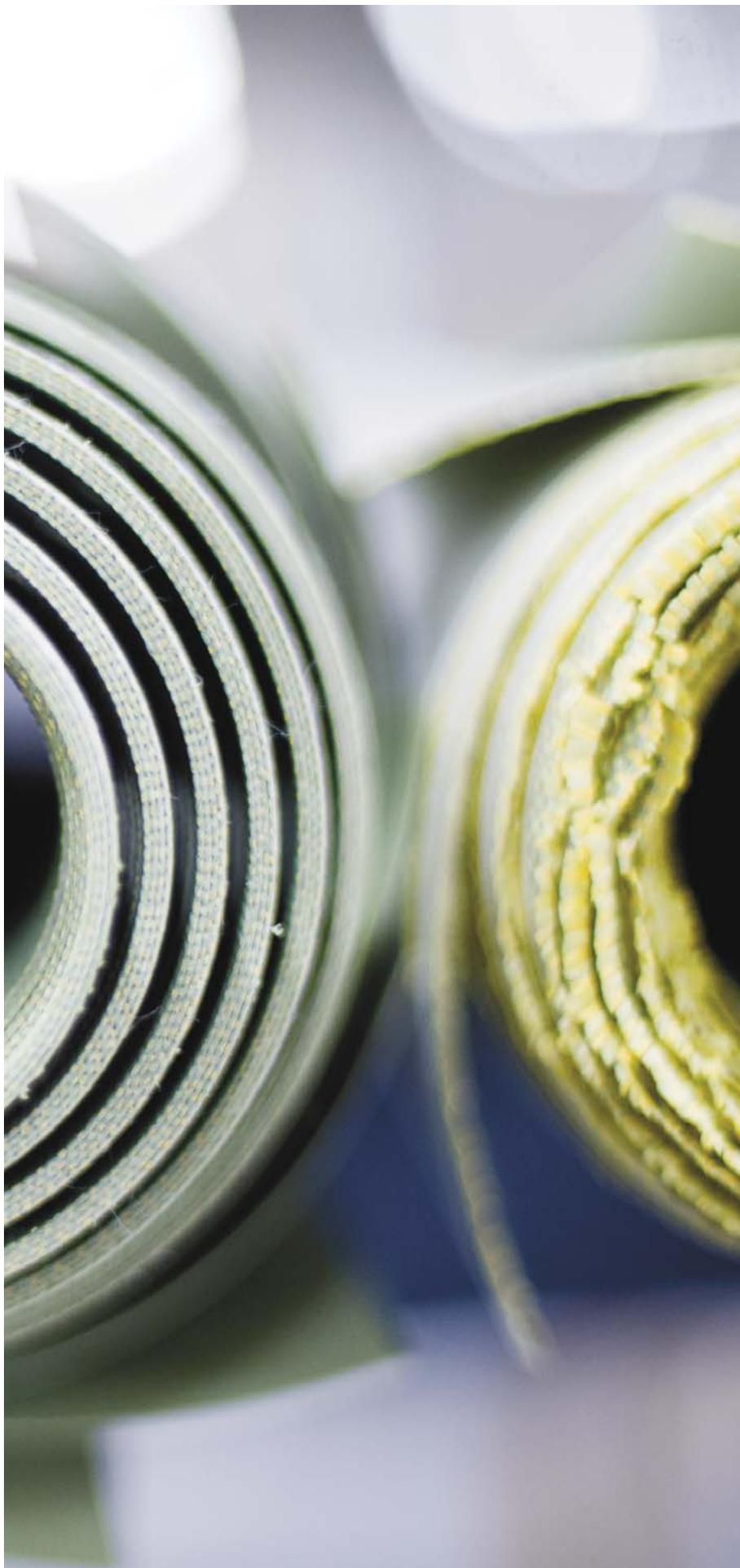




teknion

corporate
responsibility
report





AREAS OF FOCUS

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Teknion was founded in 1983 by David's father, Saul Feldberg, with three employees and 3,000 square feet of space. Stepping into the position of President and CEO in 1994, David has continued to guide the growth of Teknion into a company encompassing 3 million square feet of facilities and 18 focused manufacturing facilities worldwide.

A LETTER FROM DAVID, CHIEF EXECUTIVE OFFICER

Dear Friends,

I am pleased to share with you our most recent accounting of our Corporate Responsibility initiatives and achievements. With the release of this report, I am reminded of how far our company and our industry have come. Over the past 15-plus years we have succeeded, along with our peers, in advancing sustainability to a level that sets the standard for other industries. As a consequence, stretching further becomes more difficult, as we have progressed well beyond reaching for low-hanging fruit. Within this context, we continue to innovate by staying true to the core values upon which we built Teknion over 30 years ago: a combination of strong leadership and the entrepreneurial initiative of every employee of this company. Despite our growth, we remain agile and accessible. We own our manufacturing facilities so we can leverage our capabilities to challenge the status quo and advance our sustainability objectives beyond what's expected. This commitment to our culture, our people and our facilities will continue to drive our progress.

In the following pages you will read about some of our employees and their stories of building a better company. They are the face of our Teknion. They embody our values. Their stories reflect our ambitions and our goals, our creativity and ingenuity. They are just a small sampling of the many within our enterprise of creative collaborators who challenge what's possible every day.

Finally, I'd like to acknowledge our customers. Your investment in our furniture and vision for the future of work has helped shape our collective impact on the economies, environments and communities in which we operate. On behalf of the entire Teknion family, I thank you for your support and your commitment to a better tomorrow.

Sincerely,
David Feldberg
CEO

A handwritten signature in dark ink that reads "David Feldberg". The signature is written in a cursive, flowing style.

A LETTER FROM SCOTT, CHIEF SALES AND SUSTAINABILITY OFFICER



Scott's dual role as head of Sales and Sustainability worldwide is a reflection of one of Teknion's core values that sustainability and the economic success of this enterprise are intrinsically interconnected.

Advancing sustainability has always been a cultural imperative within our company, supported at both an individual and corporate level. The challenge moving forward is to find the opportunities, choose the right initiatives, and to not just push the narrative, but also the reality of sustainability forward. Our priorities as a manufacturer are to minimize the environmental impact of our activities, and to provide educational outreach to advance sustainability for our industry. Culturally we are hardwired to flex and collaborate. We respond to clients' needs and vision, and balance those against third-party auditing and certification programs. We carefully survey new and emerging standards to understand their relevance in helping advance sustainability. We don't chase certifications. We use our standards to support our clients' goals, objectives and expectations. Most importantly, we are then able to challenge our thinking and broaden our understanding and perspective. By doing this we often go further. You will see examples in our report where employee initiatives have taken us beyond what is prescribed by our corporate goals and certification guidelines. We have the privilege of working with some of the most innovative companies in the world. Their vision for the future of work combined with our capabilities and knowledge has driven us to make things that set a precedent for a better way forward. We have come far but there is still much work to be done. I look forward to doing that work alongside every employee in this outstanding company.

Yours Truly,
Scott Deugo
Chief Sales and Sustainability Officer

A handwritten signature in black ink, appearing to read 'Scott Deugo'. The signature is stylized with a large, sweeping initial 'S'.

DIRECTORS OF SUSTAINABILITY, DOUG AND TRACY: EMBEDDING SUSTAINABILITY

In our previous corporate responsibility report we introduced our four areas of focus: (1) Environment, (2) Health, Safety and Well-Being, (3) Inclusivity and Diversity, and (4) Education and Engagement. These areas serve as the framework for our approach to Corporate Responsibility and Sustainability. Within these areas, we outlined programs and initiatives that formed a foundation upon which we have built our efforts.

While we continue to use our Foundation Programs as tools to raise the bar for the industry and ourselves, we recognize that the world in which we operate is constantly evolving and we need to adapt our thinking and behavior accordingly. We have expanded our efforts, adding initiatives and programs that address long-term environmental and social trends and challenges that will shape the future of our operating landscape.

The following sections summarize our Foundation Programs, and report on where we have expanded. We have also included a collection of stories highlighting initiatives that demonstrate our approach and while we have achieved significant progress there are still hurdles to overcome. For example, eliminating hazardous materials such as PVC edge banding and formaldehyde from all of our products and phosphates from all of our paint lines. We also recognize the importance of continuing our professional development programs to achieve greater diversity in our offices at the management level. We share our information to document our positive effect, spark discussion and generate new ideas that can advance us all.

Doug and Tracy provide the day-to-day oversight of the sustainability initiatives undertaken across the organization. They learn as much as they lead, as they share ideas and innovations with other employees, suppliers, stakeholders and customers.







environment

NEW DUST COLLECTORS:
1 million kWh per year saved

1,000 LITERS OF SOLVENT:
the amount of solvent saved by implementing Nordson edge banding technology

GOING BEYOND WHAT IS EXPECTED

Most of our environmental impacts relate to the design and manufacture of our products – the materials we use, how products are designed, made and transported, and how they perform in our customers' spaces. Eighty percent of our component parts are manufactured in-house. This affords us unprecedented control of our manufacturing process, enabling us to challenge the status quo and go well beyond the minimum requirements for third-party certification. We've chosen the following Foundation Programs because we can use them as tools to push us further and go beyond what is expected. They include:

- **ISO 14001:** Environmental Management System to reduce environmental impact
- **DfE:** 11 Design for Environment guidelines addressing a product's entire life at the design stage
- **FSC:** Preserving forests
- **GREENGUARD:** Improving indoor air quality
- **BIFMA e3 Level:** Reducing environmental and social impacts of furniture within the built environment
- **LEED:** Reducing environmental impact within the built environment

OUR OTHER CORE PROGRAMS INCLUDE:

- **Carbon Disclosure Project (CDP):** Mitigating climate change
- **EXCEL:** Environmental leadership collaborative to share knowledge across industries
- **Living Building Challenge:** Reducing toxicity in our products and increasing transparency
- **ANEW/CSR ECO Solutions:** Extending the useful life of our products through product redistribution

28:
the number of years Harley-Davidson has been our client



OUR PROGRESS:

245 Tonnes of PVC eliminated per year

Since 2005 we've diverted **54%** of waste from landfills

8.4%: the reduction in the amount of natural gas Teknion consumed last year

72.7%: our reduction in water usage since 2005

19.5%: the relative reduction in the amount of electricity used across all sites since 2005

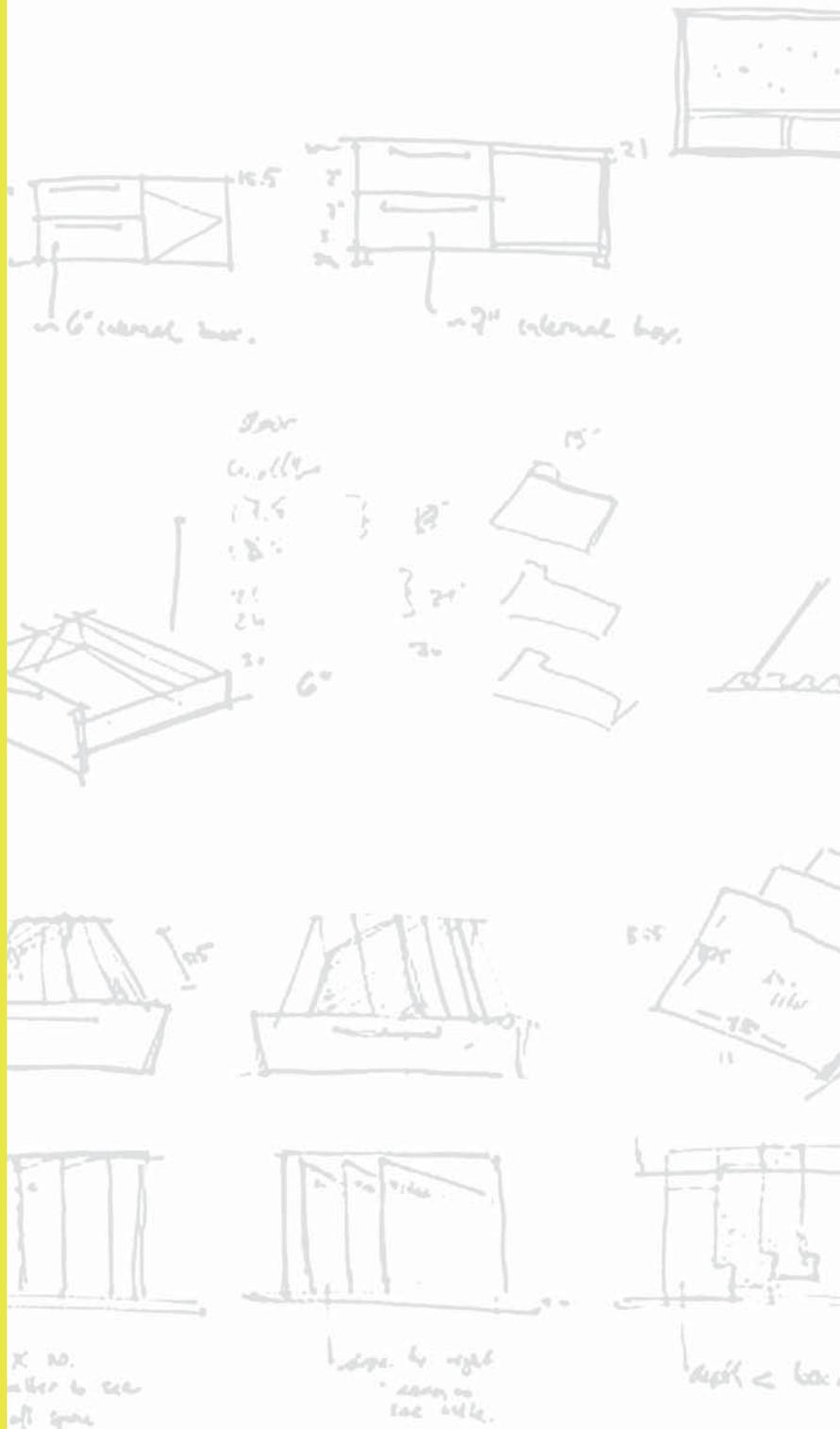
40%: the relative reduction in the amount of greenhouse gases generated since 2005

1,198,315 kWh: energy savings last year due to technology and lighting retrofits

Since 2005 we have saved enough electricity to power **408** homes for one year, natural gas to heat **5,348** homes for the same period and water to fill **434** Olympic-sized pools

98: Teknion's score in the Carbon Disclosure Project, one of the highest in Canada

33 km: packaging eliminated through packaging initiatives



17:

the number of years
we have been refining our
LCA analyses

**6 AND
COUNTING:**

products that are
Declare certified



LIFTING THE CORPORATE VEIL

We continue our commitment to providing full transparency into the design, engineering and manufacture of all our products and expanding our focus to a more holistic view, one that is based on a restorative model for the built environment. Within this context, we are involved in new initiatives and programs that expand our efforts in several key areas:

DECLARE: LABELING AND REPORTING CHEMICALS OF CONCERN

Our alignment with the Declare Certification System is an important milestone in our efforts to achieve greater transparency in the area of material health. Designed to meet the needs of Living Building Challenge (LBC) projects, the Declare label system is a simple and effective way to fully disclose the ingredients within our products. Further, information held within these labels is made publicly available online to inform the industry at large. Currently, we are the only furniture manufacturer to have Declare labels on six products – District and Interpret systems, Livello height-adjustable tables, and Visio, Projek and Variable task seating. Visio is also the first furniture product to achieve the Red List-Free designation in the Declare database.

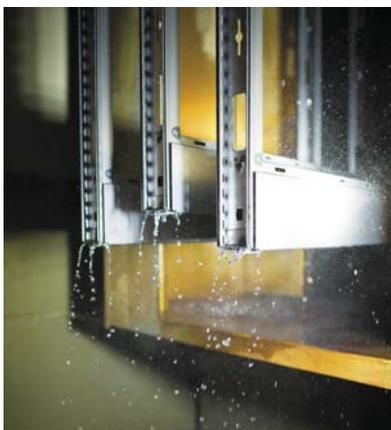
Jatin has helped save 450,000 square feet of packaging per year by creating bubble-wrap spacers.

LIFE CYCLE ANALYSIS (LCA): TRACKING THE IMPACTS OF OUR PRODUCT FROM RAW MATERIAL EXTRACTION TO END-OF-LIFE

Since 2003, we have been using Life Cycle Analysis methodologies as a common sense tool for minimizing our carbon footprint and environmental impact, because we have always understood that using less energy, less materials and sourcing materials locally where needed will benefit our business and the planet. This common sense approach, combined with the creativity and ingenuity of our employees, has advanced us in the following three areas:

1. WATER: CONSERVATION AND ELIMINATION OF PHOSPHATES

With seven paint lines running across our company, water and energy conservation becomes a central concern within our manufacturing process. The first step in our conservation efforts was to replace the washing detergent with one that required a heat temperature of only 110 degrees Celsius,



instead of the standard 140 degrees Celsius formula. This resulted not only in energy savings but also water savings, because less water evaporated in the washing process. Then we extended our drip pans out further down the line to collect and reuse run-off water, allowing us to further reduce our water usage by 75 percent. Recognizing the damaging effects of phosphates on water quality and aquatic life, we have eliminated phosphates from four of our paint lines with the remainder under consideration.

2. ENERGY CONSERVATION: DOING MORE WITH LESS

Energy consumption is an ongoing concern for us. As our sales grow, reducing our overall consumption obviously becomes more difficult. In spite of that, the challenge of doing more with less is embraced by everyone in the company. Recent technology and automation advancements driven by the creativity of the engineers within our plants have furthered our progress:

- Variable-speed motors installed in the exhaust fans in our Toronto paint line has netted out a natural gas savings of 228 653 m³. That is a 44 percent reduction for this site from the previous year
- New dust collectors in all our Quebec wood plants netted a reduction in energy usage totaling more than 1 million kWh per year

3. PACKAGING: RETHINKING THE WAY WE PACKAGE PRODUCTS

Most panel segments are wrapped in bubble-wrap for shipping. Through



some design and testing creativity, small bubble-wrap spacers were designed to protect panels while shipping. This small change has created a significant impact with 450,000 square feet of packaging saved per year.

We have also invested in corrugate folding equipment in our panel production facility, enabling us to produce cartons to suit the exact size of the product we are shipping. Not only does this reduce cardboard waste and inventory, it eliminates the need to fill oversize boxes, streamlines transportation and reduces the risk of product damage during shipping.





RECYCLING: GOING BACK TO THE FARM

Each week, the equivalent of four international shipping containers full of melamine and wood scraps are recycled at three of our manufacturing facilities in Quebec. Shredding the scraps enables most of this waste to be used as litter at local farms, while the remainder is returned to our supplier who uses it as alternative fuel to heat its plants, reducing its electricity consumption.

“We wanted to make it easy, not a challenge, for our clients to do the right thing for the environment.”

- Rockson Wai, Engineering Manager

THINKING BEYOND THE SKID: REDUCING SHIPPING WASTE

For years our engineers watched Teknion product ship to clients on wooden skids. While in theory these wooden skids are recyclable, we knew the reality is they end up in landfill, as the chance of our clients finding and sending them to an appropriate recycling facility is negligible. So we designed an alternative solution: cardboard. An innovative corrugated cardboard pallet is folded in such a way that it has the strength to support up to 272 kg of weight. Not only are the pallets lighter and thinner, reducing transportation costs and the energy used to ship them, but they can be recycled. Once unloaded, customers can simply put the cardboard in their recycling bin. We are extending this packaging across our plants.





“You don’t find Harleys in junkyards and you won’t find Teknion furniture there either.”

- Jeff Regner, Facilities Manager, Harley-Davidson

ENDURING DESIGN: HARLEY-DAVIDSON

“You don’t find Harleys in junkyards, and you won’t find Teknion furniture there either.” Harley-Davidson headquarters in Minneapolis, Minnesota, is proof of how 25-year-old Teknion furniture can maintain its relevance. In 1990, we installed T/O/S systems furniture at Harley. Twenty-five years later, it is still there, refreshed and working just as well today as it was when we installed it.

Responding to periods of growth, rebranding and new ways of working, Harley has evolved its original Teknion systems furniture to meet its needs. Using all existing panel frames, pedestals and worksurfaces, Harley moved panel heights down to 51 inches and incorporated glass elements to support collaboration. It also updated panel fabrics to align with its brand, and reconfigured furniture to reinvigorate the offices. Reusing the same furniture system is also in keeping with Harley’s sustainability values: It has not wasted the energy and resources expended in producing the original furniture, which makes good environmental and financial sense.

**INNOVATION THAT BENEFITS EVERYONE:
POLYPROPYLENE EDGE-BANDING**

PVC has become a source of global environmental concern. A growing body of scientific evidence points to the potential long-term human and environmental health dangers of this material. However, PVC is a common material used in edge banding of laminate furniture products. Alternatives can be costly or of lesser quality.

At our Quebec facilities, we wanted to find a better way forward. Five years ago we began replacing PVC with ABS plastic, as a first step towards eliminating this material of concern. Next, working collaboratively with our local supplier, our engineering, design and manufacturing teams invented a new standard: a custom polypropylene material that did not require us to retool our equipment in order for it to be adhered to the surface of our laminate products.

Since 2014, we have replaced PVC in all of our products at our Quebec facilities with no additional cost to the customer. While we work toward incorporating polypropylene edge banding at our other facilities, our local supplier has made the product available to our industry, as a cost-effective option for advancing more sustainable materials for everyone.

“This was not an easy process – initial tests resulted in changes needing to be made to the materials and our equipment, and we sent it for environmental testing nearly a dozen times – but we succeeded and now the whole industry can benefit.”

- Frederic Marier, Senior Manager







health,
safety &
well-being

AUTOMATION IN WAREHOUSES:

machinery instead of people feed the product line, increasing safety

HAPPIER:

something our test subjects became when we incorporated movement into their daily activities



CREATING GREAT PLACES TO WORK FOR EVERYONE, EVERYWHERE

We continue to maintain and promote safe and healthy workplaces for our customers, ourselves and our suppliers. Our commitment extends to those suppliers who provide the 20 percent of product not made in-house, as we hold them to the same standards we hold ourselves. Through enforcement of these universal standards, we are able to create products that are healthy and safe for our customers in facilities that are healthy and safe for our employees and suppliers. Our commitment is demonstrated in the following Foundation Programs:

- **Supplier Code of Ethics:** Ensuring universal labor practices and human rights standards
- **Multi-Tiered Safety Monitoring and Improvement:** Peer-to-peer auditing in facilities worldwide
- **Employee Fitness:** Increasing health and happiness through wellness programs company-wide
- **Teknion Fit Program:** Ergonomic principles to fit user and task to product



Mark and his team undertake site checks of every supplier Teknion works with before entering into a formal relationship.

Building upon these core initiatives, we continue to evolve and refine our efforts to meet new challenges and stakeholder needs as we expand our reach on a worldwide scale. This includes:

SUPPLIER CODE OF ETHICS: ENSURING EFFICACY AND BUILDING UP LOCAL STANDARDS

To ensure our Supplier Code of Ethics does more than look good on paper, we undertake site checks of every supplier facility we work with before we enter into a formal relationship. These site checks extend beyond the boardroom to the entire facility including dormitories and common areas in order to capture a complete picture of the working environment. We conduct these visits

with limited notice, ensuring we have a truer sense of the conditions and capabilities of each supplier. This short time frame also allows us to confirm that the supplier we are visiting is in fact doing the work, and not subcontracting to an unknown entity. When there are issues, we also understand that simply walking away may not be beneficial for us or the local supplier, and the community in which they operate. Where we feel there is a potential for a supplier to meet our vigorous standards, we provide them with a report outlining their deficiencies, and the opportunity to rectify their situation. Additionally, we send our own specialists to provide on-site expertise and rectification support to ensure they meet our standards. This benefits the local business and the people who work for them.

OUR PROGRESS:

Our Ergonomic Division plant celebrated **15 consecutive years of No Time Lost** meaning there were no missed workdays because of work-related injuries

75% of Teknion's key vendors were visited in the last year

More than 50%: key vendors located within 50 km of our manufacturing facilities worldwide

147 people participating in Thrive, our Wellness Rewards program

24 trained Fit Champions

66%+ Health and Safety initiatives training run by plant floor employees for plant floor employees



Thrive participants take part in a variety of activities to promote a happy and healthy lifestyle.

THRIVE: INCREASING EMPLOYEE HAPPINESS

A Wellness Rewards program, Thrive is structured to promote a happy and healthy lifestyle in our U.S. facilities. It encompasses not only exercise and eating habits, but also stress management, job satisfaction and giving back to the community. Run through a third-party website, employees join various challenges – ranging from volunteering in their community, to going to the gym twice a week, to cooking dinner with their families – to earn points redeemable for rewards. Along with healthier employees, Thrive has brought a healthy spirit of competition and an according uptick in group morale and connection.

Dannion has trained 24 sales reps as Fit Champions.

FIT CHAMPIONS: BROADENING THE CONVERSATION ON ERGONOMICS

Through the enhancement of our Fit Program, the concept of mobility has now been extended beyond the purview of a few resident ergonomists. Now, all Teknion sales reps can be trained as Fit Champions and are given the skills to provide our customers with the knowledge of how to prioritize and integrate the principles

of movement and mobility into the space-planning process. By broadening the conversation, we take the next step toward not only selling product that promotes movement, but also teaching end-users how to move with the furniture we provide to promote health and well-being.







CREATIVE COLLABORATORS: TRIPADVISOR

TripAdvisor wanted to create a corporate headquarters that had the kind of leading-edge ideas and the qualities that would make it a destination for employees, future recruits, family members, partners and others. We now understand how health and well-being are directly related to people's creativity and the energy they have to innovate. TripAdvisor wanted to embrace this learning.

It also wanted a space that was authentic, one that retained a sense of character and history even though it was a new build in the suburbs. Incorporating mobility into all its spaces was identified as a Fit priority, so height adjustable surfaces were utilized in every workstation and meeting room. This ensures all employees have the ability to change positions throughout the day, no matter where they are. Balancing this functionality with TripAdvisor's loft aesthetic required further collaboration between Teknion and the design team.

Developing a new laminate for worksurfaces from paper allowed Teknion to create the character and feel of a reclaimed oak top without the splinters or divots. Using the paper laminate also made the surfaces lighter so they could still rise and be lowered on electric motors, balancing the ergonomics of a modern workstation with the look of a traditional workbench. By embracing the principles of Fit, Teknion and TripAdvisor demonstrates that health, well-being and aesthetics need not be mutually exclusive.

“What makes me get up early in the morning to come to the office is versatility. I love to be able to come in and say ok, I'm feeling lethargic, I think I'm going to stand up. That's going to keep me active, keep me motivated, keep me moving.”

- TripAdvisor employee

LOCAL PARTNERSHIPS: BRINGING THE FARMER'S MARKET TO OUR EMPLOYEES

For the past two years, our Quebec manufacturing facility hosts a farmer's market to promote healthy eating and to support the local community. Partnering with local growers, produce is delivered every week to our plant for our employees to purchase.

“Everything is picked the morning before delivery! Plus, the farms are only a few kilometers away, which is also good for our environmental footprint in the region. Every Thursday I get everything I need and more for my refrigerator, which translates to more time with my family.”

- Karine Melanson, Executive Assistant, Teknion Roy & Breton and key organizer of the local Farmer's Market. Local farmer shown in photo.





PERSONNEL
AUTORISÉ
SEULEMENT

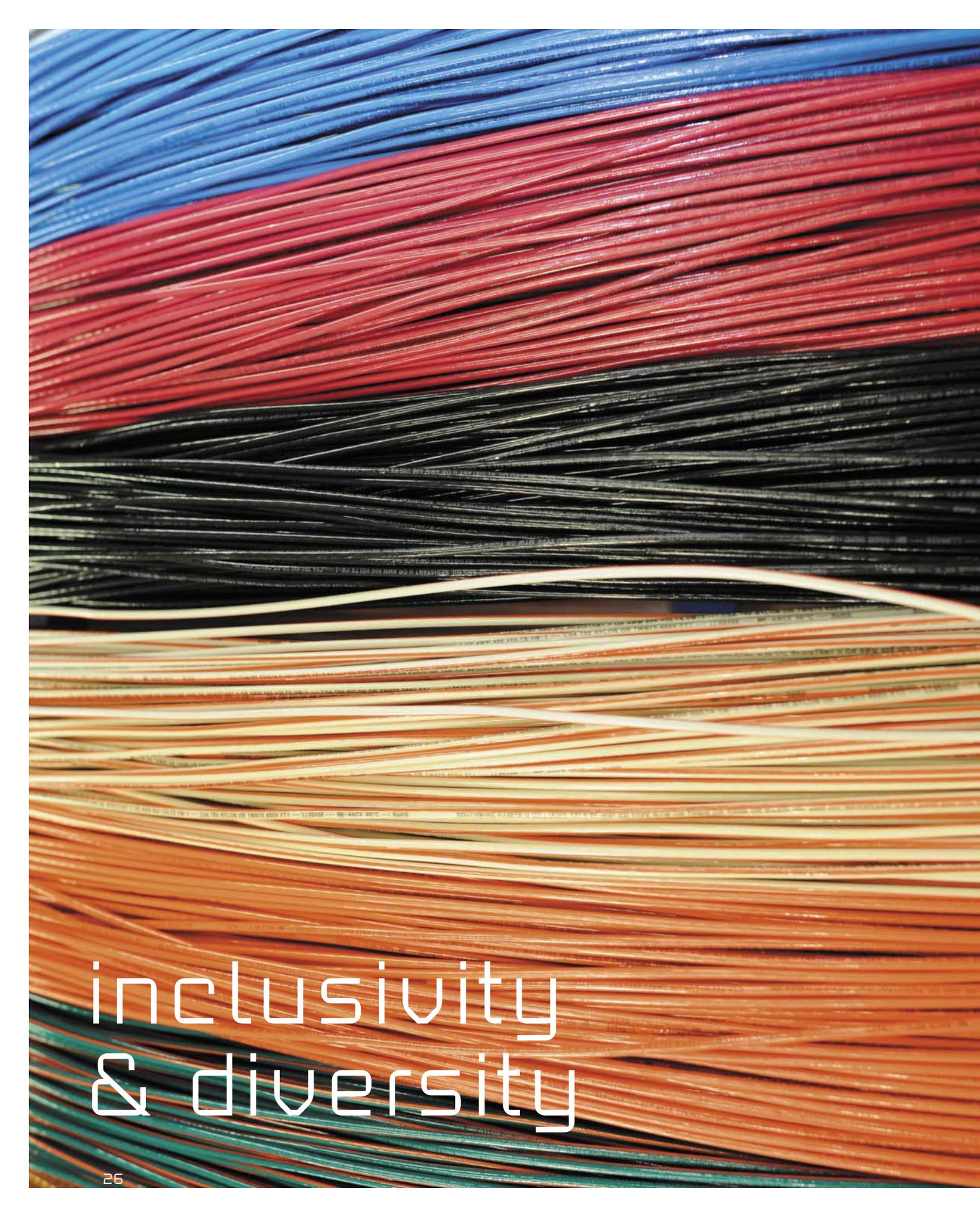


LIMITES DE SECURITE

LIMITES DE SECURITE

4 X 3 LIT

FRUITES
FOURMIÈRES



inclusivity & diversity

JCI:

a not-for-profit, community-based organization that partners with Teknion Studio to empower people with disabilities or disadvantages to succeed through training and employment

FROM AN ETHOS OF COMPLIANCE TO ONE OF CONTRIBUTION

Cultivating an environment that recognizes the vast skills, knowledge, perspectives and cultural contributions different people bring to our company is key to our success. Our Foundation Programs are structured to move us beyond inclusivity and proportional representation via government-mandated programs to creating an actual sense of place for every employee. Historically this has included a celebration of diversity and a focus on continuing education and professional development.

22:

the number of States Teknion employees are in





Moving forward, we are further weaving inclusivity and diversity into the tapestry of our organization by closing the gap between potential and ability through education and training programs that outreach to marginalized or under-represented groups of people. This includes:

TRAVAIL JEUNESSE (YOUTH AT WORK): HELPING YOUTH ENTER THE WORKFORCE

This Quebec-based organization helps disenfranchised youth enter the workforce. By subcontracting diverse tasks or hiring team members as trainees, our facilities in Quebec provide youth ages 16-30 that no longer attend school, are without employment or on social assistance, the opportunity to accumulate work experience, develop positive work habits and build up their self-confidence and marketable skills. Teknion has successfully transitioned a number of participants to full-time employees of the company.

OUR PROGRESS:

Women represent **36%** of the overall workforce at Teknion

7: employees hired through Teknion Studio's apprenticeship training program in partnership with North Carolina

57: countries represented in Teknion's workforce

APPRENTICE AND TRAINING PROGRAMS: MENTORING IN THE COMMUNITY

Teknion's new brand, Teknion Studio, is located in Clayton, North Carolina. The Teknion Studio team has co-invested with the North Carolina State Government to implement formal apprentice and training programs. These programs help ensure that we can continue to source employees from the local community by working with and advancing them beyond minimum wage workers to skilled tradespeople who contribute to the economic health and well-being of the local community.



Education and training programs close the gap between potential and ability.



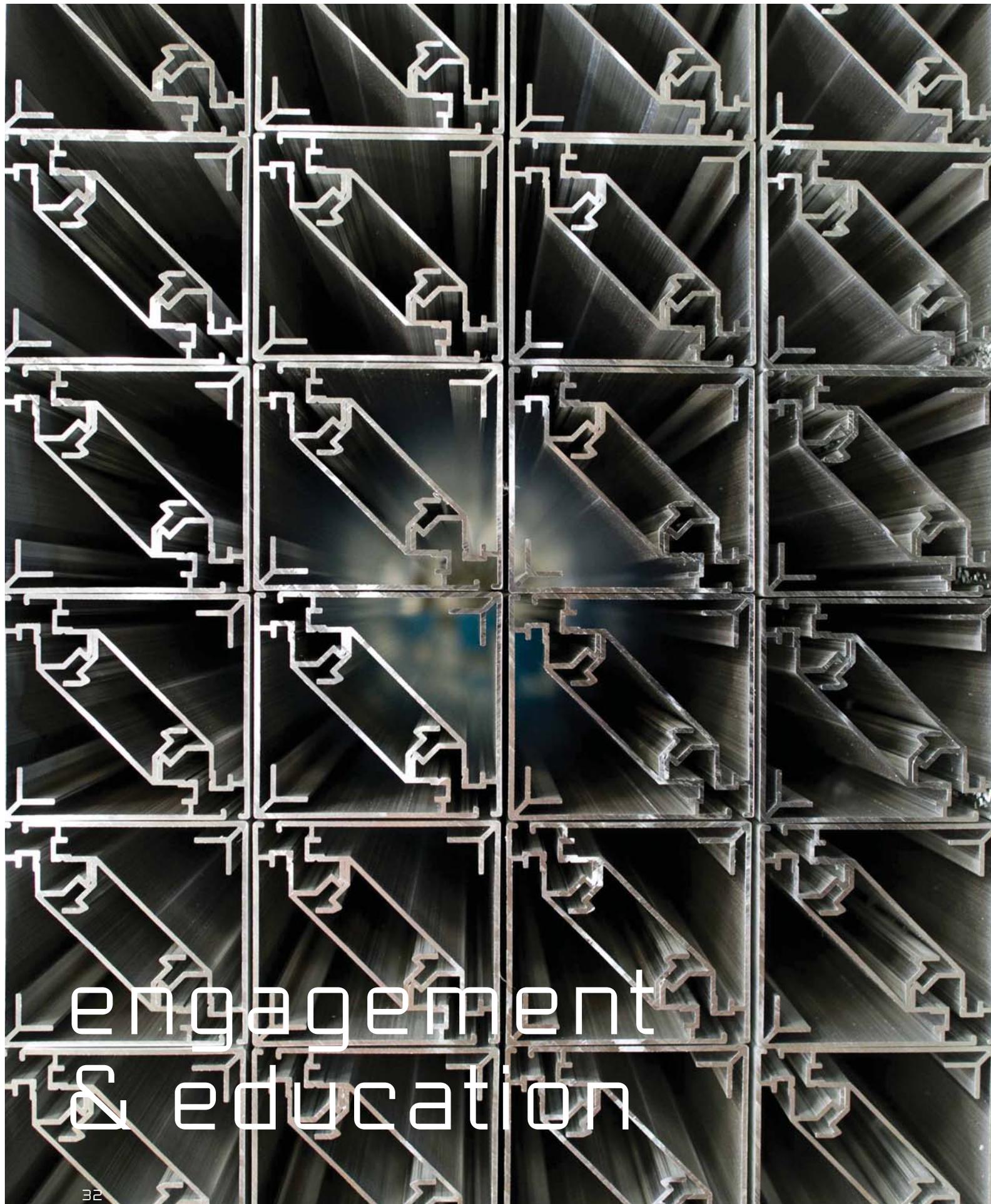


“I can bring my talents and manpower to work every day and make a difference. I’m proud I’m making a contribution.”

- Maxime Dufour Bédard, Cétal Employee and Teknion Assembler

SUPPORTING ABILITY: CÉTAL

In 2010, Teknion’s facility at Laurier Station, Quebec, needed employees for attaching labels to T/O/S workstation panels as part of our Furniture System Refresh Program. It was at this time that we heard about Cétal and reached out for help. Cétal is a non-profit organization that integrates mentally and physically handicapped individuals into the workforce by providing them with the support they need to translate their abilities and talents into meaningful employment. From the first encounter, it was evident that both Cétal and Teknion could learn from each other, and this initial contact was about to spur a successful, sustainable and trusted partnership. Cétal now operates under the same roof as the Teknion manufacturing facility and is responsible for undertaking complex wire assembly, hardware packaging, drawer and wooden skid assembly for Teknion as well as other Teknion-related projects. Marc Friset, Manager – Procurement & Planning, concludes, “Cétal’s contribution to our workforce has significantly supported our growth over the past five years.”



Engagement & education



**COUP DE
COEUR
WINNER:**

Roy & Breton for
United Way fundraising

RAYNALD ROBIN

ran up the 48 floors of Place Victoria in Montreal in complete firefighter equipment to raise money for Muscular Dystrophy. Together with his team he raised more than \$34,000

**YOU ARE WHAT YOU
THINK, EAT AND DO**

Teknion employee seminar
promoting healthy lifestyles

STUDENTS FIRST, TEACHERS SECOND

One of our sustainability priorities is to strengthen the industry and communities in which we work and live. Working with our stakeholders, employees, customers and suppliers, we find opportunities to share our knowledge to advance us all. Our Foundation Programs:

- **Learning Seminars:** Platforms for designers to share ideas and collaborate on emerging trends for the built environment
- **Employee Feedback programs:** Encouraging entrepreneurial thinking
- **Lean Excellence:** Increasing employee satisfaction and ownership of their work
- **Tek U:** Ongoing employee training to advance each employee's personal and professional development
- **CEUs:** Furthering knowledge within our industry
- **Work-Life Balance Initiatives:** Promoting employee happiness and well-being
- **Community Outreach:** Through alignment with local charities of our employees' choosing we positively impact the places where we live and work



Maxine provides mentorship and guidance for the next generation of business leaders.

SHIFTING THE PARADIGM FROM “DOING LESS HARM” TO “DOING MORE GOOD”

As we advance we expand the scope of our efforts and understanding. We are engaging our partners, stakeholders and customers in a broader conversation that has moved beyond furniture to the built environment. We also extend the reach of our engagement activities by connecting with the next generation of thinkers and industry leaders. These initiatives include:

INTERNSHIPS: ENGAGING TOMORROW’S THINKERS TODAY

Hiring paid interns provides the next generation of innovators with the opportunity to advance their ideas through real-world research and testing. It also enriches us because we benefit from the different perspectives and academic vigor they bring with them. Listed below are a few of our internship programs and the interns who championed them.

MATERIAL COMPOSITION ANALYSIS

Alicia helped refine our material composition analysis as part of collaboration with the University of Toronto. Rather than rely on self-reporting of the material content of our materials by our suppliers, she helped develop

a framework for understanding the content based on an academic and objective understanding of the inherent structure of the base materials within our supply chain.

ERGONOMICS

A post graduate student from the University of Windsor, Emilie brought the latest research on kinesiology and ergonomics to bear in a corporate environment. She researched the benefits of incorporating movement into our daily schedule and how it affects our overall sense of well-being. The knowledge gained from her study is shared with our clients through our Fit Program – specifically, ways to shape and implement active design into their workplaces.

DESIGN

Teknion maintains a formal internship program to engage design students. Spending a year at Teknion, students are involved in the entire design and development cycle of new products, affording them unique hands-on experience that extends from early design to engineering through to manufacturing. Further, with most of Teknion’s manufacturing facilities located within a 12 km radius of its offices in Toronto, Canada, our interns

are able to experience first-hand all aspects of product development and manufacturing technologies that directly impact their design.

JUNIOR ACHIEVEMENT (JA): EMPOWERING YOUTH TO SUCCEED IN A GLOBAL ECONOMY

JA is a youth business education organization that has been inspiring and preparing youth to succeed in an ever-changing global economy. A worldwide initiative, participating organizations donate money, skills and their time. Teknion employees teach life and business skills to students as part of JA’s Economics for Success program.

FORTUNE MPW INSIDER: MENTORING WOMEN IN BUSINESS

MPW Insider is Fortune magazine’s coverage of the Most Powerful Women in Business. An online community, MPW Insider is where the biggest names in business and beyond answer timely career and leadership questions. Maxine Mann, President of Teknion’s U.S. operations, is a regular contributor, helping mentor the next generation of business leaders.

**LIVING PRODUCT CHALLENGE:
ENGAGING IN THE CREATION
OF NEW STANDARDS**

As a Pilot Member, we participated in an intensive workshop with the International Living Futures Institute (ILFI) at our facilities in Toronto to discuss their latest project – an ambitious new certification standard that can take us closer to walking the talk of restorative sustainability. Included is a suite of tools to help manufacturers measure and report their products’ negative impacts, or Footprints, as well as positive impact, or Handprints on the environment, human well-being and quality of life. Engaging at a leadership level, we identified the opportunities and challenges a manufacturer will face when applying for certification. While the future of this initiative is in its early stages, our conversations have raised questions and sparked ideas that can translate into a way forward for those involved in this initiative.

**WORKSHOPS AND
SEMINARS: BROADENING
THE CONVERSATION ON
SUSTAINABILITY**

We continue to facilitate educational seminars and workshops that inform our community on a wide range of

topics. Recent educational seminars and workshops include:

LIVING BUILDING CHALLENGE

A discussion of the Living Building Challenge’s role in shifting the narrative from one of “doing the least harm to doing the most good” by employing restorative principles instead of code-minimum solutions.

**MIND/MATERIAL/MOTION:
DESIGNING FOR SUSTAINABILITY
AND WELL-BEING IN THE
WORKPLACE**

An exploration of the connection between workplaces and well-being, from the psychological ways space cues behavior to the chemical composition of the products that we use and everything in between.

**ETHNOMICS: DESIGNING
FOR THE PRINCIPLES OF THE
MODERN WORKPLACE**

Shifting our thinking from office space to OfficeEX, or Office Experience, participants in this workshop examine the key design ingredients that contribute to workplace happiness.

OUR PROGRESS:

178: the current number of Teknion plant employees who have been with the company for 20 years or more

8,000+: number of people reached through Teknion educational programs since 2014

75: community charities supported through employee initiatives

1,470: the number of employees/dealers who completed a Bachelors of Core Products at Tek U (Teknion University)

50: seminars, roundtables and panel discussions Teknion held last year



Jennifer supports professional development in the design community through her facilitation of designer seminars and workshops.





COLLABORATING WITH CLIENTS FOR A MORE SUSTAINABLE FUTURE: TD BANK

As part of its commitment to DfE principles, TD Bank was searching for a fresh way to incorporate recycled, or, better yet, reclaimed materials into their retail furniture designs. Listening to their requirements we understood that while sustainability was a priority, it shouldn't come at the cost of aesthetics. Instead of sourcing recycled material from outside our facilities, we looked inward to our Calgary-based facility to collect the white oak off-cuts from our Dossier and Teknion Studio AC product lines. By selecting premium off-cuts in a deliberately random patchwork pattern, we were able to create compelling natural wood surfaces reminiscent of rustic barn wood or butcher block. TD Bank implemented this solution immediately into its North American retail branch furniture standards because it looked stunning while meeting its DfE objectives.

“Using recycled materials doesn't mean the final product can't be beautiful.”

- Iain Mason, Director Special Projects



**LEVERAGING OUR SKILLS FOR GOOD:
VALLABH NIKETAN ASHRAM**

Established in 1963, the Vallabh Niketan Ashram in Bangalore is a home for the elderly and orphaned children. It provides food, shelter and care as well as education for the children. It is also located within the same community as our Bangalore facility and showroom. As part of our worldwide commitment to help strengthen the communities in which we operate, we are now official sponsors of the charity.

Beginning with a site visit to see what was required, we determined our biggest impact could be realized in improving their facilities. Rather than simply providing a monetary donation, we are providing the time and skills of our people and our local architect and design partners to improve their facilities. Volunteers provide a half day of their time, enabling more people to get involved and ultimately create a larger net effect. From repairing and patching walls, to replacing bedding, we determine what is needed in consultation with the orphanage then source, deliver and install it, allowing us to leverage some of our key strengths to help the Ashram. Direct involvement also allows us to monitor first-hand the impacts of our efforts.

“Tapping into our own strengths and resources benefits all – the Ashram has access to people and skills they may not be able to afford otherwise, the residents benefit from improved facilities and our employees feel a sense of pride and engagement in ways that writing checks alone never can replicate.”

- Colin Snow, Director, Asia-Pacific Sales and Teknion Global Accounts



4. ಅರಿವು, ಪ್ರತಿಭೆ ಮತ್ತು ಸೃಜನ ಶಕ್ತಿಯನ್ನು ಹೊಂದಿರುವವರು

ಈ ಅಂಶಗಳನ್ನು ಮೆಚ್ಚುವ ನಿಕೇತನ ಸಂಸ್ಥೆಯವರು.

(4) यहाँ शक्ति, भक्ति एवं प्रीति का वातावरण हो।

इसी अर्थों से बहम निकेतन का प्रारंभ हुआ है।



Organizations we support:

American Cancer Society ■ American Heart Association
ANEW ■ Animal Orphanage of New Jersey ■ Art Gallery of Ontario
Baycrest Home for the Aged ■ Battered Women in Dade County
California Waterfowl ■ Cameron Diamond Foundation
Cancer Support Community ■ Cathedral Kitchen ■ C etal
Chicago Women’s Health Center ■ Children’s Wish Foundation
CitiWide Harm Reduction ■ Clayton North Carolina Fire Department
Crohn’s & Colitis Foundation of Canada ■ Design Exchange
Destination Foundation ■ Evergreen Brick Works
Florida International University ■ Fondation de l’H tel-Dieu de L vis
Fondation de l’H tel-Dieu de Montmagny ■ Fondation du CHU de Qu bec
Frank Lloyd Wright Unity Temple ■ Ft. Lauderdale Art Institute
Gigi’s House ■ Goodwill Industries ■ Habitat for Humanity
Heart and Stroke Foundation ■ Hospital for Sick Children
Johns Hopkins Medical Hospital ■ Juggerknot Theatre Company
Lower East Side People’s Federal Credit Union ■ Make-A-Wish Foundation
Meals on Wheels ■ Miami Art Museum ■ Miami Children’s Hospital
Mount Royal College of Art & Design ■ Mt. Sinai Hospital
March of Dimes ■ MS Foundation ■ National Building Museum
Northern Alberta Institute of Technology, School of Design
Ontario College of Art & Design ■ Petchitecture
Philanthropy by Design ■ Princess Margaret Hospital
Public Architecture ■ Red Cross ■ Royal Ontario Museum
Ryerson University ■ Salvation Army ■ San Francisco Food Bank
Seneca College ■ The Firehouse Community Arts Center
Toys for Tots ■ United Way/Centraide ■ University Health Network
University of Manitoba ■ University of Toronto ■ Vallabh Niketan Ashram
World Vision ■ World Wildlife Fund ■ York University ■ Youth Inc.



www.teknion.com

IN CANADA

1150 Flint Road
Toronto, Ontario
M3J 2J5 Canada
Tel 866.teknion
866.835.6466

IN THE USA

350 Fellowship Road
Mt Laurel, New Jersey
08054 USA
Tel 877.teknion
877.835.6466

OTHER OFFICES LOCATED IN

Europe, South and Central America,
Middle East, Asia and Russia
For regional contact information
go to www.teknion.com

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