

# Taking Responsibility.



**ACCO Brands ANZ**  
**H2 2025 Update**





# Contents

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|                               |           |
|-------------------------------|-----------|
| <b>Environmental Progress</b> | <b>03</b> |
| <b>Social Responsibility</b>  | <b>10</b> |
| <b>Governance Overview</b>    | <b>13</b> |

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# Environmental Progress



# Eco-Design at the Heart of Maped Innovation

The Maped systematic approach to eco-design offers even more WAOUH! (Wonderful, Affective, Original, Useful, and Healthy) to the product range.

Eco-designing Maped products and packaging is the best way to reduce the Maped carbon footprint. For many years, Maped teams have been designing durable, ergonomic, and aesthetic products while minimising their environmental impact. Every stage is considered—from raw materials to end-of-life—through manufacturing, packaging, transportation, and usage.

Maped use several levers to reduce environmental impact:

- Use of low impact, recycled, plastic alternative and/or certified raw materials.

- Extending product lifespan: for example, by developing products that are durable and refillable.

- Reducing the weight of each package.

- Reducing end-of-life impact for 100% of Maped packaging.

- Using the highest possible amount of recycled material in 100% of Maped packaging.

These principles and best practices are fully integrated into design and analysis tools. For example, every new development undergoes a 360° evaluation illustrated with a radar chart to assess its level of eco-design. This evaluation includes weightings aligned with Maped's strategy, leading to a final score. The purpose of this score is to confirm whether the product meets the Maped eco-design criteria—and to inform the decision-making process.

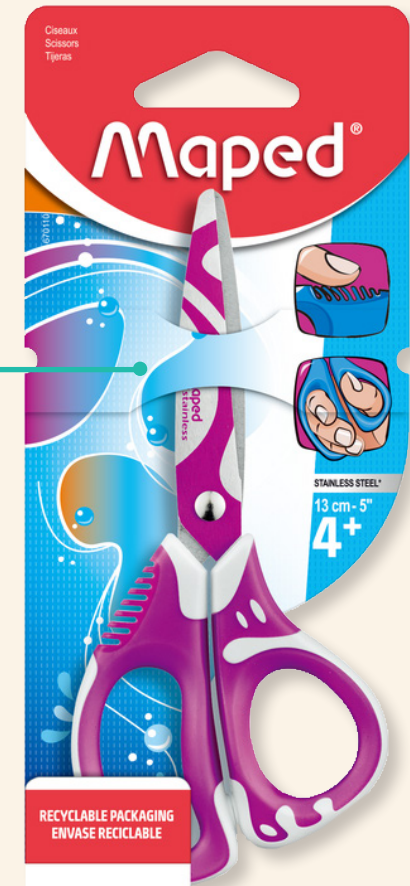
Eco-designing was initially conducted on main product families (writing instruments, scissors, staplers, etc.), and through time, Maped are gradually building a library of life cycle assessments (LCAs) for Maped products. These LCAs show the team which stages of the life cycle need to be addressed during design. The Maped LCA software then guides the product development process, using integrated datasets that have been specifically modelled based on real-world feedback, ensuring that our results are as accurate and reliable as possible.

The Maped goals by 2026 ensure that:

- 70% of Maped new developments are eco-designed.

- 100% of Maped product categories include an eco-designed offer.

- 100% of our packaging is made of recycled and recyclable materials.



The PVC shell that previously covered the blades in the cardboard blister pack has been substituted with a sleeve made entirely of cardboard to secure the blades.



# Towards 2030: Trodat's Path to Lower Emissions and Smarter Resources

Trodat's environmental strategy focuses on long-term climate protection, resource efficiency and the continuous optimisation of its operations. As part of its climate strategy, Trodat has set the goal of reducing greenhouse gas emissions by 21.3% by 2030 compared to the 2022 base year, supported by targeted measures across all specialist departments. These measures include:

- Increasing energy efficiency;
- Expanding the use of renewable energy sources and;
- Improving production processes to reduce environmental impact

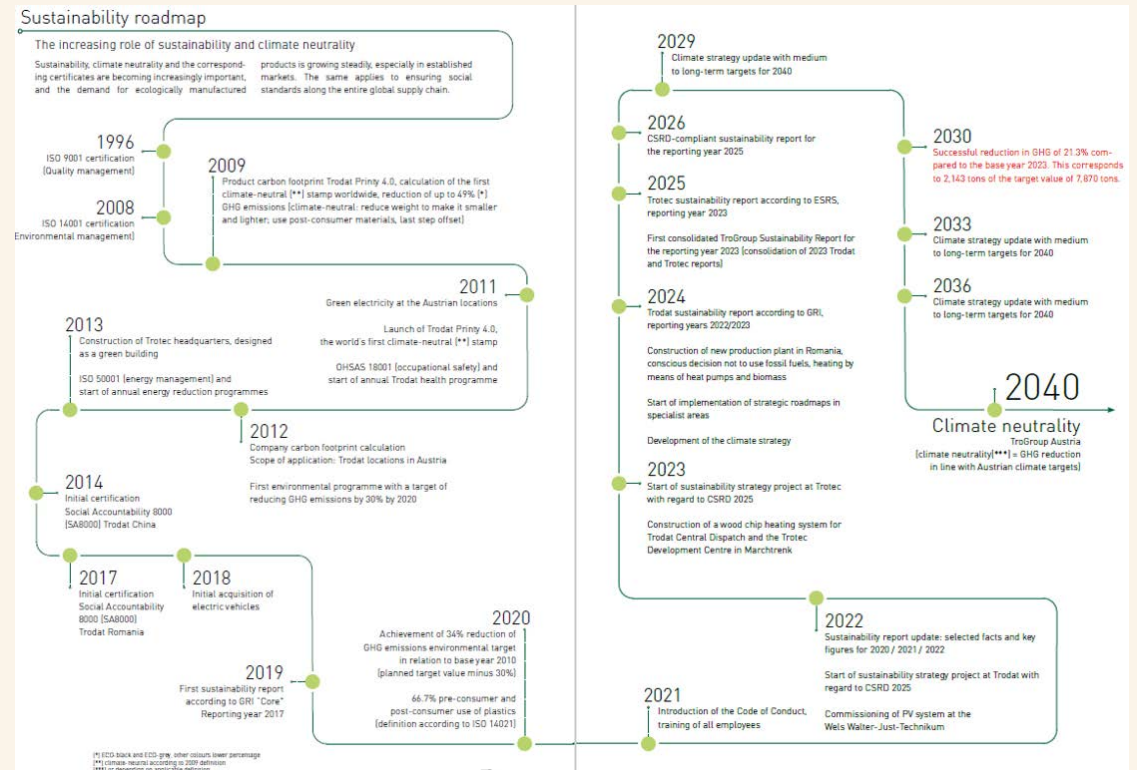
Sustainable procurement is another key focus area, with the development of a supplier risk management system designed to continuously monitor and evaluate ecological and social criteria within the supply chain. Resource efficiency is strengthened through the increased use of recycled materials and initiatives that support the circular economy and reduce waste.

In addition, environmental responsibility is supported by Trodat's strong commitment to its employees, whose health, safety and development are essential to achieving sustainability goals.

Flexible working conditions, a comprehensive health programme and investments in training help create a safe and forward-looking working environment.

Stakeholder involvement plays a decisive role in shaping environmental and sustainability priorities. Regular stakeholder dialogues and transparent communication ensure that expectations, risks and opportunities are incorporated into strategic decision-making.

Looking ahead, Trodat is investing in innovative, low-emission solutions such as its new production plant in Romania, which operates without fossil fuels and uses heat pumps and biomass. Through these measures and its strong commitment to ecological progress, the company aims to further reduce its CO<sub>2</sub> footprint, promote sustainable production and ensure long-term economic success.



**trodat®**

# From Packaging to Products: How STABILO is Redefining Sustainability

Sustainability is woven into the fabric of STABILO, and this commitment is reflected in every aspect of their operations. In recent months, STABILO has taken decisive steps to further reduce its environmental footprint and support the transition to a more sustainable future. One of the most visible changes is the move from plastic wallets to cardboard packaging for all swing cool products, including every version and color variation including Fluro, Pastel, and NatureCOLORS palettes, across 4, 6, and 8 packs.

This initiative consolidates STABILO's efforts to reduce single-use plastics and supports the principles of the circular economy. The product portfolio is also evolving to meet higher sustainability standards. The ISCC certification, which already covers point 88 and Pen68, is now being extended to include dr!ver, pointball colourful, and pointball. Notably, the traditional pointball range, previously communicated as "CO<sub>2</sub> Neutral," will now be presented as ISCC certified, reflecting the commitment to transparent and robust sustainability credentials.

STABILO's climate strategy is ambitious and clear: reduce CO<sub>2</sub> emissions by 50% by 2030, compared to the 2021/22 financial year baseline. Sustainability at STABILO is not just a set of targets, it is a daily practice that involves every area of the company, from social and ecological initiatives to economic decisions. STABILO continues to encourage resource-conserving actions and strive to improve continuously, living their values through every measure taken. By fostering collaboration, transparency, and a shared sense of purpose, STABILO is making meaningful progress toward a more sustainable future, one product and one action at a time.



previous plastic wallet



new cardboard wallet



previous plastic blister

# Verbatim's Sustainability Journey: Reducing Plastics, Increasing Circularity

As a global technology brand sold in over 120 countries, Verbatim is committed to responsible business practices grounded in Trust, Integrity, Stewardship, Respect for the Individual, and Client Value Creation. Our sustainability focus continues to grow, with clear progress in reducing plastics, increasing recycled content, and sourcing responsibly produced packaging.

## 2023: Laying the Foundation for Change

Verbatim's shift accelerated in 2023 with the introduction of the Verbatim Eco Range. The first products - GaN chargers made with 95% post-consumer recycled (PCR) material - launched in 100% plastic-free packaging. Throughout 2023, Verbatim removed soft plastics and all single-use plastics from packaging across the wider portfolio. Packaging was redesigned to use fewer materials, reduce pack sizes, and improve transport efficiency, all while maintaining product protection.

## 2024: Scaling Plastic-Free and FSC® Packaging

In 2024, Verbatim expanded these initiatives across all new product launches. Categories including Portable Monitors, Hubs, Docking Stations, Cables, Chargers, Power Banks, Headphones, Trackers, and SSDs moved to 100% plastic-free packaging made from FSC® certified paper and cardboard. At the same

time, Verbatim reviewed existing product lines, updating major ranges - such as Headphones, Chargers, Hubs, and Keyboards & Mice - to plastic-free packaging. Plastic trays, stickers, windows, and cable ties were replaced with recyclable paper-based alternatives, significantly reducing virgin plastic across the portfolio.

## 2025: Advancing Recycled Materials in Products

In 2025, Verbatim further strengthened circularity efforts by launching new Keyboard and Mouse combinations made from 97% PCR material - a key step in reducing reliance on virgin plastics in core categories. Work continues to upgrade legacy products, with a goal of achieving 100% plastic-free packaging wherever feasible.

## Looking Ahead

Verbatim remains focused on circular materials, responsible sourcing, and ongoing packaging innovation. By integrating PCR materials into products, expanding FSC-certified packaging, and phasing out plastics wherever possible, Verbatim continues to reduce environmental impact while delivering the trusted quality customers expect. Sustainability is a continuous journey - one that benefits consumers, partners, and the planet.





# Restoring Australia: Celebrating Two Million Trees and a Shared Commitment to Sustainability

At ACCO Brands, we are proud to play a role in restoring and protecting Australia's unique landscapes. Through our platinum partnership with Officeworks and Greening Australia, we have supported the Restoring Australia project since its inception; a program dedicated to regenerating degraded land and creating thriving habitats for wildlife. For every one tree's worth of paper-based products purchased at Officeworks, two trees are planted, funding large-scale restoration projects that improve biodiversity, support threatened species and strengthen the ecological resilience of farming regions.

On October 8th in Clarendon, Victoria, Darren Barmby, Senior National Account Manager at ACCO Brands Australia, joined senior representatives from Officeworks and Greening Australia to celebrate a remarkable milestone: the planting of the two millionth tree. This achievement is more than a number, it represents years of collaboration, shared purpose, and a commitment to making a tangible difference for future generations. The day was a moment to reflect on the journey and recognize the impact this initiative has delivered across the country.

As a longstanding partner, ACCO Brands continues to champion sustainability through initiatives like Restoring Australia. Together with Officeworks and Greening Australia, we are helping to restore ecosystems, protect threatened species, and create healthier landscapes for communities and wildlife alike. It's a partnership built on action, and we're proud to keep playing our part in restoring Australia.

Our commitment to restoring Australia's landscapes is part of a broader vision shared across our brands. Just as we support large-scale regeneration through Restoring Australia, brands such as Buro continue to drive similar impact through partnerships with Greening Australia and Trees That Count. Together, these initiatives strengthen biodiversity, rebuild habitats, and advance climate resilience across Australasia, demonstrating how collective action can deliver meaningful environmental outcomes for communities and future generations.



# Energy Management: LED Lighting Project

We are committed to reducing our energy use and emissions. Several energy management projects have been initiated, including replacing existing traditional lighting with more energy efficient LED options. Specifically, we have replaced; warehouse metal-halide high bays, external floodlights, under-awning and office fluorescent tubes. The aim is to reduce energy consumption, increase light levels and consistency, and reduced the need for frequent lamp replacements.

We completed implementation at two sites previously, replacing over 450 lights at our primary warehouse in Arndell Park and over 80 lights at our chemical production facility in Queanbeyan [2023 H1 Report]. At both sites, the transition to more energy efficient LED lighting has halved related energy consumption.

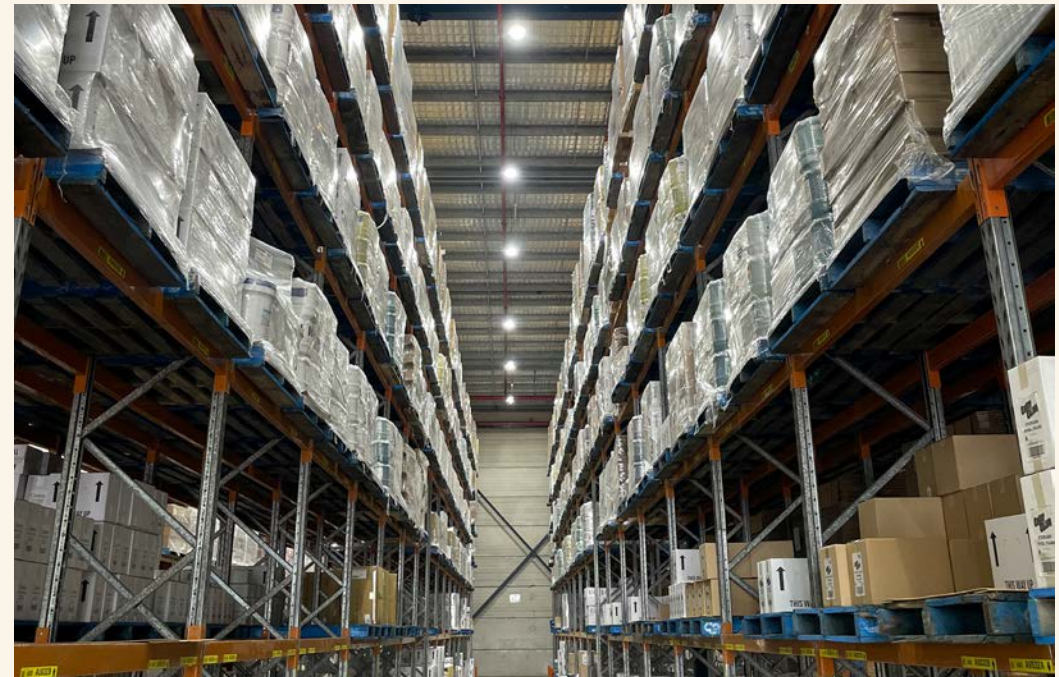
Earlier this year, we completed implementation at our Kings Park head office and adjoining warehouse. Several external floodlights with access limitations will be addressed in the future.

**Office:** 364 dual fluorescent tube fixtures were replaced with LED panels, delivering consistent lighting for our team and eliminating the need to replace, store and recycle fluorescent tubes.

**Carpark:** 17 metal-halide lights were upgraded to LED canopy lights with integrated motion sensors and timers, optimising our existing light sensor driven-system to operate only when required.

**Warehouse:** 149 metal-halide high bays were replaced with LED alternatives, improving visibility along our aisles and eliminated disruptions and expense incurred by globe replacements.

These upgrades have reduced our lighting related energy consumption by 60% with an annual energy saving of approximately 120,000 kWh. The resulting reduction in our scope 2 emissions, and enhanced workplace safety and comfort, support our ongoing commitment to continually improve the sustainability of our operation.





# Social Responsibility

## Kids With Cancer Foundation





# Supporting Kids with Cancer Foundation: ACCO Brands' Commitment to Care and Community

At ACCO Brands, we believe in making a meaningful impact in the communities where we live and work. One of the ways we demonstrate this commitment is through our partnership with the Kids with Cancer Foundation, a registered Australian charity dedicated to easing the burden for children diagnosed with cancer and their families. Since 1998, the foundation has provided financial assistance to families, funded vital hospital positions, supported research programs, and delivered care packs designed to bring comfort and joy to children during hospital stays.

Recently, our marketing team dedicated half a day volunteering at the Kids with Cancer Foundation offices. During this time, we packed 250 care packs filled with nutritious snacks, motivational cards, and fun coloring activities. These packs are a small but powerful gesture to brighten the day for children undergoing treatment, a reminder that even the simplest acts of kindness can make a difference.

This initiative reflects ACCO Brands' broader ESG commitment to community engagement, which includes volunteering programs and product donations that support health, education, and wellbeing. By partnering with organizations like Kids with Cancer Foundation, we aim to create positive change and strengthen the communities we serve. Cancer treatment is a long and challenging journey, not just for the child but for the entire family. Through our support, we help deliver moments of joy and relief, reinforcing our belief that corporate responsibility extends beyond business; it's about people, purpose, and making today easier for those who need it most.



# Building Hope: ACCO Brands' Role in Transforming Sydney Children's Hospital

ACCO Brands is proud to stand alongside Sydney Children's Hospital, Randwick, as it enters a new era of pediatric care. The hospital has recently completed a transformative redevelopment, creating a state-of-the-art facility designed to meet the complex needs of children and their families. This 12-storey building brings clinicians, researchers, and educators together under one roof, integrating advanced treatment spaces with cutting-edge research laboratories. It includes a new children's emergency department, an expanded intensive care unit, a medical short-stay unit, and Australia's first Minderoo Children's Comprehensive Cancer Centre—a revolutionary hub where cancer research and clinical care work hand in hand to accelerate breakthroughs and improve outcomes for young patients.

As one of the hospital's top donors, ACCO Brands is honored to be recognized with a dedicated plaque in the Level 3 Medical Short Stay Unit – Patient Room, an area our contributions have helped support. This recognition is a privilege and reflects our ongoing commitment to improving lives. Through our partnership, we have raised over \$700,000 to fund specialized care, cutting-edge research, and essential services that transform the lives of children and their families.

This milestone is more than bricks and mortar, it represents hope, innovation, and compassion. By supporting this redevelopment, ACCO Brands is helping create spaces where healing happens, where families find comfort, and where the future of pediatric care is being redefined. It's a commitment we are proud to uphold, because every child deserves the very best chance at life.





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# Governance Overview



# Strengthening Supply Chain Integrity

**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 partner with suppliers who share our commitments and collaborate to effectively address risks of modern slavery.**

Our approach to addressing risks of modern slavery in our supply chain is detailed in our Modern Slavery Statement [2024H1 Report] and includes our social audit program as one of our mechanisms to monitor compliance [2025H1 Report]. The findings from our programs are remediated with our suppliers through corrective action plans and other support, with the most significant risks relating to foreign migrant workers and excessive working hours.

## 1. Foreign Migrant Workers

In 2022, we clarified our commitment to protecting foreign migrant workers with a development of our Supplier's Code of Conduct to clearly restrict foreign migrant workers incurring recruitment fee or similar fees (even when allowed under local law). We conducted an extensive review and training programme with our supplier factories in risk regions, documenting the number of foreign migrant workers and their countries of origin. This review complemented our ongoing social compliance audits, which include Foreign Migrant Worker Assessments that provide greater insight into the associated risks. Our supply chain partners have been responsive in remediating breaches, ensuring workers do not incur recruitment and ongoing fees. While most issues have been resolved collaboratively, a small number of cases required us to resource production.

## 2. Excessive Working Hours

Our Supplier's Code of Conduct and social compliance audits ensures working hours comply with local laws and align with industry expectations. This includes limiting consecutive working days and guaranteeing suitable rest days. Reports of excessive working hours are addressed in collaboration with our suppliers with a Corrective Action Plan (CAP) and targeted training delivered by our third-party audit partner. The effectiveness of the actions are verified through a follow-up audit, workers sentiment surveys are conducted to capture the views on key issues related to working conditions, and a monitoring programme is initiated with periodic reporting to ensure sustained compliance. Our supply chain partners have consistently demonstrated their commitment, even through challenging periods, controlling the issue for the benefit of their workers.

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



The background is an abstract composition of various shades of green. A prominent white diagonal line runs from the top-left towards the bottom-right. To the left of this line, there are several parallel, slightly wavy green lines. To the right, the background is filled with more complex, organic-looking green patterns, including some darker green areas with white wavy lines that resemble topographical contours or water ripples. The overall effect is a dynamic, layered green space.

**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:

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