



# Antalis Sustainability Charter

## Our Commitment to Sustainable Development

As a leading international distributor of communications support materials, Antalis understands that its development must take into account economic, social and environmental concerns. Through this charter, Antalis commits to continuously striving to reduce the environmental impact of our products and activities, increase the well-being of our employees and promote responsible governance in the way we run our business.

## Environment

If quality and service are key considerations in our activities, reducing the environmental impact of our products and processes is also a strong responsibility for the company. The materials used to manufacture paper products, their traceability, their impact on the environment and the requirement to maintain product integrity throughout the supply chain are all major concerns. This is why environmental issues affect our key business decisions.

### ✓ Antalis

- Develops and markets a growing range of ecologically-responsible products - ensuring they are sourced from sustainably managed forests carrying strong and internationally-recognised labels and certifications
- Seeks to reduce the environmental impact of its deliveries (in terms of trucks and route optimisation).
- Reduces the carbon footprint of its warehouses.

## Supply Chain

Sourcing sustainable paper and board materials is a key issue for our industry. We endeavour to work 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 the highest standards of quality and environmental performance.
- Builds partnerships with suppliers that aim to reduce their energy consumption and toxic waste.
- Seeks to achieve optimum traceability across its product ranges
- Complies with all laws and regulations governing paper materials and encourages best practice wherever possible.

## Customers

As we endeavor to deliver supply chain excellence, Antalis has a responsibility to provide customers with guidance on a number of topics including product and quality information as well as "Chain of Custody", which documents the life cycle of our papers from the forest onwards

### ✓ Antalis

- Offers a coherent and growing range of ecological products.
- Provides specific information about recycled and ecologically-responsible papers.
- Provides information to help our customers address the specific environmental issues facing their business.
- Wherever possible, advises on recycling waste paper and wrappers.

## Employees

Antalis employs 6200 people across 53 countries worldwide. Employee welfare is always a key consideration.

### ✓ Antalis

- Provides a safe and healthy working environment for its employees.
- Ensures working conditions are based on respect, empowerment and trust.
- Develops the skills of its employees through training programmes such as the "Sales Academy"
- Encourages diversity at management level to reflect its international dimension and culture.

## Communities

As an international company, we focus on building close relationships within our various local communities. We seek to operate as a responsible partner 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.