Our approach to excellence, which is at the heart of Antalis’ business strategy, is the foundation of our relationships with our stakeholders. It finds its full meaning in the Group Corporate Social Responsibility (CSR) commitments in the areas of corporate governance, natural resources, human resources and product offering. Many advances have already been made in the context of our 2016-2020 plan, particularly in terms of reducing the carbon footprint of our activities and development of our employees. This progress demonstrates that CSR is fully integrated into our business model. More than ever, it is a long-term performance driver for our Group and our employees.

How does it improve the relationship with your customers and suppliers?
At Antalis, we offer innovative solutions that contribute to the development of our customers and that meet their sustainable development challenges. For example, we have deployed Antrak®, our digital platform for responsible sourcing, which enables us to provide our customers with guarantees in terms of controlling our supply chain. This tool also allows us to raise our suppliers’ awareness of CSR issues, thereby promoting the environmental, social and ethical performance of our products.

We also created the Green Star System™. This reliable and straightforward guidebook helps our customers in their choice of papers and helps us promote the most responsible products.

In terms of packaging and visual communication, our 2 key growth pillars, we continue to strengthen our offering with more and more eco-responsible solutions.

What are your challenges for tomorrow?
From 2020, we will put in place new performance indicators to reflect our growing CSR ambitions and to meet our stakeholders evolving expectations. At the same time, it is crucial to continue our efforts in terms of innovation, responsible sourcing and traceability, as well as the health, safety and development of all our employees.
**ANTALIS - GROUP PROFILE**

**WHO ARE WE?**

European leader in B2B distribution of Papers and Industrial packaging.

2nd European distributor in Visual Communication media.

**ANTALIS IN NUMBERS**

**SALES:** 2.3 BILLION €

**COUNTRIES:** 41

**EMPLOYEES:** 5,200

**CLIENTS:** 120,000

**DISTRIBUTION CENTRES:** 115

**DAILY DELIVERIES:** 12,000

*2018

**OUR ACTIVITIES**

**(% OF TURNOVER):**

- **PAPERS**
  - **WHAT:** papers, boards, envelopes and added-value products i.e. creative and recycled papers, digital papers, and specialities (self-adhesives, labels...)
  - **FOR WHOM:** printers, designers, communication agencies, resellers, and public and private companies (all sizes).
  - **X FACTOR:** a vast array of services to support our clients along their value chains.

- **PACKAGING**
  - **WHAT:** Smart Packaging Solutions for product protection, process optimisation, cost and carbon footprint reductions.
  - **FOR WHOM:** industry, logistics, retail and e-commerce.
  - **X FACTOR:** design of customised innovative solutions, added-value services, product experts network, eco-responsible products.

- **VISUAL COMMUNICATION**
  - **WHAT:** flexible and rigid media solutions (indoors and outdoors) for signage, communication and decoration.
  - **FOR WHOM:** large format printers, stand designers, interior architects, design agencies.
  - **X FACTOR:** consultancy, experts, training, ICC profiles.

**UK & IRELAND**
Ireland, United Kingdom

**WESTERN EUROPE**
Belgium, France, Luxembourg, Netherlands, Portugal, Spain

**MIDDLE EUROPE**
Austria, Germany, Italy, Slovenia, Switzerland

**CENTRAL, SOUTH & EAST EUROPE**
Bulgaria, Czech Republic, Hungary, Poland, Romania, Slovakia, Turkey

**NORDICS, BALTICS & RUSSIA**
Denmark, Estonia, Finland, Latvia, Lithuania, Norway, Russia, Sweden

**ASIA PACIFIC**
Australia, China, Hong Kong, Japan, Malaysia, Singapore, Thailand

**SOUTH AMERICA**
Bolivia, Brazil, Chile, Colombia, Mexico, Peru
OUR MODEL CREATES VALUE(S)

RESOURCES

ECONOMIC
• Growth potential in Packaging and Visual Communication sectors.
• A resilient financial profile.

HUMAN
• Developing the expertise of our 5,200 employees via My Learning Home, our training platform available in 41 countries.
• Celebrating diversity.
• Greater proximity to local communities.

ENVIRONMENTAL
• Decreasing our environmental footprint within our 115 distribution centres 34 ISO 9001 certified, 20 ISO 14001, 4 ISO 50001, 13 OHSAS 18001.
• Reducing our indirect transport carbon footprint.

SOCIAL AND SOCIETAL
• Ensuring regular control of our supply chain via our traceability platform Antrak®.
• Guaranteeing compliant practices with the Group’s Code of Conduct.

PRODUCT OFFERING
• Promoting more sustainable consumption via the Green Connection programme and the Green Star System™.
• Developing our eco-responsible product range.

VALUE CREATION

ECONOMIC
• 3.2% EBITDA margin.
• 10.6% ROCE (post-tax).
• 2 points increase to 37% in Packaging and Visual Communication businesses’ contribution to gross margin.

HR
• 34% of women at management level.
• 3,295 My Learning Home users.
• 13,972 completed training modules.

ENVIRONMENTAL
• Multi-site PEFC®, FSC® certifications.
• 16% CO2 emissions reduction (scope 1 & 2) from 2017 to 2018.
• 73% of our transportation (in volume) covered by our carbon footprint monitoring programme.

SOCIAL AND SOCIETAL
• 82% of traceable purchasing (in value).
• 92% of papers purchased are fully traceable (in volume).
• 100% of populations at risk trained on our Code of Conduct and business ethics.

PRODUCT OFFER
• 72% of our paper products are eco-friendly.

ALONE, ONE GOES FASTER; TOGETHER, WE GO FURTHER.

UN Global Compact
Since 2012, Antalis has demonstrated its positive actions regarding the 10 fundamental principles, at a higher GC Advanced level.

FSC® - Forest Stewardship Council
By promoting FSC® certified papers, we contribute to promote responsible management of forests.

Act4 Nature
Antalis is an active member of the collective which brings together NGOs and public authorities. We share 10 joint commitments and in addition have 5 commitments specific to our Group.

Two Sides
We support this NGO, which strives to erase stereotypes regarding the use of paper and printing.
OUR CSR STRATEGY, RELEVANT AND LEGITIMATE

OUR MATERIALITY MATRIX helps us to prioritise CSR issues according to their importance in the eyes of our different stakeholders. That is how we manage to determine the policies to deploy.

CONTRIBUTING TO THE UN’s SUSTAINABLE DEVELOPMENT GOALS
17 goals to transform our world and build a plan of action for peace, mankind, our planet and prosperity. For our Group, it helps us embark on an international journey, way beyond our walls.

SUSTAINABLE DEVELOPMENT GOALS

EXPECTED FROM OUR STAKEHOLDERS

ENERGY

How does it fit into the overall governance of the Group?
It is at the heart of our global strategy since 2012. Our CSR department ensures the full alignment of responsible practices within the Group. For this, we rely on international standards like Global Compact reflecting our desire to contribute to large scale positive transformation.

BUSINESS ETHICS

What makes Antalis CSR strategy special?
Our approach is fully embedded in the way we operate and is adapted to every stage of our value chain. Eco-responsible products, responsible sourcing, HR, distribution, supply chain, our CSR strategy positively impacts all of our operations.

HUMAN RIGHTS

PEOPLE’S SAFETY

Deployment of our Code of Conduct.

People’s Safety

Last time accidents-incident rate

How is it measured?

% of transport volume covered by a monitoring of the carbon footprint

How is it measured?

% of employees at risk trained

How is it measured?

% of employees trained

How is it measured?

% of eco-responsible papers

How is it measured?
At Antalis, we are committed to seamlessly reinforcing our governance processes to guarantee transparency and accountability regarding our decisions, strategies and associated actions.

OUR CSR GOVERNANCE

CSR is driven at the highest level by our Executive Committee to enable the best possible deployment of our strategy within the Group.

The CSR department strives to:
– design and drive the Group’s CSR policy
– support in-house contributors to give life to our strategy
– run a network of local correspondents and share best practices to create a living and dynamic CSR strategy
– connect with all our stakeholders and promote our policy beyond our walls

ETHICS MADE IN ANTALIS

Our approach ensures rigorous compliance with the standards of the International Labour Organization (ILO), in the 41 countries where we operate. Human Rights define the way we work, whether in the context of relations with our employees or our subcontractors.

“All of our ethical principles are shared among our teams in the shape of our Code of Conduct. Being part of the UN Global Compact strengthens our commitment. Business ethics throughout our value chain are fully embedded in our Group values”.

Mathilde Fournel
Internal Audit Director

OUR PEOPLE

OUR STAKEHOLDERS

Positive, constant and constructive dialogue with our stakeholders is vital to bring life to a legitimate and inclusive CSR strategy.
ENERGY AND TRANSPORT

At Antalis, monitoring our CO₂ emissions across our entire value chain is a priority. Why? To identify concrete solutions enabling us to minimise our environmental impact.

### EXTRA INFO

A large proportion of our transport is outsourced. Nevertheless, we make sure our partners are selected depending on their ability to support our CSR goals. Carbon neutral deliveries, Euro 5 or 6 trucks (limiting pollutants), certifications, everything is done to limit our impact, even indirect.

**GERMANY - EMBARKING OUR PARTNERS IN OUR TRANSFORMATION**

With our partner DHL, we have moved from conventional shipments to a fully carbon neutral solution. Beyond the positive environmental impact, this transformation is an excellent opportunity to raise our customers’ awareness of this challenge: a first step towards making carbon neutrality a standard at Antalis.

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**ENERGY AND TRANSPORT**

**MEASURE**

<table>
<thead>
<tr>
<th>OUR DISTRIBUTION CENTRES</th>
<th>RAW MATERIALS NECESSARY FOR MANUFACTURING OUR PRODUCTS</th>
<th>OUR TRANSPORT FLEET</th>
<th>TRANSPORT</th>
<th>USE OF OUR PRODUCTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our energy consumption is mainly gas and electricity. The consumption of both reached 42,753 MWh in 2018 (72KWH/m² offices included).</td>
<td>They represent 50% of our global emissions.</td>
<td>Transport of products distributed by the Group = 6,982 tons of CO₂.</td>
<td>73% of our transport volume, representing 16 of our leading suppliers are covered by carbon footprint analysis.</td>
<td>Our indirect impact is mainly dependent on our customers’ printing parameters and ink types.</td>
</tr>
</tbody>
</table>

**ACT**

| Gradual conversion to LEDs in France and Spain. Local initiatives and sharing of best practices. | Priority to forest certifications for sustainable management of wood resources. 72% of our papers sold are FSC®, and PEFC certified. Promotion of sustainable forest management systems. | Development of an eco-responsible fleet. | Deployment of a specific CO₂ emissions module on Antrak, our digital platform. | We encourage our clients to adopt certified solutions (e.g. Imprim’Vert in France). |
SOURCING AND TRACEABILITY

We deploy a responsible sourcing policy for our products. It reaffirms our ambition to reduce pressure on natural resources. Responsible forest management and the use of recycled papers are the main levers of success.

CERTIFIED PAPERS, WHAT’S THE BIG DEAL?

Certifications are proof of positive initial management of the forest, all along the value chain. Our multi-site FCS® and PEFC certifications enable us to provide full traceability throughout production and distribution phases to our customers.

AN INCLUSIVE APPROACH

In 2013, we launched Antrak. This digital platform consolidates all energy data related to our supply chain (distribution centres and transport). It constitutes one of the pillars of our responsible purchasing policy, enabling us to monitor our supply chain and to increase the % sales of recycled papers in the turnover. Designed for our papers, packaging and visual communication suppliers, Antrak gathers all the data relating to the certifications of the manufacturing sites, to the regulatory compliance of products and adherence to fundamental principles of CSR.

It also includes a due diligence module to identify potential risks related to the traceability of all our raw materials (geographical origin, tree species, product composition, etc.).

"The deployment of Antrak, here in the UK and Ireland, reinforces our ability to answer the many questions of our customers. Maximizing traceability throughout our supply chain enables us not only to engage our suppliers to support our CSR ambition but also to add extra value to our product offer".

Andy Christian,
Purchasing Director – UK and Ireland

Eco-friendly solutions protect the environment and support sustainability initiatives.

ECO-RESPONSIBLE PRODUCTS

We offer an ever more eco-friendly range of products that contributes to the development of the circular economy and supports the CSR ambitions of our customers.

#Papers

HELPING OUR CUSTOMERS TO MAKE THE RIGHT CHOICE!

This is the role of the Green Star System.

Its goal? To enhance our product offer and provide our customers with a simple and reliable reading grid.

Our papers are classified from 0 to 5 stars according to two factual criteria: the origin of the fibre and the manufacturing process.

#Packaging

SMART PACKAGING SOLUTIONS, RESPONSIBLE INNOVATION

Our engineers and designers in our 6 Smart Packaging Design Centres create more responsible packaging solutions by focusing on the 3R principle: Reduce, Reuse, Recycle.

• creation of reusable tailor-made packaging solutions and single-component packaging - usually paper-based.

• maximisation of recyclable materials such as polyethene, paper or polypropylene.

• conception of customised packaging solutions adapted to products for e-commerce.

• our design centre in the UK is going one step further through its partnership with The Woodland Trust, a conservation charity that helps companies plant trees and protect woods. So far, Antalis has planted enough trees at their site in Kettering to make all corrugated packaging and paper carbon neutral, with complete carbon neutrality projected for 2020.

#VisualCommunication

A MORE VIRTUOUS SELECTION

At Antalis, we favour the distribution of large-format media made from more eco-friendly, eco-designed and recyclable materials. For example, PVC-free films and textiles, solvent-free adhesives, wide range of papers and paperboards.

SUCCESS STORY IN THE UNITED KINGDOM

We now distribute the Xanita Brand in the UK. This solution offers an excellent resistance/weight ratio. Xanita plates, which are made from cellulose fibre, are an eco-friendly alternative to polymers developed from rigid PVC foam, polypropylene and other substances used for advertising.
Our goal at Antalis is to attract and foster talent by offering responsible and innovative working conditions to all our employees. This approach is supported by a robust development programme (training, diversity) and continuous social dialogue enabling everyone to fulfil their goals and support our strategy.

TALENT MANAGEMENT

At Antalis, our development culture is employee-centric. To tackle the challenges of our activities, we connect with our operational teams and to anticipate skills requirements. That is the way we pro-actively meet our people development expectations.

TARGETED LEARNING PATHS TO DEVELOP BUSINESS SKILLS

The development of academies strengthens the business skills which are vital to our competitiveness in the marketplace.

Our Packaging, Purchasing and HR Academies complete our development programme for our employees, in line with the Group’s strategy.

OUR MANAGERS AT THE HEART OF OUR TRANSFORMATION

Fostering leadership among our managers is a major lever for successful transformation. Thus, we run the specific Coaching for Performance learning path. The objective of the programme is to support our managers in their mission and empower them with the necessary tools to support all our employees.

MY LEARNING HOME: «REIMAGINING LEARNING @ ANTALIS»

In 2018, we launched our new My Learning Home digital platform. It offers multilingual courses to all our teams in 41 countries. Its in-depth content mixes different educational media such as e-learning, virtual training, face-to-face, video, etc. Accessible everywhere from a smartphone or a tablet, these modules reflect our ambition to create a stimulating, interactive and responsive culture of development.
EMPLOYER BRAND IN MOTION

For our future-focused company, fostering new talents is essential. That is why we have developed our employer brand to bring value to our skills and our commitments.

#be
BE ANTALIS
TOWARDS A COMMON CULTURE AND FUTURE
Our goal? That each employee shares our values and corporate culture with pride to become an honest and responsible leader. And above all, an active member of the Antalis team.

#do
DELIVER THE FUTURE
OUR MISSION FOR OUR TEAMS OF TODAY AND TOMORROW
This is our business challenge, totally integrated into our vision and our DNA. It translates our vision of tomorrow and embodies our ambition of agility and operational excellence.

COMMITTED HERE AND THERE
Our societal commitment is founded on strong partnerships initiated by the Group but also local initiatives from our Antalis teams around the world. Overview of inspiring projects translating our pledge for society.

EUROPE
Czech Republic
For several years, Antalis has participated in Running with those who can’t, organised with the Prague International Marathon. It raises funds to buy wheelchairs for children.

LATIN AMERICA
Chile
Antalis helps the Portas Foundation which supports students from underprivileged backgrounds.

ASIA PACIFIC
Hong Kong
Our employees and their families participate in the annual Tree Planting event organised by various preservation NGOs. In 2018, about 400,000 trees were planted in public parks.

WESTERN EUROPE
Portugal
In 2018, Antalis supported Ajudaris, with the purchase of a collection of children’s books and paper.

HEALTH AND SAFETY

The safety and wellbeing of each of our employees is a priority. Our social policy includes the control of occupational risks, the monitoring of the effectiveness of preventive measures and the implementation of continuous corrective actions. Strongly committed to its employees, our Group also strives to offer an inspiring working environment.

OUR PREVENTION POLICY
In 2018, we worked on the development of a 3-year plan for all our sites to go further in our management of health and safety at work. A dedicated health and safety programme is deployed within the Group’s entities. It also aims to promote best practices and prevent risks by sharing existing solutions.

SHARING BEST PRACTICES
Every year, we take part in the World Day for Safety and Health at Work: a great opportunity to raise awareness among our teams – wherever we operate - through simulations, role plays and Q&A sessions.