

This Charter represents our corporate responsibilities as a leading merchant that distributes paper, sign and display material, industrial packaging products and graphics solutions. At Spicers, sustainable development means balancing the financial constraints, social responsibilities and environmental impacts of our operations and the commercial products and services provided to our customers to ensure we build a truly sustainable business.

With a network of businesses in Australia, New Zealand and Asia, we operate according to our mission, values, policies and procedures. We recognise the importance of relationships and dialogue with our stakeholders, including our customers, suppliers, shareholders, industry groups, employees and society.

Through this Charter we are committed to open dialogue, transparent reporting, and continuous improvement and, as a minimum, we comply with the laws of all regions in which we operate.

Sustainability is one of our seven organisational values and is embedded into our business strategy, planning, structures and processes. Our commitments and responsibilities are outlined below and we expect our employees to follow them in their everyday business practices.

Social Sustainability

We are socially responsible through our ethical business conduct and we uphold internationally accepted human and labour rights across our operations, provide safe, healthy and rewarding workplaces for our employees and act as a responsible neighbour supporting communities in which we operate.

Environmental Sustainability

We aim to minimise the environmental impact of our site operations and logistics activities through efficient and best practice environmental management systems focused on energy, waste and recycling. We develop and offer our customers sustainable product solutions and services through a sustainable procurement and supply chain based on sound product stewardship processes. The fibre used in the paper products we buy from paper mills must be from sustainable sources. We are committed to supporting independent certification systems for paper and related products and sustainable forestry practices.

Economic Sustainability

To sustain the future of Spicers, we must be a profitable business with a successful business model and strong financial management and performance. Our goal is to create both customer satisfaction and superior value for our stakeholders. We are committed to the principles of best practice in corporate governance for financial prudence and our overall integrity.

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