



White House Fair Chance Business Pledge

Staples is committed to developing a diverse workforce by providing fair opportunities for all people, including the approximately 70 million Americans who have some form of a criminal record.

Our practices demonstrate an ongoing commitment to take action to reduce barriers, including “banning the box”. Years ago we removed all queries on criminal history from our application and do not ask any related questions until after the applicant has accepted our job offer.

Our adjudication committee ensures that information regarding an applicant’s criminal record is considered in proper context ensuring fair and consistent decision making regarding applicants with criminal records, so our hiring practices do not unnecessarily place jobs out of reach for them. If an applicant does have a criminal background, our adjudication committee individually reviews each case to understand the relevancy of the conviction based on the job they will do for us, nature of the crime, time passed, evidence of rehabilitation and other factors.

We reach out to and support the communities we are in by creating jobs, making financial contributions, participating in outreach programs and more. Making a difference is something we care very much about. We promote education, youth development and community development. We have long standing partnerships with community based organizations that serve to employ a diverse population of people.

We at Staples believe that being a great company is about more than just sales and profit margins; it’s also about making a positive impact on society. We are committed to being a responsible corporate citizen and as such, Staples is proud to be a signatory of the Fair Chance Business Pledge.