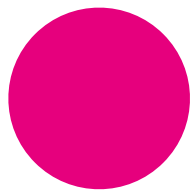
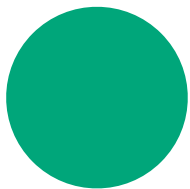
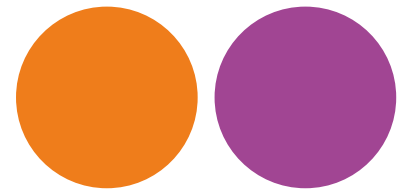
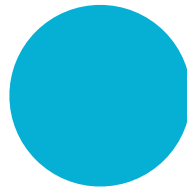
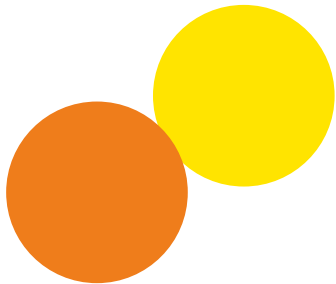
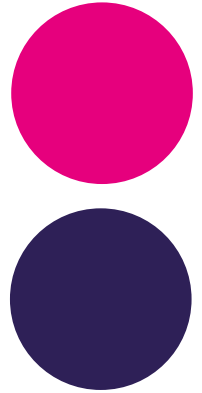


# ESG

Report  
Full year 2022  
and first half 2023

Environment  
Social  
Governance



# contents

04

Message from our CEO

06

Sustainability management  
in the KPP Group

08

Antalis in the world

10

Business model

12

Environmental, Social  
and Governance strategy

52

Indicators

54

Global Reporting Initiative  
(GRI) index



## 14 Environment

- Warehousing & Logistics 16
- Eco-responsible products 18
- Forestry 26
- Carbon footprint 28



## 30 Social

- Health & Safety 32
- Training & Development 34
- Communication & Sharing  
best practices 36
- Philanthropy & Partnerships 38

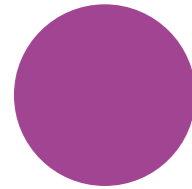


## 42 Governance

- Global ESG strategy 44
- Supplier due diligence 46
- ESG assessments 48
- Business conduct & Compliance 50

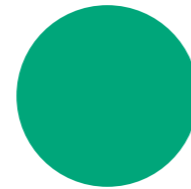
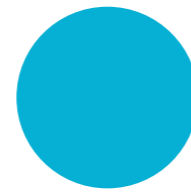
## Message from our CEO

# A long-term performance driver

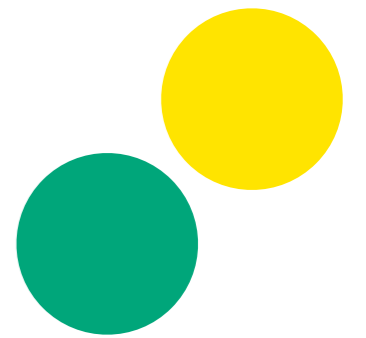
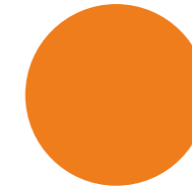
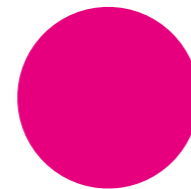


**Hervé Poncin**

Chief Executive Officer  
Antalis Group



**More than ever, sustainability is a long-term performance driver for the Antalis Group, our shareholder KPP, our employees and our business partners.**



Antalis's results for 2022 were encouraging and I believe that our strategic acquisitions and the engagement we have seen from our teams have been key drivers of this success. Our growing sustainability commitments have also been strong generators of achievements, especially in European markets where stakeholder concerns – and in particular those of our customers – on ESG matters and regulations are increasing.

We have chosen to set ourselves a challenging sustainability roadmap for the next three years, which includes the publication of annual ESG reports presenting our progress across the Environmental, Social and Governance categories.

In order to meet increasing customer demand, we have decided to publish this interim report covering full year 2022 and half-year 2023. We are already preparing for our next report that will be issued in 2024, covering full year 2023.

We will show a reference to the Global Reporting Initiative (GRI) index at the end of each ESG report to make it easier for our readers to navigate through our report and meet the increasing expectations of stakeholders in terms of reporting and compliance.

More than ever, sustainability is a long-term performance driver for the Antalis Group and our shareholder KPP, our employees and our business partners. It offers us a real opportunity to translate our responsible identity into operational initiatives, processes and actions.

We have a key role to play in the movement towards a more sustainable economy and society.

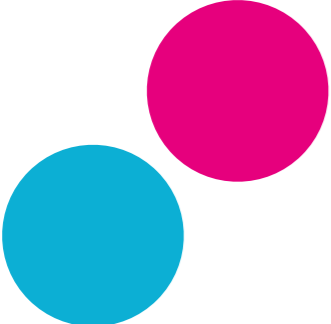
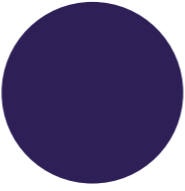
Enjoy your reading!

# Sustainability management in the KPP Group

KPP Group Holdings Co., Ltd, founded in 1924 and publicly-listed on the Tokyo Stock Exchange, prides itself on its sustainability commitment.

## Addressing key sustainability issues

- **Global extension**
  - Creation of Group synergies
  - International communication
- **Response to digital transformation**
  - Expansion of e-commerce
  - Development of new systems
- **Implementation of eco-responsible business**
  - Resolution of the marine plastic pollution problem
  - Recycling and waste reduction
- **Climate change countermeasures**
  - Development of solutions to prevent global warming
- **Diversity & inclusion**
  - Ensuring diversity
  - Employment of diverse personnel
- **Enhancement of governance**
  - Compliance
  - Information security
  - Risk management



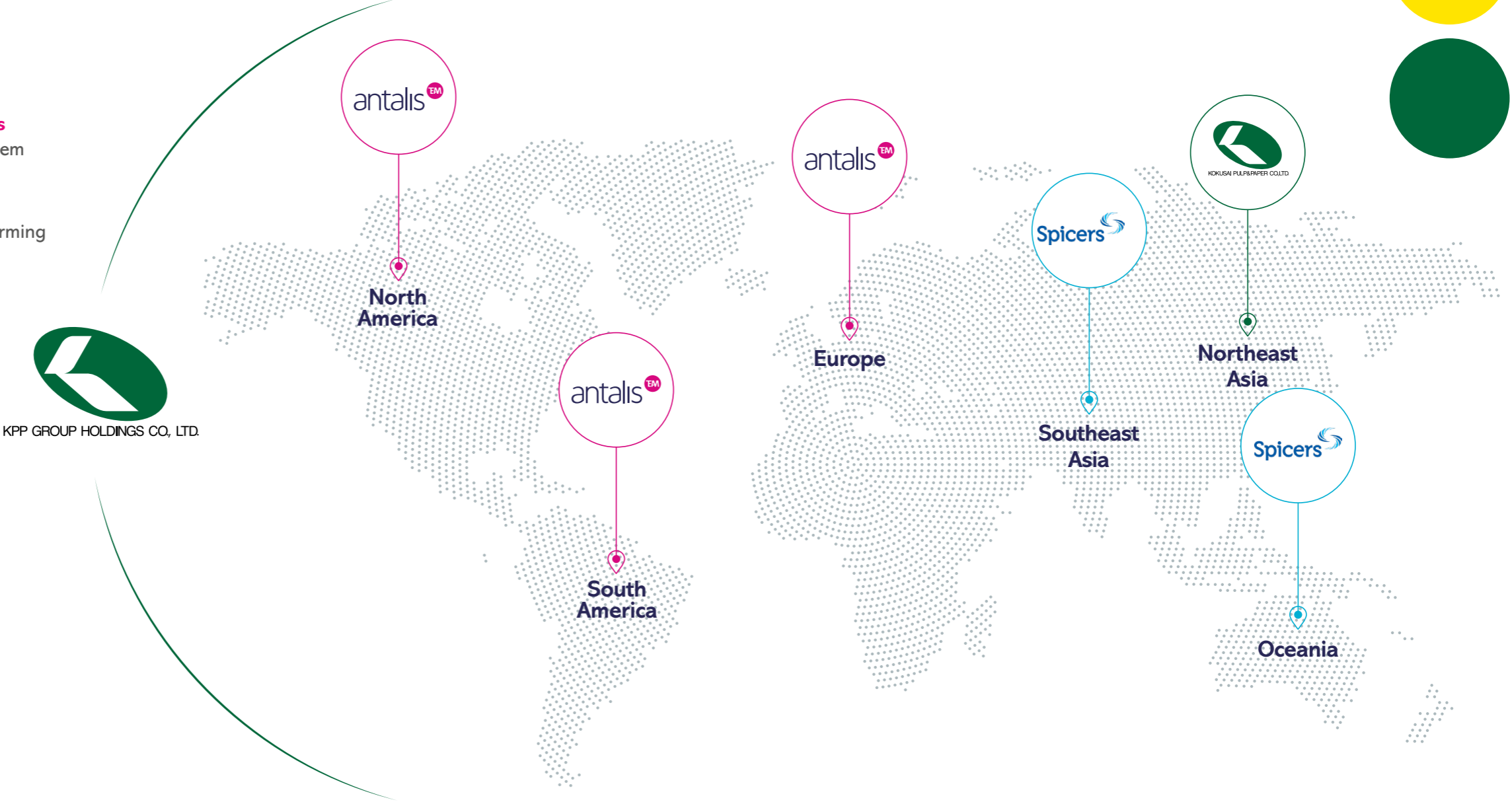
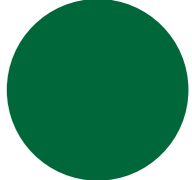
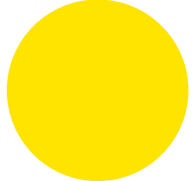
KPP Group's Sustainability Committee is chaired by the Chairman and CEO and reports to the Board of Directors. The five subcommittees – Compliance, Risk Management, Environmental Management, Health & Safety and Information Security – are in charge of implementing action plans, setting KPIs and managing progress. These subcommittees report to the Sustainability Committee.

Global sustainability management varies from region to region, but the following are key aspects of the KPP Group's sustainability objectives:

**E (Environment):** reduction of GHG emissions, development of eco-responsible business, expansion of recycle-oriented business

**S (Society):** ensuring diversity, occupational safety, education and training

**G (Governance):** expansion of risk and incident management, enhancement of compliance and information security



# Antalis in the world

## Part of a global logistics network

Headquartered near Paris, Antalis is a B2B distributor of Papers, Packaging and Visual Communication products and services with activities in Europe, North America and Latin America.

Antalis in figures

€2 billion  
2022 Revenues

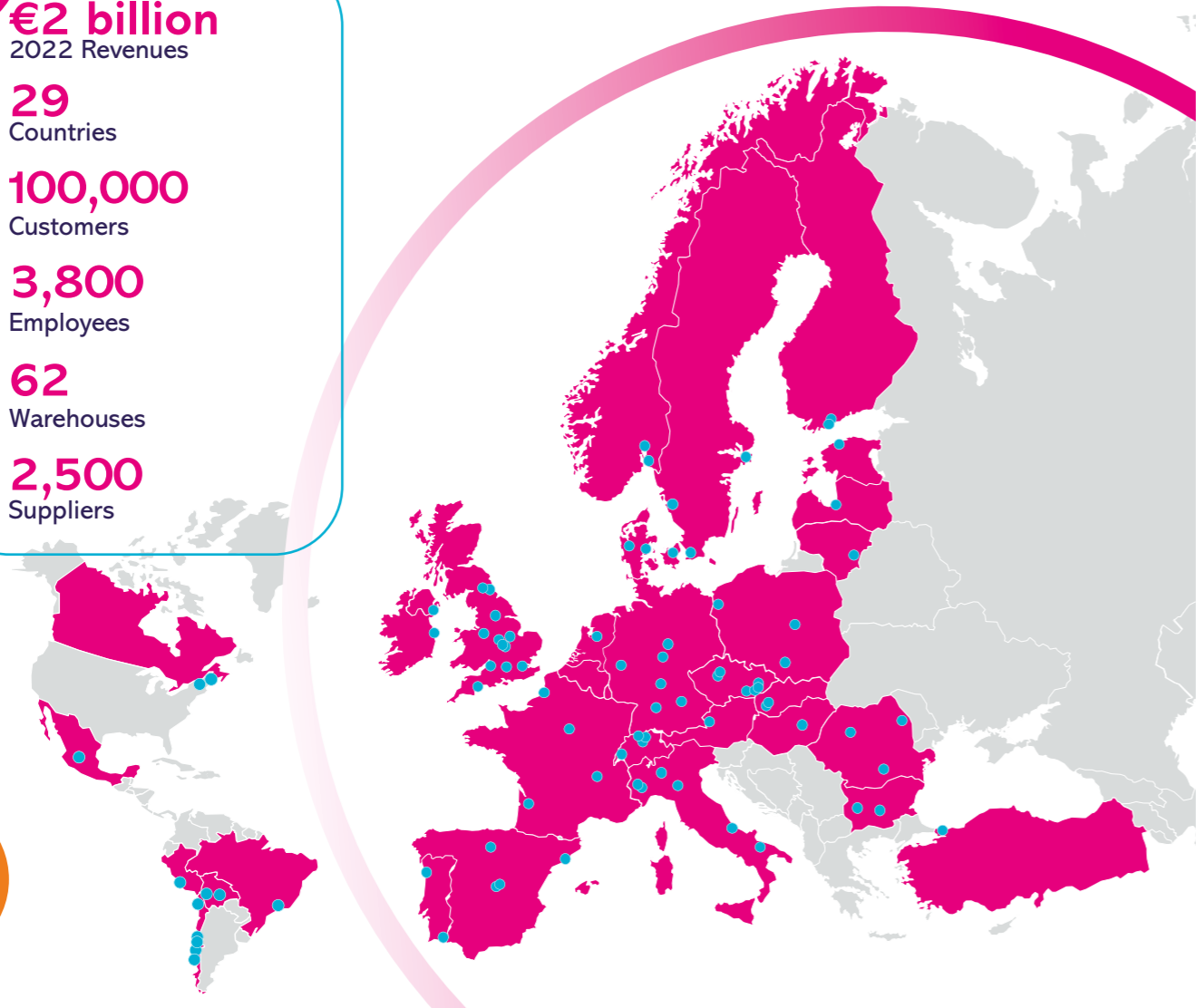
29  
Countries

100,000  
Customers

3,800  
Employees

62  
Warehouses

2,500  
Suppliers



With warehouses, dedicated key account teams and subsidiaries located in Europe, Latin America and North America, Antalis offers supply chain services for customers and third parties.

- **National coverage** in every country
- **Same day delivery** in all major cities
- **Next day delivery** across the continent

## Group certifications and standards



## Our products and services

Antalis is a European leader in its three core businesses Papers, Packaging and Visual Communication.

### Papers

For office and print papers, we are covering the needs of trade resellers, large corporations, government organisations, printers, graphic designers, publishers and communication agencies. With strong global brands, experienced sales and prescription teams, efficient supply chain and a vast range of products, we help customers achieve their goals whilst improving their sustainability.

### Packaging

We offer a full range of packaging solutions from standard products such as cardboard boxes, stretch films, and adhesive tapes, to cushioning and strapping materials, customised packaging, and innovative bespoke solutions. With more than 53,000 products available on stock and our 7 Packaging Design Centres, we can address challenges from storage optimisation to product protection and damage reduction during transportation.

### Visual Communication

We supply a complete line of flexible and rigid media, printing and cutting equipment, as well as inks for signage, decoration, outdoor and POS advertising. With a dedicated salesforce and logistics facilities, we provide our customers with reliable expertise, plus the ability to provide a broad range of media and materials – even in non-standard formats.

### Business services

Antalis has developed a full array of services to support our clients:

- **Business networking** Trade shows, Antalis events, seminars, co-marketing activities
- **Selection assistance** Paper consultants, showrooms, samples, swatches, dummies
- **Print & Visual Communication expert consulting** Training, application seminars, ICC profiles, technical consultations
- **Packaging expertise** Testing, in-house laboratories, design, converting, personalisation
- **Online partner** Price lists, online ordering, stock availability, e-billing, past orders, selectors
- **Product personalisation** Cutting, perforation, rewinding, relabelling, split packs
- **Value-added logistics** Specific timing delivery, convenient and flexible services, easytruck
- **Customer care** Hotline, money back guarantee, technical advice, equipment maintenance

# Business model

## What we rely on\*

### Our group

Antalis is part of the KPP Group based in Japan, representing **81%** of the global group operating profit.

### Our people

**3,800** employees from **29** countries. We are committed to providing our talents with a safe and rewarding working environment.

### Our products

**3** business sectors with strong brands & product ranges submitted to the Green Star System™ and **2,500** suppliers.

### Our services

Worldclass services with **62** distribution centres, **7** Packaging Design Centres.

### Our business

**100,000** clients over the world. Full webstore catalogue in **26** countries.



## The value we create\*

### For our future

**56%** ISO 14001 (Environmental management) and/or ISO 50001 (Energy management)<sup>1</sup>.

**93%** FSC-PEFC certified trading subsidiaries in Europe<sup>2</sup>.

### For our talents

Incident rate: **2.77** in 2022<sup>3</sup>.

Health and Safety: **39%** ISO 45001<sup>1</sup>.

Training: **8.6** hours in 2022<sup>4</sup>  
**9.5** hours as at 30/06/23.

Wellbeing: Employee turnover rate: **18%** in 2022<sup>5</sup>.

### For our clients

**54%** Sales of 3\*, 4\* and 5\* GSS Papers products<sup>6</sup>.

**32%** Sales of 3\*, 4\* and 5\* GSS Visual Communication products<sup>7</sup>.

Green Star System™ product classification being deployed in Packaging.

### For our society

**61%** of our strategic suppliers are registered on the Sedex and/or EcoVadis supplier assessment platforms<sup>8</sup>.

**23%** of women in Regional Executive Committees<sup>9</sup>.

**75%** ISO 9001 (Quality management)<sup>1</sup>.

\*Data as at 30/06/23, unless otherwise specified.

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

2. Number of FSC and/or PEFC certified trading subsidiaries in Europe / Total number of Antalis trading subsidiaries in Europe.

3. Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

4. Number of hours of training / Number of employees (on an annual basis).

5. Number of departures + number of arrivals / headcount at beginning of year.

6. Sales of 3\*, 4\* and 5\* products qualified by Papers GSS / Total sales of Papers products (coated, offset, copier, specialty papers).

7. Sales of 3\*, 4\* and 5\* products qualified by Visual Communication GSS / Total sales of Visual Communication products (printable products, excluding machines, inks and accessories).

8. Total number of strategic suppliers registered on Sedex and/or EcoVadis platforms / Total number of strategic suppliers.

9. Number of women in Regional Executive Committees / Number of Regional Executive Committee members.

# Environmental, Social and Governance strategy

## Driving sustainable performance

The Antalis Group aims to incorporate its Environmental, Social and Governance priorities into its business model. The strategy is a source of innovation, inspiration and progress throughout the Antalis Group's businesses, underpinning corporate strategy and acting as a global performance driver.



### Point Of View

**Rhonda Friesen**

General Counsel & Sustainability Director

As the Antalis Group's General Counsel and Sustainability Director, Rhonda Friesen oversees sustainability initiatives across Antalis.

"ESG is now more than ever a part of the Antalis Group's DNA. Our teams have invested a lot of time and effort over the past years to put us on the right track," she explains.

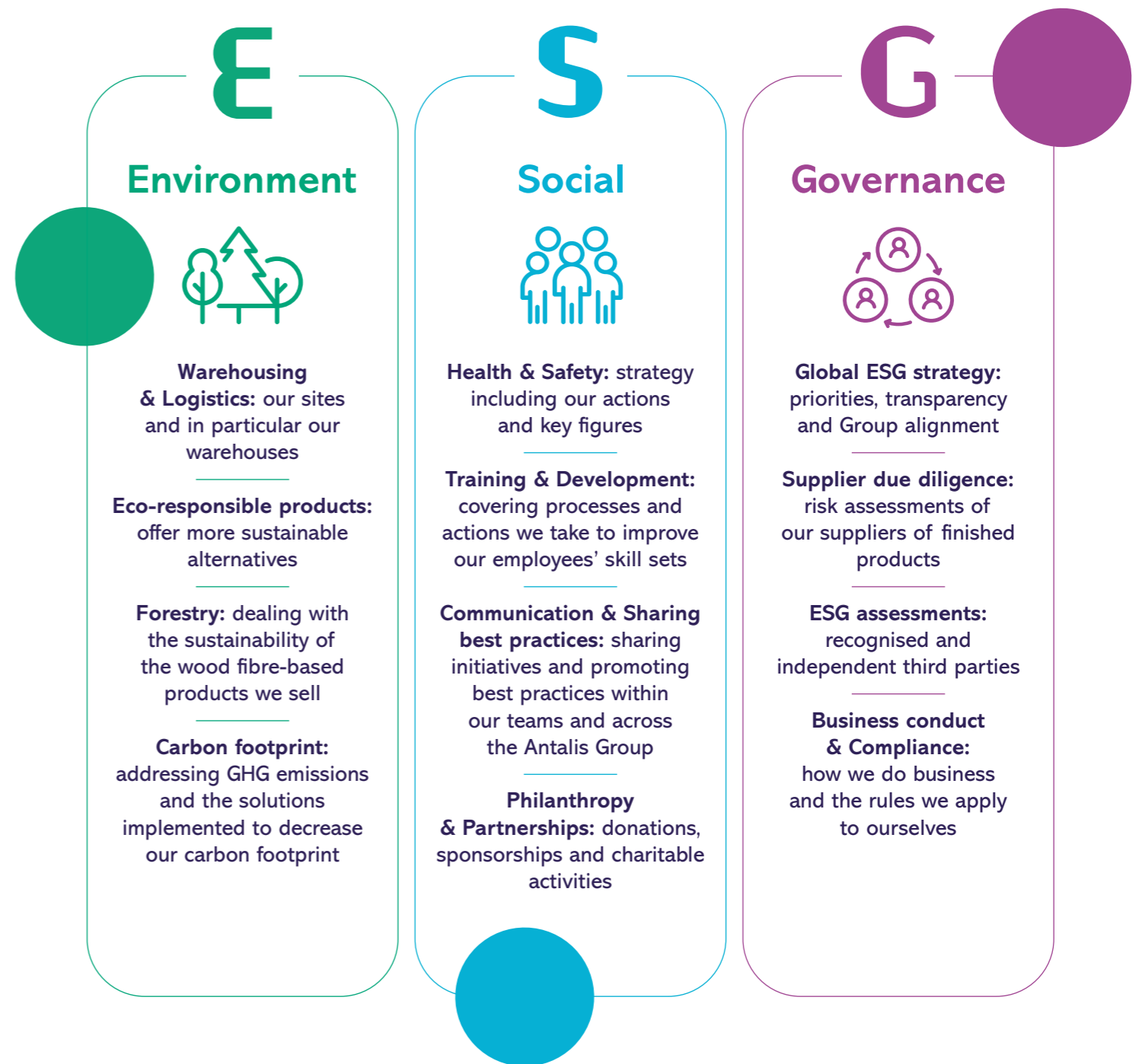
"The Legal Department has seen a significant rise recently in ESG-related matters. When it was decided to bring together the Legal and ESG teams in a combined effort towards sustainability, it made sense. The two were already very much interconnected."

So, what are the next challenges for a more sustainable Antalis? Rhonda is realistic, but positive. "Our biggest challenge across the Antalis Group is to stay on track to meet the demanding targets set in our 2026 roadmap, and to align our newly-acquired subsidiaries with our ESG strategy."



"We have some big challenges ahead of us, including the reduction of our carbon footprint and keeping up to date with the constantly evolving regulations worldwide. But I'm confident that with the right training, the right tools and the commitment of our people, we'll make it happen."

## The 3 Pillars of our ESG strategy



Antalis has set itself an ambitious roadmap towards 2026 with the following main priorities:

1. To consolidate responsible business practices in every country in which the Antalis Group operates.
2. To continue to perform due diligence with all its suppliers of finished products.
3. To calculate and optimise the environmental footprint of the Antalis Group's activities.
4. To increase the share of eco-responsible products.
5. To anticipate future labour-related challenges such as inclusion, learning, diversity and talent development.



# environment

Quantifying and continuously improving our environmental performance is a key objective for Antalis. Our core activity consists of receiving, storing and distributing goods, to our customers around the world.

We have a responsibility at every point in this process to manage our environmental footprint and ensure all our products and processes respect the highest standards of sustainability.

### Our actions at a glance\*

#### Warehouses

**56%** ISO 14001 (Environmental management) and/or ISO 50001 (Energy management)<sup>1</sup>.

#### FSC-PEFC forestry certifications

**93%** FSC-PEFC certified trading subsidiaries in Europe<sup>2</sup>.

#### Corporate carbon footprint:

##### Scope 1 & 2

**8.8** in 2021

**6.5** in 2022<sup>3</sup>.

**15,989** tCO<sub>2</sub>e in 2021

**14,002** tCO<sub>2</sub>e in 2022<sup>4</sup>.

#### More eco-responsible products

The Green Star System™ and the Green Card: a 5 star rating system to classify our products based on their environmental performance.

Development of more sustainable product alternatives.

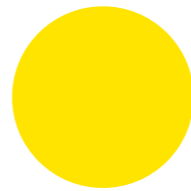
\*Data as at 30/06/23, unless otherwise specified.

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.  
2. Number of FSC and/or PEFC certified trading subsidiaries in Europe / Total number of Antalis trading subsidiaries in Europe.  
3. Ratio based on kg of CO<sub>2</sub> emissions (Scope 1 & 2) / Net turnover in k€  
4. Scope 1 & 2 emissions in tons of CO<sub>2</sub> equivalent. Decrease notwithstanding increase in activity in 2022.





# E Warehousing & Logistics



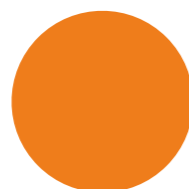
## Ensuring safe, responsible transportation and storage for our products around the world

Our network of 62 distribution warehouses in 29 countries is a critical link in our global supply chains. We are proud to say that an increasing number of our warehouses have received ISO certifications for Quality, Health & Safety, Environmental and/or Energy management.



### Local best practices

Our warehouse in Almere, Netherlands has switched completely to energy-efficient LED lighting. In our warehouse in Sénart, France, a similar initiative is currently being implemented.



Antalis Norway has entered into an agreement with a freight supplier in order to offer its customers a more eco-responsible distribution in and around Oslo by the end of 2023.

Antalis France has joined the “Fret 21” programme, a voluntary initiative for companies committing to reduce their CO<sub>2</sub> emissions by 5% over three years through actions such as responsible purchasing, reducing the distance goods travel and optimising the efficiency of transportation.

Antalis UK has undertaken river trials on the Thames in London, transporting goods from the port of Dartford to Woolwich, then into a central London warehouse. The journey's final leg to customers utilises cargo bikes, both lowering emissions and alleviating traffic congestion.



### Point Of View



**Marc Zahnd**  
Head of Sales, Antalis Switzerland

“Our customer, Coop, is a leading Swiss retailer with almost 95,000 employees and an annual turnover of EUR 34bn.

“The company is a leader in the field of organic products, placing particular emphasis on sustainability, climate and environmental protection, and social responsibility towards their employees and the community.

“As part of its goal to cut supply chain CO<sub>2</sub> emissions by more than 20% by 2026, we helped Coop shift transportation for four of its six distribution centres from road to rail.

“The whole project, from a feasibility study and price negotiation with the rail transport company to finally making the switch, took just four months. And now instead of 12 trailer trucks a week, we’re sending up to 24 containers a week by train to various distribution centres.”

## Group ISO certifications

The International Organisation for Standardisation (ISO) endorses companies that enhance their processes and show commitment to the expectations of many stakeholders.

### ISO 14001 Environmental management

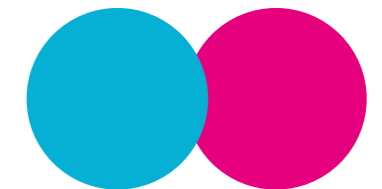
An international benchmark for environmental responsibility, focusing on resource efficiency and waste reduction. Achieving this standard reinforces our dedication to environmental compliance and positions us as an environmentally-responsible business.

### ISO 50001 Energy management

Encourages organisations to optimise energy consumption facilitating resource conservation and financial benefits.

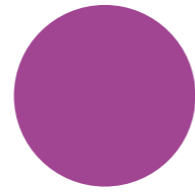
# 56%<sup>1</sup>

ISO 14001 (Environmental management) and/or ISO 50001 (Energy management) as at 30/06/23  
**Target 2026: 65%**



1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

# E Eco-responsible products



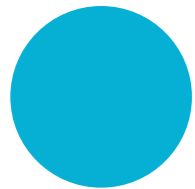
## The sustainable products customers demand and deserve

In our quest to innovate and offer the most environmentally conscious products to our customers around the world, we have developed a sustainability-oriented approach for each of our three business sectors: **Papers, Packaging and Visual Communication.**

These approaches are based on market analysis and the latest trends of environmental performance, sustainable products and supply chain sustainability. Products qualified by the Green Star System™ allow customers to make an informed choice based on environmental performance criteria.

### Empowering our customers

To help our customers make environmentally responsible choices in selecting products which best meet their needs and expectations, we offer a range of tools including product and environmental brochures, swatches and sample books. As well as displaying our products, making them available to touch and feel, and explaining their use and application, these tools include helpful environmental information. Customers can gauge each product's potential for business and better understand its environmental characteristics.



### Point Of View

**Nicolas Coupry**

Market Manager & Sustainability Lead  
Visual Communication, Antalis

“The challenges of the environmental transition are at the heart of the priorities of companies and therefore of our customers. Antalis thrives to help them to transition to more eco-responsible alternatives, by providing the tools to make informed decisions and supplying a growing range of sustainable products.”



## Papers

### Eco-responsible paper solutions

Antalis has set its path as an environmentally conscious leader in the paper industry. By collaborating with stakeholders, we've addressed environmental challenges through:

- **Sustainable Sourcing:** We procure materials from forests certified by the Forestry Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC).
- **Carbon Footprint Reduction:** Our products increasingly feature carbon offset papers, reducing overall environmental impact.
- **Sustainable Processes:** We're pioneering more sustainable, circular products, like the Cradle to Cradle range.
- **Partnerships for Impact:** Brands like Antalis Olin Origins and Data Copy donate 1% of their revenue to global environmental causes.
- **Innovative Alternatives:** Our Cocoon<sup>1</sup> and Cyclus papers are made from 100% recycled pulp, reducing water consumption and using significantly less energy than virgin fibre papers.



### Point Of View

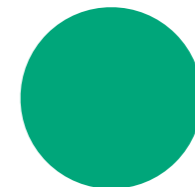
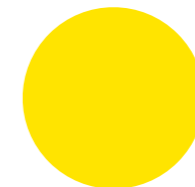
**Steve Chappell**

Graphical Board Development  
Manager (Papers), Antalis UK

Antalis UK, shares insights on the evolution of the paper and board industry, emphasising the advantages of paperboard as a sustainable material.

“I've been working in the paper and board industry for more than 25 years now, and with Antalis for the last five. In my current role, I address increasing public concern about the environmental and social aspects of packaging, including waste and materials – that's pushed paperboard to the front of innovation.

“Paperboard is a great material – it's design friendly but offers a renewable, biodegradable, compostable and recyclable option that suits today's packaging requirements.”



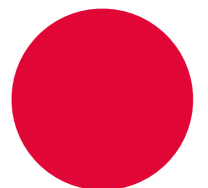
## Success story: Eco-responsible greeting cards

Windles, a leading UK greetings card printer, collaborated with Antalis to source Incada paperboard for its eco-responsible attributes, local production, and economic benefits.

Windles had just made a powerful sustainability statement with their move to a new, biomass-fuelled production plant – and the company wanted to find a more eco-responsible source of paperboard.

Antalis set to work, arranging visits to the production plant and explaining the benefits of this high-quality, high-availability and low-impact product.

“At Windles we are always striving to act in the most environmentally responsible way we can, which is why the fit of Incada being produced in the UK and at a mill using biomass for its energy is so important to us. Quite simply, we believe it is the right thing to do.



1. Report printed on Cocoon Silk.

# Packaging

Antalis Packaging is providing smart packaging and services for specific customer needs, with a complete product offer from cardboard boxes, stretch films and adhesive tapes, to cushioning and strapping materials combined with performing packaging systems.

Packaging plays an important role in protecting products during transportation, display and storage, and is a powerful way both to highlight brand image and add to the customer experience.

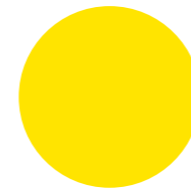
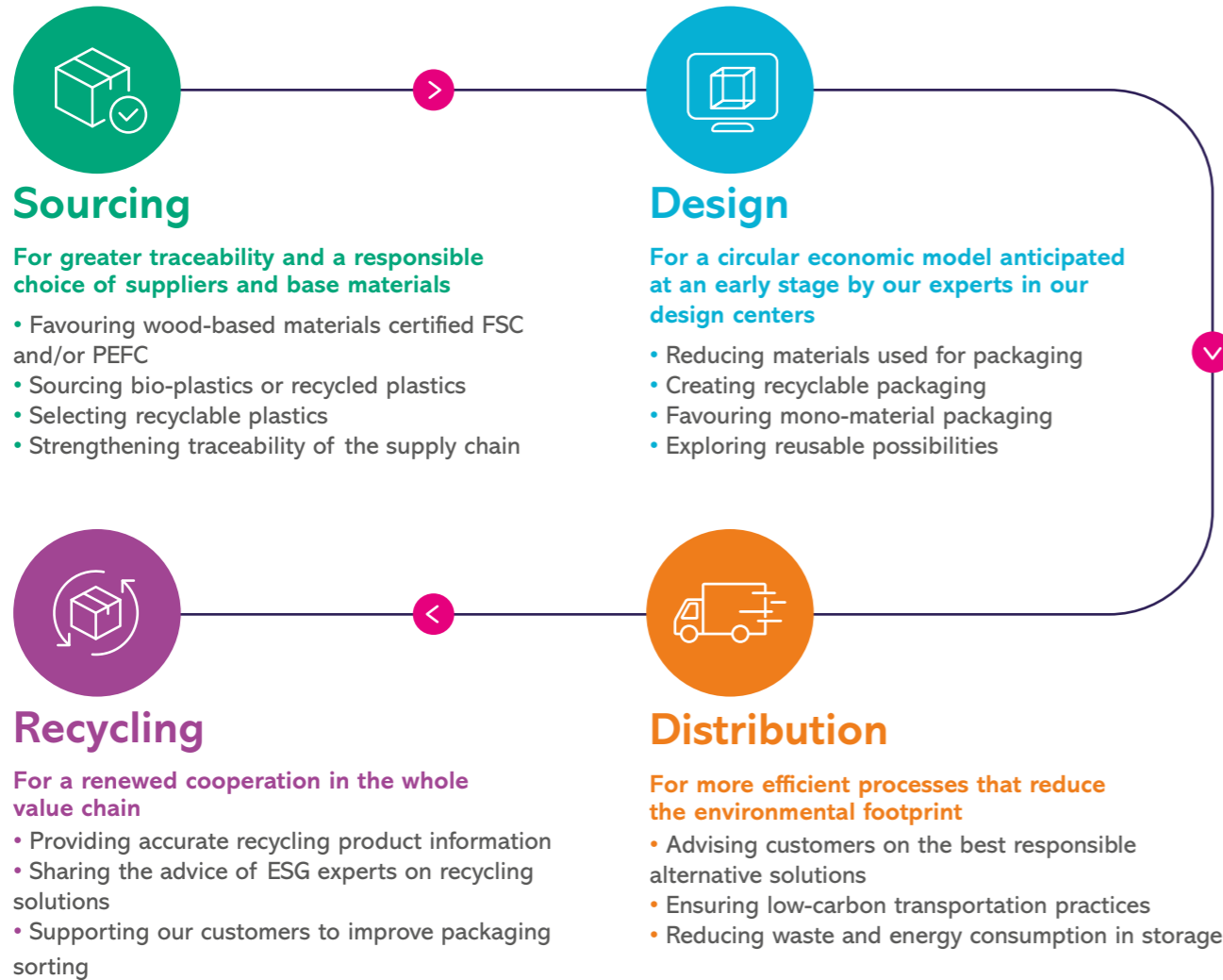
Packaging also has an impact on the environment. In the past there has been overwrapping and too much use of non-recyclable materials, as well as pollution caused by transportation. Packaging companies today need to make responsible decisions.

Antalis makes an active contribution to eco-responsible packaging, meeting the needs and expectations of customers and end-users by doing its utmost to:

- Support our customers to meet this environmental challenge.
- Source sustainable, responsible materials.
- Design eco-responsible packaging solutions.
- Optimise packaging consumption by offering resource-efficient yet practical and attractive solutions.
- Reduce CO<sub>2</sub> emissions throughout the value chain.

We are reviewing the life cycle of packaging materials throughout our entire value chain by rethinking how we source, how we design, how we distribute and how we promote recycling.

## Packaging environmental approach



### Point Of View

**Eric Frey**

**Product Manager (Packaging & Hygiene), Antalis Switzerland**

"I've just started working with Antalis here in Switzerland, but I've spent my whole career in Packaging as a technical specialist and the manager of a co-packaging department.

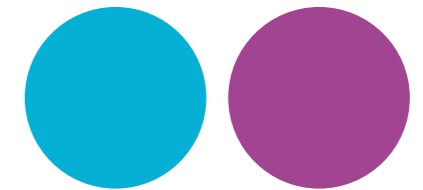
"Sustainability is an increasingly important issue in the industry and the demand for more responsible alternatives and solutions to use resources more efficiently is growing all the time. Of course, paper is an obvious solution, but there's also high demand for recycled plastics and materials made from new products like grass. As customers become more aware and concerned about the ecological impact of their behaviours, I think there will be more and more demand for these new, innovative materials."

## Success story: The race to provide sustainable packaging for a running shoe manufacturer

Our client, an established Swiss sports shoe company with a presence in more than 55 countries, wanted an eco-responsible packaging solution for their shoes which was suitable for e-commerce and made entirely from Swiss materials.

Antalis created a new eco-responsible solution entirely made from grass paper. This highly eco-responsible material reduced CO<sub>2</sub> emissions up to 75% compared to virgin fibres.

Source: <https://www.ffe.de/en/publications/the-use-of-grass-fiber-in-paper-industry-calculating-the-carbon-footprint-of-an-alternative-to-virgin-fibers/>



# Visual Communication

Antalis offers flexible and rigid media for indoor and outdoor signage, point-of-sale advertising and decoration, as well as printing machines and ink. A wide range of products meets highly diverse needs, from large-format media designed for outdoor communication to counter displays.

As a European leader in Visual Communication, Antalis has a critical role to play in making the industry more eco-responsible. We empower our clients to:

- Make the transition to more sustainable visual communication materials.
- Understand the different properties and environmental impacts of the materials they use.
- Have access to eco-responsible alternatives.

To that end, our Visual Communication sustainability initiatives are comprised of:

- 1. Educating, informing and engaging** through leadership articles, product education, interviews and customer case studies to engage the ecosystem.
- 2. Helping people choose better** with the simple, explicit Green Star System™, which guides customers to choose more responsible products.
- 3. Offering the right alternatives** with eco-responsible substitutes to popular visual communication items.
- 4. Supporting the transition** with a team of sustainable visual communication experts who can help companies make the switch to meet their long-term sustainability goals.



## We know we can't change our industry alone

That's why Antalis is working with manufacturing partners, customers, brand owners, working groups and industry bodies like FESPA, POPAI and the CIRCUL'R Coalition for circular PoS to drive change and make our industry more sustainable.

Fespa: [www.fespa.com/en/sustainabilityspotlight/](http://www.fespa.com/en/sustainabilityspotlight/)  
 Popai: [www.popai.co.uk/Sustainability](http://www.popai.co.uk/Sustainability)  
 Circul'r: <https://en.circul-r.com/la-fabrique#plv-circulaire>



## Point Of View

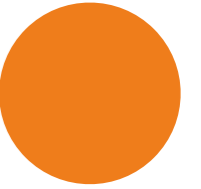


**Alexandra Naudin**  
 Sales Representative, Antalis France

With over 20 years of experience at Antalis, Alexandra has successfully assisted the print marketing company Insty Print by recommending the Coala Air Board, a product from our Visual Communication range, for one of its clients.

Her close relationship with Insty Print allowed her to gradually raise awareness about Antalis's eco-responsible product offerings. Insty Print continues to regularly use our Coala Air Board for its projects.

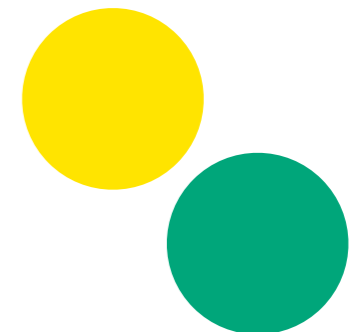
At Antalis, we are proud to contribute to the development of sustainable and environmentally responsible projects, and we will continue to support our clients in their efforts towards ESG practices.



## Success story: A sustainable celebration for a famous French retailer

To celebrate its anniversary, a French retailer brand decided to decorate all its stores, both in France and around the world. Print Marketing specialists Insty Print, in collaboration with Thierry Chiche, chose Coala Air Board from Antalis to create magnificent honeycomb cardboard decorations, which were both ecologically responsible and sustainable. The brand attaches great importance to eco-responsible materials, and its 5-star rating in the Green Star System™ meant they knew Coala Air Board fitted the bill, reinforcing its commitment to the environment.

Coala Air Board provided an optimal solution for the needs of the retailer's anniversary campaign. Thanks to the wide range of products available, we were able to meet their requirements of lightness and rigidity. This ecological alternative has allowed us to create responsible communication materials that perfectly align with the brand's values.



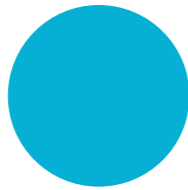
# The Green Star System™

Antalis has developed the Green Star System™, a rating system to classify its Papers, Packaging and Visual Communication products, giving our customers the clarity and guidance they need to make informed choices about alternative sustainable products.

Put simply, the higher the number of stars a product is awarded, the more eco-responsible it is. This allows customers to verify the sustainability of a product and gives them the tools to explain the benefits of eco-responsible alternatives to brand owners, end users, and other stakeholders.

**54%<sup>1</sup>**

Sales of 3\*, 4\* and 5\* GSS Papers products as at 30/06/23.  
**Target 2026: 60%**



## The Green Star System™ for Papers

First launched in 2014, the Green Star System™ rating for our papers is based on the origin of the fibre and the manufacturing process. Each product receives a star rating from zero to five based on its environmental performance.

We work with manufacturing partners holding certifications including ISO 9001, ISO 14001, the European Eco Label certification and the Nordic Swan Eco Label certification. Antalis Papers focuses on both recycled and virgin fibres, choosing products with high environmental credentials.

Our definition of eco-responsible papers (those earning a 3-star or higher rating) is based on internationally recognised FSC and PEFC standards and aims to be simple to understand by customers and partners.



1. Sales of 3\*, 4\* and 5\* products qualified by Papers GSS / Total sales of Papers products (coated, offset, copier, specialty papers).



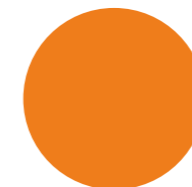
## The Green Star System™ for Packaging

Our customers demand and expect eco-responsible packaging solutions. A 2021 Antalis environmental survey of 600 B2B customers discovered that environmental performance was one of the top three criteria they considered when buying packaging.

## Green Star System™ product classification being deployed in Packaging.

Antalis has worked with environmental consultants to develop tools which make it easier to choose the most eco-responsible packaging solution. In addition to the Green Star System™, which allows customers to compare the environmental performance of different products, the Green Card gives them comprehensive environmental information for different solutions.

Our Packaging department recently created its own Green Star System™ adapted to the products. We are actively working on the classification of our standard packaging products, meaning all packaging consumables, excluding customized/bespoke products and machines.



**32%<sup>1</sup>**

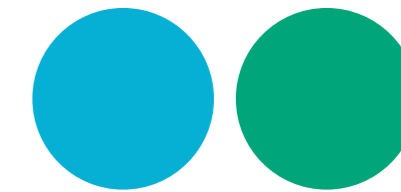
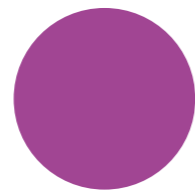
Sales of 3\*, 4\* and 5\* GSS Visual Communication products as at 30/06/23.  
**Target 2026: 40%**

We collaborate with our partners to make our industry more sustainable. Our goal is to promote the use of alternative materials that are easier to recycle, including fiber-based products, PVC-free and recycled materials.

The Green Star System™ for Visual Communication helps customers understand the benefits of switching to more eco-responsible alternatives. Antalis employees are trained to understand customer needs, to educate and inform customers about alternative materials, and to help them in this transition.



1. Sales of 3\*, 4\* and 5\* products qualified by Visual Communication GSS / Total sales of Visual Communication products (printable products, excluding machines, inks and accessories).



## Responsibility, transparency, traceability

In 2010 Antalis established a multi-site certification system for FSC (Forest Stewardship Council) and PEFC (Program for the Endorsement of Forest Certification). Forest Certification, providing custody traceability at every stage of production and distribution, regardless of the country of origin.

Since obtaining its multi-site certification over 10 years ago, the Antalis Group's focus has been on obtaining and/or maintaining certification in accordance with FSC and PEFC standards for as many trading subsidiaries as possible.

These certifications are becoming even more important as our customers consider the environmental and social credentials of their suppliers and continue to respond to end-user demand for more eco-responsible products.

### 93%<sup>1</sup>

FSC-PEFC certifications as at 30/06/23  
Target 2026: 90%

This multi-site certification is independently audited every year by an internationally recognised certification body, offering customers greater transparency.

The audits cover aspects related to:

- **Logistics** Labelling, separate product storage, delivery.
- **Information systems** Product listings, product categories.

- **Marketing & sales** Use of logos, training.
- **Labour, human rights, Health & Safety** Written engagement by each trading subsidiary to comply with ILO standards.

In 2023, Antalis had its multi-site certification renewed, enabling the Antalis Group to continue to market certified fibre-based products and promote sustainable forestry.

### Regulatory compliance

Our core business involves the distribution of Paper, Packaging, and Visual Communication materials. With such a large portfolio of timber-based paper and packaging products, we are committed to complying with all relevant regulations, including the European Union Timber Regulation (EUTR - Regulation EU 995 2010) and the new European Union Deforestation Regulation (EUDR - Regulation EU 2023/1115) that repeals EUTR from 30 December 2024.

Our commitment to responsible business practices is further exemplified through our supply chain risk assessments and internal due diligence.

1. Number of FSC and/or PEFC certified trading subsidiaries in Europe / Total number of Antalis trading subsidiaries in Europe.

### Point Of View

**Karoline Winkler**  
Inside Sales Director,  
Antalis Verpackungen GmbH



As environmental concerns and customer expectations grow, Karoline believes industrial packaging is a valuable lever for improvement.

'Wood fibres are the raw material for much of the eco-responsible packaging you produce. What are your main environmental challenges?'

Packaging is a key area of focus for many of our stakeholders. They want to know about climate change, how we use resources, pollution mitigation, the circular economy and so on. We work with our suppliers and design centres to address these concerns and produce the eco-responsible products they need by using more and more FSC and PEFC certified fibres and, of course, by designing and producing products which meet their expectations.

'What are the best practices you have put in place to meet these environmental challenges?'

**"80% of the environmental impact of a product is in its design".<sup>1</sup>**

Our Packaging design centre addresses this challenge proactively to create more eco-responsible products from the start. We have been FSC and PEFC certified since 2010, and we also monitor our sourcing, working closely with suppliers to ensure their environmental, ethical and labour practices meet our standards. Joining the Antalis multi-site FSC and PEFC certification in 2022 has allowed us to source and sell certified packaging products much more easily.

1. Source: Ecodesign for sustainable products – European Parliamentary Research Service.

## Success story: Antalis Verpackungen GmbH

The Antalis Group has been FSC and PEFC certified since 2010. In November 2022, two additional trading subsidiaries, Antalis Verpackungen in Germany and in Austria, joined our multi-site certification following an independent certification audit.

These two companies specialise in Packaging, a fast-growing market in which our customers and suppliers are increasingly sensitive to issues related to sustainable forestry and the need to use and offer certified products. As a result, they have updated their processes in terms of traceability and sustainable chain of custody and are now able to offer FSC certified products to their customers.



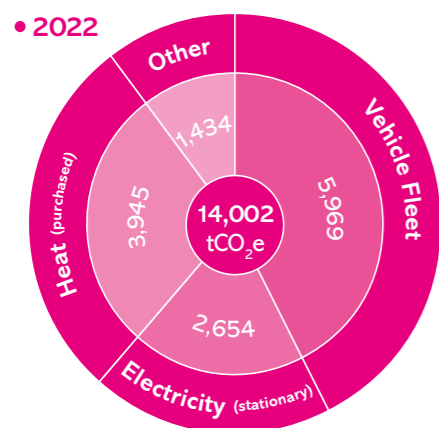
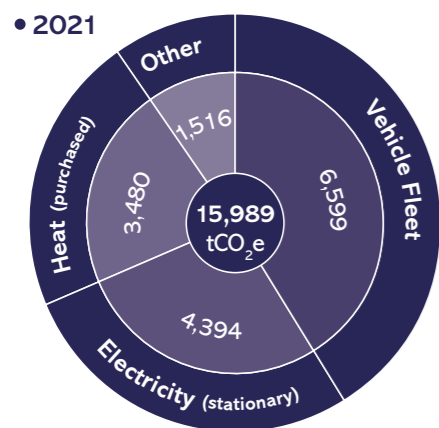
# E Carbon footprint

## A comprehensive approach to a major global challenge

Working in partnership with a dedicated carbon footprint platform, Antalis rolled out a data collection project for 34 trading subsidiaries in Europe and Latin America.

For the moment, we have decided to focus on Scope 1 and Scope 2, namely direct emissions from our companies' facilities and vehicles, and indirect emissions resulting from purchased electricity, heating, cooling, and steam for use in our facilities.

### Scope 1 & 2 CO<sub>2</sub> emissions



Comparing results between 2021 and 2022 shows that we have reduced carbon emissions by a significant amount, mainly because of efforts to decrease energy consumption in our warehouses and offices. Our vehicle fleet remains the major source of emissions across the Antalis Group due to the distribution trucks and engines (such as forklift trucks) operating in our warehouses. We are currently working towards addressing these results in order to develop a strategy aimed at reducing our carbon footprint.

**Antalis subsidiaries** have been contributing to the reduction of the Antalis Group's climate impact by:

- Installing solar panels, LED lighting and other energy-efficient solutions.
- Shifting to hybrid and electric company vehicles.
- Considering the energy effectiveness as an important requirement in contracting new office space or warehouses.

### Point Of View

**Robert Mitura**

Logistics Director, Antalis CSEE & Poland



"I have been with Antalis for over 14 years now, and in my current position since 2015. In that time, I've seen a fundamental – and very welcome – shift towards sustainability which is affecting every aspect of our business as well as that of our partners and customers.

"As logistics director and chair of the Supply Chain Best Practices Group, one of my main tasks right now is calculating our corporate carbon footprint so we can work out the steps we take next, as well as sharing that information with people in our supply chain who want to know the total emissions caused by their activities.

"In order to calculate this figure properly we need to take a lot of care to identify the scope, the data sources and define how we collect and record that data. Those first steps can sometimes be challenging, but they are crucial. "We appointed carbon co-ordinators in each country. It was exciting to see how engaged they were with this new process.

"I am proud to say that, with the invaluable support of our platform provider, we managed to complete our corporate carbon footprint exercise on time and with a high degree of accuracy. I'm very proud of the team who achieved that, and I know this information is a stepping stone towards improved sustainability for the Antalis Group."

## Success story: Environmental initiatives

As in many countries, Antalis Hungary, in the face of rising energy prices and increasing awareness of the need to use energy more efficiently, has added 198 solar panels to the roof of its warehouse 75 km southeast of Budapest. Together with the installation of LED lighting, we expect these panels to have a positive impact by reducing electricity consumption in the warehouse.

Antalis UK actively supports reforestation projects, like the Lowther Estate initiative in Cumbria, which combines carbon capture with wildlife conservation. Our collaboration with the Forest Carbon charity has resulted in the planting of over 16,500 trees, restoring 13 hectares of the ecosystem.

**8.8** in 2021  
**6.5** in 2022<sup>1</sup>

Target 2026: 6.0 (Scope 1 & 2)

**15,989** tCO<sub>2</sub>e in 2021  
**14,002** tCO<sub>2</sub>e in 2022<sup>2</sup>

1. Ratio based on kg of CO<sub>2</sub> emissions (Scope 1 & 2) / Net turnover in k€.  
2. Scope 1 & 2 emissions in tons of CO<sub>2</sub> equivalent. Decrease notwithstanding increase in activity in 2022.

# social



With more than 3,800 employees around the world – and an extensive network of suppliers, stakeholders and communities connected to our companies – we take our social responsibilities very seriously.

To ensure that all our employees benefit from the safest possible working conditions and can progress in terms of skills and competencies, we are committed to sharing the best sustainability practices with the entire Antalis Group. Additionally, we believe it is essential to share some of our success through engagement, partnerships and donations to charities.

## Our actions at a glance\*

### Health & Safety

Incident rate: **2.77** in 2022<sup>1</sup>

ISO 45001 (Health & Safety):  
**39%** ISO 45001<sup>2</sup>

### Annual Health & Safety Day

Full monthly review of all accidents worldwide at Group Executive Committee level

Quarterly call with H&S community

### Training & Development

Training:  
**8.6** hours in 2022<sup>3</sup>  
**9.5** hours as at 30/06/23.

Webinar to promote language learning classes

Digit'All Academy

### Talent management program

Development:  
**98.1%** in 2022  
**97.4%** in 2023<sup>4</sup>

### Communication & Sharing best practices

Regular meetings and alignment with KPP Sustainability Committee; Creation of multi-departmental ESG Best Practices Group; Quarterly ESG internal newsletters; MyView opinion survey every three years

### Philanthropy & Partnerships

Partnership with the charity Humanity & Inclusion, including a year of activities and donations

\*Data as at 30/06/23, unless otherwise specified.

1. Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

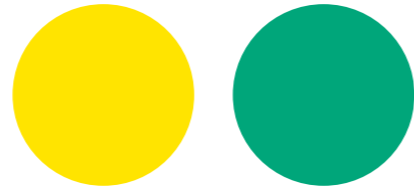
2. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

3. Number of hours of training / Number of employees (on an annual basis).

4. Number of employees signing their performance development review / Number of employees assigned to the campaign.







## Creating a safe, healthy environment

Our efforts and commitment to Health & Safety over the years have shown very encouraging results with the Antalis' Group's incident rate significantly decreasing over the past five years, from 10.58 in 2018 to 2.77 in 2022<sup>1</sup>. Our objective will always be to create an accident-free workplace.



The event featured a wide range of activities, including earthquake and fire-fighting training, the distribution of healthy food, first aid training, and the promotion of ergonomic workstation practices. These initiatives further underscore the Antalis Group's commitment to employee wellbeing.



### In recognition of its efforts,

Antalis UK & Ireland received the 2022 RoSPA President's Award for the twelfth consecutive year. RoSPA, a well-respected organisation, champions accident prevention in many sectors.

RoSPA<sup>2</sup> is a not-for-profit organisation that has worked for more than 100 years to help people recognise and reduce their risk of accidents, at home, on the road, at work and at leisure.

Antalis has established a robust Health & Safety (H&S) culture. Our 2022 WeWalk Challenge – which showcased the commitment of Antalis employees – offered great evidence that this culture has been recognised and embraced by all its employees.

Building on this achievement, our 2023 H&S event aimed to reinforce awareness in the workplace of three key aspects which underpin our international H&S initiative: healthy mind, healthy body, healthy workplace.

1. Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.  
2. Royal Society for the Prevention of Accidents.

### Point Of View



**Inés Muñoz**  
Chief of Facility & Safety Latin America, Antalis Chile

"Next January, I will celebrate 10 years at Antalis as Chief Facilities Officer. Over this period, I had the opportunity to visit and get to know all of our operations in Latin America, having taken over a Health & Safety role in the region.

This enabled us to consolidate Health & Safety practices by collaborating with the Safety Culture Committee to create a corporate plan aimed at ensuring compliance with our company's rigorous standards. One notable initiative in this endeavour was the WeWalk challenge program, which involved the active participation of employees from Bolivia, Peru, Brazil, and Chile. This program provided a fantastic opportunity for team bonding, fostering connections, and enjoying moments of relaxation and fun together".

### Group ISO certifications



Aims to lower occupational hazards, advocating for physical and mental health. The implementation of this standard has the potential to significantly reduce occupational injuries.

# 39%<sup>1</sup>

ISO 45001 (Health and Safety)  
as at 30/06/23  
**Target 2026: 45%**

## Success story: Promoting a Health & Safety culture in Latin America

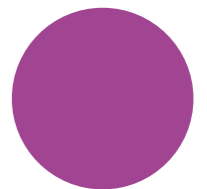
At Antalis Latin America, the Corporate Safety Culture (CSC) committee plays an important role in promoting and communicating good H&S practices and values.

The CSC team comprises a steering committee (guidelines and monitoring) and a technical committee (tools and programme implementation).

When the company opened a new warehouse in Chile it was the perfect opportunity to work on reinforcing the Health & Safety culture.

Through the CSC, Antalis has been able to:

- Standardise occupational Health & Safety guidelines across Latin America.
- Maintain a visible and permanent management commitment to a positive safety culture where all employees feel supported and empowered to prioritise their wellbeing.
- Increase employee awareness of workplace risks so all employees are equipped with the knowledge and understanding necessary to maintain a safe working environment.
- Continuously improve Health & Safety at work by regularly reviewing and updating policies, procedures, and technologies to stay at the forefront of Health & Safety advancements.
- Promote healthy habits in the workplace that foster productivity and employee satisfaction.



1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

# S Training & Development



## Growing our brand, through developing our people

Investing in training helps Antalis create a safe, dynamic working environment where people can grow in expertise and develop their skills.

**8.6 hours**

of training per employee in 2022

**9.5 hours**

as at 30/06/23

**Target 2026: 12 hours<sup>1</sup>**

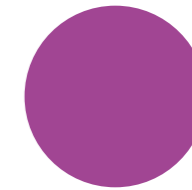
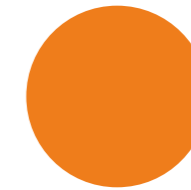
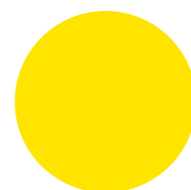
Antalis academies offer customised training programmes to address the needs and challenges faced by our employees in their daily work. They help them develop and apply targeted skills aimed at increasing their efficiency and productivity.

Our global employee development platform allows Antalis to deliver e-learning and development programmes in 22 languages across 29 countries, focused on:

- **Safety** through proper use of equipment and materials.
- **Compliance** through awareness campaigns.
- **IT training** to increase technical knowledge and competence.
- **Personal development** supporting individual skills.
- **Career learning paths** delivered through academies to help employees develop the skills and expertise to meet the current and future business needs connected to their role.



1. Number of hours of training / Number of employees (on an annual basis).



### Point Of View

**Fernanda Araújo**

HR, Learning & Development Manager, Antalis Iberia

“Over my 21 years at Antalis Portugal, I’ve been involved in many transformational projects. My role with the Digit’ALL Academy is another exciting initiative that will add value to our team’s competency portfolio and the Antalis employer brand digital mindset.”

“The programme took place in Iberia over the summer 2023 and impacted 60 sales professionals. Feedback has been extremely positive; the teams are eager and motivated to apply these concepts and make the dynamic digital mindset happen.”

### 2023 success stories: Training

By investing in training and development, Antalis ensures long-term safety, productivity, and competitiveness – all of which are essential to increase the value and motivation of its employees.

After successful rollouts of our Purchasing and Packaging academies, the 2023 focus is the **Digit’ALL Academy**: How we can help make employees more agile through new digital technologies.

The **Sales team** – our customers’ first point of contact with our business – was selected to be among the first employees to be trained. The academy programme gives them the tools they need to tackle the challenges of the digital era such as data management, online collaboration and effective use of software and applications.

### Personal Development

**98.1%** in 2022  
**97.4%** in 2023

of employees signing their performance development review  
**Target 2026: 98%<sup>1</sup>**

In the UK, the roll-out of the **SAP system** was complemented by comprehensive training, ensuring staff familiarity and proficiency with the new system.

Finally, the second wave of TEAM Leading Adventure programme involved more than 50 trainees in 24 countries. Using an innovative game-based learning concept, managers were able to test their **management skills** and develop their networks within Antalis.

We have also taken steps to raise staff awareness via **anti-phishing** campaigns organised by independent third parties when it comes to cybersecurity. Our Internal Audit team immediately alerts employees whenever a fraud attempt is detected or suspected.

1. Number of employees signing their performance development review / Number of employees assigned to the campaign.

# S Communication & Sharing best practices

## Reinforcing actions and commitments for our employees and stakeholders

We have reinforced our efforts to raise awareness of our ESG strategy and maximise relevant commitments, engagement and actions among all our employees and stakeholders.

### Collaboration with the KPP Sustainability Committee

Members of Antalis' Executive Committee meet regularly with its shareholder's Sustainability Committee to discuss the regulatory framework worldwide, align the ESG strategies of both KPP and Antalis, and share best practices, initiatives and success stories across the KPP Group.

### Creation of the multi-departmental ESG Best Practices group

This group brings together representatives from each business sector as well as the Human Resources, Communications, Marketing, Supply Chain, Purchasing, Legal and Internal Audit departments to increase the visibility of ESG initiatives throughout the Antalis Group, provoke discussions and build links to promote new initiatives.

### Quarterly ESG Newsletters

These quarterly newsletters bring together news and initiatives from both corporate and local level, as well as a products & marketing section and other information showcasing eco-responsible products, service events, new launches and initiatives.

### Promoting ESG across the Antalis Group

The ESG department provides regular updates to the Antalis Group through events such as management meetings, the Packaging Summit, Supply Chain Best Practices Group meetings and Marketing & Purchasing meetings.

### Antalis Corporate presentation

Our corporate presentation, available to employees, newcomers, salesperson, suppliers and other stakeholders contains highlights of the Antalis Group's ESG strategy so that it can be explained to customers and suppliers.

### MyView surveys

The MyView opinion survey allows employees to give their opinions about the company and their experiences anonymously. With a general report presented to each team by its managers and an opportunity to discuss the results before the formation of action plans, its objective is to make Antalis a great place to work.



### Point Of View

**Eva Campo**  
HR Director, Antalis France, Benelux & Southern Europe

"I've been with Antalis for about 13 years with varying HR positions. Recently we implemented a creative team event, the iDay, with the active support of our Management Director and Managers. It was a great opportunity to experience management through commitment by bringing our teams together to share our best ideas for tackling our company's key challenges! The most creative and best ideas were rewarded during specific internal events."



The results – and the participants – speak for themselves!

**"I went with Jos, a Visual Communication Sales Director, to visit four shared customers. The results were very positive! It gave me a clearer picture of their day-to-day activities and day-to-day business, and it's great to finally be able to put a face to their familiar voice after all these years. I'm convinced that these visits contribute to greater customer loyalty, which is why I'm looking forward to the next appointment."**

**Wendy Coppens**  
Sales Advisor Visual Communication, Antalis Belgium



### iDay

During a full day, teams from Antalis France, Belgium and the Netherlands joined together to share their best ideas about the company's biggest current challenges and contribute to its future.

The results were encouraging – 78.2% of the people invited to participate contributed, and there were over 950 ideas submitted, some of which are now being implemented, such as:

- Offering first aid training to all employees.
- Sales advisors accompanying Field Sales teams to customer meetings.
- An internal campus delivering product training to Sales teams.
- An internal newsletter for the region to share best practices and successes.

# 18%

Wellbeing: Employee turnover rate in 2022  
Target 2026: 15-20%<sup>1</sup>

### Vis ma Vie (Live my life)

Two *Vis ma Vie* half-days were organised to strengthen cross-functionality between departments and to help us get to know each other better so we can work together more effectively and improve relationships between customers and internal suppliers.

The feedback on this pilot was very enthusiastic, and the experiment will be extended to other employees on a voluntary basis.

1. Number of departures + number of arrivals / headcount at beginning of year.

# S Philanthropy & Partnerships



## Our commitments, both global and local

Beyond the Antalis Group’s engagement towards the Global Compact and the UN Sustainable Development Goals, we also see the sharing of our time and success with our local communities, through regular donations and partnerships, as a key commitment.

**focus**

**Hi humanity & inclusion**

Antalis is actively supporting the charity Humanity and Inclusion (HI) This international charity works with disabled and vulnerable people to help meet their basic needs, improve their living conditions and promote respect for their dignity and fundamental rights.

In November 2022, Antalis colleagues around the world took part in the WeWalk challenge, resulting in a donation to Humanity & Inclusion by the Group and separate donations from our local entities.

In February 2023 Antalis donated to Humanity & Inclusion following the earthquake which hit both Turkey and Syria.

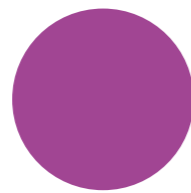
In March 2022, the Antalis Group donated to the charity PAH.

**In France,** Antalis supported a local primary school in a priority education zone to cover the cost of field trips to the Palace of Versailles, the City of Nantes and for some children, their first ever visit to the beach.

**In Romania,** Antalis partners with the NGO Hope and Homes for Children, providing the paper for their annual report, free of charge.

**In Italy,** Antalis donated to a local basketball team, which is a major driver of social inclusion in an area where many of our key customers are located.

**In Norway,** Antalis is supporting Sykehusklovnene, a charity providing comfort for seriously ill children in hospital.

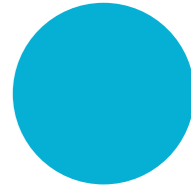


### Point Of View

**Stein Schatvet**  
Managing Director, Antalis Norway

“I’ve been Managing Director of Antalis Norway for 25 years. A spirit of service and volunteering is important to Antalis. It strengthens our corporate culture with a focus on human dignity, respect and humanity. Contributing according to one’s ability, both personally and professionally, is a privilege and a joy and something that makes our society a better place to live.

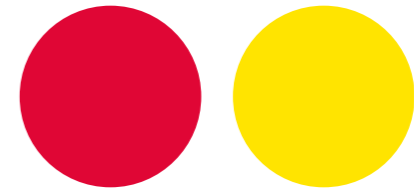
“Instead of using resources on Christmas presents for business associates, we have chosen to contribute to charities. For the past three years, our funds have gone to Sykehusklovnene (the Hospital Clowns), a decision which has been very popular with employees and stakeholders alike.”



## Success story: Comfort for Sick Children Antalis Norway

Antalis Norway has made donations to the Sykehusklovnene charity, which provides comfort and entertainment for children in hospitals around the country. The hospital clowns meet children and young people in the hospital at a difficult time of life. A clown meeting can be a long-awaited breather for parents when they see their children and young people enjoying themselves.

The Hospital Clowns can ignite the spark of life, increase self-confidence and bring out a child’s hidden energies and strengths. Research also shows that laughter and joy reduce pain, strengthen the immune system and reduce stress. ”





### Point Of View

**Petra Pelova**

Regional HR Director, Antalis CSEE

“Over more than 22 years, I have carried out various HR roles within the Antalis Group. I am currently the HR Director for the CSEE region, which includes seven countries: Poland, Czech Republic, Slovakia, Hungary, Romania, Bulgaria and Turkey.

“ESG initiatives and projects are a particular passion of mine, especially any action promoting social responsibility, gender equality or charity support. I’m also a great sports fan and support sport activities of any kind across the Antalis Group. And I also love seeing the joy and emotion in the faces of all concerned whenever we are involved in a charitable event. Doing good is good for us!”

## Success story: Volunteering in the Czech Republic

Antalis Czech Republic regularly takes part in international Give & Gain Days, a worldwide initiative involving tens of thousands of volunteers. This project supports pro bono activities for the public benefit or for non-profit organisations.

As part of this initiative, Antalis offers employees in the Czech Republic paid working days to pursue several different activities with charitable organisations. This opportunity allows our people to dedicate time and energy to gain personal experience of a public benefit environment, develop their personal values and deepen their positive relationship with their employer.



### Point Of View

**Alena Skoumalova**

HR Director, Antalis Czech Republic

“It is great to see Antalis senior managers taking a lead not only in their respective business roles, but also in the field of volunteering. I am also pleased to offer mock interviews to disadvantaged people in the labour market, including people with disabilities or those with a criminal record, allowing them to gain interview skills before they search for a job.”

**“You do not have to run the fastest to be the winner!”**

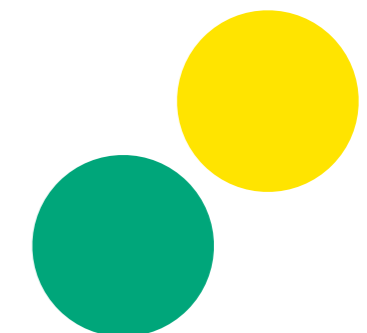
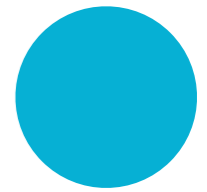


“Running With Those That Can’t” (RW TTC) is a charity organisation supported by Antalis for many years, and also the partner chosen by the CSEE region for the Antalis WeWalk Challenge.

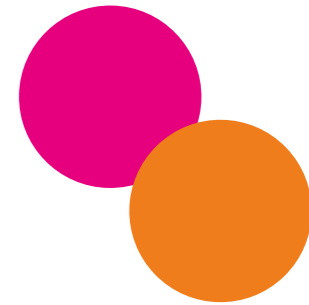
RW TTC teamed up with RunCzech, an organisation hosting a series of various distance races under their slogan “You do not have to run the fastest to be the winner!”. The charity’s aim is to help the people – especially children – enjoy a more active lifestyle, including the opportunity to enjoy participating in a distance run.

Practically, this means providing financial and logistical support to purchase special “Bencykle” sport wheelchairs, which allow people to be much more flexible and active than in standard wheelchairs.

In 2022, our participation in the Antalis Group’s WeWalk Challenge allowed us to raise the funds to buy three wheelchairs, which we delivered personally to each family, bringing an additional social and human dimension to the initiative.



# governance



Corporate governance, as defined by the Organisation for Economic Cooperation and Development (OECD), encompasses the structure of rules, relationships, systems, and processes through which authority is exercised and controlled within corporations.

## Our actions at a glance

### ESG global strategy

Aligned with KPP's ESG strategy

Annual ESG reports

KPIs aligned with the Global Reporting Initiative (GRI)

### Supplier due diligence

Risk assessments based on a combination of internationally recognised rating systems

### Business conduct

New Code of Business Conduct

**75% ISO 9001** (Quality management)<sup>1</sup>

### ESG assessments

Based on international sustainability standards

EcoVadis measures sustainability management performance through policies, actions and results

Sedex SAQ: Self-assessment questionnaires based on Labour, Health & Safety, Environment, and Business Ethics

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.



## Our vision for sustainable, responsible business

Our ESG strategy is defined by our vision of sustainability, the needs and expectations of our customers and other stakeholders, and a dynamic, increasingly demanding regulatory environment.

We present the Antalis strategy at least once a year to KPP's Sustainability Committee to ensure it is aligned with our shareholder's ESG strategy.

The strategy is built upon the highest standards:

- UN Sustainable Development Goals
- UN Global Compact
- ILO (International Labour Organization)
- FSC and PEFC standards
- ISO 9001 Quality management principles
- ISO 14001 Environmental management principles
- ISO 26000 Social responsibility principles
- ISO 50001 Energy management principles
- ISO 45001 Health & Safety management principles
- GHG Protocol for carbon footprint calculation
- GRI for reporting methods and transparency

**Target 2026: 100%** of all major ESG topics covered by Group policies in 2026

The Executive Committee of the Antalis Group is responsible for deciding on ESG strategy. The General Counsel & Sustainability Director is a member of the Executive Committee and reports directly to the CEO. Sustainability matters are reported to the Executive Committee monthly, ensuring that sustainability is regularly discussed and reviewed at the very highest level of the Antalis Group.

Moreover, our Antalis Group HR Director, also an Executive Committee member, leads our Social pillar initiatives and reports monthly to the Executive Committee on a variety of ESG initiatives, including Health & Safety, training and charities.

The ESG team is strongly supported by ESG relays in all the Antalis Group's subsidiaries in various topics such as carbon footprint, forestry certifications, ESG external assessments and warehouse certifications. Certain ESG initiatives falling under the Governance pillar are led by members from our Purchasing, Internal Audit and Legal departments.

### Point Of View



**Tsuyoshi Nishikawa**  
Sustainability Specialist, KPP Group Holdings

Contributing to the realisation of a sustainable society is at the centre of the KPP Group's philosophy structure. ESG is core to our mission and vision and we are pleased to share these values with Antalis. The publication of Antalis' ESG report and new Code of Conduct is an important milestone for the Group as a whole.

### Point Of View



**Deborah Dorosz**  
Group ESG Manager, Antalis

"It's encouraging to see sustainability become much more front and centre in recent years. Not just in Antalis or even our industry, but across so many sectors and society as a whole."

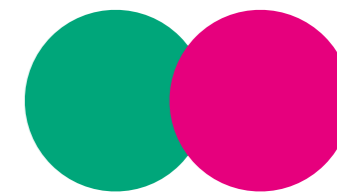
## Success story: Our new ESG Report

This ESG full year 2022 and first half 2023 report is the most comprehensive ESG document we have produced, and is the result of collaboration between many departments, our local subsidiaries and the direct involvement of the Antalis Group's Executive Committee.

Our next editions will be issued on an annual basis so that our customers, suppliers and other stakeholders are regularly informed of our ongoing ESG initiatives.



# G Supplier due diligence



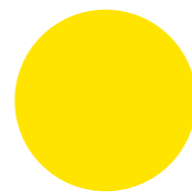
## Managed monitoring with our third-party suppliers

Today's global business landscape would simply not be possible without third-party suppliers – which means due diligence is essential to ensure these stakeholders are legitimate, credible organisations. The Antalis due diligence process involves screening, verifying and monitoring our partners and their businesses.

Antalis adopted its own in-house supplier platform in 2013 to collect, analyse and centralise ESG-related supplier information, as well as information about the regulations applying to those suppliers.

Since adopting this platform – which at the time was state of the art – the market has evolved, ESG regulations have become stricter, and the expectations of our customers have changed. As a result, we are in the process of changing our tool to one which is more widely recognised on the international market.

We are progressing with the onboarding and the supplier evaluation process, beginning with our most strategic suppliers which will help us to manage and assess ethical risks in our supply chains. It will enable the whole Antalis Group to work with responsible suppliers, promote sustainable business practices, and to assess suppliers by providing clear indications of the likelihood or risks occurring within the supply chain.



# 61%

Registered strategic suppliers as at 30/06/23.  
**Target 2026: 90%<sup>1</sup>**

<sup>1</sup> Total number of strategic suppliers registered on Sedex and/ or EcoVadis platforms / Total number of strategic suppliers.



### Point Of View

**Stefan Baumeister**  
Group Purchasing & Procurement Director  
Papers & Visual Communication

"I have been responsible for sourcing on behalf of the Antalis Group for more than 20 years. Over that time, the scale and importance of sustainability issues has become a central aspect of sourcing, and something we address every day.

All three business sectors – Papers, Packaging and Visual Communication – have come together to put in place a common system for all our suppliers. By combining recognized rating systems from different international platforms, we give our suppliers the flexibility to choose a platform that is the most adapted to its size and sector of activity.

We expect our suppliers to provide transparency and meet our stringent ESG criteria in order to do business with the Antalis Group.

Specialised platforms save a lot of time. Once a supplier is onboarded by one subsidiary in the Antalis Group, its profile is available to all of our subsidiaries, reducing the need to replicate tasks for both the supplier and Antalis. Being on a recognized due diligence platform also eases the burden for our suppliers, allowing them to share their ESG information with their stakeholders more easily.

Our due diligence process has been made faster, simpler and more efficient for suppliers and Antalis subsidiaries alike.







## Ensuring the transparency of our ESG strategy and performance

Antalis – at both Group and subsidiary level – is assessed annually by independent, internationally-recognised third parties specialised in the ESG field. The aim of these assessments is to increase market transparency about Antalis ESG strategies, achievements and best practices.

### EcoVadis

EcoVadis is one of the world's largest and most trusted providers of business sustainability ratings. The EcoVadis questionnaire focuses on multiple criteria grouped into four themes: Environment, Labour & Human Rights, Ethics and Sustainable Procurement. EcoVadis issues a grade and ranking at the end of the assessment phase.

The Antalis Group has been assessed by EcoVadis for the past five years and has increased its rating from Bronze to Silver. Our goal is to invest the necessary resources to achieve a Gold medal through the implementation of sustainable actions including the calculation of our carbon footprint, the reinforcement of environmental management in our facilities, the expansion of the eco-responsible ranges in our products offer and the risk assessment of our business partners. Committing to sustainability also means the engagement of our people, which is why we continue to communicate on initiatives to increase the visibility of ESG across the Antalis Group.

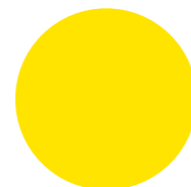
### Self-Assessment Questionnaire (Sedex)

As a distributor, we ask all our suppliers to show transparency by being assessed by independent third parties, and it is only fair that we apply the same principle to ourselves.

This is why we have set an ambitious goal to have each of our trading subsidiaries complete the Sedex Self-Assessment Questionnaire by 2024. The Sedex proprietary tool Radar will perform a risk assessment for each of our subsidiaries, combining country and sector risks. The tool helps to identify entities operating in high-risk environments or with workers more vulnerable to labour exploitation.



**Silver maintained over past 3 years (2020 to 2022)**  
Target 2026: Gold



### Point Of View



**Isabelle Maitrehanche**  
Social Relations, Health & Safety Manager, Antalis France & Benelux region

"I joined Antalis France in 2007. One of the main functions in my current role is defining and implementing Antalis France's Health & Safety policy, as well as implementing directives from the Antalis Group and the France-Benelux region.

Sustainability is an integral part of my mission, which is to provide employees a safe and healthy working environment. This is reflected in social provisions and benefits, particularly in terms of gender diversity and professional equality but also in actions and events to mark global days such as Health & Safety Day, Wellbeing at Work Day, and the European Week for the Employment of People with Disabilities. Antalis France also hosted people with disabilities at the DuoDay event and intends to do so again in 2023.

Antalis France is also committed to a TMS Pros (professional musculoskeletal disorders) initiative at its Sénart warehouse, to provide logistics employees with a working environment aimed at preserving their health throughout their professional careers.

All these initiatives have contributed to our EcoVadis Platinum rating. I hope that in 2023 we will be able to repeat this performance thanks to the new initiatives we have implemented, in particular our new diversity charter.

## Success story: Achieving and maintaining EcoVadis Platinum in France



Having gone from Bronze to Platinum in just seven years, Antalis France's success with EcoVadis is worth sharing. Antalis France has maintained its Platinum

rating over the past three years, clearly demonstrating that efforts put into building a strong sustainability strategy are rewarded. From implementing an environmental policy and investing in employee wellbeing such as health prevention workshops, Antalis France shows us it is ahead in terms of sustainability. It has set itself the challenge of maintaining its good practices and remaining innovative for the future.

## Group ISO certifications

# 75%<sup>1</sup>

ISO 9001 (Quality management)  
Target 2026: 80%



**ISO 9001**  
Quality management

Validates our consistency in delivering products and services aligned with customer and regulatory standards. Holding this certification is a requirement for numerous public contracts and an expectation of our customers.

1. Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

# G Business conduct & Compliance

## Upholding ethical principles across the business

Antalis has always been governed by strong ethical principles which apply equally to its management, employees, and business partners.

The Antalis Group is proud to have issued its new Code of Conduct adapted to the sustainability regulatory environment.

This document issued in November 2023 will be translated into 22 languages and deployed throughout the Antalis Group to inform and remind each employee of the standards and principles of the Antalis Group.

### 23%<sup>1</sup>

of women in Regional Executive Committees  
Target 2026: 25%

## New Code of Conduct

Publication on website (English only): Nov 2023  
Translation and deployment: Jan 2024

Read our new Code of Conduct by scanning this QR code



## Executive Committee

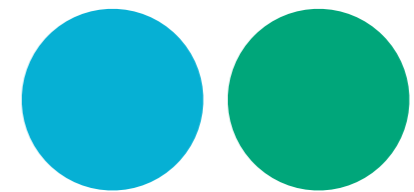
One of the Antalis' Executive Committee's missions is to review periodic risk mappings in order to identify the risks associated with our business, define a roadmap and KPIs, and monitor compliance within the Antalis Group by all employees, in accordance with the principles of this Code of Conduct, and in close cooperation between Antalis HQ and its shareholder KPP.

## Ethics Committee

The Group's Ethics Committee, chaired by the Chief Executive Officer, is also key to ESG governance within the Antalis Group. It reviews all ethical alerts and recommends actions and/or sanctions in the event of a violation.

Serious misconduct matters can be reported through an anonymous and secure reporting platform [www.ethicalalert.com](http://www.ethicalalert.com). Allegation reports are sent directly to an independent third party for investigation.

1. Number of women in Regional Executive Committees / Number of Regional Executive Committee members.



### Point Of View

**Fabrice Schiebel**  
Senior Legal Counsel, Antalis

"I joined the Antalis Group in 2010, and one of my first tasks was to participate in the drafting of the Antalis Group's Code of Conduct. This was a great experience, allowing me to work directly with the business unit directors, finance and human resources departments, under the supervision of the Executive Committee. "Though the code has undergone some revisions over the past years, we realized that it was time for a more thorough review in order to adapt our Code of Conduct to the current regulatory environment.

"The new Code of Conduct is the cornerstone of our ESG performance as it sets out the fundamental values and principles to which Antalis – its directors, officers and employees – are committed. It sets out the guidelines on how to carry out our business activities and the potential impact of our decisions and actions. Profit should not be the sole and ultimate rationale of a business within a society."



## Success story: Actions and initiatives

The Antalis Group's new Code of Conduct was the result of a collaborative effort from colleagues across the Antalis Group, including the ESG, Internal Audit, Human Resources and Legal Departments, who worked to create, refine and implement business conduct principles.

In addition, Antalis has developed robust Antitrust and Anti-Corruption programmes, including procedures, training, assessments and controls.

A secure alert platform, entrusted to an independent third party, allows people to report serious breaches of the Code of Conduct if they cannot do so through the usual managerial chain. The Antalis Group also has an Ethics Committee, which acts as a governance body for Antalis Group Ethics matters.

Underpinning these actions and structures is the new Antalis Code of Conduct, which establishes clear expectations for all our employees to ensure the Antalis Group remains a trusted, responsible and sustainable business partner across the world.

# Indicators

## ENVIRONMENT

### WAREHOUSING & LOGISTICS

ISO 14001 (Environmental management) and/or ISO 50001 (Energy management)

**56% as at 30/06/23**  
Target 2026: 65%

Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

### FORESTRY

FSC-PEFC certifications

**93% as at 30/06/23**  
Target 2026: 90%

Number of FSC and/or PEFC certified trading subsidiaries in Europe / Total number of Antalis trading subsidiaries in Europe.

### CARBON FOOTPRINT

Corporate carbon footprint

**8.8 in 2021**  
**6.5 in 2022**  
Target 2026: 6.0

Ratio based on kg of CO<sub>2</sub> emissions (Scope 1 & 2) / Net turnover in k€

**15,989 tCO<sub>2</sub>e in 2021**  
**14,002 tCO<sub>2</sub>e in 2022**

Scope 1 & 2 emissions in tons of CO<sub>2</sub> equivalent

## ECO-RESPONSIBLE PRODUCTS

### PAPERS

Sales of 3\*, 4\* and 5\* GSS Papers products

**54% as at 30/06/23**  
Target 2026: 60%

Sales of 3\*, 4\* and 5\* products qualified by Papers GSS / Total sales of Papers products (coated, offset, copier, specialty papers).

### VISUAL COMMUNICATION

Sales of 3\*, 4\* and 5\* GSS Visual Communication products

**32% as at 30/06/23**  
Target 2026: 40%

Sales of 3\*, 4\* and 5\* products qualified by Visual Communication GSS / Total sales of Visual Communication products (printable products, excluding machines, inks and accessories).

### PACKAGING

Green Star System™ product classification being deployed in Packaging

Target 2026: 90%

## SOCIAL

### HEALTH & SAFETY

Incident rate

**2.77 in 2022**  
Target 2026: 0 accidents  
Significant decrease over the past five years: down from 10.59 in 2018

Total number of accidents with more than 3 days' absence from work / Number of FTE x 1,000.

ISO 45001 (Health and Safety)

**39% as at 30/06/23**  
Target 2026: 45%

Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

Wellbeing: Employee turnover rate

**18% in 2022**  
Target 2026: 15-20%

Number of departures + number of arrivals / headcount at beginning of year.

### TRAINING & DEVELOPMENT

Training

**8.6 hours in 2022**  
**9.5 hours as at 30/06/23**  
(6-month period)  
Target 2026: 12 hours

Number of hours of training / Number of employees (on an annual basis).

Development

**98.1% in 2022**  
**97.4% in 2023**

Target 2026: 98%

Number of employees signing their performance development review / Number of employees assigned to the campaign.

### PHILANTHROPY & PARTNERSHIPS

Partnership with Humanity & Inclusion  
Local donations

### BEST PRACTICES & COMMUNICATION

Regular meetings and alignment with KPP Sustainability Committee  
Creation of multi-departmental ESG Best Practices Group  
Quarterly ESG internal newsletters  
MyView opinion survey every three years

## GOVERNANCE

### GLOBAL ESG STRATEGY

Commitment to transparency

Target: Annual ESG reports

KPIs aligned with Global Reporting Initiative

Annual renewal of Global Compact

ESG topics to be covered by Group policies

Target 2026: 100% for all major ESG topics

### ESG ASSESSMENTS

Ecovadis rating (Antalis Group)

**Silver maintained over past 3 years (2020 to 2022)**  
Target 2026: Gold

Sedex Self-Assessment Questionnaires and Risk Rating

Target 2023: 100% of all trading subsidiaries

ISO 9001 (Quality management)

**75%**  
Target 2026: 80%

Total number of ISO certified sqm (leased or owned sites with a warehouse or production site) / Total number of sqm of leased or owned sites with a warehouse or production site.

### SUPPLIER DUE DILIGENCE

Registered strategic suppliers

**61% as at 30/06/23**

Target 2026: 90%

Total number of strategic suppliers registered on Sedex and/or EcoVadis platforms / Total number of strategic suppliers.

## BUSINESS CONDUCT & COMPLIANCE

Commitment to transparency

**Silver maintained over past 3 years (2020 to 2022)**  
Target 2026: Gold

Diversity

**23% in 2022**  
Target 2026: 25%

Number of women in Regional Executive Committees / Number of Regional Executive Committee members.

Ethics: New Code of Conduct and deployment across the Antalis group in 22 languages

Publication on website (English only):  
Nov 2023

Translation and deployment: Jan 2024



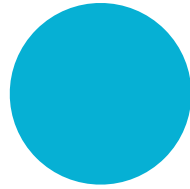
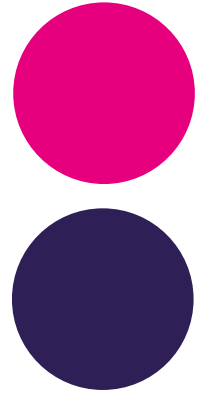
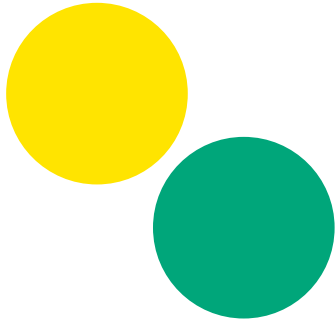
# Global Reporting Initiative (GRI) index



<b>Statement of use</b>	Antalis has reported the information cited in this GRI content index for the period 1 <sup>st</sup> January 2022 - 30 <sup>th</sup> of June 2023 with reference to the GRI Standards.		
<b>GRI used</b>	GRI 1: Foundation 2021		
<b>STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>	
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Code of conduct: page 4 ESG report: pages 6, 7, 8, 9, 10, 12	
	2-2 Entities included in the organization's sustainability reporting	Code of conduct: pages 3, 4 ESG report: pages 6, 7, 8	
	2-3 Reporting period, frequency and contact point	Code of conduct: page 15 ESG report: pages 5, 12, 45	
	2-5 External assurance	Code of conduct: pages 3, 7, 13, 14, 15 ESG report: pages 9, 11, 15, 16, 17, 20, 22, 24, 26, 27, 31, 33, 43, 44, 46, 47, 48, 49, 50, 51, 52, 53	
	2-6 Activities, value chain and other business relationships	ESG report: pages 9, 10, 11	
	2-7 Employees	ESG report: pages 8, 10	
	2-11 Chair of the highest governance body	Code of conduct: page 3 ESG report: pages 4, 5, 7	
	2-12 Role of the highest governance body in overseeing the management of impacts	Code of conduct: page 15 ESG report: pages 7, 12, 36, 44, 50	
	2-13 Delegation of responsibility for managing impacts	Code of conduct: page 14, 15 ESG report: pages 7, 12, 44	
	2-14 Role of the highest governance body in sustainability reporting	Code of conduct: page 14, 15 ESG report: pages 7, 12, 44, 50	
	2-15 Conflicts of interest	Code of conduct: pages 3, 9 ESG report: pages 50, 51	
	2-16 Communication of critical concerns	Code of conduct: pages 14, 15 ESG report: pages 50, 51	
	2-17 Collective knowledge of the highest governance body	Code of conduct: page 15 ESG report: pages 7, 12, 36, 44, 50	
	2-22 Statement on sustainable development strategy	Code of conduct: pages 3, 5, 6, 7, 13 ESG report: pages 4, 5, 7, 12, 13, 15, 31, 36, 38, 44, 45, 52, 53	
	2-23 Policy commitments	Code of conduct (all pages) ESG report: 43, 44, 48, 50, 51, 53	
	2-24 Embedding policy commitments	Code of conduct: 8, 9, 10, 11, 13, 14, 15 ESG report: 50, 51, 53	
	2-25 Processes to remediate negative impacts	Code of conduct: pages 14, 15 ESG report: pages 50, 51	
	2-26 Mechanisms for seeking advice and raising concerns	Code of conduct: page 14, 15 ESG report: pages 50, 51	
	2-27 Compliance with laws and regulations	Code of conduct: ESG report: pages 12, 26, 50, 51	
	2-29 Approach to stakeholder engagement	Code of conduct: pages 3, 4, 10, 11 ESG report: 5, 12, 26, 27, 46, 47, 48	
	2-30 Collective bargaining agreements	Code of conduct: page 6	
	<b>GRI 3: Material Topics 2021</b>	3-2 List of material topics	Code of Conduct: (all pages) ESG report: pages 6, 13, 15, 31, 43, 52, 53
		3-3 Management of material topics	ESG report: pages 7, 12, 36, 44, 50, 51
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	ESG report: page 8	



STANDARD	DISCLOSURE	LOCATION
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Code of conduct: 9, 10, 14 ESG report: pages 50, 51
	205-2 Communication and training about anti-corruption policies and procedures	Code of conduct: 6, 9, 10, 14 ESG report: pages 34, 50, 51
<b>GRI 302: ENERGY 2016</b>	302-1 Energy consumption within the organization	Code of conduct: page 13 ESG report: pages 9, 11, 15, 16, 17, 20, 28, 29, 44
	302-4 Reduction of energy consumption	ESG report: pages 11, 13, 15, 16, 17, 19, 20, 21, 28, 29
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	ESG report: pages 6, 9, 11, 15, 16, 17, 20, 44
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Code of conduct: page 13 ESG report: pages 15, 28, 29
	305-2 Energy indirect (Scope 2) GHG emissions	Code of conduct: page 13 ESG report: pages 15, 28, 29
	305-5 Reduction of GHG emissions	Code of conduct: page 13 ESG report: pages 15, 28, 29
<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts	Code of conduct: page 13 ESG report: pages 6, 7, 9, 11, 15, 16, 17, 19, 20, 44
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Code of conduct: page 15 ESG report: pages 11, 13, 16, 19, 20, 26, 27, 43, 46, 47, 48, 49
<b>GRI 401: Employment 2016</b>	308-2 Negative environmental impacts in the supply chain and actions taken	ESG report: pages 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 27, 29
	401-1 New employee hires and employee turnover	ESG report: pages 11, 31, 37
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Code of conduct: pages 7, 8 ESG report: pages 9, 13, 16, 26, 31, 32, 33, 44, 49
	403-4 Worker participation, consultation, and communication on occupational health and safety	Code of conduct: page 8 ESG report: pages 31, 32, 33, 34, 36, 49
	403-5 Worker training on occupational health and safety	Code of conduct: page 8 ESG report: pages 31, 32, 33, 34, 36, 49
	403-6 Promotion of worker health	Code of conduct: page 8 ESG report: pages 31, 32, 33, 37, 43, 49
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG report: pages 33, 33, 49
	403-9 Work-related injuries	ESG report: pages 11, 31, 32
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	ESG report: pages 11, 31, 34
	404-2 Programs for upgrading employee skills and transition assistance programs	Code of conduct: page 9 ESG report: 31, 32, 33, 34, 35, 37
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG report: pages 31, 35
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Code of conduct: page 6 ESG report: pages 6, 7, 11, 31, 49, 50
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Code of conduct: page 13 ESG report: 31, 38, 39, 40, 41
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Code of conduct: page 15 ESG report: pages 43, 46, 47, 48



 KPP GROUP HOLDINGS

antalis 

