



Designing for the Future

At Herman Miller, design-driven problem-solving is a practice, a philosophy, and a means by which we can improve the world.

The Better World Report is a window into how we try, every day, to have a positive impact on humanity. It's a chance to reflect on where we've been, dream about where we're going, and assess whether we're living up to our own standards. The vision set out in this report is equal parts reporting and aspiration. We know we'll make mistakes along our journey of designing a better world. But we'll never settle for less than our vision, and we certainly won't stop trying to realize it.

Our efforts fall into four broad categories—**Strengthening Community, Inclusiveness and Diversity, Health and Well-being, and Earthright.** Here are some indicators of our progress in each. For a more detailed account, please read the full report.

Strengthening Community

— Gave back over \$2 million to Herman Miller communities.

— Doubled our international giving in last four years to reflect our global commitment (30 percent of our employees live outside the U.S.).

— Offered corporate matches of up to \$3,000 for employee-driven fundraising events that meet guidelines.

— Gave community challenge grants, which generated over \$75,000 of donations from organizations outside Herman Miller.

Inclusiveness and Diversity

— Hosted PRIDE events in four cities, including London, and the Corporate Equality Index included us for the tenth consecutive year.

— Over 500 employees worldwide volunteered on one of our 12 employee-led Inclusiveness Resource Teams.

— Our corporate diverse spend was 18 percent and the Michigan Minority Supplier Development Council named us "Corporation of the Year."

Health and Well-being

— 85 percent of employees and their partners participated in wellness programs; healthcare costs fell 1.74 percent in 2016.

— Recognized as Top 100 Healthiest Employer and Michigan's Best and Brightest in Wellness, and received the World at Work Seal of Distinction, as well as MVP award from MiOSHA (Michigan Occupational Safety and Health Administration).

— Reduced injury rate from 2.2 to 1.66/100 employees (industry average: 4.5).

— Trained 50 employees as emotional health champions and provided free onsite one-on-one visits with a social worker.

Earthright

— Launched Ecomedes, an online, searchable database that shows the environmental attributes and certifications of our products.

— Waste remained seven tons below our goal.

— Water use remained well below our goal.

— 60 percent of our product lines were BIFMA level certified, with 54 percent being level 3 certified.

— 82 percent of suppliers and 22 percent of employees were actively engaged in our Earthright strategy.

— Diverted more than 27,000 tons of product from landfill since rePurpose program's 2009 launch.

