ACCO Brands Europe

Sustainable Development Report 2025

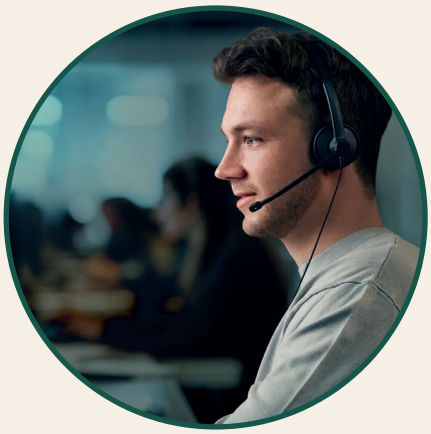


ACCO Brands – Who are we?

Through our trusted brands and innovative solutions, we empower consumers to feel good as they work with greater productivity, learn with more confidence, and play with more enjoyment. We also recognise that our responsibility extends beyond the products we create. We are committed to building well-being for all by reducing our environmental impact, working responsibly with the communities, partners and suppliers that support our business, and creating long-term value for all our stakeholders.

Over the past several years, we have made progress against our sustainability commitments while continuing to evolve our approach in response to changing expectations and new opportunities. Building on that foundation, we have now established our roadmap for the next five years, with ambitious goals and priorities that will guide our efforts through to 2030.This report provides insight into who we are, how we operate, and the actions we are taking to deliver on these commitments and contribute to a more sustainable future.

For more information about our company, please see the additional information section at the end of this report and visit www.accobrands.com














Creative
Fun
idea





The global leader in branded office products and beyond: Company profile



ACCO Brands Global:

$1.6Bn Company listed on NYSE
100 Countries sell our products
15 Factories around the world
4 700 employees
Products sold in more than **100** countries

This report covers ACCO Brands Europe:

$480+ million turnover
7 factories (see page 89 for details), **1 600** employees

* EPOS joined ACCO Brands in January 2026 and is therefore not included in this 2025 report

Closing One Chapter, Beginning the Next

The end of one chapter often marks the beginning of a more ambitious one, and that is exactly where ACCO Brands stands today in both its sustainability journey and many other ways. In 2025, we completed our five-year sustainability goals, and in 2026 we begin a new phase with renewed ambitions for the years ahead.

Looking back, we have much to be proud of. Five years ago, we set challenging targets to reduce our environmental impact and strengthen responsible business practices. Thanks to the dedication and expertise of teams across our organization, we achieved most of these goals and made significant progress in key areas.

One of our greatest accomplishments has been the transformation of our operations. Today, all ACCO Brands factories and warehouses operate on zero-emission electricity, with 75% coming from renewable sources. Combined with strong Lean Management practices, these efforts have reduced operational emissions by 80% compared to 2019 levels, avoiding nearly 7,800 tonnes of CO_2 emissions.

We have also continued to improve the sustainability of our products through greater use of recycled materials, optimized packaging, smarter design, and alignment with recognized third-party standards and certifications. Our focus remains on providing customers with more sustainable choices across our core product categories.

Equally important has been the growth of our sustainability culture. In 2025, we launched our first Sustainability Days and encouraged colleagues to participate in local community initiatives. These efforts reflect our belief that sustainability is about people as much as products and operations.



Ard Jen Spijkervet
President International ACCO Brands

While we are proud of our progress, we know there is more to do. Our 2026-2030 sustainability goals challenge us to further reduce product impacts, engage suppliers in lowering value-chain emissions, and strengthen how we measure and manage our carbon footprint. By expanding collaboration, knowledge, and engagement across our business, we will continue driving meaningful change.

Sustainability is a journey of continuous improvement, and we look forward to sharing our progress in the years ahead.

ACCO Brands Sustainable Development

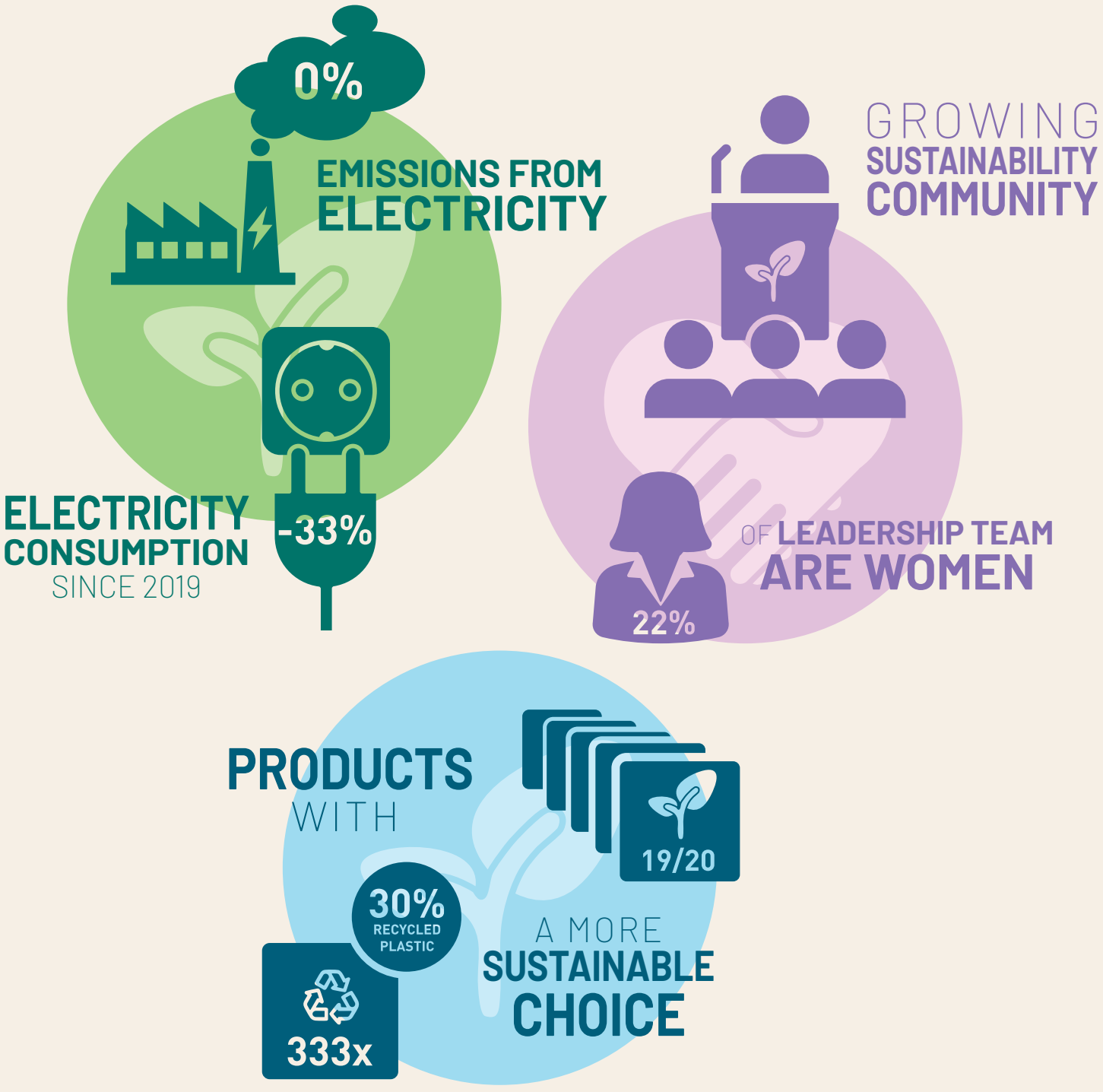
2025 Achievements



Feel Good – Building Well-Being for All



2025: Overview of Key Goal Progress



Notes to the graphic:
Zero emissions from electricity at our manufacturing and distribution sites
A more sustainable choice is a product with notable improvements compared to standard products in points listed in the ACCO Brands Product Philosophy, based on our understanding of the product life cycle.
From 50 to 333 products with ≥30% plastic contain ≥30% recycled plastic from pre- or post-consumer sources.
See more details throughout the report

EcoVadis Silver Rating Achieved!

ACCO Brands EMEA continues to further strengthen its sustainability performance, now achieving an improved EcoVadis score for the third consecutive year while retaining a Silver Medal rating.
EcoVadis is one of the world's leading providers of business sustainability assessments, evaluating more than 150,000 companies across four areas: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.
The latest assessment places ACCO Brands EMEA among the top 15% of companies assessed globally, while our overall score ranks within the top 10% of companies in our industry. The result reflects the continued integration of sustainability into our business processes, governance structures and decision-making across the organisation.
Progress was achieved across all assessed themes, with particularly strong improvements in Labour & Human Rights and Ethics. These results demonstrate the effectiveness of our approach to embedding responsible business practices, strengthening policies and management systems, and driving continuous improvement throughout our operations and value chain.



The EcoVadis assessment provides an important independent benchmark of our sustainability performance and helps identify opportunities for further development. The detailed feedback supports our ongoing efforts to enhance our environmental, social and governance (ESG) programmes, measure progress against our objectives and respond to evolving stakeholder expectations.
Maintaining Silver Medal status while continuing to improve our score highlights the maturity of our sustainability programmes and demonstrates our commitment to creating long-term value through responsible business practices. It also provides independent validation that ACCO Brands EMEA is making measurable progress in delivering its sustainability strategy and goals.

2025 Results

In 2020, we set ourselves a set of goals to achieve by 2025. How did we do? We achieved or made good progress on most of the goals we set.

In the "Feel Good for the Planet" area of focus, we switched all our manufacturing and distribution sites to zero emission electricity, saving around 7 800 tonnes of CO_2 compared to the base year of 2019. We reduced our electricity consumption (taking comparable sites in 2025 and 2019) by 33%, 18 percentage points more than we aimed for. We did not manage to achieve our goal of zero waste (98% recycled.) Although at 94%, we have improved on the 90% we started at, this needs continuing focus in our warehouses in particular. We achieved our goal of switching one third of our company cars to electric or hybrid. In addition, solar parks were installed at three sites. This was not set as a goal but is a great additional achievement!

In the "Feel Good about Products" area of focus, we made good progress, although we did not achieve our stretching goals. We now offer a more sustainable choice (which means a product with notable improvements compared to standard products in points listed in the ACCO Brands Product Philosophy, based on our understanding of the product life cycle) in 19 out of 20 of our key categories. Five years ago, nine categories had no sustainable choice available and today this option is open to consumers. We have made very good progress on offering more products containing (at least 30%) recycled plastic, even though we have not reached our goal of 500. With the help of the focus of this goal, we are learning about the sourcing and manufacturing of products with recycled plastics, which can be very challenging! We continue to supply almost all the products and packaging from our own manufacturing in recycled or certified paper and board. 37% of our products now carry at least one environmental or health and safety third party certification and we are proud of the 53 products which are now certified to the demanding EU Ecolabel requirements.

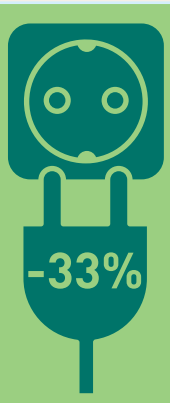
In the "Feel Good at Work" area of focus, we made progress on our goals but did not reach them all at the end of 2025. Although 25% of our leadership team was female at the end of 2024, this shifted in 2025 as some of our female leaders left the company followed by a consolidation with no backfill, taking the result down to 22%. We also did not manage to fulfil our mission of zero accidents yet but our excellent performance in keeping accidents low and monitoring incidents carefully, earned us year for year recognition from ROSPA. We also continue to closely monitor and manage our supply chain, requiring our suppliers to sign off and work with our Code of Conduct and working with suppliers to have safe and responsible workplaces, wherever in the world they are based.

See more details on the following pages.

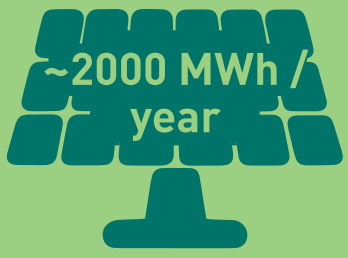
Feel Good for the planet



Zero emissions from electricity at our manufacturing and distribution sites



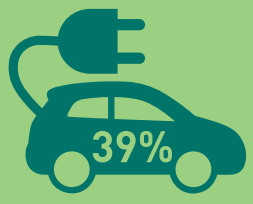
33% reduction in (comparable) electricity consumption



generated at 3 on-site solar parks



94% recycled waste



39% of company car fleet electric or hybrid

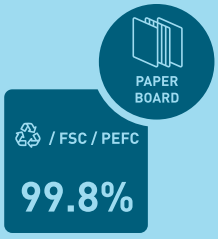
Feel Good about products



19/20 of our key categories offer a more sustainable choice* (up from 10/20 in 2020)



From 50 to 333 products with ≥30% plastic contain ≥30% recycled plastic from pre- or post-consumer sources



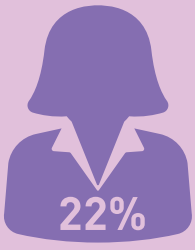
99.8 % paper board used in our own manufacturing is recycled or FSC® / PEFC certified



From zero to 53 products awarded the EU Ecolabel. 37% of products with a 3rd party environmental or Health & Safety Label.

* A more sustainable choice is a product with notable improvements compared to standard products in points listed in the ACCO Brands Product Philosophy, based on our understanding of the product life cycle.

Feel Good at Work



22% of leadership team are women



Growing sustainability community across Europe: First sustainability days held in 2025



Excellent Health & Safety record – ROSPA Patron's award with long term outstanding results

See more details on the following pages

ACCO Brands Sustainable Development

Strategy 2030

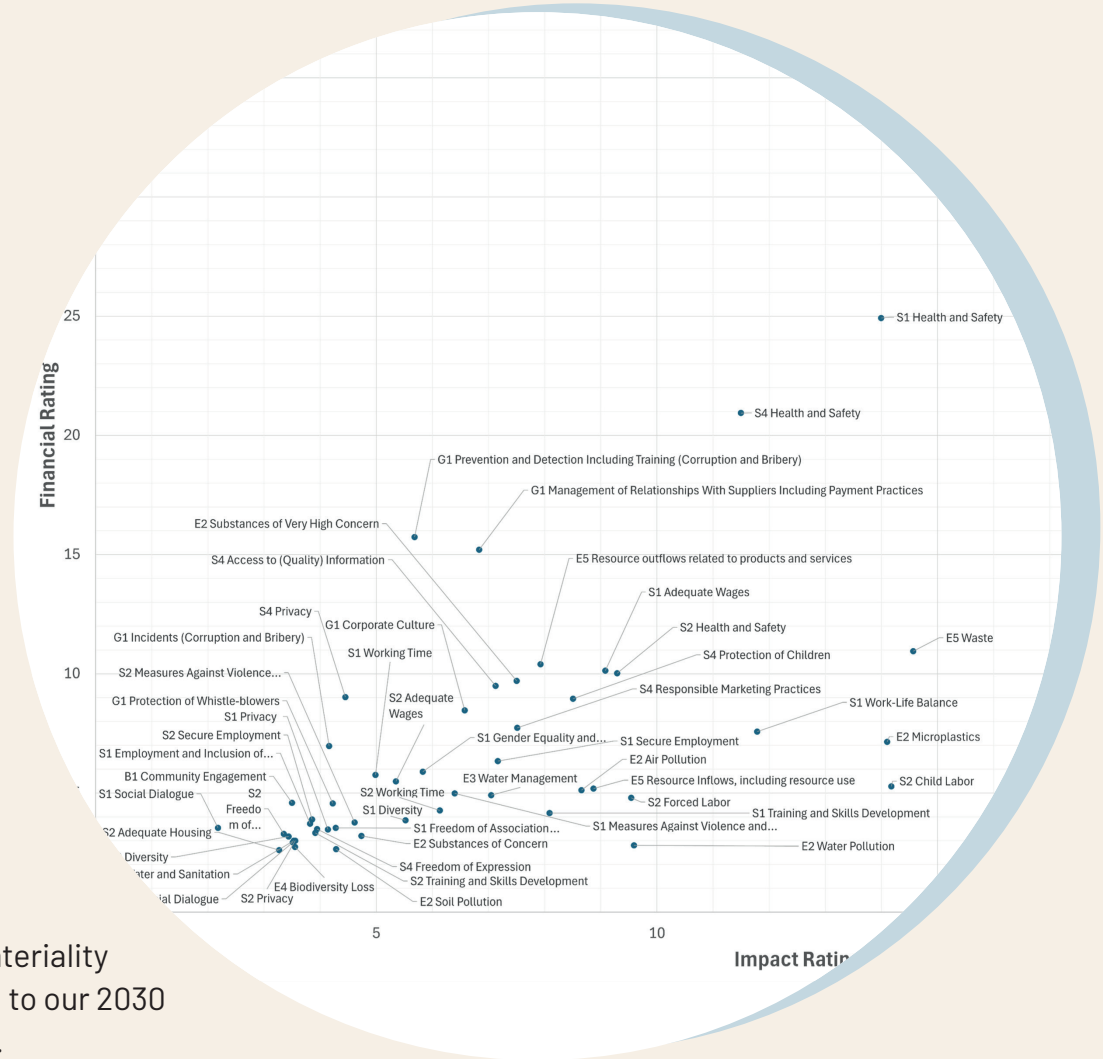


Feel Good – Building Well-Being for All


STRATEGY
12%
8%
14%

Our Sustainability Journey
2030 and Beyond

We have now been focusing and reporting on Sustainability for more than 15 years and are proud of what we have achieved . Our scope, plan and goals have continued to broaden and become more ambitious over time. As we came to the end of our 2025 plan, it was an exciting task to work on our next stretch and set of goals for 2030 and beyond. It is helpful to review what direction is provided by the requirements of the Corporate Sustainability Reporting Directive as well as the EcoVadis assessment. But most important of all was the view we gained from our stakeholders in the Double Materiality Assessment we carried out in 2024. We involved top and middle management, customers and suppliers in the assessment and also used desktop research for shareholders, competitors and NGOs. We found that the results of this analysis broadly aligned with our previous analyses, meaning a broadening and deepening of some topics might be necessary but not a complete shift in focus. The CSRD reporting requirements are currently further developing and whilst we may not need to report according to these standards, we have nevertheless used the results of the double materiality analysis and the voluntary standard to help shape our 2030 plan and goals.



Results of the Double Materiality Analysis, broadly applied to our 2030 goals and reporting plan.

Feel Good – Building Well – Being for All

We also want to tie our sustainability work in closer with our overall company purpose:

To empower our consumers to **Feel Good** when they **Work, Learn and Play**.

We offer great products from trusted brands – but we also offer more:
The commitment that we are working to take care of everything of value.

In our sustainability work, we will therefore focus our thinking on building well-being in the following three areas:

Feel Good for the Planet

Building Planetary Well-being: Tackling emissions at every step!



Feel Good about products

Strengthen well-being whilst working, learning and playing.



Feel Good at Work

Foster a Culture where Performance meets Well-Being.



Key Focus Areas
2030 and Beyond

Our aim was not to create a strategy that simply meets reporting requirements. Instead, we used the insights from our materiality assessment and wider research to identify the areas where we can have the greatest impact. These priorities form the foundation of our sustainability strategy. Where appropriate, we have established specific, measurable goals to help drive progress and accountability. In other areas, we will track and report on progress over time as we continue to build our understanding and capabilities.

A key priority will be to measure our full corporate carbon footprint. Understanding our emissions profile is essential to setting effective targets and identifying the areas where action can have the greatest impact. While this work progresses, we will begin engaging with suppliers to build insight into our supply chain emissions and explore opportunities to reduce them.

We also recognise that many of our products' environmental impacts arise from the raw materials used and their end-of-life treatment, and in some cases during use. To address this, we will focus on improving product longevity and increasing circularity, helping to reduce both environmental impacts and associated emissions. Combining this with our supplier engagement programme will also help us to support biodiversity by using fewer, more recycled and sustainably sourced raw materials as well as reducing impact at end-of-life.

Finally, we will continue to strengthen our culture by embracing diverse perspectives and further developing our company-wide sustainability community.

Feel Good - Building Well-Being for All

Feel Good for the Planet

Building Planetary Well-being: Tackling emissions at every step!

Whilst continuing to **drive down our direct emissions**, we will look beyond our own walls to **understand and reduce the full climate impact of our business**. By 2030, we'll measure the emissions from our entire value chain and set ambitious targets to cut them.

Feel Good about products

Strengthen well-being whilst working, learning and playing.

We will design our products for **longevity**, **circularity** and **lower emissions** and create a Feel-Good experience for consumers.

Feel Good at Work

Foster a Culture where Performance meets Well-Being.

We **embrace diversity** and **cultivate a respectful and inclusive culture** where **performance and well-being go hand-in-hand**. By prioritising the health, growth and success of every individual, we empower people to thrive and drive progress together.

* Longevity: Quality lasts, re-use or repair before recycle , Circularity: Recycled materials, recyclable Lower Emissions: Design for the environment, materials, packaging, energy consumption => also supporting **biodiversity** through using less virgin raw materials

Sustainable Development Goals 2030



Feel Good for the Planet: Goals 2030

- **Complete Company Carbon Footprint and near-term (5-10 year) reduction goals set by 2030**
- **10 key suppliers joining our Supplier Sustainability Partnership Programme, sharing information and recording emissions reductions and also covering all sustainability topics.**

- 100% of suppliers in scope with tracked sustainability aspects on supplier scorecard
- Having reduced our scope 2 emissions to zero, we will focus on reduction of our scope 1 emissions (gas, oil, fuel) at our factories and warehouses by 10%.
- 100% renewable electricity at our factories & warehouses
- Achieve Zero waste (98% of waste recycled)
- Reduce water consumption at our own sites by a further 10%
- 66% of company cars will be hybrid or electric (up from 33% in 2025)
- Work with 3 key customers to reduce emissions from freight through process optimisation



Feel Good about Products: Goals 2030

- **We will improve the percentage of products which fulfill at least one of our key aims for products: Longevity, circularity. lower emissions and support of biodiversity by one third from 45% to 60%**
- **100% of key new products will have a lower environmental impact by fulfilling at least 2 or more points on the "Design for the Environment" checklist**

- We will double the number of products containing plastic which is minimum 30% recycled
- 100% of NPD will have sustainable packaging: Card/ Board: Either minimum 50% recycled and/or FSC®/PEFC certified Plastic: Aim is plastic free, or if plastic cannot be avoided, then min 35% recycled
- Increase the number of products we have certified to 3rd party environmental and social sustainability standards by 10%



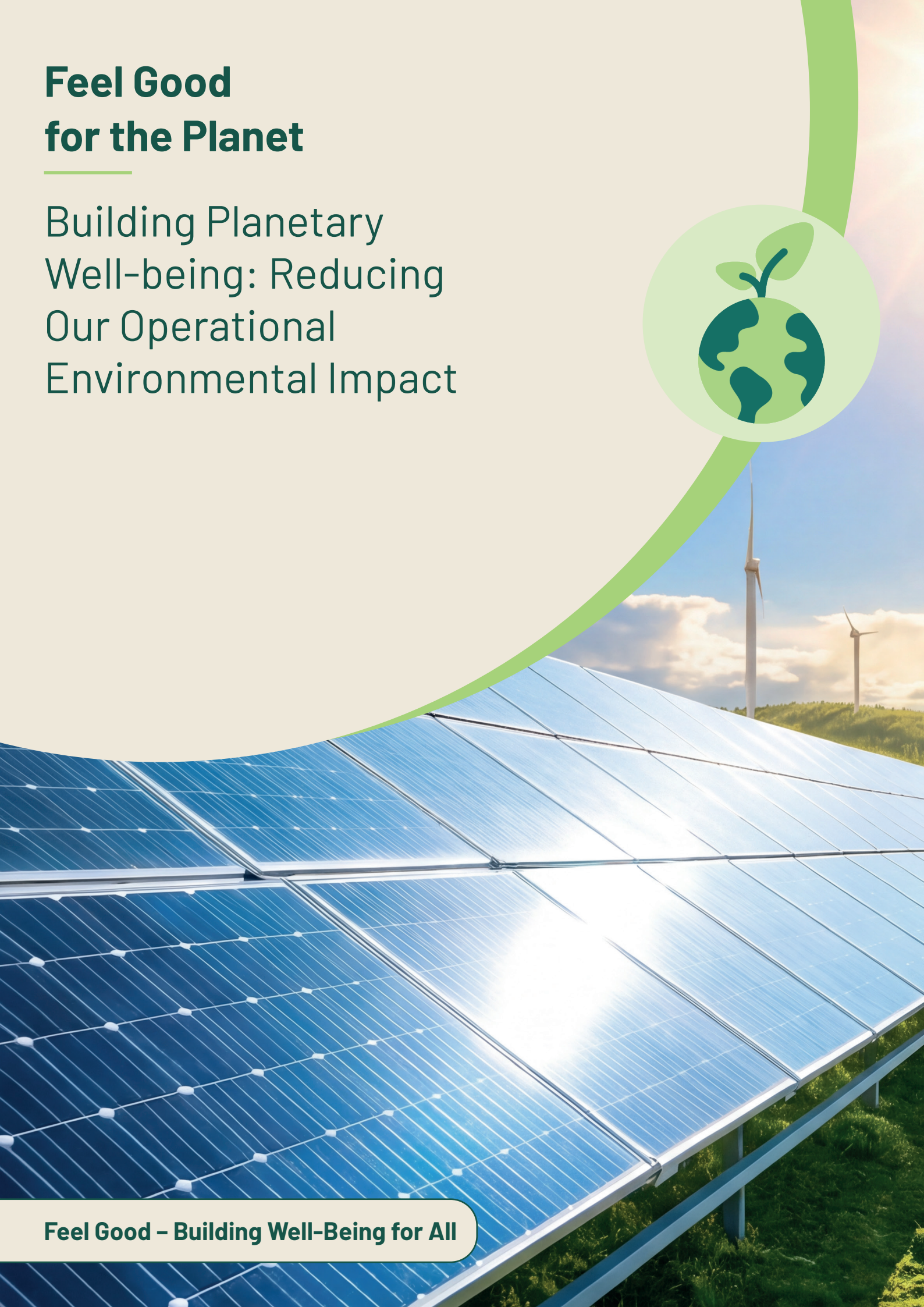
Feel Good at Work: Goals 2030

- **We will strengthen and build our company-wide sustainability community to build awareness and motivation and to share information on all sustainability topics.**
- **We will develop and implement a Leadership Learning Journey for "Diversity of Thought" and measure the share of leaders enrolled.**

- We will further improve engagement through a structured follow-up of our 2025 engagement survey.
- 100% of employees will undertake Code of Conduct training
- We aim for zero accidents across all our sites
- 100% of In-scope suppliers attested to compliance with the ACCO Brands' Supplier Code of Conduct
- 100% of in-scope suppliers to undergo a third-party audit, with a targeted 0% priority or other non-conformance rate and 100% engaged in corrective actions.
- 100% of suppliers with spend >$25k with audit or SAQ
- 100% of in-scope suppliers engaged in capacity building.

Feel Good for the Planet

Building Planetary Well-being: Reducing Our Operational Environmental Impact



Feel Good – Building Well-Being for All



Scope Emissions



- Scope 1 (direct)
- Scope 2 (indirect emissions from consumption of purchased electricity, heat or steam)

All European manufacturing facilities were monitored from the start in 2010, except Arcos, Portugal, and Lillyhall, U.K. (added in 2017). The Rapid Shanghai factory is included in the EMEA results up to its closure in August 2025. Warehouses have been included since 2016, except Halesowen added in 2017.

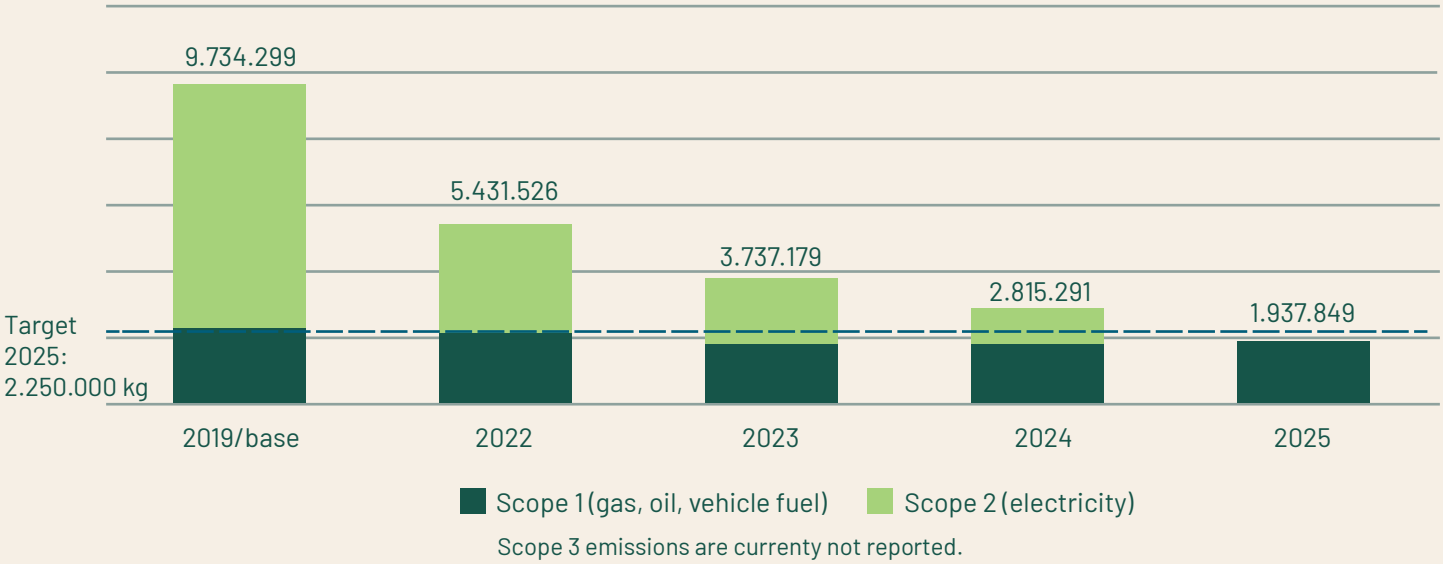
Lillyhall (pencil manufacturing) runs a biomass boiler to heat the plant using waste material. This has been classified as carbon neutral by the Carbon Trust and is therefore not included in the results.

In 2021 CO_2 caused by HGV fuel of our owned trucks in Halesowen was added, UK. This added ~126 tonnes CO_2 which was around 1.5% of the total in 2021. In 2025 a small amount of Diesel used in Heilbronn was also added making the total CO_2 from owned fleet vehicles 145 tonnes.

All facilities are listed on page 89. Sales offices, which are not physically part of one of the listed facilities, are not included, as they are classed as immaterial. We own 11 company cars across Europe, of which 9 are not currently included in these figures.

Scope 3 emissions are not included to date (all other indirect emissions such as from raw materials, external logistics, outsourced activities etc.)

CO_2 Emissions ACCO Brands EMEA: Factories & Warehouses by Scope (kg CO_2)



In 2025, we achieved our goal of zero emissions from electricity at our manufacturing and distribution sites (scope 2 emissions) as planned! We reduced overall emissions compared to 2024 by a further 31%.

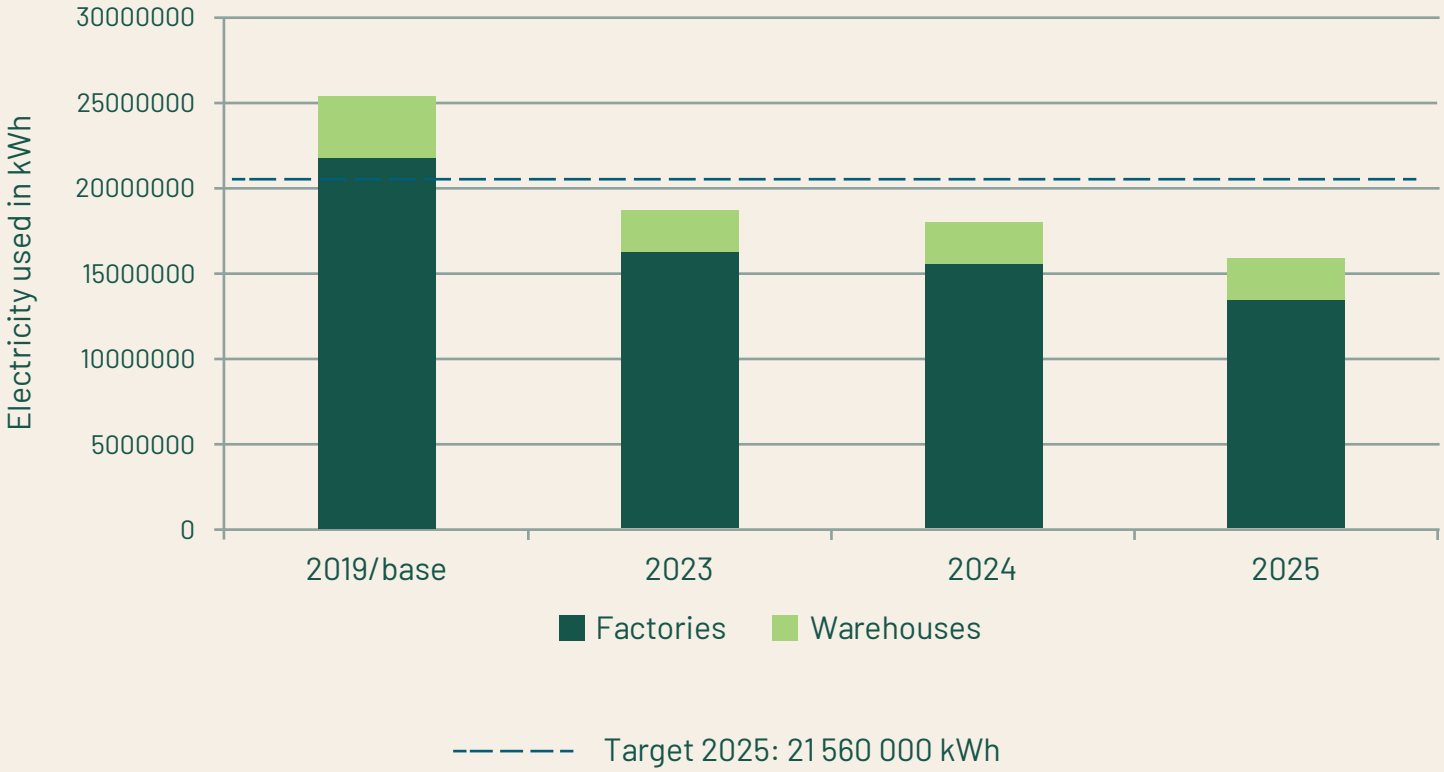
We now see the full effect of switching all sites to zero emission electricity! For Shanghai, we bought GECs to the value of the MWh of electricity used. It is not always easy to dictate the source of electricity bought when you do not own the site. The teams in Prague, Czech Republic and Sint Niklaas, Belgium invested a lot to get their contracts switched to renewable electricity. In Italy, part of the electricity we use now comes from an on-site solar park.

Total CO_2 emissions (according to the scope on page 22) were 1.938 tonnes. All 12 remaining sites are now buying zero emission electricity. 10 buy 100% renewably sourced electricity, one site purchases RECs and one buys nuclear power. For the breakdown of electricity bought in 2025, see page 24.

Our 2025 scope 1 target of 2 250 tonnes CO_2 was based on our scope 1 emissions in 2019. This is the third year that we have been below this level, despite adding some missing vehicle emissions for Heilbronn in 2025. We aim to reduce scope 1 emissions further by 10% to 1 744 tonnes by 2030 through more efficient heating.

2024: Arcos, Portugal facility was closed at the end of March. Around 59 tonnes CO_2 reported in 2023 from Arcos production moved to scope 3 emissions in 2024, which we do not yet report. In 2022 and before, Arcos had no scope 1 or 2 emissions.
2023: Arcos, Portugal change to conversion factor means that emissions were 85 572 kg higher than reported at the time.
2021: HGV fuel for truck owned in UK added makes up ~1.5% of the total
2019 – 2021: Corrections made for gas consumption in Gorgonzola, Italy and electricity conversion factor in Sint Niklaas, Belgium. Totals for 2020 and 2021 now slightly higher than reported at the time.

Emissions: Electricity in kWh



Further improving efficiency and lower electricity consumption remains in focus at the sites. In 2025, we achieved a further 12% reduction compared to 2024, now 36% below the goal we set for 2025, with a total consumption of 16 213 MWh, If we use comparable data, excluding factories which have been closed and the production outsourced, we now use 33% less electricity than in 2019.

With most lighting switched to LEDs, the sites now look for the next steps in improving process efficiency and optimizing energy management as well as continuing to hold Kaizen events focused on reduction of energy consumption. See some examples on the following pages.

Breakdown of electricity purchases:
Overall, 75% of the electricity we bought in 2025 was renewable. Of that, 824 MWh (5.1%) was purchased as RECS for two sites (Turkey and China). One site has a zero conversion rate, buying nuclear power, making a total of 100% zero emission electricity in 2025.

There are now solar farms running at three of our sites with following production in 2025: Uelzen, Germany (733 MWh), Gorgonzola, Italy (523 MWh) and Kozienice, Poland (5 months, 392 MWh) We used 955 MWh of power from these sites in 2025, the rest was sold to the grid or used by other companies on the same site.

Further details of our emissions in our factories and warehouses can be seen in the additional information on pages 91-93.

Third Solar Park
Kozienice, Poland

At the end of July 2025, the solar park at our Kozienice, Poland site went live! It is the largest of our threee solar parks, with 1 798 panels and an area of 10 140m^2. The expected annual power output is 990 MWh.

We now have solar parks at three of our sites, with a total area of over 17 000m^2, which would fill almost one and a half football pitches. The expected energy produced by them in one year would be enough to run almost 3 million loads of washing!*

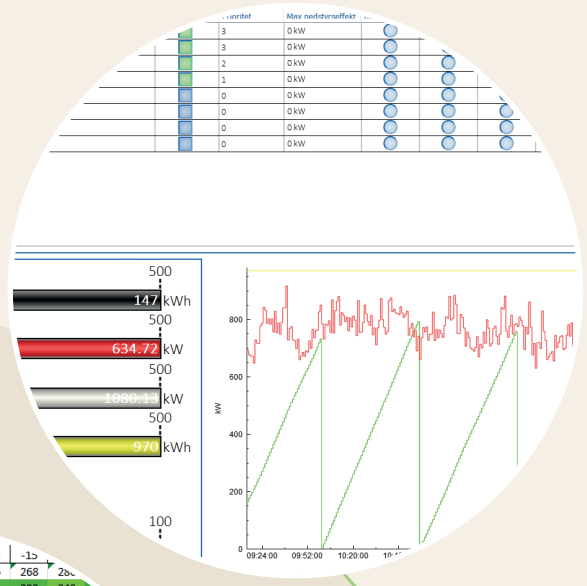


Leszek Mazur, Technical Manager and Robert Wozniak, Operations Director, Kozienice, Poland site

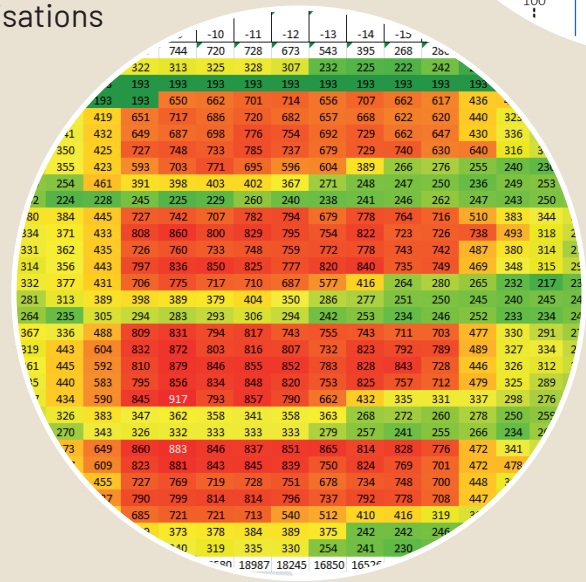
*Assuming an energy label C-rated washing machine using around 0.69 kWh electricity per load

Measure it to Manage it!

Hestra, Sweden



If you measure it, you can manage it! In Hestra, Sweden, a new energy control software was introduced to see where consumption can be reduced through better management. The software measures consumption at 20 points across the facility providing an hourly, daily, monthly and yearly picture of energy usage. By analysing total, peak and idle consumption, and adjusting processes, electricity consumption was reduced in the plant by 4%compared to 2024 in the first year, but this could be increased to around 30% by the time all optimisations have been carried out.



Vehicle Emissions

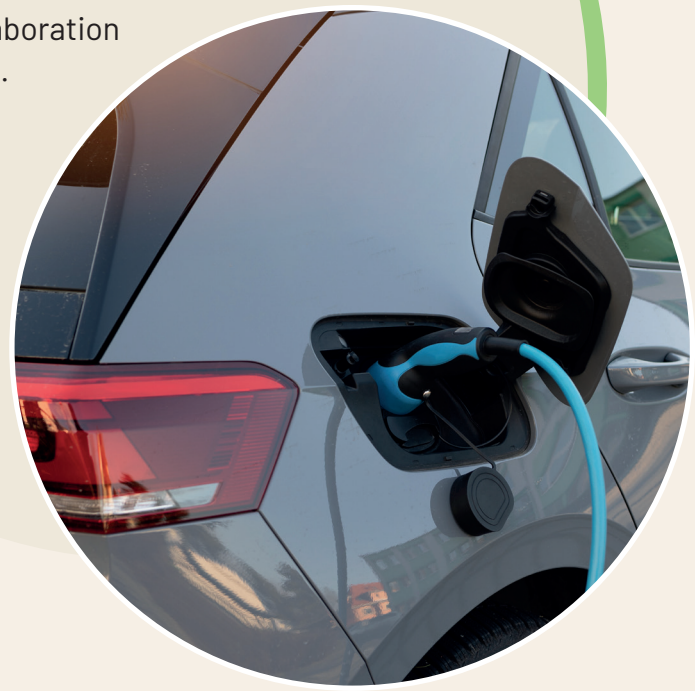
Halesowen, UK

In the UK, goods arrive in containers at Felixstowe and must be forwarded to our warehouse in Halesowen, near Birmingham. The Halesowen team discovered rail freight to be very efficient, fast and flexible, and at the same time, it reduces carbon emissions compared to road transportation. Freightliner, the service provider, says that the modal shift from road to rail can result in 76% lower carbon emissions and 129 HGVs taken off the road for every single freight train. Using the Freightliner carbon emissions indicator, we could calculate that in 2025, we saved around 31 tonnes of CO_2 by using rail rather than road for the freight to Birmingham. Using data available from the European Environment Agency, this is the equivalent of the annual emissions of approximately 25 average European passenger cars or driving nearly 295,000 kilometres.

Emissions from Company Cars

The adoption of electric and hybrid vehicles within our predominantly third-party-owned EMEA company car fleet continued to grow in 2025. Our aim was to switch one-third of our EMEA company car fleet to electric or hybrid vehicles by 2025. In 2025, 105 out of 268 cars in scope were electric or hybrid, representing 39% of the fleet and maintaining performance above our 2025 target. This is an increase of 2 percentage points compared with 2024 (37%), and 33 percentage points compared with the base year of 2020. Having achieved this milestone, we are now setting a more ambitious target of increasing the proportion of electric and hybrid vehicles in our EMEA company car fleet to 66% by 2030. Given the diversity of countries in which we operate, each with different infrastructure, market maturity, regulatory frameworks and tax incentives, this represents a significant further stretch and will require continued focus and engagement across the region. We operate company car schemes across 21 European countries, each with different market situations which influence the adoption of electric and hybrid vehicles. As a result, uptake continues to vary significantly between countries, ranging from 0% to 100%. In 2025, five countries achieved adoption rates of over 80%, with one country reaching 100% electric or hybrid vehicles.

We continue to encourage associates to walk, cycle or use public transport for their daily commutes, as well as choosing rail travel where practical for business journeys. However, the most significant driver of emissions reduction remains the use of online meetings and collaboration tools, helping to avoid travel altogether where possible.



Scope Water Withdrawals

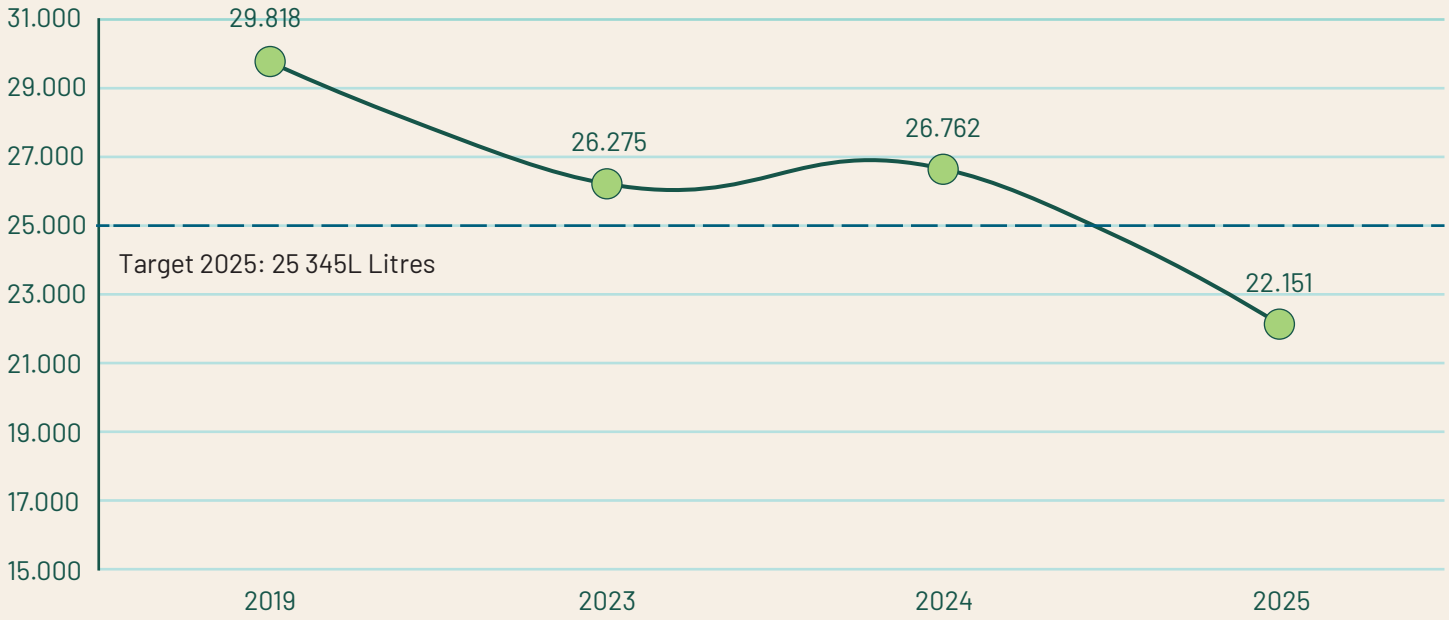
Total water withdrawals for all ACCO Brands EMEA plants and warehouses.

Data shown covers all ACCO Brands EMEA plants and warehouses plus the Shanghai factory (up to August 2025). All facilities are listed on page 89.

Local sales offices, which are not physically part of one of the listed facilities, are also not covered but as these are generally small, we can conclude that these would not have a material impact on the result.
We have no major processes which mean that we consumer water, returning less back to the original source.



ACCO Brands EMEA Water Withdrawals in 000 L



Our climate is getting warmer and drier, and the importance of water conservation is becoming clearer every year. We have been focusing on this since we started reporting in 2010 and have found that monitoring our withdrawals leads to understanding and reduction in the same way as when we monitor our electricity consumption. We set a target for 2025 of 15% below our 2019 withdrawal levels and we have hit that target. Water withdrawals were 26% below 2019 in 2025, or, taking comparable data and sites / production, 16% below 2019.
We continue to closely monitor withdrawal levels and therefore notice leaks or issues more quickly.
We have set a new target to reduce water withdrawals by a comparable further 10% by 2030.

2020-2024: Volumes corrected to include water withdrawn from a well in Hestra, Sweden and are therefore different to what was reported at the time (as explained in our 2024 Sustainability Report.)

Water Recycling
Hestra, Sweden

Our Hestra, Sweden plant is our most water intensive production unit. Here we have some equipment installed to be able to recycle some of the water we use.
The waste water from the alkaline washer, floor scrubber, condensation water from compressors and car wash station are collected and put through this evaporator. The recycled water is used the for the rinsing bath in the nickel-plating process.



Scope Waste Management & Recycling

Target: Zero Waste

Zero Waste is generally defined as 98 percent of waste being recycled. "Thermal recycling" (burning) is not counted as recycled and hazardous waste is not included.

Hence, data for all types of waste is collected from all sites. We have some difficulties with recycling companies which do not disclose if or how much waste has been "thermally recycled" but are working to gain more knowledge on this.

Data shown covers all ACCO Brands EMEA plants and warehouses plus the Shanghai factory (up to August 2025). All facilities are listed on page 89.

Local sales offices, which are not physically part of one of the listed facilities, are not covered, but waste volumes here are far smaller than at the plants and warehouses, meaning we can conclude that these would not have a material impact on the result.
We also measure and control hazardous waste. In 2025 this only made up 2% of total waste including hazardous waste.



2025: 94% of waste was recycled
Target: 98% of total waste recycled

Waste Reduction & Recycling

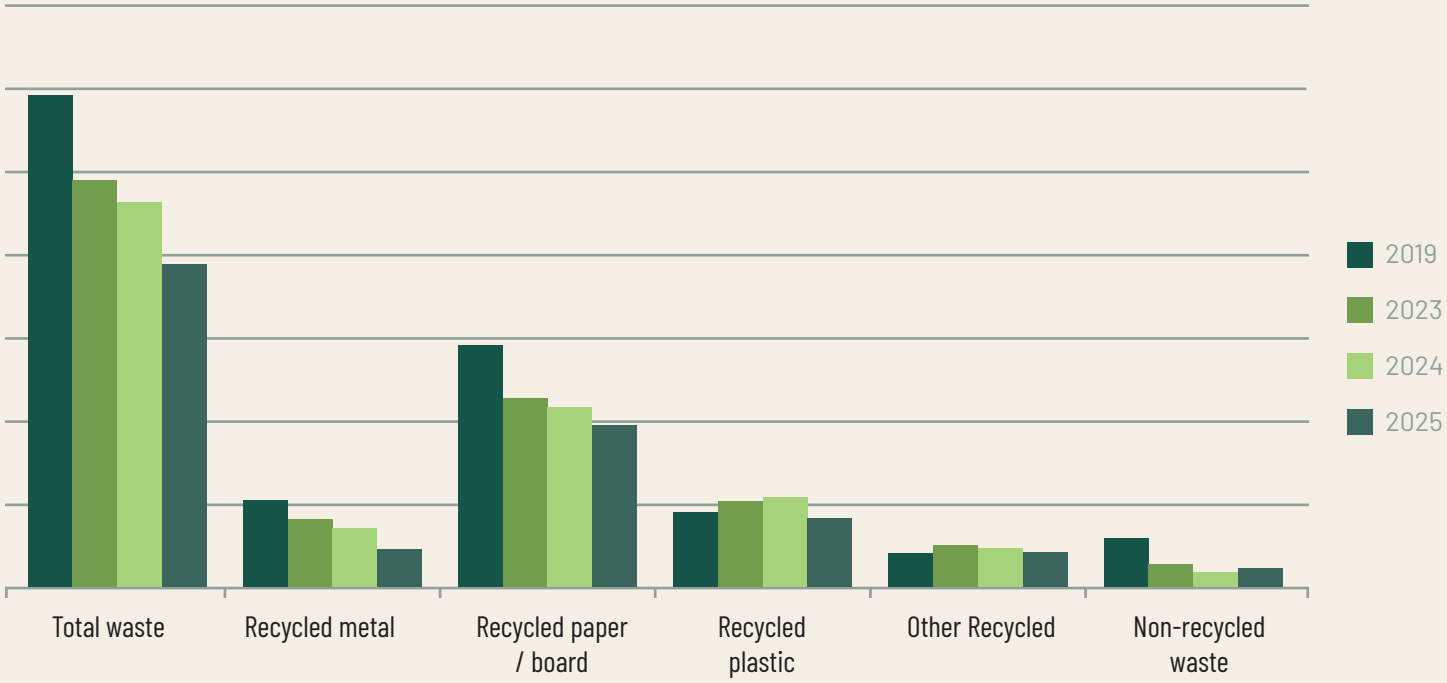
We continue to reduce our overall waste. In 2025, it was 16% lower than 2024 and 30% lower than our base year 2019 using comparable data. This means that although we also reduced the total amount of non-recycled waste by over 60% since 2019, it is now proportionally higher, meaning we are at 94% recycled, whereby our aim was 98%. Total waste (excluding hazardous waste) was 3 926 tonnes in 2025; hazardous waste was 75 tonnes.

With so many products and brands, managing stock is always a big challenge for us! Our warehouses work hard to ensure that finished goods, which must be scrapped for various reasons (e.g. damaged, end-of-line), do not land in residual waste but are donated to charities and local good causes. Gorgonzola, Italy, donated over 2,2 tonnes of such goods to various local charities in 2025. Similarly, Heilbronn, Germany donated again to Innatura in 2025, an organisation which co-ordinates between companies and non-profit organisations, to distribute donated goods to people who need them. In 2025, Heilbronn donated 8.1 tonnes of goods in this way!

in kind direct
Product giving for social good

Innatura is a member of the In Kind Direct International Network

Waste in kg



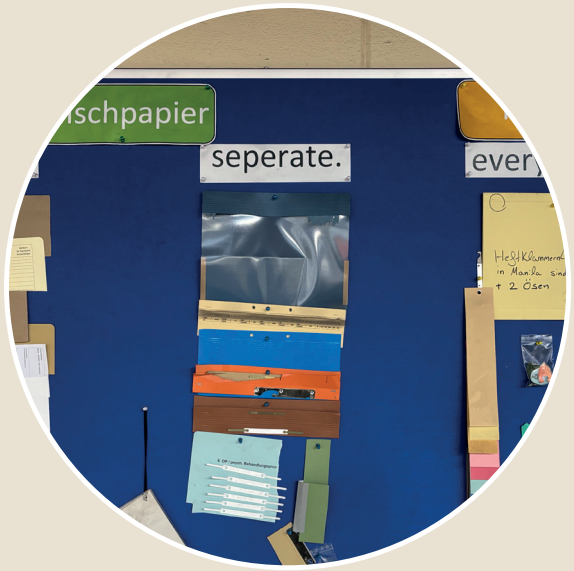
In-house Re-grinding
Sint Niklaas, Belgium

In our Sint Niklaas, Belgium plant, we produce plastic injection-moulded products such as letter trays, magazine files, storage boxes and drawer units. Although our lean production methods lead to very low levels of scrap, a certain amount is unavoidable in this type of production. Using this re-grinder, we can re-grind around 25 tonnes of scrap per year on-site, enabling us to re-use this material and also saving additional transportation emissions. The scrap can be used to produce high quality, black products.



Correct Signage and Sorting of Waste leads to Increased Recycling

Experience over the years has shown, that low recycling rates often stem from employees simply misunderstanding the required sorting or overlooking recycling bins and options. By continually improving signage and information, we can continue to improve our recycling rates. Our Kaizen officers at each site, focus and improve on this frequently, as well as ensuring everyone is trained and up-to-date!



Uelzen, Germany



Uelzen, Germany



Sint Niklaas, Belgium

Focus on Transport Packaging Waste

Warehouses in Kozienice, Poland and St. Amé, France

Pallets are often stacked for transport, which can damage the boxes and the products themselves if the upper layer is very heavy. For example, a pallet of plastic folders can weigh around 350kg! In order to ensure that goods are well protected and arrive undamaged, wooden frames are used. The team at our Kozienice, Poland warehouse have re-designed the frames to sit on the pallet, which means that the pallet is not damaged, and the top part of the frame is no longer needed. These frames can be easily removed and re-used for shipments in the receiving warehouse.

Further, our warehouses look for innovative ways to re-use pallets. In Kozienice, Poland, small, one-way pallets are adjusted and re-used for more efficient smaller shipments. In St. Amé, France, the team used a Kaizen to design a flexible way to register different pallet sizes in the Warehouse Management System, so that these can be re-used for various shipments needing odd-sized pallets, rather than buying in new, large pallets for those shipments.





Old, odd-sized pallets which can now be re-used in the St. Amé, France warehouse.

New wooden frames which can be re-used and do not damage the pallets in the Kozienice, Poland warehouse.

Feel Good about Products

Strengthen well-being whilst working, learning and playing





Feel Good about Products

Our mission is to create products which inspire and support people whilst they work, learn and play. At the same time, we know that the creation of these products is a key and material aspect for us when it comes to our impact on the environment, people and communities around us. The diverse products and brands we offer are what make us ACCO Brands. At the same time, this diversity makes it difficult to establish specific points to focus on when it comes to our sustainable approach to product design and management. Our product range stretches from paper folders to pencils, computer accessories and large business machines, so we looked for an approach which could help across all these different types of products.

Our ACCO Brands EMEA Sustainable Product Philosophy serves as a practical framework for reducing the impact of our products. It outlines key principles that guide our teams in exploring innovative ways to enhance product sustainability and lower both environmental and carbon footprints. Depending on the product type, certain elements of the philosophy may carry more weight than others.

Quality sits at the core of our approach—literally and figuratively. Durable products not only deliver long-term satisfaction to consumers, they also help conserve resources by minimizing the need for frequent replacements. In essence, better quality means less waste and a smaller environmental footprint over time.

Evolution of Existing Ranges

We know that updating and improving on existing, high turnover products is key to making overall improvements. This is why, alongside the use of the guidelines for new products, we also spend time and resource looking to see how we can update or evolve existing ranges. This is so important that we have crafted a specific target for 2030 for improving existing products.

A Sustainable Focus Across a Diverse Product Range



Leitz desks using FSC® certified material

Leitz recycled leather deskmat





Kensington EQ with recycled plastic content





Leitz Hot desking Work Bag
99% recyclable





before after

Leitz Stapler & Punch and Rapid Tools switch from clam packs to boxes

A Lower Carbon Footprint through Compact Design

Leitz IQ Optimax and Rexel Shredmax Autofeed Shredders

Our Leitz and Rexel Autofeed Shredders provide all the security needed when disposing old documents with the convenience of simply loading your stack of papers, closing the lid and walking away. They are powerful and secure. But they are also large and can be heavy. Up to now, the largest model, which can take up to 600 sheets of paper in one go, weighed around 50kg and had to be transported singly on a pallet to ensure safe delivery. But even the top-selling 300 sheet model weighed around 25kg with a spacial footprint of 0.156m^3.

Reducing the size and weight of a product invariably leads to a reduced carbon footprint as well as the convenience of a smaller, lighter product for the user. But achieving such a reduction whilst maintaining the functionality of the machine is a big challenge, especially when the size of the machine is dictated by the size of the bin needed for the number of sheets which can be put in the chamber for shredding. Here, our patented Bin Rotation and Flat Cut Technology come into play! The rotating bin means that the shredded paper is distributed evenly, preventing pyramid peak build-up and maximising capacity whilst Flat Cut Technology produces smaller, more secure cross-cut particles than standard shredders, while delivering smoother, quieter operation than traditional punching-style cutters.

Full carbon footprint calculations (cradle to grave including use-phase) were made for both the previous and the new models and we could confirm that despite the materials needed for this additional functionality, the vastly reduced size and weight of the machines mean that the overall carbon footprint of these machines is between 3.8% and 8.9% lower, depending on the model.

We will use the information and the learnings from these analyses to work to reduce the carbon footprints of our machines even more, as we continue to innovate and develop them further!

By
COMPACT DESIGN
WITH REDUCED CO2*



*3.8–8.9% lower CO_2 emissions vs. previous 2020 Leitz IQ Autofeed models, based on official Product Carbon Footprint calculations; driven by compact design, material and transport efficiencies. OptiMax 200 P4/P5 excluded (no predecessor).

Continuing to Reduce Carbon Emissions with a Carbon Reduction Plan

Rapid Classic K1+

Our Rapid Classic K1+ pliers in various editions, have been a trusted tool for users in offices, shops, schools and more across Europe for over 80 years! Made in Sweden from the start, their reputation for quality and reliability is renowned and supported by a 15-year guarantee when used with Rapid staples because we know, as depicted in our Product Philosophy, that a long lifetime is key to lower emissions. But with the Rapid Classic K1+, we wanted to drive carbon emissions down even further, which started with a full carbon footprint calculation. Here we could see that the steel used for the product was a key driver of emissions. The durable steel used for the K1 is made in Europe, predominantly in Germany, where production emissions are generally lower than the global average. Unfortunately, certified recycled or green steel is still not readily available, but we worked with our suppliers to be able to buy CO_2 reduced steel. The carbon emissions for this steel are calculated using a mass balance approach, which means that all types of emissions reductions, including whatever green steel which could be purchased, are banked and allocated out to the steel products which are sold. This mass balance system is audited regularly by DNV. In addition to this, we could also, as reported, reduce energy consumption in our Swedish plant. For example, with LED lighting, use of a heat pump and district heating as well as reduced electricity consumption across various processes such as ventilation. In addition to this, we are committed to making further emissions reductions over the coming years. The calculation, reduction plan and a financial climate contribution for the remaining emissions are all verified and certified by Climate Partner and the details can be viewed online: climate-id.com/T99YMY





Target 2025: A More Sustainable Choice in all Key Categories from 10/20 to 20/20

Result 2025: 19/20

Five years ago, we saw that we had some product categories with a good choice available for consumers looking for products with lower impact on the environment. In our more traditional categories, there was much on offer, with products made of recycled paper and board, even with a Blue Angel certification. The Leitz Recycle and Rapid Eco ranges helped to expand that offer into recycled plastic moulded desktop storage like letter trays, recycled polypropylene filing products such as display books and organizer files and staplers and punches with recycled plastic content and designed to be dismantlable at the end of life. We wanted to achieve even more in these categories (see page 44 on products with recycled plastic) but we also wanted to inject this thinking into our other key categories! 10 further categories, for which in 2020, there was no real sustainable choice for consumers.

We are incredibly proud of the progress that our product and design teams have made in the last five years on those categories! The Kensington EQ range, using recycled plastics and with FSC® certified packaging has gone from strength to strength, proving that consumers will select the more sustainable choice if it is available in good quality, from a trusted supplier and at a competitive price (see page 45). Our Visual Communications team have worked tirelessly to gain the EU Ecolabel for a range of Nobo and Franken whiteboards, easels and noticeboards. All Derwent pencils made at our Lilyhall, UK factory are now PEFC certified. Our range of Ergo products now also includes products which are FSC® certified or made of recycled plastic. Rapid launched the Spirit of Sweden staple guns with recycled plastic casing and this year, the packaging of the staples for all Rapid Staple Guns has been fully switched from plastic clam packs to boxed packs. Finally, as explained on page 40, our new Autofeed shredders are more compact, using fewer materials and with a calculated lower carbon footprint than the previous models. For 19 out of 20 categories, we managed to extend the sustainable choice we offer!






DERWENT
CHROMAFLOW
PROFESSIONAL QUALITY
QUALITÉ PROFESSIONNELLE
CALIDAD PROFESIONAL
PROFESSIONELLE QUALITÄT
12


GERMAN
DESIGN
AWARD
WINNER
2025

Driving the Circular Economy: Recycled Plastics used at Scale

Target 2025: 500 Products with minimum 30% recycled plastic
Result 2025: 333 +25% compared to 2024, +666% compared to 2020

In 2020, we had 50 products which contained a minimum of 30% plastic and where minimum 30% of the plastic was recycled. With our experience and background of using recycled paper and board, we decided it was time to up the game on plastics and aim to increase the number of products to 500 by 2025. This proved to be quite an ambitious goal, but the teams took it on and whilst we did not achieve our target, the results were significant. The number of products was driven up to 333, and we learned a lot about recycled plastics and certifications on the way. The recycled plastics market is certainly still in development, and we are constantly looking out for recyclates in the quality and volumes we need at an acceptable price.

Over the five-year period, we increased the number of Kensington products on the list from two to 94! In 2025, privacy screens with post-consumer recycled content were launched – amongst the first on the market. We launched a full range of colours in our Blue Angel certified Recycle range of desktop moulded products in addition to the original black and switched 140 pocket, folder and flat file SKUs to UL certified, 30% pre-consumer recycled material.

In addition to this, we saved resources in 2025 by using over 70 tonnes of pre-consumer recycled waste in the covers of our LAFs and binders with polypropylene plastic covers. Waste which would otherwise be disposed of, is collected in production and re-ground to use as part of the production of foil for the covers. This material is used for around 400 products across various brands. As the plastic is a small part of the product overall, these products don't count towards our goal of 500 products, but they nevertheless help save a lot of resources!



* Pre-consumer recycled waste

Kensington EQ Conscious Design
Rechargeable Mice and Keyboards with Recycled Plastic Content

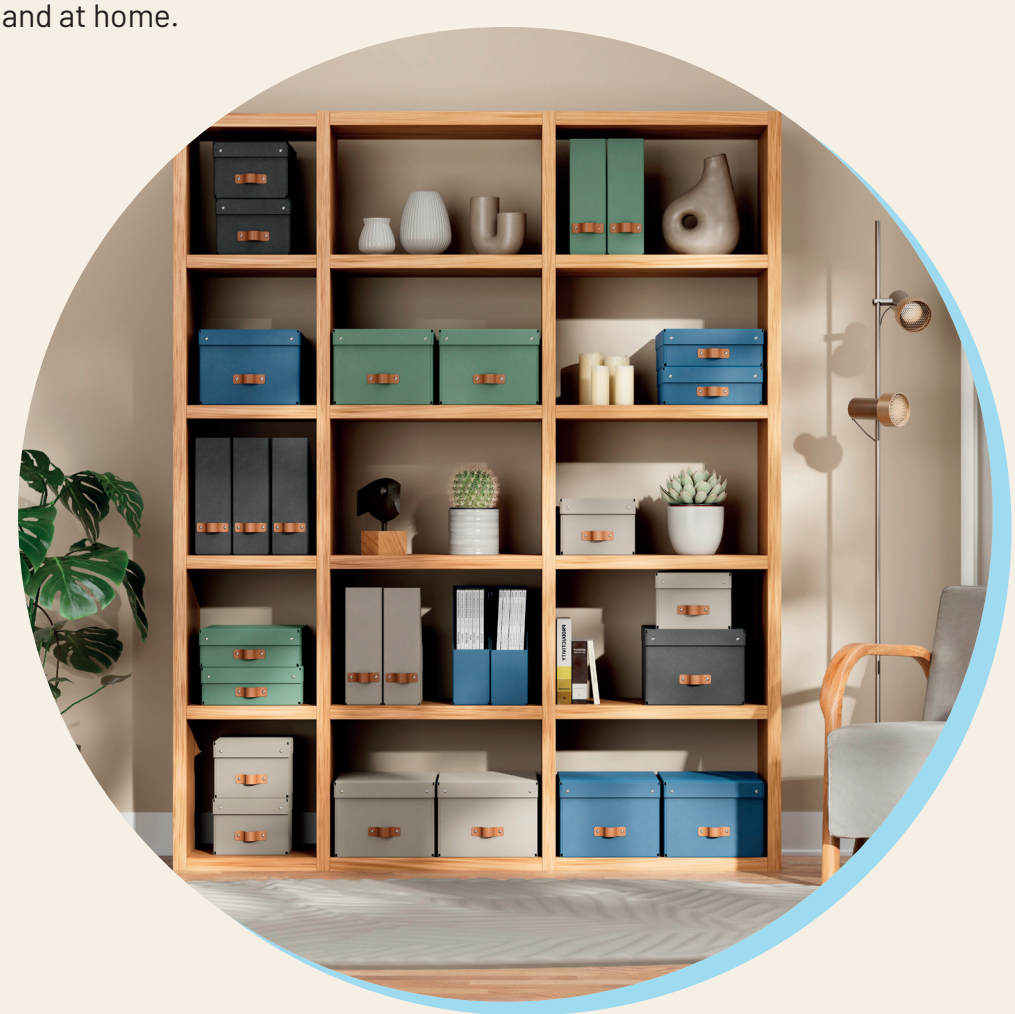
With the EQ range, Kensington focuses on features which lead to a reduced environmental footprint, such as using post-consumer recycled plastic, board-based, FSC® certified packaging and designing for easier disassembly and recycling at end-of-life. The EQ range now comprises of over 100 SKUs, including a full range of EQ Privacy Filters manufactured in Europe and incorporating post-consumer-recycled content, further extending Kensington's commitment to reducing environmental impact.
In 2025, the range of keyboards and mice with rechargeable batteries was extended to include devices with Scissor-Switch Keys for quiet and responsive typing. This is in addition to various keyboards and mice already available, such as the KM270 EQ Rechargeable Desktop Set, consisting of a keyboard and mouse and SCS certified recycled content.



Leitz Puro

Beautiful, simple, recycled, recyclable and made in Europe

Leitz Puro Storage Boxes are designed with circularity and resource efficiency in mind. Produced in Europe, the range combines responsible material choices with environmentally conscious manufacturing practices. Inspired by the simplicity of nature, the collection features natural, earthy colours while supporting a more sustainable product lifecycle. The boxes are made from 100% recycled FSC®-certified cardboard, delivered flat-packed to optimize transportation efficiency, quick and easy assembly without the need for tools and fully dismantlable at end of life, enabling 100% recyclability of the different material components. The products are manufactured at our site in Gorgonzola, Italy, where sustainability considerations extend beyond the product itself. The facility operates using zero-emission electricity and is partially supplied by an on-site 3,500 m^2 solar installation with a capacity of 500 kW. The site is also certified to ISO 14001:2015, demonstrating a structured approach to environmental management, continuous improvement and the reduction of environmental impacts. Through responsible sourcing, recyclable materials and energy-conscious manufacturing, the Leitz Puro range supports our commitment to reducing environmental impacts while delivering attractive, durable and functional storage solutions for the office and at home.



Nobo & Franken: Demonstrating Environmental Excellence with the EU Ecolabel

Nobo and Franken products carrying the EU Ecolabel demonstrate our commitment to reducing environmental impact across the product life cycle. The certification provides independent verification that products meet stringent environmental and performance criteria, supporting more sustainable choices for schools, offices and home workspaces.

During this year, the certification was expanded to include selected Premium Plus whiteboards, flipchart easels and notice boards. The EU Ecolabel provides independent verification that products meet recognised environmental and performance criteria, considering factors such as material use, durability and end-of-life considerations. By extending this certification across the Nobo and Franken ranges, we support our broader sustainability objectives of improving product environmental performance, promoting responsible resource use and helping customers make more sustainable purchasing decisions. Through recognised third-party certifications, we continue to enhance transparency and advance the environmental credentials of our product portfolio.









Watch the video explaining the EU Ecolabel

Increase sales of Products with a 3rd Party Environmental or Health & Safety Label

Target 2025: Increase 10pp from 29% to 39%

Result 2025: 37%

Total number of products with a third-party label: 5509

Since achieving our first Blue Angel certification in 1995, we have continued to seek independent third-party verification of our products' environmental, health and safety attributes. Today, more than 5,500 ACCO Brands products carry recognised certifications and labels, helping customers make informed purchasing decisions with confidence.

In 2025, 37% of sales came from products with a third-party environmental, health or safety label, up from 34% in 2024 and eight percentage points above our 2020 baseline of 29%. While we did not fully achieve our target of 39%, we continued to make strong progress by expanding environmental credentials across existing product ranges and increasing the use of independent certification to verify sustainability claims.

Our certifications support every aspect of the ACCO Brands product philosophy, covering recycled content, responsibly sourced materials, environmental performance, product safety and ergonomics. During 2025, we expanded certifications for recycled-content products, including UL Verified Recycled Content certification for selected soft plastics products and SCS certification for Kensington EQ™ products. These complement our long-established portfolio of certifications, including Blue Angel, FSC® and PEFC™, which continue to feature across a wide range of paper- and wood-based products.

By extending third-party certifications across more products and claims, we continue to strengthen transparency and customer trust.

Blue Angel
870

FSC®
1643

PEFC
1139

GS
1284

UL Validated
Recycled Content
130

Total other
certifications:
443

Strengthen Well-Being whilst Working, Learning & Playing
With Leitz Ergo

In today's hybrid working world, employee well-being is closely linked to the quality of the workplace environment. A 2025 study carried out by Leitz and the Institute for Health and Ergonomics (IGR) found that 90% of participants experienced physical discomfort or pain while working, with neck, shoulder and back issues among the most common complaints. Following the introduction of ergonomic workplace solutions, 81% reported improvements in their physical well-being and work performance, while many also adopted healthier habits such as alternating between sitting and standing and incorporating more movement into their working day.

Leitz Ergo products are designed to support these positive changes. Height-adjustable workstations, laptop stands, active seating solutions and ergonomic accessories help users create a comfortable, personalised workspace that encourages better posture and dynamic movement. The IGR study also highlighted that intuitive and easy-to-use ergonomic products are most likely to become part of everyday routines, helping employees stay active and engaged throughout the day.

A standout example is the Leitz Ergo Active Balance Board. Designed to promote gentle movement while standing, it helps strengthen core muscles, improve balance and reduce fatigue caused by prolonged static postures. Made with FSC®-certified wood, it combines employee well-being with responsible material sourcing, demonstrating how ergonomic innovation can support both healthier people and at the same time design products with sustainability in mind.



Read more about the study here:
Study by IGR & Leitz:
Wellbeing in the hybrid world of work

Paper Usage in Manufacturing and Shipping

Paper and board continue to be core materials within our product portfolio, and the growth of our Ergo range is increasing the number of products we offer that contain wood. We remain firmly committed to responsible sourcing and use FSC® and PEFC certification schemes to help ensure that the paper, board and wood we purchase come from well-managed and sustainable sources. Our objective is to source 100% of the fibre-based materials used in our factories and warehouses from FSC®- or PEFC-certified, or recycled sources. In doing so, we support UN Sustainable Development Goal 15 (Life on Land) by promoting sustainable forest management and helping to protect forest ecosystems. Overall, well over 99% of the paper and board we use is either recycled, FSC® certified or PEFC certified. We currently have nine FSC®-certified factories and warehouses, alongside one PEFC-certified factory.



	2023	2024	2025
Percent of paper purchased which is FSC®- or PEFC-certified, or recycled	99.8%	99.8%	99.8%
Paper/Board from non-FSC® or PEFC, virgin fibres	0.2%	0.2%	0.2%
Paper types in use			
Recycled paper total*	91.5%	91.9%	93.7%
FSC® or PEFC certified paper / wood*	79.6%	81.4%	80.7%

Reducing Packaging Materials and Eliminating Plastic

At ACCO Brands, we continuously seek opportunities to reduce packaging materials, eliminate unnecessary plastic and introduce new products without plastic packaging components wherever possible. During 2025, several initiatives across our brands supported this objective, helping to reduce waste while maintaining product protection and a positive customer experience.

A key milestone was the introduction of a new generation of product packaging by Rapid. As part of this initiative, Rapid is transitioning away from traditional plastic blister and clamshell packaging and replacing it with FSC®-certified cardboard. The new packaging is made from responsibly sourced, fully recyclable cardboard and reflects a broader commitment to reducing reliance on plastics. The packaging uses less material and space, improving transport efficiency and reducing waste, while a refreshed design enhances the customer experience. The innovative packaging was also nominated for the Swedish Design Awards 2025, recognising its combination of sustainability, functionality and design. Beyond Rapid, other product lines also made significant progress: 29 Leitz stapler and punch items have also been switched from plastic clam shell to retail-friendly boxes and a range of Visual Communication accessories was converted from plastic blister packaging to cardboard alternatives during the year. In addition, newly launched Leitz desk products were designed without difficult-to-recycle polystyrene protective components. Instead, a specially engineered cardboard frame provides the protection needed during transportation while significantly improving recyclability. These initiatives demonstrate how sustainability considerations are being integrated into packaging design decisions across our portfolio. By reducing plastic, increasing the use of recycled and responsibly sourced renewable materials and improving packaging efficiency, we continue to lower the environmental footprint of our products while supporting our broader commitments to waste reduction, resource efficiency and responsible sourcing.







Product Safety

ACCO Brands aims to provide customers with safe products that meet or exceed their expectations for quality and safety, and are designed to comply with all applicable laws, standards and regulations. Our product safety program defines core requirements that include minimum product composition and safety standards, based on human health and environmental safety factors. All electrical products are designed to meet applicable product safety, chemical composition, energy efficiency and electromagnetic compatibility (EMC) requirements. They are assessed and re-certified, when necessary, to ensure compliance to the latest regulatory requirements.

In addition, nearly all products developed in-house are subject to Design Failure Mode and Effect Analysis (DFMEA) and Hazard-Based Safety Engineering (HBSE) assessments during the development cycle to identify and appropriately mitigate potential risks before launch.

We monitor internal and external data to identify potential safety incidents with our products. A cross-functional committee, consisting of business managers, product compliance, quality, risk management and legal meets regularly to discuss compliance or product safety risks, incident investigations and corrective actions. There were no product safety recalls in 2025 or overall in the past five years.

Chemical Management

The core of our chemical management system is our Restricted Substance List (RSL), which outlines our expectations regarding chemical compliance. Global chemical regulatory activity is closely monitored through several third-party tools, ensuring that the RSL remains up to date with the changing chemical regulations. We are in regular contact with our suppliers to notify them of any revisions to the RSL. In addition, for high-risk products, verification testing is performed for key RSL chemical substances, including PFAS (Per- and Polyfluoroalkyl Substances), Phthalates and heavy metals. We use accredited third-party laboratories with a global footprint to implement and manage our verification program.

Click here for more information about Chemical Management.



The Leitz IQ Optimax shredders are independently tested for safety by TUV-Süd and carry the GS certification. They are also electrically tested for EMC to European Harmonised Standards.
Chemically, they meet European REACh, RoHS and WEEE Regulations as well as ACCO's own RSL requirements.

Feel Good at Work

Foster a Culture where Performance meets Well-Being



Feel Good – Building Well-Being for All



Our Sustainability Champions: Organising Sustainability Days across Europe

In 2025, Sustainability Days were held across our European offices and operational sites, giving all ACCO Brands Europe associates the opportunity to learn more about our efforts to achieve our sustainable development goals.

These events highlighted how we continuously work to reduce our environmental impact and support the communities we operate in – all while strengthening our business.

It was a great opportunity for colleagues from all functions and levels to gain insights: Our office teams learned about initiatives in operations, while the factory and warehouse teams discovered more about products developed with new environmental credentials – often produced at sites other than their own!

The events also encouraged open dialogue, allowing associates to share feedback, ideas and priorities for how ACCO Brands EMEA can improve or expand its sustainability efforts. The activities were fun and engaging, with quizzes, product exhibitions and information on company projects like solar parks. On a more personal level, we explored sustainable commuting options for getting to work, such as cycling or using public transport. Additionally, we also shared information on local charities and highlighted the inspiring ways our teams contribute to fundraising initiatives.











ACCO Sustainability Day 2025

acco BRANDS







Safety Day in Warsaw, Poland



First aid training in Gorgonzola, Italy



Picture by Matteo, 13, France



Safety Day in Stuttgart, Germany

Health and Safety: Building a Culture of Care

At ACCO Brands EMEA, health and safety remains a fundamental priority across all our operations. Guided by our goal of zero accidents, we continuously work to create a workplace where everyone takes responsibility for their own safety and looks out for the wellbeing of others. All accidents and incidents are carefully monitored, investigated and followed up on to ensure that lessons are learned and risks are reduced.

Our long-standing commitment to occupational health and safety is reflected in a remarkable achievement: in 2025, ACCO Brands EMEA received the RoSPA Gold Award for the 30th consecutive year, earning the prestigious RoSPA Patron's Award once again. The RoSPA Awards programme is one of the most respected health and safety schemes globally, attracting nearly 2,000 entries each year from organisations across more than 50 countries and positively impacting over seven million employees.

A key pillar of our health and safety approach is the annual ACCO Brands Global Health & Safety Day, held at all operational and administrative sites. Through a combination of engaging and educational activities, employees learn about topics relevant to their working environments, including accident and fire prevention, first aid, ergonomics and mental wellbeing. Interactive training sessions, practical demonstrations, quizzes and games help make safety information accessible, memorable and enjoyable.

In France, the initiative was extended beyond the workplace, engaging employees' children in health and safety awareness by inviting them to take part in a drawing competition, further strengthening our culture of care both at work and at home.



The Patron's award is received by Darrol Masefield (Health & Safety and Facilities Advisor) and Jacqueline Bell (Health, Safety & Facilities Co-Ordinator.)

Health and Safety: Building a Culture of Care

Promoting Cancer Awareness and Early Detection

As part of its employee wellbeing programme, the Warsaw office once again dedicated October to raising awareness of cancer prevention and early diagnosis. Employees were offered voluntary skin examinations by a certified dermoscopy specialist, supporting the early identification of potential skin abnormalities and encouraging preventive health checks. The office also hosted two expert-led webinars on the most common cancers affecting women and men. Covering prevention, early diagnosis, treatment options, and regular screening, the sessions provided practical guidance on healthy lifestyles, recognising warning signs, and recommended examinations. Through these initiatives, the Warsaw office helped strengthen health awareness and encouraged a proactive approach to long-term wellbeing.




HD 1000
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M
CE 2777

Listening, Learning and Acting: Employee Engagement in 2025

At ACCO Brands, we recognize that engaged employees are essential to long-term business success. Their commitment, ideas and perspectives help drive productivity, innovation, customer satisfaction, wellbeing and retention. To better understand employee experience and identify opportunities for continuous improvement, we conducted an Employee Engagement Survey in 2025.

The survey was launched across the global organization with a clear message: every voice matters. Employees were invited to share honest feedback on their experience at ACCO Brands and help shape the future of our company. The response was outstanding, with an 84% participation rate, demonstrating a high level of commitment and a willingness among employees to contribute to positive change.

The survey resulted in an overall engagement score of 69%, providing a solid foundation on which to build. Employees rated highly the conditions to do their best work, including having the authority, resources and training required to perform effectively. Another significant strength was respect and belonging, with employees reporting that they feel respected, valued and included at ACCO Brands. Open-ended comments reinforced these findings, highlighting a culture characterized by strong teamwork, mutual appreciation and collaboration.

The survey also identified important opportunities for improvement. In particular, employees expressed a desire for stronger support from managers, including more meaningful career development conversations and greater encouragement of smart risk-taking and innovation. Feedback also indicated a need to strengthen communication around company strategy and help employees better understand how their individual contributions connect to broader business objectives.

These insights are already helping shape future action plans. Following the survey, leaders across regions and functions reviewed their results with teams and initiated focus groups to explore both global themes and local priorities. The outcomes of this process will also support one of our 2030 sustainability goals: to further improve employee engagement through a structured follow-up to our 2025 engagement survey. By listening carefully and acting on employee feedback, we are strengthening our culture and building an even more engaged and resilient organization for the future.



Doing Business the Right Way

At ACCO Brands, doing business the right way means operating with integrity, treating people with respect, and acting responsibly in every aspect of our work. Our Code of Conduct sets out the standards, principles and expectations that guide ethical, lawful and transparent behaviour across all aspects of our operations. It reflects our commitment to integrity, respect for others, diversity, and responsible business practices in the communities where we operate.
The Code applies to everyone connected with ACCO Brands, including employees, officers, directors, suppliers, third-party agents and other business partners. It requires that all conduct is ethical, compliant with the law, and respectful of the human rights and dignity of others.
To help reinforce understanding of the Code of Conduct, our Anti-Corruption and Anti-Bribery Policy, and other key company policies, regular mandatory training is provided to employees. In EMEA during 2025, 95% of salaried employees completed online training, while 73% of hourly employees attended facilitator-led training sessions at our facilities.
Employees, officers and directors are encouraged to help identify and prevent misconduct by raising concerns through their manager, Human Resources, Legal and Compliance, or another trusted manager.

You can see the full ACCO Brands Code of Conduct **here**:

Concerns can also be reported through ACCOethics.com, our independent telephone and online reporting system, which is available 24 hours a day and allows anonymous reporting where permitted by law. ACCO Brands strictly prohibits retaliation against anyone who raises concerns in good faith. Creating a culture built on integrity helps our employees feel supported and respected, strengthens trust across our organisation, and contributes to long-term business success.

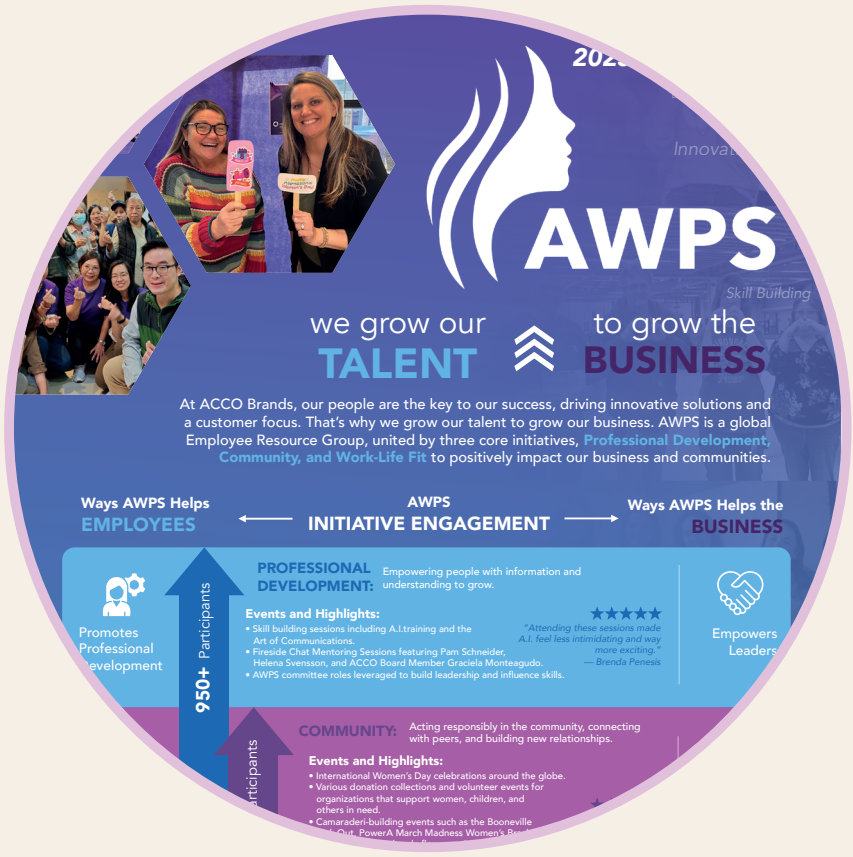


Inclusion, Growth and Opportunity

At ACCO Brands, we believe that great ideas come from bringing together people with different experiences, perspectives and ways of thinking. By fostering a workplace where everyone feels respected, supported and encouraged to contribute, we create an environment that helps both our people and our business succeed.

Developing talent and building an inclusive culture go hand in hand. Through training, networking and opportunities to learn from one another, we aim to help employees at every stage of their career reach their full potential. In 2025, our annual Code of Conduct training encouraged employees to reflect on the importance of respect, inclusion and preventing harassment, reinforcing the role that every individual plays in creating a positive and supportive workplace.

The ACCO Women Partnering for Success (AWPS) network continued to play an important role in supporting employee development globally. Sponsored by ACCO Brands President and Chief Executive Officer, Tom Tedford, the network provides education and training, mentoring, networking and philanthropic opportunities. As highlighted in the infographic, employees around the world participated in a range of activities during 2025. These included a fireside conversation with ACCO Brands' Vice President Human Resources, EMEA and International, who shared personal experiences and practical advice on balancing work and family commitments and navigating challenging workplace situations.



Employees in Stuttgart, Germany, also benefited from open discussions with two senior ACCO Brands global leaders visiting from the United States. By sharing insights from their own career journeys and answering questions from colleagues, they helped foster valuable learning and professional development opportunities.

Across EMEA, additional activities included an online session on Self-Empowerment and Using Your Resources Effectively, alongside informal meetings and idea-sharing discussions that encouraged employees to connect, learn and support one another. Together, these initiatives help strengthen a culture where people feel empowered to contribute, grow and thrive.

We had reached our goal of 25% of our leadership team being women in 2024. However, in 2025 a few female leaders left the company followed by a consolidation with no backfill, taking the result down to 22%. We nevertheless continue with the initiatives put in place to support women in leadership roles, such as gender balanced shortlists, improvements to and better communication of maternity pay and leave, gender pay audits, and training on D&I.



Supporting the Communities Around Us

Supporting the communities where we live and work is an important part of ACCO Brands' approach to sustainability. Many sites are supporting local causes regularly. Here are some examples.

In 2025, employees at ACCO Brands France once again took part in World Clean Up Day, joining a global movement to help protect the environment through local action. The team from the Paris office spent time collecting litter in the surrounding area, demonstrating how small actions can make a meaningful difference. Together, employees collected dozens of kilograms of waste, helping to create a cleaner local environment while raising awareness of responsible waste management.
Beyond the environmental benefits, the event brought colleagues together around a shared purpose and reflected ACCO Brands' commitment to responsible citizenship. Initiatives such as World Clean Up Day show how collective effort and individual actions can contribute to cleaner, healthier and more sustainable communities.





Easter egg donations from members of the ACCO Brands Aylesbury, UK office, to the children's wards at a local hospital.

The Warsaw, Poland, team again contributed to the annual „Gwiazdor“ charity initiative. Taking on the role of "Secret Santas", they prepared personalized Christmas gifts for children supported by the Association of Friends of Children (Towarzystwo Przyjaciół Dzieci). Thanks to the generosity, empathy, and engagement of our employees, 25 gift packages containing presents selected according to the children's individual wishes were prepared. The gifts were presented during a special Christmas celebration held shortly before the holiday season, bringing joy to the children while reinforcing our values of social responsibility, volunteerism, and meaningful community engagement.





Members of the Stuttgart, Germany, office collected food donations for a local food bank.

ACCO Brands Europe Team Spirit!

ACCO Brands encourages a strong sense of team spirit and belonging through shared activities that also support employees' physical and mental wellbeing.



The RAPID team took on the challenge of the Trail de Corcieux, completing a demanding 14.5 km course through the Vosges in wet and muddy conditions. Despite the difficult terrain and 450 metres of elevation gain, every participant reached the finish line. The event highlighted the team's determination, resilience, and strong spirit of collaboration.



Some members of the Stuttgart, Germany office took part in a local company fun run together with around 1000 participants.

Employees from our Aylesbury, UK, office took part in the annual Walk of Light, an evening fundraising event in support of the local Florence Nightingale hospice. Many participants walked in memory of loved ones who had received hospice care, making the event both a celebration of life and an opportunity for remembrance. As darkness fell, walkers completed the 10km route before gathering for the event's traditional lantern release, where personal messages were shared in a moving display that gave the walk its name. The event was a memorable experience that brought colleagues together while supporting the dedicated work of hospice nurses with over GBP 1400.





Some members of our Aylesbury, UK, office again took part in The Climb of Life, which in 2025 was the 38th annual charity trekking event held in the Lake District on 14 November 2025. Over 100 participants from the UK business supplies industry braved gale-force winds and winter conditions to raise £103,215 for The Institute of Cancer Research (ICR).

The event, originally founded in 1991, has raised over £2.1 million to-date to fund vital discovery programs into cancer treatments. Walkers took on 12 different routes of varying difficulty starting in Grasmere, Cumbria, taking in peaks like Helvellyn, Bowfell, and the Langdale Pikes.

Brands Giving Back

Derwent Helps Bring Creativity and Smiles to Young Patients

Derwent has proudly supported Spread a Smile for several years, helping the charity bring moments of creativity, joy and distraction to seriously ill children and their families. Derwent colleagues continued this partnership in 2025 through a range of activities and volunteering opportunities. During the Derwent Art Prize exhibition, children and adults supported by Spread a Smile attended a special workshop led by Derwent artist ambassador Curtis Holder. Participants were invited to draw alongside Curtis, explore their creativity and enjoy a unique artistic experience. The workshop reflected a shared belief in the power of creativity to inspire and connect people. In November 2025, Derwent donated art materials for Spread a Smile's Festive Smile Hampers. Team members Aimee Samwell and Justine Bevan also volunteered their time to help pack 2,000 hampers for children and their siblings. Filled with toys, treats and creative activities, the hampers were designed to bring moments of enjoyment during the festive season.



Derwent colleagues also supported the charity's annual Summer Party, joining more than 150 volunteers helping to welcome over 750 children, young people and family members. The day included a wide range of activities, from arts and crafts to games and entertainment, creating a memorable experience for everyone involved. Through continued product donations, volunteering and creative collaborations, Derwent remains committed to supporting the valuable work of Spread a Smile and helping bring creativity, colour and moments of happiness to the children and families the charity supports.







Supply Chain Monitoring

At ACCO Brands EMEA, we have a comprehensive approach to ensuring our whole supply chain is responsibly managed from both a social and an environmental perspective.
ACCO Brands is committed to ensuring that its employees and contract workers are treated with respect and dignity, working conditions in our own facilities as well as our global supply chain are safe, and manufacturing processes are environmentally responsible. We have a **Social Responsibility Policy** guided by the international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations' Guiding Principles on Business and Human Rights. The core of our Social Responsibility Policy is our **Supplier Code of Conduct**, which establishes our standards and expectations regarding working conditions, safety, security and environmental responsibility.

Supply Chain

ACCO Brands-Owned Facilities

- ISO 9001 and 14001 certified
- The ILO Declaration on Fundamental Principles and Rights at Work forms the basis for social standards on every site
- Follow the ACCO Brands H&S policy and Comprehensive Environmental & Safety Management Plan with regular training
- Sustainability reporting: CO_2, water, waste, paper and board use

Supp

- Focus on long-term
- Compliance with R Brands Restricted
- All suppliers sign A Code of Conduct
- Finished goods sup tries are risk segme covering social and aspects are carried on by a 3rd-party s required with close ACCO Brands Vend Sourcing teams

Conflict Minerals

ACCO Brands is committed to the responsible sourcing of 3TG, including from the countries covered by the U.S. Conflict Minerals Rule. We encourage our suppliers to respect human rights and source products and components in a socially and environmentally responsible manner. We partner with specialized third-party companies annually to facilitate the collection of required documents to ensure compliance with the policy.

The ACCO Brands Conflict Minerals Policy and Modern Slavery Act Statement can be seen **here**

Responsibility

pliers

n relationships

EACH and the ACCO Substances List

CCO Brands Supplier

ppliers in risk coun-
ented and audits
l environmental
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ervice provider as
e monitoring by the
or Compliance and

Products/Marketing

- Compliance with REACH, RoHS, WEEE, packaging and all relevant EU regulations
- Environmental labels: FSC®, PEFC. Blue Angel, EU Ecolabel, Nordic Swan, UL Recycled Content, SCS Recycled certifications held for 5000+ products
- Use FSC® -certified/recycled paper and board
- Honest and transparent communication

Supply Chain Monitoring

Our Supplier Code of Conduct (see page 74) establishes our standards and expectations regarding working conditions, safety, security and environmental responsibility and forms the core of our Social Responsibility Policy. We conduct annual audits to evaluate our suppliers' compliance with our Supplier Code of Conduct. We have two tiers of supplier audits based on risk and annual financial billing:

- An annual billing of $350K or more and located in a high-risk country: We conduct an annual audit with follow-ups as needed.
- Under $350K and located in a high-risk country : We require them to complete a supplier audit questionnaire. Pending results, the supplier also may also be subject to an audit.

We also audit our own manufacturing facilities against these same standards.

All audits are conducted by a recognized third party that utilizes standard audit criteria based on industry standards.
ACCO Brands works with its third-party audit firm to establish the scope of audits based on segmentation that focuses on risk, influence, corrective actions and workers' sentiments surveys, which are a critical part of our audit process. If any failures to conform, or "non-conformances," are identified during the audit, we require the supplier to create a corrective action plan and monitor the progress until all major non-conformances are resolved.
Our regional compliance experts provide local support to our suppliers with tailored training and coaching on specific social, environmental and governance issues, capacity building, e-learning and sharing best practices

A Worker Sentiment Survey was completed at 49 EMEA suppliers in 2025, helping to gather further vital details on the working conditions at our supplier sites.



Supply Chain Monitoring: Tracking of Results ACCO Brands EMEA

	Target	2023 Result	2024 Result	2025 Result
In-scope suppliers attested to compliance with the ACCO Brands' Supplier Code of Conduct	100%	98%	98%	100%
Percentage of Priority and Moderate level (>$350K annual spend) supplier factories audited	100%	93%	100%	100%
Social responsibility audit assessment overall performance	100%	98.6%	98.6%	98.5%
Priority issue non-conformance rate	0%	0%	0%	0%
Other non-conformance rate	0%	1.4%	1.4%	1.5%
Suppliers with spend >$25k with audit or SAQ	100%	90%	90%	94%
Number of audited suppliers engaged in corrective actions	100%	Not yet measured	Not yet measured	100%
Number of suppliers engaged in capacity building	100%	Not yet measured	Not yet measured	87%

ACCO Brands Sustainable Development

Results Summary



Feel Good – Building Well-Being for All


21.0997
17.8131

ACCO Brands EMEA Sustainability Scorecard 2025: Operational Environmental Impact



	Target 2025	Improvement versus 2019*	Base year level	2025 Result	Progress to date (comparable***)
Emissions:					
Total CO_2	2.250 T CO_2	-75%	9.734 T CO_2	1.925 T CO_2	-80%
CO_2 from Electricity	0	-100%	7.458 T CO_2	0 T CO_2	-100%
MWh electricity	21.560 MWh	-15%	25.369 MWh	16.213 MWh	-36% (-31%)
Water Consumption: All factories & warehouses	25.345K Litres	-15%	29.818K** Litres	22.707 K Litres	-24% (-16%)
Zero Waste In factories & warehouses	98% of total waste recycled	+8pp	90% of total waste recycled	94% of total waste recycled	+4%
33% of our company car fleet hybrid or electric	33%	Change from 2020: +27pp	6%	39%	+33pp

* 2019 taken as base year as the Covid 19 pandemic led to inconsistent results in 2020

** Volumes withdrawn from the well in Hestra, Sweden not available for 2019 (see page 29). Actual 2019 water consumption estimated around 6 000K Litres higher than reported

*** Two factories were closed with the production volumes going to external sites. Comparable data shows the result with the data from those two factories removed in the base year.

ACCO Brands EMEA Sustainability Scorecard 2025: Product Environmental Impact

	Target 2025	Improvement versus 2020	Result Base Year	2025 Result	Progress to Date
A Sustainable Choice in every key category	20/20 categories*	+10 categories	2020: 10	19	+9 categories
500 Products With min. 30% plastic and min. 30% of plastic is recycled	500 Products	+450	2020: 50	333	+283
Increase revenue from sales of 3rd party certified products by 10pp	39%	+10pp	2019: 29%	37%	+8pp
Sustainably sourced / recycled wood fibres used in manufacturing	100%	+0.9%	99.1%	99.8%	+0.7%

* Health & Wellness / Air Purifiers category removed as no longer a key category for ACCO Brands EMEA

ACCO Brands EMEA Sustainability Scorecard 2025
Working Relationships & Social Commitment



	Target 2025	2025 Result
25% of leadership team (Director+) being women	25%	22%
Tier 1, non-European OEM suppliers signed up to the ACCO Brands Code of Conduct	100%	100%
Percentage of Priority and Moderate level (>$100k annual spend) supplier factories audited	100%	100%
Priority issue non conformance rate Other non-conformance rate	0% 0%	0% 1.5%
Zero Accidents	0	15

See a breakdown of the Statutory Reportable Accidents per site on page 96

One Race Finished. The Next Begins.

Our progress over the last five years is something we can all be proud of. Thanks to the dedication and commitment of our colleagues, we have taken important steps towards a more sustainable way of doing business. Reaching this milestone feels a little like crossing a finish line.

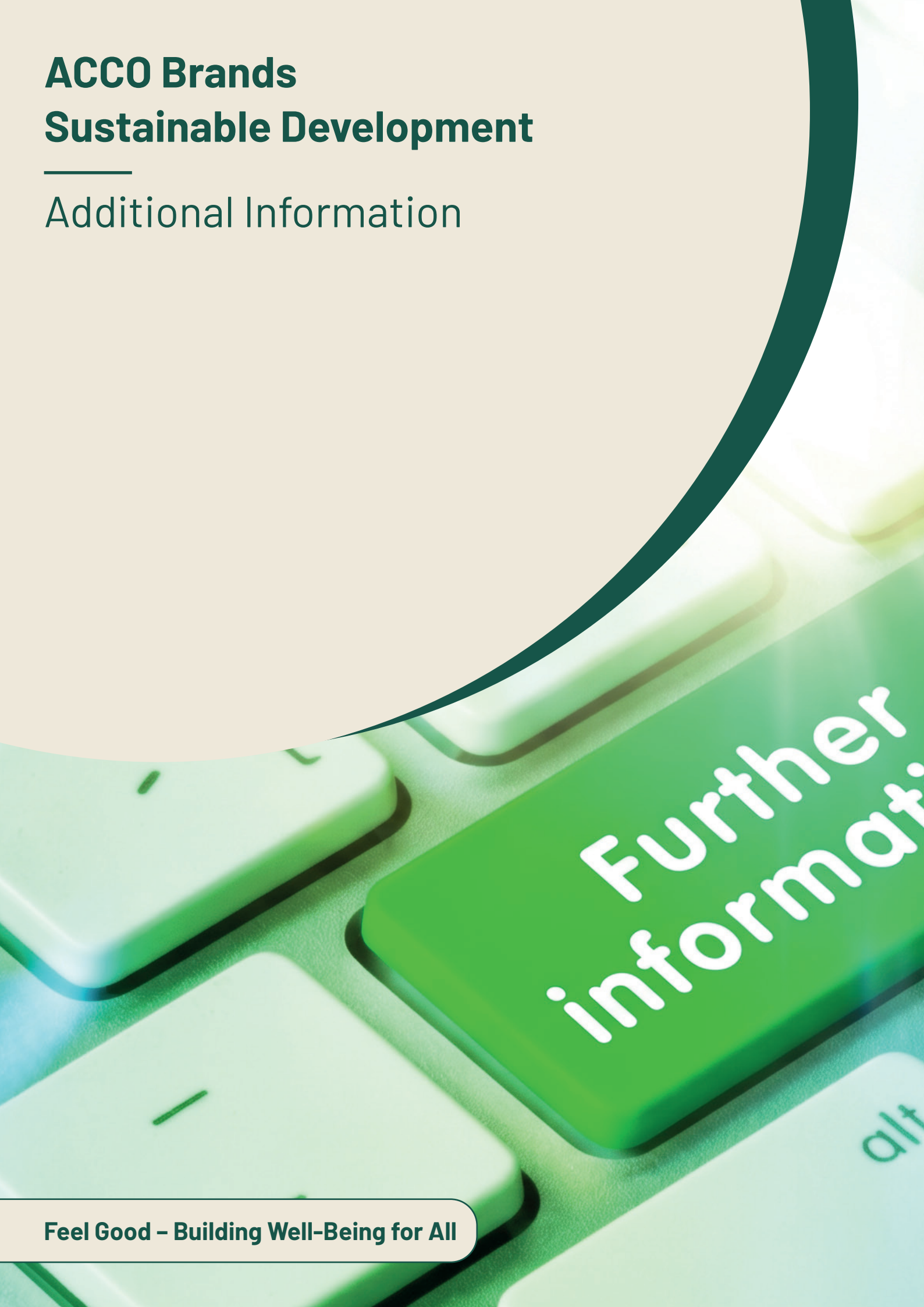
Except, of course, it is not the end of the race.

We are celebrating reaching an important milestone. But like any great run, the finish line is never really the end. It marks the completion of one stage and the start of another. With ambitious objectives for 2030, we are ready for the next challenge. We know the journey ahead will require effort, resilience and innovation, and we look forward to taking those next steps together.



ACCO Brands Sustainable Development

Additional Information



Feel Good – Building Well-Being for All


ion
Ctrl

ACCO Brands EMEA
Key Product Categories



COMPUTER ACCESSORIES



ERGO ACTIVE



HEADPHONES

work.



HOT DESKING



SHREDDING



LAMINATION



DESKTOP & FILING



TOOLS



VISCOM



BACK TO SCHOOL



PAPER PAD

learn.



LAPTOP STAND



DESK ORGANISER



COMPACT MOUSE



COMPACT DESK



HEADSET

ACCO Brands EMEA
Key Product Categories



ORGANISER



CONTROLLER



FINE ART

play.



GAMING MAT



HEADSET



MONITOR ARM



GLUE GUN



STORAGE

ACCO Brands EMEA Locations:

Seven EMEA Factories plus Shanghai:

- Sint Niklaas, Belgium
- Lilyhall, U.K.
- Uelzen, Germany
- Gorgonzola, Italy
- Hestra, Sweden
- Kozienice, Poland
- Cerkezkoy, Turkey

Seventeen Local Sales Offices:

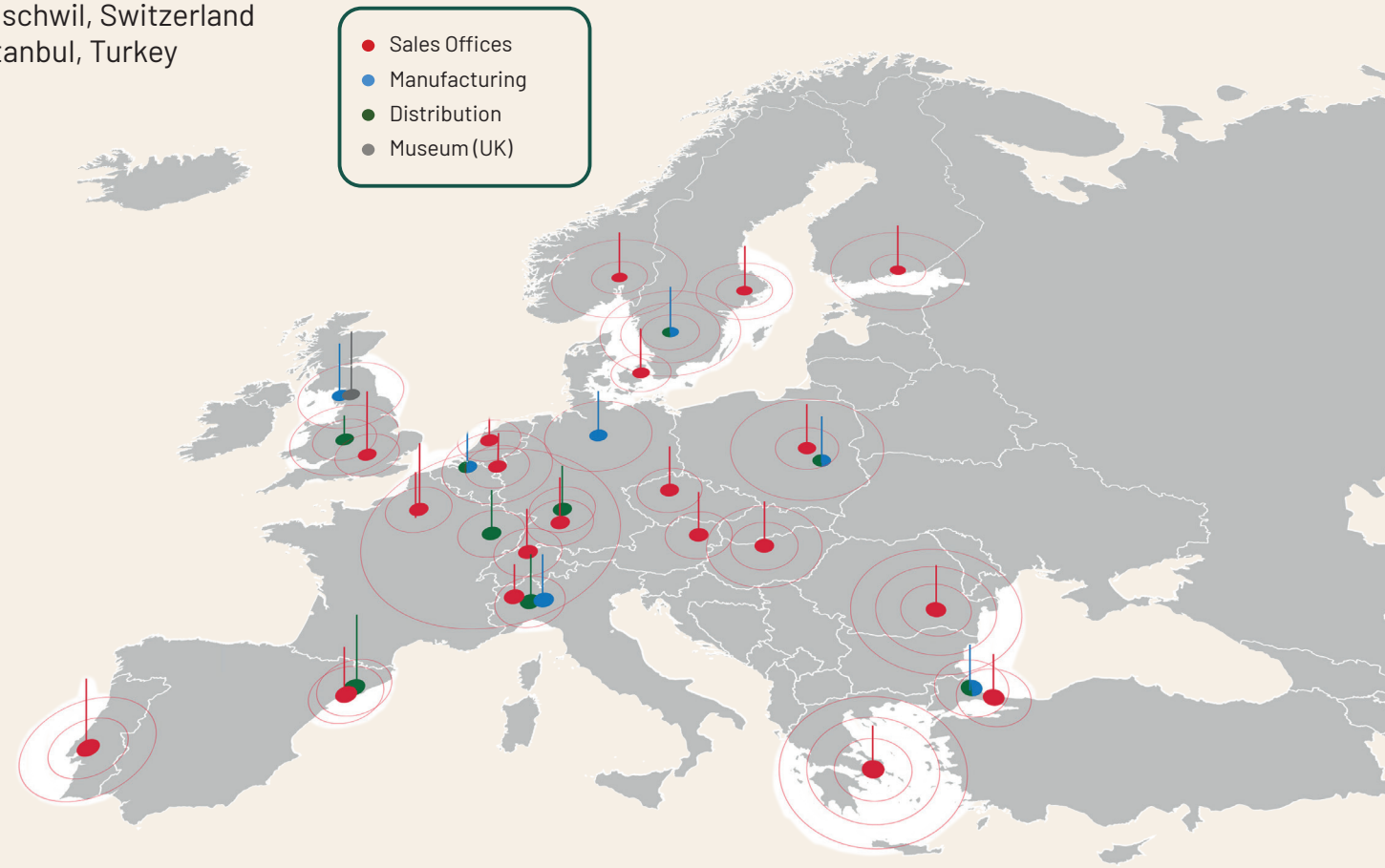
- Leobersdorf, Austria
- Herlev, Denmark
- Helsinki, Finland
- Rueil-Malmaison, France
- Athens, Greece
- Budapest, Hungary
- Woerden, Netherlands
- Oslo, Norway
- Lisboa, Portugal
- Bucharest, Romania
- Barcelona, Spain
- Solna, Sweden
- Allschwil, Switzerland
- Istanbul, Turkey

Five Additional Distribution Centers:

- Halesowen, U.K.
- Barcelona, Spain
- St. Amé, France
- Heilbronn, Germany
- Prague, Czech Republic

Three largest Sales Offices:

- Stuttgart, Germany
- Aylesbury, UK
- Warsaw, Poland



* The Shanghai, China facility was closed at the end of July 2025. These volumes were moved to external suppliers.

ISO Certifications

ACCO Brands is committed to maintaining internationally recognized quality and environmental standards across all of our EMEA production facilities. As such, they are all ISO 9001 and 14001 certified. In addition, all warehouses and Sales offices in Europe are also certified to these management systems.

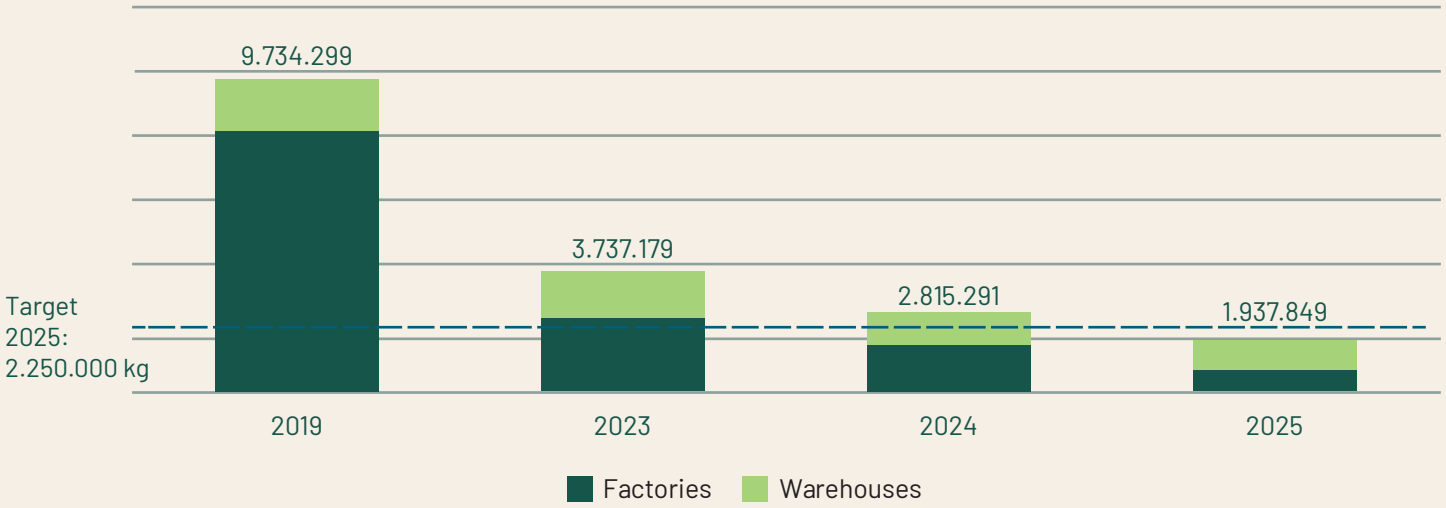
All sites in Germany and the UK are also certified to ISO 50001 for Energy Management.







CO_2 Emissions ACCO Brands EMEA: Factories & Warehouses (kg CO_2)

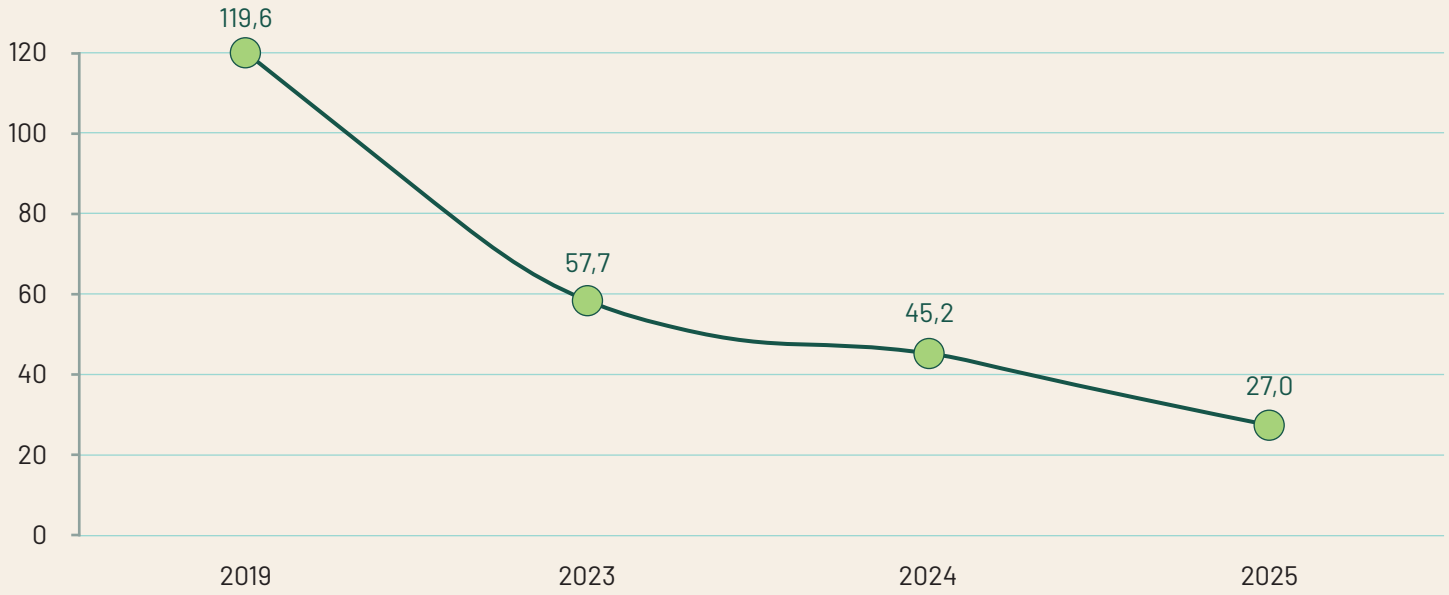


Emissions caused, split by our factories and warehouses, in the same format as reported up to 2022. We now report emissions on an emissions type scope basis for more clarity (see page 23). 2019 is the base year for our emissions target.

See scope on page 89.

2024: Arcos, Portugal facility was closed at the end of March. Around 59 tonnes CO_2 reported in 2023 from Arcos production moved to scope 3 emissions in 2024, which we do not yet report. In 2022 and before, Arcos had no scope 1 or 2 emissions.
2023: Arcos, Portugal change to conversion factor means that emissions were 85 572 kg higher than reported at the time.
2021: HGV fuel for truck owned in UK added makes up ~1.5% of the total
2019 – 2021: Corrections made for gas consumption in Gorgonzola, Italy and electricity conversion factor in Sint Niklaas, Belgium. Totals for 2020 and 2021 now slightly higher than reported at the time.

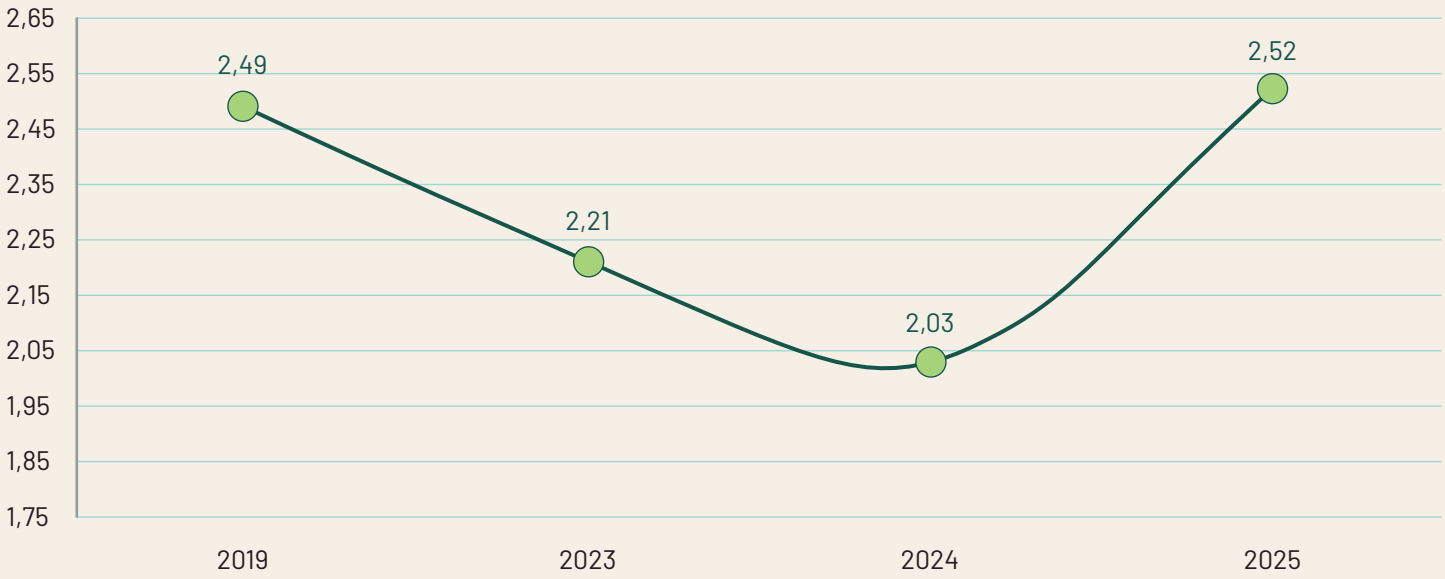
ACCO Brands EMEA Manufacturing CO_2 Emissions in kg/tonnes Produced



Emissions per tonne produced shows that we are becoming more efficient overall.
This result is according to the scope on Page 22.

2024: Arcos, Portugal facility was closed at the end of March. Around 59 tonnes CO_2 reported in 2023 from Arcos production moved to scope 3 emissions in 2024, which we do not yet report.
2023 Arcos, Portugal change to conversion factor means that the value for 2023 is now higher than reported at the time (was 55.9 kg CO2 / tonne produced)

ACCO Brands EMEA Warehouses CO_2 Emissions in kg/ m^3 shipped



Warehouse energy efficiency is reported in kg CO_2 / m^3 shipped. This result is according to the scope on page 22. Our warehouses all used zero emission electricity in 2024 already and by nature require more heating. This means that the increase in 2025 is due mainly to a colder winter which has a larger impact than in the factories, where machines also help to heat the smaller spaces.

EMEA Structures and Statistics

ACCO EMEA Board Diversity:

Male	Female
5	2

ACCO EMEA Workforce Diversity:

Male	Female
950	677

Employees are defined as direct employees, (full-time, part-time & temporary)
Figures given are as of 31.12.2025.

ACCO EMEA Sustainability Steering Committee:

We host a quarterly meeting to go over current position and plan future projects and goals attended by:

Senior Vice President, Operations
Vice President Marketing EMEA
Vice President, Operations, Production
Vice President, Procurement
Vice President, Human Resources
Vice President, Innovation and R&D
Sustainability Director, Europe

A More Sustainable Choice* in Every Key Category

Category	More Sustainable Choice Available	Done
Lever Arch Files & Accessories	Blue Angel certified, recycled, recyclable, CO_2 neutral versions	✓
Indices & Dividers	Blue Angel, recycle, climate neutral	✓
Pockets & Folders	Recycled, climate neutral	✓
Document Presentation & Organisation	Blue Angel certified, recycled, climate neutral	✓
Archive boxes & Storing	Recycled, FSC® certified, recyclable	✓
Suspension filing	Blue Angel certified, recycled, climate neutral	✓
Desktop (Moulded)	Blue Angel certified, recycled, climate neutral	✓
Staplers & Pliers	Recycled, recyclable, climate neutral	✓
Staples & staple cartridges	Boxed versions, staples themselves are always recyclable	✓
Hole punches	Recycled, recyclable, climate neutral	✓
Lamination machines & supplies	Not yet	✘
Shredders	Optimax and Shredmax Autofeed shredders in compact design	✓
Whiteboards	Whiteboards with EU Ecolabel launched in 2024	✓
Connect IT Docks, Hubs, Cables & Adaptors	One docking station containing >50% post-consumer recycled plastic	✓
Control IT Trackball, Mice & Keyboards	EQ range includes many products containing post-consumer recycled plastic, SCS certified	✓
Ergonomic products	Footrest and laptop stands now available with 80% post-consumer recycled plastic. Desks are FSC® certified.	✓
Secure IT / Kensington Security	EQ locks without plastic casing and with recycled nylon ties.	✓
Drawing & Writing Instruments	PEFC certified, refillable tins	✓
Stapling guns manual	Spirit of Sweden staple guns with recycled plastic casing.	✓
Tools, staples	Boxed versions are available, but we aim to switch more blister to boxed versions	✓

*A more sustainable choice is a product with notable improvements compared to standard products in points listed in the ACCO Brands Product Philosophy

Health & Wellness / Air Purifiers removed as no longer a key category for ACCO Brands EMEA

Healthy and Safe Work Environment

Total Statutory Reportable Accidents at Factories, Warehouses and Sales Offices (all ACCO Brands EMEA locations)

Facilities EMEA	2023	2024	2025
Kozienice, Poland	6	6	2
Uelzen, Germany	0	0	3
St. Niklaas, Belgium	2	2	0
Gorgonzola, Italy	2	0	0
Cerkezkoy, Turkey	0	0	1
Lanov, Czech Republic	0	0	0
Hestra, Sweden	1	1	1
Arcos, Portugal	0	0	0
Lilyhall, UK	0	1	0
Shanghai, China	0	0	1

Warehouses / Offices EMEA	2023	2024	2025
Heilbronn, Germany	1	3	2
St Amé, France	1	0	4
Halesowen, UK	0	1	0
Barcelona, Spain	0	0	1
Sales offices	0	0	0
Total accidents all sites	13	14	15

Note that the Lanov, Czech Republic facility was closed in 2023, the Arcos, Portugal site was closed April 2024 and Shanghai, China closed July 2025.

UN Sustainable Development Goals

With our actions to lessen our impact on land and air and to improve social conditions in our company and with suppliers, we support some of the United Nations Sustainable Development Goals as listed:



5. Gender Equality
5.5.2 proportion of women in managerial positions
➜ See our goal to increase women in management positions, pages pages 67 and 82.



8. Decent Work & Economic Growth
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

➜ See our approach to supply chain responsibility on pages 74-76.



12 Responsible Consumption & Production
12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
➜ See our actions on waste prevention & recycling, pages 32-35 and our actions to re-use paper and plastics in our products and packaging on pages 44-46 and 51.



13 Take urgent action to combat climate change and its impacts
➜ Not specific to a UN target but we aim to reduce our emissions to air and monitor our progress. The reduction of our emissions from electricity at our manufacturing and distribution sites to zero is our significant contribution towards achieving this goal. The solar parks at our sites and reduction in electricity consumption also drive towards this goal. See pages 23-27.



15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally
15b Mobilize significant resources from all sources and at all levels to finance sustainable forest management and provide adequate incentives to developing countries to advance such management, including for conservation and reforestation
➜ See our FSC® and PEFC certifications and our efforts to use recycled & responsibly sourced paper & wood on page 50.

Feel Good - Building Well-Being for All



acco BRANDS