Sustainability in Action
Zero Waste Landfill Strategies

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Haworth

Four years ago, our U.S. factories were generating nearly 20 million pounds of landfill waste annually. That quantity dropped by half in 2007 and again in 2008. By the end of 2009, we achieved our goal of zero waste to landfill status for our global headquarters and manufacturing facilities in the United States. Our Shanghai, China and Pune, India facilities had already met the goal in 2008.

Haworth accomplished this “industry first” through hard work, strong support from leadership and getting everyone involved with the process. As a result, less than three percent of our waste materials are sent to a municipal waste-to-energy facility.

Incinerating unused materials to generate steam or electricity is our most expensive and least preferred method of waste management. We are now working toward the goal of zero waste to energy. In the spirit of continuous improvement we hope one day to reach a truly sustainable system where all wastes are used elsewhere without downcycling.

Key points to attain zero waste to landfill:

• Leadership Support – our executive leadership including our CEO Franco Bianchi and VP of Operations Kevin Bailey lead the way by making this a visible, measurable goal.

• Facility Support – our Facilities Maintenance Manager Bill Gurn has served as our Recycling Manager for years. He and his team operate a recycling center where satellite facilities can send materials for consolidation and eventual recycling. This saves money and opens up more opportunities for recycling as volumes increase.

• Partnership Support – we engaged waste haulers and janitorial services with a spirit of entrepreneurship earlier on to find new avenues for
recycling and waste management. Constantly we and our business partners had to challenge the status quo for items such as compostable waste materials.

- **Grassroots Support** – Haworth members (our employees) started internal recycling competitions, awareness campaigns, and waste auditing (dumpster diving) to measure progress and support more recycling.

- **Strategic Support** – Haworth’s values include valuing our world. Our headquarters, showrooms and our products reflect our goal to become a sustainable company. Supporting sustainability efforts is considered part of everyone’s job.

- **Infrastructure Support** – Sorting materials was critical; therefore stations inside the manufacturing plant and in the offices were set up to sort all possible materials. Some stations had 6 or more bins to separate materials.

- **Member Support** – Each person working at Haworth had to adjust their habits to support zero waste to landfill. Whether it was the container holding their food, or sorting their waste at a recycling station, changes were made to reduce waste generation and direct as much waste to recycling as possible.

- **Supplier Support** – New initiatives, often suggested by our supply chain, are implemented periodically to extend the life of current materials to reduce waste generation. For example extending the life of sanding media and purchasing reusable or extended life air filters generate less waste and save money in the long term.

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