



2024
Earth Report

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This report covers 2023 data over 14 facilities.

A Letter from the CEO

Inspired by our values of family, innovation, quality and care; we continue to commit ourselves to make the world a better place. Our Earth by Fellowes program was created to instill sustainability practices throughout our organization globally.



Three years ago, we introduced *Earth by Fellowes*. Replacing our legacy SEED environmental program with this new initiative highlighted our renewed commitment to sustainable practices at every level of our operation.

Since 2021 we've made major advancements, including the installation of solar arrays at three large facilities in Europe and the US, LED lighting projects, the pursuit of WELL certification for the Design and Experience Center in Chicago, and the deployment of sustainable packaging requirements for all of our products.

Additionally, we modified our product development process to include new considerations, a deeper awareness, and new solutions to our designs and manufacturing.

While I'm deeply proud of the progress we've made, there's still a lot of work to be done. Using our core values as our guide, we'll be identifying best practices and leveraging our innovative spirit through three focused fields of action to achieve our sustainability goals. We believe it is our duty to discover new ways to protect our planet, and we look forward to doing so for years to come.

John Fellowes
President & CEO, Fellowes Brands

Family

For our 100 years, we have treated our customers and employees as family — serving tirelessly and effectively to help them thrive.

Innovation

We drive break-through innovation to create inspirational workspaces that transform WorkLife for an ever-changing world.

Quality

Fellowes products are guaranteed to work as hard as you do, and service your needs, all supported by our industry-exceeding quality standards.

Care

We are dedicated to serving the needs and improving the lives of our customers, employees, communities and planet for a better tomorrow.

About Fellowes

Fellowes Brands provides WorkLife Solutions for a world with an ever-changing need for innovation.

Founded on a culture of continuous improvement, Fellowes Brands strives to deliver best-in-class quality and performance in Air Quality Management, Architectural Solutions, Business Machines, Workspace Accessories, and Record Storage, with a commitment to enhancing WorkLife wherever work is done, to meet the demands of an evolving world.

Considering sustainability, Fellowes is committed to building a better and more ecologically sound world around us, and we encourage all employees to participate in this venture. We follow ethical business practices and support charitable activities around the world through our *GIVE* program. This includes charitable contributions as well as paid time off to volunteer with non-profit organizations that fit our program.



Global Presence



Sustainability Strategy

Fellowes' sustainability efforts are anchored by the strategic drivers and overarching goals which will govern our actions for years to come.

Strategic Drivers

Fellowes has identified three key drivers for identifying and prioritizing our sustainability strategy, goals, and efforts:



Comply with Legislation & Directives

Commit to meeting all local, regional, and national ESG mandates



Align with Customer Requirements & Expectations

Prioritize our customers' and end consumers' sustainability focuses



Achieve Tangible Positive ESG Impacts

Emphasize doing what is right, for Planet and People, in a direct and measurable way

Overarching Sustainability Goals

The sustainability goals included in this report are organized around our three strategic focus areas:



Minimize Waste to Landfill



Enhance Transparency & Drive Continuous Improvement via Comprehensive Sustainability Data



Achieve Energy & Carbon Emission Reductions

Planet

2030 GOALS

Reduce energy usage intensity (normalized energy use) by 10%

↓ **10%**

Reduce Scope 1, 2 and 3 absolute location-based emissions by 10%

↓ **10%**

Divert 95% of corporate waste from landfill

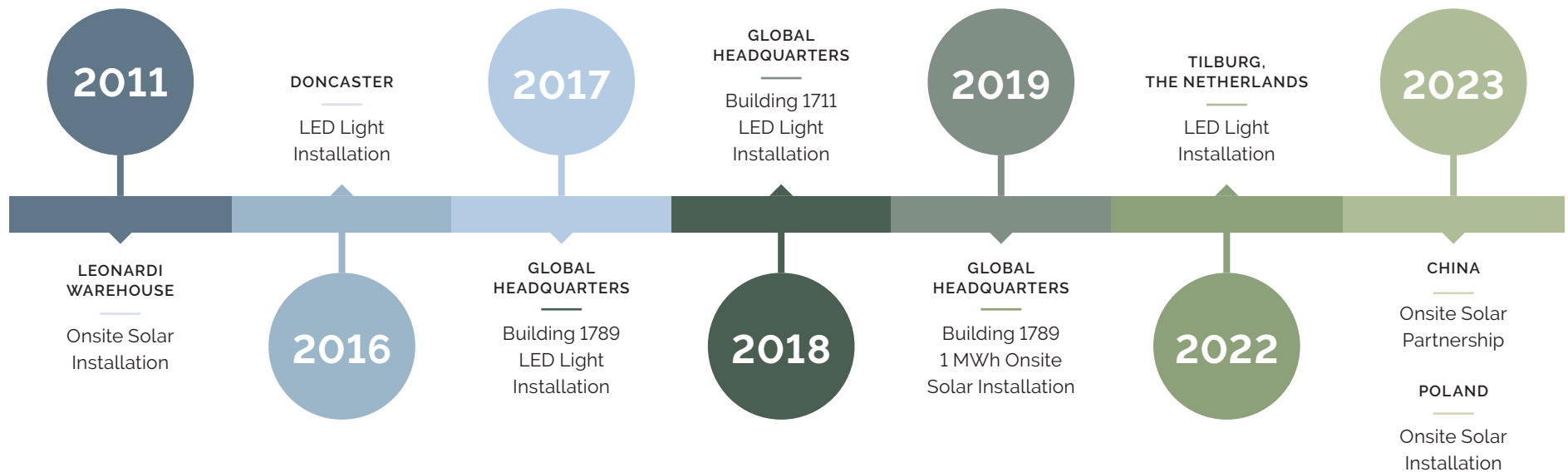
↑ **95%**

An Ongoing Journey

While we made noticeable progress in 2023 across energy and GHG emissions reduction, waste diversion, biodiversity, and transparency, our commitment to maximizing our positive environmental impacts goes back more than a decade.

Energy Conservation and Emission Reduction Projects Through the Years

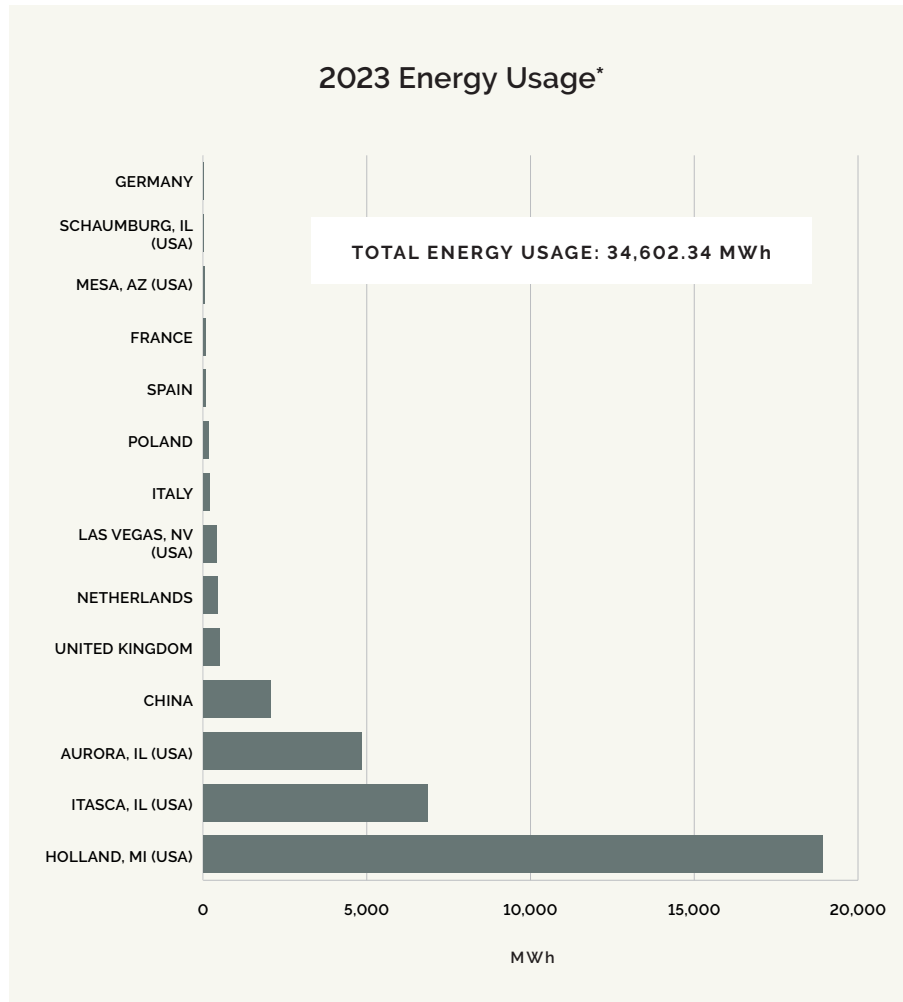
Timeline includes featured projects and is not comprehensive of all efforts.



Energy & Greenhouse Gas Emissions

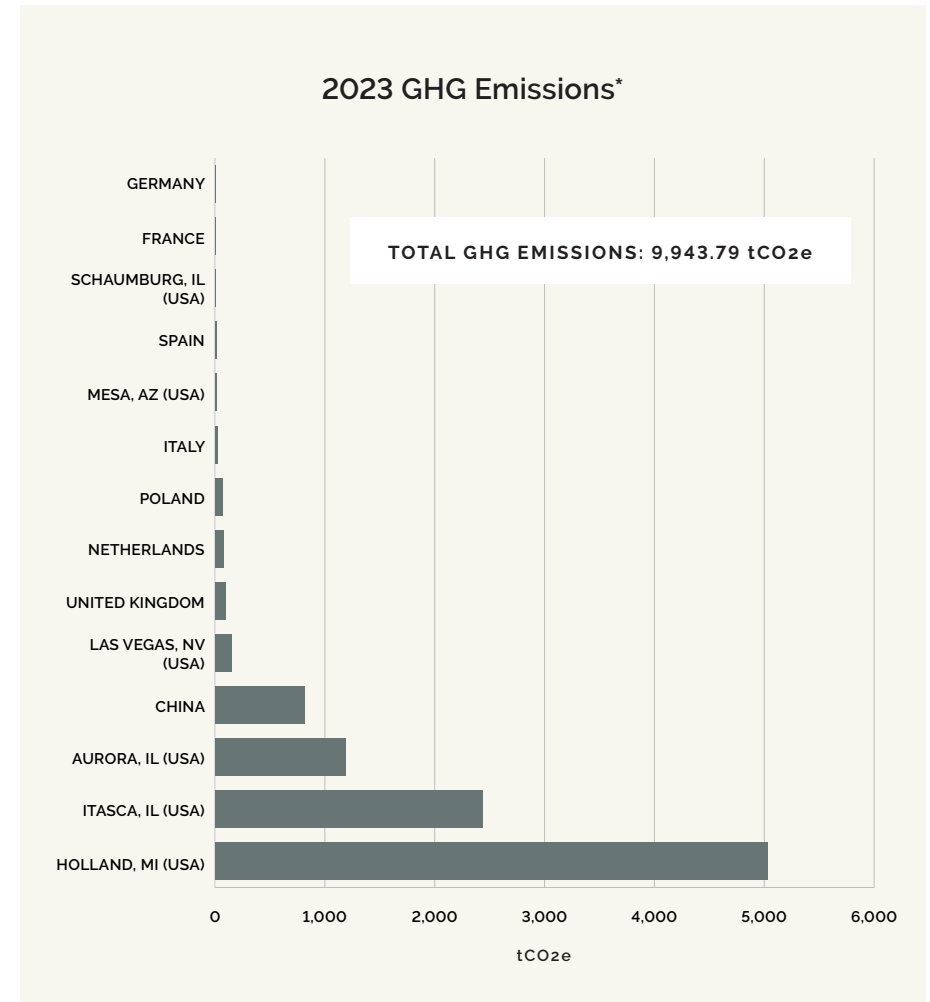
ENERGY USAGE

We're committed to reviewing our energy usage annually and have expanded efforts to include more facilities worldwide. Understanding our energy usage allows us to strategize reductions.



GHG EMISSIONS

Fellowes is actively mitigating our contribution to climate change by supporting renewable energy projects and consciously operating equipment in our facilities. We are taking steps to evaluate our energy sources to best steward our resources.



* The data presented here represents a large portion of the Fellowes organizational boundary. Fellowes is in the process of collecting and calculating energy usage to represent its entire organizational boundary and will work to include this in future iterations of this report

Energy & Greenhouse Gas Emissions

As a global enterprise with a diverse portfolio of manufacturing and office sites, we have set ambitious sustainability goals to drive positive change. By 2030, we aim to reduce energy usage intensity by 10% and decrease Scope 1, 2, and 3 absolute location-based emissions by 10%.

FELLOWES POLAND

Fellowes Poland is operating from a site which had a 50kW solar power installation in 2023 — this helps reduce the carbon footprint of our operations. The energy that is not consumed in the daily operations is seamlessly fed back into the grid. To further optimize our energy usage, we are in the process of implementing forklift loading stations equipped with a clock delay function, designed to more effectively utilize the power available on weekends.

In addition to our solar energy initiatives, the Fellowes Poland site benefits from a 40kW heat pump for heating, eliminating the need for traditional gas heating methods. Moreover, approximately 1000sqm of the Fellowes warehouse space is heated during the winter months by harnessing the waste heat generated from the cooling processes of a neighboring Tomco's injection molding machines. This is a great example of industrial symbiosis, the collaboration between co-located industries.

FELLOWES CHINA

Fellowes China partnered in a 608 panel, 400kW solar power array at the end of 2023 at our manufacturing facility in Suzhou to increase our commitment to renewable energy around the globe.




SDG ALIGNMENT
 Goal 7: Affordable & Clean Energy
 Goal 13: Climate Action

IN 2023, OUR ITASCA, IL SOLAR PANEL ARRAY GENERATED

954.81 MWh

CONTRIBUTING TO 4,560 TOTAL MWh GENERATED SINCE INSTALL*



*Fellowes does not own the attributes to the solar at Itasca

Waste Diversion

As committed environmental advocates, one of the key ways we can act is through thoughtful management of the materials and waste generated by our operations. As a commitment to this act, our goal is to generate our waste inventory, set baselines, and commit to reaching a 95% corporate diversion from landfill rate by 2030. Because a more sustainable and circular economy is how we can drive our commitment to our core values. These are our 2023 activities.

RECYCLING AT TILBURG & DONCASTER FACILITIES

Our European operations have been dedicated to waste diversion through recycling efforts since 2019.

In 2023, our Doncaster facility recycled 96.2 tonnes, contributing to 85.5% of total waste being diverted from landfill, and our Tilburg facility recycled 68.9 tonnes, contributing to 51.7% of total waste being diverted from landfill. We are proud of our European operation's pursuit in the care of the planet, and each year step closer to our goal of 95% corporate waste diverted from landfill.

Another important pillar of our waste diversion strategy is product life extension. Our Doncaster and Tilburg facilities refurbished more than 200 products in 2023. These factory-serviced units undergo rigorous performance testing to ensure they are on par with new ones, all backed with comprehensive warranty.



**CERTIFIED SINCE 2009:
DONCASTER FACILITY**

AMAZON "SHIPS IN OWN CONTAINER" PROGRAM

In 2023, Fellowes became a collaborating supplier in Amazon's Ships in Own Container (SIOC) program. This transformative logistics approach is one of many ways Fellowes lives its innovative spirit. This initiative allows us to send products directly within their retail packaging — eliminating need for additional layers of corrugated cardboard. By aligning our packaging practices with the SIOC guidelines, we not only minimize our environmental impact through substantial reduction of possible waste, but we contribute to a smoother and more eco-friendly unboxing experience for end users.



SDG ALIGNMENT

Goal 12: Responsible Consumption & Production (Overarching Goal)

Waste Diversion

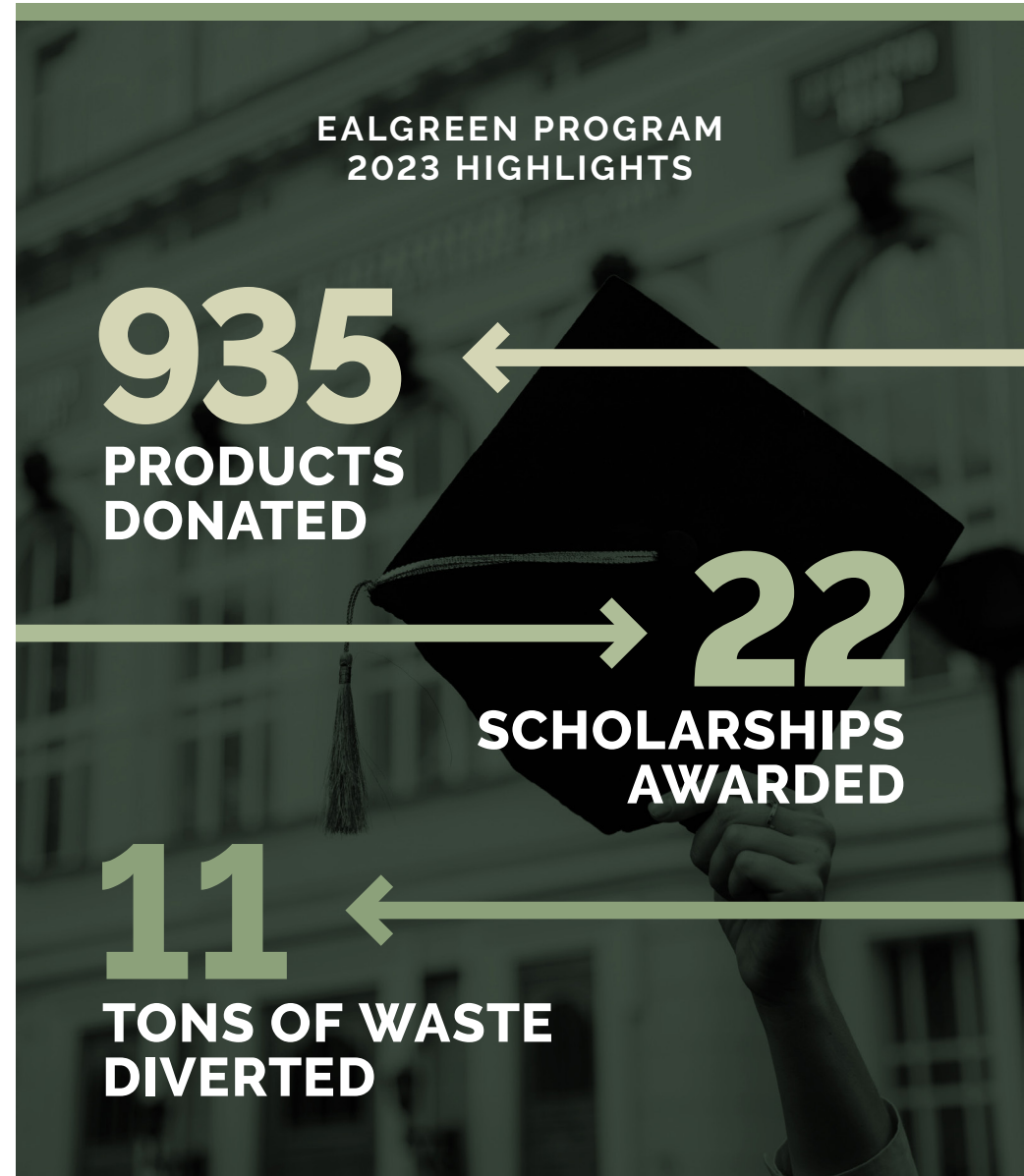
EALGREEN PROGRAM

Through the EALgreen Program, Fellowes donates excess inventory and product returns to raise money for students with financial needs. With a major donation from Fellowes in 2023, approximately 935 products were diverted from landfills and donated into the program. The result? Scholarships were created for 22 students at colleges and universities across 9 states in the US.

In addition to the scholarship awards, Fellowes helped achieve UN Sustainable Development Goals for Education and Responsible Consumption. The contribution of pallet wood, shrink wrap, glue containers and corrugated packaging advanced CO2 emission reduction metrics, and avoided sending over 11 tons of waste to landfills by diverting this waste to EALgreen and extending its useful life.

MEDICAL RESEARCH FUNDING PROGRAM

In 2023, Fellowes redirected more than 1,000 ergonomic products to health charity British Heart Foundation for their resale program. The profits of the sales are used to fund research into a broad range of heart and circulatory diseases across the UK. It is an honor to partner with this program to meet our waste diversion goals and promote the health and wellbeing of our communities.



Biodiversity

PLANT A TREE PROGRAM

Since the inception of the Plant a Tree Program, the BANKERS BOX® business has planted over 140,000 trees to offset carbon dioxide emissions. In 2023 alone, the program planted 35,408 trees across the world in the US, the UK, Tanzania, Australia, and Bolivia.

From our own roots as a business that has grown over 100 years on the very premise of containerizing paper materials, Fellowes recognizes that trees play a crucial role in enhancing environmental quality by providing habitats for various life forms, cooling our climate and purifying water, soil and air. Additionally, trees provide social benefits in the form of medical properties, household earnings for populations located close to forested areas, and mental health improvement.



SDG ALIGNMENT
Goal 15: Life on Land

Transparency



CDP REPORTING

Fellowes participates in CDP, a global project aimed at greater transparency around the GHG emissions of large corporations. This not-for-profit charity runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.

In 2023, we analyzed and submitted our carbon footprint and will take part in 2024 as well. Participation upholds our awareness of where we are and where we'd like to go in our commitment towards sustainability. Our data also contributes to the greater understanding of the state of our global environment.



ECOVADIS

As part of Fellowes Brands' steadfast commitment to Corporate Social Responsibility, Fellowes Europe proudly received the prestigious EcoVadis Bronze Award for CSR practices. The award serves as a global recognition in the industry that places Fellowes among a select group of global organizations that are committed to the advanced levels of sustainability practice. The Bronze Award was bestowed on our European operations in recognition of its exemplary performance across environmental sustainability, fair labor practices, ethical business conduct, and responsible sourcing. This accolade is a resounding affirmation of Fellowes' dedication to making a positive impact on both the environment and society.



Transparency

SUPPLIER CODE OF CONDUCT

The Supplier Code of Conduct is a written document signed by all supply chain partners and suppliers including prime factories, subcontractors, and supplier factories. It sets standards for employment practices including human rights, child labor, health and safety, responsible sourcing of minerals, supply chain transparency, environmental protection, and violation reporting. More than 90% of our supplier spend is covered by the annual confirmation of the Fellowes Supplier Code of Conduct.

Building upon this foundation, Fellowes follows a comprehensive supplier audit process that scrutinizes a broad spectrum of a suppliers' business practices — from manufacturing procedures to facilities security, social accountability, and environmental sustainability. The audits result in a graded score that determines whether Fellowes will further engage with that supplier. Anyone scoring under 50% being red listed.

As part of our stated commitments to 2030 goals, our supply chain has a direct impact on not only our Scope 1, 2, and 3 emissions metrics, but also how we live our core values of caring for our environment. These audits grant us insight to our supplier operations, ensuring a transparent and responsible supply chain that aligns in ethical practices and sustainability.



SDG ALIGNMENT
Goal 16: Peace, Justice and Strong Institutions

Product

Incorporate a Life Cycle Assessment for 90% of all products



BY 2030

Leverage the DFE program to achieve a minimum 80% recyclable rate (by weight)

for new, non-consumable products developed 2024 onward

80%

2024 ONWARD

Eliminate all single-use plastic packaging; achieve 100% recyclable packaging



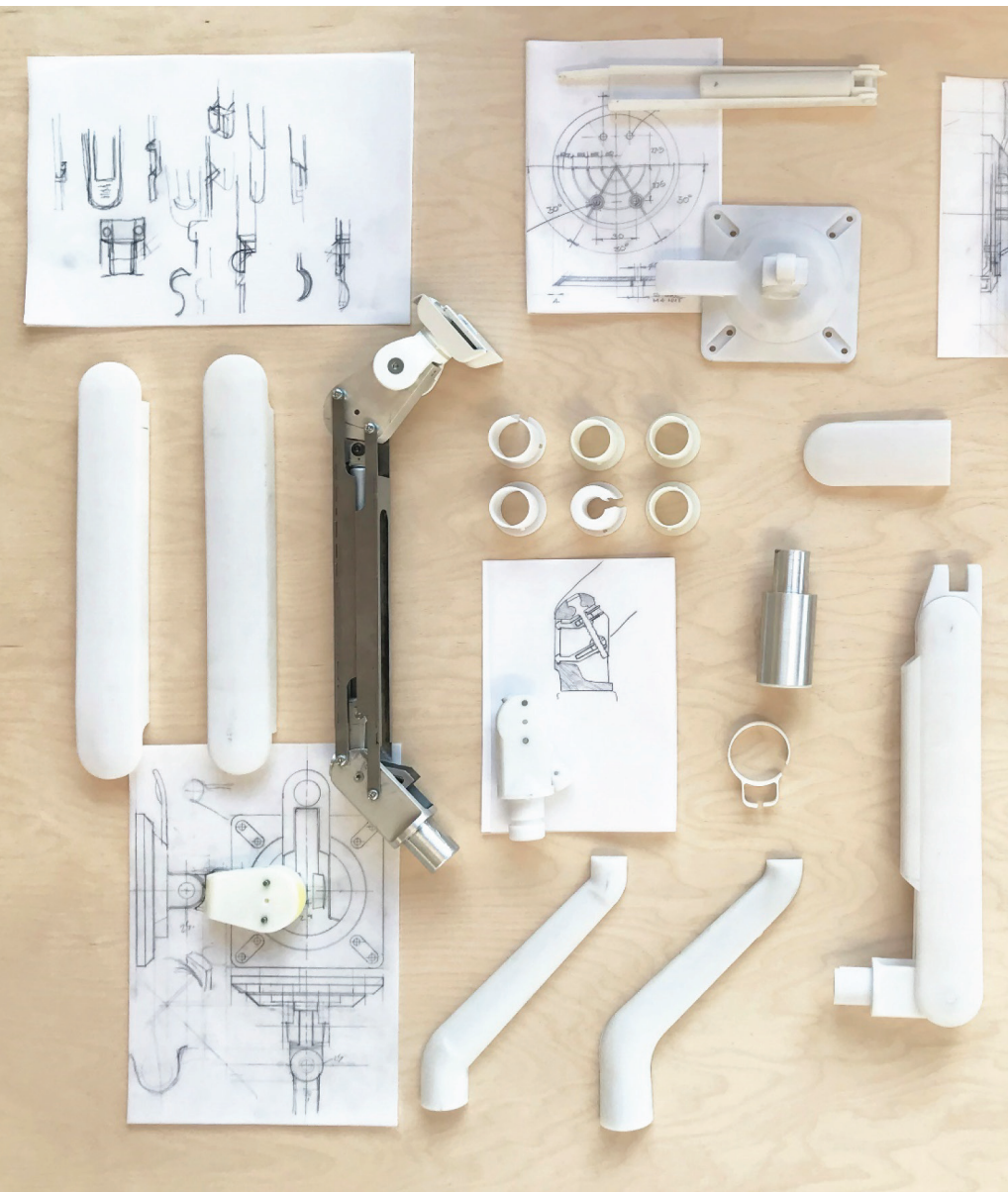
BY 2028

Publish and verify all disassembly instructions, where applicable, across product portfolio



BY 2030

2030 Product Goals



It is through our products that Fellowes showcases its steadfast dedication and care of customers, and our storied 100 year history. The goals we've set for ourselves are substantial. To get there, we are developing a Design for Environment program that specifies the unique circular design priorities by brand and product line, incorporating those priorities from the very earliest design phase with a total target completion by 2030. Upon adoption, Fellowes will utilize this groundwork to achieve four critical goals:

1. Incorporate a Life Cycle Assessment (LCA) for 90% of all products
2. Leverage the DFE program to achieve a minimum 80% recyclable rate (by weight) for new, non-consumable products developed 2024 onward
3. Eliminate all single-use plastic packaging by 2028, resulting in 100% recyclable packaging
4. Publish and verify all disassembly instructions, where applicable, across product portfolio

Consistent with these rolling targets, Fellowes has set steps and goals in place to provide online resources to customers for ways to reuse, repair and recycle all product lines. Through this focus on circular and regenerative economy, Fellowes has experienced the positive reciprocal and reverberating impacts across its global enterprise and truly lives its goals of quality, innovation and care — through the legacy of the family mission.

Design for Environment in Action

In 2023, Fellowes launched two international projects:

One project focused on *Design for Disassembly* and *Design for Recycling* with a goal of achieving minimum 80% recyclability at the end of their usable life. This project encompassed nine different products, and thus far in outcome of this initiative, seven products have achieved recyclability rates between 81% and 100% with the other two being rolled into production in 2024.

A second project focused on *Fellowes European Ergonomic Solutions* product packaging. This effort was initiated to elevate recycled content with a minimum 80% rating. Our efforts didn't stop there. The project also sought to increase material recyclability and eliminate single-use plastics within packaging components, with an end goal of 100% recyclable packaging. Resultant of this project, 89 products and counting have received redesigned packaging to meet new requirements. Within the first year of rolling out the redesigned packaging, more than 30 tonnes of plastic packaging will have been avoided.



Design for Environment in Action

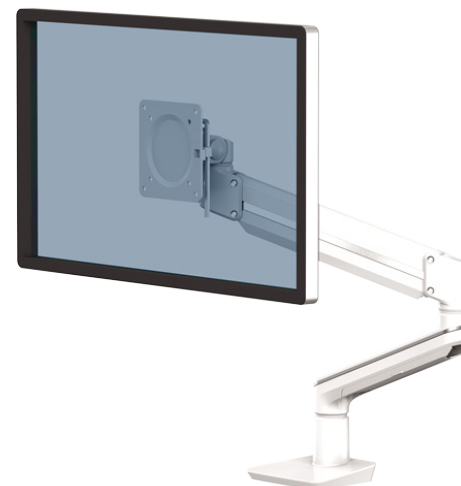
Tallo™ Monitor Arm
Distribution of Global Warming Potential
Per Stage of the Lifecycle



TALLO™ MONITOR ARM

In 2023, Fellowes finalized a pilot Life Cycle Assessment (LCA) to understand the environmental impacts of the Tallo™ Monitor Arm. As a result, a design tool was created so the team could easily understand the impact of different design choices such as material selection and increased recycled content. Using this tool, Fellowes was able to realize a significant Global Warming Potential reduction through use of recycled aluminum in the design of this product line.

Fellowes recognizes that LCAs are a key tool to inform design choices and help meet the goals of product & packaging recyclability as well as carbon emissions reduction.



Design for Environment in Action

Achieving Circular Products Requires the Use of Multiple Design Strategies, Depending on the Product Types and Usage

As a testament of our dedication to quality, customer satisfaction, and environmental stewardship, Fellowes proudly offers an extensive portfolio of products accompanied by an extended warranty, beyond the legal requirements. In other words, Fellowes emphasizes a non-planned obsolescence mentality when developing our products. Some examples include Tallo™ monitor arms' up-to 15 years warranty, Aeramax air purifiers' up-to 5 years and up-to 3 years for selected shredders. This reflects not only our confidence in the durability and performance of our products but also signifies our pledge to reduce environmental impact by promoting longevity and minimizing waste. Our extended warranty policy further enhances customer experience by providing them with peace of mind and assurance in the reliability of their purchases.

Another strategy Fellowes has implemented is increasing recycled content. This approach has a double benefit: reducing demand for virgin resources and repurposes secondary materials into brand new products. We are working across these materials:

METALS

Many ergonomics products are made of steel and aluminum — these are not only durable but also highly recyclable. Several of our monitor arm lines have between 40% – 70% recycled content.

PLASTIC

Our Earth Series™ mousepads are made from 85% recycled content. The post-consumer material is sourced from used vehicle tires and is repurposed as the rubber base of the mousepad.

Our Standard and Refresh™ footrests are made with 99% post-consumer recycled content.

CARDBOARD

Our legacy brand BANKERS BOX® represents the perfect opportunity to be a sustainability leader. All products have a minimum recycled content of 60%. In addition to post-consumer waste, the materials used in manufacturing may have been produced through excess and damaged items generated during typical manufacturing (pre-consumer waste).

All BANKERS BOX® corrugate products manufactured for the European market are proudly FSC® Certified, with many being FSC® Recycled, a label that provides assurance those products are constructed of 100% recycled materials. Separately, our BANKERS BOX® corrugate products made in the USA at our Itasca, Illinois facility, are SFI Certified.



Design for Environment in Action

BREYTA™ PRODUCT LINE

A key highlight to our portfolio and dedication to sustainability was the introduction of a new product line, Breyta™.

This product line was Fellowes first end-to-end rollout of a complete Design for Environment shift to circularity. Breyta™ is a series of ergonomic office solutions ranging from monitor stands to laptop carrying cases that are designed for portability, ergonomic support, and designed and produced as 100% recyclable products sold in 100% recyclable packaging.



FELLOWES CELEBRATES
THE ROLLOUT OF A

100% RECYCLABLE* PRODUCT LINE

WITH BREYTA™

*In Australia, Canada, Korea, and South Africa, products are 100% recyclable through our take-back program.

Crowning Achievements



2023 Fellowes Product Certifications

★★★★★

Fellowes is honored to be recognized for our dedication to protecting the planet, helping our neighbors, and abiding by local, regional, and global regulations. Put simply: we are thankful to be recognized for living our corporate values.

BIFMA

102
COMPLIANT®
PRODUCTS

51
LEVEL® 2
Certified Products

SCS

2
INDOOR ADVANTAGE
Certified Products

133
INDOOR ADVANTAGE GOLD
Certified Products

SFI & FSC

100%
OF BANKERS BOX®
PRODUCTS ARE
Sustainable Forestry
Initiative Certified in USA
and Forest Stewardship
Council Certified in EU

FIRA

92
PRODUCTS
Comply with EN ISO 9241-5
Ergonomic Requirements

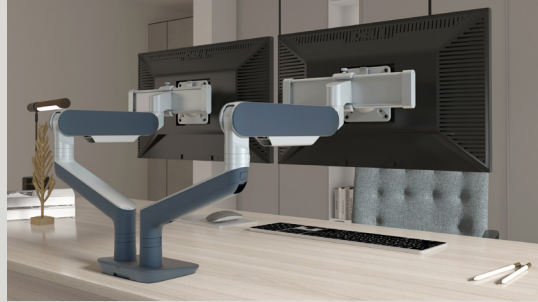
4
ERGONOMIC EXCELLENCE
Awarded Products



2023 Fellowes Array Product Awards



2023 Fellowes Products with Good Design Award



Rising™



Rising Loft™



Titan™



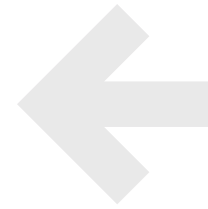
LX Laminators



Array



LX Staplers



2023 Fellowes Workplace Awards

1. Chicago Tribune Top Work Places
2. Crain's Chicago Business Most Innovative Companies
3. Canada Certified Great Place To Work
4. EOPA Vendor of the Year



Chicago Tribune

2023 CRAIN'S CHICAGO BUSINESS
MOST INNOVATIVE
COMPANIES



2023 Fellowes Workplace Awards

for Fulton Market Design & Experience Center

1. Interior Design Best of Year Honoree
2. WELL Silver Award



An aerial photograph of a dense forest with a winding river. The trees are mostly green, with some showing autumn colors. The river is dark and reflects the surrounding trees. The Fellowes logo is centered in the image.

Fellowes