

Room&Board

2023 Impact Report

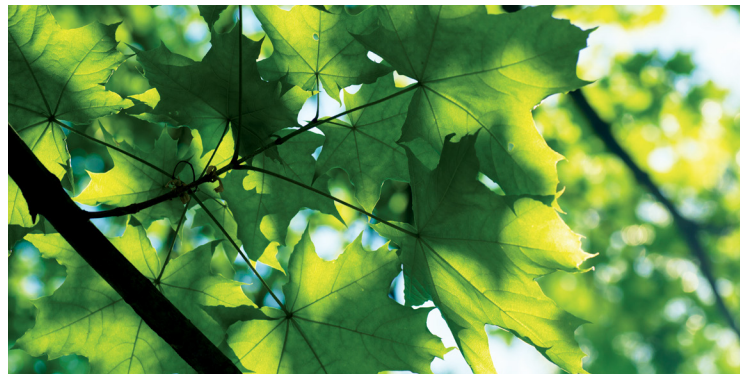


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A Letter From Our President & COO

Room & Board has a long history of doing the right thing. When we opened our doors in 1980, there wasn't a name for most of this important work. Now, we're happy to have a name for it as a Certified B Corporation™.

Becoming a B Corp™ was a high point of 2023 and a nod to the future we hope for as a business. Certification helped deepen our commitment to do better by people and the planet. I'm proud to share our rapid progress on sustainability goals, including achieving 95% sustainably sourced wood with a goal of 100% by 2025. We also surpassed our goal of diverting 75% of our operational waste from landfills by 2025, by achieving 83% diversion in 2023.

Sometimes our stretch goals become the norm. We remain focused on American craft with more than 90% of our products made by U.S. artisans using top-quality domestic and imported materials. We're also continuing our culture of generosity by donating 2% of our profits annually.

We're proud of the work we've done but know we have more to do in the years ahead. Thank you for your support as we continue to create quality, timeless designs with people and the planet in mind.

Sincerely,
- Bruce Champeau, President & Chief Operating Officer

Room & Board Is a Certified B Corp™

B means benefit for all

Certified B Corporations are companies verified by B Lab™, a global nonprofit network, to meet high standards of social and environmental performance, transparency and accountability.

Why we're a B Corp

We pursued certification to be transparent with our customers and staff members about our business practices, quantify the impact of our choices and hold ourselves accountable for continued improvement. We hope to encourage others in the furniture industry to join us in using their business as a force for good.

How we got there

Starting in late 2022, an internal “B Team” completed a rigorous assessment to measure our impact in five areas, including:

Environment: We are taking steps to ensure ethical and sustainable sourcing of key raw materials while striving for climate neutrality in our operations.

Workers: We foster a culture of inclusion and well-being and provide generous benefits for our staff members.

Community: We manufacture more than 90% of our furniture within the U.S., supporting local craftspeople and communities.

Customers: We treat customers how we'd want to be treated, from shopping to long after your furniture arrives.

Governance: We updated our governing documents and articles of incorporation to ensure we consider all stakeholders—staff members, customers, communities, suppliers and the environment—in our decisions.



“By certifying as a B Corp, we’re now part of a like-minded community of businesses who balance purpose and profit and consider people and the planet in decision making.”

- Emily McGarvey,
Director of Sustainability

Sustainability Strategy

Overview

Room & Board LLC is a privately held, national retailer of modern furniture and home decor. Based in Minneapolis, Minnesota, we have more than 1,100 staff members nationwide. Since our founding in 1980, sustainable practices have been fundamental to our company. We recognize there's more to do, from better sourcing and more responsible materials to investing in the well-being of people and communities. We aspire to be a sustainability leader that positively impacts society and the world. Room & Board is proud to be a Certified B Corporation™, solidifying our long-standing commitments to sustainability and the community.

Materiality & Priorities

We prioritize social and environmental issues based on their material importance to Room & Board as well as the ability to create internal and external value. We engaged a consultant to conduct our materiality assessment, engaging internal and external stakeholders. Based on our most recent materiality assessment, we organized our top-priority issues into three pillars: Better Products, Better for People and Better for the Planet.

Governance & Reporting

Our director of sustainability is responsible for evaluating and communicating environmental and social risks and opportunities. Our Advisory Board and Operations team receive regular updates on sustainability performance and measurement. Our reporting is aligned with the Global Reporting Initiative (GRI) for disclosure. The data included in the report is from January 1, 2023–December 31, 2023. Room & Board is not a publicly traded company, so we do not publish financial statements. The topics covered in the report include our headquarters, stores and distribution centers, which are all located in the United States of America. The report has not gone through an external assurance process. Details are included in the GRI section found at the end of this report.

Our sustainability change agents group partners with our dedicated sustainability team to champion and support implementation of sustainability projects.

In our delivery and distribution centers, sustainability liaisons collaborate and share learnings with fellow staff members.

2023 SUSTAINABILITY HIGHLIGHTS

Became a Certified B Corporation™

Better Products



Expanded our Urban Wood Project to New York City



Achieved **95%** sustainably sourced wood with a goal of 100% by 2025



Introduced sustainable materials and packaging guidelines for all vendors

Offered more than **60** fabrics with partially recycled content

Better for People

Enhanced our Belonging & Inclusion roadmap after a thorough assessment



Continued to have more than **90%** of our products made by American artisans using top-quality domestic and imported materials

Donated **2%** of our total profits to more than 65 nonprofits and community partners across the country



Better for the Planet

Installed rooftop solar panels at our central campus in Minneapolis



Improved to **71%** renewable electricity; continued to work toward a goal of 100% by 2030



Diverted **83%** of our operational waste from landfills, beating our goal to divert 75% by 2025; aiming for 90% by 2030

Introduced a fully electric service van in Chicago

Better Products

We are committed to more sustainably designing and sourcing products through improved materials and practices.

Sustainable Materials

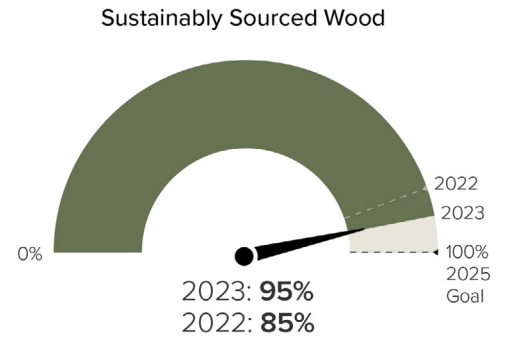
Room & Board’s aim is for key raw materials to be ethically and sustainably sourced. Therefore, we work closely with our vendor partners on materials, finishes and manufacturing processes that enable a fair and sustainable system for people and planet. In 2023, we rolled out sustainable materials guidelines and worked with vendor partners to understand where they meet or exceed our minimum guidelines. We aspire to raise standards and influence our industry by working with vendor partners who align with our ethical values and standards.

Wood

2023 Highlights

Achieved 95% sustainably sourced wood with a goal of 100% by 2025.

Earned a High Score on the Sustainable Furnishings Council (SFC) & National Wildlife Federation’s 2023 Wood Furniture Scorecard.



Urban Wood Project

Through our Urban Wood Project, we partner with organizations across the country to reclaim wood from buildings slated for demolition and trees removed for maintenance. We're using reclaimed wood from across the U.S. to create modern furniture with an eye toward sustainability. In 2023, we kept the equivalent of 300 trees out of the waste stream; our goal is to divert the equivalent of 1,000 trees annually by 2025. We'll reach our goal by adding more cities to our Urban Wood Project, increasing the number of products offered and working toward more dimensional lumber availability for high-volume items like dining tables.

2023 Highlights

Diverted the equivalent of 99 trees from the waste stream by using reclaimed ash in our best-selling Montego collection.

Partnered with Tri-Lox, a Brooklyn-based millwork and design group, to upcycle wood reclaimed from decaying New York City water towers. This work was recognized in *Fast Company*, *Greenbiz* and *Midwest Home* magazines.

Worked with Cambium Carbon and Wood Castle to reclaim wood from walnut trees at the end of their lifespans in northern California.

Supported tree planting in Baltimore and Detroit through the Arbor Day Foundation's Alliance for Community Trees® program. While the Urban Wood Project is focused on utilizing reclaimed wood, we also recognize the importance of planting trees in communities where they are needed most.

Shared our knowledge at the Greenbiz Circularity Conference in Seattle, WA, and at the Urban Wood Academy in Memphis, TN.

Room&Board

■ — Current Partners



Textiles

We are working to increase the amount of recycled and renewable fibers in our textiles. Currently, more than 60 of our indoor upholstery fabrics are woven with recycled polyester ranging from 35-75% recycled content.

2023 Highlights

75% of our indoor/outdoor rugs are made of at least 97% recycled PET (polyethylene terephthalate) made from plastics like water bottles.

30% of our throw blankets include recycled alpaca wool or cotton yarns.



Leather

Leather is a durable, high-quality material used across many furniture categories. However, depending on the source, leather may carry business risks related to deforestation, animal welfare, human rights risks and chemically intensive processes. Room & Board is committed to mitigating these risks by increasing supply chain transparency and supporting responsible leather production.

2023 Highlights

Continued to work with our vendor partners on responsible leather production.

Introduced Cyrus, a full-grain leather that is tanned with a unique Cradle to Cradle GOLD™ Certified mineral-free liquid made from the fallen leaves of Mediterranean olive trees.

Coming in 2024

Explore more bio-based materials in both fabrics and leather.

Increase recycled content in upholstery fabrics.



Chemicals

Chemicals are a dynamic and ever-evolving topic that's important to both Room & Board and our customers. Chemicals of concern can impact customers, our manufacturing partners and the environment. We partner with vendors and engage in industry dialogue through organizations like the Sustainable Furnishings Council to both monitor regulations and proactively remove chemicals of concern, where possible.

2023 Highlights

Renewed our focus on per- and polyfluoroalkyl substances (PFAS). Room & Board began actively removing PFAS over a decade ago, and now legislation is driving change across the United States.

Offered 89 InsideOut® and Sustain® GREENGUARD Gold Certified® fabrics from Valdese Weavers and Revolution® GREENGUARD Gold Certified® fabrics from STI fabrics.

Continued to use only CertiPUR-US® or CertiPUR®-certified foam in our mattresses or upholstered furniture.

Continued to ensure more than 97% of our sheet collections are OEKO-TEX® certified.

Worked with two manufacturers to shift from oil-based finishes to water-based finishes with lower volatile organic compounds for four wood collections.

Coming in 2024

Work with more vendor partners to shift to water-based finishes for wood products.

Introduce more GREENGUARD Gold Certified upholstery fabrics.

Sustainable Packaging

Room & Board aims to design recyclable packaging made with more sustainable materials. We work closely with our vendor partners on packaging that is both more sustainable and protects products through the supply chain.

2023 Highlights

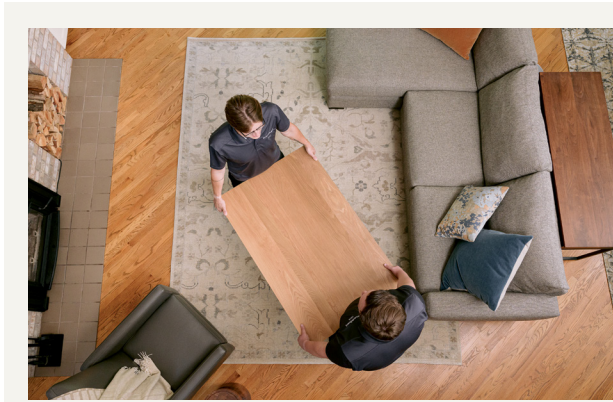
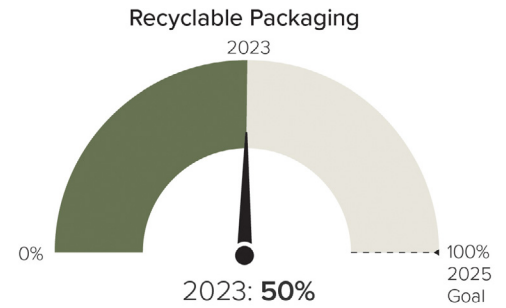
Rolled out sustainable packaging guidelines and helped vendor partners understand where they met or exceeded our minimum guidelines.

Worked toward our goal of 100% recyclable packaging by 2025; currently at 50% recyclable packaging.

Coming in 2024

Focus on curbside recyclability for products shipped directly to customers' homes.

Work to eliminate all extruded polystyrene foam like Styrofoam™.



Packaging Matters

A goal to keep packaging out of landfills touches every part of the distribution and delivery process. During delivery, we remove packaging from customers' homes; all distribution centers bale cardboard, which is recycled into new packaging, and 11 of 13 distribution centers bale plastic, which is upcycled into composite decking materials.

Better for People

We are committed to supporting and building the well-being of staff, craftspeople and local communities.

American Craftspeople

Since our founding in 1980, Room & Board has prioritized U.S. manufacturing. We are an exception to the imported norm. We establish long-term relationships, recognizing that our success is tied together.

2023 Highlights

Held our successful Every Last Yard event to support our U.S. manufacturers, responsibly use leftover fabrics and create a great value for customers.

Continued our Inclusive Makers Initiative focused on home decor vendor partners from underrepresented groups, such as women and Black, Indigenous and People of Color (BIPOC).

Coming in 2024

Increase our focus on sourcing from U.S. manufacturing partners.



Continued to have more than

90%

of our products made by American artisans using top-quality domestic and imported materials



Every Last Yard Event

We partnered with U.S. upholstery manufacturers to create a limited run of sofas and chairs at a discount. These items used discontinued fabrics, reducing waste and supporting our skilled American manufacturers during slower times. This initiative showcased our commitment to value and sustainability for our customers.

Staff Well-being

We are dedicated to fostering a culture of inclusion and well-being where our staff members thrive.

Holistic Wellness

Investment in all aspects of staff members' well-being is a cornerstone of Room & Board's values. We provide benefits that help staff members and those they love to live their best lives.

2023 Highlights

Debuted a mental health wellness platform for staff members, offering access to 1:1 sessions with mental health, professional or financial well-being coaches and clinical therapists. Unlimited access to live and on-demand community spaces on topics that impact staff members' day-to-day lives is also included.

Offered educational opportunities in our central office through our Cause for Conversation series, which included speakers from OutFront Minnesota, The Nature Conservancy and CommonBond Communities.

Coming in 2024

Pilot a personalized nutrition counseling benefit for staff members.

Continued to offer a reimbursement account to support staff members' holistic health and well-being; more than 80% of staff members used the benefit



Adding Play to Work

We believe you should love what you do—and have fun doing it. The in-house pickleball court at our central office is a fun, out-of-the-box work benefit that increases overall staff member engagement and productivity. In October, we were showcased by CNBC for this unique amenity.

Belonging & Inclusion

We celebrate our differences, including our beliefs and cultural traditions, as well as the life experiences that define each of us. We strive to reflect the diversity of the community around us.

2023 Highlights

Established a partnership with Cecilia Stanton Adams of The Diversity Institute to assess our current Diversity, Equity & Inclusion (DEI) efforts by using the Global Diversity, Equity and Inclusion Benchmark.

Heard directly from our staff members via a survey focused on DEI. With a 71% response rate, we learned:

90% reported satisfaction with Room & Board as an organization.

85% feel their leadership team is committed to improving DEI at Room & Board.

Held Belonging & Inclusion training sessions for our leaders at our retail, delivery and central office locations.

Coming in 2024

Add a Belonging & Inclusion orientation for new hires.

Create four pillars of work centered on Our Culture, Our Leaders, Our Staff and Our Progress.

Representation Across the Company

42% Women

30% Black, Indigenous and People of Color (BIPOC)

Representation in Leadership Roles

59% Women

11% Black, Indigenous and People of Color (BIPOC)

Room for All

Our Multicultural Advisory Council (MCAC) is a staff member-led group that fosters inclusivity and builds community at Room & Board. They meet monthly to discuss and raise awareness around issues that impact diverse communities, support one another through thoughtful discussion and identify ways they can support Room & Board's priority of preserving our culture by fostering an inclusive work environment.



“At Room & Board, we truly believe we are better together,” shares Nancy Greatrix Manley, Chief People Officer. “But it is important to note that our best version of being ‘better together’ doesn’t mean we should all be cut from the same cloth. Instead, getting better happens when we come together with diverse thoughts, beliefs, cultural traditions and life experiences. When we celebrate these differences, our shared experiences are richer.”



In 2023, MCAC discussion groups were attended by more than 230 staff members and focused on Black History Month, Pride Month, Juneteenth, Asian Pacific American Heritage Month and Disability Pride Month. “Leading our Arab American Heritage Month discussion went beyond my expectations,” shared Samar O., Leadership Associate. “The interest and number of staff who showed up was heartfelt and emotional. Being able to connect with my colleagues was meaningful, and the empathy was palpable. I am so grateful for the spaces that are created to have that human connection.”

Local Communities

We recognize we're part of something bigger. That's why we support nonprofit organizations making the world more equitable, sustainable and beautiful.

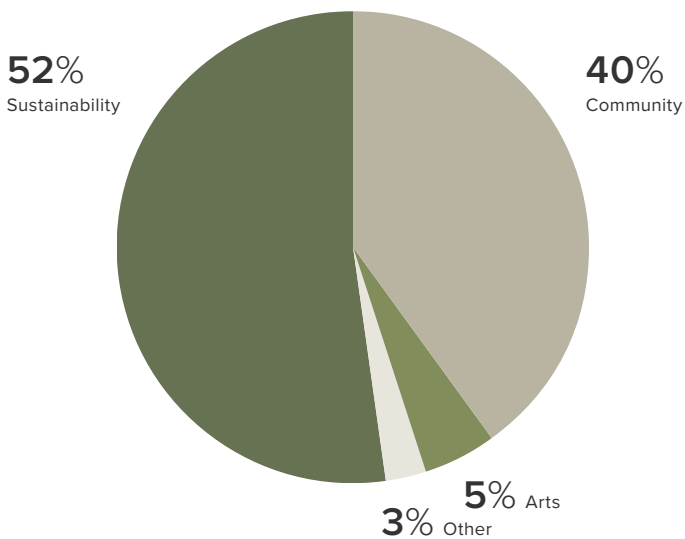
2023 Highlights

Continued our commitment to donate 2% of our total profits to more than 65 nonprofit partners across the country with an emphasis on sustainability, community and the arts.

Took part in more than 70 volunteer and outreach activities with staff members across the country, from furnishing spaces and planting gardens to hosting item drives and providing financial support.

Welcomed new community partners, including Portland's Friends of Zenger Farm and the Audubon Society of San Diego.

2023 Giving



Making a Difference

We work with nonprofits in various ways to support our commitment to inclusivity, sustainability and beauty.



Room & Board supports the Human Rights Coalition (HRC) in several markets. Members of our Boston team attend the HRC’s 2023 New England Gala. “I loved the theme of ‘inclusion for all.’ It was wonderful to see people come together to support the belief that everyone matters and has the right to have a voice to express themselves.” - Dana, Business Project Coordinator

John H., Retail Market Manager, and Massachusetts Governor Maura Healey



Sustainability is in our DNA, and a large group of staff members took part in a May Arbor Day Foundation tree planting in Minnesota. “I’ve participated in Arbor Day events since childhood. It’s rewarding to get out in the community and do something with a tangible benefit while working with people from Room & Board that I’d only previously known through email.” - Carolmarie, Director of Accounting

Left to right: Bouba C., Design Associate; Stephanie S., Customer Support Associate; and Carolmarie S., Director of Accounting



In honor of Black History Month, our Chelsea, NY, showroom hosted a group of emerging BIPOC and LGBTQ+ designers for a New York Fashion Show event in partnership with Next Frontier in Fashion (NFIF). We were proud to provide space for these designs to be seen and celebrated.

Our Chelsea, NY, showroom was the site of an NFIF event.

Better for the Planet

We are committed to protecting the planet through our operations and practices.

Climate & Renewable Energy

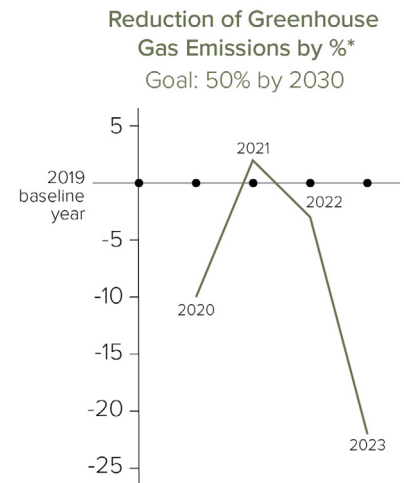
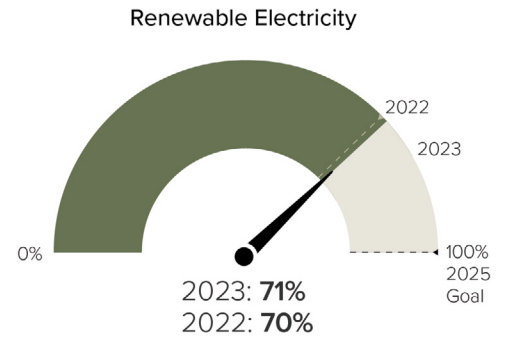
2023 Highlights

Achieved 71% renewable electricity in our stores, warehouses and central office, an increase of 1% over 2022; we plan to reach 100% renewable electricity use in our operations by 2030.

Reduced greenhouse gas (GHG) emissions by 22% to our 2019 baseline; working toward a goal of 50% reduction of scope 1 & 2 GHG emissions compared to our 2019 GHG emissions.

Coming in 2024

Explore additional sites for renewable electricity like rooftop solar and options like heat pumps to replace natural gas in select locations.



A Bright Future

More than 2,000 solar panels were installed on the roof of our central office in September. They will have the ability to produce up to 120% of our electricity use at our campus and contribute to our goal of achieving 100% renewable electricity use company-wide by 2030.

Clean Transportation

2023 Highlights

Convened a clean transportation working group to set our strategy for fully electric vehicles.

Leased our first fully electric service vehicle for the Chicago area.



2017

Added hybrid delivery trucks to our fleet

2022

Added electric forklifts and an electric spotter truck to our Otsego, MN, Distribution Center



2023

Added fully electric service vehicle to Chicago Delivery Center fleet

Energy, Water and Emissions Data

GRI 302 - Energy Consumption

302-1 Energy consumption	2019	2020	2021	2022	2023
A. Fuel Consumption Non-Renewable Sources (MJ)	31,020,334	29,392,121	32,105,277	36,367,853	38,232,591
B. Fuel Consumption Renewable Sources (MJ)	0	0	0	0	0
Electricity Renewable Resources (MJ)	142,560	1,889,011	3,229,007	9,695,416	20,513,833
Electricity Non- Renewable Resources (MJ)	26,228,413	2,236,076	3,905,290	20,286,591	9,040,463
C - i. Total Electricity Consumption (MJ)	6,370,973	24,125,088	27,134,297	29,982,007	29,554,296
D - i. Energy Sold - Electricity (MJ)	0	0	0	0	0
E. Total Energy Consumption (MJ)	57,391,307	53,517,209	59,239,574	66,349,860	67,786,888
302-3 Energy Intensity					
A. Energy Intensity Ratio (MJ/\$1000k)	129,013	125,092	99,979	96,428	110,865
302-4 Change in Energy Consumption					
Baseline Absolute (MJ)	57,391,307	57,391,307	57,391,307	57,391,307	57,391,307
A. Absolute (MJ)	0	-3,874,098	1,848,267	8,958,553	10,395,581
A. Absolute (%)	0%	-7%	3%	16%	18%

GRI 303 - Water & Effluents

303-1 Interactions with water as a shared resource	2021	2022	2023
A - i. Surface Water (ML)	0	0	0
A - ii. Ground Water (ML)	0	0	0
A - iii. Seawater (ML)	0	0	0
A - iv. Produced Water (ML)	0	0	0
A - v. Third-party Water (ML)	20.2	16.7	14.8

GRI 305 Emissions

305-1 Direct (Scope 1) GHG emissions	2019	2020	2021	2022	2023
A. Gross Scope 1 GHG Emissions (mtCO ₂ e)	2,263	2,141	2,535	2,898	3,078
305-2 Energy indirect (Scope 2) GHG emissions					
A. Location-Based Scope 2 Emissions (mtCO ₂ e)	2,740	2,413	2,849	3,135	3,088
B. Market-Based Scope 2 Emissions (mtCO ₂ e)	2,723	2,355	2,526	1,950	820
305-3 Energy indirect (Scope 3) GHG emissions					
A. Gross Scope 3 GHG Emissions (mtCO ₂ e)	11,894	11,115	14,090	13,874	11,404
305-4 GHG emissions intensity (Scope 1 & 2)					
A. GHG Emissions Intensity - Location-based Scope 2 (mtCO ₂ e/\$1000k)	11.25	10.64	9.09	8.77	10.08
A. GHG Emissions Intensity - Market-based Scope 2 (mtCO ₂ e/\$1000k)	11.21	10.51	8.54	7.05	6.38
305-5 Reduction of GHG emissions (Scope 1 & 2 Market-based)					
A. Absolute (mtCO ₂ e)	0	-490	75	-137	-1088
A. Absolute (%)	0%	-10%	2%	-3%	-22%

Gases included in GHG calculations: CO₂, CH₄, N₂O

Source of Emission Factors and GWP rate used: US EPA eGRID, EPA.Gov/Sites, US EPA SmartWay

Chosen consolidation approach: Operational Control Standards

Baseline Year: 2019. This is the 1st year where we had complete data for both location and market based calculations.

Scope 3: Currently we are only capturing third party logistics and employee travel.

GHG Intensity Ratio: Scope 1 and 2 divided by Delivered Sales (¥1000k)

All GHG data has been verified by a third-party consultant, Third Partners.

Circularity & Waste 2023 Highlights

We are examining every part of our business with an eye toward achieving zero waste in our operations. We are using updated reporting, new vendor partnerships and engagement by our distribution and delivery center and sustainability teams.

2023 Highlights

Achieved 83% of our operational waste diverted from landfills, beating our goal of 75% by 2025; aiming for 90% diverted by 2030.

Diverted 11,965,073 pounds of waste from landfills as part of this goal.

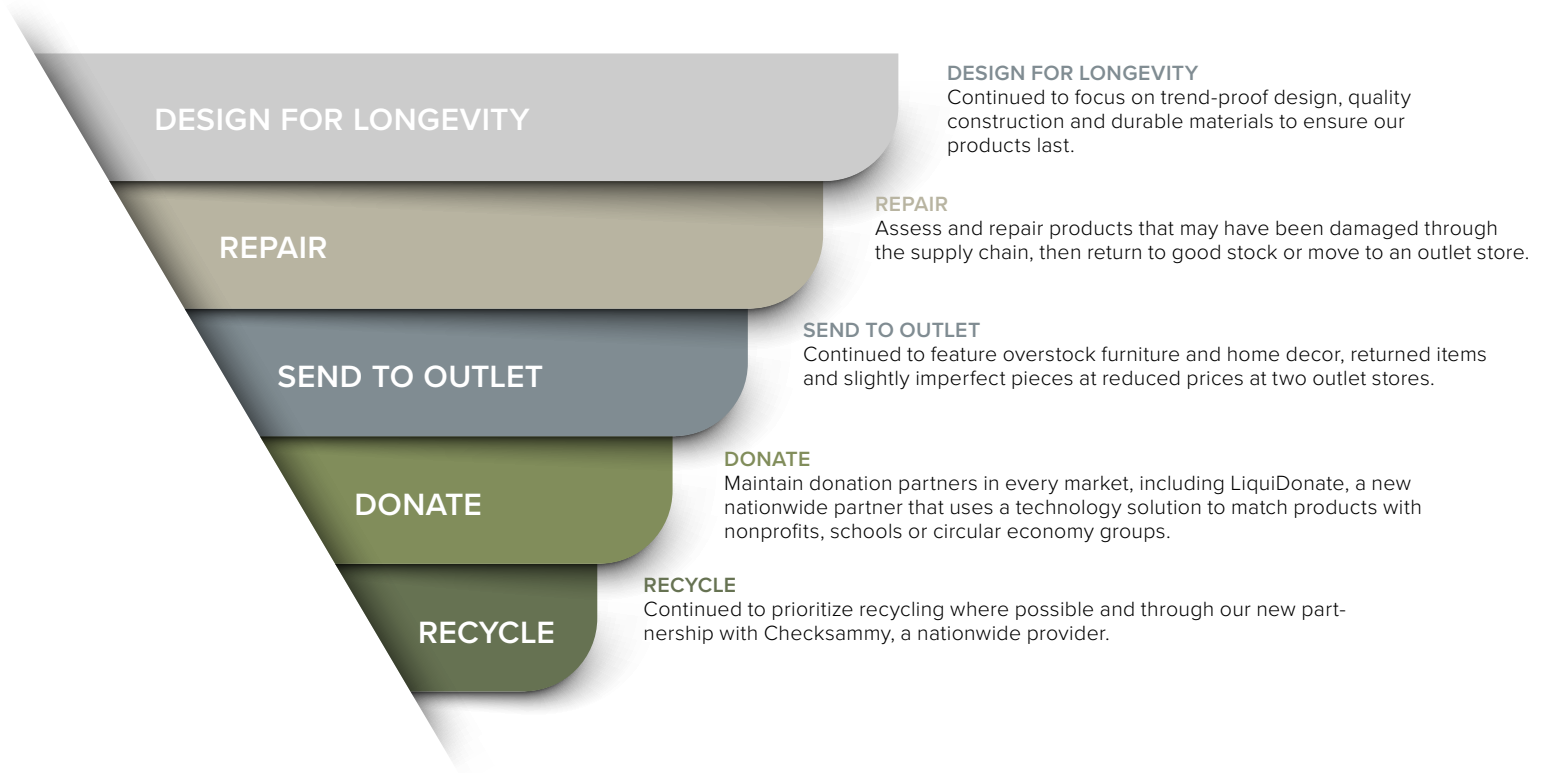
Sponsored a Technology Recycling Day at the central office for staff members to dispose of personal electronics.

Coming in 2024

Expand diversion tools and partners to more locations.



Keeping Products out of Landfills



Waste Data

GRI 306 - Waste

306-4 Waste diverted from disposal

2023

A. Total weight of waste diverted from landfill (mtu)	5,439
C. Breakdown of non-hazardous waste diverted from landfill	
Reuse (mtu)	3,510
Recycling (mtu)	1,818
Composting (mtu)	111
Landfill (mtu)	1,065
Diversion Rate (mtu)	83.6%

Goals & Progress

GOAL	GOAL YEAR	STATUS	PROGRESS
Better Products			
100% sustainably sourced wood by 2025	2025	on track	95% of our wood meets our sustainably sourced wood policy
Divert annually the equivalent of 1,000 trees from the waste stream through our Urban Wood Project	2025	on track	Diverted the equivalent of 300 trees
100% recyclable packaging	2025	on track	Set baseline; currently at 50% recyclable packaging
Better for People			
Continue to have more than 90% of our products made by American artisans using top-quality domestic and imported materials	ongoing	achieved	More than 90% of our products were manufactured in 31 states, supporting over 12,000 American jobs
Donate 2% of total profits	ongoing	achieved	Donated 2% of our total profits to more than 65 nonprofits and community partners across the country
Better for the Planet			
50% reduction of scope 1 & 2 greenhouse gas (GHG) emissions by 2030 (on a baseline of 2019)	2030	on track	Reduced scope 1 and 2 GHG emissions by 22% to our 2019 baseline
100% renewable electricity in our operations by 2030	2030	on track	Achieved 71% renewable electricity, which increased from 70% last year
Divert 75% of our operational waste from landfills	2025	achieved	Diverted 83% of our operational waste, beating our 2025 goal; now working toward a goal of 90% by 2030

Global Reporting Initiative Index

The Global Reporting Initiative (GRI) Standards represent global best practices for reporting publicly on a range of economic, environmental and social impacts. Our 2023 Impact Report is based on GRI Sustainability Reporting Standards effective January 1, 2023. We recognize we have areas for continuous improvement; we will work to address omissions in future reports.

GRI	SUBJECT / TOPIC	REPORT SECTION	PAGE
GRI 2: General Disclosures 2021			
2-1	Organizational details	Sustainability Strategy	5
2-2	Entities included in the organization's sustainability reporting	Sustainability Strategy	5
2-3	Reporting period, frequency and contact point	Sustainability Strategy	5
2-4	Restatements of information	Sustainability Strategy	5
2-5	External assurance	Sustainability Strategy	5
2-6	Activities, value chain and other business relationships	Sustainability Strategy	5
2-7	Employees	Sustainability Strategy	5
2-8	Workers who are not employees	Omission - Information Unavailable/Incomplete	
2-9	Governance structure and composition	Omission - Information Unavailable/Incomplete	
2-10	Nomination and selection of the highest governance body	Omission - Information Unavailable/Incomplete	
2-11	Chair of the highest governance body	Omission - Information Unavailable/Incomplete	
2-12	Role of the highest governance body in overseeing the management of impacts	Omission - Information Unavailable/Incomplete	
2-13	Delegation of responsibility for managing impacts	Omission - Information Unavailable/Incomplete	
2-14	Role of the highest governance body in sustainability reporting	Omission - Information Unavailable/Incomplete	
2-15	Conflicts of interest	Omission - Information Unavailable/Incomplete	
2-16	Communication of critical concerns	Sustainability Strategy	5
2-17	Collective knowledge of the highest governance body	Omission - Information Unavailable/Incomplete	
2-18	Evaluation of the performance of the highest governance body	Omission - Information Unavailable/Incomplete	
2-19	Remuneration policies	Omission - confidential	
2-20	Process to determine remuneration	Omission - confidential	
2-21	Annual total compensation ratio	Omission - confidential	
2-22	Statement on sustainable development strategy	Sustainability Strategy	5
2-23	Policy commitments	Better for People	12-17
2-24	Embedding policy commitments	Better for People	12-17
2-25	Processes to remediate negative impacts	Better for People	12-17
2-26	Mechanisms for seeking advice and raising concerns	Better for People	12-17

GRI	SUBJECT / TOPIC	REPORT SECTION	PAGE
2-27	Compliance with laws and regulations	Better for People	12-17
2-28	Membership associations	Better Products	7-8
2-29	Approach to stakeholder engagement	Sustainability Strategy	5
2-30	Collective bargaining agreements	Omission - Not Applicable	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Sustainability Strategy	5
3-2	List of material topics	Sustainability Strategy	5
3-3	Management of material topics	Sustainability Strategy	5
GRI 201: Economic Performance 2016			
201-1: 201-4	Omission - confidential		
GRI 202: Market Presence 2016			
202-1: 202-2	Omission - confidential		
GRI 203: Indirect Economic Impacts 2016			
203-1: 203-2	Omission - confidential		
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Better for People	12
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Better Products	7-11
301-2	Recycled input materials used	Better Products	7-11
301-3	Reclaimed products and their packaging materials	Better Products	7-11
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Better for the Planet	18-24
302-2	Energy consumption outside of the organization	Better for the Planet	18-24
302-3	Energy intensity	Better for the Planet	18-24
302-4	Reduction of energy consumption	Better for the Planet	18-24
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Better for the Planet	18-24
303-2	Management of water discharge-related impacts	Omission - Information Unavailable/Incomplete	
303-3	Water withdrawal	Omission - Information Unavailable/Incomplete	
303-4	Water discharge	Omission - Information Unavailable/Incomplete	
303-5	Water consumption	Omission - Information Unavailable/Incomplete	

GRI	SUBJECT / TOPIC	REPORT SECTION	PAGE
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Better for the Planet	18-24
305-2	Energy indirect (Scope 2) GHG emissions	Better for the Planet	18-24
305-3	Other indirect (Scope 3) GHG emissions	Better for the Planet	18-24
305-4	GHG emissions intensity	Better for the Planet	18-24
305-5	Reduction of GHG emissions	Better for the Planet	18-24
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Omission - Information Unavailable/Incomplete	
306-2	Management of significant waste-related impacts	Omission - Information Unavailable/Incomplete	
306-3	Waste generated	Omission - Information Unavailable/Incomplete	
306-4	Waste diverted from disposal	Omission - Information Unavailable/Incomplete	
306-5	Waste directed to disposal	Omission - Information Unavailable/Incomplete	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Omission - Confidential	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Better for People	13 & roomandboard.com/careers
401-3	Parental leave		roomandboard.com/careers
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Better for People	13
403-2	Hazard identification, risk assessment, and incident investigation	Better for People	13
403-3	Occupational health services	Better for People	13
403-4	Worker participation, consultation, and communication on occupational health and safety	Better for People	13
403-5	Worker training on occupational health and safety	Better for People	13
403-6	Promotion of worker health	Better for People	13
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Better for People	13
403-8	Workers covered by an occupational health and safety management system	Better for People	13
403-9	Work-related injuries	Better for People	13
403-10	Work-related ill health	Better for People	13

GRI	SUBJECT / TOPIC	REPORT SECTION	PAGE
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		roomandboard.com/sustainability/better-for-people
405-2	Ratio of basic salary and remuneration of women to men		roomandboard.com/sustainability/better-for-people
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Better for People	13
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Better for People	13
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Better for People	13
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Better for People - Local Communities	16
413-2	Operations with significant actual and potential negative impacts on local communities	Better for People - Local Communities	16
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling		roomandboard.com/sustainability/guidelines-policies/sustainable-materials-guidelines
417-2	Incidents of non-compliance concerning product and service information and labeling	Omission - Not Applicable	
417-3	Incidents of non-compliance concerning marketing communications	Omission - Not Applicable	