



## STAEDTLER (Pacific) Pty Ltd Sustainability and CSR Statement

STAEDTLER is a global company that is committed to ecological and social responsibilities, in line with ethical principles and business practices. It is recognised that by integrating sound environmental, health, and safety management practices into all aspects of our business, we can offer innovative products while conserving and enhancing resources for future generations.

STAEDTLER is committed to the fundamental principles of international employee and human rights throughout its supply chain, as outlined in its International Framework Agreement, and also has quality and environmental management systems (ISO 9001 and ISO 14001) in place which are fundamental components of its philosophy and drive continual improvement across all company sites.

STAEDTLER is also aware of its environmental footprint and is actively taking steps to reduce adverse impacts on the environment. STAEDTLER underscores its commitment to the environment and its sense of responsibility in respect of wood, ensuring that all wood-cased STAEDTLER pencils are made using certified wood (PEFC or FSC). It also has a long-term focus for the sustainable development of wood, working towards having a wood supply from its own plantation in the coming years. The plantation will provide around 35-40% of the company's wood requirements.

In addition to these global company mandates, on a local level STAEDTLER (Pacific) Pty Ltd is also actively working to reduce, reuse and recycle within our company and improve the product packaging that is developed here in Australia. STAEDTLER has been an APCO (Australian Packaging Covenant Organisation) member since 2010, and is committed to achieving Australia's 2025 National Packaging Targets. The four targets to be achieved by 2025 are:

- » 100% reusable, recyclable, or compostable packaging
- » 70% of plastic packaging being recycled or composted
- » 50% of average recycled content included in packaging
- » The phase out of problematic and unnecessary single-use plastics packaging

Achieving these targets is already well underway, scoring an Advanced level APCO rating for 2020 and plans for continuous improvement in this area for the years ahead.

Community engagement is also important to us, and through its long-term partnership with Packforce (a division of Cerebral Palsy Alliance), STAEDTLER (Pacific) Pty Ltd has been making a positive difference in the lives of those living with disability. Since 2012, all locally packed class packs, blistercards and point of sale displays have been packed at Packforce.

STAEDTLER will continuously strive for improvement in its environmental, health and safety management systems and in the environmental quality of our products and processes.