



Earthright: Herman Miller's Sustainability Goals

Resource Smart

- Zero Waste
- Net Zero Water
- Net Zero Energy

Eco-inspired Design

- All products designed for the environment
- All products BIFMA level 3 certified
- Closed-loop recycling of used product

Community Driven

- All employees engaged in Earthright
- All suppliers committed to be Resource Smart

Environmental Product Summary

Thrive Portfolio

Renew™ Link



Designer's Vision: A More Human Way to Work

Renew Link delivers everything organizations like about benching systems (specifically, their high density), while addressing many of the things workers would like to change about them (low privacy and high distraction). And by accommodating both sitting and standing working postures, it brings a new level of individual choice to shared work environments.

Human-Centered Design

Renew Link reduces distractions by shifting the shape of the work surfaces to an angled pattern. This offsets the seated (or standing) orientation of people working close to one another and creates individual comfort zones that feel generous and private. Individuals are turned at a shallow angle so they have open sight lines for concentrating on their work; turning slightly allows them to check in with colleagues nearby. They can choose to orient their attention while varying their postures naturally.

Flexible Working Postures

Renew Link's intuitive adjustments promote movement at work, which ergonomists agree counteracts the negative health effects of staying in any one posture for too long. A soft, paddle-shaped switch moves up to raise the table and down to lower it—an idea so sensible people can use it without looking or even thinking about it. An open underside allows room to move. Power, cables and cords travel neatly through a central spine and trough underneath the work surface so they're easily accessible but out of sight for a visually quiet aesthetic.

Herman Miller's Design Protocol

Our commitment to corporate sustainability naturally includes minimizing the environmental impact of each of our products. Our Design for Environment team (DfE) applies environmentally sensitive design standards to both new and existing Herman Miller products.

The DfE Design Protocol goes beyond regulatory compliance to thoroughly evaluate new product designs in four key areas:

- *Material Chemistry and Safety of Inputs*—What chemicals are in the materials we specify, and are they the safest available?
- *Disassembly*—Can we take products apart at the end of their useful life, to recycle their materials?
- *Recyclability*—Do the materials contain recycled content, and more importantly, can the materials be recycled at the end of the product's useful life?
- *LCA*—Have we optimized the product based on the entire life cycle?

FSC® Certification

Herman Miller has Forest Stewardship Council® (FSC) chain of custody certification and offers certain standard laminate and veneer worksurfaces and storage products with wood fronts and tops, with exceptions, as FSC-certified products. For a detailed list of these products and exceptions, please visit HermanMiller.com/certified-wood.



GREENGUARD Certified

Renew Link has achieved GREENGUARD Certification. GREENGUARD Certified products are certified to GREENGUARD standards for low chemical emissions into indoor air during product usage. For more information, visit ul.com/gg.

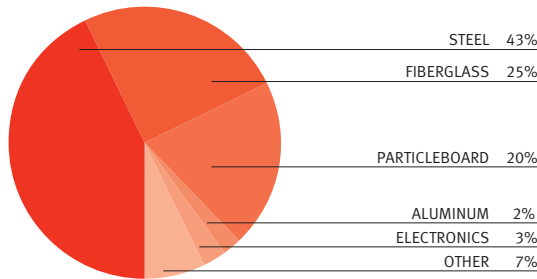


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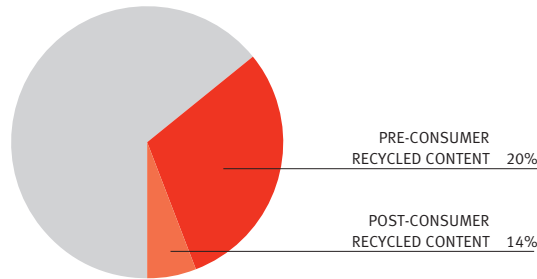
Material Content*

Renew Link components are constructed from steel, fiberglass, particleboard, aluminum, electronics, and other materials.



Renew Link is up to 31 percent recyclable based on availability of recycling facilities.

Renew Link is comprised of 34-percent recycled materials. This figure breaks down to 14-percent post-consumer and 20-percent pre-consumer recycled content.



- Wood, while not technically recyclable, can be cycled back to the natural environment through processes such as composting. The wood content in our work surfaces, tables, and storage unit substrates is made primarily of sawdust generated by other upstream wood process operations. Additionally, wood waste from our operations is burned in our Energy Center, which generates steam that we use in our manufacturing facilities.
- All veneers used are purchased from suppliers practicing responsible forestry techniques.
- Steel components contain approximately 37 percent recycled content and are 100 percent recyclable.
- Aluminum components are 100 percent recyclable.
- Most metal components are finished using materials that emit negligible volatile organic compounds (VOCs).

- *Returnable Packaging*—Packaging materials for Renew Tables include corrugated cardboard and polyethylene stretch wrap. These materials are part of a closed-loop recycling system, meaning they can be recycled repeatedly.
 - Whenever possible, shipments between Herman Miller and its suppliers include the use of pallets and other returnable packaging to minimize waste.

Manufacturing Process

- *ISO*—Renew Link is manufactured in West Michigan at an ISO 14001-certified site.
- *Worker Health and Safety*—Herman Miller strives to meet or exceed OSHA standards. Renew Link is manufactured at an OHSAS 18001-certified site.

Product Performance

- Easy assembly for cost-efficiency and quick parts replacement.
- Easy disassembly for recyclability.
- Bases can support tops up to 84" long.
- Designed for durability, an important environmental criterion.
- Backed by Herman Miller's 12-year, 24/7 warranty.

Corporate Sustainability Policy

For more information on Herman Miller's Corporate Sustainability Policy and other environmental efforts, please visit HermanMiller.com/environment.

Supplier Support

At Herman Miller, we are committed to working closely with our suppliers to reduce our collective impact on the environment. We not only encourage our suppliers to minimize their operations' environmental impacts, but require they assist us in decreasing our facilities' negative environmental effects, as well.

LEED

Renew Link may contribute to LEED credits due to their returnable/reusable packaging, durability, pre-consumer recycled content, and post-consumer content. Depending on location, Renew Tables also may contribute to a LEED Regional Materials credit. The Herman Miller LEED calculator may be found on the website's product pages or contact your Herman Miller representative for detailed LEED information.



Environmental Product Summary
Thrive Portfolio

Renew Link

rePurposeSM Program

Good design includes thinking about how to recycle used products. Our program, rePurpose, gives new life to furniture that's no longer needed. By employing a thoughtful combination of resale, recycling, and donation on each project, rePurpose ensures each asset, including furniture, equipment, and supplies, reaches its best destination. The rePurpose program is a cost-effective, reliable, and efficient service that protects the environment and benefits the community. rePurpose is a single-source approach, which saves time and money, eliminates liability, and keeps 99 percent of product out of landfills. Its robust web-based reporting helps organization of all types and sizes align economic, environmental, and social goals. Want to learn more about rePurpose? Contact us at rePurpose@hermanmiller.com.

It's important to note that no interior furnishings, individually or collectively, can guarantee a specific number of points for LEED certification.

Herman Miller complies with the Federal Trade Commission's Part 260 Guides for the Use of Environmental Marketing Claims.