



Taking
Responsibility.

ACCO Brands ANZ
January - June 2024





Contents

Introduction by Adam Colman	03
Environmental Progress	04
Social Update	11
Governance Overview	14

The information contained within this document is true and correct as at the date of publication August 8th 2024

In today's business landscape, the importance of a corporate Environmental, Social, and Governance (ESG) program cannot be overstated. ESG programs are essential for companies aiming to achieve long-term sustainability and ethical impact. By integrating ESG principles, ACCO Brands Australia & New Zealand can address critical issues such as climate change, social inequality, and corporate governance, which are increasingly important to stakeholders, including investors, customers, team members and consumers.

Implementing a robust ESG program helps ACCO mitigate risks, enhance our reputation, and drive innovation. It also aligns our corporate strategies with global sustainability goals, fostering a positive impact on society and the environment. Moreover, companies with strong ESG practices often experience better financial performance, as they are more resilient and adaptable to changing market conditions.

From ACCO's perspective, a well-structured ESG program is not just a moral imperative but a strategic advantage that can lead to sustainable growth and long-term success.

Our ESG program continues to evolve as we strive for best practise across the key components of a well-rounded system, including:

1. Environmental Stewardship:

- Sustainability Goals: Setting clear targets for reducing carbon emissions, waste, and water usage.
- Resource Management: Efficient use

of natural resources and promoting renewable energy.

- Environmental Impact Assessment: Regularly evaluating and mitigating the environmental impact of business operations.

2. Social Responsibility:

- Diversity and Inclusion: Promoting a diverse and inclusive workplace.
- Community Engagement: Investing in community development and social initiatives.
- Employee Well-being: Ensuring fair labour practices, health and safety standards, and team member development programs.

3. Governance:

- Ethical Leadership: Establishing a strong ethical framework and culture.
- Transparency and Accountability: Regular reporting on ESG performance and maintaining open communication with stakeholders.
- Risk Management: Identifying and managing ESG-related risks and opportunities.

4. Stakeholder Engagement:

- Customer Relations: Aligning products and services with customer values and expectations.
- Supplier Management: Ensuring suppliers adhere to ACCO's ESG standards.

5. Continuous Improvement:

- Monitoring and Reporting: Regularly tracking ESG metrics and progress.
- Benchmarking: Comparing performance against industry standards and best practices.
- Innovation: Encouraging sustainable innovation and continuous improvement in ESG practices.

As ACCO strives for continuous improvement in our ESG program, we all need to take a hands-on approach in turning ESG “strategy” into “reality” as this holistic approach can lead to sustainable growth and long-term success.



A stylized, handwritten signature in blue ink.

Adam Colman
Managing Director

Environmental Progress



From Plastic to Fantastic: ColourHide Notebooks Embrace Eco-Friendly Recycled Covers!

Based on consumer research confirming the ongoing importance of sustainable and environmentally friendly products*, ColourHide has started to transition its notebook range to recycled materials.

This will be a soft transition on existing ColourHide Notebooks with the intent by Q2 2025 all ColourHide Notebooks will be made utilising recycled materials.

The Notebooks will be constructed from 100% post-consumer recycled FSC® paper and plastic. The new plastic material is Global Recycled Standard (GRS) Certified. The Global Recycled Standard (GRS) is a voluntary product standard for tracking and verifying the content of recycled materials in a final product. The standard applies to the full supply chain and addresses traceability, environmental principles, social requirements, chemical content and labelling.

The ACCO Brands product development and sourcing team have worked persistently on introducing sustainable materials, without sacrificing colour and quality, which is the DNA of the ColourHide brand. All notebooks, subject books and lecture books continue to be available in vibrant, on-trend colours appealing to young-at-heart consumers.

Utilising sustainable materials to manufacture Notebooks is the beginning of ColourHide's sustainability journey – focusing on what is important to consumers when purchasing stationery – quality, value and the planet.

**McCrindle (2024) Stationery Consumers Study*

ColourH'de®



WE BELIEVE THAT EVERY TREE SO *matters,* **we mean GREEN™**

ACCO Brands “We Mean Green™” initiative aligns with our sustainability values. The range caters to students from primary school to tertiary education, recognising that sustainability is a core value for this generation.

Here’s a closer look at the sustainable features of the “We Mean Green™” range:

1. Recycled Materials:

- FSC® Recycled Paper: Student Diaries, Slimpick Wallets, and Archive Boxes feature high-quality Forest Stewardship Council (FSC®) certified paper. Using FSC® recycled paper ensures responsible use of the world’s forest resources.
- GRS Post-Consumer Recycled Plastic: The Doculope Document Wallets are made from 100% post-consumer recycled polypropylene sheet. The Pencil Cases are made from 100% post-consumer recycled polyester. Using Global Recycled Standard (GRS) certified materials diverts waste from landfill and reduces the harmful impact of production to people and the environment.

2. Designed for Sustainability:

- Each product is thoughtfully designed with sustainability in mind. Minimalistic packaging, reusable products, and extended product lifespan prioritise eco-friendly choices.

3. Educational Labelling:

- The Australasian Recycling Label (ARL) is applied to the entire range, educating end users on how to correctly dispose of packaging components.

The ACCO Brands We Mean Green™ products will be available during the back-to-school season.



celco

CUMBERLAND



Sustainable moves for your important presentations.



Celebrated for reliable Business Machines and Consumables, GBC is taking steps to give your bound presentations a sustainable edge. This year, GBC is excited to announce the A3 and A4 range of Leathergrain covers will not only be transitioning away from soft plastic packaging but all GBC Leathergrain covers will now be **FSC® Mix Certified**.

Throughout the year the 100 pack of A4 Black, Navy, Blue and White will move to an easy to store, recyclable box. While the 25-pack available in A3 Black, A4 Black and Blue will move to environmentally friendly cardboard envelopes. This upgrade to packaging will see over 24K* pieces of shrink wrap removed from Australia and New Zealand waste streams annually.

The packaging upgrade is taking place now starting with the popular Black Leathergrain covers. Be sure to keep an eye out throughout the second half of the year and bring even more positivity into your next presentation.

**Volumes based on 2023 ACCO Brands ANZ sales data*

24K
plastic shrink wrap
pieces removed from
landfill annually.



Reducing the uncertainty of post-use disposal.



For more than 25 years, Northfork has been manufacturing quality cleaning chemicals at its manufacturing facility in NSW. From food service hygiene, to housekeeping and washroom, personal hand care and laundry washing products, Northfork is ideal for the home and workplace environment.

To help ensure users are well-educated on post-chemical use disposal, the Northfork Australian Made range will implement the Australasian Recycling Label (ARL) onto its offer of cleaning chemicals and personal care. This change to packaging will see over 130* different bottle variants offer more informed post-use recyclability guidance.

The Australasian Recycling Label is already present on some commonly used products including the environmentally preferable GECA range. Keep a look out for the changes throughout the second half of the year.

*Based on current active products manufactured in Australia



Waste Management

Our continued investigation into opportunities within our operations to reduce the waste we generate and increasing the waste we divert from landfill have resulted in two new waste management solutions.

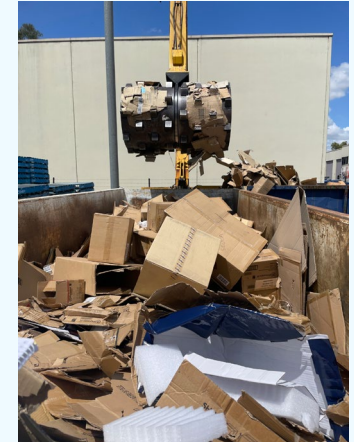
Warehouse Auger Compactor

Our Arndell Park warehouse installed a Stationary Auger Compactor earlier this year, replacing the Roller Compactor as our bulk cardboard compacting system.

The previous Roller Compactor utilised a drum with steel teeth on an extending arm to compact our cardboard waste prior to recycling. The unit had an open skip bin exposed to the elements, prone to contamination during heavy rain or littering debris during heavy winds. These issues have been overcome with our new enclosed Auger Compactor.

Our new Auger Compactor utilises a twin auger, two large helical feed screws, to shred and compact cardboard. Located undercover and utilising a sealed compaction chamber, we have eliminated contamination and debris from extreme weather conditions, improved our recycling rate and reduced our effect on the surrounding environment. With custom built tippler bins and a higher level of compacting, we have been able to reduce the processing time and increase the collection schedule, further improving the efficiency and sustainability of our cardboard waste system.

OLD



NEW



Waste Management

New Office Bins

Our Kings Park head office has implemented a new waste station, as the start of our rollout of new bins and approach to waste management. Located in our main kitchen, our new five-bin waste station includes bins for landfill, mixed recycling, paper, soft plastic and container deposit scheme. Our new waste station is supported by two satellite bins for paper and cardboard, and bins for batteries and e-waste.

The Method Recycling bins were chosen due to their large capacity to support use by the whole office, clear colours and labels to support correct disposal, high recycled content and end-of-life management, and visual appeal to be a focal point in our workspace.



Waste separation works best when the options are available for the team. To support separation, waste bins have been removed from the office, including those in meeting rooms and at desks. This effort also reduces the number of liners being used weekly, from fifty to five per week. The reduction of our waste locations also strengthens the accuracy in our monitoring and reporting, so we can capture daily and weekly data on our different waste streams.

The first phase of our rollout has been to monitor use and contamination. Signage is being developed based on the results of our waste audits and monitoring, in collaboration with our waste services, to best support our team to increase the correct separation of waste and reduce contamination. Once signage has been implemented, we will strengthen our waste-aware culture through hand-on engagement sessions and regular internal reporting on our progress.

We look forward to reporting on our future developments in team initiatives, waste collection and waste diversion. This includes our new waste signage, team engagement and rollouts in our offices and warehouses.

Social Responsibility



ACCO Brands & Life Education Partnership



Proud Partner
lifeed.org.au

Life Education is Australia's largest provider of preventive health education to school children. They have impacted the lives of over 8 million children. The program empowers children and young people to make safer and healthy choices. Life Education and the mascot Healthy Harold is in more than 4,200 schools and preschools across Australia, with more than 710,000 school children participating in the program each year.

In July 2021, Life Education Australia and ACCO Brands Australia officially partnered together to bring the renowned Healthy Harold mascot more Australian school students every year. This collaboration has not only seen Healthy Harold printed on over 700,000 stationery products, but also funding to support this vital organisation see more students around Australia every year.

Our Partnership Highlights since 2021

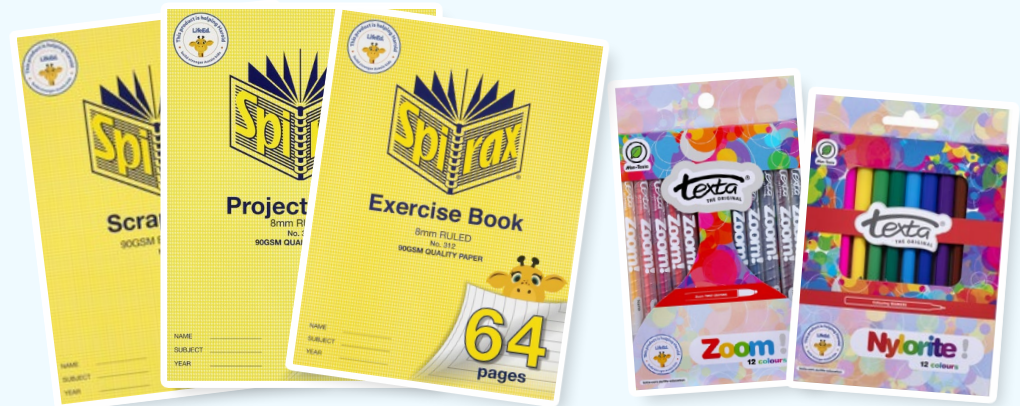
- Harold IP across 700,000 pieces of stationery across ACCO Brands range
- Reached over 500,000 parents and teachers through engaging activations and resources through social channels, EDM, and partner channels
- 250+ stationery packs to Life Ed educators and teachers across Australia on National Teacher's Day
- Biggest online activation ever with online Aboriginal Art Lesson - 158K social reach, 600 comments and 838 attendees
- Developed the most engaging parent resources and teacher activations across all our Partners activations
- Exposure direct into schools through KidsNews (owned by Newcorp) with 'How to Draw Harold' video using ACCO Brands products
- Significant increase in Teacher surveys completed after a lesson in SA in Term 1 with ACCO Brands stationery pack

\$400k

in contributions made
to Life Education
over the past 3 years.

A massive contribution towards a worthy charitable organisation.

This collaboration has achieved a lot of excellent results in the last 3 years, and it is expected to continue for the years to come. Continuous support of Life Education through co-branded Healthy Harold products and ongoing funding support will help see Life Education visit more schools and students over the coming years and maintain its position as one of Australian's leading organisations helping children make safer and healthier choices.



86K For A Cure Support

2024 marks the second year ACCO Brands ANZ has participated in the 86K for a Cure event supporting the Children's Cancer Institute. This program sees participants committing to walking or running over 86km during the month of March to show their support and solidarity with children with cancer. Through walking and running, we collectively covered an impressive 14,097 kilometers, surpassing our target of 9,632 kilometers. This fantastic achievement highlights the dedication and spirit of our community, transforming every step into a stride towards a cure.



In addition to reaching the walking milestones, fundraising support was also carried out on a large scale, with friends, families, suppliers and customers alike offering their support to this worthy cause. We are thrilled to announce that not only did we meet our financial goal, but we also exceeded it. Thanks to your incredible generosity and steadfast commitment, we have raised a total of \$42,769. This significant amount will go directly towards advancing critical cancer research at the Children's Cancer Institute, offering hope and making a tangible difference in the lives of countless children and their families.

On behalf of ACCO Brands, we extend our heartfelt thanks to every individual who participated, donated, and supported this cause. All contributions, whether large or small, have been invaluable and have helped bring the Children's Cancer Institute one step closer to discovering a cure.

For more details on our impact and how we've made a difference, please visit [**86K for a Cure – Your Impact.**](#)

**WE'VE RAISED
\$40,000
FOR KIDS
WITH CANCER**



Governance Overview

Artline®

AT-A-GLANCE®

Barrilito®

DERWENT

Esselte

FIVE STAR.
★★★★★

FORONI

GBC

Hilroy

Kensington®

LEITZ®

Mead

PowerA™

quartet.

Rapid

ReXel™

Swingline

tilibra



Code of Conduct

We are committed to conducting business to the highest ethical standard, ensuring our decisions and actions are ethical, lawful and respect the human rights and dignity of others. Our Code of Conduct guides how we conduct business ethically, supporting our ESG strategy as we act with integrity and take responsibility for our actions.

Code of Conduct

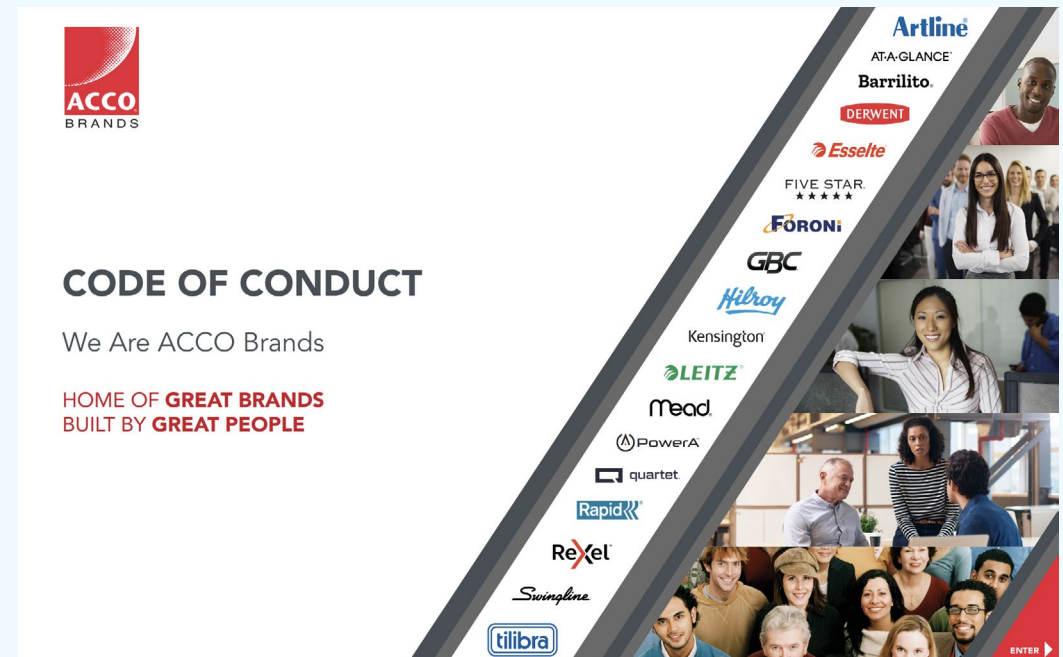
Our [Code of Conduct](#) guides all employees how to act ethically. The Code is our main resource to support our values, detailing our policies, practices and procedures to promote ethical, lawful and transparent behaviour in all aspects of business. The framework of our Code reflects our values of acting with integrity, treating others with respect, embracing diversity, encouraging creativity and acting responsibly in our community.

All employees undertake training annually to ensure the Code of Conduct is understood and ensure compliance with our Anti-Corruption and Anti-Bribery Policy, Conflict of Interest Policy and other important policies and procedures. The training explains the policies, and case studies and questionnaires support employee's understanding of our expectations and enable employees to make ethical decisions. We will publish details of our policies in future reports.

ACCOethics

We encourage the active involvement of our employees in the detection and prevention of misconduct. Speaking up and reporting violations of our Code, policies and procedures, or any applicable law or regulation, supports our ethical operation. Employees have the option to report concerns to their manager, another manager they trust, the Human Resources department, the Legal and Compliance department, or using ACCOethics ([ACCOethics.com](https://www.accoethics.com)).

ACCOethics ([ACCOethics.com](https://www.accoethics.com)) is a telephone and internet-based reporting system that can be accessed at any time. The system offers an option for employees, customers, suppliers and other third parties to share concerns anonymously, where permitted by law. To support our culture of speaking up, we prohibit retaliation against anyone who reports a concern in good faith.



Responsible Sourcing

We are committed to the responsible sourcing of our products, ensuring that our workers and those in our global supply chain are treated with respect and dignity, have safe working conditions, and manufacturing processes are environmentally responsible. We seek relationships with suppliers that share our commitments, collaborating with a goal to effectively address risks of modern slavery in our supply chain.

Modern Slavery

There is no place for modern slavery in the global economy. We take actions to mitigate the risk of forced labour, child labour, human trafficking and other forms of modern slavery in our business and global supply chain. Our Code of Conduct and associated policies support in addressing risks in our business. We have established compliance procedures to address risks in our supply chain, with our principal risk being violations of our policies in upper tiers of our supply chain.

We have been publishing [Modern Slavery Statements](#) annually for several years prior to the Australian Modern Slavery Act entering into force. Since 2020 our Statements have been published to the Australian Modern Slavery Statements Register in addition to our website. Our Statements detail our approach to identify, assess and address risks of modern slavery in our business and supply chain. We regularly assess the effectiveness of our approach and revise our programs as required.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) is the core of our [Social Responsibility Policy](#). Guided by international human rights principles, our Code establishes our standards and expectations regarding working conditions, safety, security and environmental responsibility. We require a responsible and transparent supply chain, and support our suppliers in their understanding of our requirements through ongoing awareness and training programs.

We require suppliers to report annually, review and acknowledge compliance to each clause of the Code, and complete questionnaires to help identify compliance with relevant laws and risks of modern slavery deeper in the supply chain. We seek to identify and assess potential risks through reviewing the geographic locations, manufacturing activities, and audit performance of our suppliers. Suppliers also have access to our **ACCOethics (ACCOethics.com)** reporting system to confidentially report violations of the Code (read further on page 15).

We regularly review our Code and programs to address emerging risks, supported by our specialist team and outside counsel. Recently we updated the Code, expanding our responsible recruitment requirement to increase our risk mitigation for migrant workers, prohibiting charging workers recruitment or similar fees.

We look forward to reporting on our supply chain monitoring, including our other compliance procedures, social audit program, remediation of violations and supplier education in future reports.





Taking Responsibility.

For more information

For customer's seeking information and opportunities or need support with ACCO Brands ANZ and products, please contact us with the information below:

Website:

www.accobrand.com.au

www.accobrand.co.nz

ACCO Brands AU Head Office

Phone:

02 9674 0900

Address:

2 Coronation Ave
Kings Park NSW 2148

ACCO Brands NZ Head Office

Phone:

64 9 633 2288

Address:

29 Pukekiwiriki Place, East Tāmaki
Auckland NZ 2013

ACCO Brands Hotline

Australia:

1300 278 546

New Zealand:

0800 800 526

