



**ACCO BRANDS EMEA ("ACCO")
QUALITY AND ENVIRONMENTAL MANAGEMENT
POLICY for 2023 to 2025**

One of ACCO's core values is acting responsibly in our global community and as such we will continue to improve our established quality and environmental management systems and satisfy the needs and expectations of interested parties, including customer requirements. Maintaining compliance to ISO 9001:2015 (QMS) and ISO 14001:2015 (EMS) will give practical effect to ACCO core values whilst retaining our competitive edge.

With regard to ISO 9001:2015, ACCO will determine and deliver risk assessed customer requirements and continue with the development and improvement of our products.

With regard to ISO 14001:2015, ACCO will continue to reduce environmental impact whilst remaining legally compliant to environmental legislation and contribute to a sustainable future for the benefit of our shareholders, customers, employees and the communities where we do business.

As a lean company going forward with climate change as a key concern, we will set goals for process improvements in our operations, including reducing emissions. On this journey, all ACCO personnel will give their full support to these important and internationally recognised management standards.

Cezary Monko
EVP & President
ACCO Brands EMEA

A blue ink signature of Cezary Monko, written in a cursive style.

January 2023

Marc Temmerman
Senior Vice President Operations
ACCO Brands EMEA

A black ink signature of Marc Temmerman, written in a cursive style.

January 2023