

## Environmental Policy

We are committed to environmental stewardship and reducing our ecological footprint to enhance our operations and meet customer expectations, thereby supporting business success. Building upon our existing Sustainability Commitment Statement and our current goals, we have established the following Environmental Policy. This Policy is applicable to all associates of The ODP Corporation, including those in its operating companies: Office Depot, LLC; ODP Business Solutions, LLC; and Veyer, LLC.

By adhering to this Environmental Policy and striving towards specific environmental goals, we aim to support our business goals and customer objectives by demonstrating more sustainable practices, protecting the environment, and thus fostering a healthier planet.

**Sustainability Integration:** We strive to integrate environmental considerations into our business practices, decision-making processes, and daily operations to reduce our environmental impact while aligning with our business goals. Our aim is to embed sustainability practices into various aspects of our organization where possible.

**Greenhouse Gas Emissions (GHG) Reduction:** We have set near-term company-wide emission reduction targets in line with climate science and validated by the Science-Based Target Initiative (SBTi). Through responsible energy consumption, optimizing our fleet, prioritizing energy-efficient productions, procuring renewable energy, promoting education and awareness, and fostering engagement with our suppliers, we aim to reduce our carbon footprint.

**Resource Conservation:** We strive to conserve resources by promoting the efficient use of energy, water, and materials throughout our operations. Through specific resource conservation efforts, we aim to make substantial progress in key areas.

**Waste Reduction:** We are dedicated to minimizing waste in our distribution centers. By implementing waste reduction strategies, expanding recycling initiatives, and managing resources efficiently, we strive to create a more sustainable operational footprint.

**Reducing Plastic Waste:** We are committed to reducing absolute plastic waste in our private label packaging and e-commerce shipping operations. Our approach includes implementing innovative packaging designs, sourcing more sustainable alternatives, and promoting recycling initiatives where available.

**Improving Recyclability:** We are actively working to implement How2Recycle labels on our Private Brand Products, where space allows. This initiative is designed to facilitate and encourage proper recycling practices among our customers, helping to reduce waste and improve recycling rates.

Title: Environmental Policy

Date Revised: May 2025

Owner: The Office of Sustainability

**Supplier Policies:** We partner with suppliers who uphold globally recognized standards in worker welfare, environmental stewardship, and supply chain operations. Our suppliers are required to adhere to our [Supplier Guiding Principles](#) as a condition of doing business with us, aligning with our commitment to responsible and more sustainable practices throughout the supply chain. In support of our Scope 3 science-based targets, we are also working toward having a significant portion of our suppliers by spend—covering purchased goods and services—establish science-based targets of their own.

**Collaborative Partnerships:** We actively engage and collaborate with our stakeholders, including employees, suppliers, customers, and community members, to foster a culture of sustainability. By working together, we aim to address environmental challenges, share best practices, and drive positive change in our industry and communities.

**Education and Awareness:** We promote environmental awareness and provide training to our employees so they have the knowledge and understanding necessary to implement more sustainable practices. We believe that education is key to driving meaningful change, and we encourage our employees to actively participate in environmental initiatives.

**Compliance and Accountability:** We are committed to complying with relevant environmental laws and regulations. We uphold high ethical standards and strive to act as responsible environmental stewards by requiring transparency, accountability, and ethical decision-making. To learn more, please visit our [Compliance and Ethics](#).

For details on our specific goals, visit our [Environmental Commitments page](#). For more information on our initiatives, please visit our [Corporate Sustainability page](#).