

Sustainability Policy

December 20, 2024

watson

RESPONSIBLE CORPORATE CITIZEN

We take corporate citizenship seriously.

We expect certain things from ourselves and from one another. Holding to these standards helps us perform our best as a business and as members of our community. The way we conduct business supports the well-being of our global community, our economy, and the environment in which we live and work. It is our promise and responsibility to follow ethical and legal business practices such as fair hiring practices, corporate ethics, receipt of gifts and insider trading.

At Watson, we're dedicated to respecting the basic human rights of our employees, partners, and associates. We promise to provide fair work hours, wages, and conditions, and to uphold all regulatory requirements related to forced, compulsory, and child labor. We ensure equal job opportunities for all applicants and employees, and all Watson team members undergo training to implement a safe, injury-free work environment.

HEALTH AND SAFETY

We take risks. But not with our team's health and safety.

Our people are the heart of our success. We're made up of a diverse team of passionate designers, skilled craftspeople, and dedicated administrative and customer service professionals who have one thing in common: our unwavering commitment to excellence. Each member brings a unique perspective and an invaluable wealth of experience, which upholds our high standards for design, business, conduct, and work culture.

We believe a healthy and safe workplace is essential and that accidents are preventable. At Watson, we work hard to provide a safe environment for all of our employees by offering thorough training in safe working methods and providing the necessary equipment to protect against hazards and unhealthy conditions. We're committed to complying with all applicable laws and maintain a Health & Safety Program that is easily accessible to all employees.

LEGISLATION

All our initiatives are carried out in compliance with all applicable laws, regulations, and Watson-specific commitments.

PRODUCT DURABILITY AND UPGRADEABILITY

We take pride in our work and stand by our products.

We offer high-quality, durable, and repairable ergonomic workplace furniture that is designed to be timeless in both form and function, maximizing the overall product lifespan.

We design and build our products with strong attention to quality management, and environmental and safety processes. We proudly offer a lifetime warranty on all products and components we manufacture. These items are warranted to be free from defects in materials and workmanship for life. Our bottom line is that if it doesn't meet our standards, or yours, we will repair or replace it.

ENVIRONMENTAL AND ENERGY FOOTPRINT

Leaving the world a better place than we found it.

We aim to leave the world better than we found it. By continually implementing and improving our practices, we reduce our environmental and energy footprint. We use environmentally safe methods in design and manufacturing, focusing on pollution prevention, waste elimination, and resource efficiency.

We set and meet goals to improve our environmental impact, becoming better stewards of natural resources, materials, and chemicals. We also manage chemicals with safety procedures to protect our employees from hazardous materials.

At Watson, we focus on designing and manufacturing sustainable products by considering their entire lifecycle and using safer materials to enhance human and ecosystem health. We also partner with subcontractors who share our commitment to these sustainable practices.

COMMUNITY ENGAGEMENT

Watson values its community and its place within it.

We believe in building relationships founded in mutual respect and a deep appreciation for bettering ourselves and our community. We actively engage in and foster positive change in our community by donating, volunteering, sponsoring and participating year-round. We seek partnerships and causes that align with our values and vision, including land and animal preservation and advocacy, professional development, and military and veteran services and support.

Along with this commitment, Watson encourages our employees to do their part to be responsible citizens of the community by engaging in local events, fundraisers, community programs and conservation efforts. We recognize this effort by offering charitable contribution matching and scheduling flexibility for team and individual volunteer activities.