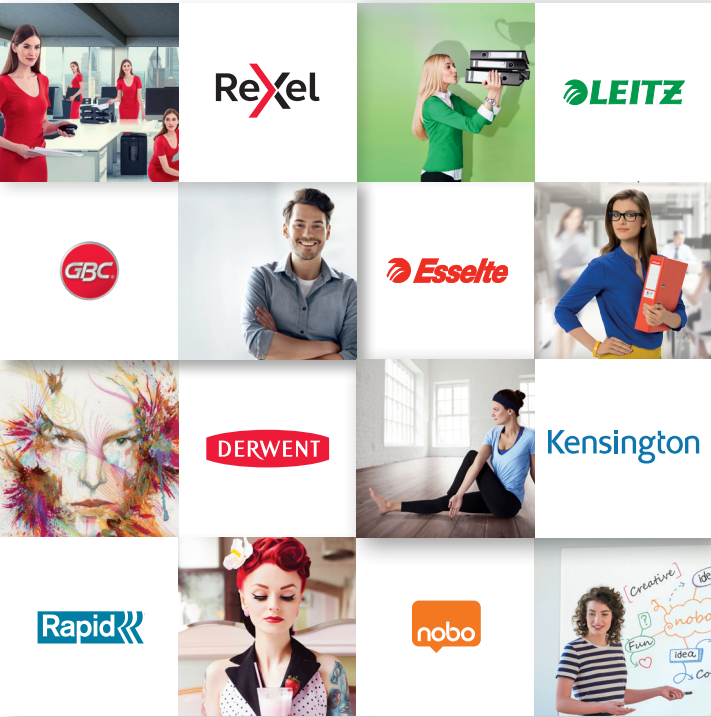


TAKING CARE OF TOMORROW

ACCO BRANDS EMEA SUSTAINABLE DEVELOPMENT





Simplifying and organising modern work!

That is what we aim to do at ACCO Brands. Our portfolio of well established brands are at the very core of what we do. We want to provide our customers with products which delight and fulfil the necessary tasks. Reducing the environmental impact of those products and the impact we have on the communities and partners with which we work is however equally important to us.

ACCO Brands is a \$ 2 billion company with around 6000 employees, products sold in more than 100 countries and 21 factories around the world. The European (+ Middle East & Africa) division makes up nearly a third of this business.

As a business we are only too aware of our impact on the world around us and our responsibilities associated with that. Our work to continually improve our processes and products has been an ongoing task for many years. With the environment in mind, we gained our first Blue Angel certificate in 1995, ISO 14001 certification for Environmental Management in 1997, Forest Stewardship Council Certification in 2008 and our progress has been documented in our published annual sustainability report since 2010.

We have been publishing a sustainability report for ACCO Brands EMEA since 2010. We recently updated and expanded our three-pillar strategy to focus even more on reducing our emissions from our operations and products and involving everyone across the company in this important work.



Reducing our Operational Environmental Impact

We will drive down our use of electricity, fuel and our waste production and deepen our understanding of our indirect emissions with a long term vision of achieving net zero emissions.



Reducing our Product Environmental Impact

We are committed to better understanding the emissions caused by our products and packaging and driving down those emissions as far as possible in preparation for net zero emissions.



Working Relationships & Social Commitment

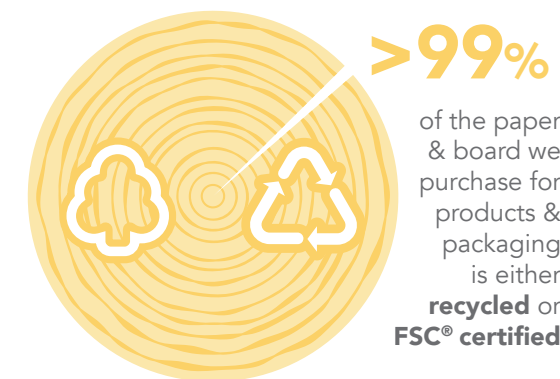
We are a diverse and committed workforce where everyone works towards the achievement of our sustainability goals. We aim to have a cooperative and principled working relationship with all of our stakeholders.

Reducing our Environmental Impact

Our LEAN philosophy (minimising waste), together with trusted and audited ISO certification schemes and thorough internal programmes, for example for health & safety and supply chain monitoring, form the solid base of our sustainable work. These are the foundations upon which we can manufacture and sell high quality, long lasting products with a lower environmental impact. In addition we work with different product certification schemes to provide consumers with verified more sustainable choices. Finally, we strive to ensure that we communicate to all stakeholders in a clear and transparent manner, in particular regarding sustainable development topics.

*ISO 50 001 for Germany and UK only

Reducing our product carbon footprint

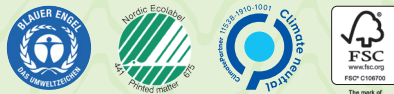


Compared to 2015



HONEST & TRANSPARENT COMMUNICATIONS

QUALITY PRODUCTS



LEAN PHILOSOPHY COMPANY PROCESSES & PROGRAMMES





Quality Lasts:

At ACCO Brands, we firmly believe that the best way to reduce environmental impact is to provide high quality, long lasting products. Having to replace broken or worn-out products within a short period of time means the environmental impact of raw material production, manufacture, transport of materials and finished goods and disposal of the old product are doubled or tripled.

Environmentally Responsible Materials and Products:

Over 4000 products are third party certified to specific environmental or health & safety standards and thousands more have environmental features such as recycled content. We are always striving to improve and do more, for example with our range of climate neutral products covering Leitz, Esselte and Bene lever arch files and binders as well as the whole Leitz Recycle range.

Packaging:

We strive to reduce packaging wherever possible and to use materials responsibly. For example, we removed the PET window on our Leitz Stapler and Punch packaging, saving around 10 tonnes of plastic a year and the packaging for the Leitz Cosy range is entirely plastic free.

ACCO Brands is committed to conducting its business with the highest ethical standards and in compliance with applicable laws in the countries in which it conducts business. ACCO Brands General Counsel has the overall responsibility for Global Social Responsibility including governance, leadership, oversight, policy setting, programme development & management. Various documents and programmes are in place to put this into action.

Corporate Social Responsibility policy

Working with suppliers



Long term relationships

ACCO Supplier Workplace Code of Conduct



Suppliers in risk countries



Comprehensive audit plan works towards ongoing improvements

Criteria and guidelines for audits based on

- Local, national laws
- International Labor Organisation conventions
- Best practice organisations in the industry*



* including Ethical Trading Initiative (ETI), Global Social Compliance Programme (GSCP), Sedex Members Ethical Trade Audit (SMETA)

TAKING CARE OF TOMORROW



For more information on our sustainability programme
and to read our annual report please visit
www.accobrand.com/values/