

Zody II Seating



Environmental Product Declaration

EPD-IES-0019532

Date of Issue: March 31, 2025

Date of Expiration: March 30, 2030

Product Category Rule

BIFMA PCR for Seating, UNCPC 3811
In accordance with ISO 14025

Functional Unit

1 Zody II seat with an aluminum base, maintained for a period of 10 years produced in Europe.

Program

Program: The International EPD System
www.environdec.com

Program Operator: EPD International AB



This EPD was not written to support comparative assertions. EPDs based on different PCRs or different calculation models may not be comparable. When attempting to compare EPDs or life cycle impacts of products from different companies, the user should be aware of the uncertainty in the final results due to and not limited to the practitioner's assumptions, the source of the data used in the study and the software tool used to conduct the study. An EPD should provide current information and may be updated if conditions change. The stated validity is therefore subject to the continued registration and publication at www.environdec.com.

Program Operator	The International EPD® System EPD International AB Box 210 60 SE-100 31 Stockholm Sweden www.environdec.com info@environdec.com
Manufacturer Name and Address	Haworth, Inc. One Haworth Center Holland, MI 49423 sustainability@haworth.com
Declaration Number	EPD-IES-0019532
Declared Product and Functional Unit	1 Zody II seat with an aluminum base, maintained for a 10-year period produced in Europe
Reference PCR and Version Number	BIFMA PCR for Seating: UNCPC 3811, Version 3
Product's intended Application and Use	Commercial Furniture
Product RSL	10 years
Markets of Applicability	Europe
Date of Issue	March 31, 2025
Period of Validity	5 years from date of issue
EPD Type	Product Specific
Intended Audience	Business-to-Business, Business-to-Consumer
Range of Dataset Variability	N/A
EPD Scope	Cradle to Grave
Year of reported manufacturer primary data	2022
LCA Software and Version Number	Sphera LCA FE (GaBi) 10.9
LCI Database and Version Number	Sphera MLC (GaBi) 2023.2
LCIA Methodology and Version Number	IPCC AR6, TRACI 2.1 +EN 15804+A2 (EF 3.1)
The PCR review was conducted by:	Thomas Gloria, PhD (chair) Jack Geibig, P.E. Michael Overcash, PhD
Independent, third party verification of the declaration and data, according to ISO 14040 (2006), ISO 14044 (2006), 14025 (2006), and BIFMA PCR for Seating: UNCPC 3811 V3, which serves as the core PCR. ☒ EPD verification by individual verifier	Thomas Gloria, Industrial Ecology Consultants  Approved by: The International EPD® System
This life cycle assessment was conducted in accordance with ISO 14044 and the reference PCR by:	WAP Sustainability Consulting
Procedure for follow-up of data during EPD validity involves third-party verifier	☐ Yes ☒ No
The EPD owner has the sole ownership, liability, and responsibility for the EPD. EPDs within the same product category but registered in different EPD programmes, or not compliant with EN 15804, may not be comparable. For two EPDs to be comparable, they must be based on the same PCR (including the same version number) or be based on fully-aligned PCRs or versions of PCRs; cover products with identical functions, technical performances and use (e.g. identical declared/functional units); have equivalent system boundaries and descriptions of data; apply equivalent data quality requirements, methods of data collection, and allocation methods; apply identical cut-off rules and impact assessment methods (including the same version of characterisation factors); have equivalent content declarations; and be valid at the time of comparison. For further information about comparability, see EN 15804 and ISO 14025. This study utilizes the BIFMA Seating PCR. This BIFMA PCR was used to meet market expectations such as Building Transparency EC3 comparisons, LEED and existing vendor procurement requirements, and product scoring programs. The EPD should not be used outside of this context.	

Company Description

Haworth strives to be a sustainable corporation. We believe operating a sustainable corporation will allow us to help people do great things for generations to come. We are on a journey—one that promotes longevity and delivers value to the people, communities, and planet that we serve. At our core, we are a family—and we weather challenges together. Haworth is built upon a culture that empowers members and all stakeholders to make positive changes. We strengthen existing partnerships and build new ones, while empowering our members and leveraging our global reach, as we continue our drive toward making positive changes for the people and communities, we serve all over the world.

Product Description

Zody II packs ergonomic innovation into a stunning, contemporary design. Building upon the original Zody's heritage, Zody II integrates the latest ergonomic research and design advancements to offer an office chair with exceptional comfort and support. Zody II has earned global acclaim for its outstanding design and functionality. Whether in an assigned desk, a private workspace, or your home office, Zody II contributes to your well-being. With the optional dual posture function, you'll be able to sit, stand, or perch, making Zody II the ideal seating option for height-adjustable work areas.

Zody II is manufactured in Cyprianów, Poland—an ISO 14001 certified manufacturing facility. This product can be easily disassembled at the end of its useful life. Components are identified with ISO recycling symbols and material information to assist in the recycling effort, where practical. Haworth offers circular service solutions for product take back, refurbishment, or recycling after the product's useful life.

Results were calculated for a single configuration of the seating product manufactured in Cyprianów, Poland. The office chair configuration reviewed (A00000182) consists of a mesh back, backstop forward tilt, lumbar support, 4D arms, and an aluminum base. This is considered to be a high selling, also known as “typical,” configuration of Zody II. Other styles of Zody II that are represented by the assessed product have the same basic structure and material composition but can exclude certain components or consist of different materials that are believed to have impacts within 10% of this representative configuration. It is expected that this would include product code A00000204. Zody II Task chairs upholstered with leather are not represented under this EPD. This product falls under UN CPC 3811.

The composition of the chair reviewed is provided below, with a total product weight of 21.5 kg and total packaging weight of 4.26 kg. Material composition is reported per unit of product.

Material	[kg]	[%]	Recycled Content [%]	Resource Type
Product				
Steel	9.29	43.2%	30%	Recycled, Virgin Non-renewable
Aluminum	5.68	26.4%	57%	Recycled, Virgin Non-renewable
Nylon PA6	2.79	13.0%	0%	Virgin Non-renewable
Polyurethane	0.93	4.3%	0%	Virgin Non-renewable
Polypropylene	0.69	3.2%	2%	Recycled, Virgin Non-renewable
Polyester Fabric	0.55	2.5%	72%	Recycled, Virgin Non-renewable
Polyoxymethylene	0.50	2.3%	0%	Virgin Non-renewable
Acrylonitrile Butadiene Styrene	0.40	1.9%	0%	Virgin Non-renewable
Nylon PA66	0.36	1.7%	0%	Virgin Non-renewable
Paint	0.23	1.1%	0%	Virgin Non-renewable
Other	0.1	<1%	0%	Virgin Non-renewable
Packaging				
Paper	3.69	86%	0%*	Virgin Renewable
PE	0.58	14%	0%	Virgin Non-renewable

*Recycled content paper packaging is an average value associated with background LCI datasets.

Additional Environmental Information

The product under review is manufactured at a zero waste-to-landfill facility that is ISO 14001- and ISO 9001-certified. In addition, this product has the following certifications:

- [European Level 3 Certified](#)
- [Indoor Advantage Gold Certified](#)

Functional Unit

The functional unit according to the PCR is one unit of seating to seat one individual, maintained for a 10-year period produced in Europe. The product under study has a 10-year service life under ANSI/BIFMA X5.1 and therefore does not require replacements to meet the functional unit.

LCA Stages



Materials Acquisition & Pre-Processing | Includes raw material extraction, pre-processing of materials, and transport to production.

Production | Includes component and final assembly manufacturing operations, both by Haworth and upstream suppliers, as well as intermediate transport and packaging requirements.

Distribution, Storage, and Use | Includes an average distribution to customers. No additional storage is required. There are no impacts associated with use of the product.

End-of-Life | Includes transport to and disposal of product and packaging based on average European EOL rates.

LCA Information

General principles of allocation were based on ISO 14040/44. Where possible, allocation was avoided. At the part supplier production facilities, manufacturing inputs and outputs are allocated to co-products by mass because of the use of secondary datasets and no primary data available for part suppliers. At Haworth assembly facilities, manufacturing inputs and outputs are allocated to co-products based on economic value. This choice was deemed the most appropriate at Haworth facilities due to the availability of data on economic value. As a default, Sphera Managed LCA Content datasets use a physical mass basis for allocation.

Throughout the study recycled materials were accounted for via the cut-off method. Under this method, impacts and benefits associated with the previous life of a raw material from recycled stock are excluded from the system boundary and includes the impacts associated with reprocessing and preparation of recycled materials. Additionally, impacts and benefits associated with secondary functions of materials at end of life are also excluded.

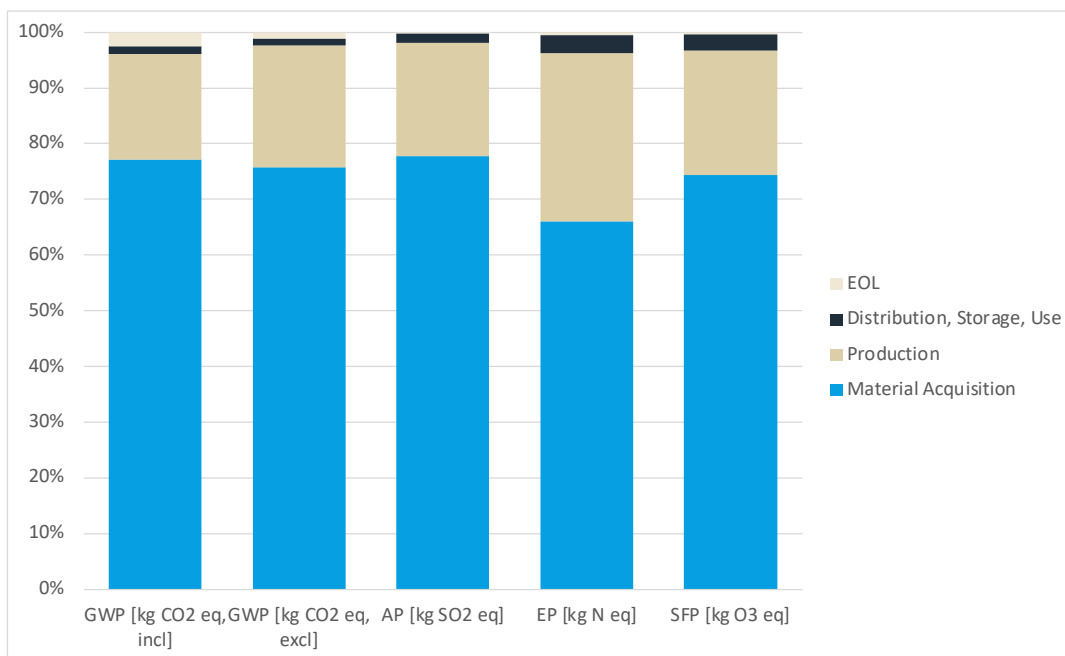
Production of capital goods, infrastructure, and personnel-related activities are excluded, as required by the BIFMA PCR for seating.

LCA Results

All results are given per functional unit, which is one unit of seating to seat one individual, maintained for a 10-year period. Results are reported separately by life cycle stage per the BIFMA PCR for seating. It is discouraged to use results for Material Acquisition and Production without considering the results for End of Life.

Impact Category	Material Acquisition	Production	Distribution, Storage, Use	EOL	Total
<i>IPCC AR6 LCIA Impacts</i>					
Global Warming Potential, incl biogenic [kg CO ₂ eq]	1.38E+02	3.39E+01	2.50E+00	4.52E+00	1.79E+02
Global Warming Potential, excl biogenic [kg CO ₂ eq]	1.38E+02	3.97E+01	2.50E+00	1.95E+00	1.82E+02
<i>TRACI 2.1 LCIA Impacts</i>					
Acidification Potential [kg SO ₂ eq]	5.26E-01	1.37E-01	1.15E-02	1.47E-03	6.76E-01
Eutrophication Potential [kg N eq]	2.07E-02	9.50E-03	1.02E-03	1.39E-04	3.14E-02
Ozone Depletion Potential [kg CFC 11 eq]	1.80E-12	1.00E-09	6.43E-15	1.59E-14	1.00E-09
Smog Formation Potential [kg O ₃ eq]	6.71E+00	2.02E+00	2.66E-01	2.68E-02	9.02E+00
<i>Resource Use Indicators</i>					
Renewable primary resources used as energy carrier [MJ]	1.01E+02	1.38E+02	1.40E+00	4.93E-01	2.41E+02
Renewable primary resources with energy content used as material [MJ]	0.00E+00	5.17E+01	0.00E+00	0.00E+00	5.17E+01
Renewable primary resources, total [MJ]	1.01E+02	1.89E+02	1.40E+00	4.93E-01	2.93E+02
Non-renewable primary resources used as energy carrier [MJ]	1.64E+03	3.59E+02	3.51E+01	3.34E+00	2.04E+03
Non-renewable primary resources with energy content used as a material [MJ]	1.89E+02	4.81E+01	0.00E+00	0.00E+00	2.37E+02
Non-renewable primary resources, total [MJ]	1.83E+03	4.07E+02	3.51E+01	3.34E+00	2.27E+03
Recovered energy [MJ]	0.00E+00	4.87E+01	0.00E+00	1.98E+01	6.85E+01
Net fresh water usage [kg]*	2.65E+00	2.79E-01	4.79E-03	1.16E-02	2.95E+00
* Water usage from electricity generation is included					

The chart below presents the relative contribution of each life cycle stage to the TRACI 2.1 and IPCC environmental impact categories by life cycle stage per the BIFMA PCR for seating.



Additionally, results have been calculated using LCIA methodologies for core environmental impact categories specified in EN 15804+A2, as well as LCI indicators required by EN15804+A2. This LCA and EPD uses EN 15804 as guidance for life cycle scope, impact indicators, carbon offsets, carbon storage, delayed emissions, additional information not derived from LCA, communication format, life cycle stages and information modules, calculation rules, system boundaries, criteria for exclusion of inputs and outputs, selection of data, data quality, product level scenarios, use of SI units, data collection, calculation procedures, allocation of input flows and output emissions, and information on biogenic carbon content. Additional results and scenarios are reported accordingly. Results are reported per functional unit. For this product, 1 unit of product is required to meet the functional unit. The results are relative expressions and do not predict impacts on category endpoints, the exceeding of thresholds, safety margins, or risks. The results shown in the table below are a weighted average based on production volume at the two manufacturing sites under review. It is discouraged to use results for A1-A3 without considering the results for C1-C4.

	Product Stage	Construction Stage			Use Stage							End of Life		Benefits and Loads Beyond the System Boundary	
	A1-A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D
GWP-GHG [kg CO2 eq.]	1.78E+02	2.50E+00	3.10E-01	0	0	0	0	0	0	0	0	5.55E-02	1.54E+00	4.62E-02	-4.95E+01
Climate Change - total [kg CO2 eq.]	1.72E+02	2.50E+00	6.04E+00	0	0	0	0	0	0	0	0	5.54E-02	1.54E+00	4.61E-02	-4.94E+01
Climate Change, fossil [kg CO2 eq.]	1.78E+02	2.50E+00	2.38E-01	0	0	0	0	0	0	0	0	5.54E-02	1.54E+00	4.61E-02	-4.94E+01
Climate Change, biogenic [kg CO2 eq.]	-5.80E+00	0	5.80E+00	0	0	0	0	0	0	0	0	0	0	0	0
Climate Change, land use and land use change [kg CO2 eq.]	5.06E-02	2.83E-03	3.70E-05	0	0	0	0	0	0	0	0	6.30E-05	2.56E-05	4.07E-05	-1.14E-02
Ozone depletion [kg CFC-11 eq.]	8.20E-10	3.05E-13	3.67E-13	0	0	0	0	0	0	0	0	6.79E-15	3.02E-13	7.79E-14	-7.57E-11
Acidification [Mole of H+ eq.]	7.73E-01	1.23E-02	8.11E-04	0	0	0	0	0	0	0	0	1.67E-04	1.92E-04	1.42E-04	-1.37E-01
Eutrophication, freshwater [kg P eq.]	2.69E-04	1.22E-05	1.51E-06	0	0	0	0	0	0	0	0	2.72E-07	8.08E-08	7.44E-06	-5.30E-05
Eutrophication, marine [kg N eq.]	1.46E-01	6.20E-03	3.02E-04	0	0	0	0	0	0	0	0	8.20E-05	5.21E-05	3.32E-05	-2.81E-02
Eutrophication, terrestrial [Mole of N eq.]	1.55E+00	6.84E-02	3.67E-03	0	0	0	0	0	0	0	0	9.06E-04	8.81E-04	3.65E-04	-2.84E-01
Photochemical ozone formation, human health [kg NMVOC eq.]	4.46E-01	1.26E-02	8.06E-04	0	0	0	0	0	0	0	0	1.62E-04	1.50E-04	1.05E-04	-8.97E-02
Resource use, mineral and metals [kg Sb eq.]*	1.42E-04	1.64E-07	4.15E-09	0	0	0	0	0	0	0	0	3.64E-09	2.68E-09	1.24E-09	-6.47E-05
Resource use, fossils [MJ]*	2.22E+03	3.27E+01	1.17E+00	0	0	0	0	0	0	0	0	7.27E-01	6.89E-01	6.89E-01	-8.11E+02
Water use [m³ world equiv.]*	3.87E+01	1.45E-01	3.40E-01	0	0	0	0	0	0	0	0	3.23E-03	1.46E-01	-5.78E-04	-3.02E+00

	Product Stage	Construction Stage			Use Stage								End of Life	Benefits and Loads Beyond the System Boundary	
	A1-A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D
Use of renewable primary energy (PERE) [MJ]	2.39E+02	1.40E+00	2.34E-01	0	0	0	0	0	0	0	0	3.11E-02	1.65E-01	6.27E-02	-1.58E+02
Primary energy resources used as raw materials (PERM) [MJ]	5.17E+01	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total use of renewable primary energy resources (PERT) [MJ]	2.91E+02	1.40E+00	2.34E-01	0	0	0	0	0	0	0	0	3.11E-02	1.65E-01	6.27E-02	-1.58E+02
Use of non-renewable primary energy (PENRE) [MJ]	2.00E+03	3.51E+01	1.18E+00	0	0	0	0	0	0	0	0	7.81E-01	6.89E-01	6.89E-01	-8.12E+02
Non-renewable primary energy resources used as raw materials (PENRM) [MJ]	2.37E+02	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total use of non-renewable primary energy resources (PENRT) [MJ]	2.23E+03	3.51E+01	1.18E+00	0	0	0	0	0	0	0	0	7.81E-01	6.89E-01	6.89E-01	-8.12E+02
Input of secondary material (SM) [kg]	9.81E+00	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Use of renewable secondary fuels (RSF) [MJ]	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Use of non renewable secondary fuels (NRSF) [MJ]	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Use of net fresh water (FW) [m3]	2.93E+00	4.79E-03	8.01E-03	0	0	0	0	0	0	0	0	1.07E-04	3.48E-03	8.77E-06	-1.38E+00
Hazardous waste disposed (HWD) [kg]	3.17E-05	1.01E-10	3.84E-11	0	0	0	0	0	0	0	0	2.24E-12	5.47E-12	5.74E-11	-6.88E-06
Non-hazardous waste disposed (NHWD) [kg]	1.88E+01	3.05E-03	2.08E-01	0	0	0	0	0	0	0	0	6.79E-05	1.40E-01	7.47E-01	-3.68E+00
Radioactive waste disposed (RWD) [kg]	2.38E-02	1.01E-04	4.83E-05	0	0	0	0	0	0	0	0	2.24E-06	2.47E-05	8.13E-06	-2.98E-02
High-level radioactive waste, conditioned, to final repository (HLRW) [kg]	2.60E-05	1.19E-07	4.00E-08	0	0	0	0	0	0	0	0	2.66E-09	2.26E-08	7.07E-09	-1.94E-05
Intermediate- and low-level radioactive waste, conditioned, to final repository (ILLRW) [kg]	2.38E-02	1.00E-04	4.83E-05	0	0	0	0	0	0	0	0	2.24E-06	2.46E-05	8.13E-06	-2.98E-02
Components for re-use (CRU) [kg]	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materials for Recycling (MFR) [kg]	1.46E+00	0	2.23E+00	0	0	0	0	0	0	0	0	0	2.02E+01	0	0

	Product Stage	Construction Stage			Use Stage								End of Life	Benefits and Loads Beyond the System Boundary	
	A1-A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D
Material for Energy Recovery (MER) [kg]	0	0	0	0	0	0	0	0	0	0	0	0	0	6.18E-01	0
Total recovered energy exported from the product system (EEE and EET) [MJ]	4.87E+01	0	1.20E+01	0	0	0	0	0	0	0	0	0	0	7.82E+00	0
Particulate matter [Disease incidences]	2.00E-05	1.23E-07	4.90E-09	0	0	0	0	0	0	0	0	1.80E-09	2.35E-09	1.41E-09	-1.22E-06
Ionizing radiation, human health [kBq U235 eq.]*	2.97E+00	8.49E-03	7.56E-03	0	0	0	0	0	0	0	0	1.89E-04	3.39E-03	1.20E-03	-5.61E+00
Ecotoxicity, freshwater [CTUe]*	7.43E+02	2.74E+01	6.15E-01	0	0	0	0	0	0	0	0	6.09E-01	4.51E-01	5.27E-01	-2.33E+02
Human toxicity, cancer [CTUh]*	7.09E-07	6.36E-10	3.20E-11	0	0	0	0	0	0	0	0	1.11E-11	2.38E-11	2.96E-11	-9.22E-09
Human toxicity, non-cancer [CTUh]*	1.82E-06	1.03E-08	1.36E-09	0	0	0	0	0	0	0	0	2.26E-10	1.97E-09	2.44E-09	-3.21E-07
Land Use [Pt]*	8.65E+02	6.15E+00	2.95E-01	0	0	0	0	0	0	0	0	1.37E-01	1.64E-01	6.15E-02	-2.55E+02

The life cycle modules are defined by EN 15804 as follows: Product Stage – raw material supply, transport, and manufacturing; Construction Stage – distribution and installation; Use Stage – use of installed product, maintenance, repair, replacement, refurbishment, operational energy use, and operational water use; End of Life - deconstruction, transport of waste, waste processing, and disposal; Benefits and Loads Beyond the System Boundary - credits from energy and material capture.

* The results of this environmental impact indicator shall be used with care as the uncertainties on these results are high or as there is limited experience with the indicator.

** This impact category deals mainly with the eventual impact of low dose ionizing radiation on human health of the nuclear fuel cycle. It does not consider effects due to possible nuclear accidents, occupational exposure nor due to radioactive waste disposal in underground facilities. Potential ionizing radiation from the soil, from radon and from some construction materials is also not measured by this indicator.

This EPD declares the energy source behind electricity used in the manufacturing process in A3 and its climate impact as kg CO2 eq./kWh (using the GWP-GHG indicator).

A3 Electricity Climate Impact			
Site	Energy Source	GWP-GHG	Unit
Cyprianów, Poland	National consumption mix	8.36E-01	kg CO2 eq / kWh

Functional Unit	
Parameter	Value
Declared unit	1 seat for 1 individual maintained for a 10-year period
Number of occupants	1
Reference service life required	10 years
Biogenic carbon in product	0 kg C
Biogenic carbon in packaging	1.58 kg C

A4: Transport to the building site

Parameter	Value per functional unit
Transportation type	Truck
Fuel consumption (l/km)	0.42 Diesel
Distance	1210 km
Capacity utilization	67%
Capacity utilization volume factor	N/A
Weight of product (kg)	21.5
Volume (m ³)	0.433

A5: Installation in the building

Parameter	Value per functional unit
Packaging waste produced	4.26 kg
Installation Assumptions	No product waste, Installed with hand tools.

B2: Maintenance

Parameter	Value per functional unit
Maintenance Process	No maintenance is expected for this product
Maintenance cycle	0
Ancillary Materials for maintenance (kg/cycle)	0
Waste materials resulting from maintenance (kg)	0
Net fresh water consumption during maintenance (m ³)	0
Energy input during maintenance (kWh)	0

Reference service life (RSL)

Parameter	Value per functional unit
Reference service life	10 years
Design application parameters	Use as indicated in product brochure and warranty
Declared product properties	Properties given in product description on page 3
Indoor environment	Typical office and home environment
Use conditions	Typical office and home use

B3: Repair

Parameter	Value per functional unit
Repair process	No repairs are expected for this product
Inspection process	No repairs are expected for this product
Repair cycle (#/RSL)	0
Ancillary materials (kg)	0
Waste materials from repair (kg)	0
Net freshwater consumption during repair (m ³)	0
Energy input during repair (kWh)	0

B4: Replacement

Parameter	Value per functional unit
Replacement cycle (#/RSL)	0
Energy input during replacement (kWh)	0
Exchange of worn parts during the products life cycle (kg)	0

B5: Refurbishment

Parameter	Value per functional unit
Refurbishment process	No refurbishment is expected for this product
Refurbishment cycle (#/RSL)	0
Energy input during refurbishment (kWh)	0
Material input for refurbishment (kg)	0
Waste material resulting from refurbishment (kg)	0

B6 and B7: Use of energy and Use of Water

Parameter	Value per functional unit
Ancillary materials (kg)	0
Net freshwater consumption (m ³)	0
Power output of equipment (kW)	0
Characteristic performance	n/a

C1-C4: End-of-life

Parameter	Value per functional unit
Weight of product collected	21.5 kg
Weight to recycling	20.0 kg
Weight to energy recovery	0.7 kg
Weight to landfill	0.8 kg
Distance to recycling	32.2 km
Distance to energy recovery	32.2 km
Distance to landfill	32.2 km

Modules Declared and Data Variation

	Product stage			Construction process stage		Use stage							End of life stage				Resource recovery stage
	Raw material supply	Transport	Manufacturing	Transport	Construction installation	Use	Maintenance	Repair	Replacement	Refurbishment	Operational energy use	Operational water use	De-construction demolition	Transport	Waste processing	Disposal	Reuse-Recovery-Recycling-potential
Module	A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D
Modules declared	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Geography	GLO	GLO	GLO	EU	EU	EU	EU	EU	EU	EU	EU	EU	EU	EU	EU	EU	EU
Specific data used	1%			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Variation – products	not calculated			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Variation – sites	n/a			-	-	-	-	-	-	-	-	-	-	-	-	-	-

References

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