

Room&Board

2022 Impact Report



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A Letter From Our President & COO

Home is more important than ever before. You deserve to understand where your furniture is made, the materials that go into it and that it will last for you and your loved ones. That's where sustainability comes in.

It has been a cornerstone of our business for more than 40 years. From being a founding member of the Sustainable Furnishings Council and supporting nonprofits focused on the environment to creating one of the nation's largest urban wood supply chains, we have long been a leader in sustainability. In 2022 we took the next step by hiring an experienced sustainability team to set measurable goals for people, products and planet, and to help communicate those goals to ensure we're transparent about what we want to achieve. We want you to feel confident and informed when you buy from us.

Over the last year, we've made big strides on our initial goals, like sustainably sourcing 85% of our wood, hitting 70% renewable electricity use in our stores and operations and contributing 2% of profits to nonprofits across the country. We believe these efforts are part of being a good corporate citizen and we have the responsibility to do even more.

Thank you for your support as we continue to create more sustainable products with people and the planet in mind.

Sincerely,
- Bruce Champeau, President & Chief Operating Officer

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 1,000 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.

Governance

In 2022, we hired a dedicated sustainability team that is partnering across the organization to set strategies and implement action. 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.

Materiality & Priorities

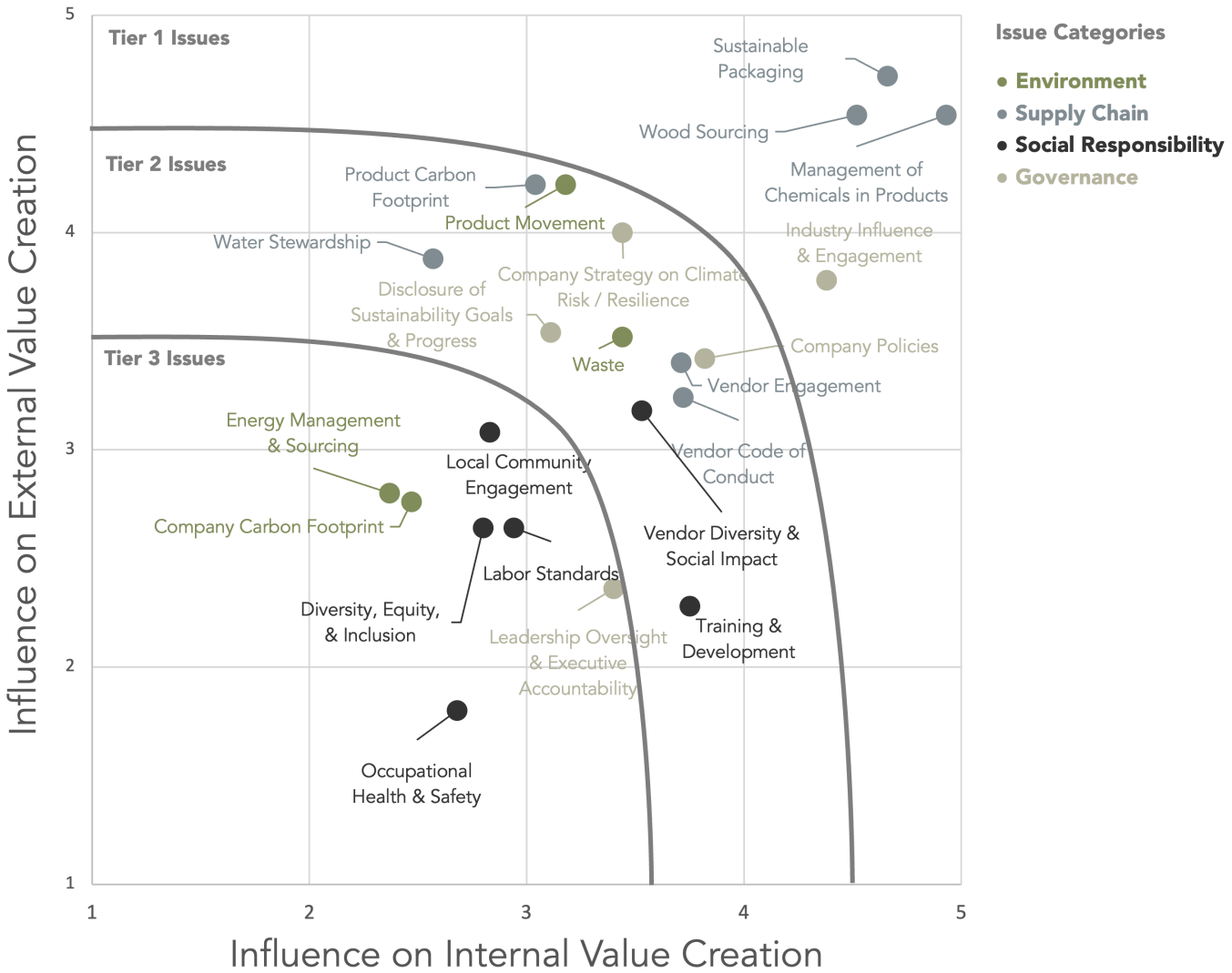
We prioritize social and environmental issues based on their material importance to Room & Board as well as the ability to create internal and external value. We engaged a consultant to conduct our materiality assessment, engaging internal and external stakeholders.

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. Now, we've set ambitious goals for better products and practices in service to people and the planet.

Reporting

Our reporting is aligned with the Global Reporting Initiative (GRI) for disclosure. The data included in the report dates from January 1, 2022–December 31, 2022. 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 Materiality Matrix



About the Matrix

A materiality matrix is an industry-standard visualization of key strategic issues at an organization. By definition, each of the issues included are of material importance to Room & Board. This is a relative ranking based on how each issue provides value to R&B based on the following:

Internal Value Creation

Importance & value provided to Staff, Product Quality & Safety, Risk Reduction, Brand Value & Reputation, Financial Performance

External Value Creation

Importance & value provided to Customers, Social Responsibility, Vendors, Local Community, Environment

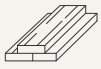
Tier 1 issues set goals, actively manage, communicate progress internally and externally

Tier 2 issues set goals, actively manage

Tier 3 issues actively manage

2022 SUSTAINABILITY HIGHLIGHTS

Better Products



Set a goal for **100%** sustainably sourced wood by 2025; ended 2022 at **85%** of that goal

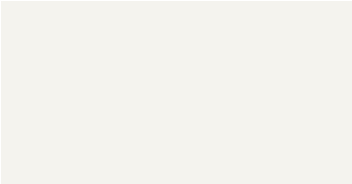


Set a goal for **100%** recyclable packaging by 2025

Set a goal to divert the equivalent of **1,000** trees from the waste stream annually through our **Urban Wood Project** by 2025; diverted 200 trees in 2022



Better for People



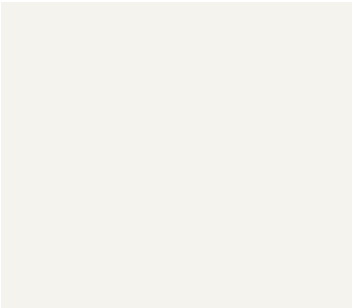
Continued to have more than **90%** of our products made by American artisans using top-quality domestic and imported materials



Donated **2%** of our total profits to more than 70 national nonprofits and community partners across the country

Added Federal Election Day as a paid holiday, in addition to our eight other company-wide holidays

Better for the Planet



Joined SmartWay, an EPA program for freight transportation sector efficiency

Set a goal to shift to **100%** renewable electricity by 2030; partnered with utilities to hit **70%** in 2022



Set a goal for **50%** reduction of scope 1 & 2 greenhouse gas emissions by 2030 (on a baseline of 2019)

Continued to include hybrid trucks as part of our fleet

Industry Engagement

We believe in sharing the information we've learned as part of our sustainability mission to have a positive impact on society and the world. In 2022, we had an opportunity to speak at conferences and contribute to industry publications to spread knowledge to the furniture industry and beyond.

Product

[“Beyond Beauty: A Peek Behind the Curtain”](#), IFDA panel, May 2022
Elise Nicpon, Director of Business Customer Experience
Gene Wilson, Vice President of Vendor Management/Merchandising
Jenon Bailie, Director of Merchandising & Design
Emily McGarvey, Director of Sustainability

[“Home brands are hiring sustainability leaders. Here's how they think”](#),
Business of Home, May 2022
Emily McGarvey, Director of Sustainability

ASID GATHER sustainability panel, September 2022
Emily McGarvey, Director of Sustainability

[“How Room & Board Builds Sustainability into the Brand”](#),
Carbon Neutral, October 2022
Emily McGarvey, Director of Sustainability

Urban Wood Academy panel, “Scaling Up Urban Wood Reutilization,”
December 2022
Gene Wilson, Vice President of Vendor Management/Merchandising

“It isn't [a choice of] you'll be sustainable or you'll be profitable. It's a mix. And sometimes we do the best we can for today knowing that we want to get better in the future.”

- Emily M.,
Director of Sustainability

People

[“The Great Resignation & The Future of Work: Nancy Greatrix of Room & Board on How Employers and Employees are Reworking Work Together”](#), Authority Magazine, October 2022

Nancy Greatrix, Chief People Officer

“Shedding Light on Winter Blues”, Star Tribune, December 2022

Nancy Greatrix, Chief People Officer

Planet

[“Circularity and the Future of Furniture Design”](#) panel,

Circular City Week NYC, May 2022

Emily McGarvey, Director of Sustainability

EVs for Commercial Fleets & Multi-family Units, Xcel Energy panel, September 2022

Mick Aeshliman, Sustainability Manager

Golden Valley Sustainability Days, Golden Valley Farmer’s Market, September 2022

Mick Aeshliman, Sustainability Manager

Lynda Whittemore, Director of Talent Acquisition

Becky Lechner, Director of Internal Communications

“I would say organizations that give back to the communities in which they live and work, as well as to the greater good of our planet, will thrive.”

- Nancy G.,
Chief People Officer



We are a founding member of the Sustainable Furnishings Council

Better Products

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

Sustainable Materials

Room & Board's focus is to ensure key raw materials are 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. We aspire to raise standards and influence our industry while working with vendor partners who align with our ethical values and standards.

Wood

Wood is our most-used material. Sourcing it responsibly just makes sense.

In 2022, we partnered with vendors to complete a verification process to better understand sourcing challenges and alignment with our sustainable wood sourcing policy.

We're proud that 85% of all our wood currently meets our sustainable wood sourcing policy, with work in progress to reach our goal of 100% sustainably sourced wood by 2025.



COMING UP IN 2023

We will roll out sustainable materials guidelines to our vendor partners.

Partners in sustainability: Urban Wood Project

In 2018, the USDA Forest Service invited us to be part of the Urban Wood Project, which focused on salvaging materials from vacant row homes. Room & Board has spread the Urban Wood Project to cities across the U.S., keeping 180,000 board feet of lumber out of landfills since we began. And we're just getting started.

Room & Board is the first furniture retailer to pursue using urban wood at scale. We can expand this circular process because of our partnerships with urban wood processors and long-term relationships with American manufacturers. In 2022, we kept the equivalent of 200 trees out of the waste stream; our goal is to divert the equivalent of 1,000 trees annually by 2025. How will we get there? 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.

Coming to Urban Wood in 2023



We are partnering with Brooklyn-based millwork and design group, Tri-Lox, to upcycle wood reclaimed from decaying New York City water towers.



Our best-selling Montego outdoor collection has a sustainable new option: thermally modified ash. The ash is both reclaimed as part of our Urban Wood Project in Minneapolis and harvested from sustainably managed U.S. forests, giving Montego a special origin story.

Textiles

We are working to increase the amount of recycled and renewable fibers in our textiles; currently more than 20 of our fabrics are woven with a minimum of 30% recycled polyester.

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

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

2022 Highlights

Hired an intern to research sustainable textiles and recommend guidelines and policies.

Created a holistic guideline for sustainable materials.

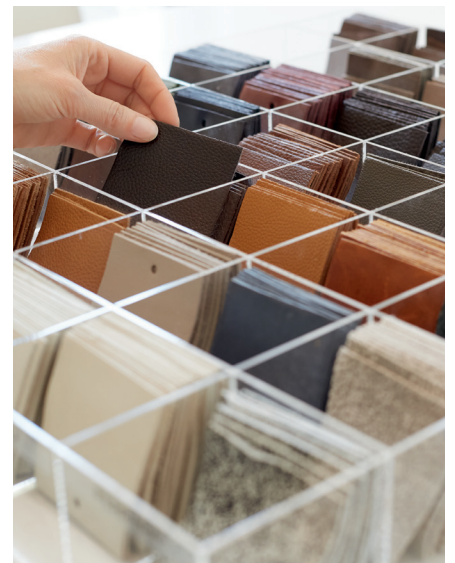
Leather

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.

2022 Highlights

Enlisted Third Partners, a sustainability consultancy, to delve into our leather supply chain.

Worked with our vendor partners on responsible leather production.



Plastics

Plastics can—and should—be part of the circular economy in which materials are recycled continuously. We are working with manufacturing partners to shift to more recycled and renewable content to create more sustainable furniture.

Partners in circularity: Loll

Located in Duluth, Minnesota, our manufacturing partner Loll Designs creates sustainable outdoor furniture made partially from recycled high-density polyethylene (HDPE). They create circular products: The HDPE plastic, aluminum inserts and stainless steel fasteners on all Loll products can be recycled at an industrial facility or through Loll's Material Reutilization Program.



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.

All foam used in our mattresses and upholstered furniture is CertiPUR-US® or CertiPUR® certified. This means it meets rigorous standards for content, emissions and durability.

More than 97% of our sheet collections are OEKO-TEX® certified, ensuring they are free from more than 100 chemicals which may be harmful to human health.

Currently 100 of our upholstery fabrics have GREENGUARD certification which meets strict standards for indoor air quality. We're proud to partner with U.S. textile mills to carry InsideOut® and Sustain® GREENGUARD Gold Certified® fabrics from Valdese Weavers and Revolution® GREENGUARD Gold Certified® fabrics from STI Fabrics.

GREENGUARD® certified fabrics

Our dedication to American craft extends to the fabrics we offer on our furnishings. STI Fabrics is a family-owned textile mill located in Kings Mountain, North Carolina that supplies our Revolution® GREENGUARD Gold Certified® fabrics. Products that have achieved GREENGUARD certification are scientifically proven to meet some of the world's most rigorous, third-party chemical emissions standards, helping to reduce indoor air pollution and the risk of chemical exposure, while aiding in the creation of healthier indoor environments.

2022 Highlights

Joined Toxnot and conducted a material transparency pilot with five key vendors.



Sustainable Packaging

Our goal is to have 100% recyclable packaging by 2025. We are working with vendor partners to design recyclable packaging that is made with more sustainable materials while continuing to protect products through the supply chain. This will help our delivery teams recycle materials in our distribution centers and our customers recycle in their homes.

2022 Highlight

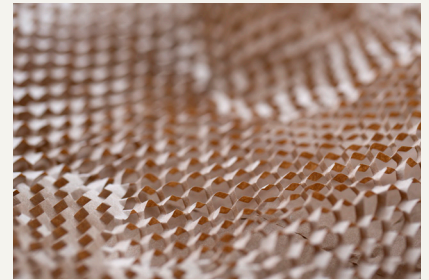
We created sustainable packaging guidelines to share expectations and give guidance for continuous improvement to our vendor partners.

Coming Up in 2023

We will roll out sustainable packaging guidelines to our vendor partners.

Moving to HexcelWrap

Nearly 10% of our products are shipped directly to our customers' homes via UPS. We switched to a paper-based wrap for UPS-shipped products that our distribution centers package for delivery. The paper's honeycomb design cushions and protects products and is accepted in residential recycling bins.



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. When choosing manufacturing partners, we look for people who value quality, service and sustainability as much as we do. We establish long-term relationships, recognizing that our success is tied together. Our goal: more than 90% of our products made by American artisans using top-quality domestic and imported materials.

2022 Highlights

Updated our vendor code of conduct to align with industry best practices.

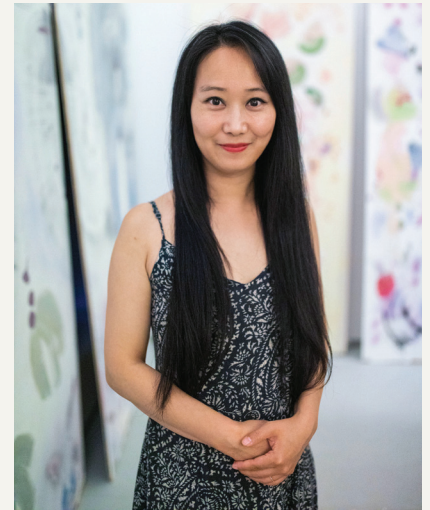
Added nine American manufacturers as vendor partners.

Added two decor vendors through our Inclusive Makers effort which helps increase diversity and create opportunities for those often underrepresented in this market.

Coming Up in 2023

Increased focus on sourcing from local U.S. manufacturing partners.

Meet Suyao Tian



Through our Inclusive Makers initiative, a staff member introduced us to St. Paul, Minnesota artist Suyao Tian. Suyao works in watercolors, refining pieces with additional media like colored pencils and ink. These details create a push and pull of micro and macro views, intentionally straddling the line between realism and the abstract. We're proud to offer limited-edition prints of her nature-inspired paintings.

Staff Well-being

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

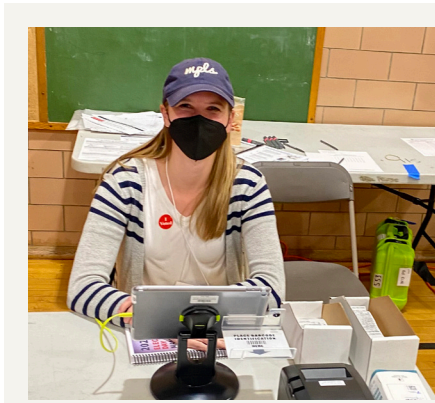
Holistic Wellness

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.

2022 Highlights

Introduced a reimbursement account to support staff members' holistic health and well-being. More than 75% of staff members used this benefit in its first year.

Added Federal Election Day as a paid holiday, in addition to our eight other company-wide holidays.



"I worked as an election judge for the first time ever! It was so great to have the day off to serve my community in this capacity."

- Heather L.,
Project Manager



92% of staff members believe our teams treat each other with respect.

- Results from staff member respondents to 2022 Inc. Best Workplaces survey

Diversity, Equity & Inclusion (DEI)

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

2022 Highlights

Grew our Multi-Cultural Advisory Council, which began in late 2020, and provides guidance in support of DEI efforts throughout the organization.

Honored and celebrated DEI efforts through internal communications stories and staff member discussion groups focused on topics like Black History Month, Pride Month, Juneteenth, Asian Pacific American Heritage Month and Indigenous Peoples' Day.

Coming Up in 2023

We are working with an outside partner to help us establish a thoughtful DEI roadmap and set measurable goals.

Representation Across the Company

42% Women

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

Representation in Leadership Roles

62% Women

17% Black, Indigenous and
People of Color (BIPOC)



“Time and space for honest conversations about Juneteenth and other aspects of diversity is necessary. It is our human nature to want to be understood, but these dialogues challenge us to seek to understand one another as well as ourselves. I appreciate the leaders and team members who take the time to participate.”

- Cassandra D.S.,
Order and Vendor
Operations Specialist

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. We connect with local groups in our store markets and contribute to organizations that work on a national scale.

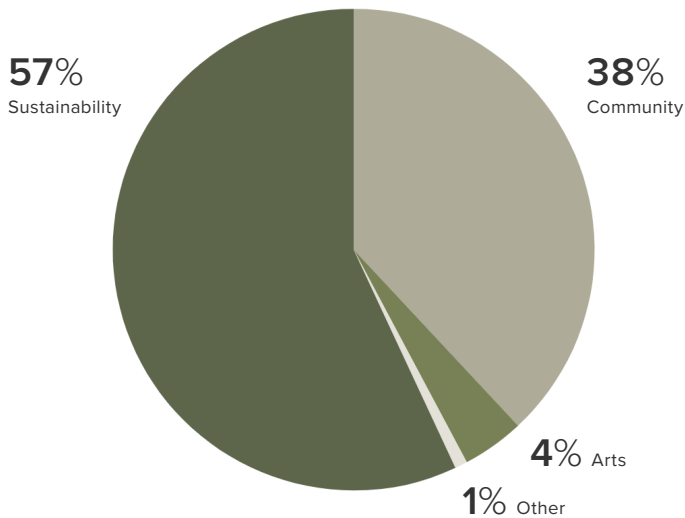
2022 Highlights

Donated 2% of our total profits to more than 70 nonprofit partners across the country with an emphasis on sustainability, community and the arts.

Worked with local nonprofits selected by our markets, providing support through donations and/or volunteering.



2022 Giving



Making a Difference

We support more than 70 nonprofit organizations across the country in a variety of ways—from volunteering and furnishing spaces to hosting item drives and providing financial support. Here are some of the nonprofits we worked with in 2022:

Ali Forney Center

Chicago House

Climate Generation

CommonBond Communities

Community Servings

Evergreen Collaborative

Feeding America

Great Plains Institute

Juxtaposition Arts

LA Family Housing

NATIFS

National Arbor Day Foundation

Nonprofit Vote

OutFront Minnesota

Page Education Foundation

Parks & People Foundation

Red Cross

San Francisco Parks Alliance

The Nature Conservancy

Urban Peak

Habitat for Humanity

We supported Habitat for Humanity with several homes in the Twin Cities area. Vice President of Information Technology Rick Nelson and Director of Real Estate and Construction Brian Rich helped organize the volunteer events. Rick pointed out our values deeply align with Habitat’s: offering value by providing well-designed solutions that enhance homes and lives. “Like Habitat for Humanity, I believe that housing security is one of the first steps towards strengthening families and communities,” says Rick. “I have met and worked alongside several Habitat homeowners. The pride of ownership is palpable and it is clear that becoming a homeowner is a life-changing event.”



Better for the Planet

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

Climate & Renewable Energy

We are striving to be carbon neutral in our operations. That's a bold statement, so we're setting the foundation now to make big strides in the next decade. We've set two goals to help get us started. We will achieve a 50% absolute reduction of scope 1 & 2 greenhouse gas emissions by 2030 compared to our 2019 emissions. We also plan to reach 100% renewable electricity use in our operations by 2030.

Coming Up in 2023

We have on-site solar at our San Francisco store and we plan to add on-site solar for our central headquarters in Golden Valley, Minnesota.

2022 Highlights

Convened a renewable energy working group to set a timeline and comprehensive plan to meet our goals.

Worked with our utilities to shift from 20% renewable electricity to 70%.

Installed EV chargers for residential cars at our central headquarters and Edina retail location.



Energy, Water and Emissions Data

GRI 302 - Energy Consumption

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

GRI 303 - Water & Effluents

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

GRI 305 - Emissions

305-1 Direct (Scope 1) GHG emissions	2019	2020	2021	2022
A. Gross Scope 1 GHG Emissions (mtCO ₂ e)	2,263	2,141	2,535	2,898
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
B. Market-Based Scope 2 Emissions (mtCO ₂ e)	2,723	2,355	2,526	1,950
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
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
A. GHG Emissions Intensity - Market-based Scope 2 (mtCO ₂ e/\$1000k)	11.21	10.51	8.54	7.05
305-5 Reduction of GHG emissions (Scope 1 & 2 Market-based)				
A. Absolute (mtCO ₂ e)	0	-490	75	-137
A. Absolute (%)	0%	-10%	2%	-3%

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.

Moving Toward 100% Renewable Electricity

Room & Board's long-term goal is to reach 100% renewable electricity used in our locations. To reach this goal, for the past several years we've been prioritizing on-site solar energy and purchasing renewable electricity, when available, from each utility that our locations use. In 2022, Room & Board moved from 20% to 70% renewable electricity used in our locations, across Central Campus, Retail and Delivery and Distribution locations.



“We’re doing something tangible. Talking about it is one thing. Getting to the point of committing to it and getting an electricity bill that says it’s renewable electricity is an entirely different thing. I’m very happy this is happening.”

- Vance O.,
Facilities Manager

Clean Transportation

Hybrid trucks have been part of our delivery fleet since 2017. We will begin electrifying our delivery fleet, starting in California, as technology and trucks become available.



2022 Highlights

Convened a clean transportation working group to set our direction and begin planning a pilot program for fully electric delivery vehicles.

Joined SmartWay, an EPA program that helps the freight transportation sector improve supply chain efficiency.

Added electric forklifts and an electric spotter truck to our Otsego, Minnesota distribution center.



hybrid 
electric 

Our hybrid and electric delivery trucks are identified with these markings.

Circularity & Waste

We are examining every part of our business with an eye toward achieving zero waste in our operations. Our delivery centers have robust recycling programs, compost where possible and work with our manufacturing partners to reuse items like pallets.

2022 Highlights

Set a goal 75% of our operational waste diverted from landfill by 2025 and 90% of our operational waste diverted from landfill by 2030.

Expanded the types of plastic we can recycle from our distribution and delivery centers. We are working with a partner company that upcycles it into Trex composite decking material.

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

Continued to focus on trend-proof design, quality construction and durable materials to ensure our products are an enduring part of customers' homes, staying out of landfills.

Continued to feature overstock furniture and home decor, returned items and slightly imperfect pieces at reduced prices at two outlet stores in Golden Valley, Minnesota and Oak Brook, Illinois. In 2022, our outlet stores sold 7% of total company sales while supporting our goal of zero waste.

Donated over \$300,000 of furniture to nonprofit partners in 2022 and identified multiple potential donation partners for each market we serve.

Coming Up in 2023

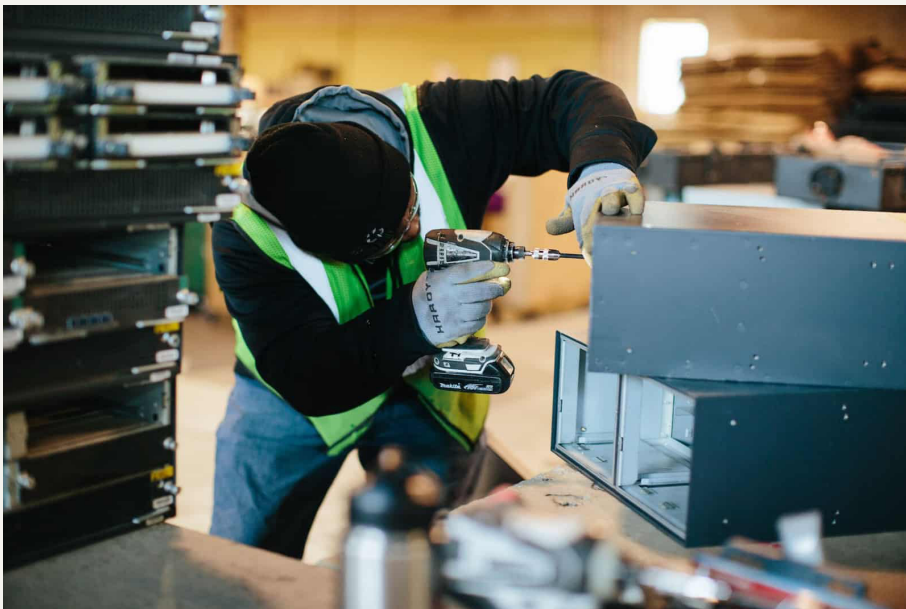
We will finalize our plastic recycling program roll out and begin collecting plastic from the stores to the delivery centers.



Our outlet in Golden Valley, Minnesota

Responsibly Recycling Technology

Room & Board has worked with Repowered as our technology recycling partner for five years. Repowered is a nonprofit social enterprise which provides job training and practical experience for adults facing barriers to employment. They have processed over 40 million pounds of electronics, making Repowered one of the largest e-waste collectors in Minnesota. In addition to collecting our company's e-waste, Repowered hosts our annual employee technology recycling day, allowing our staff members to drop off personal electronics for recycling.



Global Reporting Initiative Index

The GRI Standards represent global best practices for reporting publicly on a range of economic, environmental and social impacts. Our 2022 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.

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2-18	Evaluation of the performance of the highest governance body	Omission - Information Unavailable/Incomplete	
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3-3	Management of material topics	Sustainability Strategy	4
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	15
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Better Products	9-14
301-2	Recycled input materials used	Better Products	9-14
301-3	Reclaimed products and their packaging materials	Better Products	9-14
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Better for Planet	20-26
302-2	Energy consumption outside of the organization	Better for Planet	20-26
302-3	Energy intensity	Better for Planet	20-26
302-4	Reduction of energy consumption	Better for Planet	20-26
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Better for Planet	20-26
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 Planet	20-26
305-2	Energy indirect (Scope 2) GHG emissions	Better for Planet	20-26
305-3	Other indirect (Scope 3) GHG emissions	Better for Planet	20-26
305-4	GHG emissions intensity	Better for Planet	20-26
305-5	Reduction of GHG emissions	Better for Planet	20-26
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	15 & 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	15
403-2	Hazard identification, risk assessment, and incident investigation	Better for People	15
403-3	Occupational health services	Better for People	15
403-4	Worker participation, consultation, and communication on occupational health and safety	Better for People	15
403-5	Worker training on occupational health and safety	Better for People	15
403-6	Promotion of worker health	Better for People	15
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Better for People	15
403-8	Workers covered by an occupational health and safety management system	Better for People	15
403-9	Work-related injuries	Better for People	15
403-10	Work-related ill health	Better for People	15

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	15
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Better for People	15
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	15
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Better for People - Local Communities	18
413-2	Operations with significant actual and potential negative impacts on local communities	Better for People - Local Communities	18
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	