

Staples Canada

Community Impact +
Sustainability Report 2025

staples 



staples 

LAND ACKNOWLEDGEMENT

We acknowledge that Staples Canada offices reside on traditional territories now known as Canada and often referred to as Turtle Island by many Indigenous peoples. We acknowledge that this land is still home to many First Nations, Inuit, and Métis peoples.

Regardless of where we come from, we are all interconnected through the land we live on, the water we use and the air that we breathe. We are committed to a continuous learning journey in allyship. We seek to elevate Indigenous voices and lived experiences to cultivate reconciliation across Turtle Island.

TABLE OF CONTENTS

Introduction

A message from our CEO – Jens Cermak.....	04
About Staples Canada.....	06
About this report	08

Equity

Even The Odds	11
Improving Access to Care and Disease Prevention.....	13
Creating a Healthy Start for Kids	14
Ending Chronic Homelessness.....	15
Helping Even the Odds, One Donation at a Time	16
Driving Team Member and Community Engagement in 2025.....	17
Even the Odds 2025 Highlights Summary	18
At Staples Canada, You Belong Here.....	18
Belonging and Inclusion Initiatives in 2025.....	19
Belonging and Inclusion 2025 Highlights Summary	32

Education

Eliminating Barriers to Education	35
Providing Team Members with Opportunities to Work, Learn, and Grow.....	38
Team Engagement.....	42
Work, Learn, Grow – 2025 Education Highlights Summary	45

Environment

Our Sustainability Journey.....	47
Waste Diversion and Circular Economy.....	48
Climate Action and Carbon Management.....	52
Products and Services	54
Sustainability’s Community Impact and Team Member Engagement.....	56
Staples Professional	59
Sustainability Accolades	60
Sustainability 2025 Highlights Summary.....	62



A MESSAGE FROM OUR CEO JENS CERMAK

At Staples Canada, our commitment to Community Impact and Sustainability is fundamental to how we do business. It reflects who we are as an organization and how we show up for our customers, our communities, and each other. Guided by our pillars of equity, education, and environmental responsibility, this work is driven by our team members and embedded in our culture.

In 2025, our teams continued to deliver for customers while also responding to the broader challenges facing Canadians—from economic uncertainty and climate pressures to the need for greater equity and access. Through it all, Staples Canada remained focused on being a responsible business and a positive force in the communities where we live and work.

That commitment translated into meaningful impact across the country. Together, we raised more than \$2 million for the MAP Centre for Urban Health Solutions through our Even the Odds campaign, supporting efforts to address systemic health inequities. We planted more than 256,000 trees in partnership with Tree Canada. And alongside United Way Centraide Canada and the Kiwanis Club, we raised a record \$1.16 million to help ensure kids in communities across Canada have the school supplies they need to succeed.

Sustainability remains a key part of how we serve our customers and grow our business. We continue to strengthen our partnerships, expand our sustainable product and service offerings, support customers in reducing their environmental footprint, and scale our electric delivery vehicle fleet across Canada. These efforts contributed once again to our recognition as one of Canada's Greenest Employers

and a recipient of a Leader in Sustainability Award—recognition that reflects the discipline and commitment of our teams.

Equally important is how we support our people. We are investing in learning, leadership development, and mentorship to build future-ready capabilities across the organization. Our Business Resource Groups continue to grow, helping foster an environment where team members feel a sense of belonging and connection—within Staples Canada and beyond our walls.

Our mission to empower individuals, organizations, and businesses to thrive remains as relevant as ever. As we look ahead to 2026, we see an opportunity to deepen our impact—helping close education gaps, advance equity, reduce our environmental impact, and deliver the reliable services, expertise, and products our customers count on.

This report highlights the work, partnerships, and progress that defined 2025. I'm proud of what our team members have accomplished and the role Staples Canada continues to play in driving meaningful, lasting impact.

Thank you for your continued support.

Jens Cermak,
Chief Executive Officer



ABOUT STAPLES CANADA

We are a Canadian company committed to helping parents, teachers, businesses, and entrepreneurs work smarter, learn more and grow every day.

Our network includes nearly 300 stores across Canada and staples.ca, printing and shipping services at Staples Print, and Staples Studio co-working spaces. To service the unique needs of businesses, we also have a number of dedicated B2B brands that support business customers of all sizes, which include Staples Preferred, Staples Professional, Supreme Office Supplies and Furniture, Denis Office Supplies and Furniture, Monarch Office Supply Inc. and Beatties. Headquartered in Richmond Hill, Ontario, we are committed to the communities we serve across Canada, and are a proud partner of MAP through our Even The Odds fundraising and awareness initiative that aims to eliminate critical gaps in health equity.

Staples Canada is committed to making a positive impact by promoting equity, preserving the environment, and supporting education. Through these efforts, we aim to create a better future for all.

Caring and teamwork are core company values that we live each and every day across our organization. We make meaningful connections within every community where we operate through associate engagement, charitable donations, and participation in initiatives that support equity, education, and the environment.

From donating school supplies so students are set up for success, to raising awareness of inequity in Canada—we strive to make our communities better for everyone by opening doors and removing barriers.

OUR PURPOSE

Inspire people to work smarter, learn more and grow every day.



OUR VALUES



We Own It

We are accountable, responsible and act with urgency. We bring our best every day; it's how we play to win.



We Are Partners

We are more than just products and services. We have one common goal: to deliver solutions to our customers, allowing them to turn their goals into reality.



We are One Team

We do great things because we embrace the power of working together.



We Care

We create a community through meaningful experiences and relationships with every person we encounter.



ABOUT THIS REPORT

Staples Canada has been reporting yearly on a variety of environmental and social topics since 2021.

This Community Impact and Sustainability (CIS) Report provides a high-level overview of Staples Canada’s Equity, Education and Environment activities and initiatives. Our 2025 report includes CIS actions and outcomes during our 2025 fiscal year, (February 2, 2025, to February 1, 2026) unless otherwise stated.

This report has been prepared with reference to responsible retail business best practices. 100% of Staples Canada’s energy consumption, waste diversion and recycling data is tracked, monitored and verified by Enerfrog Business Services Inc.

2025 Associate Engagement Survey Results; At a Glance

89%

of the total target audience participated with an engagement score of 79% (+ 2.1% over 2023)

87%

said that my direct manager treats everyone with dignity and respect.

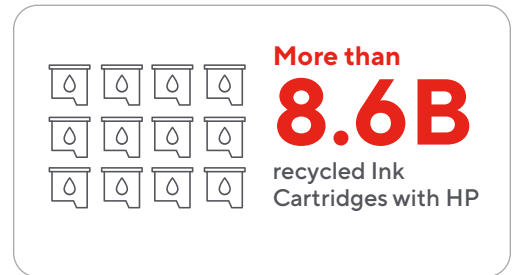
85%

said that Staples provides a safe working environment for team members.

84%

said that team members are treated fairly and respectfully, regardless of individual differences (e.g., race, gender, disability, religion, age, or sexual orientation).

2025 Community Impact + Sustainability Highlights



Awards + Recognition





EQUITY

Making the future fair for everyone.

Vibrant communities are equitable communities. We help build and grow communities that embrace fairness and raise awareness of inequity so that everyone has the opportunity to thrive.

SUPPORTING THE RED CROSS

In 2025, Staples Canada donated \$25,000 to the Red Cross through its 21st Annual Canadian Red Cross Benefit Event. This contribution supported the power of collective action to respond effectively to disasters and humanitarian crises, and was also essential in enabling the Red Cross to help vulnerable individuals and strengthening the resilience of our communities.

Staples Canada’s donation helped to train volunteers, store emergency supplies, and provide those in need with shelter, meals, clothing, psychological support, and financial assistance.

EVEN THE ODDS

At Staples Canada, we live out our Equity pillar in action through our Even the Odds partnership with MAP, Canada’s largest health equity research centre. Through innovative research and real-world program and policy solutions, MAP scientists tackle complex community health issues at the intersection of health and equity.

Our Even the Odds program funds MAP research and innovative, evidence-based solutions across Canada to help make the future fair for everyone. In 2025, MAP’s national partnership with **Staples Canada** reached a five-year milestone. Originally struck as a five-year, \$5 million commitment, the initiative has now raised more than \$9 million and will continue through a new, multi-year agreement. Through these pillars, we have the opportunity to grow our commitment to making Canada a more equitable country for us all.





Improving Access to Care and Disease Prevention

Healthcare and healthy food are two of our most basic needs – yet in Canada, some have easy access and others are left behind. Through Even the Odds, we’re investing in innovative ways to create healthier communities across the country.



Creating a Healthy Start for Kids

Every child should have the opportunity to thrive, regardless of economic background. With Even the Odds, we are working to end childhood health inequities in Canada through science-based programs with lifelong impacts.



Ending Chronic Homelessness

A future without homelessness in Canada is possible. Through Even the Odds, we are helping people each and every day to get housed, stay housed, and regain their health and well-being.

Equity is about fairness. Equitable communities work better for everyone.

In Canada, our household income, education, and experiences of discrimination strongly affect our odds of staying healthy.




IMPROVING ACCESS TO CARE AND DISEASE PREVENTION

Program Highlight: Our Healthbox

MAP’s Even the Odds Healthbox initiative provides a life-changing impact to communities in the Maritimes, including two First Nations communities, through a series of “smart” vending machines. These machines dispense free health supplies and essentials such as warm socks and hygiene products to people experiencing major barriers to healthcare.



Since its launch in 2021 in the Atlantic provinces, our Even the Odds Healthbox initiative has distributed thousands of free wellness supplies, including more than 500 HIV self-testing kits and more than 450 Naloxone kits. The vast majority of Healthbox users are young people experiencing homelessness. In 2025, the program continued to grow across Canada and has now reached the far north, distributing lifesaving supplies from coast to coast to coast.

Program Highlight: Healthy Food Prescription

With more money to spend at the grocery store, would people with low incomes and chronic disease have a fairer shot at staying well and avoiding complications?

Healthy Food Prescription is a landmark research trial to test a promising approach to food insecurity and chronic disease inequities: grocery store vouchers prescribed by physicians to low-income patients with diabetes. Thanks to Even the Odds, MAP has provided monthly food vouchers to hundreds of diabetes patients with low incomes in Ontario.

Over time, MAP will track how well the vouchers work to reduce patients’ healthcare use as well as overall risk of diabetes complications—creating evidence that policy makers need to justify major investment in provincial and national food prescription programs.



CREATING A HEALTHY START FOR KIDS

Program Highlight: APPLE Schools

Even the Odds proudly funds APPLE Schools: an award-winning health promotion project for elementary students in underserved communities.

Kids who grow up in disadvantaged neighbourhoods have a much higher risk of diabetes and heart disease in adulthood. APPLE Schools has been proven to help considerably reduce this risk by helping students move more, eat better and feel happier—learning healthy habits that last a lifetime.

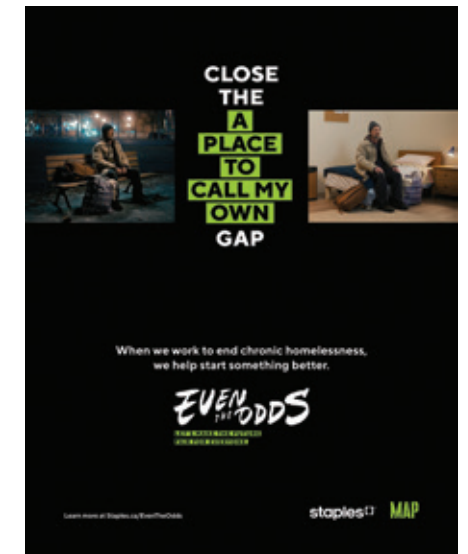
In 2025, thanks to Even the Odds, MAP brought the award-winning **APPLE Schools** health promotion initiative to more than 4,500 elementary students in disadvantaged Ontario and Alberta neighbourhoods.



ENDING CHRONIC HOMELESSNESS

Program Highlight: The Navigator Program

Even the Odds proudly funds MAP’s Navigator program: an outreach program that helps unhoused patients recover after a hospitalization by connecting them with healthcare and social services in the community. The ultimate goal is to help people exit homelessness for good. Thanks to Even the Odds fundraising, in 2025, MAP’s Navigator homelessness outreach program launched at a new hospital site: **Fondation du Centre hospitalier de l’Université de Montréal (CHUM)**. This is the second Navigator expansion that Even the Odds made possible; the first was to St. Paul’s Hospital (**Providence Health Care, Vancouver**) in 2023. This past summer, the national program also served its 1,000th patient—a major milestone.





HELPING EVEN THE ODDS, ONE DONATION AT A TIME

Our Even the Odds partnership was created to help raise awareness of health inequities throughout Canada, and to generate the vital funding needed to drive meaningful and lasting change.

Thanks to the support of Staples Canada’s customers, team members and vendor-partners, as well as an annual corporate match donation, we are proud to have raised more than \$2 million in 2025 to help fund both research and real solutions in communities throughout Canada. Funds raised go to MAP to support programs that directly impact communities across the country.



DRIVING TEAM MEMBER AND COMMUNITY ENGAGEMENT IN 2025

In 2025, the Even the Odds team continued and introduced new creative initiatives to boost awareness and engage our team members and the community in support of MAP and Even the Odds programs.

Highlights included:

- Continued lunch and learn sessions designed to educate and inspire action among our teams.
- Even the Odds presence at our 2nd Staples Vendor Food and Beverage Bonanza, where team members and community members sampled products from top brands while learning how to get involved.
- A special Even the Odds gift-wrapping station for the public at our Staples Burlington store’s grand opening in late November to raise awareness and fundraise. To celebrate the grand opening, **Staples Canada** also made a \$30,000 donation to MAP through the Even the Odds partnership.
- A special pre-sale of our 2025 Even the Odds Gift of Giving “Inspiration Kit” for our team members at our Richmond Hill head office.

These initiatives generated strong engagement and enthusiasm, laying the groundwork for future events and deeper support for Even the Odds.





EVEN THE ODDS 2025 HIGHLIGHTS SUMMARY

- At Staples Canada, we live out our Equity pillar in action through our Even the Odds partnership with MAP, Canada’s largest health equity research centre.
- In 2025, MAP’s national partnership with Staples Canada reached a five-year milestone. Originally struck as a five-year, \$5 million commitment, the initiative has now raised more than \$9 million and will continue through a new, multi-year agreement.
- Thanks to the support of Staples Canada’s customers, team members and vendor-partners, as well as an annual corporate match donation, we are proud to have raised more than \$2 million in 2025 to help fund both research and real solutions in communities throughout Canada. Funds raised support MAP’s programs, which directly impact communities across the country.

AT STAPLES CANADA, YOU BELONG HERE

You Belong Here is more than a statement. It reflects how we show up for one another, how we lead, and how we build an inclusive culture every day. Our focus on diversity, equity, and inclusion strengthens our organization, supports better decision-making, and contributes to long-term success.

We are committed to creating an equitable workplace where people feel respected, valued, and able to contribute fully as their authentic selves. By embedding inclusion into our practices and experiences, we continue to foster an environment where individuals and teams can thrive.



BELONGING AND INCLUSION INITIATIVES IN 2025:

Our Business Resource Groups (BRGs)

We are proud to have four Business Resource Groups (BRGs) at Staples Canada. These groups are by our team members, for our team members. At a grassroots level, they provide leadership, informal mentorship, networking and education, and help support the drive of the strategic priorities of belonging and inclusion in the business. They create a more inclusive, cohesive culture and connect team members with their colleagues, customers, and the community.

Building on foundational work completed in 2024, we further **refined BRG roles and strengthened governance in 2025** to support long-term sustainability and impact. This included clarifying responsibilities across BRG leadership teams and reinforcing accountability beyond executive sponsors and co-chairs.

In addition, we introduced **regular coaching and mentorship touchpoints between BRG co-chairs and their executive sponsors**, supporting leadership development, strategic alignment, and more effective decision-making. This approach helped ensure BRG initiatives remained aligned to business priorities while also investing in the professional growth of associate leaders.





In 2025, the BRG Showcase Series was replaced with an **enterprise-wide BRG recruitment and engagement drive**, designed to increase awareness, accessibility, and participation across corporate, retail, and supply chain teams.

You Belong Here

Find your community. Grow your career.

Join one of our associate-led Business Resource Groups (BRGs) and be part of shaping an inclusive culture at Staples.



Championing Mental Health at Work

- Normalize open mental health conversations
- Share tools and resources for well-being
- Connect in a safe, supportive space



Celebrating 2SLGBTQIA+ Inclusion

- Advocate for diverse identities
- Learn and grow through community
- Foster belonging across all teams



Embracing Cultural and Racial Diversity

- Celebrate intersectional identities
- Promote allyship and awareness
- Strengthen inclusive teamwork



Advancing Inclusive Leadership

- Support women and underrepresented genders
- Break down barriers to leadership
- Build confidence and career pathways





Shining the spotlight on Men’s Mental Health

At Staples Canada, associate well-being is foundational to our culture and business success, and this includes mental well-being. In November, we recognized **Men’s Mental Health Month**, with a focus on raising awareness, reducing stigma, and encouraging open dialogue around men’s mental health.

Led by our **Mental Wellness Warriors BRG**, we delivered a month of programming designed to foster meaningful conversations, increase awareness of available supports, and encourage help-seeking behaviours.

As part of this focus, we partnered with **Even the Odds** to host a **lunch-and-learn session highlighting their Navigator Program**. The session explored the intersections of mental health and homelessness, an issue that disproportionately impacts men, and provided team members with a greater understanding of how social determinants of health affect mental well-being. This partnership reinforced the importance of community connection, education, and compassion in supporting holistic mental wellness.

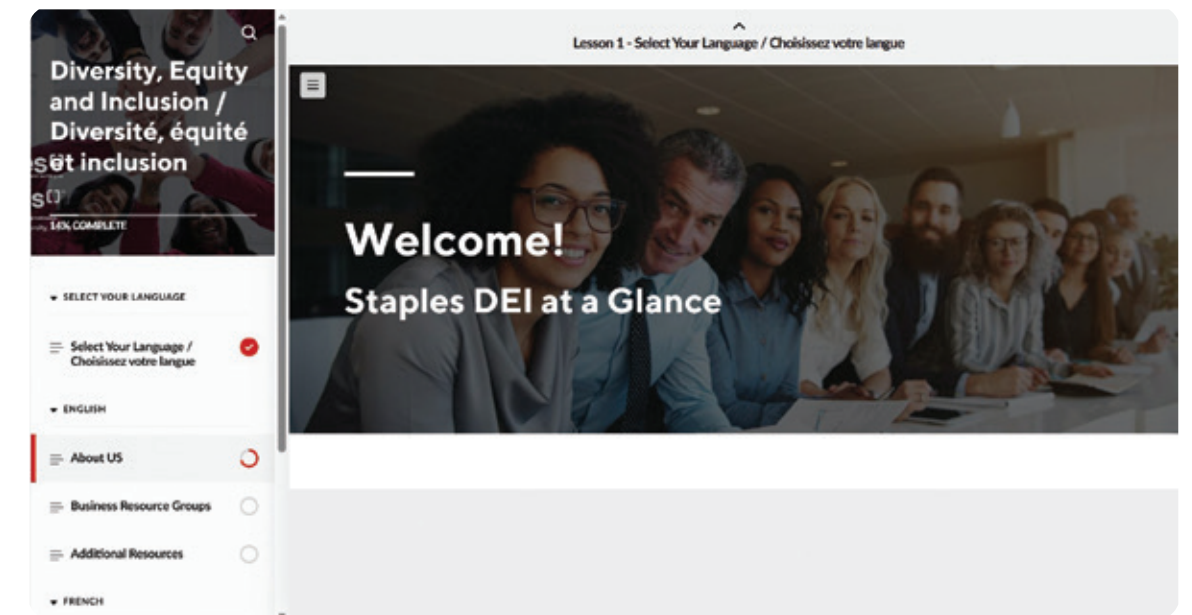


Diwali Celebration

To celebrate **Diwali**, the Festival of Lights, we created opportunities for our team members to engage with the cultural significance of the holiday in an authentic and respectful way. Culturally relevant, authentic Diwali sweets were shared with team members at our **Richmond Hill and Pendant office locations**, recognizing Diwali as a time centred on light, gratitude, and community.

NEW Diversity, Equity and Inclusion Intranet launch!

To kick off our events for National Coming Out Day and throughout the month of October, Staples Canada proudly launched its new associate **Diversity, Equity and Inclusion Intranet site** – a one-stop shop for information on diversity, equity and inclusion at Staples Canada and how to join our BRGs, and a central hub for resources, training and FAQs.





National Day for Truth and Reconciliation 2025

At Staples Canada, we are working towards an equitable future by creating a culture where everyone is comfortable being their authentic selves. On National Day for Truth and Reconciliation, we paused and reflected on the history of the Indigenous Peoples across Canada.

Our team members had opportunities throughout the month to learn and grow. They joined in solidarity by purchasing and wearing our “Support Matters” pin, a symbol of remembrance, respect, and hope for change to amplify the voices of survivors and support the healing journey of Indigenous communities across Canada, with more than \$15,000 (100 per cent of proceeds) donated to the Indian Residential School Survivors Society.

We also welcomed award-winning author and traditional knowledge and language keeper John Langan for an exclusive associate webinar. The session offered meaningful insights grounded in lived experience and encouraged continued learning and reflection.

It was an informative and engaging month, filled with chances for team members to come together as ONE TEAM as we acknowledge the truths of our history and continue on a path of understanding.

NEW GEM Partnership: Supporting Future Leaders Through Mentorship

In 2025, we launched a new partnership with Girls E-Mentorship (GEM), enabled through the Women Who Lead BRG. This partnership reflects our commitment to mentorship, education, and early career development.

The GEM partnership connects Staples Canada team members with high school students through building, access to role models, and exposure to workplace readiness skills, reinforcing our values of learning, growth, and community impact.

2025 was full of PRIDE!

At Staples Canada, we believe that diversity is one of our greatest strengths. Throughout June, we proudly celebrated Pride Month with meaningful moments and engaging experiences that demonstrated our ongoing commitment to creating a welcoming and supportive workplace for all.

Led by our Pride@Staples (BRG), 2025 initiatives embraced the BRG’s mission to create an inclusive environment that recognizes, educates, and celebrates the 2SLGBTQI+ community, fostering a workplace where every associate feels a sense of belonging and has a safe space to be their authentic self.

In June, we kicked off the month by raising the Pride Flag at our Richmond Hill and Pendant head office locations and, for the first time, proudly joined the Toronto Pride Parade, walking in solidarity with the 2SLGBTQI+ community alongside our team members.

We’re proud to stand with our team members and communities as we build a workplace where everyone belongs.

Mental Health Month

In May, we recognized Mental Health Month with a series of initiatives led by the Mental Wellness Warriors BRG, reinforcing our ongoing commitment to team member well-being.

Throughout the month, team members had access to a range of learning and well-being experiences, including:

- A virtual webinar in partnership with the Canadian Mental Health Association (CMHA) focused on resilience and strategies for protecting personal well-being
- Therapy dog visits at our Richmond Hill and Pendant locations, supporting stress reduction and connection
- Two member-exclusive virtual yoga and meditation sessions, offering accessible tools to support mental and physical well-being

In collaboration with the **Pride@Staples BRG**, we also hosted a member-exclusive virtual art therapy session delivered by Stardust Collective, a queer-owned business. Art supplies were provided to participating team members, with materials generously supported and shipped through partnerships with select vendor partners.



Women Led in 2025

From Mix and Mingle events at various **Staples Canada** locations to LinkedIn features about how some of our female Staples Canada team members empower other women around them, we celebrated International Women’s Day in March at Staples Canada from coast to coast. Team members proudly participated in this Global Day of Celebration to recognize the social, economic, cultural, and political achievements of women throughout Canada, and around the world.

Throughout the month, our team members came together as ONE TEAM to celebrate Staples’ Women Who Lead BRGs’ International Women’s Day “Women Who Lead Mix and Mingle” events in Calgary, Laval and at our Richmond Hill head office. The gatherings were an amazing opportunity for team members across Canada to network, connect and share. Thank you to everyone who participated and added their voice to **#AccelerateAction** in 2025!



Supporting local, Black-owned businesses during Black History Month



During Black History Month, Staples Canada team members honoured the resilience and vibrant culture of Black Canadians. On Feb. 12, our Mosaic Business Resource Group brought our 2nd Annual Black History Month Pop-up Shop to our Richmond Hill office. Team members celebrated and supported Black-owned businesses in our community at the pop-up shop that featured local black entrepreneurs showcasing and selling their products.

Then, on Feb. 21, team members across Canada joined us for a You Belong Here: Virtual fire-side chat with entrepreneur and leadership advisor **Hugh Lawson (he/him)**, discussing “Psychological Safety for Black Associates at Staples.” With more than two decades of coaching experience, Lawson is a leadership advisor specializing in social impact and cultural transformation within organizations.

It was an active and dynamic month with many of our team members participating in the various events, ensuring Black History Month is a catalyst for lasting change and a commitment to building a more equitable and inclusive workplace for all.



Lunar New Year Recognition

In recognition of **Lunar New Year**, our Mosaic BRG facilitated a dedicated associate recognition campaign through our **STARS recognition platform**, creating space to celebrate renewal, gratitude, and connection. The campaign encouraged team members and leaders to recognize one another for contributions made over the past year, aligning with the cultural significance of Lunar New Year as a time of reflection, appreciation, and fresh beginnings.

Self-Identification

Count Yourself In

To foster a sense of belonging for all, understanding our diverse associate base and individual makeup is crucial for building targeted programs at Staples Canada. Our **voluntary and confidential** self-identification program, launched in Spring 2023, remains a cornerstone of our diversity, equity and inclusion strategy.

This program empowers team members to self-identify within our HR system, enabling the collection of aggregate data that helps inform targeted initiatives, policies, and resources that better reflect the needs of our workforce. The insights gained supported more informed decision-making, helped identify gaps and opportunities, and guided the development of programs that promote equity and inclusion.

Self-identification also plays an important role in increasing awareness of the unique experiences and challenges faced by different groups, supporting the creation of an environment that respects individual rights and needs. In addition, the program helps connect team members to relevant supports, such as BRGs or specialized initiatives aligned to their lived experiences.

Overall, self-identification is a powerful tool for promoting understanding, respect, and equity. It allows team members to be seen and valued for who they truly are and allows us to work towards creating a more inclusive and equitable environment. We remain committed to this program and are actively exploring ways to enhance its effectiveness in 2026 and beyond.

Diversity, equity and inclusion E-Learning Programs – Revamp e-learning 140 mins to 15 mins

Understanding the importance of belonging is critical to building an inclusive and equitable culture at Staples Canada. To support this, Staples Canada significantly evolved its diversity, equity and inclusion learning approach in 2025.

Our diversity, equity and inclusion e-learning program was **streamlined from approximately 140 minutes to 15 minutes**, ensuring greater accessibility, completion, and relevance for team members across all roles and locations.

The refreshed learning experience consolidates key concepts from three foundational courses:

- **Diversity, Equity and Inclusion**, focusing on inclusive culture and communication
- **Ending Racism**, addressing interpersonal and systemic racism
- **Gender Inequality**, exploring gender equity in the workplace

This redesign reflects our commitment to practical, respectful, and time-conscious learning that supports inclusive behaviours across the enterprise.





Mental Health in Motion

Since 2015, **Staples Canada** has been a proud sponsor of Mental Health in Motion in partnership with York Region Mental Health Association. Through this sponsorship, Staples Canada supports The Canadian Mental Health Association York and South Simcoe in their work to address the challenges young people face due to barriers such as mental illness, addiction, and suicide.



REGISTER TODAY:
cmhainmotion.ca

Staples Employee Share Fund

Exemplifying our value of “We Care,” fostering togetherness and supporting our Staples Community is important to team members throughout our organization. The Staples Employee Share Fund is founded and solely funded by Team members and offers financial support to employees who find themselves in need of assistance due to unforeseen events beyond their control.

The Staples Employee Share Fund gives all full-time and part-time team members the opportunity to contribute to or receive support from the Staples Community. For team members who have recently experienced severe financial hardship, the Staples Employee Share Fund is an option for additional financial support during a difficult time.

What is the Staples Canada Employee Share Fund?

Founded and solely funded by associates, Share Fund provides financial support to associates who need assistance due to unforeseen events beyond their control. All current full-time and part-time associates can contribute to the fund.





BELONGING AND INCLUSION 2025 HIGHLIGHTS SUMMARY:

- We are committed to creating an equitable workplace where people feel respected, valued, and able to contribute fully as their authentic selves. By embedding inclusion into our practices and experiences, we continue to foster an environment where individuals and teams can thrive.
- We are proud to have four Business Resource Groups (BRGs) at Staples Canada: Mental Wellness Warriors, Pride at Staples, MOSAIC and Women Who Lead. These groups are by our team members, for our team members. At a grassroots level, they provide leadership, informal mentorship, networking and education, and help support the drive of the strategic priorities of belonging and inclusion in the business. They create a more inclusive, cohesive culture and connect team members with their colleagues, customers, and the community.
- From Black History Month to Mental Wellness Month, our BRG’s corporate-wide programming and initiatives brought team members together across the organization.
- In 2025, we launched a new partnership with Girls E-Mentorship (GEM), enabled through the Women Who Lead BRG. This partnership reflects our commitment to mentorship, education, and early career development.
- To kick off our events for National Coming Out Day and throughout the month of October, Staples Canada proudly launched its new associate Diversity, Equity and Inclusion Intranet site – a one-stop shop for information on diversity, equity and inclusion at Staples Canada.
- To commemorate Pride Month in June, we kicked off the month by raising the Pride Flag at our Richmond Hill and Pendant head office locations and, for the first time, proudly joined the Toronto Pride Parade, walking in solidarity with the 2SLGBTQI+ community alongside our team members.
- **Staples Canada** significantly evolved its belonging and inclusion learning approach in 2025. Our e-learning program was streamlined from approximately 140 minutes to 15 minutes, ensuring greater accessibility, completion, and relevance for team members across all roles and locations.





EDUCATION

Learning is a beautiful thing.

Schools are the cornerstone of our communities and the portal to learning and growth. We support organizations that enhance the educational experience for both students and educators by ensuring they have the tools and supplies they need to succeed.

ELIMINATING BARRIERS TO EDUCATION

2025 Staples School Supply Drive

Our Annual Staples School Supply Drive is a joint effort between our team members, customers, and local organizations looking to make the biggest impact possible in the communities we live in and serve. Now in its 20th year, this amazing initiative helps students from coast to coast overcome obstacles by ensuring they head back to the classroom with the supplies and support they need to succeed.

In 2025, we continued our longstanding partnership with United Way/Centraide in the West, East, and Quebec, and with Kiwanis in Ontario, to help these organizations meet the unique and diverse needs of children and schools across the country.

We are excited to share that in 2025, we raised more than \$1.16 million from our in-store donation campaign and through special initiatives across our regions, such as the “Stuff a Bus” event in Edmonton, and through our Staples Canada associate Eventbrite donation page. This is the most money raised in any year since our launch two decades ago.

With every donation during our 2025 School Supply Drive, we came closer to our goal of eliminating barriers to education across Canada.





Staples Canada team members fill backpacks for success during the 2025 Staples School Supply Drive

At Staples Canada, we're proud that for more than two decades, we have helped students overcome barriers to learning through the Annual Staples School Supply Drive in partnership with Kiwanis International and United Way Centraide Canada.

Since 2005, this program has raised more than \$18 million to help students overcome barriers to learning. This year, our team members went above and beyond, raising funds to purchase school supplies and volunteering their time to fill more than 250 backpacks with much-needed equipment for students at our Even the Odds-funded APPLE Schools. We're proud to bring together two of our most impactful partnerships to support students and schools in need, and to help build stronger, more equitable communities. Thank you to everyone who contributed to making this initiative a success!





PROVIDING TEAM MEMBERS WITH OPPORTUNITIES TO WORK, LEARN, AND GROW:

At Staples Canada, our purpose is to help people work smarter, learn more and grow every day. Through our talented teams across the country, we work together to ensure we deliver the best products, solutions and services to our customers each and every day.

Learn @ Staples

Up Close and Personal with the Senior Corporate Leadership Team (SCLT): Welcoming our corporate new hires

In 2025 the onboarding journey for our corporate new hires culminated in a session with the SCLT, who welcome new hires every quarter with a fun, informal and interactive in-person or virtual session.

Team members get the opportunity to meet our executive team, connect with their peers, ask questions, and share their stories and experiences at Staples Canada while learning more about the leaders and their work.

Lead Forward

The 2025 LeadForward cohort brought together 50 managers across functions and regions to build future-ready leadership capabilities aligned to Staples Canada’s competency framework and business priorities.

The post-program evaluation showed that 90 per cent of participants felt more connected to Staples Canada’s leadership culture and expectations, reinforcing the program’s role in building a consistent, values-driven leadership culture.

Participants completed a series of leadership workshops and applied their learnings through working in cross-functional teams. Each team is supported by a senior-leader mentor as they tackle real business opportunities. More than 90 per cent of participants reported increased confidence in solving complex business problems collaboratively, strengthening inclusive and collective problem-solving.

Beyond individual development, the program strengthened leadership readiness and internal capability by equipping managers to apply learning directly to their roles, supporting business execution and longer-term succession needs.

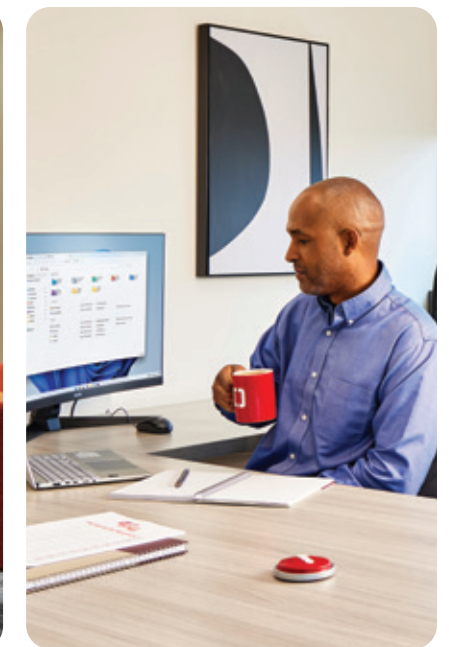
Mentorship Pilot Program

Our four-month 2025 mentoring pilot program focused on career growth and leadership development through goal-oriented conversations. Topics included personal branding, decision-making, navigating change, and building networks.

Mentors and mentees benefited from expanded perspectives, improved communication, and stronger internal connections. The intention of the program was meant to be flexible, creating a safe space for guidance, feedback, and professional development. The program will continue in 2026 with its official launch.

Launch of New Goal Setting Process for all Salaried Team Members

The new 2025 goal-setting process for Staples Canada team members ensures that individual performance goals are aligned with Staples Canada’s strategic priorities to drive company success while supporting professional growth. By setting measurable goals in our Human Capital Management system, leaders and team members can establish clear accountabilities and track progress against key performance indicators in one centralized system.





Associate Scholarship Awards

At Staples Canada, we are committed to fostering growth and development opportunities for all our team members. The Annual Scholarship Program underscores Staples Canada’s ongoing efforts to invest in the education of our team members and their families.

In 2025, we were proud to grant 23 academic scholarships, each valued at \$1,000, to 23 Staples Canada team members who were either full-time students themselves or had a child enrolled as a full-time student for the Fall 2025 semester. In addition to these awards, we also recognized the top overall applicant with an additional \$1,000 scholarship.

Community Partnerships at Staples Canada

At Staples Canada, we are committed to fostering inclusive employment opportunities through our Community Partnerships program. This initiative connects Staples Canada with non-profit organizations that support job seekers from diverse backgrounds facing employment barriers. In 2025, we successfully hired 21 talented individuals through this initiative, primarily in our retail division. In 2026, our focus is on raising more awareness of our program and expanding into other areas of the business.

To support this growth, our committee has developed a structured process to educate our teams on the program’s benefits, streamline implementation, and strengthen our partnerships across Canada. By considering candidates from our Community Partnerships program, Staples Canada continues to enhance workforce diversity while leveraging available training incentives, ensuring more individuals can contribute meaningfully to the Canadian workforce.



Grow With Staples

As an internal mobility initiative, Grow with Staples encourages team members to think broadly about their career paths, including lateral moves and non-traditional opportunities across our extensive network. The program equips team members with the tools and insights needed to position themselves for both lateral and vertical growth, offering access to best practice guides, live learning sessions with business leaders, and tailored support from Talent Acquisition on résumé development and skills alignment. Participants gain valuable visibility into organizational structures, success stories, emerging roles, and key entry points, helping them better understand where their transferable skills can take them. By investing in internal talent, the program strengthens our workforce and empowers team members to shape meaningful, long-term careers at Staples Canada.



TEAM ENGAGEMENT

Continuous Listening and Engagement Strategy

Our Continuous Listening and Engagement Strategy, launched after the 2023 Associate Engagement Survey (AES), focuses on turning survey insights into action by fostering ongoing dialogue and connection—through initiatives like Lean In Circles and one-on-one meetings. These efforts strengthen engagement and ensure leaders remain accountable by regularly updating and sharing progress on their AES Action Plans. In 2025, the AES returned. Learn more about the 2025 results and outcomes in our AES By the Numbers section.



BY THE NUMBERS: 2025 Associate Engagement Survey

87%

said that my direct manager treats everyone with dignity and respect.

89%

of the total target audience participated with an engagement score of 79% (+ 2.1% over 2023)

84%

said that I know how my work contributes to the goals of Staples Canada.

85%

said that Staples Canada provides a safe working environment for team members.

85%

said that I trust my direct manager.

85%

have a clear understanding of my job responsibilities.

80%

plan to continue working at Staples Canada for the next 12 months.

84%

said that team members are treated fairly and respectfully, regardless of individual differences (e.g., race, gender, disability, religion, age, or sexual orientation).



Staples Canada Accolades

Global Top 100 Inspiring Workplaces

After once again making the list as one of the Top 100 Inspiring Workplaces in North America, in 2025, we were named one of the Global Top 100 Inspiring Workplaces for the second consecutive year!

This achievement is a worldwide gold standard and reflects our standing on an international scale compared with all other regional scores from across North America, Europe, the UK and Ireland, the Middle East and Africa, Latin America, Asia, and Australasia, by a panel of expert independent judges. To be recognized among such esteemed companies worldwide is an incredible honour and a global acknowledgement of our ongoing unwavering commitment to creating a workplace where people feel valued, empowered, and inspired to perform at their best.

This honour wouldn't be possible without the incredible work, dedication, and passion our team members from coast-to-coast continue to bring to our organization—and our customers—each and every day.



WORK, LEARN, GROW - 2025 EDUCATION HIGHLIGHT SUMMARY

- In 2025, we raised more than \$1.16 million for our Annual Staples School Supply Drive from our in-store donation campaign and through special initiatives across our regions, such as the “Stuff a Bus” event in Edmonton, and through our Staples Canada associate Eventbrite donation page. This is the most money raised in any year since our launch two decades ago. All funds raised were donated to our longstanding partners, United Way/Centraide in the West, East, and Quebec, and Kiwanis in Ontario, helping these organizations meet the unique and diverse needs of children and schools across the country.
- The 2025 LeadForward cohort brought together 50 managers across functions and regions to build future-ready leadership capabilities aligned to Staples Canada’s competency framework and business priorities. The post-program evaluation showed that 90 per cent of participants felt more connected to Staples Canada’s leadership culture and expectations, reinforcing the program’s role in building a consistent, values-driven leadership culture.
- The Annual Scholarship Program underscores Staples Canada’s ongoing efforts to invest in the education of our team members and their families. In 2025, we were proud to grant 23 academic scholarships, each valued at \$1,000, to 23 Staples Canada team members who were either full-time students themselves or had a child enrolled as a full-time student for the Fall 2025 semester. In addition to these awards, we also recognized the top overall applicant with an additional \$1,000 scholarship.
- In 2025, we successfully hired 21 talented individuals through the Community Partnerships program. This initiative connects Staples Canada with non-profit organizations that support job seekers from diverse backgrounds facing employment barriers. In 2026, our focus is on raising more awareness of our program and expanding into other areas of the business.
- After once again making the list as one of the Top 100 Inspiring Workplaces in North America, in 2025, we were named one of the Global Top 100 Inspiring Workplaces for the second consecutive year!



ENVIRONMENT

Solutions that will never go to waste.

At Staples Canada, we believe we have a shared responsibility to sustain the planet for future generations. Our Environment Pillar is rooted in the philosophy that we can create solutions for our customers that never go to waste. As part of our commitment to the Environment, we create planet-passionate solutions with the goal of making it easy for Canadians to make an impact—from choosing sustainable products and services, driving circularity and diverting waste, and advancing carbon management.

*This report has been prepared with reference to responsible retail business best practices. To date, we work with credible third-party organizations to track, monitor, and verify our metric reporting.

OUR SUSTAINABILITY JOURNEY

Progress Along our Sustainability Journey

Beginning in 2022, our sustainability team prioritized the creation and analysis of both an integrated external Community Impact and Sustainability report (Staples Canada and Staples Professional) and an internal sustainability progress report. By monitoring and sharing our progress on both a quarterly and annual basis, we will be able to better understand where to focus our efforts and identify further opportunities for success.

As we reflect on the progress made since declaring our 2025 Goals for a Greener Future program, we are proud of what we've accomplished. These efforts, grounded in our commitment to operate with respect for the planet, have made a meaningful difference in the communities we serve and the world we share. Our success is the result of strong collaboration with our sustainability partners, dedicated team members and engaged community members.

Our year in review rounds up the following key sustainability areas : waste diversion and circular economy, climate action and carbon management, sustainable products and services, as well as community impact.

**At Staples, we have been
#PlanetPassionate**

**for over 20 years and continue to advance
on our journey, each and every day.**





WASTE DIVERSION AND CIRCULAR ECONOMY

Recycling Programs and Partnerships

At Staples Canada, we know that our work to build a greener tomorrow cannot be done alone. We are proud to work with industry-leading, innovative and #planetpassionate partners that inspire us to work even harder toward a greener future.

Writing Instruments

Partner: TerraCycle



12,353,923 units

As part of our commitment to providing unique recycling solutions for Canadians, we've made it easier for customers to drop off used pens, markers, highlighters, and mechanical pencils—items that are typically difficult to recycle—at all Staples stores across Canada. In partnership with TerraCycle, we've diverted over 12 million writing tools from landfills, giving these items another life.

Ink and Toner

Partners: HP, eCycle



9,216,487 units

Every year, more than 300 million ink cartridges are improperly discarded and end up in North American landfills. Staples Canada works with several ink and toner recycling partners to divert as many ink and toner cartridges from landfills as possible each year. Since 2020, we have recycled over 9 million ink and toner cartridges and have succeeded in recycling 8 million units by 2025.

Batteries

Partner: Call2Recycle



1,167 MT

Staples Canada partners with Call2Recycle to collect used batteries (rechargeable and alkaline) from all store locations and its home office(s) for recycling. The partnership began in 2004, and to date, more than 7 million kilograms of used household batteries have been collected and safely recycled through the program. We've also extended our partnership with them, operating in B2B through Staples Professional.

Electronics

Partner: eCycle



13,959 MT

Staples Canada and its national electronics recycling partner eCycle Solutions take back end-of-life electronics at all retail locations. Recyclable items accepted include cell phones, computers, computer parts, small appliances, and more. Staples Canada is an authorized e-waste provider site through the Electronic Products Recycling Association (EPRA) nationally.

Coffee Capsules

Partner: Nespresso



Staples Canada continued its partnership with Nespresso for the Nespresso Recycling Program in select Staples stores across Canada. This recycling program offers an easy way for customers to recycle their used coffee capsules—simply drop them into our Nespresso-branded recycling bins in-store. Currently, 51 of our retail stores are participating. Visit www.nespresso.com/ca/en/irecycle to find a participating store near you. *Select Stores.



Celebrating Circular Economy Month

As part of Circular Economy Month throughout October and Waste Reduction Week, we shared facts through our Staples Canada LinkedIn channel as well as hosted engaging trivia for team members on our internal Staples WiRE app to share Staples Canada’s work and dedication to community impact and sustainability.

To wrap up the month and celebrate over 20 years of being planet passionate, our team members nationwide joined a Lunch and Learn with HP—Canada’s most sustainable tech company* and a key partner in our green journey.

Staples Canada’s Chief Commercial Officer, Priscilla Luna, and HP’s Head of Sustainable Impact, Frances Edmonds, led a dynamic discussion on how choosing sustainable products benefits the planet, strengthens our brand, and better serves our customers. Team members also enjoyed a Q and A and explored a vendor tradeshow with Call2Recycle / Appel à Recycler Canada, eCycle Solutions, and HP, featuring educational booths, trivia, and giveaways.

The event highlighted the power of partnership in delivering the best to our customers while supporting our planet



*For more info on HP as the most sustainable technology company (<http://www.hp.ca/sustainableimpact>)

Trade In Program – Powered by Allstate Canada



Through our Trade-In Program, powered by Allstate Canada, customers can trade in used devices and receive an instant Staples Canada e-gift card toward their next technology purchase, while also supporting meaningful environmental initiatives. Proceeds from the program contributed funding to Tree Canada / Arbres Canada’s Operation ReLeaf, which focuses on replanting trees in communities affected by natural disturbances such as wildfires, floods, and pest outbreaks.

This contribution is supports tree-replanting efforts in Jasper, Alberta, following last year’s wildfire, helping restore damaged forest ecosystems and support the community’s recovery. The funding will assist in revitalizing green spaces, strengthening ecological resilience, and contributing to a more sustainable and resilient future for the region. Through partnerships with organizations like Allstate Canada and Tree Canada, Staples Canada is proud to help drive positive environmental impact in communities across Canada.



CLIMATE ACTION AND CARBON MANAGEMENT



Operations Efficiency
LED Transition



Natural Gas Consumption Reduction



Electricity Consumption

Renewable Energy Investments

Since 2013, Staples Canada has been choosing green electricity with Bullfrog Power and has displaced more than 36,791 tonnes of CO₂e.

Bullfrog Power’s generators put 100% clean, pollution-free electricity onto the grid to match the amount of conventional power used. Across Canada, Bullfrog’s green electricity comes from a blend of wind, solar, and low-impact hydro power sourced from new Canadian renewable energy facilities.

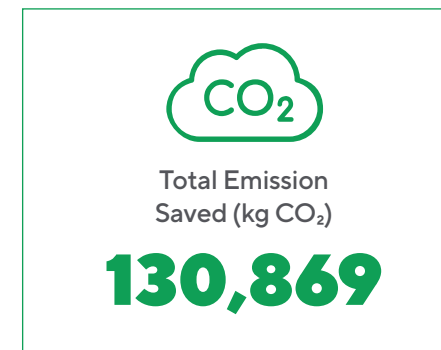
Our investments also support the development of new community-based green energy projects in Canada, and the development towards the growing renewable energy industry.



Every Staples Canada Print production centre in Canada is bullfrogpowered® with 100% clean, renewable electricity. Through this partnership with Bullfrog Power, Staples Canada is reducing our carbon footprint and supporting an innovative approach to growing the renewable energy industry in Canada.

Driving Emission Reduction – Our EV Fleet Journey

Staples Canada’s continued investment in electric delivery vehicles (EVs) provides real-time analytics and allows us to measure, monitor and share the results of our emissions reductions and environmental impact like never before. In 2025, Staples Canada’s Supply Chain team expanded our EV rollout with 10 new EVs. Staples Canada’s initial 10 EVs were rolled out in Ontario in 2023, and our new vehicles will allow the team to expand our EV presence in Vancouver, Laval, Winnipeg and Calgary. The software in the EVs also identifies the most efficient delivery route options for our drivers, resulting in further emission reductions.





PRODUCTS AND SERVICES

Our Sustainable Assortment

Staples Canada is committed to advancing Eco-Responsibility through a comprehensive range of environmentally friendly products sourced from a diverse network of like-minded vendors. Our dedication is reflected in our wide selection of certified products endorsed by leading organizations such as the Forest Stewardship Council, Sustainability Forestry Initiative, Rainforest Alliance, EcoLogo, and Energy Star.

Our own-brand merchandise prioritizes the well-being of both people and the planet, featuring items like recycled paper towels, reusable cups, food and beverage containers, and premium ink and toner crafted from remanufactured components.



With more than 2,500 products available in-store and a broader selection online through **Staples.ca** and **Staples Professional**, we are dedicated to facilitating environmentally responsible choices for our customers.

Zero Waste Boxes Partner: TerraCycle



Available on our Staples.ca and eway.ca sites, TerraCycle’s Zero Waste Box allows you to recycle almost any type of waste from your business or home. Choose the Zero Waste Box for the waste you are looking to recycle, purchase your preferred box size, collect your waste, and send it to TerraCycle to be recycled (return shipping is included).

Secure Paper Shredding Partner: Iron Mountain



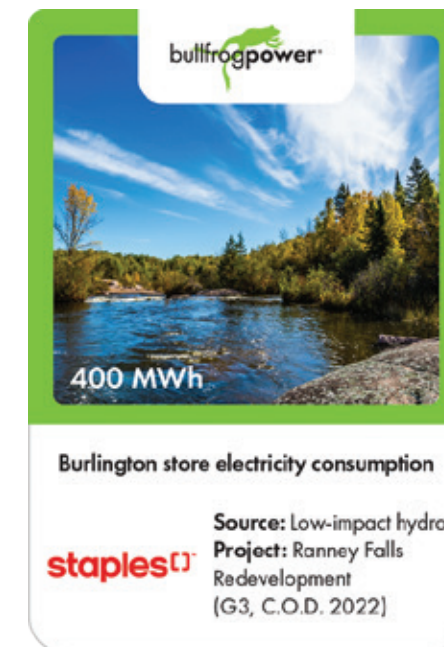
Staples Canada continues to partner with **Iron Mountain** to provide its customers with secure shredding services, ensuring all shredded material is recycled to minimize waste, pollution, and the impact on our natural resources.

Powering Retail with Renewable Energy

Bullfrog Power Environmental Token Launch at Burlington Store



To celebrate its brand-defining grand opening in Burlington, Ontario (1035 Plains Road East) on November 29, 2025, **Staples Canada** launched the Bullfrog Environmental Token. This “token” is a digital sustainability initiative developed in partnership with Bullfrog Power. The tokens are unique digital records that provide long-term traceability of the store’s environmental impacts.



Customers at the Burlington location can scan QR codes on in-store signage to view real-time data on the store’s localized renewable energy usage and clean energy footprint. The tokens represent Environmental Attribute Certificates (EACs) for 100% renewable electricity used by the store.

Staples Canada is the first company to pilot this technology, which is expected to be available to other Bullfrog Power business customers in 2026. This initiative marks a key milestone in Staples Canada and Bullfrog’s partnership that spans more than a decade.



SUSTAINABILITY'S COMMUNITY IMPACT AND TEAM MEMBER ENGAGEMENT

National Greening Program

Through the National Greening Program, 6,000 trees will be planted by 2026 in regions identified as being most in need of reforestation and ecological restoration. This initiative is also eligible for matching support through the federal Two Billion Trees Program, which further amplifies its long-term environmental impact.

This work supports climate and community resilience by contributing to carbon sequestration, improving air and water quality, and enhancing local biodiversity.

Staples Canada has sponsored the following projects in 2025:

North Shuswap - Wildfire Restoration Project

The 2023 North Shuswap wildfire burned over 43,000 hectares in BC, destroying forests and habitat. Tree Canada and Cariboo Carbon Solutions are supporting private landowners in restoring these areas, starting with 25,000 seedlings planted in 2024. This multi-year effort focuses on diverse, site-appropriate species to rebuild forests, restore wildlife habitat, and strengthen long-term climate resilience.

Ogoki Forest - Wildfire Restoration Project

Tree Canada and its partners—Integrity Reforestation, Forest Canada, the Arbor Day Foundation, and the Agoke Land Development L.P. (ADLP)—are restoring areas of the Ogoki Forest damaged by the 2023 wildfire, which burned nearly 50,000 hectares of Boreal habitat. The project will plant spruce and pine seedlings in areas with limited natural regeneration to support ecosystem recovery, wildlife habitat, and long-term carbon sequestration. The Ogoki Forest is Crown Land managed by ADLP, a partnership of Aroland, Eabametoong, and Marten Falls First Nations.

Community Tree Grants

Through our partnership with Tree Canada, funding from Staples Canada supported three school greening projects: one in Uxbridge, Ontario, one in Vaughan, Ontario, and one in Mission, British Columbia (the latter scheduled for completion in 2026).

Across the two completed projects, 105 new trees were planted, contributing to healthier and more resilient school environments. These plantings help improve community well-being by reducing air pollution, mitigating urban heat, supporting hands-on environmental education, and strengthening students' connection to nature.



National Tree Day Celebration

In honour of National Tree Day, we celebrated our long-standing partnership with Tree Canada / Arbres Canada - a part of our 20-year dedication to being planet-passionate and supporting meaningful change in the communities where we live and work, and to providing solutions that protect our natural resources, and our planet.

Staples Canada team members across the country came together in partnership with Tree Canada / Arbres Canada to volunteer their time and participate in Tree Canada events nationwide, including planting trees at Oak Ridges Corridor Conservation Reserve in Richmond Hill and Ecole des hautes etudes commerciales de Montreal at the Universite de Montreal.





This year marks the 17th year of our partnership with Tree Canada, and we are proud to work with this industry-leading organization, which inspires us to work towards a greener future. We are proud to say that, over the course of our partnership with Tree Canada, we have planted more than 256,000 trees in underserved communities, supported numerous community greening projects, including those in areas recovering from natural disasters, and helped create a better place to live for Canadians across the country. It was incredible to see our team members working together to help make a sustainable impact on the communities in which we operate.

National Battery Recycling Day: Celebrating 20 Years with Call2Recycle

To mark National Battery Recycling Day and celebrate our more than 20-year partnership with **Call2Recycle / Appel à Recycler Canada** to collect and recycle batteries through **Staples Canada** stores, we welcomed Call2Recycle’s Recycle Your Batteries, Canada! official ambassador, Canadian soccer legend, **Christine Sinclair**, to our Staples Canada head office for a meet and greet with team members.

Team members learned more about our partnership with Call2Recycle, why recycling our batteries is critical to protect the environment, and had jerseys and photos signed by Christine in the meet and greet portion of the celebration.

During the event, **Staples Canada** received the Leaders in Sustainability Award, which recognizes the outstanding environmental initiatives of Call2Recycle partners who have gone above and beyond to promote responsible battery recycling in Canada. More about this achievement is shared in this report.



STAPLES PROFESSIONAL

Sustainable Solutions for your Business



ISO 14001 Environmental Management System



ISO 9001 Quality Management System

Staples Professional operates an ISO 9001-certified Quality Management System and an ISO 14001-certified Environmental Management System. These internationally recognized standards validate the rigour of our processes through standardized procedures, audits, and third-party verification. Our certifications reflect a strong commitment to continuous improvement and responsible operational and environmental management.

B2B Recycling Programs

Staples Professional offers comprehensive, sustainable, and convenient B2B recycling solutions designed to help businesses reduce their environmental impact, with options for easy, no-cost pickup.

B2B Recycling Solutions



Writing Instruments: In partnership with TerraCycle, Staples Canada provides a dedicated stream for difficult-to-recycle items using their Zero Waste Boxes.



Batteries: Through the Call2Recycle Canada partnership, businesses can order free battery collection boxes for household batteries (under 5 kg) and arrange for pick-up.



Ink and Toner: Staples Canada collects empty cartridges regardless of brand. For large quantities, businesses can utilize eCycle Solutions to divert millions of units from landfills.



Service and Logistics Efficiency

Driver Pick-up: For maximum ease of service, Staples Canada delivery drivers can collect empty ink and toner cartridges directly from your business during their regular delivery routes.

Bulk Solutions

Prepaid Labels: Businesses with at least 20 items or 20 lbs of cartridges can download prepaid shipping labels for easy return.

Pallet Pick-up: For quantities exceeding 300 cartridges, Staples Professional facilitates full pallet pick-ups.

Electronics: In addition to standard office supplies, the program extends to e-waste, including computers, keyboards, and telecom equipment.

SUSTAINABILITY ACCOLADES

Canada's Greenest Employers

In 2025, we were selected as a 2026 winner for Canada's Greenest Employers by Canada's Top 100 Employers awards forum. This award acknowledges Staples Canada as a national leader in sustainability, driving meaningful change across its organization with a clear commitment to environmental responsibility. From energy efficiency and waste reduction to decarbonization, our sustainability strategy touches many aspects of the business. Through initiatives such as in-store recycling programs, renewable energy partnerships, and carbon reduction efforts, Staples Canada is not only reducing its environmental footprint but also helping its customers and communities make a positive impact.



Leaders In Sustainability Award

Staples Canada received the 2025 Leaders in Sustainability Award, which recognizes the outstanding environmental initiatives of Call2Recycle partners who have gone above and beyond to promote responsible battery recycling in Canada. Through Staples Canada's partnership with Call2Recycle, we continue to educate more and more people and drive awareness of the need for every Canadian to contribute to the circular economy.



Canadian Printing Awards

Staples Canada's print and sustainability teams attended the 2025 Canadian Printing Awards at the Palais Royale in Toronto in November, and we proudly accepted an honourable mention for Most Environmentally Progressive Printing/ Packaging Company. The recognition highlighted Staples Canada's partnership with Bullfrog Power for green energy-powered facilities and Staples Canada's overall sustainability strategy.





SUSTAINABILITY 2025 HIGHLIGHTS SUMMARY:

- At Staples Canada, we believe we have a shared responsibility to sustain the planet for future generations. Our Environment Pillar is rooted in the philosophy that we can create solutions for our customers that never go to waste.
- Our year in review rounds up the following key sustainability areas – waste diversion and circular economy, climate action and carbon management, sustainable products and services, as well as community impact.
- In 2025, Staples Canada’s Supply Chain team expanded our EV rollout with 10 new EVs. Staples Canada’s initial 10 EVs were rolled out in Ontario in 2023, and our new vehicles will allow the team to expand our EV presence in Vancouver, Laval, Winnipeg and Calgary.
- With more than 2,500 products available in-store and a broader selection online through Staples.ca and Staples Professional, we are dedicated to facilitating environmentally responsible choices for our customers.
- In 2025, we strengthened and grew our sustainability partnerships, from Tree Canada and Call2Recycle to TerraCycle and eCycle. We celebrated partnership milestones and our work together, while raising associate awareness of our joint initiatives.
- Staples Canada is the first company to pilot the Bullfrog Environmental Token technology, which is expected to be available to other Bullfrog Power business customers in 2026. This “token” is a digital sustainability initiative developed in partnership with Bullfrog Power and marks a key milestone in Staples Canada and Bullfrog’s partnership that spans more than a decade. **Staples Canada** launched the Bullfrog Environmental Token at its Burlington store’s grand opening. The tokens are unique digital records that provide long-term traceability of the store’s environmental impacts.
- **Staples Canada** received the 2025 Leaders in Sustainability Award, which recognizes the outstanding environmental initiatives of Call2Recycle partners who have gone above and beyond to promote responsible battery recycling in Canada.

