

FOCUS

on important things

ESG 2020 REPORT





A MESSAGE TO OUR STAKEHOLDERS

ACCO Brands experienced one of its most difficult years in 2020, as the pandemic had a major effect on our consumers, employees, customers and company. But the worst is now behind us; and looking back, I'm very pleased with our actions and results. While we're still recovering, we continue to focus on the important things – keeping our employees safe, our customers supported, and our company in conformance with its obligations.

Despite the difficulties of 2020, we continued to make progress on our Planet, People and Products global sustainability goals relating to energy efficiency, diversity and third-party certification. We also continued to focus on the five initiatives identified in 2019 as most relevant for our business, as expressed by stakeholders, using the Sustainability Accounting Standards Board (SASB) Materiality Matrix. These included Energy Management, Data Security, Workforce Diversity and Inclusion, Product Sourcing, Packaging and Marketing, and Labor Conditions in the Supply Chain.

I'm very proud of ACCO Brands employees and our advancements in 2020, albeit under unusual circumstances. We continue to believe that acting responsibly in our global community is an integral part of what makes ACCO Brands the **Home of Great Brands Built by Great People.**

Sincerely,

Boris Elisman

Chairman, President and Chief Executive Officer



GOALS



10%

Increase our energy efficiency at our facilities by 10% by 2025



33%

Increase the percentage of Director-level-and-above female leaders globally to 33% by 2025



10pp

Increase the percentage of our revenue from products certified to third-party environmental and social sustainability standards by 10 percentage points by 2025



2020

ESG Report Highlights



29%

11% reduction in energy consumption and lower carbon rates from certain electricity providers contributed to a 29% reduction in CO₂ emissions for the same sites we reported in 2019



1.3M

Made approximately \$1.3 million in monetary and in-kind donations to charitable organizations around the world



98%

Suppliers audited achieved conformance with applicable standards on 98% of all social responsibility audit check points



89%

Recycled 89% of the non-hazardous waste in our factories and warehouses



3.7pp

Increased our revenue from products certified to third-party environmental and social standards by 3.7 percentage points



28%

Increased the percentage of Director-level-and-above females globally to 28%, up from our baseline of 27%

40%

40% of ACCO Brands people managers have attended a "Raising the Bar" leadership development program

ACCO BRANDS COMPANY PROFILE

ACCO Brands Corporation (NYSE: ACCO) is one of the world's largest designers, marketers and manufacturers of branded academic, consumer and business products. Our widely recognized brands include Artline®, AT-A-GLANCE®, Barrilito®, Derwent®, Esselte®, Five Star®, Foroni®, GBC®, Hilroy®, Kensington®, Leitz®, Mead®, PowerA®, Quartet®, Rapid®, Rexel®, Swingline®, Tilibra®, Wilson Jones® and many others. Our products are sold in more than 100 countries around the world.

More information about ACCO Brands, the Home of Great Brands Built by Great People, can be found at www.accobrand.com.



Our Commitment

ACCO Brands is committed to delivering sustainable, long-term value to our investors, colleagues, customers and communities through environmental, social and governance stewardship. Our commitment to sustainability is anchored firmly in our corporate values and has been an integral part of our corporate culture for more than 100 years. **PLANET, PEOPLE and PRODUCTS** are the foundation of our global sustainability platform.

FIVE STAR®
★★★★★
2020-2021

Planet

ACCO Brands' commitment to the planet is a driving force in our operations. We strive for greater efficiencies in the procurement, use, and ultimate disposal of our resources.

GOAL

10%

Increase energy efficiency at our facilities by 10% by 2025



CLIMATE CHANGE

As global citizens, we're concerned about the negative consequences of climate change and are committed to doing our part to reduce greenhouse gas emissions.

Energy Management

Reducing the energy intensity of our operations is a cost-effective way to reduce emissions, increase the energy efficiency of our facilities and support our sustainability strategy. Our goal is to increase energy efficiency at our factories and warehouses, as well as in offices with 50+ employees, by 10% from our 2019 baseline by 2025.

Our Senior Vice President, North America Operations and Global Supply Chain, leads our efforts to achieve this goal. Site performance and the status of key initiatives are reviewed quarterly with our executive leadership team. New energy management projects begun in 2020 included optimizing production and packaging flows, improving in-line production processes, and replacing lighting with highly energy efficient LED lights.

Our total 2020 energy consumption was 8.5% lower than in 2019. Our 2020 footprint included three new locations in Brazil that were acquired in late 2019. Comparing just the sites reported in our 2019 ESG Report, those sites had an 11% reduction in energy consumption in 2020. We are still evaluating the most meaningful way to report energy efficiency progress to our goal.

Improved energy-efficiency reduces energy use, energy associated costs, and greenhouse gas emissions. We will continue to seek ways to reduce our energy use within our sites to meet our 2025 goal.



Site Highlight: Uelzen

In the latter half of 2019, our Uelzen, Germany, facility replaced three older compressors in the facility that are used for various production, maintenance and warehouse operations. The new compressors have updated technologies, including heat recovery systems, which make them much more energy efficient. For 2020, the site estimated that the new compressors saved approximately 152,650 kWh in energy.



Carbon Dioxide Emissions

Our CO₂ Scope 1 and Scope 2 emissions from our manufacturing, warehousing, as well as office locations with 50+ employees were down 24% compared with 2019. In 2020, our sites generated 33,409 tonnes of CO₂. For those sites reported in our 2019 ESG report, emissions decreased by 29%. Some of our sites benefited from a decrease in carbon emissions due to electricity providers having lower carbon conversion rates versus 2019.

Scope 1 emissions are emissions that come directly from ACCO Brands' manufacturing, warehousing and office locations. Scope 2 emissions are emissions that come from energy we purchase to run our manufacturing, warehousing and office locations.



Energy Management

Fourteen percent of ACCO Brands manufacturing, warehousing and office locations with 50+ employees have earned certifications under the ISO 50001 Energy Management standard. ISO 50001 is designed to help an organization improve its energy performance through better use of its energy-intensive assets. Improved energy performance maximizes the use of energy sources and energy-related assets, reducing both cost and consumption.

ENVIRONMENTAL MANAGEMENT

Fifty-two percent of our ACCO Brands factory, warehouse and office sites with 50+ employees have achieved ISO 14001 Environmental Management certification. ISO 14001 provides a systematic framework to reduce environmental impact by integrating management practices with supporting environmental protection, preventing pollution, minimizing waste and reducing energy and materials consumption.



WASTE REDUCTION

In 2020, 89% of the non-hazardous waste produced by our factories and warehouses was recycled. The recycle rate improved by 6% over 2019.



WATER CONSUMPTION

Our factories and warehouses reduced overall water consumption by almost 7% from 2019. When compared against our 2019 water usage, 2020 includes net two additional sites not included in our 2019 ESG Report. The facilities that were reported in last year's report that are also reported in 2020 had a 15% reduction of water consumption from 2019.

People



As the Home of Great Brands Built by Great People, we believe our employees are the key to our success. In alignment with our Vision, Values and Leadership Promise, we strive to create a great place to work—one that attracts top talent and motivates them to stay and contribute to our winning team. We are committed to building a diverse, inclusive workplace where everyone is treated with respect and has the opportunity to succeed.



GOAL

33%

Increase the percentage of Director-level-and-above female leaders globally to 33% by 2025

HUMAN CAPITAL MANAGEMENT

The company's strategic plan for Human Resources, the ACCO Brands People Plan, includes four areas of focus: Talent, Leadership, the Employee Experience and Engagement and a strong Human Resources Foundation.



Diversity and Inclusion

At ACCO Brands, our values include respecting the individual and embracing diversity. We are stronger when we reflect and leverage the rich diversity of the communities in which we work and the consumers who use our products. By 2025, our goal is to increase the percentage of Director-level-and-above female leaders globally to 33% (40% in North America). In 2020, we increased the percentage of Director-level-and-above female leaders globally to 28%, up from our baseline of 27%.



Talent

We invest in our employees by building individual and organizational capabilities that provide relevant learning and development solutions closely linked to business strategies. Our integrated talent management process enables employee development and advancement. In 2020 we completed a pilot of new 360-degree feedback and development planning tools. These tools encourage employees to work in partnership with their managers on development and career advancement. We also expanded the scope of our training programs to include the acquisition of critical functional skills to meet the needs of the business. An example of this includes a new consumer marketing training program designed to strengthen our teams' digital marketing skills and experience.

Leadership

We enhance leadership effectiveness by fostering managers who recognize that people leadership is where they best impact the business and their teams. One important training priority, "Raising the Bar" on leadership development, supports the company's mission to have effective leaders at all levels. In 2020, we converted our offerings to virtual delivery to ensure we could continue to provide leadership development while working remotely during the pandemic.

We "Raise the Bar" by investing in the following ACCO Brands Leadership Development programs:

Leadership Academy – people management training for directors [53% have attended]

Leadership Basecamp – people management training for managers [15% have attended]

EMPLOYEE EXPERIENCE AND ENGAGEMENT

At ACCO Brands, our experience leading through the pandemic reinforced the importance of our culture of determination, resilience and adaptability. Our keen focus on communications and adopting policies that enable our people to manage the increasing demands of work and family has been key to keeping employees engaged and productive.

Enhanced Communications

Recognizing that managers play a big role in driving productivity and employee engagement, in 2020, we introduced Manager Toolkits in North America. The toolkits are distributed monthly to managers and reinforce key messages from leadership, include talking points for their teams, and links to just-in-time resources on relevant topics.



Hybrid Options for Work

As the pandemic unfolded in the spring of 2020, we quickly transitioned to a work-from-home environment for most of our office staff, while protecting the health and safety of our manufacturing and distribution personnel. This experience is the foundation for global hybrid working solutions that we will offer to most of our professional workforce post-pandemic. Longer term, we expect that more than 50% of our office employees will work a few days each week from home and a few from company offices. We believe that offering this flexibility improves employee retention and morale, expands our recruiting opportunities, and demonstrates trust in our employees while maintaining exceptional productivity.

OCCUPATIONAL HEALTH AND SAFETY

We are committed to Mission Zero—pursuing continuous improvement in health and safety within all our locations and delivering on our goal of zero accidents and zero incidents.

We have implemented our Comprehensive Environmental and Safety Management Plan (CESMP) as an overall management system for our manufacturing and distribution locations. Our Environmental, Health and Safety team normally conducts annual onsite CESMP audits. Audit performance is a measurement of the proactive steps each location is taking to prevent injuries. Due to the pandemic, we were unable to perform onsite audits in 2020. During 2021, we intend to resume our CESMP audit program through a combination of remote and onsite audit protocols.



Highlights

The National Safety Council Operation Perfect Record Award was presented to our Ontario, California; Sidney, New York; Mississauga, Ontario; and Pleasant Prairie, Wisconsin locations and the Occupational Excellence Achievement award was presented to our Booneville, Mississippi location.



ACCO Brands EMEA was awarded the RoSPA Order of Distinction for 23 consecutive Gold Medals. The award recognizes an organization's overall health and safety performance, policies and procedures.



COVID-19 Response



- ACCO Brands was quick to respond to the COVID-19 pandemic with the formation of the COVID-19 Task Force in late February 2020.
- The Task Force is comprised of members from Communications, Environmental Health and Safety, Human Resources, Legal and Risk Management.
- The Task Force meets weekly to review COVID-19 developments and their implications on our people and facilities. The Task Force is responsible for making recommendations to executive management regarding the handling of all aspects of the pandemic and provides guidance, protocols, signage and updates on numerous COVID-19-related topics.
- Information regarding COVID-19 cases affecting our employees is managed globally by Human Resources. Executive management reviews a weekly dashboard containing COVID-related information about the Company's workforce, and takes appropriate mitigating actions.
- Office reopening guidance and training, along with a Reopening Playbook, were developed detailing steps office sites and employees should take before returning to the office.

SUPPLY CHAIN RESPONSIBILITY

We are committed to responsible sourcing and we engage, support and collaborate with our suppliers in pursuit of this objective.

180+ Suppliers completed 180+ e-learning lessons on various compliance topics, such as labor, health and safety, security and corrective action plan management

100% 100% of 177 strategic in-scope supplier factory locations were audited

98% 98% of all social responsibility check points audited indicated conformance with applicable standards

90% 90% of requested suppliers certified compliance with ACCO Brands' Supplier Code of Conduct

69 69 Worker Sentiment Surveys completed

- More than 90% of survey respondents say that they see themselves working at the same site one year from completing the survey
- Approximately 85% of respondents would recommend their worksite (ACCO Brands supplier) as a good place to work
- More than 83% of respondents say that they consider their wages to be fair

88% 88% of requested suppliers certified compliance with ACCO Brands' Conflict Minerals Policy



ACCO Brands is a member of the Retail Industry Leaders Association (RILA) which keeps us abreast of industry trends in the areas of social compliance, human trafficking and trade.

SOCIAL RESPONSIBILITY PROGRAM

ACCO Brands is committed to ensuring that its employees and contract workers are treated with respect and dignity, working conditions in our operations and supply chain are safe, and manufacturing processes are environmentally responsible. See ACCO Brands' Social Responsibility Policy [here](#). Our Social Responsibility Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations' Guiding Principles on Business and Human Rights.

The basis for social responsibility audits is ACCO Brands' Supplier Code of Conduct. If non-conformances are identified during the audit, we require the supplier to create a corrective action plan and monitor the progress until all major non-conformances are resolved. Our compliance experts provide support to our suppliers with tailor-made training and coaching on specific social, environmental and governance issues, capacity building, e-learning and sharing best practices.

In 2020, we launched a new audit model to better align risk, influence, compliance, corrective action and investment. In addition, we have implemented Worker Sentiment Surveys into our audit process using Laborlink technology, a mobile platform that provides workers a way to share their viewpoints on topics such as grievance mechanism, work atmosphere, wages and hours, production efficiency, workforce stability and demographics. This survey offers insight to topics otherwise difficult to surface and provides workers' perspectives that help validate the progress made in factories. The Worker Sentiment Survey was completed as part of 93% of ACCO Brands initiated third-party supplier audits in 2020.

Metric	Target	2020 Results	Highlights
In-scope suppliers attested to compliance with the ACCO Brands' Supplier Code of Conduct	100%	92%	Launched updated Code of Conduct campaign with third-party online platform
Percentage of Priority and Moderate level (>\$100K annual spend) supplier factories audited	100%	100%	177 suppliers determined to be in-scope for audits in 2020 using a risk-based supplier selection; 42% audited by our third-party auditors; 58% using other standards (ICTI, WRAP, SMETA, BSCI, SA8000)
Social responsibility audit assessment overall performance	100%	98%	98% of all audit checklist points indicated conformance with applicable standards
Priority issue non-conformance rate	0%	-	No priority non-conformances identified in 2020
Priority issue corrective-action rate	100%	N/A	Completed within 30 days
Other non-conformance rate	0%	7.8%	All other non-conformances
Other non-conformance corrective-action rate	100%	84%	Completed within 60-90 days



COMMUNITY



ACCO Brands Charitable Giving and Community Outreach Initiatives

Amid the COVID-19 pandemic in 2020, our employees still found safe ways to give back to their local communities while following all local COVID-19 health and safety guidelines.

In 2020, we made approximately \$1.3 million in monetary and in-kind donations to charitable organizations around the world. In addition to our overall corporate commitment to the City of Hope, our employees and our company support many local charities through volunteering, strategic partnerships, donating products, and providing financial support.

Some examples of our charitable and community outreach initiatives in 2020 include raising funds in Australia for an organization that combatted nationwide bushfires; donating raw materials across the U.S. to organizations committed to producing face shields to keep essential workers safe from COVID-19; providing art supplies to various organizations in the U.K. for therapy purposes; collecting and donating toys for children in Brazil during the holidays; and donating school supplies to an honored U.S. school and teacher as part of a charitable outreach event organized in collaboration with the NBC Today Show.



City of Hope

Our giving campaign in support of City of Hope raised nearly \$900,000 through company-sponsored efforts in the U.S. in 2020. ACCO Brands has long been a supporter of City of Hope, an independent biomedical research and treatment center for cancer, diabetes and other life-threatening diseases.

Kids In Need Foundation

ACCO Brands is proud to be a long-time partner of the Kids In Need Foundation (KINF), whose mission is to ensure that every U.S. child is prepared to learn and succeed in the classroom by providing free school supplies to students most in need. In 2020, we supported KINF with \$340,000 in monetary and in-kind donations.



Products

Our commitment to sustainability is a driving force behind our products and product development processes and reflects a company built on integrity, accountability and stewardship. We distribute products in more than 100 countries and are committed to selling products that are safe, sustainable and high quality.

GOAL

10pp

Increase the percentage of our revenue from products certified to third-party environmental and social sustainability standards by 10 percentage points by 2025

PRODUCTS CERTIFIED TO ENVIRONMENTAL AND SOCIAL SUSTAINABILITY STANDARDS

Product certification to environmental and social sustainability standards is an indicator of a product's safety, reliability, quality and authenticity. In 2020, we set a global goal to increase the percentage of our revenue from products certified to third-party environmental and social sustainability standards by 10 percentage points by 2025. Our 2019 gross sales of certified products was 31.9% of our global net sales. We increased this by 3.7 percentage points in 2020.

This increase is attributed to growth in sales of regionally certified shredders, air purifiers and art supplies. Certified wood fiber product sales were lower in 2020, but continue to be a significant contribution of our overall certified product sales.

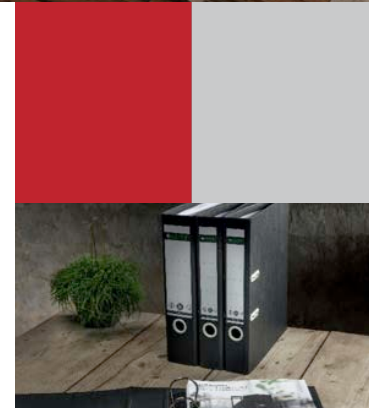
Our Global Certifications included:

- Art and Creative Materials Institute (ACMI) Approved Product
- Austrian Eco Label
- Blue Angel
- Carbon Neutral
- Forest Stewardship Council (FSC)
- Geprüfte Sicherheit
- Good Environmental Choice Australia (GECA)
- Nordic Swan
- Programme for the Endorsement of Forest Certification (PEFC)
- Sustainable Forestry Initiative (SFI)
- UL Greenguard
- UL Recycled Content

PRODUCT HIGHLIGHT

We have spent many years implementing lean manufacturing principles in our European factories to reduce our carbon footprint. In 2020, we were proud to be the first company to offer a market-leading range of Leitz® files certified as climate-neutral by Climate Partner. We also launched Leitz® Recycle, a 100% recyclable, climate-neutral line of products constructed with a high percentage of pre-consumer recycled material. This product line was recognized by Red Dot for its style and functionality. Red Dot is one of the largest and most recognized worldwide consumer and industrial design competitions.

With the support of experts from Climate Partner, we calculated the carbon footprint of both of these product lines from creation of the raw materials to delivery to customers. We then invested in a certified project to compensate for the emissions generated through the manufacture of these products.





PRODUCT SAFETY POLICY

ACCO Brands is committed to providing customers with safe products that meet or exceed their expectations for quality and safety and are designed to comply with all applicable laws, standards and regulations. Our customers and consumers can be confident that our products are safe when used as intended. Our product safety program defines core requirements that include minimum product composition and safety standards, based on human health and environmental safety factors.

We take a risk-based due diligence approach when assessing the safety of our products. An important step of this assessment process is a product safety and compliance review. For our global products, we have a four-step gate process that includes identification of all product safety and compliance requirements.

All electrical products are designed to meet applicable product safety, chemical composition, energy efficiency and electromagnetic compatibility (EMC) requirements. Our school products are evaluated to ensure they meet all required local child health and safety standards. Higher risk products are subject to a more stringent level of laboratory accreditation requirements, and we often obtain third-party certifications that include factory inspections. In addition, all products developed in-house are subjected to a hazard-based safety review during the development cycle to ensure that they meet industry safety standards.

2020 Highlights

253

Our Restricted Substances List (RSL) contains 253 substances

577

RSL requirements were communicated to 577 suppliers

QUALITY

Quality Management System

ACCO Brands' suppliers and manufacturing locations follow industry-best practices in assuring the quality of products. This is achieved through periodic quality system and process audits performed either by company personnel or third parties.

369

In 2020, 369 quality audits were conducted across ACCO Brands' supplier and manufacturing base.

Production Start Approval

Releases of new products are controlled through a Production Start Approval process that incorporates testing and evaluation of product samples, and implementation of quality control plans.

383

In 2020, 383 global and U.S. regional products were released through the Production Start Approval process.

Quality Control

During production or before shipment, product inspections are performed by company employees or third-party inspectors. Inspections provide confirmation that aesthetic, function, packaging and labeling meet our specifications.

52,563

In 2020, 52,563 product inspections were conducted across ACCO Brands' supplier and manufacturing base.



PACKAGING

We are committed to using consumer-friendly and environmentally responsible packaging and strive to reduce packaging where possible. A significant amount of our packaging contains recycled content and/or is recyclable. In 2020, we continued to focus on strategic opportunities to reduce packaging, increase recycled content and consider material substitutions to lower our environmental impact.



Kensington® Computer Accessories

Every year, packaging alone accounts for tons of non-recyclable waste when the plastic and other materials used are not fully recyclable. To help reduce plastic waste, our computer accessories business launched a new line of eco-friendly packaging in 2020, with a plan of implementing sustainable packaging for all new product launches going forward.

This plant-based packaging is easy to recycle. It is Forest Stewardship Council certified and uses chlorine-free paper, water-based varnish, plant-based soy ink, and matte oils. The packaging and materials are lighter and less bulky, which helps keep products protected during shipping while enabling more efficient pallet configurations that save on fuel for transport.



Leitz® Cosy Highlight

Our leading European brand of premium office products, Leitz®, launched Leitz® Cosy - a new range designed to look appealing in the office and at home - features plastic-free recyclable packaging. The simple, but highly attractive, packaging is made of cardboard and paper so it can be easily recycled and contains recycled fibers wherever possible.



Governance

The company's Board of Directors has adopted Corporate Governance Principles. Along with the company's Restated Certificate of Incorporation and Bylaws, charters of the Board of Directors' committees, our Code of Conduct and other key policies and practices of the Board of Directors, the Principles provide a framework for the governance of the company.

These documents are available on our website at:

<https://ir.accobrand.com/governance/governance-documents/default.aspx>



CODE OF CONDUCT

Our Code of Conduct is an essential guide to the way we conduct business. The collection of policies, practices and procedures that comprise the Code are intended to promote ethical and lawful behavior in all aspects of business for employees, officers and directors as well as third-party agents. The Code articulates our values of integrity and respect for others, and our commitment to diversity and responsible behaviors in, and support for, the communities in which we work and live. Above all, it requires that the conduct of everyone associated with ACCO Brands, including our suppliers and other partners, is ethical and lawful, and respects the human rights and dignity of others.

The Code of Conduct can be found at:
<https://www.accobrand.com/code-of-conduct/>

We deliver company-required learning annually to ensure understanding of and compliance with our Code of Conduct and other important policies.





DATA SECURITY AND PRIVACY COMMITMENT

ACCO Brands is committed to securely protecting the data of its employees, customers, consumers, and others. Our Cybersecurity, Privacy and Risk Management teams collectively work to promote security and privacy throughout the organization based on fundamental principles of security, accountability, transparency, fairness and individual rights.

One of the key ways in which we do this is ensuring that individuals can easily exercise their rights over their personal data and that we respond to those requests in a timely manner. To achieve this, ACCO Brands has built a custom platform called MyData—so named to emphasize that personal data belongs to the relevant individual and not any company. MyData allows ACCO Brands to quickly respond to requests and privacy queries from individuals in various countries around the world. It is designed to remove access barriers, ensure proper identity verification, collate data from multiple systems, deliver data to individuals in a secure manner, and create a reviewable audit trail.

In 2020, ACCO Brands responded to:

- 66 customer and consumer access requests
- 109 customer and consumer deletion requests



SPEAKING UP

ACCO Brands encourages the active involvement of its employees, officers and directors in the detection and prevention of misconduct, including the reporting of such activity to the employee's manager, another manager the employee trusts, the Human Resources department, the Legal and Compliance department or MySafeWorkplace – a telephone and internet-based reporting system. The company does not allow retaliation against employees for reports made in good faith.

ACCO BRANDS

SASB REFERENCE TABLE

ACCO Brands is a diversified consumer goods manufacturer, the nature of our business does not fit squarely within one industry as defined by the Sustainable Industry Classification System. We focused on the Consumer Goods sector standards to identify which topics are material to our business and identified five topics within the Multiline and Specialty Retailers & Distributors and Toys & Sporting Goods industry standards.

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the Standards for Multiline and Specialty Retailers & Distributors and Toys & Sporting Goods industries as defined by SASB's Sustainable Industry Classification System (SICS) with the location of that information in ACCO Brands 2020 ESG Report or accobrand.com.

Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Energy Management	Total energy consumed	Quantitative	Gigajoules (GJ)	CG-MR-130a.1	309,505 GJ	ESG: Climate Change, pages 5-6
	Percentage grid electricity				85%	
	Percentage renewable				4.8%	
Data Security	Description of approach to identifying and addressing security risks	Discussion and Analysis	N/A	CG-MR-230a.1		https://www.accobrand.com/compliance-center/acco-brands-data-security-privacy/
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Global Management: Women 35%, Men 65% All other global employees: Women 40%, Men 60% Ethnic Minorities in U.S. Management: 14%; Ethnic Minorities all other U.S. employees: 19% (Management includes Managers and above. Data as of Dec 31, 2020)	ESG: Diversity and Inclusion, page 8
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	\$588,733,863 (gross USD sales)	ESG: Products Certified to Environmental and Social Sustainability Standards, page 13
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-410a.2		https://www.accobrand.com/compliance-center/chemical-management/
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3		ACCO Brands is committed to using consumer friendly and environmentally responsible packaging. A significant amount of our packaging contains recycled content and/or is recyclable. ESG: Packaging, page 15
Labor Conditions in the Supply Chain	Number of facilities audited to a social responsibility code of conduct	Quantitative	Number	CG-TS-430a.1	177 facilities	ESG: Social Responsibility Program, page 11
	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative	Rate	CG-TS-430a.2	Priority non-conformance rate: 0% Priority non-conformance corrective action rate: 100% Other non-conformance rate: 7.8% Other non-conformance corrective action rate: 94% within 60 - 90 days	ESG: Social Responsibility Program, page 11



CLOSING THOUGHTS

In 2020, we focused on the important things – keeping our employees safe, our customers supported, and our company in conformance with its obligations. Acting responsibly in our global community goes beyond doing the minimum of what we are required to do or what we are expected to do. It includes having a positive impact on the environment, as well as protecting and helping the people who work for our company or who live in the places where we do business. It also means that we act in an ethical and conscientious manner in conducting business and managing our company.

We recognize that our actions can have impacts across the globe, and we are committed to ensuring that those impacts are positive ones, which is a key part of what makes us the **Home of Great Brands Built by Great People.**

