

# Antalis Sustainability Charter

## Environment

Naturally Antalis considers quality and service as being key considerations for our customers. Other important considerations include the materials used to manufacture paper products, their impact on the environment and the requirement within the supply chain to maintain product integrity. This is why environmental concerns affect our key business decisions.

### Antalis

- Develops and markets environmental products - ensuring they originate from sustainable managed forests where applicable.
- Seeks to reduce the environmental impact of our deliveries (in terms of trucks and route optimisation).
- Where possible, recycles its own waste paper/wrappers.

## Supply Chain

Sourcing sustainable supplies of paper and board is a key issue for our industry. We endeavour to deal with suppliers that demonstrate environmental and social responsibility. We encourage sustainable business by asking our suppliers to improve their own environmental performance and by finding the most appropriate products and services.

### Antalis

- Seeks to ensure that its suppliers exhibit high standards of performance regarding their quality and environmental performance.
- Builds partnerships with suppliers that aim to reduce their energy consumption and toxic waste.
- Reduces the energy footprint of our warehouses in the local community.
- Complies with all material laws and regulations and encourages best practice wherever possible.

## Communities

As an international company, we focus on building close relationships on different levels within our various local communities. We seek to operate as a responsible actor in the paper chain by supporting local development through our activities. We also take an active role in sponsoring local programmes and national charities that support education, health and environment.

### Antalis

- Creates and supports local economic development where applicable.
- Supports charitable organisations.

## Our Commitment to Sustainable Development

As a leading international distributor of communications support materials, Antalis recognises and understands economic, social and environmental concerns. We are committed to contributing to sustainable development through our businesses, operations and people. This Charter is our commitment to Corporate Social Responsibility.

## Customers

As a part of our role in the supply chain, Antalis provides guidance to customers on a number of topics including product and quality information plus the "Chain of Custody", which maintains and documents the life cycle of our papers from the forest through to the customer.

### Antalis

- Offers a comprehensive and environmental range of products.
- Provides specific information about recycled and environmental papers.
- Presents information to help our customers address the relevant environmental issues facing their business.
- Where possible advises on recycling waste paper/wrappers and implements pallet recycling programmes.

## Employees

Antalis employs 7900 people across 53 countries worldwide. Employee welfare is always a key consideration.

### Antalis

- Provides a safe and healthy working environment for our employees.
- Ensures working conditions are based on respect, empowerment and trust.
- Develops the competence of our employees through training programmes such as the "Antalis International Manager's Programme".
- Encourages diversity in management personnel in order to correspond with our international dimension.

