



What We're Doing to Design a Better World

At Herman Miller, we're committed to designing a more equitable and sustainable future for all. Driven by our corporate strategy, we're working to create stronger communities, a healthier and more inclusive workplace, and a greener planet. Here's a summary of what we're doing to design a better world.

1. We Joined the CEO Action for Diversity and Inclusion Pledge and CEO Fellowship

Andi Owen, Herman Miller President and CEO, signed the CEO Action for Diversity and Inclusion™ (CEO Action) Pledge, joining more than 1,400 leaders across over 85 industries committed to advancing diversity and inclusion goals. As part of this group, we were offered the opportunity to name four fellows to the CEO Action for Racial Equity Fellowship, where nearly 250 fellows across the country, representing more than 100 CEO Action signatory organizations, will work together to identify, develop, and promote scalable and sustainable public policies and corporate engagement to address societal systemic racism and social injustice and improve societal well-being.

2. We Published a Series of Actions We'll Take to Become More Diverse, Equitable, and Inclusive

As a company, we aspire to create a diverse and truly inclusive community, but we acknowledge that we still have work to do. Our work starts within our company, but it extends much further—across our industry and into all the places around the world where we live and work. Together, we are working to create an equitable environment with greater opportunities for the Black community and other underrepresented groups. You can find our list of actions at hermanmiller.com/Equity.

3. We Made Election Day a Paid Day Off and Global Day of Purpose

We announced that beginning November 3, 2020, Election Day will be a paid company holiday for our US-based employees. Outside of the US, this day will be recognized as a global day of purpose. This decision empowers our employees to stand up for what they believe in and use their voice to create change through voting. Additionally, employees around the globe will use this paid day off to make a difference in their communities by supporting an issue that matters to them.

4. We Re-envisioned Our Equity Teams

For over a decade, we've had inclusion resource teams, voluntary employee-led teams with shared experiences that work on business initiatives. We are shifting to more inclusive language, using the term "Equity Teams." This helps us use a true equity lens to identify solutions for underrepresented groups. With this, we recognize we don't all start from the same place and seek to address barriers and provide support where needed to ensure everyone has the same access to opportunities. The Equity Teams will work together to identify and break down inequitable systems that limit success, so that all can grow and thrive at Herman Miller.

5. We Restated Our Purpose and Values for Herman Miller Group

Our values speak to our shared beliefs. They describe how we live our purpose through the way we lead, the way we see one another, and the way we approach our work. Our view of design shapes everything we do—it’s our way of seeing the world, identifying problems, and developing solutions. Today, we are more unified than at any point in our company history, with a shared purpose that defines our reason for existing: “Design for the good of humankind.” Guided by this purpose, we enter this next era in our history assured that Herman Miller Group will continue to create places that matter for our customers while also helping to build a better world.

6. We Continued Our Work with NextWave

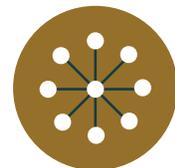
Herman Miller joined the NextWave consortium as a founding member in January 2018. NextWave is committed to creating the first cross-industry, commercial-scale ocean bound plastics supply chain, processing materials collected from river and coastal areas for use in our products and packaging. Since our founding membership, we’ve successfully incorporated ocean-bound plastic into returnable shipping crates used in our manufacturing process and are continuing to look for ways to incorporate this material into our products, textiles, and packaging.

7. We Stepped up to Serve Our Communities During COVID-19

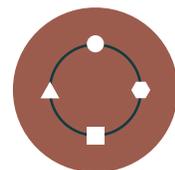
For more than 100 years, we’ve used the power of design to serve humankind. During this unprecedented global crisis, we used creativity, collaboration, and hard work to help stop the spread of the corona virus—and keep our communities healthy. To support essential industries, we welcomed back parts of our workforce and used our manufacturing capabilities to provide frontline healthcare workers and our own employees with immediately needed PPE. Herman Miller Cares, our private foundation and global giving program, focused its support on essential COVID-19 efforts around the world, as recommended by our local team members.

8. We Continue to Support Nonprofits with a Shared Purpose

Through Herman Miller Cares, our philanthropic arm, we continue to donate 1.5% of our pre-tax corporate profits to causes that tightly align to our corporate strategy and to our values. We also continue to seek out nonprofit organizations to partner with that are committed to making positive change in our communities. We recently supported a handful of organizations focused on making the design industry more equitable and inclusive, and we’ll continue to align ourselves with those organizations that share our passion for equity and justice.



Stronger Communities



Healthier and More Inclusive Workplace



Greener Planet
