



## Henricksen: Sustainability Policy

### 1. Purpose and Scope

At Henricksen, we recognize that our operations as a leading furniture dealership have a direct impact on the environment, wellness, and the communities in which we operate. This policy outlines our commitment to integrating sustainable practices into every phase of our business—from product specification and procurement to project management and "Day-2" furniture life-cycle services. We are on a continuous journey to do more and do better to reduce our impact on the environment.

### 2. Our Core Commitment

Henricksen is dedicated to fostering a cleaner, more responsible tomorrow. We believe that a well-designed space should not only serve its occupants today but also preserve the environment for future generations. We commit to improving transparency, ethical sourcing, and the promotion of a circular economy within the commercial furniture industry.

### 3. Key Pillars of Sustainability

#### A. Environmental Stewardship & Circularity

- **Waste Diversion:** We prioritize diverting furniture from landfills through our **Pre-Owned Furniture program**. We actively seek a "second life" for assets through resale, donation to local organizations, or responsible recycling where possible.
- **Partner Alignment:** We partner with manufacturers who share our environmental values. Specifically, we support the goals of our primary partners (such as HNI Corp/Allsteel) to achieve zero landfill waste and significant reductions in Scope 3 GHG emissions.
- **Resource Efficiency:** We strive to minimize our operational footprint by reducing energy consumption in our 13+ offices and optimizing logistics to reduce transportation-related carbon emissions.

#### B. Wellness and Human-Centric Design

- **Healthy Materials:** Our design teams prioritize the specification of products that are low-emitting (GREENGUARD certified) and free from harmful chemicals (Red List free), ensuring the indoor air quality and health of our clients' workspaces.
- **Acoustic & Ergonomic Excellence:** We believe sustainability includes human sustainability. Our solutions focus on ergonomic support and acoustic comfort to enhance long-term employee well-being.

## C. Sustainable Procurement

- **Supply Chain Transparency:** We evaluate our suppliers based on their environmental certifications (such as BIFMA LEVEL®, FSC, and Cradle to Cradle).
- **Buying Power for Good:** We leverage our industry-leading buying power to advocate for more sustainable manufacturing processes and to make eco-friendly furniture more accessible to a broad range of clients.

## D. Community and Social Responsibility

- **Local Impact:** Through our regional offices, we engage with local communities via philanthropic activities and furniture donations.
- **Culture and Inclusion:** We foster a culture of opportunity and engagement, ensuring that our internal operations and our supplier network reflect and support the diversity of the communities we serve.

## 4. Operational Goals

- **Zero Waste Initiatives:** Continue to expand our furniture decommissioning services to ensure that the maximum possible percentage of client "legacy" furniture is diverted from landfills.
- **Education:** Provide ongoing training to our sales and design teams on LEED, WELL, and Fitwel building standards to better serve clients seeking sustainable certifications.
- **Carbon Reduction:** Aim to reduce our corporate carbon footprint year-over-year through digital transformation, reduced resource usage, and energy-efficient facility management.

## 5. Governance and Review

Henricksen's sustainability committee meets quarterly to review and update policies while advocating for continuous improvements to our environmental practices. In 2026, we reached a major milestone by launching our **Single-Use Plastic Elimination** goal across all locations nationally.

This policy is overseen by Henricksen's Executive Leadership team and is reviewed annually to ensure it remains aligned with evolving industry standards, environmental regulations, and our corporate values of being **Professional, Dedicated, Resourceful, Authentic, and Fun**.

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**Effective Date:** March 2026

**Authorized by:** Henricksen Executive Leadership

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