



JANUS et Cie®

Forced Labour and Child Labour Report for JANUS et Cie

This report is made in compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") by JANUS et Cie ("JANUS et Cie" or "we"), an entity operating under Haworth, Inc.

This report has been prepared for the calendar year ended December 30, 2023. JANUS et Cie's board of directors, as the principal governing body, approved the report pursuant to section 11(5) of the Act.

1. Who We Are: Activities and Structures

JANUS et Cie is an industry leader in luxury outdoor furnishings and fabrics. We serve commercial, hospitality, government, and residential clients around the globe. JANUS et Cie has important relationships with clients that are built through values of honesty, transparency, and accountability.

JANUS et Cie has a team of over 350 employees worldwide who assist in our business vision of client-centered solutions and design. Headquartered in Santa Fe Springs, California, we also have showrooms across the world. We offer a unique and diverse catalogue of over 6,000 pieces of furniture, accessories, and performance textiles.

JANUS et Cie is part of Haworth, Inc.'s Lifestyle Design family, and as such adheres to the values, policies, and principles of Haworth, Inc. We are committed to protecting human rights in the workplace and throughout our operations. JANUS et Cie prides ourselves on our commitment to environmental sustainability and human rights. We participate in voluntary assessments, such as through EcoVadis and the MindClick Sustainability Assessment Program ("MSAP") to ensure our commitments are put into action.

2. Our Supply Chains

At JANUS et Cie, we are driven by ethical values and principles. We prioritize responsible sourcing of sustainable products. Our supply chain stretches from the North America to Asia, and Europe. Our business maintains mostly externalized production, and in 2022 we collaborated with a total of 131 suppliers with whom we work to curate our catalogue. We understand the inherent risk of forced labour and child labour along a global supply chain. JANUS et Cie is thus committed to protecting human rights and promoting the dignity and safety of our workers throughout our operations and activities.

3. Risks of Forced Labour and Child Labour in our Supply Chains

The main risk of forced labour or child labour in our supply chain stems from our products and materials sourced outside of North America. For that reason, we have established internal policies, procedures, and monitoring processes to mitigate such risks along our supply chain. We are also developing mechanisms to increase transparency in our upstream supply chain.

(a) Our Policies and Due Diligence Processes

JANUS et Cie has established policies and due diligence processes both internally and at the parent level. Our Code of Ethics outlines the fundamental ethical values and principles for all members of the organization. JANUS et Cie's 2022 Sustainability Report outlines our approach to business ethics and integrity, and our ongoing objectives and commitment to protecting human rights. We require all members of JANUS et Cie to comply with all company policies and carry out activities with honesty, safety, and respect for others.

JANUS et Cie's Sustainability Committee oversees the company's strategies, policies, and goals relating to sustainable development. We consider economic, environmental, and social viewpoints. Part of our considerations include ensuring best practices within our supply chain, such as responsible sourcing.

We require suppliers to sign our Manufacturing and Supply Agreement ("**Supplier Agreement**"), which obligates suppliers to comply with all applicable laws and regulations and hold themselves to the highest standards of business ethics. The Supplier Agreement specifically prohibits forced labour and child labour as part of JANUS et Cie's requisite Performance Criteria. Under the Supplier Agreement, JANUS et Cie has the right to audit its suppliers. At the parent level, all Haworth, Inc. entities must comply with applicable laws and regulations and consider internationally recognized principles in their operations. JANUS et Cie also maintains its own, internal policy to carry out its activities in compliance with current regulations, national and international standards, and the laws of the countries in which it operates. Under Haworth, Inc., JANUS et Cie has committed to maintaining high standards of human rights and promoting a fair, respectful, and safe workplace.

Haworth, Inc. is in the process of developing a Human and Labour Rights Policy that will consolidate Haworth, Inc.'s existing practices and commit all Haworth, Inc. entities to upholding human rights protections. In particular, the Human and Labour Rights Policy prohibits any form of child labour, forced labour, or human trafficking in operations. Haworth, Inc.'s Human and Labour Rights Policy also includes a zero-tolerance approach to any form of human and/or labour rights violation.

(b) Training

We value continuous learning and development. In 2022, JANUS et Cie provided over 3,500 hours of employee training. One of our mandatory courses relates to business ethics. To ensure

compliance with our Code of Ethics, JANUS et Cie offers continuous training on ethical principles and behaviour. In 2022, all members, including the governance body, received training and communication on the organization's anti-corruption policies and procedures. Haworth, Inc.'s Human and Labour Rights Policy also requires mandatory, regular online training on Ethics & Compliance for all Haworth members. The training includes modules on relevant labour and human rights issues and concerns and applies to Janus et Cie employees.

(c) How We Monitor Ourselves and Our Suppliers as Assess Effectiveness

JANUS et Cie voluntarily utilizes MSAP, a third-party assessment program to evaluate some of our products based on their operational footprint. The assessment takes into account environmental and social metrics including energy, carbon and water reduction, and labour and human rights. The program also measures the use of sustainable materials and avoidance of high-risk chemicals.

Both JANUS et Cie and Haworth, Inc. maintain internal reporting processes for ethical concerns, or suspected or actual violations of internal policies. Members are encouraged and expected to report suspected concerns at the earliest possible moment either to their direct supervisor, department leader, to a Human Resources associate or anonymously through our Ethics Point hotline.

JANUS et Cie has implemented an Ethics Point hotline that serves as a whistleblowing mechanism that can be used to report violations of ethical conduct including the use of forced labour or child labour. In the interim, at the parent level the Haworth, Inc. Human and Labour Rights Policy will obligate all members of Haworth, Inc. entities to raise concerns through local management, human resources departments, Legal Affairs & Compliance Group, or the anonymous Haworth Ethics Helpline, available 24/7 through EthicsPoint.

In addition, the Human and Labour Rights Policy outlines all Haworth, Inc. entities' approach to increasing transparency throughout supply chains, including in-depth supplier screening and auditing tools to encourage transparency, assess risks, and monitor compliance.

4. How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour our in Supply Chains

Haworth, Inc. entities comply with the UN Guiding Principles on Business and Human Rights. As part of these principles, JANUS et Cie and all Haworth, Inc. entities consider it part of its corporate responsibility to ensure access to remedy for victims of human rights abuses, and generally support and advance human rights.

As of December 31, 2023, JANUS et Cie has not encountered situations of forced labour or child labour in our supply chains. We therefore have not had to remediate such situations.

5. Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Timothy Powell

CFO

May 31, 2024



I have the authority to bind JANUS et Cie.