emissions by not creating them in the first place.

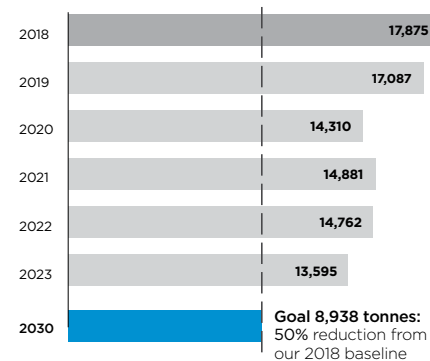
### Scope 1 + 2 Emissions

To meet the 2030 Paris Agreement target, we need to eliminate 8,940 tonnes of carbon emissions – this represents a 50% reduction in Scope 1 and 2 emissions from our baseline year of 2018. Our goal over the next three years is to achieve a 2,600-tonne reduction in our Scope 1 and 2 emissions, bringing us up to 76% completion of our 2030 target.

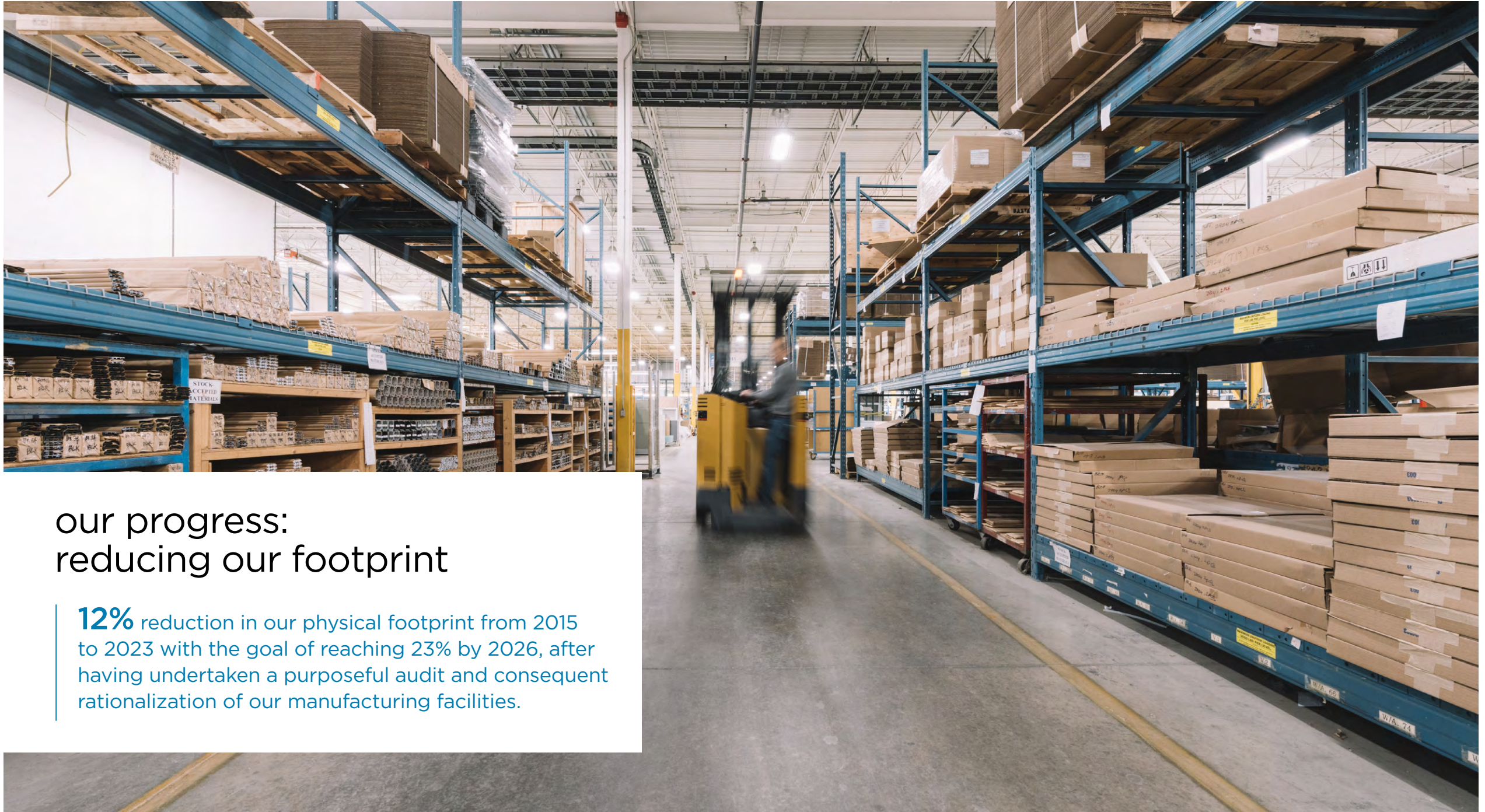
### Scope 3 Emissions

We acknowledge that most of our carbon emissions is generated by Scope 3 activities, so it is important that we begin to track, measure and report on them. We are currently collecting emissions data for two Scope 3 categories – business travel and waste. We are also working to quantify a third category – transportation and distribution. We will evaluate the remaining categories to determine which are relevant to our activities by 2025 to track and set goals for their reduction.

#### Scope 1 + 2 Emissions (tonnes)



**4,280 tonnes (48%)** of our 2030 goal of eliminating 8,940 tonnes has already been reached.



## our progress: reducing our footprint

**12%** reduction in our physical footprint from 2015 to 2023 with the goal of reaching 23% by 2026, after having undertaken a purposeful audit and consequent rationalization of our manufacturing facilities.

## our progress: reducing emissions



**85%** of our filing, casegoods, desking, tables and systems furniture are manufactured in North America using 90% locally sourced materials.

### → Local Manufacturing

We are reshoring our manufacturing where possible and ensuring new products we develop are manufactured as often as possible within our locally owned facilities here in North America.

### → Reducing Resource Use

Utilizing lean manufacturing principles, we are streamlining our manufacturing processes to minimize materials and reduce waste and resource use, including electricity, water, and natural gas. We use environmental management systems to track key performance indicators and monitor environmental impact within all our manufacturing facilities, which helps us identify and implement initiatives to reduce our impact while improving efficiency.

Installing air curtains at shipping door locations at four of our seating manufacturing facilities has helped keep warm air in and cold air out during winter, thereby significantly reducing heating costs. We also invested in re-usable stacking racks that take up less floor space and are safer and easier for employees to use.



### → SmartWay Tracking

Freight transport activity uses energy and creates emissions that harm public health and the environment, and directly impacts our Scope 3 emissions. The EPA's SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency which in turn reduces emissions in the supply chain. We are working with our logistics partners to ensure they are all SmartWay partners by 2025.



# community + engagement

Our employees are the heart and soul of our company. They bring a multiplicity of perspectives that are good for our business, our customers, our community, and our planet.



## our approach: advisory group + council



**Community + Belonging Group Members:** (from left to right in photo)

Executive Sponsor, Joel Rotenberg, CFO  
 Deborah Bachly, Director of Healthcare  
 Manon Gagne, Director of Operations, Global Contract  
 Karen Worthy, Director, Corporate Health & Safety  
 Tony Davis, Senior Director, HR

Anya Roselli, Senior Director, HR Business Partner  
 Sue Kijewski, HR Generalist  
 David Chongo, Manager, Procurement & Warehouse Operations  
 Piero Solarino, VP, Procurement & Strategic Sourcing

To support our employees’ success and to continue to strengthen our commitment to community, we have created both a Community + Belonging and an Indigenous Advisory Council to drive relevant policies and practices.

**Community + Belonging Group**

Our Community and Belonging Group is comprised of employees representing all levels of the company across office and production personnel, and reflects the diversity of the communities in which we are in. The group is sponsored by and accountable to our CEO and Senior Leadership Team and will identify priorities and drive activities that support Global’s vision and mission for creating a workplace where everyone feels they belong.

**Indigenous Advisory Council**

Our Indigenous Advisory Council is comprised of three Indigenous thought and business leaders. Its mandate is to guide our efforts and provide valuable insight as we map out our pathway toward Indigenous Economic Reconciliation (IER). Supported by Global’s Executive Committee, this Advisory Council will help us align with the mandate of Canada’s National Indigenous Economic Strategy (NIEC) to “drive positive change, address long-standing inequities, and achieve inclusive growth for and with Indigenous communities.” The NIEC is “informed by the Truth and Reconciliation Commission’s Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples, the Royal Commission on Aboriginal Peoples, and other national and international instruments.”<sup>1</sup>

<sup>1</sup>National Indigenous Economic Strategy for Canada, p. 6.

**Indigenous Advisory Council Members:**



Darrell Brown. ICD.D  
 President, Kisik Clean Energy and Kisik Commercial Furniture



David Fortin  
 Professor, School of Architecture, University of Waterloo Cambridge



David Glass  
 Senior VP, Sales and Marketing (Canada), Global Furniture Group



Dawn Madahbee Leach  
 Chair, National Indigenous Economic Development Board

## framework for accountability, transparency + iteration



We acknowledge there is work to be done. We will track and share our progress and our successes to hold ourselves and each other accountable for the goals we set for ourselves.

The information provided in our framework will define, not confine, our efforts. We will adjust as we go and respond to and remove barriers as they are identified and arise. Global's Community + Belonging Group and the Indigenous Advisory Council are driving activities within the following areas:

### engagement

#### **Listen, Learn + Act**

To advance diversity and belonging, we first need to understand the real and perceived issues that impact us.

### advancement

#### **Building Opportunity, Strengthening Community**

Strengthen our internal talent marketplace to provide greater opportunities for advancement for all.

### recruitment

#### **Diversity at Global**

Create a workforce that is as diverse as the communities in which we live and work and the customers we serve.

## our progress: engagement

### ➔ Indigenous History Education

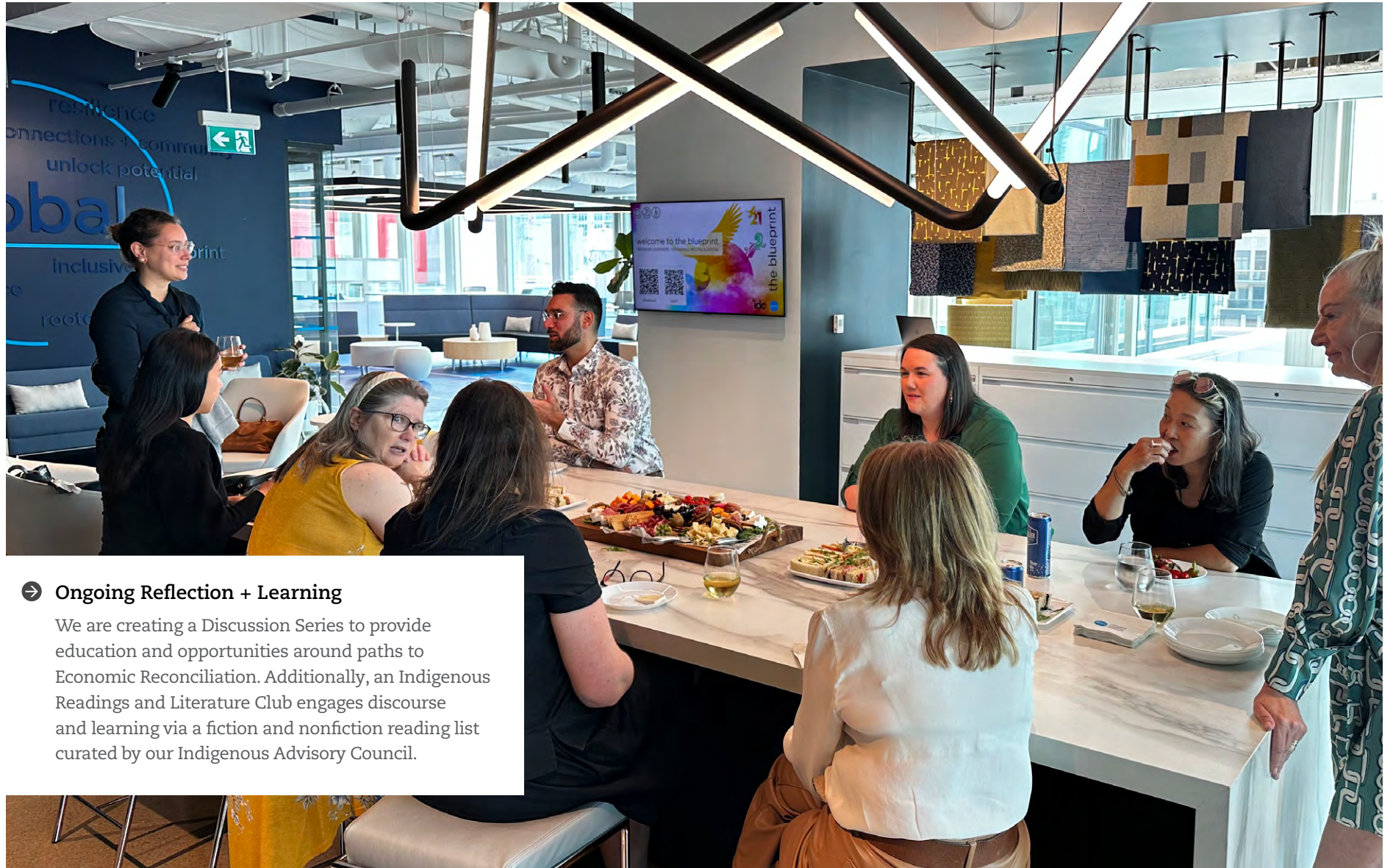
190 employees have completed the 4 Seasons of Reconciliation course, created by the First Nations University of Canada, including Global's CEO and all members of the company's Senior Management Team. This interactive, online course takes learners on an illuminative path toward dismantling the colonial point of view that has been taught in the Canadian education system while kickstarting a positive and collaborative relationship between Indigenous and non-Indigenous peoples.

### ➔ Unconscious Bias Training

This training is designed to help our employees not just recognize assumptions but also adopt new behaviors and approaches that help us connect and empathize with colleagues and customers whose lived experiences differ from their own.

**190** employees have completed the 4 Seasons of Reconciliation course.

**560+** employees across Canada and the US will have completed the unconscious bias training in 2024.



### ➔ Ongoing Reflection + Learning

We are creating a Discussion Series to provide education and opportunities around paths to Economic Reconciliation. Additionally, an Indigenous Readings and Literature Club engages discourse and learning via a fiction and nonfiction reading list curated by our Indigenous Advisory Council.

## our progress: advancement



70+ production supervisors have completed leadership training sessions.

### ➔ Leadership Training

To advance the professional development of our front-line production supervisors, we have partnered with a higher education institute and a private corporate training organization to provide leadership training. To date, over 70 production supervisors have completed training sessions designed to enhance decision making and problem-solving abilities and improve team leadership skills. Additionally, managers at all levels in our US headquarters will be undertaking succession planning and leadership training.



### ➔ Global Cares Corporate Volunteer Program

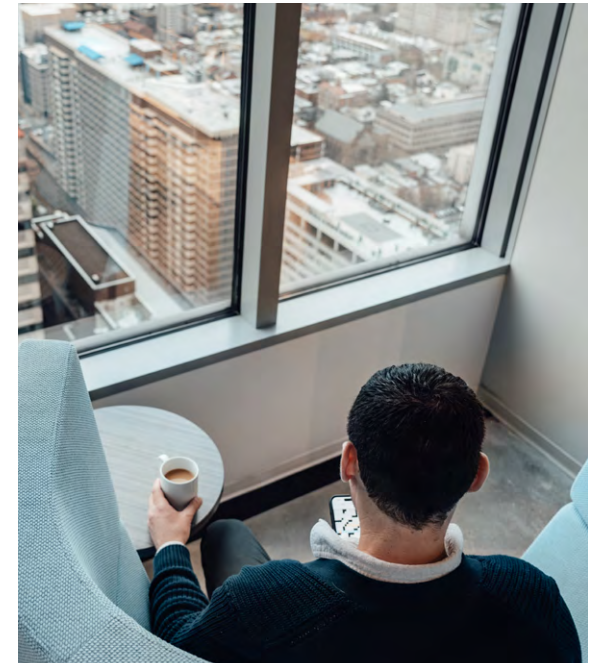
Global Cares is a corporate volunteer program that provides opportunities for our employees to participate in a range of community-based charitable work. Eligible full-time employees can apply to join and are provided with paid time off at a Global sponsored event to help make a difference in our community.

For our inaugural event, we participated in a tree planting day in partnership with a national non-profit organization dedicated to planting and nurturing trees in rural and urban areas. Thirty-two employee volunteers were able to contribute to a greener future and enjoy a day out with colleagues.



### ➔ Community Hub

We offer our showrooms as community spaces for the industry. Recently, we hosted DesignTO, a not-for-profit design association, providing them with free space in our Toronto showroom along with food, beverage, and technology support during the local Interior Design Show.



# our progress: advancement

## ➔ Women Who Lead Resource Group

A subgroup of our Community + Belonging Group, Women Who Lead was formed to identify potential gender inequity issues within our organization and propose recommendations for meaningful improvements. Supported by Senior Management, the committee's priorities in 2024 are to:

1. Provide mentorship opportunities to strengthen relationships, enhance skills, and provide opportunities to exchange insight.
2. Improve communication to enhance engagement and reduce misunderstandings.
3. Increase cross-departmental collaboration to enable a diverse set of perspectives to be heard.
4. Offer more training opportunities for personal and professional growth.

### Members:

First row:  
 Executive Sponsor, David Glass, Senior VP, Sales and Marketing (Canada), Global Furniture Group  
 Anya Roselli, Senior Director, HR Business Partner  
 Kerry Herd, Operations Manager  
 Patricia Wong, Product Manager, OTG  
 Middle row:  
 Kelly McNamee, Director, Quality Assurance  
 Tony Davis, Senior Director, HR  
 April Ramirez, Manager, Showroom Design  
 Ingrid Van Alstyne, Manager, Administration Global Express

Top row:  
 Kaitlin Green Sr., Manager, Marketing & Communications  
 Cristina Perdegas, Office Manager  
 Sue Kijewski, HR Generalist  
 Missing (Canada):  
 Carmita Cagpata, Supervisor, Sewing  
 Veronica Thomas, Supervisor, Order Processing & Scheduling Global Express  
 Missing (GI):  
 Cheryl McDonald, SR Benefits & LOA Specialist  
 Pam Black, SR Director, HR



## ➔ Resources

Employees in the US can access a Women's Leadership resource page that features webinar links, books, audiobooks, podcasts, TED Talks, and other free professional development resources.

## ➔ Mentorship

28 of 33 Women Leaders in our US operations attended the National Conference for Women in 2024. This nonpartisan, nonprofit organization is committed to helping close the pay gap, eliminate gender discrimination and achieve parity in company leadership and on corporate boards. Monthly webinars designed to sustain the momentum of the conference are also sent to our women leadership.



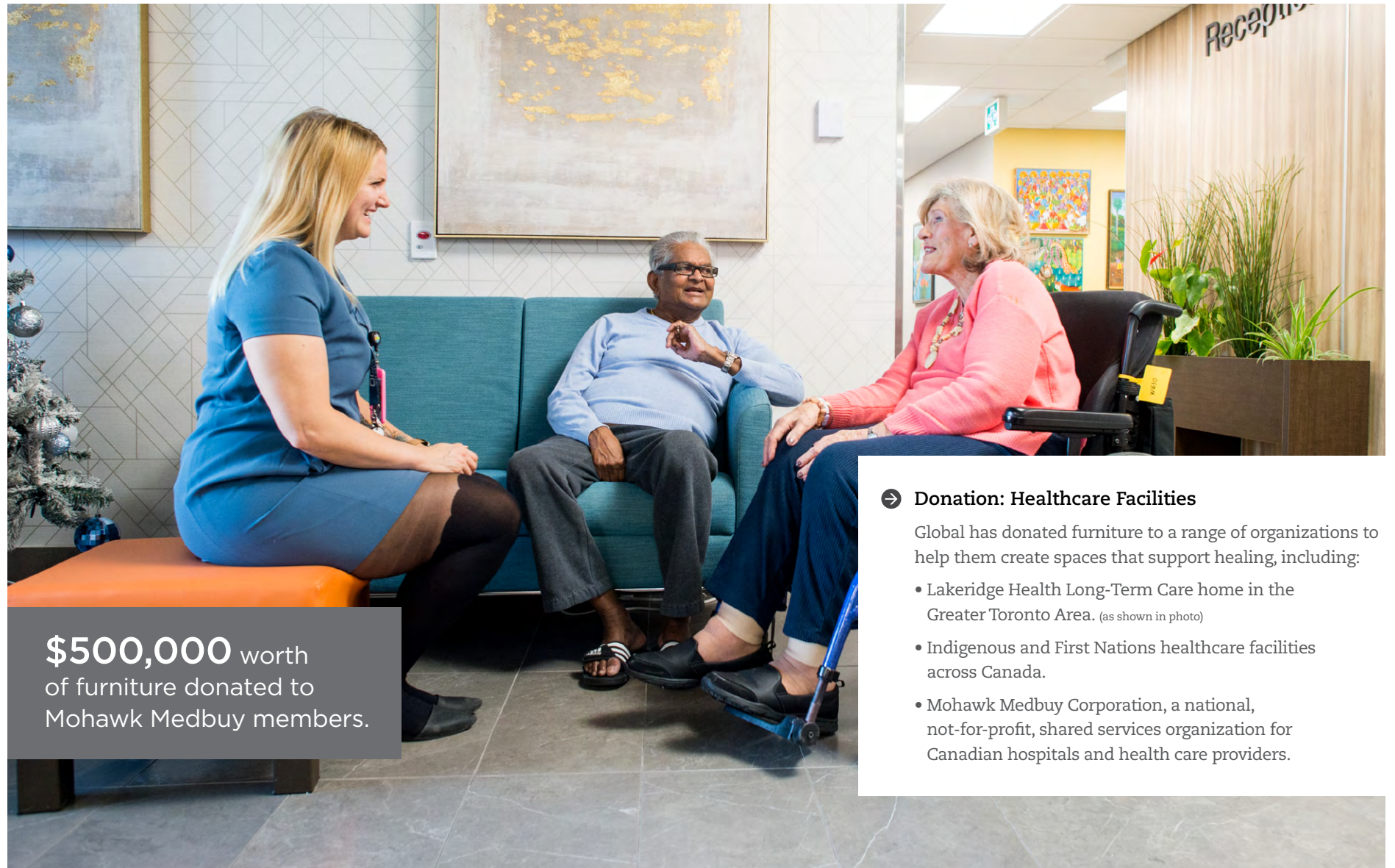
**28** women leaders attended the 2024 National Conference for Women.

## our progress: advancement

### ➔ Donation: Deaf Empowerment Program – Mohawk College

The Deaf Empowerment Program at Mohawk College was developed by and for the Deaf, Deafened or Hard-of-Hearing community. Taught in American Sign Language (ASL), the Program prepares students for either the General Education Diploma (GED) test, attaining college requirements, or improving workforce skills.

Global provided the Program a classroom makeover to transform the way deaf students interact and learn. Shifting from a traditional classroom where students sat side-by-side to an active classroom space has enabled instructors and students to better see each other. As a result, students now have a space that supports engagement and participation.

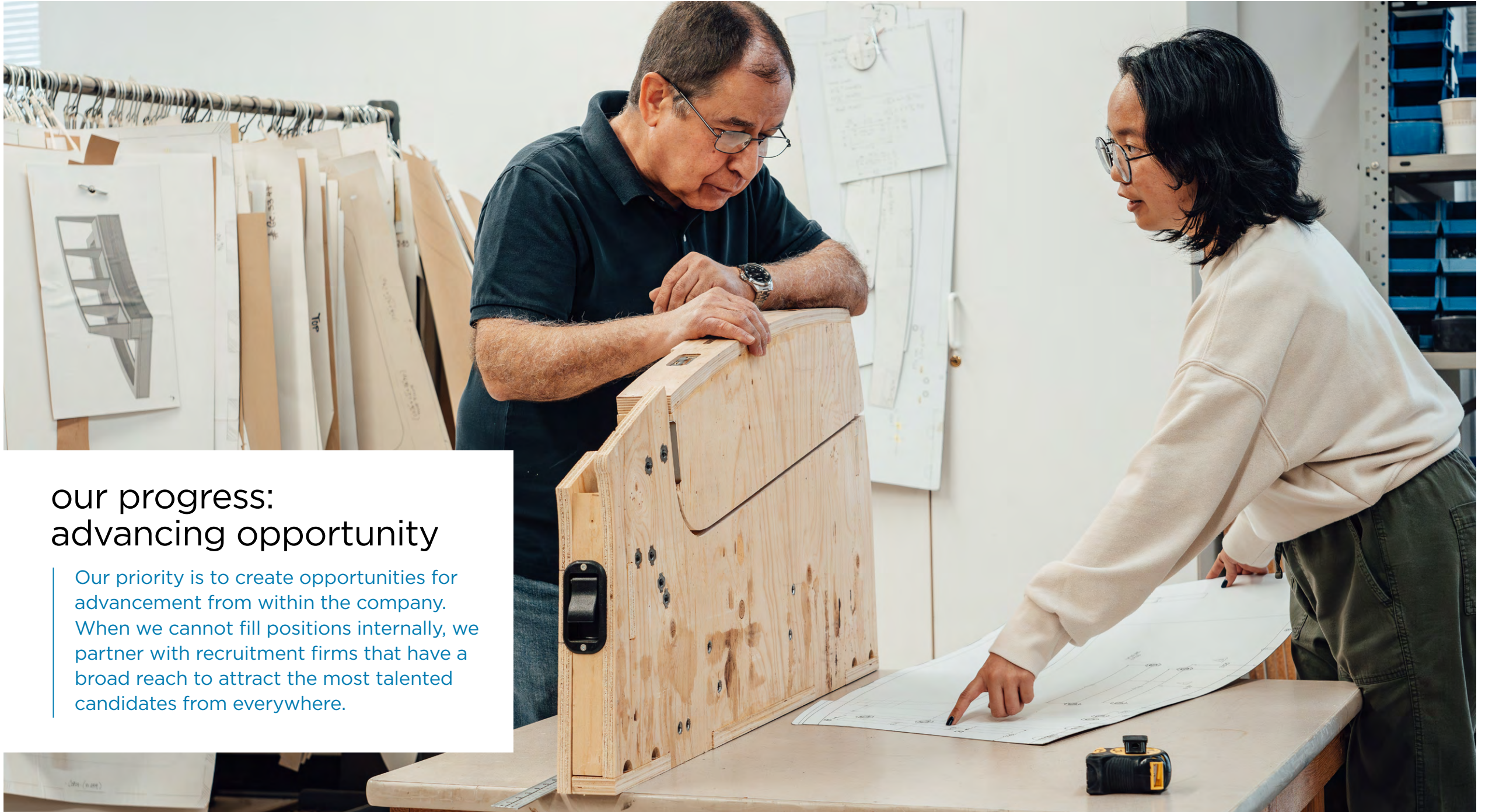


**\$500,000** worth of furniture donated to Mohawk Medbuy members.

### ➔ Donation: Healthcare Facilities

Global has donated furniture to a range of organizations to help them create spaces that support healing, including:

- Lakeridge Health Long-Term Care home in the Greater Toronto Area. (as shown in photo)
- Indigenous and First Nations healthcare facilities across Canada.
- Mohawk Medbuy Corporation, a national, not-for-profit, shared services organization for Canadian hospitals and health care providers.



## our progress: advancing opportunity

Our priority is to create opportunities for advancement from within the company. When we cannot fill positions internally, we partner with recruitment firms that have a broad reach to attract the most talented candidates from everywhere.

## our progress: attraction + retention

### ➔ Attraction + Retention

Our attraction and retention approach guides the way we train our managers to remove bias from the recruitment process and sets salary benchmarks based on the role, rather than the history of the candidate. Our priority is to create opportunities for advancement from within the company. When we cannot fill positions internally, we partner with recruitment firms that have a broad reach to attract the most talented candidates from everywhere.

**Phillipo Schirripa**, Inventory Controller has worked at Global for 53 years. His older brother Domenic also worked at Global for more than 50 years, and his father Raffaele was at Global for over 20 years. Several of their children/grandchildren also worked as summer students – a real family affair.



### ➔ Increasing Indigenous Representation

To increase Indigenous representation at Global, we are enhancing our recruitment strategy. To reach Indigenous candidates in an equitable way, we are ensuring job postings are both accessible and visible in diverse community settings. As capacity building initiatives, we will support dedicated internships and co-op positions for Indigenous youth, students, and adults.

### ➔ Internship Program

This 8-week program affords interns from diverse backgrounds the opportunity to work in their field of study and gain additional knowledge through weekly lunch and learn sessions.

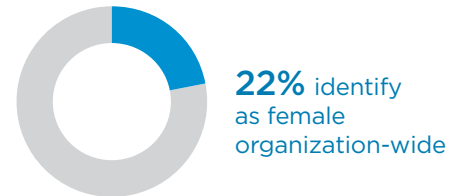
**60+** nationalities are represented in the workplace, with personnel originating from Albania to Zimbabwe. These employees bring a diversity of skill sets, insights and knowledge to our workplace.

# our progress: recruitment + diversity

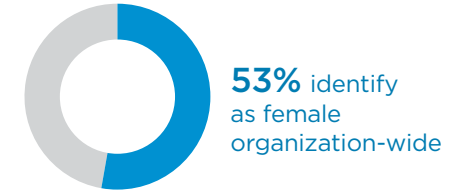


## Gender (Canada + US Operations)

### Gender (Canada)



### Gender (US)

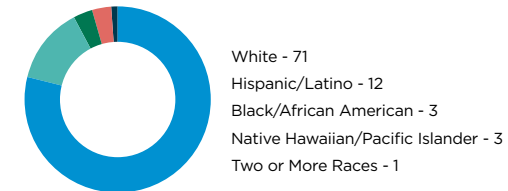


## Ethnicity (US Operations)

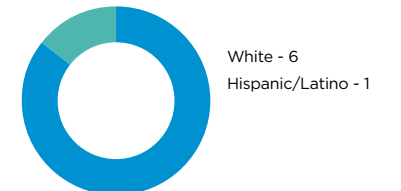
### Executive Officials & Managers



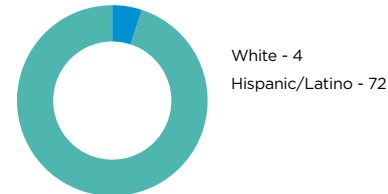
### First/Mid Officials & Managers



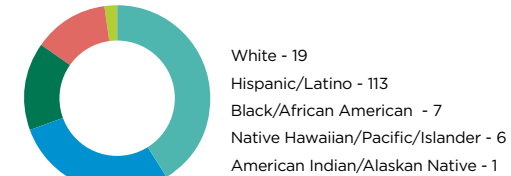
### Professionals



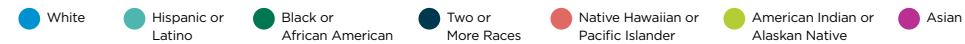
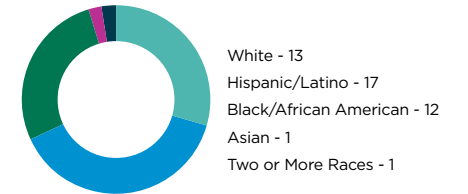
### Sales Workers



### Administrative Support



### Operatives



# health + well-being

We are committed to advancing the well-being of our employees and customers.



## our approach: engagement + education



We are committed to advancing the well-being of our employees and customers.

For our employees, this includes creating a safe place to work and supporting grassroots and formal activities that promote health and well-being.

For our customers, we focus on a range of learning and development opportunities along with the alignment of our products with industry standards like WELL and LEED.

**No Lost Time:**  
Highlights from across our facilities

**2,155 days**  
at our metal finishing facility

**768 days**  
at our foam molding facility



## our progress: education + training

We offer over 20 certified continuing education courses (CEUs) covering a range of health and wellness topics from supporting caregiver respite in healthcare to designing for neurodiversity in the workplace.

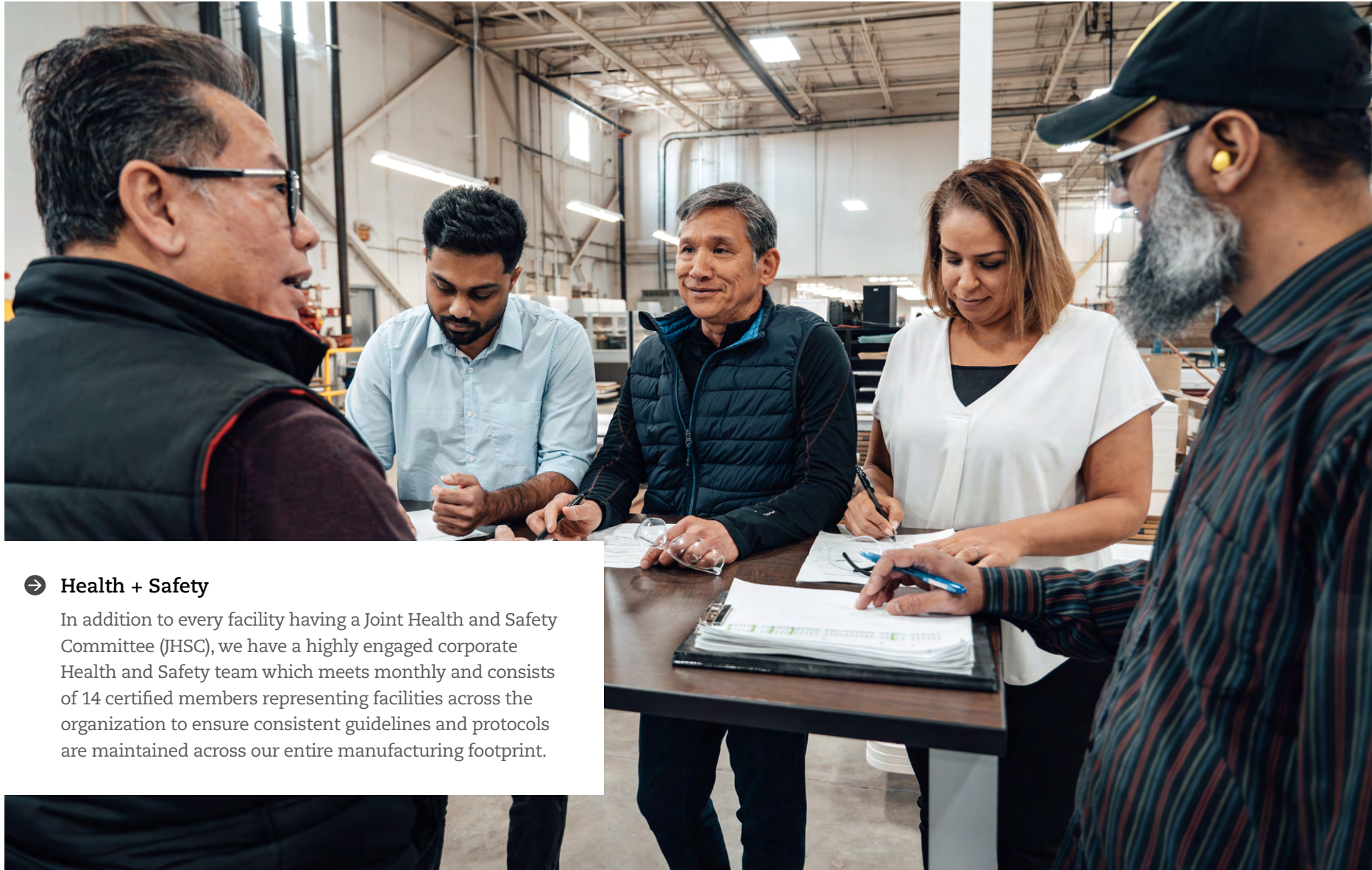
## our progress: education + training

### ➔ Advocating for Empathy + Inclusion in Healthcare

At a recent workshop for Interior Designers, facilitators from Global took participants through a series of interactive exercises intended to introduce them to user-experience from the perspective of physical impairment. Donning special goggles to obscure vision, with weights on their necks, legs and arms and pebbles in their shoes to limit movement, participants were asked to perform everyday tasks like getting in and out of a chair or pulling a chair up to a table. Through these activities, participants gained the insight to literally look through the eyes and move with the bodies of the people who will occupy the spaces they design, like the elderly or people with diverse physical abilities.



## our progress: programs + initiatives

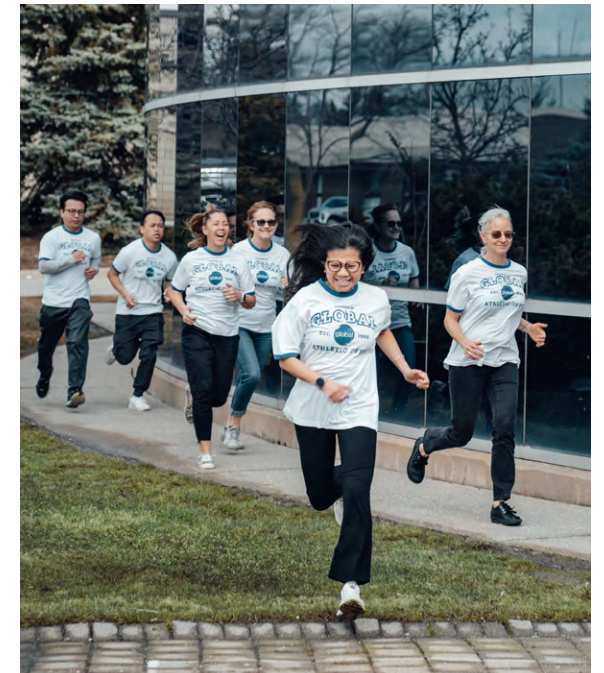


### ➔ Health + Safety

In addition to every facility having a Joint Health and Safety Committee (JHSC), we have a highly engaged corporate Health and Safety team which meets monthly and consists of 14 certified members representing facilities across the organization to ensure consistent guidelines and protocols are maintained across our entire manufacturing footprint.

### ➔ Social Committee

The Global Social Committee organizes a range of employee activities including yoga, charitable runs, ping pong tournaments, art days and more. Not only do these activities promote healthy habits, but they also provide opportunities for employees to interact, connect and socialize outside of their immediate work responsibilities.



## our progress: programs + initiatives

### ➔ Works with WELL

We are in the process of validating relevant Global products with the Works with WELL program. Works with WELL validation demonstrates to our customers how our products align with and support features in the WELL Building Standard. Validated products get a product specific QR code that explains which WELL features the product supports as a quick and easy reference.



# lifecycle + circular economy

We are minimizing our use of valuable and finite resources in our manufacturing process by reducing waste and recovering as much value as possible from resources by reusing, repairing, refurbishing, and recycling where possible.

## our approach: extending product lifecycle



Our integrated approach ensures products are designed and manufactured for longevity and relevance.

We design our products to last. We test all our products throughout the development cycle to verify their engineered safety and reliability.

We aim to reduce waste, increase the recycled content used in our products, and ensure they can be managed responsibly at the end of their life through socially and environmentally responsible take-back programs.

Our in-house testing facility is ISO 17025 certified, which enables us to test products to ANSI/BIFMA and other industry standards and ensures the accuracy and reliability of our results.

## our progress: designing for durability

### ➔ In-House Test Lab

Investing in our own facility allows us to test as we design and engineer, facilitating an iterative process that produces higher quality products with the longest possible lifecycle. We also can create custom testing protocols and go beyond BIFMA or other industry standards. If there is an issue that occurs in the field, we are also able to recreate it in the test facility so that a more durable product can be developed in the future.

### ➔ PFME: Production Failure Mode Effect Analysis

To ensure our products will stand the test of time, we undertake Production Failure Mode Effect Analysis (PFME) prior to each product launch. A cross functional team examines the product to see how we can make it better from different perspectives like quality, worker safety and more. Taking the time to review this across departments results in a product that is not only more durable in the field, but also safer to make.



### ➔ Supporting the Next Generation of Sustainability Champions

For ten plus years, Global has partnered with Seneca College in Toronto to collaborate with and mentor the next generation of sustainability leaders. Recently, Global welcomed a group of students from the Project Management – Environmental (PME) program at Seneca College. As part of their project, the students collaborated with Global to analyze some of the core materials used in Global seating, including plywood, MDF and hardboard; powder coated and chromed steel; nylon and glass-filled nylon; and polyurethane, polypropylene, and polyester in the context of a Life Cycle Assessment (LCA). This data will be used to create LCA's for Global seating products.

Students acquire real-world, hands-on experience while Global gets the benefit of new perspectives from a younger generation.



## our progress: avoiding fast furniture

Global products are by nature designed for a long life. Robust engineering and a modular design approach enable our products to be refreshed, re-used, re-configured and repaired, extending their useful lifespan.

## our progress: increasing recycled content in products

### ➔ Textiles

We are transitioning to using 100% recycled polyester in all Global carded textiles.

### ➔ Plastic

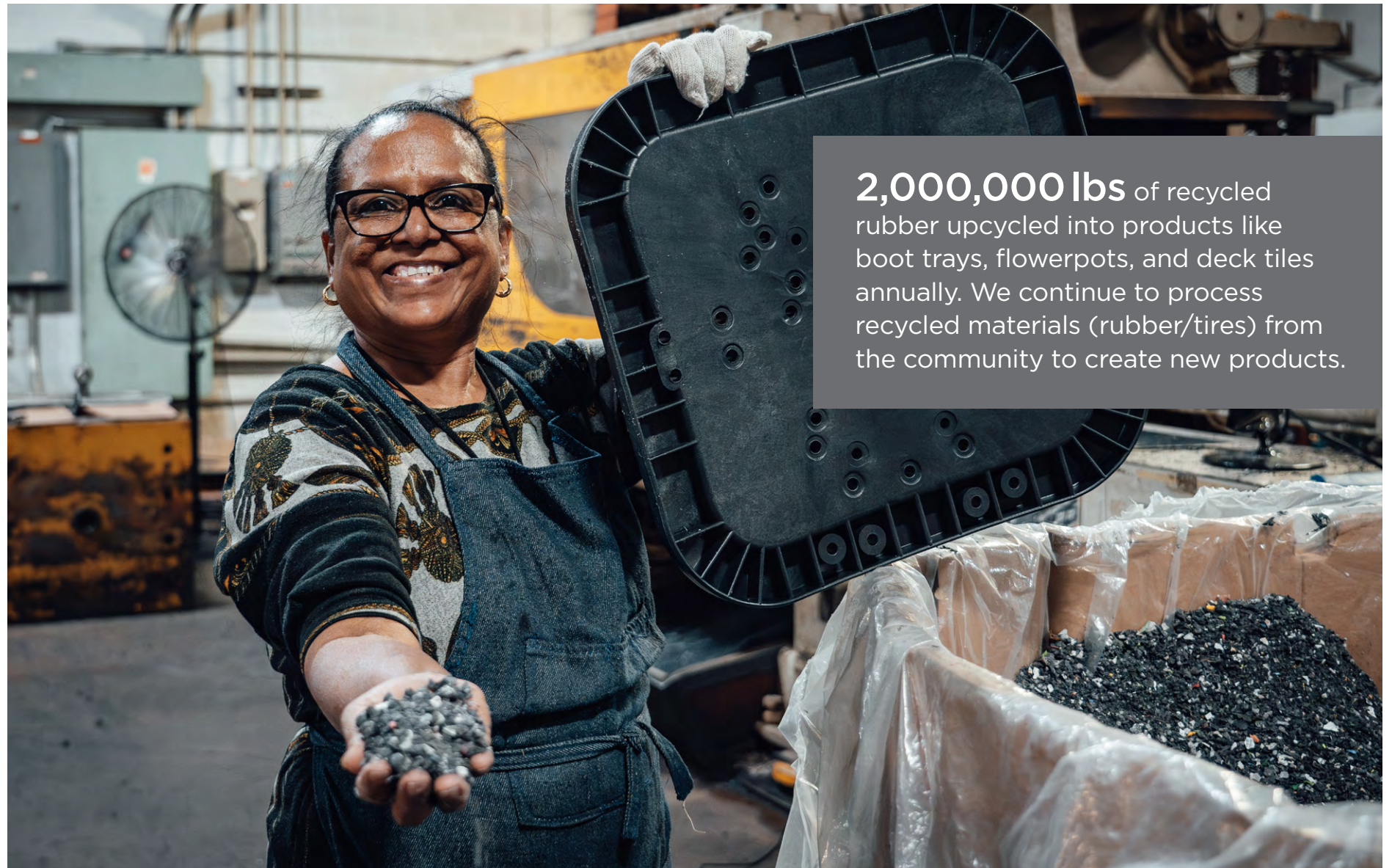
At our RT Plastics facility, we continue to look for innovative ways to recycle and incorporate waste into our product. We recycle our colored plastic component scraps along with purchased recycled material to create internal (non-visible) parts like seat pans in upholstered chairs. For products that have external (visible) black component parts, like handles, seats, backs, glides, shrouds, and chair bases, we incorporate at least 40% recycled material into 90% of the components we make.

Every year we use within our manufacturing process approximately:

**500,000 lbs**  
recycled polypropylene

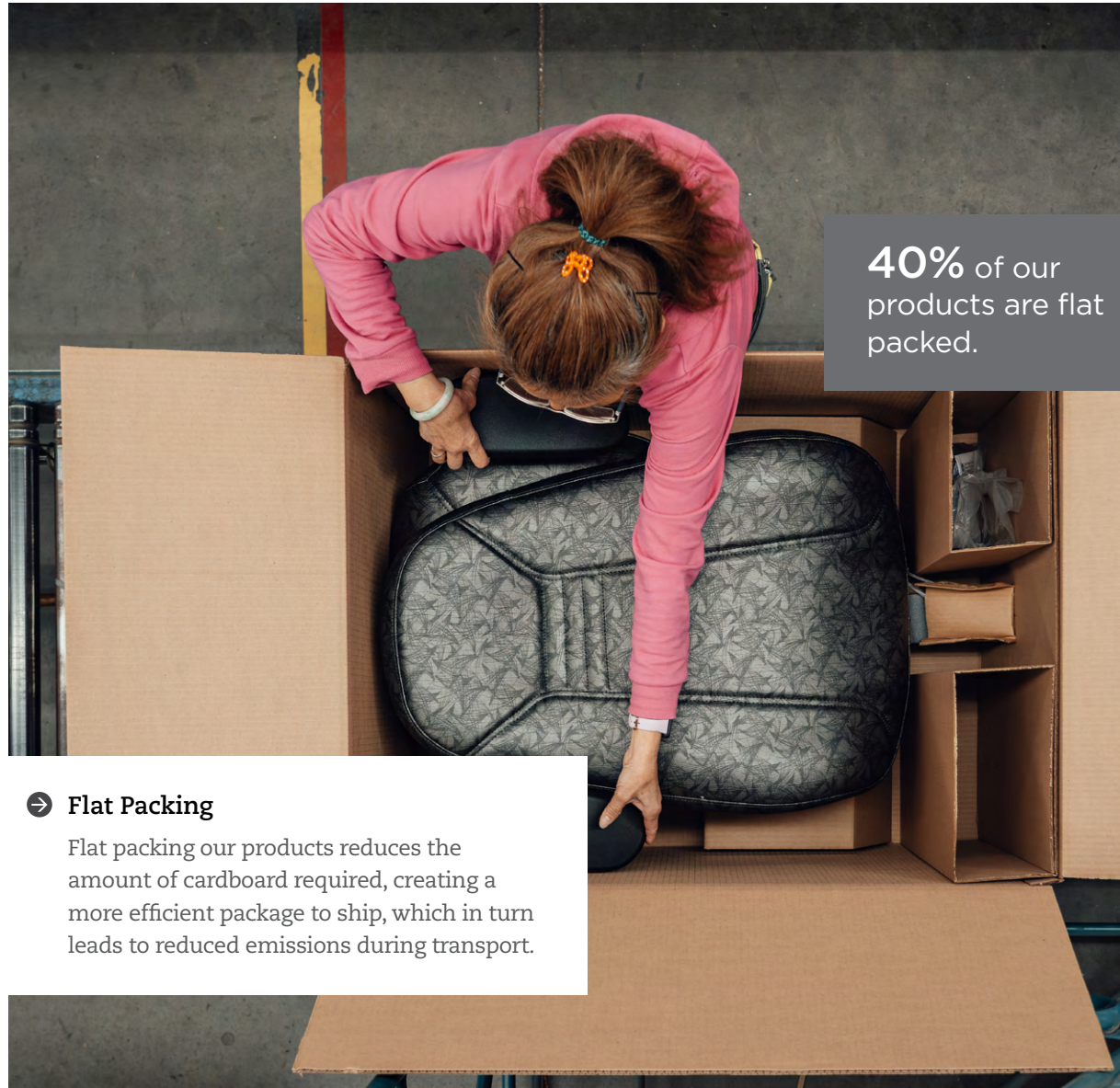
**600,000 lbs**  
recycled glass-filled nylon

**20,000 lbs**  
recycled plastic scraps



**2,000,000 lbs** of recycled rubber upcycled into products like boot trays, flowerpots, and deck tiles annually. We continue to process recycled materials (rubber/tires) from the community to create new products.

## our progress: reducing manufacturing waste



40% of our products are flat packed.

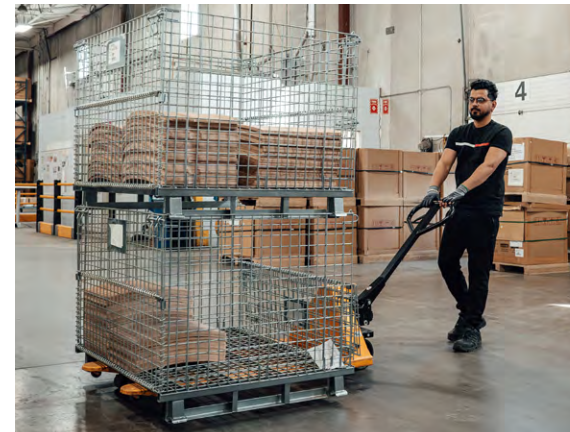
### ➔ Flat Packing

Flat packing our products reduces the amount of cardboard required, creating a more efficient package to ship, which in turn leads to reduced emissions during transport.

### ➔ Vendor Returnable Packaging Program

We have shifted from using wood skids to reusable steel wire bin racks to store and transport pressed wood components for seating, and steel racks to hold plastic chair bases. Not only does this cut down on the wood skids required, they also are able to neatly stack and store parts to create a safer environment for employees. Bins are also expected to last 10 years, at which time they can be 100% recycled. When shipping crates and skids are required for shipping between facilities, boxes and skids are returned to our vendors for reuse.

5,000 wood skids diverted/yr



### ➔ Sock Program

We replaced the single use, self-stick tape used to protect our metal chair frames during shipping between facilities with custom-designed socks made from our upholstery fabric scraps. These multi-use fabric socks are returned to each facility for reuse.

\$50,000/yr saved by using socks



## our progress: reducing + reusing textile waste

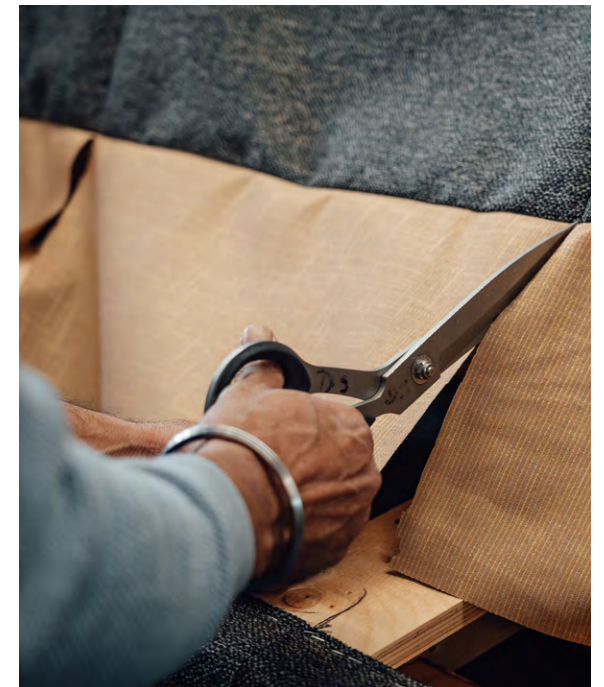


**17,000 yds** of fabric offcuts saved per year.

### ➔ Fabric Offcuts

Upholstering the invisible parts of our chairs with fabric offcuts enables us to divert approximately 17,000 yards of textiles from landfill per year.

By investing in a software solution called Acuplan, we are now able to ensure potential textile waste is reduced. Acuplan works by laying out fabric patterns by the yard in the most efficient manner.



## our progress: end-of-life programs



We have partnered with CSR Eco Solutions to offer our customers a way to responsibly dispose of furniture they no longer want or need by providing options to donate, recycle or resell.

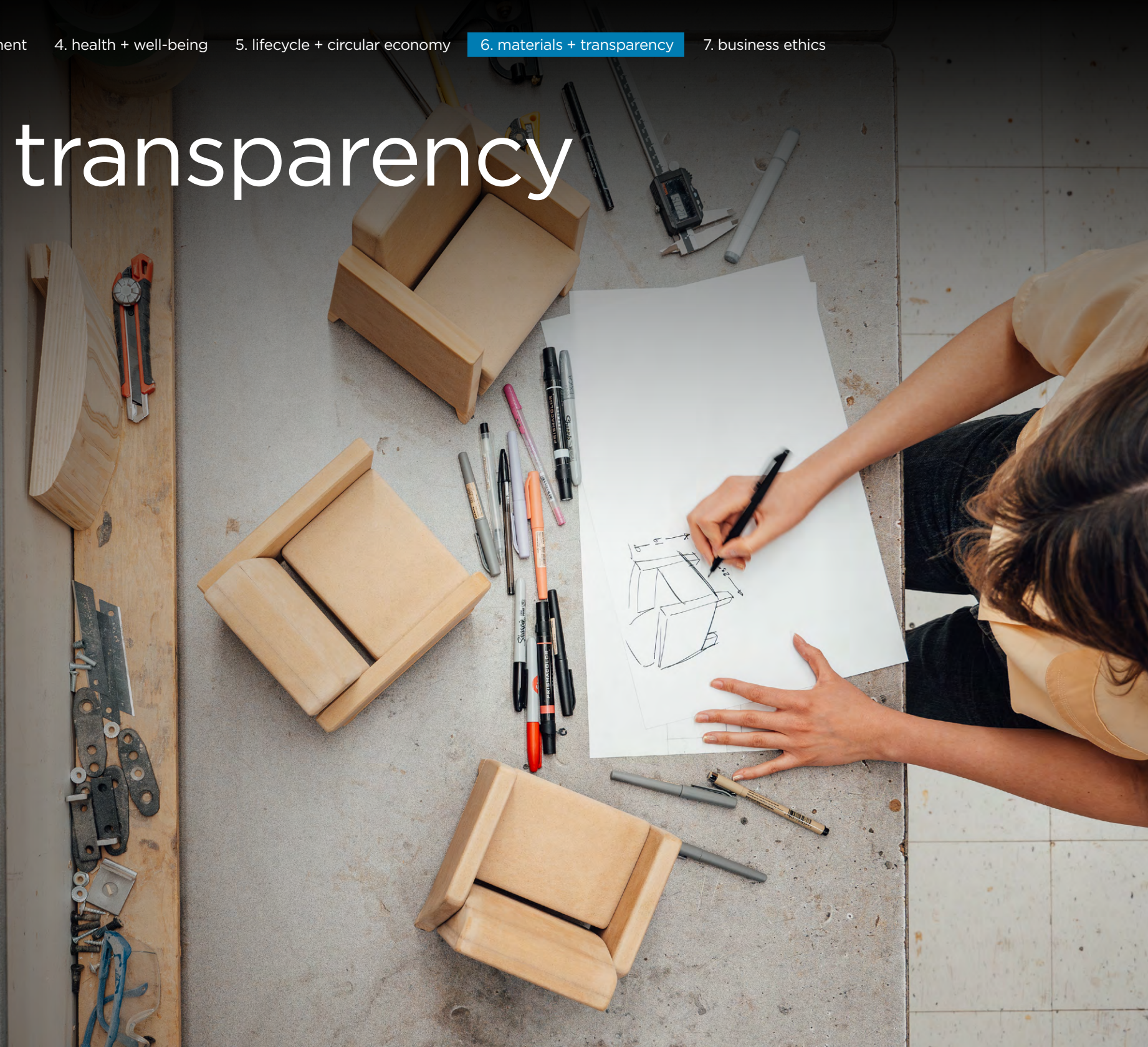
Available upon request by our customers, the program keeps furniture out of landfill, minimizes environmental impact, and maximizes social and financial returns. Working with local charities across North America, CSR Eco Solutions also ensures that donations make a tangible impact in the communities in which our customers work and live.

At every step, CSR Eco Solutions track and report on the journey of the customer's furniture – whether it is donated, broken down for recycling and recovery of materials, resold, or placed in landfill. This transparent reporting enables customers to have a clear and measurable view of their assets throughout the process that also can be used to quantify category 5 of Scope 3 emissions, as per carbon accounting standards.

At end-of-life, disassembly instructions ensure our customers can take apart their products to enable component parts being placed into the appropriate recycling streams.

# materials + transparency

To ensure our products contribute to healthier workplaces for everyone, we are working to minimize, reduce and eliminate chemicals of concern from both the manufacturing process and our final products.



## our approach: chemicals of concern



We use the BIFMA, e3, Level, and Declare Red List programs and product certifications to provide a framework for our efforts.

Using these industry leading standards as our guidelines, we are working to continually identify, reduce and eliminate hazardous chemicals in our products and supply chain.

Using Design for Environment (DfE) principles and the 3E Exchange (formerly TOXNOT) platform, we can carefully consider, track, and trace, with the goal of eliminating chemicals of concern.

Global has removed PFAS (Per- and Polyfluorinated Substances), often called “forever chemicals” from all our carded textiles.

## our progress: core programs

### ➔ Design for Environment (DfE)

Our Design for Environment (DfE) guidelines define and prioritize how we can reduce the potential environmental, health and safety impacts of a furniture product throughout its lifecycle beginning at the design stage.

Our current priorities include:

- Responsible sourcing of materials
- Reducing energy and water use in the manufacturing process
- Eliminating and reducing chemicals of concern
- Reducing the amount of virgin materials and maximizing recycled materials
- Products are designed to be maintained or repaired for the longest life
- Improving the ease of disassembly for recycling at the end of a product's life

These guidelines are reviewed and updated periodically to ensure they align with current industry, customer, and sustainability needs.



### ➔ PFAS Elimination

In January 2023, we transitioned to PFAS-free production for all new Global carded textiles, including alternative soil and stain-repellent finishes. We have also removed PFAS from all our existing Global carded textiles as of June 2024. Our Alliance Textile Partners are making significant efforts to remove PFAS from their entire product range.

Currently, more than 80% of our painted finishes used on our systems, filing and storage products are PFAS free. We are in the process of phasing PFAS out of all painted finishes used on our seating, systems, filing, storage and tables products.



### ➔ Forest Stewardship Council (FSC)

FSC labeled wood is a sustainable forest management program that ensures its wood derives from verified and responsible sources that have met FSC's strict environmental and social requirements. Most of the wood used in our facilities is sourced from FSC certified forests. We also offer options for our customers to use FSC CoC (Chain of Custody) certified wood in their products, which include the FSC label (upon request).



## our progress: core programs

### ➔ Declare

Declare is a platform that makes it simple to share and find healthy products for the built environment. Manufacturers provide easy-to-read ingredient labels for their products that are publicly shared. Declare labels report all product ingredients and use a straightforward color code system to flag chemicals of concern. Declared products disclose 100% of ingredients present in the final product and Declare Red List Free products also disclose 100% of ingredients present at or above 100 ppm (0.01%) in the final product and verify that products do not contain any Red List chemicals.

We are in the process of attaining Declared status for products in 2024. We also align with Declare Red List Free by offering product choices that meet the Red List Free standards, like specifying painted bases or frames instead of chrome on our products.

### ➔ 3E Exchange

3E Exchange (formerly TOXNOT) is a database tool that allows companies to track and manage ingredients and chemicals of concern (CoC) in their products throughout the supply chain. We use the 3E Exchange database to help us ensure transparency and compliance on CoC across our supply chain. It also helps us streamline the alignment of our product ingredients with Declare status standards.

### ➔ GREENGUARD

All our products are GREENGUARD and GREENGUARD Gold certified to ensure they meet stringent chemical emissions limits for volatile organic compounds (VOCs).

### ➔ BIFMA Level

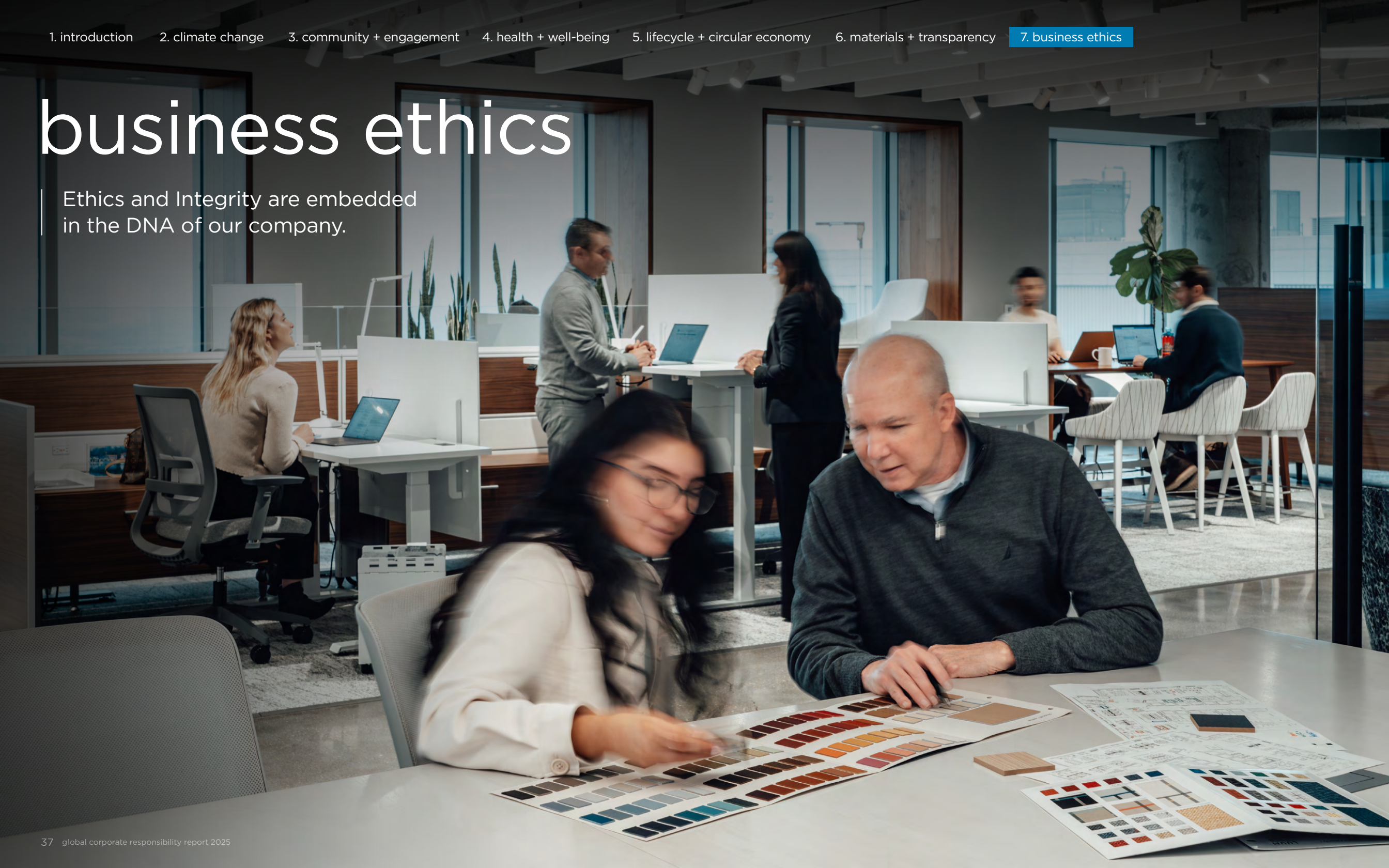
BIFMA Level is a third-party certified standard created for the furniture industry. It provides a comprehensive and transparent means to demonstrate that products have been responsibly manufactured. We have obtained BIFMA Level 3 Certification, the highest rating, for all our Global seating products.



**100%**  
of Global seating is  
BIFMA Level 3 certified.

# business ethics

Ethics and Integrity are embedded in the DNA of our company.



# our approach: continuous improvement



Treating everyone with respect and dignity and acting as a positive force in the community.

These were the defining characteristics of the leadership style of Saul Feldberg, the founder of Global. This legacy of care and integrity is carried on by his son, Joel Feldberg. Through continuous improvement of our business processes, we build a place that empowers people.

### Employee Code of Conduct

All our activities should be conducted with the highest standards of honesty and integrity and in compliance with all legal requirements.

### Health + Safety Policy

This plan outlines how we provide and maintain a safe and healthy workplace by protecting employees from injury or occupational illness.

### Business Continuity Plan

Ensures the effective availability of essential products and services for our customers, employees, stakeholders, and suppliers. Our Disaster Management Plan includes a comprehensive program for business continuity, disaster prevention and business recovery.

### Supplier Code of Conduct

Our Supplier Code of Conduct ensures we respect the human rights, dignity, and equality of all people, everywhere.

It also includes provisions for:

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| <ul style="list-style-type: none"> <li>• Law and Regulations</li> <li>• Supplier Partner Commitment and Supply Chain Responsibility</li> <li>• Confidentiality of Global Information and Intellectual Property</li> <li>• Data Protection and Information Security, Business Continuity</li> <li>• Labor and Human Rights</li> <li>• Forced Labor</li> <li>• U.S. Uyghur Force Labor Prevention Act (UFLPA)</li> <li>• Canadian Modern Slavery Act</li> <li>• Working Hours, Wages, Benefits and Freedom of Association</li> <li>• Non-Discrimination</li> <li>• Supporting Local Communities (Including Indigenous Peoples in Canada)</li> </ul> | <ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Protection of the Environment and the Planet</li> <li>• Ethics Business and Conflicts of Interest</li> <li>• Respect for Intellectual Property Rights</li> <li>• Compliance with Anti-Trust/ Competition Law and Trade Practices</li> <li>• Bribery and Corruption</li> <li>• Whistle Blower Policy</li> <li>• Customs/Import Laws/Sanctions Compliance</li> <li>• Product Safety and Conformity</li> <li>• Responsible Sourcing of Minerals</li> <li>• Record Keeping and Compliance</li> <li>• Policy Monitoring and Enforcement</li> </ul> |
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