

## Sustainability Policy


We believe that financial, social, and environmental factors must all receive consideration in a manner that respects people in and outside of our company including communities of which they are a part, locally, nationally, and internationally.

We recognize that best practices with respect to sustainability are constantly evolving. Fellowes is committed to being diligent in understanding current best practices and making decisions that emphasize our commitment and responsibility to be good stewards of our environment and communities.

To support these aspirations, Fellowes is committed to:

- Recognizing, minimizing, and monitoring the environmental impact of our products, processes, and business activities.
- Eliminating or minimizing any harmful effects our activities and our products have upon employees, customers, neighbors, and the public.
- Researching and disseminating information within the organization regarding the best current understanding of the environmental and social impact of our business operations.
- Working to understand and meet, where feasible, the specific sustainability desires of our consumers and customers.
- Ensuring the utilization and maintenance of a formal Design for the Environment program within new product development.
- Adhering to an Environmental Management System and regularly auditing the system to review our progress and systems to drive continuous improvement within our facilities and organization.
- Companywide tracking and reporting of utilities usage and carbon emissions, as well as goal setting and project implementation focused on reductions in both areas.
- Reducing packaging and converting needed packaging to more sustainable materials with a focus on diversion from landfill.
- Emphasizing increased recycled content and recyclability of our products, where possible, and having this information readily available for our customers.
- Achieving and maintaining appropriate sustainable product certifications and sustainable product assessments.

Our value statement of 'Serving at the intersection of Family, Innovation, Quality, and Care' will be both utilized and illustrated through these commitments and all our future Sustainability efforts.



John Fellowes

President & CEO



Jerron Obluck

Sustainability Manager