

ESSELTE SUSTAINABLE DEVELOPMENT:
2009 ANNUAL REPORT

Esselte's Position

Esselte Sustainable Development

Reducing our Environmental Impact

- We will consistently reduce our CO² emissions in our manufacturing sites as measured in Kg per Tonne production
- Esselte has the ultimate Goal of getting Waste levels of raw materials under 1% in our manufacturing facilities
- We will track our yearly progress towards our goal of eliminating waste in our factories
- Most of our European factories are ISO 14001 certified, all will achieve this certification by 2011
- Metal, Plastic and Paper recycling at our plants will be closely monitored

Stewardship of Paper & Paper-based materials

- Esselte is committed to using recycled or sustainable fibres wherever possible
- We aim to increase the amount of waste paper we recycle every year
- We will design our products to minimise our use of paperboard in all packaging
- In addition, we will source other materials such as plastic and metal in environmentally responsible ways

Maintaining a Healthy and Safe Work Environment

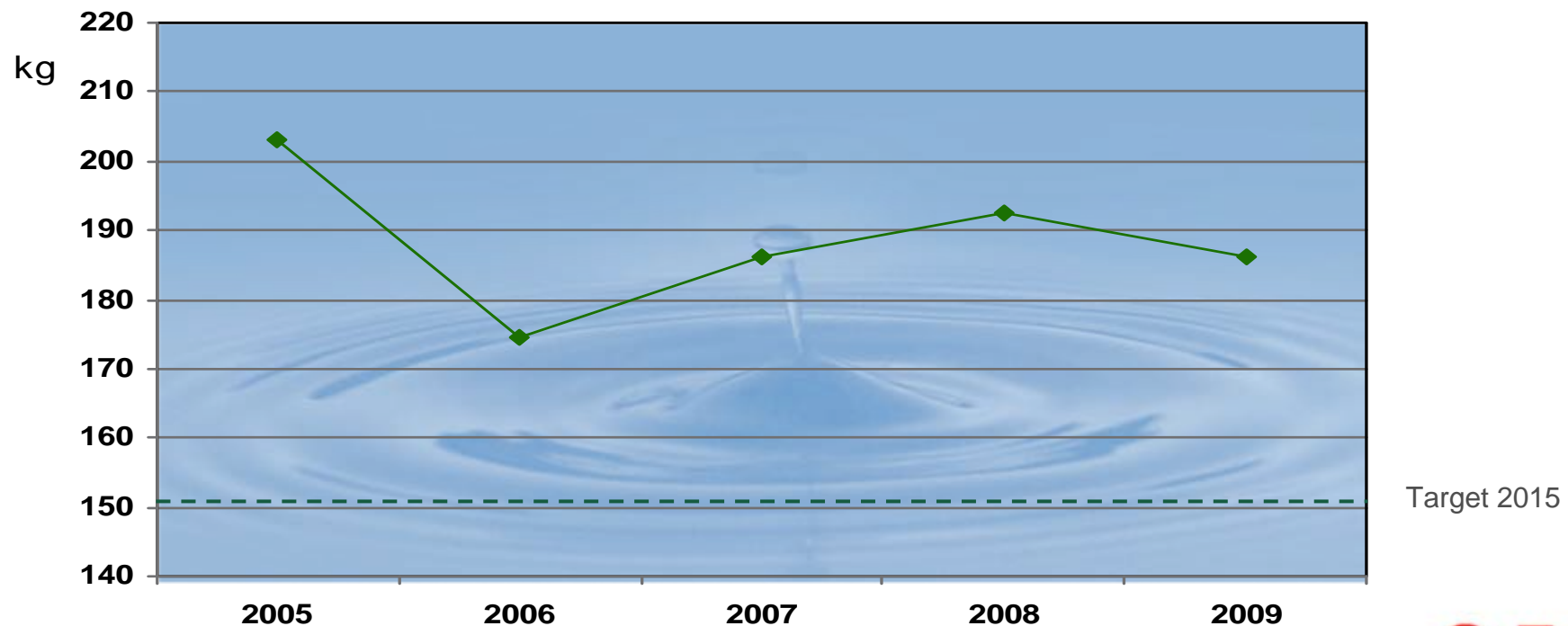
- We will maintain a safe and healthy workplace with a target of a zero accident rate
- Esselte is committed to helping Esselte personnel and end consumers create a sustainable office through education and training
- Progress towards our goals will be communicated openly on an annual basis with our Sustainability Report



CO₂ Emissions: Kilo per tonne production

- Esselte is committed to reducing the carbon footprint of our production sites in Europe with a target 25% reduction by 2015 (from 2005 levels)
- Kaizen events held in 2009 will save an estimated 900K kWh, further increasing our energy efficiency
- The large drop in 2006 was due to the closure of St Genevieve and increased production volumes
- The increase in 2007 and 2008 was impacted by the running of inefficient machinery which has since been sidelined

CO₂ kg per Tonne Production



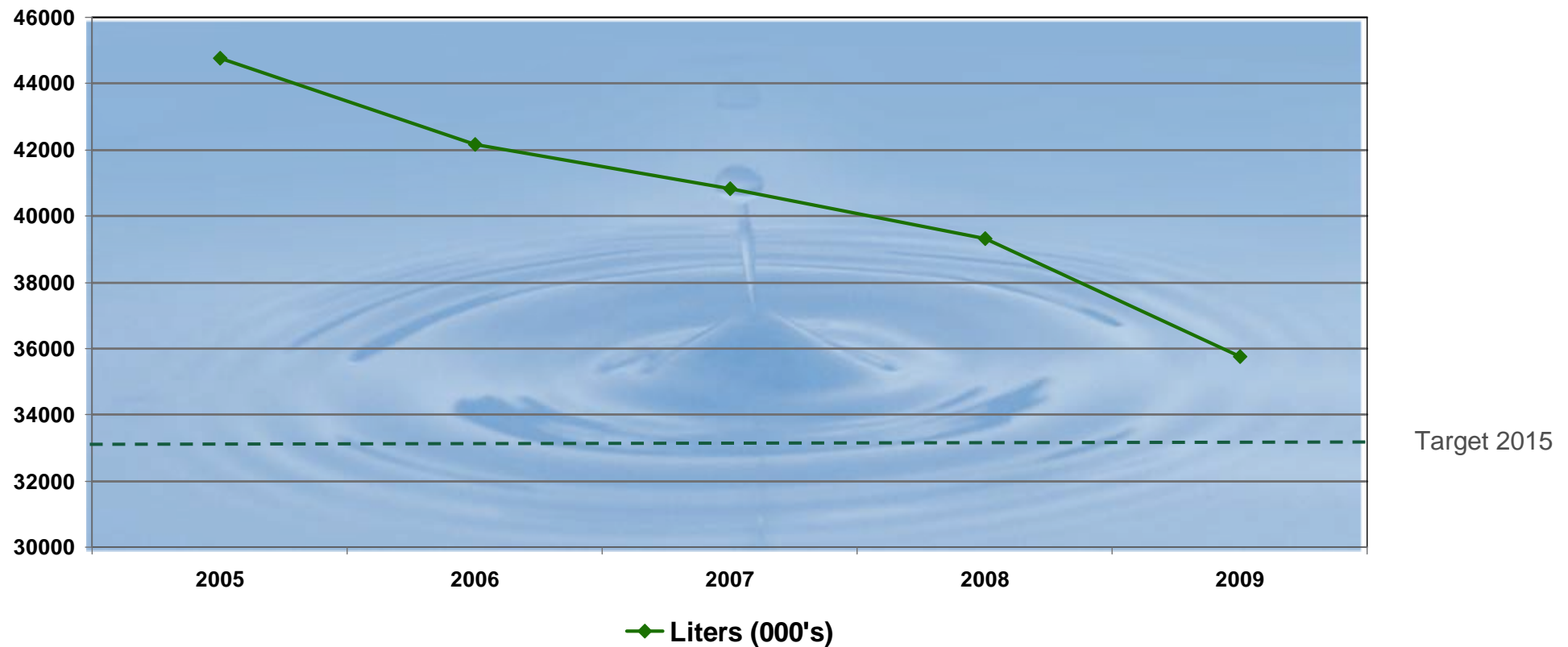
CO₂ Emissions per Tonne Production: Explanation of measure

Carbon Dioxide emissions are measured as Kilo of CO₂ per tonne production to account for swings in volume. It is a measure of how efficiently we produce, the lower this measure the more energy-efficient we are

- The more efficiently we run our factories, the lower our CO₂ emissions per tonne of production
- As production volumes fall, the kilograms of CO₂ per tonne production measure will increase as all factories have a certain amount of energy consumption regardless of output (i.e. heating and lighting)
- Consolidation of production will reduce our CO₂ emissions as factories consume energy regardless of how much is produced
- The running of high energy-consuming machinery will increase our CO₂ emissions per tonne, this occurred in 2008 causing a slight increase in this measure

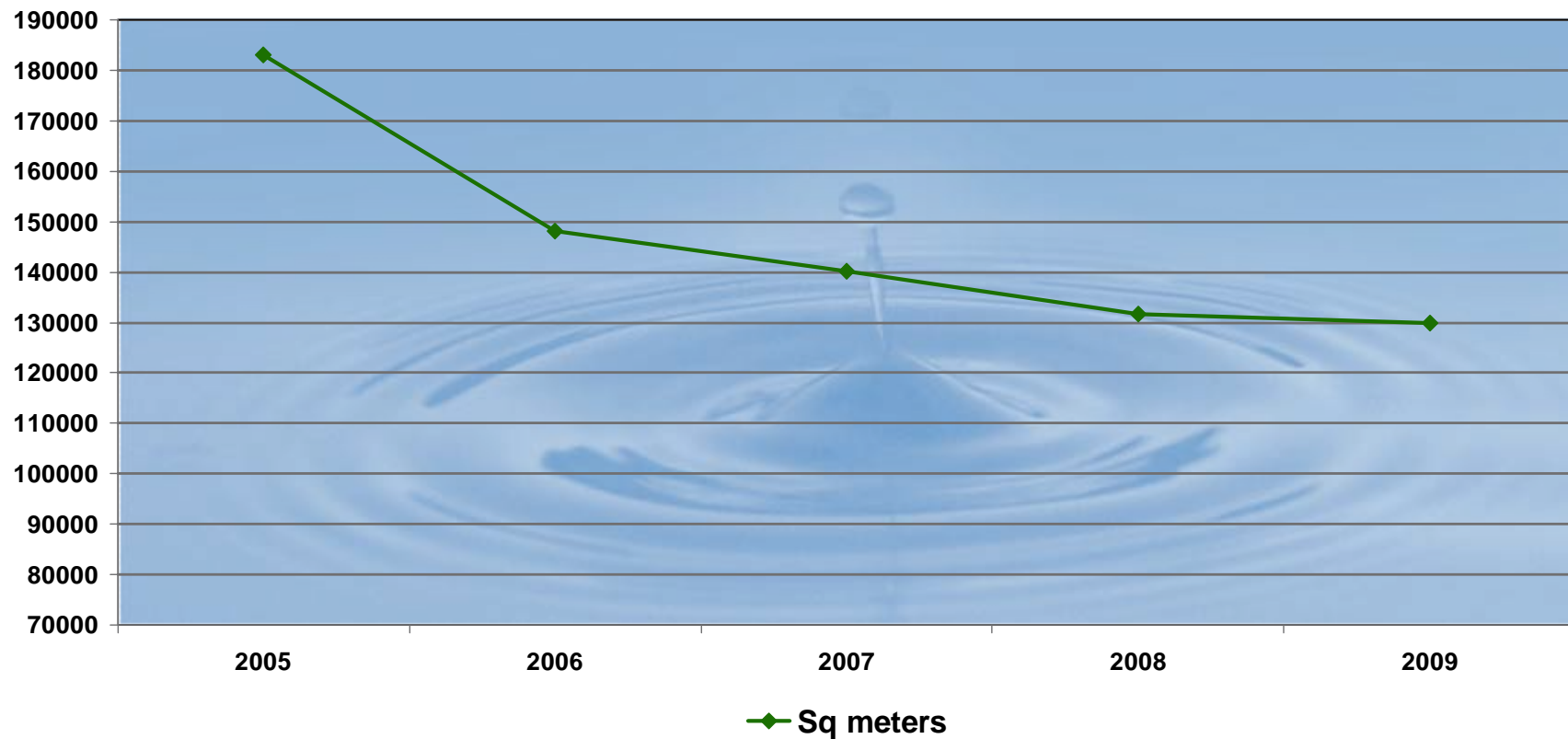
Water Consumption

- Water is a precious resource that is becoming increasingly scarce across the globe
- Esselte is committed to responsibly managing our water use in our factories
- Our goal is to reduce our water consumption 20% from our 2005 levels by 2015



Factory Square Metres

- Esselte is committed to being as efficient as possible in managing our physical space
- Like any other resource, fewer square meters used means less energy consumption in heating and lighting, plus it increases our commercial efficiency



ISO Compliance

- Esselte is committed to maintaining internationally recognized environmental standards across all of our European Production facilities
- To that end we have worked to be fully compliant with ISO 9001 and 14001 requirements and maintain this status with third-party audits across all of our European manufacturing facilities
- We received our first ISO 9001 certification in 1992 and our first ISO 14001 certification in 1997 - as of 2009 8, out of our 9 facilities are certified
- We are in the process of certifying our Russian operation with an accredited certification authority

Facility	ISO 9001	ISO 14001	Audit days in 2009
Kozienice, Poland	Yes	Yes	1
Stuttgart, Germany	Yes	Yes	2
Uelzen, Germany	Yes	Yes	2
St Niklaas, Belgium	Yes	Yes	2
Gorgonzola, Italy	Yes	Yes	2
Moguda, Spain	Yes	Yes	2
Cerkezkoy, Turkey	Yes	Yes	2
Lanov, Czech Republic	Yes	Yes	1
Hotkovo, Russia	Planned Q3	Planned Q3	0

Waste Management

Esselte Factory Waste Management:

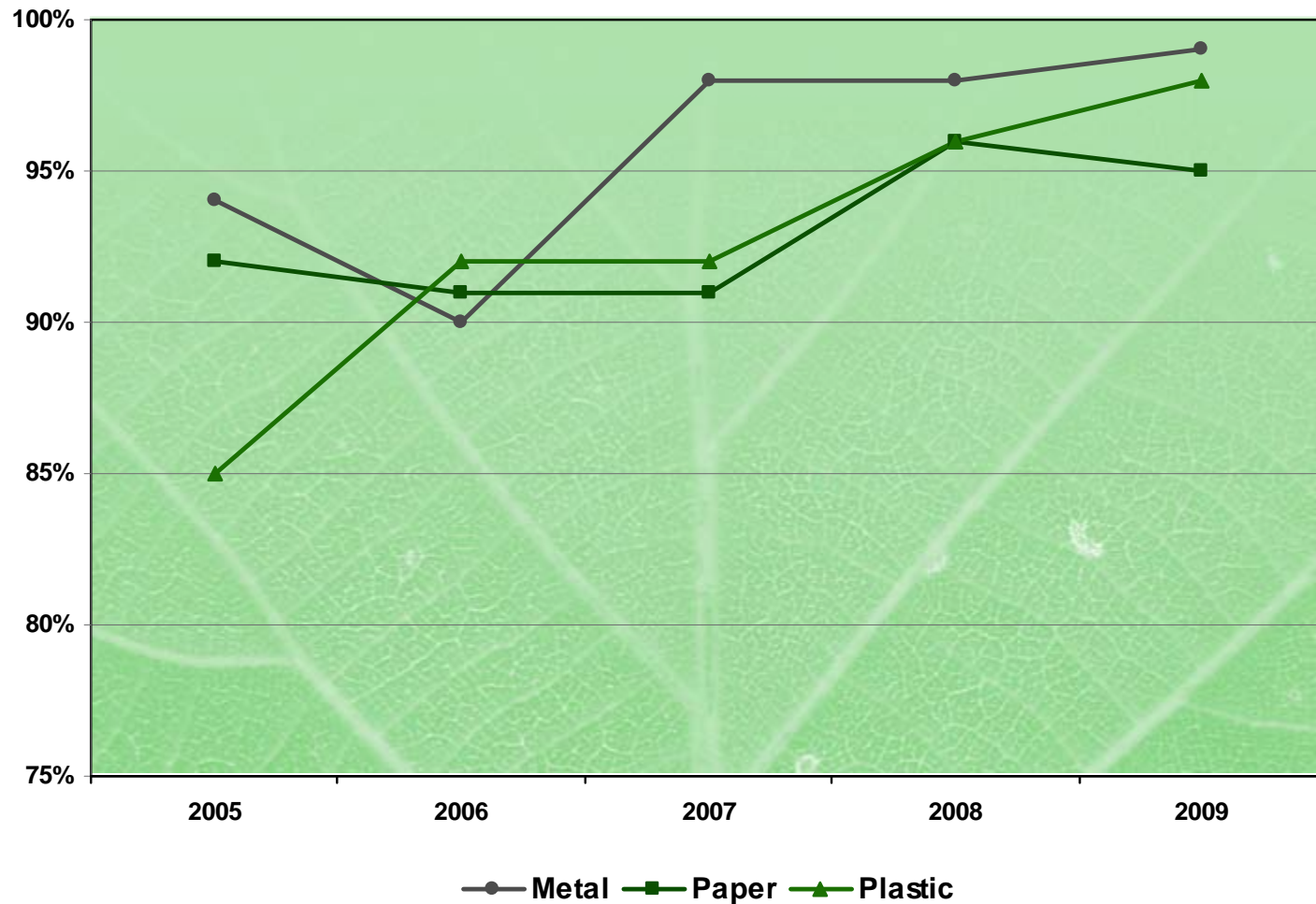
- Waste management is a key part of our Sustainable Development policy
- Esselte has a strong record in Waste reduction through improved efficiency and recycling, which we will strive to continuously improve
- 2009 Recycling waste levels for all our European production facilities:

Total Waste recycled in Esselte factories	96%
Metal waste recycled	99%
Plastic waste recycled	98%
Paper & Card waste recycled	95%

- Our long-term goal is to get to over 99% waste recycling at our European manufacturing sites

Total Waste Recycled

- Our production facilities are making strong progress towards our goal of over 99% waste recycled



Paper Stewardship

Esselte Paper usage in manufacturing:

- Esselte is committed to the sustainable use of Paper and Paper-based materials in the manufacturing of our products
- Our long term target is to source 100% of our paper used in the production of our products from FSC or Recycled sources:

Total Recycled/FSC paper Purchased 2009	97%
Recycled paper total:	79%*
FSC paper total:	33%*
Paper from virgin fibres:	3%

* Note: paper can be both recycled and FSC certified

Healthy and Safe work environment

- Esselte is striving to obtain a zero-accident workplace
- We will track all work-related accidents at our manufacturing sites and put measures in place to increase the safety of our workers
- Our target is an annual 10% reduction in number of accidents

Facility	2005	2006	2007	2008	2009
Kozienice, Poland	6	8	7	10	9
Stuttgart, Germany	14	6	9	9	8
Uelzen, Germany	12	3	0	3	3
St Niklaas, Belgium	0	7	15	6	1
Gorgonzola, Italy	5	8	7	3	0
Moguda, Spain	2	4	7	7	6
Cerkezkoy, Turkey	3	1	1	2	0
Lanov, Czech Republic	12	14	15	15	5
Hotkovo, Russia	1	0	0	0	0
Total European Manufacturing	55	51	61	55	32

Esselte Sustainability Scorecard

We have made very good progress on many measures but there is still room for improvement in some Key areas

Measure	Target 2015	Change from 2005	2009 Actual	Score
CO2 Kg/Tonne Production	150kg/Tonne	- 25%	186 kg/Tonne	●
Water Consumption	33,500 Liters	-20%	35,770 Liters	●
Factory Square meters	N/A	N/A	129,900 sq meters	●
ISO certification European Mfg	100%	+ 11.2%	88.8%	●
Waste recycling in factories	99%	+ 4%	96%	●
Paper from FSC/Recycled sources	100%	+ 3%	97%	●
Accidents in European Manufacturing	0	- 100%	32	●/●

Esselte Sustainability: all of us need to embrace this strategy

Sustainable Development is not only the right thing to do from conscientious point of view – it also makes good business sense

- Embracing a Sustainable Development strategy will not only ensure we do our part in helping the environment, it will also protect Esselte from potential bad press which could hurt the value of our company
- By better utilizing our resources we not only become more sustainable, we become a stronger and more profitable company
- Our LEAN philosophy is a perfect fit, the focus on eliminating waste saves not only resources but the time and money involved in re-working and scrap

We all must embrace the philosophy of Sustainable Development

Sustainability: What you can do

Everyone can help Esselte become an even more sustainable company. Even small actions, when carried out by many people, can have a big Impact

Sustainability Checklist:

- Turn off the lights when you leave the office, use natural light throughout the day if possible
- Consider replacing lightbulbs with more energy efficient ones – the upfront investment will quickly payback in reduced energy consumption
- Make sure you turn off your screen and printers – these consume electricity even when in “stand-by” mode
- Use only recycled paper or paper from sustainable sources (FSC, Blue Angel, Nordic Swan) – also, try to print on both sides. Then once done, make sure the paper is placed into the correct bin for recycling again
- Consider taking mass transit or carpooling to work – commit to doing this a few times a week