



Certificate of Conformity

Certification Number:
C0021995-158

Certification Period:
06/01/2009 - 12/31/2024

NSF Certification, LLC recognizes

Herman Miller, Inc

Zeeland, MI

Action Office® System

Restrictions: None

As complying with LEVEL® for ANSI/BIFMA e3-2019 –
Furniture Sustainability Standard and all applicable
requirements for achievement of:

LEVEL 3 Certification

Signed on behalf of
NSF Certification, LLC

Senior Managing Director
Global Commercial Water Systems

Certificate Number:
C0021995-158
Date: 08/04/2023



NSF Certification, LLC
789 N. Dixboro Road, Ann Arbor, MI 48105 USA

This certificate remains the property of NSF Certification, LLC
and must be returned upon request

For the most current and complete information, please access NSF's website
(www.nsf.org)



the BIFMA sustainability standard



BIFMA LEVEL® v2019 Scorecard

LEVEL 1 = 32-48 points LEVEL 2 = 49-68 points LEVEL 3 = 69-111 points

Action® Office System: LEVEL 3 Certified

3rd-party certified by: NSF Certification, LLC Certificate #: C0021995-158 Certification Term: 06/01/2009 - 12/31/2024

Elements	Category	Points Available	Points Achieved
6.0 Environmental Impacts			
Prereq 6.1	Energy and Environmental Policy	Y	Y
Prereq 6.1.2	Design for Environment Policy	Y	Y
Credit 6.2	Product Design		
	6.2.1 Product Safety and Performance Standards	2	2
	6.2.2 Design for Durability, Repair, Retrofit, Remanufacturing, Recycling	1	
	6.2.3 Extended Product Responsibility	1	1
Credit 6.3	Material Specifications		
	6.3.1 Optimized Sourcing – Multiple Environmental Attributes	1	
	6.3.2 Bio-based Non-Wood Renewable Materials	1	
	6.3.3.1 25% of the Product Weight	1	
	6.3.3.2 50% of the Product Weight	1	
	6.3.3.3 Inventory and Bio-based Data Submittal	1	1
	6.3.4.1 30% Recycled Content	1	
	6.3.4.2 50% Recycled Content	1	
	6.3.4.3 Recycled Content Data Submittal	1	1
	6.3.5 Responsible Packaging	1	
Credit 6.4	Operational Efficiency		
	6.4.1.1 Material Efficiency of 70%	1	
	6.4.1.2 Material Efficiency of 80%	1	
	6.4.1.3 Material Efficiency Data Submittal	1	
	6.4.2.1 Solid Waste Inventory, Allocation, and Data Submittal	1	1
	6.4.2.2 Solid Waste Diversion	1	
	6.4.2.3 Hazardous Waste Inventory, Allocation, Data Submittal	1	1
	6.4.2.4 Hazardous Waste Reduction	1	
	6.4.3.1 Air Emission Inventory	1	1
	6.4.3.2 Air Emission Reduction	1	
	6.4.4.1 Water Inventory, Allocation, Data Submittal	1	1
	6.4.4.2 Process Water/Wastewater Discharge Reduction	1	
Credit 6.5	Energy Management		
	6.5.1 Energy Management System	1	1
	6.5.2 Environmental Management System	2	
	6.5.3.1 Energy Inventory of 75% of Organizational Boundary	1	1
	6.5.3.2 Scope 1 and 2 Greenhouse Gas Emission Inventory for 75% of the Organizational Boundary	1	1
	6.5.3.3 Scope 3 Greenhouse Gas Emission Inventory	1	1
	6.5.4.1 Reducing Energy Usage by 5%	1	1
	6.5.4.2 Reducing Greenhouse Gas Emissions	2	2
	6.5.5 Greenhouse Gas Reporting	1	1
	6.5.6 Clean and Renewable Energy	2	2
Credit 6.6	Embodied Energy of the Product		
	6.6.1.1 Gate-to-gate Product Level Energy Inventory and Primary/Secondary Data Submittal	2	2
	6.6.1.2 Cradle-to-gate Product Level Energy Inventory for Materials in the Product and Data Submittal	1	1
	6.6.1.3 Transportation Energy Inventory and Primary/Secondary Data Submittal	2	2
	6.6.1.4 Cradle to End User Embodied Energy Data Submittal	1	1
	6.6.2.1 5% Reduction	1	
	6.6.2.2 10% Reduction	1	
	6.6.2.3 Transportation Impact Reduction	1	1
Credit 6.7	Life Cycle Assessment (LCA)		
	6.7.1 Gate-to-gate Inventory	1	1
	6.7.2 Cradle-to-grave Inventory	1	1
	6.7.3 Complete a Life Cycle Assessment Utilizing ISO 14040 and ISO 14044	1	1
	6.7.4 Independent Third-party LCA Review	1	1
	6.7.5 Environmental Product Declaration (EPD)	1	1
	6.7.6 Demonstrating Impact Reduction	2	
7.0 Health and Wellness Impacts			
Prereq 7.1.1	Demonstration of Compliance	Y	Y
Prereq 7.1.2	Key Chemical and Risk Policies		Y
Credit 7.2	Chemical Management Plan (CMP)	1	1
Credit 7.3	Chemical Impact Reduction Strategy and Alternative Assessment		
	7.3.1 Chemical Impact Reduction Strategy	1	1
	7.3.2.1 Assessing Chemicals for Informed Substitution	1	
	7.3.2.2 Assessing Chemicals for Informed Substitution	1	
Credit 7.4	Category Specific Advances (3 points available)	3	
	7.4.1 Ergonomics (1 point)		
	7.4.2 Lighting to Mitigate Health Risks (1 point)		
	7.4.3 Infrared Lighting (1 point)		
	7.4.4 Targeted Chemical Elimination (1 point)	1	
Credit 7.5	Product Level Chemical Inventory, Assessment and Optimization		
	7.5.1.1 Chemical Assessment	8	
	7.5.1.2 Product Optimization GreenScreen® / Cradle to Cradle Certified™ Material Health Assessment Methodology	10	
	7.5.1.3 Product Optimization GHS Classification		
	7.5.2.1 Inventory and Assess – Intermediate Level		
	7.5.2.2 Inventory and Assess – Advanced Level	4	4
	7.5.2.3 Product Optimization	6	6
	7.5.3 Product Chemical Disclosure	4	4
Credit 7.6	Low Emitting Furniture		
	Prereq 7.6.1 Low Emitting Furniture		Y
	7.6.2 Low Emitting Furniture – Intermediate	1	1
	7.6.3 Low Emitting Furniture – Advanced	1	1
Credit 7.7	Manufacturing Chemical Inventory, Assessment, and Optimization		
	7.7.1.1 Maintenance/Operations Chemical Identification and Assessment	1	
	7.7.1.2 Reductions of Maintenance/Operations Chemical	1	
	7.7.2.1 Process Chemical Identification and Assessment	1	
	7.7.2.2 Reduction or Elimination of Process Chemicals	4	
8.0 Social Impacts			

Prereqs 8.1	Prerequisites		
	8.1.1 Employee Health and Safety Management	Y	Y
	8.1.2 Labor and Human Rights	Y	Y
	8.1.3 Community Outreach and Engagement	Y	Y
Credit 8.2	Policy on Social Responsibility	1	1
Credit 8.3	Safety Performance		
	8.3.1 External Health and Safety Management Standard	1	1
	8.3.2 Reduction of Injury Rate	1	1
	8.3.3 Employee Wellness Program	1	1
Credit 8.4	Inclusiveness	1	1
Credit 8.5	Community Outreach and Engagement		
	8.5.1 Outreach and Engagement Efforts	1	1
	8.5.2 Employee Volunteer Program	1	1
	8.5.3.1 Community Resiliency	1	1
	8.5.3.2 Community Resiliency	1	1
Credit 8.6	Social Responsibility Reporting		
	8.6.1 Basic Level	1	1
	8.6.2 Advanced Level	2	2
Credit 8.7	Supply Chain		
	8.7.1 Supply Chain Basic Level	1	1
	8.7.2.1 Implementation of Supplier Self-assessment Tool	2	2
	8.7.2.2 Supplier Code of Conduct	1	1
	8.7.2.3 Assessing High-Risk Suppliers	1	1
Credit 8.8	Company-wide Social and Environmental Impact Assessment	1	1
Credit 8.9	Recognition of Excellence		
	8.9.1 Social Responsibility Recognition	1	1
	8.9.2 Sustainable Building Recognition	2	2
	= Possible LEED credit contribution available	111	70

NOTE: LEED's Pilot Credit 112 for Certified Multi-Attribute Products and Materials (MRpC112) provides 1 point for encouraging the use of products and materials for which life-cycle information is available and that have environmentally, economically, and socially preferable life-cycle impacts, such as those certified through the BIFMA's LEVEL program. Pilot Credit 112 may be found at the following link: <https://www.usgbc.org/node/10399220?return=/pilotscredits/Commercial-Interiors/all>