

2017

**Environmental
Health & Safety**
Annual Report

Knoll

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From the CEO

When we think about sustainability at Knoll, we are not only framing our own corporate philosophy, but also making decisions that will shape the daily lives of our customers. We consider environmental, economic and social sustainability in our design and management choices, from what kind of materials are used in our products to the well-being of our associates. At the same time, we are acutely aware of our responsibility to contribute to sustainable—and inspiring—workplaces and homes; environments that promote a better world. Knoll associates are committed to developing solutions that impact sustainable growth by conserving our natural resources; developing energy efficient processes; diverting waste generated from operations and products; and protecting the health and safety of our associates and the communities in which we work. We continue to be guided by three key areas of focus:

- + Providing sustainable products and solutions that help our customers achieve the highest level of sustainable performance in the workplace.
- + Improving our own environmental footprint by continually reducing greenhouse gas (GHG) emissions, consumption of water and by diverting waste from landfill disposal.
- + Reporting progress toward our goals in a transparent and consistent manner.

Our diverse product portfolio affords our customers the opportunity to improve performance in the built environment. We are especially proud that our partnership with the Forest Stewardship Council (FSC) has resulted in 11 product lines newly certified with Environmental Product Declarations (EPDs) as well as most of the wood we use earning the FSC certification.

Knoll associates create products that are always beautiful, and designed with sustainability in mind. For 80 years, we have been thinking about how people interact with their environments and how these spaces impact what they do. Our stewardship of the environment is a natural extension of this credo.

Andrew Cogan
Chairman and CEO

Highlights from 39 Years of Sustainable Design

- 1978** We hire a full-time environmental engineer and redesign the wastewater treatment plant at our East Greenville, PA facility, in order to reduce harmful effluents.
- 1984** We set a goal to eliminate VOCs (Volatile Organic Compounds) from all manufacturing operations. Today, Knoll is more than 95% VOC-free.
- 1986** Our Lubin manufacturing facility in East Greenville is completed. This environmentally advanced building, designed for sustainability, earned LEED® Gold in 2004.
- 1988** We work with a consultant to inaugurate emissions testing of office furniture in a protocol that is the precursor of UL GREENGUARD.
- 1993** Our Bulldog® Chair is developed and manufactured using clean technology from start to finish, including returnable and reusable packaging.
- 1996** We are the first major OEM to make panel fabrics from 100% producer-colored polyester fibers that are completely recyclable, use benign pigments and produce no effluents.
- 1998** We are the first U.S. OEM to receive ISO14000 Standard for Environmental Management Systems certification.
- 2005** Our East Greenville facility is designated OSHA VPP Star Site for the first time.
- 2006** We join The Clinton Global Initiative and, with capital investments of more than \$2 million, increase CO2 reduction beyond the 10% reduction goal.
- 2009** Generation by Knoll® becomes the first product in the contract industry to earn SMaRT® Sustainable Platinum certification.
- 2010** We are the first contract furniture company to earn BIFMA level® 3 in multiple product categories for Knoll Dividends Horizon®, Antenna® Workspaces and Autostrada® systems, Generation by Knoll and MultiGeneration by Knoll® chairs, Calibre® storage, and Reff® wood casegoods.
- 2011** Our Full Circle Program, the first of its type in the industry and developed in partnership with the non-profit ANEW, diverts 326.1 tons of decommissioned furniture, fixtures and equipment from landfill through resale, repurpose, recycling, or the conversion of waste to energy.
- 2012** Our Boston Showroom is awarded LEED® Platinum certification, raising the total number of Knoll's LEED certified facilities to 11.
- 2014** Our East Greenville facility goes landfill-free. Retail and corporate facilities in New York and San Francisco achieve LEED certification, bringing total Knoll LEED certified spaces to 14.
Knoll Houston & NYC Showrooms host 2014 BIFMA level roadshow.
- 2015** Our Grand Rapids operations achieved a landfill diversion rate greater than 98%, joining our East Greenville facility in its pursuit of landfill-free manufacturing.
- 2017** Knoll Toronto achieved a greater than 98% diversion rate, joining the Grand Rapids and East Greenville manufacturing sites in the pursuit of Landfill Free status.
Knoll Toronto received Toronto Hydro's Energy Conservation Leadership Award and Knoll Office Systems and storage products have third party verified Environmental Product Declarations.

Introduction

In 2017, Knoll continued to pursue many facets of sustainability in multiple areas of our business. The eight principles that guide us allow us to focus on key practices that offer the most comprehensive and promising approach to reducing the environmental footprint of our manufacturing process, products, facilities and business operations. Knoll achieves this through a range of rigorous standards, such as those incorporated into our Environmental Product Declarations, Declare labels and other third-party certifications from recognized organizations including BIFMA level[®], UL GREENGUARD, and the USGBC's LEED program.

Knoll continues to pursue the goal of Landfill Free when it comes to our facilities and our processes, and continues to evaluate energy and greenhouse gases in relation to environmental impact and climate change. In 2017, we diverted 99% of our production waste from landfills to be recycled or used in the generation of energy.

Knoll also prioritizes a focus on community. Through various social equity practices, we act responsibly to give back to our associates and the places in which we do business.

Report Profile

Knoll, Inc. reports our performance on an annual basis. This report provides information on this performance for the calendar year of 2017. Our 2017 EHS Annual Report follows the "Core" option in accordance with the Global Reporting Initiative Standard. The Core option contains the essential elements of a sustainability report, and provides the background against which we as an organization

communicate the impacts of our economic, social, environmental and governance performance. Although not currently externally assured, Knoll recognizes the benefits and virtues of having our reports externally validated. Should you have any questions regarding our report, please contact our Sustainability Coordinator who is available via email at sustainability@knoll.com.

The Principles that Guide Us

Early on, Knoll articulated the foundational principles that shape our culture and practice of sustainability:

- 1 **Protection of the Biosphere**
- 2 **Sustainable Use of Natural Resources**
- 3 **Waste Reduction and Disposal**
- 4 **Conservation**
- 5 **Risk Reduction**
- 6 **Safe Products and Services**
- 7 **Environmental Restoration**
- 8 **Informing the Public**

“Knoll 8”

Knoll creates workplaces and homes that inspire, evolve and endure. The success of this vision is based on a holistic understanding of how people live, work and interact with their environment. We bring this knowledge to bear on all of our work—from product design and manufacturing techniques to employment practices and service to the community—to support a sustainable world.

Guided by these “Knoll 8”, we have developed new processes, analytic tools and management philosophies to make our business sustainable. We know that transparency and knowledge-sharing are essential to this goal. To this end, we work with third-party certifiers to approve our practices, and then share those results with the public.

How We Do It

Design for the Environment (DfE): Establishes Standards

DfE means that Knoll products are imagined, designed and manufactured with the environment in mind. The program sets criteria for embodied energy and emissions of materials, defines a minimum for recycled content and mandates low energy consumption and the use of clean technology in manufacturing. When we source new materials, suppliers must provide us with documentation regarding their material sources, chemical constituents and manufacturing locations. Furthermore, we request details of any post-consumer and post-industrial recycled contents.

Life Cycle Assessment (LCA): Measures Impacts

We use powerful software-based tools to evaluate the entire life cycle of a product, from raw materials extraction to what happens at the end of the product's useful life. This holistic vision of environmental impact means that we can adjust designs, materials or production processes to maximize sustainability. Knoll structures its LCA process in three phases, collecting three large sets of data:

- 1 Cradle to Gate:** includes supply chain inputs, from raw materials extraction to transportation and secondary manufacture of parts purchased by Knoll.
- 2 Gate to Gate:** measures the processes that turn materials and parts into finished products.
- 3 Gate to Grave/Cradle:** looks at what happens to a product at the end of its useful life. Our LCA process also produces transparency: we pass on the findings of our analysis to our customers in the form of an Environmental Product Declaration (EPD), a standardized tool for communicating the environmental performance of a product. The EPD uses a consistent set of indicators to relay information about raw material acquisition, energy use, emissions, and waste generation. EPDs are third-party certified, and they help our customers earn points under the LEED v4 standard.

Third-party Certification Tells our Customers that the Commitment is Serious

BIFMA level®



The BIFMA level standard is a voluntary product standard developed by the Business and Institutional Furniture Manufacturers Association to support safe, healthy and sustainable workplaces. Products, organizations and

facilities are scored on sustainability criteria in four areas: materials, energy and atmosphere, human and ecosystem health and social responsibility. Certification is awarded at three levels and includes both evaluation of products and manufacturing processes. Knoll was the first manufacturer in the contract furniture industry to achieve the highest certification, level 3, for a systems product (Dividends Horizon®), as well as the first company in the industry to earn level 3 certification for products in multiple categories.

The following Knoll Office systems, seating and storage products are certified at level 3:

Systems

Antenna® Workspaces
Antenna Telescope (Horsepower, Fence, Interpole)
Morrison
AutoStrada®
Reff Profiles™
Currents®
Template®
Dividends Horizon®
Upstart®

Casegoods and Storage

Calibre® Series 2
Seating
Chadwick®
EWC Pro
Generation by Knoll®
Life®
Moment™
MultiGeneration by Knoll®
ReGeneration by Knoll®
Remix®

The following products are certified level 2:

Anchor Storage
Toboggan

Forest Stewardship Council



Knoll offers wood certified by the Forest Stewardship Council® (FSC), the international standard setting organization for defining and measuring a well-managed forest and providing traceability through a chain of custody certification.

Knoll FSC certification (FSC® C028824) ensures that Knoll products bearing the FSC mark are manufactured with wood from forests that protect environmental, social and economic values. FSC principles represent the industry’s most rigorous standards of forest stewardship. Our FSC Certified Standard Program covers all general office plan open systems, casegoods and tables, with the exception of certain products from the KnollStudio Collection. The standard applies to the core of all Knoll products with laminate and domestic cherry, maple, oak and walnut.

UL GREENGUARD



UL GREENGUARD ensures that products meet rigorous chemical emissions standards, helping reduce indoor air pollution. All Knoll North America systems, seating, Tone and k. stand height-adjustable tables are UL GREENGUARD

certified. A select range of Knoll products have received the UL GREENGUARD Gold certification, which imposes even more stringent standards to ensure products are acceptable for use in environments such as schools and healthcare facilities. All Knoll Office seating, Template and Calibre storage systems, Antenna Workplace collections, and wood casegoods are UL GREENGUARD Gold certified.

WELL



The International WELL Building Institute’s WELL Building Standard™ (WELL) is a set of performance standards and research-backed strategies created to advance human health,

happiness, and productivity in built environments. The WELL requirements are separated into ten Concepts that address various influences on well-being: Air, Water, Nourishment, Light, Fitness, Temperature, Sound, Materials, Mind and Community. Knoll products can help clients meet a wide range of WELL credit requirements. Some of these include, but are not limited to:

- + Hazardous Material Reduction
- + Enhanced Material Precaution
- + Active Furnishings
- + Visual and Physical Ergonomics
- + Volatile Compound Reduction
- + Long-Term Emission Control
- + Material Transparency

Declare



Declare is a labeling program administered by the International Living Future Institute in support of Living Building Challenge projects. The label is a materials transparency platform and associated database that provides

consumers with an at-a-glance reference for where a product is made, what it contains and options for end-of-life disposal. Knoll is dedicated to achieving Declare labeling for our products.

LEED®



LEED® (Leadership in Energy & Environmental Design) is the certification program of the US Green Building Council, recognizing best-in-class building strategies and practices. The latest LEED

criteria include a new focus on transparent supply chains for materials and products. Knoll maintains LEED databases for all office products to facilitate LEED certification for our customers’ workplaces. To date, Knoll has fourteen LEED-certified facilities. We follow the “Knoll 8” Initiatives in everything we do, which enables us to achieve these certifications. All seating is manufactured in East Greenville’s Lubin building, which runs on 100% green energy.

Knoll LEED Certified Showrooms (2017):

Platinum

- Toronto
- Boston

Gold

- Atlanta
- Dallas
- Chicago
- Washington, D.C.
- Seattle
- Phoenix
- East Greenville Lubin Building

Silver

- San Francisco
- Miami
- New York

Living Building Challenge



The International Living Future Institute’s Living Building Challenge (LBC) is a rigorous design framework used to create built environments

that positively impact human and natural systems. It encourages the design of healthy and beautiful spaces. Natural light, fresh air, healthy food, exposure to nature, integration with the surrounding community and a focus on energy neutrality are integral elements of the program.

The Living Building Challenge is organized into seven performance areas known as Petals. Each Petal is further subdivided into Imperatives, which address specific issues through detailed requirements. The Knoll constellation of products contributes to Imperatives under several LBC Petals. For example:

Health & Happiness Petal:

- Imperative 8: Healthy Interior Environment and Imperative
- Imperative 9: Biophilic Design Materials

Materials Petal:

- Imperative 10: Red List
- Imperative 12: Responsible Industry

Conservation: Our Facilities and Processes

Waste

We aim to be a Landfill Free organization, and we continue to get closer to accomplishing that goal. In 2017, Knoll facilities in North America diverted 99% of waste from landfills.

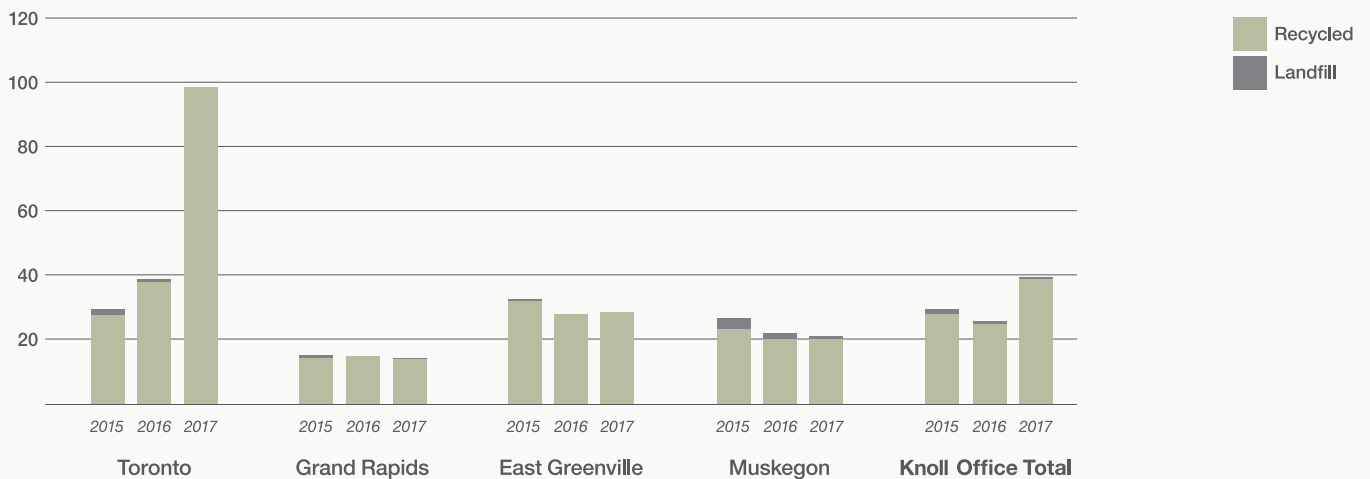
This means we recycled, reused or converted to energy:

- + 5895 tons of wood scrap and 4270 tons of sawdust
- + 192 tons of aluminum
- + 6608 tons of steel
- + 1660 tons of corrugated cardboard

Table I

Non-Hazardous Solid Waste (mT/MUSD)	
Total	39.5
Total Recycled/Reused or W2E	39
Total to Landfill	.5
Diversion Rate	99%
Improvement Over Previous Year	3%

2015–2017 Waste Diversion (mT/MUSD)



Full Circle

We consider our products' environmental impact long after they leave our hands. The Knoll Full Circle program, established in 2009, is the first integrated, sustainable end-of-life program for office furniture, fixtures and equipment in the industry. Full Circle helps businesses resell, re-purpose and recycle products that have reached the end of their useful life, diverting many hundreds of tons from landfills each year. The program applies to projects of all sizes, includes Knoll and non-Knoll furnishings, and encompasses all furniture, fixtures and equipment, from desks, chairs and workstations to carpeting and other materials. Knoll developed Full Circle in partnership with ANEW, a national non-profit foundation dedicated to extending the life cycle of office furniture and equipment in a socially and environmentally responsible way.

Completed Full Circle 2017 Projects

Project Name	Solution	Total Tons Diverted
Apple, Inc.	Repurpose	42.19
Disney Warehouse	Recycle	14.78
Mazda	Repurpose & Recycle	67.63
Nestle (Glendale)	Repurpose	19
Nestle (Solon, OH)	Resale	42.6
Red Bull Clothing Decommission	Recycle	1.63
Red Bull Kimball	Recycle	7.46
Sony 600 Corporate Pointe	Repurpose & Recycle	8.03
Sony Capra Workstations	Reuse	.19
Sony Corporate Pointe File Room	Recycle	.64
Sony Playa Vista Warehouse	Recycle	6.54
Sony TCOSB Corner Buildings	Recycle	.8
Sony Thalberg	Recycle	7.1
Total Tons Diverted in 2017		218.59

Source: ANEW, www.anewfound.org.

Landfill Free

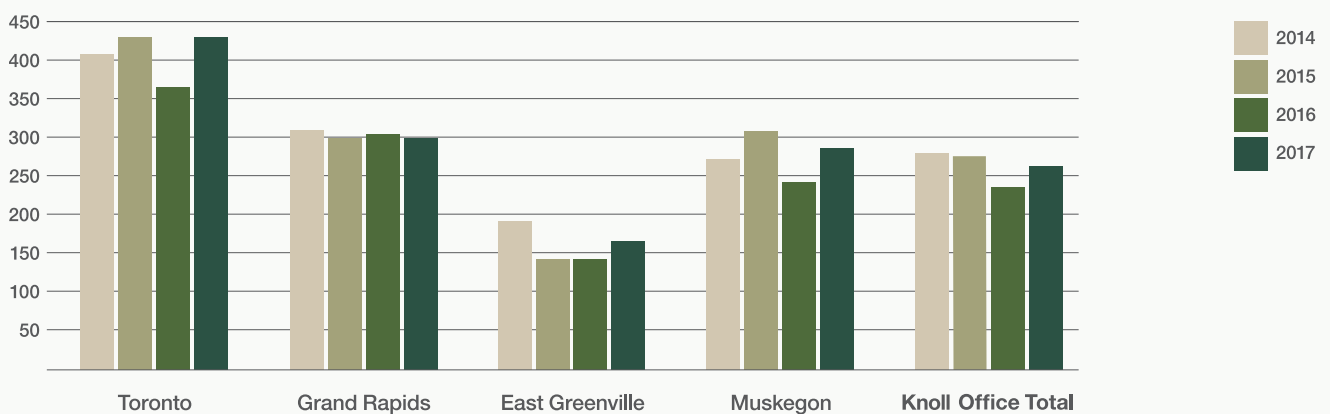
The U.S. Environmental Protection Agency has stated that energy-from-waste is a "clean, reliable, renewable source of energy" that "produces electricity with less environmental impact than almost any other source of electricity". Knoll has implemented an environmentally sustainable program with the objective of becoming landfill-free. Knoll East Greenville's has been certified as a Landfill-Free Enterprise. Residual and municipal waste from Knoll East Greenville is either reused, recycled or processed as a renewable fuel at an energy-from-waste facility. Knoll Toronto and Knoll Grand Rapids meet the criteria for Landfill Free status.

CO2 Emissions (GHG)

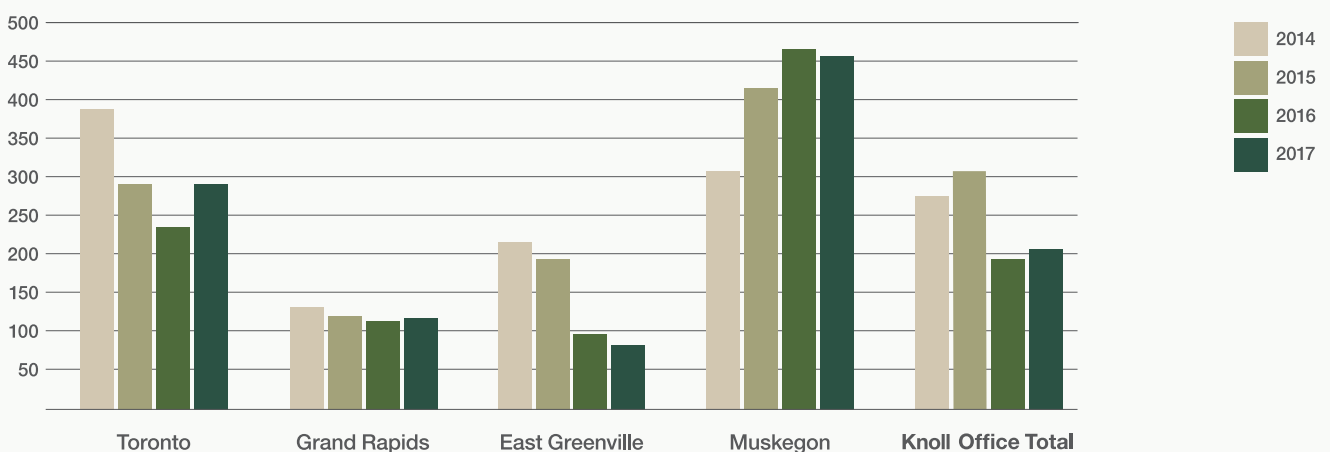
Table II

CO2 Emissions	
Total	265 mT/MUSD
Scope 1*	17,895 mT
Scope 2**	134,431 mT

2014–2017 GHG Emissions (CO₂e/MUSD)



2014–2017 Water Use (m³/MUSD)



These statistics represent the activities of Knoll North American Office facilities. They do not include the activities of KnollStudio, KnollTextiles, Spinneybeck, Edelman or Holly Hunt, which are separate business units.

* Scope 1: Greenhouse gas emissions resulting from the direct combustion of fuels at Knoll's North American manufacturing facilities.

** Scope 2: Greenhouse gas emissions from the purchased electricity brought into the organizational boundary of our North American manufacturing facilities.

Health and Safety

In 2017, Knoll maintained its safety focus on risk assessment and risk prioritization. By utilizing leading measures and eliminating risks through a measurable and systematic approach, we have increased our focus on injury and illness prevention. Our leadership-driven employee ownership and engagement are key to ensuring this approach is a success. Ensuring a safe and healthful workplace is everyone's responsibility. We continue to improve upon practices, policies and procedures and strives towards being a world-class leader in safety. We have set ambitious targets for the organization in 2018 to drive our risk focus and risk reduction activities.

We have continued participation in the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP) in East Greenville, the SGP Safety Group in Toronto and the various other programs offered in the areas our facilities. We are confident in our continued company-wide commitment to health and safety.

SGP Safety Group

Knoll Toronto participates in the Workplace Safety and Insurance Board's (WSIB) Safety Groups Program (SGP). Facilities with similar qualities (i.e. manufacturing) are grouped together for a collective purpose: to learn from each other's experience in implementing injury and illness prevention programs. Those that invest and implement effective health and safety programs can benefit from a WSIB financial incentive. The more firms in the group that succeed in integrating the prevention elements into their businesses, the larger the rebate the collective group receives. This is true team work! A firm's individual experience rating is not affected by its participation in a safety group. Knoll Toronto has participated in this program since 2008 and has been awarded each year by the WSIB.

The SGP is designed to recognize businesses that make the prevention of workplace injuries and illnesses a daily habit by building it into their management systems. It is based on the premise that a well-integrated workplace health and safety program is good for business.

Knoll is a part of the Safety Group Advantage Program, reserved for companies that have exceeded five years in the Safety Group Program. The 2017 Advantage Program:

- + Provided firms with the advantage of continuing in the Safety Groups Program to develop and implement a comprehensive audit of their Health & Safety Management System (HSMS).

- + Equipped firms with the tools and knowledge to continue annual internal HSMS Audits to improve their safety performance and culture.
- + Supported the maintenance of a fully functioning Health & Safety Management System.
- + Allowed firms flexibility to select a Health & Safety Management System audit criteria suited to their business needs.
- + Incentive programs play an important role in helping to make prevention an integral part of Ontario workplaces.

VPP Star



In 2014, our East Greenville location recertified its "Star" rating under the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP). A Star rating is the highest rating a company can obtain in OSHA's premier partnership program. To achieve this rating, our East Greenville site had to demonstrate a comprehensive safety and health program with strong management leadership, include all employees as active participants, and ensure an injury rate substantially below the average for the industry. The Star rating allows us to join an elite and exclusive group of less than 2,500 companies nationwide that have demonstrated the dedication and commitment to safety.

Health

Knoll is dedicated to the health and well-being of our associates. In 2017 we had multiple programs in place to help us achieve this goal. A principal motivator, and reference for many associates, is the Virgin Pulse Healthy Living plan. Virgin Pulse is a computerized plan implemented by Knoll's benefits department and is available to all U.S. associates. This plan encourages associates to make healthier decisions in their everyday lives, and offers easy access to information on how and why these decisions are so important. Knoll wants all our associates to appreciate a healthy work/ life balance. To that end, we promote meditation, yoga and mindfulness in select facilities. Knoll's corporate headquarters also installed volleyball and badminton courts to promote fun and exercise.

Giving Back

Selected Initiatives

Santa Claus Girls



Knoll Grand Rapids hosts a special organization called Santa Claus Girls. Santa Claus Girls of Kent County has served the community for over a 100 years and is viewed by the community as a conduit for anyone to support gift giving to children during the holidays season. The Santa Claus Girls is a unique charity representing the generosity of the community; 100% of the funds collected go directly to the program. This is possible because every person associated with the Santa Claus Girls is a volunteer. This allows 98 cents of every dollar to go to gifts to the children. The other 2 cents is for an independent outside audit assuring financial compliance and for insurance on the inventory. The gifts for the children are selected by age and gender. All the gifts for the children are wrapped and placed in plastic bags, organized by route and delivered to their homes in time for the holidays. Approximately 350 volunteer drivers deliver the packages to homes usually on the third Saturday in December. The job of organizing 350 drivers is a daunting task undertaken by an associated volunteer group named by the YMCA Service Club of Greater Grand Rapids. In 2017, Santa Claus Girls served 12,507 Children.



WMEAC



Knoll Grand Rapids is a proud supporter of the West Michigan Environmental Action Council (WMEAC), an organization that actively works to implement diversity and inclusion strategies to achieve its mission and vision to inform, engage and nurture an inclusive community acting together to protect natural resources, mitigate climate impacts and build a resilient West Michigan. WMEAC conducts periodic evaluations of progress toward our strategic objective to build an inclusive movement of educated citizens who act together to address 21st century environmental issues, solutions and opportunities.

Michigan Blood

Michigan Blood provides blood products and services for more than 40 hospitals throughout Michigan and is an established leader in quality and service. Knoll Grand Rapids has been a reliable partner for Michigan Blood for hosting blood drives right on site. In 2017 Grand Rapids associates donated 54 pints of whole blood and 6 pints of double red cells, which will save roughly 180 lives at local Michigan hospitals.

Other Initiatives

- + Knoll Muskegon sponsored a holiday angel tree by collecting gently worn hats and mittens for area children and participated in a food collection program.
- + Knoll Toronto participated in a food drive for local shelters during the holiday season; 1,300 items were donated.
- + Various Knoll locations participated in Take Your Child to Work Day.
- + Knoll products not included in the Full Circle program were donated to Habitat for Humanity.
- + Knoll Toronto sponsored an employee BBQ in July, where food, games and fun were on the agenda!

Michigan Clean Corporate Citizen



Knoll Grand Rapids has been awarded the Michigan Clean Corporate Citizen award each year since 2013. Establishments such as Knoll Grand Rapids have demonstrated

environmental stewardship and a strong environmental ethic through their operations in Michigan to be recognized as Clean Corporate Citizens. The C3 program is built on the concept that these Michigan facilities can be relied upon to carry out their environmental protection responsibilities without rigorous oversight, and should enjoy greater permitting flexibility than those that have not demonstrated that level of environmental awareness.

Michigan Business Pollution Prevention Partner



In 2017, Knoll Grand Rapids was recognized as a Michigan Business Pollution Prevention Partner (MBP3). MBP3 businesses have been instrumental in protecting the environment for decades. Pollution Prevention (P2) resources

can help businesses address issues to increase energy efficiency and reduce wastes and toxics. These efforts not only reduce regulatory compliance costs and toxics, but also reduce operating costs and improve the health of the employees and the community.

Stream Clean-Up

Each year Knoll East Greenville associates volunteer to clean up the Perkiomen Creek, which lies across the street from our East Greenville facility. A staple of East Greenville’s landscape, the Perkiomen Creek flows 38 miles into the Schuylkill River. Knoll wants to keep it beautiful. Volunteers traversed two miles of the creek picking up litter. It was as beautiful a day for the clean-up as it was successful. The 2017 team hauled a total of ten bags of trash, four bags of recycling and one tire from the Perkiomen Creek.

Pictured are the Knoll associates and their families that helped make the 2017 clean-up a success.

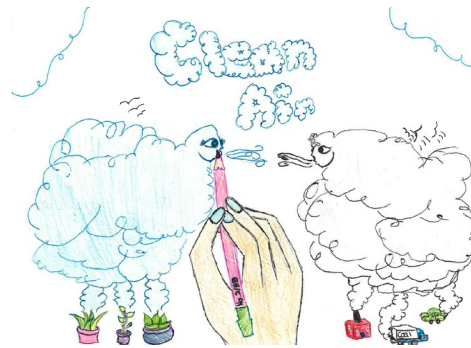


Relay for Life

Relay for Life is an organization that raises money for cancer awareness. Knoll East Greenville has been donating to Relay for Life for 19 years. It is a yearlong event through various bake and hoagie sales. Each year, Knoll also sponsors and participates in the Relay for Life overnight event. Our team is made of all associates throughout the organization; they work side by side to raise awareness and honor those who have died of cancer. This small team raised \$10,000 for Relay for Life in 2017.

Art Contest

Upper Perkiomen, Pennsylvania Middle School participates in our annual art contest. Throughout the year, students learn about different subjects that touch environmental, health and safety topics. Toward the end of the year, students are challenged to illustrate what they have learned throughout the year. Faculty from Penn State’s Art Department judge the students’ illustrations to select a winner of each category, an overall winner, a runner up and second runner up. Winners’ illustrations can be found at knoll.com.



“Clear Air” illustration by Adrian Alas, first place winner

Disclosures

General Standard Disclosures under GRI

Strategy and Analysis		
G4-1	Statement from CEO	2017 Knoll EHS Report
G4-2	Description of key impacts, risks and opportunities	2017 Knoll EHS Report
Organizational Profile		
G4-3	Name of organization	2017 Knoll EHS Report
G4-4	Primary brands, products and services	2017 Knoll Annual Report (see pgs. 3-13)
G4-5	Location of headquarters	2017 Knoll Annual Report (see back cover)
G4-6	Number of countries where the organization operates, and names of countries with major operations	2017 Knoll Annual Report (see pg. 10)
G4-7	Nature of ownership and legal form	2017 Knoll Annual Report (see pg. 1)
G4-8	Markets served	2017 Knoll Annual Report (see pg. 10)
G4-9	Scale of organization	2017 Knoll Annual Report (see pg. 1)
G4-10	Employee metrics	2017 Knoll Annual Report (see pg. 11)
G4-11	Percent of employees covered by collective bargaining	2017 Knoll Annual Report (see pg. 62)
G4-12	Organization's supply chain	2017 Knoll Annual Report (see pg. 9)
G4-13	Significant changes during reporting period	2017 Knoll Annual Report (see pgs. 7-10)
Identified Material Aspects and Boundaries		
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	2017 Knoll Annual Report (see pg. 112)
	¹ http://phx.corporate-ir.net/phoenix.zhtml?c=66169&p=irol-reportsannual	
Report Profile		
G4-28	Reporting period	2017 Knoll EHS Report
G4-29	Date of most recent report	2017 Knoll EHS Report
G4-30	Reporting cycle	2017 Knoll EHS Report
G4-31	Contact for questions	2017 Knoll EHS Report
Ethics and Integrity		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	See "Code of Ethics," at knoll.com/investors

Specific Standard Disclosures

Economic

Aspect: Economic Performance

G4-EC1 Direct economic value generation and distributed, including revenues, operating costs, employee compensation, etc. 2017 Knoll Annual Report (see pgs. 52, 68-73)

G4-EC3 Benefit plan obligations 2017 Knoll Annual Report (see pgs. 33, 35, 48, 55-58)

Environmental

Aspect: Materials

G4-EN1 Report the total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: Non-renewable materials used and Renewable materials used 2017 Knoll EHS Report, Table I (see pg. 7)

G4-EN2 Percent materials used that are recycled 2017 Knoll EHS Report, Table I (see pg. 7)

Aspect: Water

G4-EN10 Percentage and total volume of water recycled and reused 2017 Knoll EHS Report (see pg. 9)

Aspect: Emissions

G4-EN15 Direct Greenhouse Gas Emissions (Scope 1) 2017 Knoll EHS Report, Table II (see pg. 9)

G4-EN16 Indirect Greenhouse Gas Emissions (Scope 2) 2017 Knoll EHS Report, Table II (see pg. 9)

Aspect: Effluents and Waste

G4-EN23 Total weight of waste by type and disposal method 2017 Knoll EHS Report, Table I (see pg. 7)

Social

Aspect: Occupational Health and Safety

G4-LA6 Injury rates 2017 Knoll EHS Report