

› SUMMARY OF 2016 STAPLES CORPORATE RESPONSIBILITY ACCOMPLISHMENTS

At Staples we take pride in making a positive impact on society, our associates and the planet. We're dedicated to bringing awareness to and effecting meaningful change in the areas of Community, Diversity & Inclusion, Environment, and Ethics. These efforts help make us an employer and neighbor of choice, differentiate our brand, and support profitable and responsible growth.

COMMUNITY

Staples is dedicated to providing education and career skills development to communities where our customers and associates live and work. We contribute through large-scale initiatives as well as local programs that promote goodwill and build strong community ties globally. We also help our associates, customers, and local communities in times of crisis or disaster.

Progress updates:

- Donated more than \$11 million to non-profit organizations and schools around the world through Staples Foundation, corporate charitable giving programs, in-kind donations, and cause marketing efforts.
- Enabled over 12,000 associates through the 2 Million & Change grant program to direct \$2.3 million to 1,000 organizations they personally care about and support across 24 countries.

- Engaged 5,700 associates to volunteer more than 62,000 hours across 14 countries and raise over \$1.1 million through non-profit fundraising campaigns.
- Inspired customers to donate more than \$2.1 million through six cause marketing and disaster relief campaigns conducted in the U.S. and Canada.
- Helped over 36,000 people in North American communities impacted by disasters, including support through the Staples Emergency Education Fund with Save the Children.
- Encouraged more than 5,200 North American associates to contribute \$846,000 to help over 870 associates in need of assistance through the Staples Share Fund.

DIVERSITY & INCLUSION

Staples' commitment to diversity and inclusive excellence stems from our recognition that being a successful company requires people with rich backgrounds and diverse perspectives. We know that differences in age, race, gender, gender identity, nationality, sexual orientation, physical ability, background and thinking style promote creative thinking and problem-solving. Our desire to attract, develop and retain associates that reflect our diverse customer base is essential to our growth and evolution. With an invigorated focus on inclusion, we strive to operate in a way that each associate feels comfortable bringing their WHOLE self to work, thus performing at even greater levels. Staples inclusive culture, we believe, will be our greatest differentiator in driving business success in the ever-changing global marketplace.

Progress updates:

- Global Engagement Survey results continue to show a positive perception of our commitment to diversity and inclusion, with favorability at 90% in 2016.
- Showcased our commitment to Gender Equity by signing the Equal Pay Pledge, participating in the Employers for Pay Equity, and eliminating previous salary inquiries as part of our hiring process.

- For the sixth straight year, scored 100% rating on Human Right's Campaign's Corporate Equality Index.
- Hosted a series of discussions entitled "Race is NOT a Four-Letter Word."
- Launched an Executive Inclusion & Diversity Council for input and oversight of the greater inclusion agenda.
- Grew our network of Associate Resource Groups from 13 to 20 chapters including the launch of two unique ARGs representing diverse demographics – Women in Technology and Parenting Plus.
- Staples is a corporate member and active supporter of several national and regional organizations that focus on the development and advancement of diverse businesses such as the National Gay and Lesbian Chamber of Commerce (NGLCC), Women's Business Enterprise National Council (WBENC) and the National Minority Supplier Development Council (NMSDC).
- In 2016, Staples increased our diverse portfolio to over \$351 million in spend which is an 11% increase over previous year. While simultaneously increasing the number of diverse companies we work with from 471 to 983.

ENVIRONMENT

Our vision is to generate business and environmental benefits — for ourselves, our customers and our communities — by leading the way in sustainable business practices. Staples is working to achieve this vision through a continued focus on sourcing more sustainable products; improving our offering of recycling and other green services; maximizing our energy efficiency and renewable energy use to reduce our climate impacts; and eliminating waste.

Progress updates:

- Globally we sold over \$4 billion in products with environmental features in 2016.

- We have industry leading customer recycling programs for electronics and ink and toner cartridges. In 2016, we helped our customers recycle more than 25 million pounds of office technology and 50 million cartridges globally across our markets.
- We remain focused on energy efficiency and renewable energy. In 2016, we ended the year with 643 buildings certified to the ENERGY STAR standard, 51% of active buildings in the US.
- Staples Europe supported Plant for the Planet, one of the world's leading tree planting charities, by planting trees on the behalf of customers who improve their eco-performance. Staples planted 150,000 trees on behalf of customers in 2016.

ETHICS

At Staples, doing right is just as important as doing well. We know that a strong foundation of ethics and governance is comprised of both a clear and comprehensive Code of Conduct (the “Code”) and associate conduct which demonstrates an uncompromising commitment to that Code. Both are essential to build the trust of our customers, investors and other stakeholders. That's why we hold all Staples associates, from the boardroom to the store floor to the supply chain, to the highest standards of honesty, fairness and integrity.

Progress updates:

- Associates have access to policies, training and resources through our internal online Ethics and Compliance Community.

- Staples' Ethics and Compliance Office revises and streamlines training programs as necessary to ensure that associates have easy access to all of their required training.
- Live training is provided to business units domestically and internationally to help ensure that associates are familiar with relevant laws and company policies.
- We maintain Staples Supplier Code of Conduct, which is designed to ensure that workers making Staples Brand Products are treated fairly, with dignity and respect, and that our suppliers operate in an ethical and environmentally sustainable manner. Every factory that supplies Staples Brand Products is audited if they are located in a designated “at risk” country for compliance to our Code.

RECOGNITION & AWARDS

As a result of the collaborative effort of our leadership team and our associates globally, several organizations recognized Staples in 2016 for excellence in corporate responsibility.

- For the 13th consecutive year, selected as a component of the Dow Jones Sustainability Indexes (DJSI) for 2016/2017.
- Staples won an ENERGY STAR Partner of the Year award in 2016 for Sustained Excellence, the 7th year in a row that we have been recognized.

- Awarded EPA's 2016 Sustainable Materials Management Electronics Challenge Champion Award for advancing responsible recycling of electronics.
- For the 6th straight year, earned perfect 100% score on the Human Rights Campaign's Corporate Equality Index.