

ACCO BRANDS EUROPE LIMITED
A PRIVATE COMPANY LIMITED BY SHARES
REGISTERED NUMBER 05532999

UNANIMOUS DECISIONS OF THE BOARD OF DIRECTORS

THE UNDERSIGNED, constituting all of the members of the board of directors (the “**Board**”) of ACCO Brands Europe Limited (the “**Company**”), hereby, in accordance with Article 8 of the Company’s Articles of Association (the “**Articles**”), unanimously consent in writing to the taking of the actions embodied in the following resolution(s), which are adopted as the decision(s) of the Board of the Company (the “**Written Resolution(s)**”).


WHEREAS:

1. Pursuant to s54 of the Modern Slavery Act 2015 (the “**Act**”), the Company is a commercial organisation within the definition of subsection (2) and thus must prepare a slavery and human trafficking statement (an “**MSA Statement**”) for each financial year of the organisation. A commercial organisation is within this subsection if it (a) supplies goods or services, and (b) has a total *global* turnover of not less than £36m.
2. Pursuant to the Act, an MSA Statement must set out the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business (or indeed that the organisation has taken no such steps). The MSA Statement must include information about:
 - the organisation’s structure, its business and its supply chains;
 - its policies in relation to slavery and human trafficking;
 - its due diligence processes in relation to slavery and human trafficking in its business and supply chains;
 - the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk;
 - its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate; and
 - the training about slavery and human trafficking available to its staff.
3. Pursuant to the Act, an MSA Statement must be approved by the board of directors, signed by a director must and be published on the organisation’s website, including a link to the MSA Statement in a prominent place on the website’s homepage. In addition to the foregoing it is recommended that the MSA Statement be uploaded to the Modern slavery statement registry at <https://modern-slavery-statement-registry.service.gov.uk/> (“**MSSR**”).
4. **IT IS PROPOSED THAT** the draft MSA Statement appended hereto be approved by the Board in respect of financial year ending 31.12.2023; **THAT** Christopher Neil Hopkinson be authorised to sign the MSA Statement on behalf of the Board; **THAT** the MSA Statement be uploaded onto the Company’s website(s) in accordance with the Act; and **THAT** the MSA Statement be uploaded to the MSSR (the “**Proposal**”).
5. The undersigned are ‘eligible directors’ pursuant to article 8(3) of the Articles, each director having confirmed that he has no conflict of interest in the Proposal pursuant to sections 175 and 177 of the Companies Act 2006 (the “**Act**”) and, pursuant to article 8(4) of the Articles, the eligible directors would have formed a quorum at a properly convened directors’ meeting in accordance with article 11(2) of the Articles.

THE BOARD HEREBY RESOLVES TO:

1. approve and adopt the Proposal with immediate effect; and
2. instruct the company secretary to file the Written Resolution(s) with minutes of the proceedings of the Board.

THUS PASSED ON 17.05.2024



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Mr. Christopher Neil Hopkinson



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Mrs. Pamela Rolnick Schneider



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Mrs. Deborah A. O'Connor