



## White House Equal Pay Pledge Statement

Staples values all of its female associates, and understands the important role gender equality plays in fostering an inclusive workplace. By publicly showing our commitment to advancing women in the workforce, we hope to help raise awareness of the gender-based wage gap that currently exists, and lend a voice to the movement to provide fair pay for all.

At Staples, we have always recognized the strategic advantage in hiring, engaging and retaining female talent. We are proud to share the following ways that Staples is encouraging the development of women in the workplace:

- We annually host a “Women’s Week” at our corporate headquarters, providing women with training and tools to develop and grow as leaders within Staples (included Simmons Leadership Conference for nominated female associates).
- We are participating in the Corporate Challenge, a gender equality initiative started by the Massachusetts Governor in concert with Bentley College.
- We committed to the 100% Talent: The Boston Women’s Compact, an initiative supported by Boston Mayor Martin Walsh aimed at making Greater Boston the premier place for working women in America by closing the wage gap and removing barriers to women’s advancement.
- Our Women Who Lead Associate Resource Groups strive to give women the resources they need to be successful in the workplace and beyond. They facilitate connections and partnerships among all associates to help support women’s initiatives. Ultimately, the goal is to help Staples become a leader in recruiting, developing and retaining female leaders.

We will continue to support programs like the White House Equal Pay Pledge to ensure that not only women associates of today but of the future are compensated as equally as their male counterparts, and are recognized for the unique perspectives and the important role they play in the businesses of America.