



Innovation & Excellence Since 1864

A yellow triangle graphic with a thin outline, pointing towards the top right, positioned over the blue glass building facade.

GLOBAL CORPORATE SOCIAL RESPONSIBILITY REPORT

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Introduction



LETTER FROM THE CEO

This year, RRD is celebrating its 160th Anniversary, marking a significant milestone in the Company's history. As we reflect on the events of our past, there are several key threads woven through our culture since 1864 that still remain today, including: employee safety, client service excellence, and sustainability.

RRD has long been committed to environmentally responsible business practices. In 1907, RRD's CEO and son of founder Richard Robert Donnelley, Thomas Elliot Donnelley was the Chairman of the Chicago Smoke Abatement Commission. The Commission's innovative environmental recommendations became a model for other cities to follow. RRD's early leadership signaled the commitments to environmental responsibility that have benefited our organization and the communities in which we operate for generations.

Fast forward to present day: RRD publicly announced in 2023 that it has expanded upon past environmental performance with a 10-year roadmap to reduce greenhouse gas emissions by 25%. The target builds upon RRD's past U.S. performance of GHG reductions of approximately 17% from 2018 to 2022.

Dedicated to social responsibility, our practices ensure we're communicating transparently and creating sustainable solutions with the lowest environmental impact. Our commitment to serving our clients responsibly and ethically is stronger than ever, as is our commitment toward employee safety — RRD's health and safety performance far exceeds the U.S. print industry average.

As we look to the future, RRD is committed to continuously evolving and innovating to create change. Our organization has the ability to make a powerful impact on the environment and with the direction, focus, and care of our employees, we can make it a positive one.

I want to extend my gratitude to each member of our team for their unwavering dedication to these critical initiatives. Thank you for your continued support as you live out the values set forth 160 years ago.



Sincerely,

Tom Quinlan
President & Chief Executive Officer

Forest Stewardship Council® (FSC® License Code FSC®-C101537)

Sustainable Forestry Initiative® (SFI® License Code SFI-01042)

Programme for the Endorsement of Forest Certification (PEFC License Code PEFC/29-31-75)





ABOUT RRD

RRD has over 28,000 employees with operations in Asia, Europe, North America, and Latin America, and is committed to operating responsibly throughout the world. This Global Corporate Social Responsibility Report reflects our initiatives in a variety of important areas, including Diversity, Equity, & Inclusion, Education & Training, Community Relations, Ethics & Compliance, Environmental Health & Safety, and Sustainability. The individual actions of our employees make a difference by giving priority to protecting the environment, helping their fellow employees, and being productive citizens in their communities. We all contribute whenever we turn off unused lights, follow safety precautions, volunteer in our communities, or collaborate with our clients. We take these actions not only because we must, but also because we care. Our collective efforts reveal an ongoing commitment to operational, environmental, and social responsibility.



DIVERSITY, EQUITY, & INCLUSION

“Inclusion is at the heart of RRD’s history and vision for the future. It represents our company’s long commitment to a diverse, respectful, and inclusive workplace which values the unique talents, ideas, and backgrounds of over 28,000 employees in 26 countries. It’s through our people and culture that we provide innovation and excellence to our clients.”

Marsha McDermott,
Director, DEI/EEO Compliance

RRD is committed to ensuring that every employee at every level is respected, valued, and included. The commitment to advance diversity and promote inclusion is a company undertaking that is integrated into our day-to-day actions and overall business strategy. It is rooted in our core belief that RRD's diverse employees — of every age, walk of life, background, national origin, ability, race, ethnicity, sexual orientation, gender, and gender identity — are essential to our company's ability to innovate and transform. Inclusion is formally integrated into all aspects

of the company, from the employees who come to work every day, to our clients, suppliers, and vendors.

Our Diversity, Equity, & Inclusion mission supports a high-performance culture that leverages differences, attracts and retains the best talent, produces excellence in meeting emerging market demands, and enables our clients to succeed.

Together, we are creating and sustaining a culture where our differences are valued, explored, respected, and appreciated — and everyone is empowered to contribute.

WORKPLACE CULTURE

From individual contributors to our most senior leaders, we provide pathways for employees to learn and grow. We believe that no matter who you are or what your background is, at RRD you will find a workplace that gives you an opportunity to rise to the top. We have several initiatives that specifically support the recruitment, integration, and retention of diverse employees, including:

Inclusion Councils

Inclusion councils are self-initiated, voluntary groups of employees. They advocate for and promote an inclusive culture by sharing resources and ideas and by implementing local programs that impact their workplace and community.

Business Resource Groups

Our business resource groups enable and encourage the development and promotion of diverse talent. RRD's Global Women's Business Resource Group, BIPOC Leadership Network, Our Pride, APAC's WoN (Women's Own Network), Women in Sales Mentoring Program, Women in Packaging Group, and the IT Culture Group share a commitment to creating synergy through alignment with our strategic goals and intentionally acting to attract, develop, promote, and retain diverse talent.



RRD's commitment to Diversity, Equity, and Inclusion takes many forms.

To benefit the company's employees, RRD launched a committee called UNITED. The purpose of UNITED is to focus on and formalize diversity, equity, and inclusion initiatives for the Company,

communicate broadly, and ensure that every employee feels respected and appreciated and can contribute to their fullest potential. UNITED is made up of six critical words: Understand, Nurture, Include, Together, Equal, and Diverse. We are on a journey of continuing to ensure that every employee at RRD understands their ownership in all that we do as a Company.

RRD was proud to announce that we earned a top score of 100 on the 2023 Disability Equality Index (DEI) from Disability: IN and the American Association of People with Disabilities, which once again makes us a “Best Place to Work for Disability Inclusion.”

RRD is committed to hiring more veterans. It can be difficult for transitioning veterans to translate what they did in the military to the civilian world. To assist with this transition, RRD created a military job translator. This tool helps veterans match their military skills and experience to current job opportunities at RRD.

Learning Resources

We have a blended learning delivery platform and a variety of learning resources. These include online eLearning, in-person facilitated training, an online resource library of videos, articles, and recommended reading, group learning exercises, targeted learning for leaders, best practice webinars, and a monthly inclusion newsletter. Examples include:

- **Inclusive Leadership Workshop**
The Inclusive Leadership program provides all people leaders with opportunities to build their cultural intelligence and inclusive leadership skills. Participants learn about their role in leading inclusive workplaces, managing diverse teams, and creating equity across the talent lifecycle.
- **Valuing Inclusion Workshop**
This session provides all employees with information about the company’s strategy around diversity, equity, and inclusion, their role in supporting that vision, and how they can continue to promote an actively inclusive environment.
- **Diverse Voices Panel Series**
The Diverse Voices Panel Series brings together RRD colleagues to share their unique personal and professional journeys. Topics include culture, identity, values, traditions, and how they leverage their unique backgrounds and perspectives to advance their career. Employees are encouraged to participate in these events, ask questions, and then use the resources provided for further learning.
- **Employee Roundtables**
Employee roundtables create a safe forum for employees. They provide opportunities to listen, learn, and participate in difficult, but necessary conversations about race, ethnicity, gender, bias, and other differences. For example, “Courageous Conversations” is a forum that encourages open discussion by utilizing inclusive communication and focusing on understanding and active listening.
- **WoN - Women's Own Network, Diversity Forum at Global Outsourcing Solutions, Asia Pacific Region**
WoN teams across the Asia Pacific region actively engage in activities that increase awareness and empower women. “Born To Lead” is a unique program launched for young daughters and sisters of RRD employees to create awareness about various career opportunities available in the industry and the skills required to succeed. The sessions cover topics on financial independence, leadership qualities, the importance of networking, and breaking stereotypes.

EXTERNAL PARTNERSHIPS

We actively support and partner with organizations that focus on the recruitment, professional development, and advancement of diverse talent. These partnerships include:

- **Disability: IN** is the leading nonprofit resource for business disability inclusion worldwide, and has a network of over 400 corporations that expands opportunities for people with disabilities across enterprises. Their central office and 25 affiliates serve as the collective voice to effect change for people with disabilities in business.
- **DePaul University:** DePaul University provides professor-led seminars on leadership, communication, and diversity, equity, and inclusion. RRD employees are eligible for tuition discounts, access to a streamlined admission process, and professional development opportunities.
- **Out & Equal:** Out & Equal is the premier organization working exclusively on the National Diversity Council (NDC). The NDC serves as an umbrella organization to support their statewide and regional affiliates, which foster an understanding of diversity and inclusion as a dynamic strategy for business success and community well-being through various initiatives with a specific focus on LGBTQ+ and Veteran's workplace inclusion.
- **Catalyst:** Catalyst is dedicated to creating workplaces where employees representing every dimension of diversity can thrive. Catalyst invites women, men, and organizations to join with them in building the inclusion that will change business, society, and lives for the better by providing research, resources, webinars, events, and practical tools for their member organizations.



An aerial photograph of a dense forest with a winding asphalt road. A large blue geometric shape, resembling a stylized arrow or a large triangle, is overlaid on the left side of the image. The text is placed within this blue area.

RESPONSIBLE SOURCING

“RRD works with an array of diverse suppliers as our commitment to supporting historically underrepresented and underserved businesses. These efforts with diverse suppliers encourages growth, generates economic opportunities and stimulates innovation which in turn benefits RRD and our clients.”

Cam Smith
Chief Procurement Officer

RRD believes that the social and environmental footprint from our business practices is critically important to our organization. We believe that increasing diversity within the supply chain will stimulate job creation, economic growth, and community development — all while aligning our supply base with our consumer base.

Our Commitment

Our goal is to create strong, long-term relationships with our suppliers with a focus on respecting and evolving the people along the supply chain and the planet throughout our manufacturing and purchasing practices. We know that it is imperative to develop and nurture an inclusive supplier network to provide ample growth opportunities for small and diverse businesses across the supply chain.

Valuing Supplier Diversity

As one of the largest integrated communications companies in the world, we experience firsthand the incredible diversity among our clients, suppliers, and the communities we serve.

- Over the last two years, our Supplier Diversity program has evolved, and we are seeing the impact of our implemented changes as they support small and diverse businesses.
- Our comprehensive and strategic approach to supplier diversity ensures our program and goals are an integral part of the global strategic sourcing process.
- Our sourcing team proactively works to support diverse supplier involvement and development to ensure both supplier and client needs are met.

Supplier Diversity Certification Partners

RRD partners with www.supplier.io to collect supplier diversity data and ensure accuracy in our metrics. Additionally, RRD is a corporate member of NMSDC (National Minority Supplier

Development Council), WBENC (Women's Business Enterprise National Council), and Disability:IN. RRD considers certifications by these, along with NGLCC, NaVoba, VetBiz/Veteran Affairs, state-level and local governmental certifying bodies, and SAM (System for Award Management) as accepted in our program.

Supplier Sustainability and Code of Conduct

RRD's Trace program sits within Procurement, allowing for seamless integration into our Strategic Sourcing Process. All suppliers commit to adhering to the RRD Supplier Code of Conduct when signing business contracts. RRD's Supplier Code of Conduct is the basis for the entire Trace program and has three main pillars: Integrity and Legal Compliance, Responsible Business Practices, and Responsible Treatment of Individuals. It is expected that suppliers cascade the code throughout their supply chains.

Supplier Monitoring

RRD continues our commitment to supplier adherence to our Code of Conduct through supplier monitoring. In 2023 we partnered with EcoVadis, the leading CSR ratings assessment platform, to assess suppliers' practices in four areas: Labor and Human Rights, Environment, Ethics, and Sustainable Procurement. Less than a year into our partnership, we have seen significant adoption of the platform by our suppliers and expect large increases in the number of suppliers within our EcoVadis network in the next several years.

EDUCATION & TRAINING

“Our training and development offerings are core to RRD’s success. Our goal is to give every team member the opportunity to develop to their full potential in an environment where every employee feels they belong. This fuels our pursuit of excellence in all areas of the business.”

Mark Brothers
SVP Human Resources,
Deputy Compliance Officer

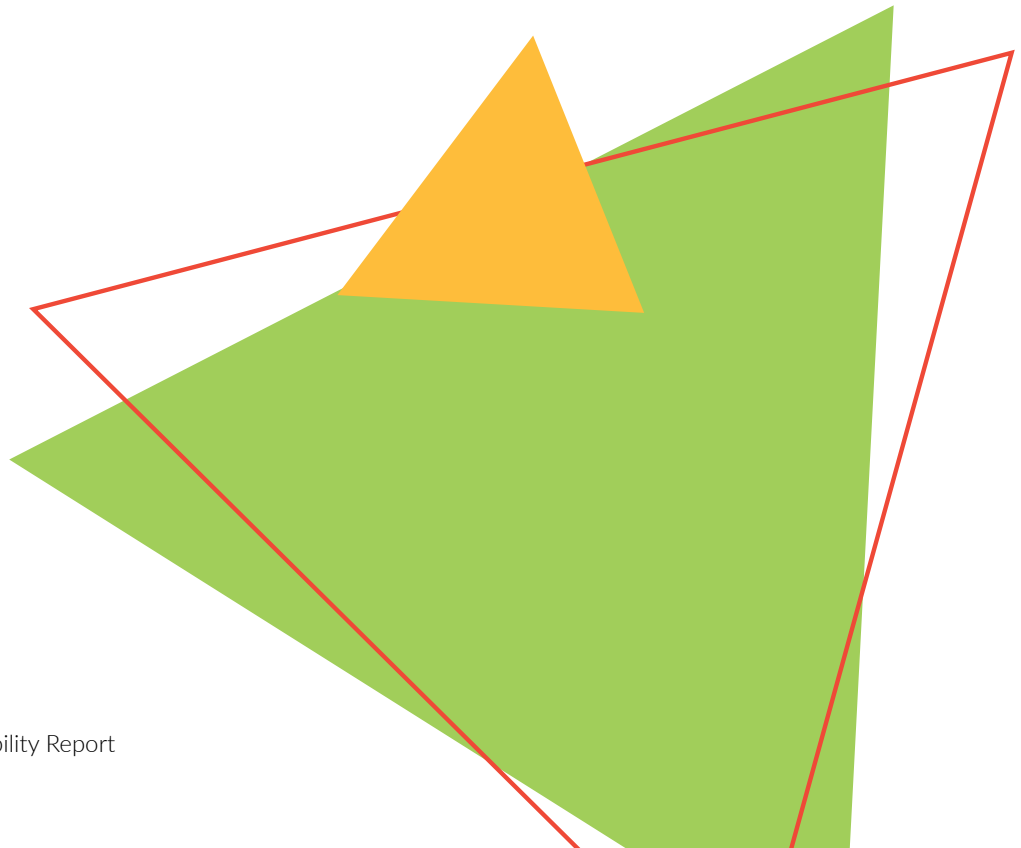
RRD is dedicated to offering our employees the opportunity to grow and enhance their skills and knowledge. These training and learning development solutions cover technical and soft skills and are available 24/7 to all RRD employees online via our training portal. These learning and development opportunities cover technical, soft, and leadership skills. We offer online live coached learning sessions, in person, on the job training, and a host of online programs that are available 24/7 to all employees via our Learn@RRD training portal.

- **Sales:** We offer training courses to equip our sales professionals with the skills and knowledge required to bring value to our clients and build long-term relationships. We offer product and solution courses that introduce our suite of capabilities as well as sales courses that focus on the development of selling skills and sales methodology. We offer general business courses to round out a sales professional's knowledge and skills base. Sales professionals are provided with salesforce tools and training to further enable their success. A testament to our training approach is the participation of 100 RRD Asia sales professionals in an AI scenario-based competency assessment with executive management. These initiatives have accelerated sales team members' personal growth and have taught them how to be proactive and precise in meeting customer needs in their daily work.
- **Service:** Another training program equips our employees with the skills and knowledge to deliver quality service internally as well as to our external clients.
- **Manufacturing:** To support our print professionals, we offer over a dozen apprenticeship programs for Pressroom, Bindery, and Warehouse roles including Production Assistants, Hoist and Forklift Operators, Imaging Operators, Inserter Operators, Press Assistants and Operators, and more, in addition to our foundational and safety programs. We continue to develop programs focusing on skills development and promoting career and operational success. Our Asia operations have trained a total of 213 front-line leaders, 105 front-line technicians, 1,068 key machine captains, and 749 inspectors.
- **Leadership:** We offer a variety of instructor-led and self-paced, curated courses in addition to a series of collaborative learning experiences targeted directly to new leadership-track associates, front-line managers, supervisors, and team leaders. As part of these programs, a local leader partners with participants to explore eight core leadership competencies. The eight primary leadership essentials explored in the program are: establishing credibility; dealing with stress; listening actively; communicating effectively; navigating conflict; coaching for performance; financial literacy; and client focus. Our RRD Asia team has placed a high priority on the identification and development of high-potential leaders through a Leadership Excellence Program (LEP) and other talent development programs. This includes the "Trainee Program" for undergraduate graduates (over 130 recruits in the last three years) and the Leadership Associate Program (LAP) for MBA graduates. These programs help us identify key talents who can take on leadership roles in the future to advance and strengthen our leadership talent pool.
- **Tuition Reimbursement:** RRD supports employees who wish to continue their education and certifications to secure increased responsibility and growth within their professional careers. In keeping with this philosophy, RRD has established a reimbursement program for expenses incurred through approved institutions of learning. In China, from 2020 through 2023, in cooperation with Shenzhen Polytechnic University, a total of 24 front-line employees participated in academic re-education and obtained college diplomas.

- **New Hire Programs:** In support of our new hires in Sales & Operations (or Manufacturing), we provide a comprehensive and structured orientation program that is coached and equips new hires with the skills, knowledge, and tools needed for success in their roles, while fostering a deep understanding of our company's values, culture, and commitment to excellence. These programs target recent college graduates entering the workforce and existing employees expanding their responsibilities. Our programs include company introduction and navigation, cross-functional collaboration, sales & operations track, role-specific training and advanced professional skills development.

TRAINING AND DEVELOPMENT

A critical component of our investment in our employees is the provision of coached virtual sessions, self-paced development and mentorship from successful leaders in every area. This training covers topics from inclusivity, harassment prevention, ADA awareness, IT security, and a wide variety of anti-corruption/anti-bribery and compliance programs and leadership essentials. These expansive programs support hands-on job skills and professional skills, and put employee wellness and safety at the forefront where every employee has the opportunity to lead from where they are.





COMMUNITY RELATIONS

NORTH AMERICA

RRD's vision is to strengthen the communities in which our employees live and work. We strive to be responsive to the emerging needs that challenge our employees and their communities. Multiple community activities were performed in 2023 and are highlighted below:



Logan, UT: Multiple initiatives in support of families in need, including sponsoring 20 children as part of a local “Sub for Santa” event where donated gifts included bicycles and helmets, and participants prepared and served 276 meals at a Loaves and Fishes event.



St Charles, IL: Employees collected and donated 107 toys for the Toys-For-Tots program, and over 80 volunteers prepared enough meals to feed 310 children for a year at Feed My Starving Children.



Salt Lake City, UT: The RRD Central Reservations team volunteered at the oldest community garden in Salt Lake City, where RRD employees were tasked with weeding the pathway and clearing out invasive trees to make the space more accessible to community gardeners including those requiring wheelchair access.



Milwaukee, WI: The site initiated a food drive in support of the Hope House of Milwaukee, where multiple donations were collected.



Cincinnati, OH: The RRD Regional Sales team volunteered at the FreeStore FoodBank that helps feed people in the tri-state area, working alongside other local volunteers to pack thousands of “Power Packs” to be distributed to local schoolchildren. Each Power Pack contains over a dozen food items, which are shelf-stable, kid-friendly, and intended to ensure children have healthy food to eat on weekends.



Lewisville, TX: During an onsite blood drive, Carter Bloodcare collected 25 units of blood, including from nine 1st-time donors.

Cudahy, WI: The local RRD team filled 50 backpacks with donated items for kindergarten and first-grade students at the Lincoln School in Cudahy. Project Concern is a Cudahy-based organization that provides basic essentials to families in need. For the last three years, RRD has partnered with Project Concern providing Thanksgiving dinners to 10 families each year, along with food and gift donations during the Christmas season.

Madison Heights, MI: In conjunction with Forgotten Harvest, a local organization dedicated to ending hunger in the Detroit area, a team of volunteers helped to package and redistribute food donations in the metro Detroit area.



Monroe, WI: Employees participated in multiple local volunteering events, including the Brat Bash to raise funds for the Behring Senior Center, the Green County Foster Care school supply fundraiser, and the Green County Human Services Christmas food, gifts, and clothing drive.

ASIA

RRD employees worldwide routinely work to make a positive difference in the communities in which they work and live. Examples include:



RRD India Diversity, Equity and Inclusion (DEI) Annual Meeting

2023 Activities:

South China

- The Shenzhen site participated in a fundraiser for the “Hui Xin Public Welfare Charity Association.” More than 100 RRD colleagues participated in a hike while also picking up trash along the way.

East China

- The Kunshan site formed a donation group for National 99 Public Welfare Day, offering love and assistance to those in need and performing good deeds in Jiangsu.

Chennai

- Engaged in programs with local organizations including ANew, Women of Worth, Deaf EnAble Foundation, Chennai Photo Biennale, Ladies Circle, and Nalandaway that support academic skills, life skills, vocational training, and personal skill and app development for disadvantaged students. RRD’s support benefited over 100 female students and more than 175,000 app users (teaching Indian Sign Language).

- Partnered with SCSTEDs and Kranti to offer skill development and educational support programs for nearly 100 children in disadvantaged areas.
- Partnered with Thuvakkam for a three-year commitment focused on tree planting in public nature areas, and carried out three environmental clean-up activities with a team of 68 RRD volunteers and their family members in two different locations to promote environmental conservation.
- A site blood donation event was held where 109 employees generously donated their blood, resulting in a total of 49.05 liters of blood collected.
- Worked together with our IT, administrative, and security teams to donate 41 used desktop computers (including 5 Mac stations) and 25 used laptops to several underprivileged schools and institutions. The purpose of this initiative was to establish computer labs and tuition centers, ultimately benefiting the students through our network of partner organizations.
- Collected and donated school bags, stationery items, and raincoats to 50 deserving female students from one of our beneficiaries SCSTEDs. This organization is dedicated to promoting education through sports and focuses on the holistic development of children.
- Since September 2023, the site has been assisting Yes We Too Can (YWTC) by

offering space at our RA Puram facility for training individuals with disabilities in the various aspects of filmmaking. This initiative takes place on the final Sunday of each month. With the help of over 15 dedicated volunteers, we ensure that the participants feel comfortable during these practice sessions held within our premises. Our security and admin teams also play a crucial role by providing essential support, such as wheelchair assistance, contributing to the success of these sessions.

Trivandrum

- As part of a site Earth Day event, volunteers cleaned up the beach near St. Thomas Catholic Church, Velia Veli, and collected and sorted 30 bags of waste.
- For over 10 years, the site has been providing support to economically disadvantaged students at the beginning of the academic year by supplying them with study materials. In 2023 volunteers successfully assisted over 1,200 children across seven major institutes for the underprivileged, including the distribution of more than 10,000 books.
- Partnered with Tejus and SCT Hospital to host an onsite blood drive, where 38 donations were collected.
- During Onam, an annual harvest and cultural festival celebrated by the people of Kerala, over 30 volunteers assisted with an event for wheelchair users from the local community, including games, activities, and lunch.



Manila

- Collaboration with the Philippine Blood Center to provide blood donations, including educating site employees on the benefits of donating.
- Donated printers, toys, meals, groceries, and professional graduation photo services to help students and their families facing financial difficulties. These efforts benefit the Aeta community, which is located in a remote area.

Colombo

- The Lady Ridgeway Hospital for Children is the top center for pediatric care referrals and has the only specialized spine unit in Sri Lanka. The site provides donations to the hospital that support the purchase of medicines and equipment.

EUROPE

Debrecen, Hungary

- Collected books, clothing, and toys to support the Hungarian Charity Service of the Order of Malta and the Local Institution of Child Protection Services.
- Donated more than 15 tons of paper for use by local kindergartens, schools, and other institutions.
- Held fundraising drives to support local charity foundations that support children's hospitals and the treatments required for children with leukemia and other serious health issues.
- In support of Earth Day, organized an "environmental awareness month" including environmental quizzes and games focused on improving our environment, a nature photo competition, and a drawing competition for children of RRD employees.



HEALTHCARE PRIORITIES

“RRD provides its employees the opportunity to select health and benefits packages most suitable for themselves and their families. In the U.S., we provide access to quality programs that include but aren’t limited to: preventative care, cost-sensitive medications, and personalized case management. We also offer coaching to employees and their families who may be facing a diabetes or hypertension diagnosis or working to quit smoking. Outside of the U.S., RRD employees receive medical coverage and life insurance, along with location-specific benefits. The health and safety of our employees is a top priority for executive leadership, and we are continually striving to ensure our benefits offerings help our employees make their health the top priority.”

Christy Goldberg-Hirsch,
SVP, Total Rewards, Corp Center HR
christy.l.goldberghirsch@rrd.com

We offer the following programs to our employees and their covered dependents enrolled in our national medical options:

- Free hypertension support through Livongo, including personalized health coaching and a blood pressure cuff and FDA-approved touchscreen meter.
- Free diabetes support through Livongo, including personalized health coaching from a certified diabetes instructor, unlimited strips and lancets, and an advanced blood glucose meter.
- Free tobacco cessation program that includes a tailored quit plan, telephonic sessions with a certified coach, self-management tools, and nicotine replacement.
- We also provide free video counseling for mental health issues through our Employee Assistance.
- Free personalized exercise therapy and unlimited one-on-one coaching designed to reduce chronic back, hip, or knee pain through Hinge.
- Free Health Advocates to assist employees and their covered dependents to understand their health benefits, find high-quality cost-effective providers, schedule appointments, deal with claims issues, or provide support for new diagnoses.

Examples of Asia Pacific Region healthcare training events include:


Our East China team provides traditional Chinese medicine consultation and therapeutic services once per week for employees. South China has collaborated with Guangdong Provincial Hospital of Traditional Chinese Medicine to hold a one-week employee health consultation event every quarter, involving 700 people each time. The consultations are of multifaceted significance for employees — not only helping to improve their health levels and work efficiency but also contributing to creating a harmonious corporate culture atmosphere, laying a solid foundation for sustainable enterprise development.

Healthy Mind Toolkit — Boosting Your Mental Health: Many people become concerned about meeting other people's needs and expectations at the cost of neglecting their own. This empowering session was attended by over 75 employees. It introduced various coping strategies for dealing with adversity in a constructive way and developing structured approaches for building better mental health.

Tackling Sleep and Stress Fatigue: Sleep is an essential function that allows your body and mind to recharge, remain healthy, and stave off diseases. Many factors can impact the quality and duration of your sleep, such as the amount of time you spend on screens, the amount of physical exercise you do, and your level of stress. This session, attended by over 80 employees, covered various topics including understanding why sleep is important, exploring different types of sleep and sleeping disorders, understanding the relationship between stress and sleep, learning about the stages and symptoms of stress, and developing strategies to cope with stress fatigue and improve sleep quality.

Discover the World of Emotional Intelligence: Being able to recognize feelings in oneself and others, managing emotions, and balancing thoughts are invaluable traits that are associated with emotional intelligence. Embracing the nuances of human emotion has demonstrated several benefits, particularly at work, such as better collaboration, compassionate leadership, boosted morale, and a happier and healthier workplace. During this session, 90 employees learned how the emotional brain impacts behavior, the different aspects of emotional intelligence, and practices that may be used to create calm breathing and focused listening.

Empowering Minds, Changing Lives: Championing Mental Health Rights: Mental health conditions affect millions of people worldwide, with an estimated one in eight individuals globally living with a mental illness. Mental health conditions are among the top ten causes of disability in developed and developing countries, as recognized by the United Nations. This year, on World Mental Health Day 2023, we were inspired by the theme “Mental Health is a Universal Human Right” in alignment with the World Federation for Mental Health (WFMH) and the World Health Organization (WHO). It is a powerful reminder that mental health is not a privilege but a fundamental right that every individual deserves. Regardless of their background or circumstances, everyone should have equal access to the support, care, and resources necessary for their mental well-being. During this session, 87 employees learned the background of World Mental Health Day, explored mental health stigma and eliminated barriers related to this stigma, and learned how to promote mental health at work through the creation of a compassionate and inclusive environment.



ETHICS + COMPLIANCE

“There are few things more important to the Company than its reputation for ethical behavior in the marketplace. We have compliance champions across the organization, ensuring that each of our Business Units and functional areas are remaining in compliance with the rigorous standards we have set for ourselves.”

Deb Steiner

Chief Compliance Officer
deb.steiner@rrd.com

The name RRD has long been synonymous with integrity and ethical business operations. This focus on integrity continues today, codified in our Principles of Ethics Business Conduct (“PEBC” or the “Principles”). These Principles apply to all employees, vendors, suppliers, and agents of RRD, as well as to RRD’s Board of Directors, and govern all areas of professional conduct.

A consistent set of ethical practices is key to operating at the highest levels of integrity in every place where RRD does business around the globe. Some of the areas addressed by the Principles:

- **Ethical and lawful behavior:** The Company has earned a reputation for providing top-quality marketing and business communications services in an honest, ethical fashion. We conduct our business honestly, ethically, and in strict compliance with all laws, rules, and regulations.
- **Gifts:** Employees must not accept gifts, favors, loans, entertainment, or other gratuitous services from competitors, clients, or suppliers of RRD. Cash payments or gifts must never be given to clients and other gifts, favors, and entertainment must be legal and reasonable.
- **Anti-corruption laws:** The Company will not, either directly or indirectly, pay bribes to or otherwise seek to improperly influence government officials, political parties, or candidates for political office. Further, the Company strictly prohibits facilitating payments of any kind absent express, written approval of the Chief Compliance Officer.
- **Protect proprietary and confidential information:** In helping our clients better connect with their customers, we interact with significant amounts of confidential data. All employees are required to protect confidential company assets and proprietary information.
- **Conflicts of Interest:** Outside work or service opportunities must not conflict with an employee’s ability to perform their duties at the company with undivided loyalty.
- **Antitrust laws:** RRD deals with suppliers, clients, employees, and competitors on a fair and honest basis, at arm’s length.
- **Environmental laws:** RRD conducts its global business in accordance with environmental laws and strives to continuously improve global EHS performance using practices that protect employees and the environment.
- **Employee working conditions:** We employ only workers with a legal right to work. The employment of workers under the age of 18 shall only occur in nonhazardous work or as part of legitimate workplace apprenticeships that comply with all local laws and regulations.
- RRD does not employ children under the age of 15 or forced, bonded, or indentured labor. RRD will never require workers to surrender government-issued identification, passports, or work permits as a condition of employment. RRD fairly compensates its employees in compliance with local and national laws in the subject jurisdiction. RRD also maintains work hours in compliance with local laws in the jurisdictions where we do business.
- **Discrimination:** RRD selects, places, and manages all employees without discrimination based on race, religion, color, national origin, sex, gender identity or expression, age, perceived or actual disability, perceived or actual sexual orientation, military or veteran status, genetic information, pregnancy, or on the basis of any other status protected by law.
- **Securities laws:** RRD communicates with transparency and fairness to external stakeholders. Confidential information obtained by employees may not be used for personal advantage.
- **Government investigations:** The Company and its employees shall cooperate with government investigations.

Part and parcel to a global company's successful operation is the flow of information from our 28,000 employees back to corporate leadership. To that end, we have an Open Door Policy that ensures we treat one another with respect and are aligned globally in our business goals, values, and ethical standards.

All employees, no matter their job responsibilities, geographic locations, or positions, should have opportunities to raise issues and speak their minds to drive the Company forward to operations that are beyond repute.

The Board of Directors oversees the Ethics and Compliance Program at RRD. The Program is led by our Chief Compliance Officer who meets regularly with a committee of internal leaders from a cross-section of functional and business areas to monitor and shape the Program.

Here are some of the areas the Program monitors:

- Ethical and Lawful Behavior and Conflicts of Interest
- Anti-Corruption
- Financial Reporting
- Antitrust Laws
- Environmental, Health, and Safety Laws
- Employment Practices
- Information Technology
- Intellectual Property
- Product Safety
- Import/Export Controls
- Postal Affairs
- Centers for Medicare and Medicaid Services (CMS) Compliance
- Tax Compliance

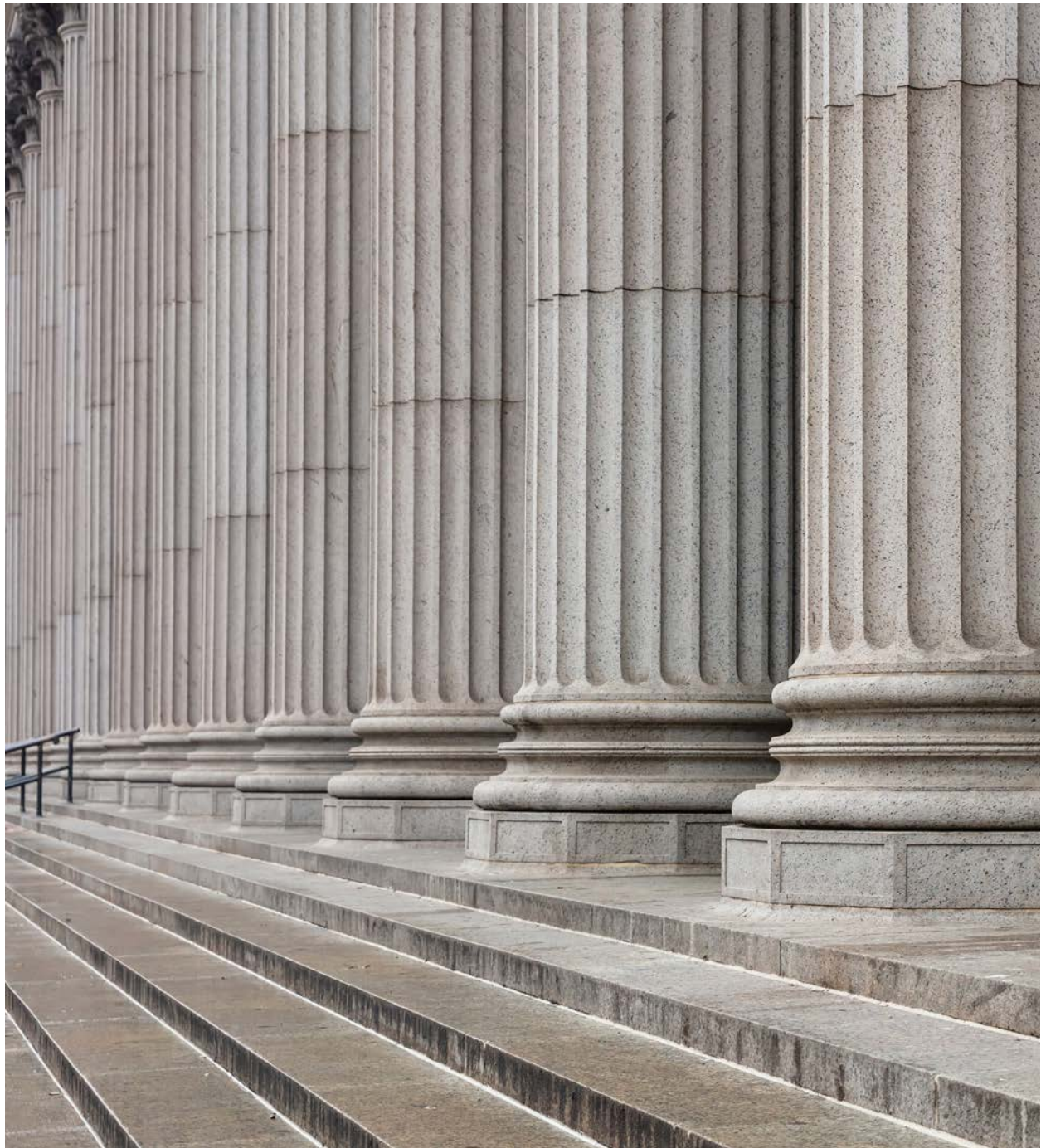
Governance

The leading edge of a strong governance culture is its Board of Directors. Since going private, the Company has continued with its established public company rigor, including a Board consisting of 7 directors, two of whom are members of our owner, Chatham Asset Management. The Board provides expert oversight and guidance on governance matters and strategy. Our board has two standing committees: Audit and Human Resources. Both committees are governed by a written charter that is publicly available on our website at rrd.com. Under the guidance of our Board, we are continuously seeking to drive forward the strategy of RRD while enhancing the workplace for our employees and leaving a positive impact on the communities where we work.

Each employee at RRD is personally accountable for operating with integrity. Employees receive annual training to ensure they have an understanding of the important policies, laws, rules, and regulations that impact our businesses around the world. The training covers areas such as our Principles of Ethical Business Conduct (PEBC), anti-harassment, anti-corruption, data security, and privacy, among others.

RRD's Open Door Hotline provides employees, vendors, and suppliers with a mechanism to report concerns regarding potential compliance or ethical matters without fear of retaliation. Our hotline is hosted by a third party and reports can be made anonymously online or via phone.

Our commitment to operate ethically applies everywhere we do business and is a commitment we make not only to our employees but also to our stakeholders. Our operational excellence is built on this foundation.





ENVIRONMENTAL, HEALTH + SAFETY

“Aligning our Company goals and those of our team members is critical to our EHS results. We value our coworkers and the communities where we operate. Our success is reflected in our leaders’ messages, our daily actions, and the performance measures outlined in this report.”

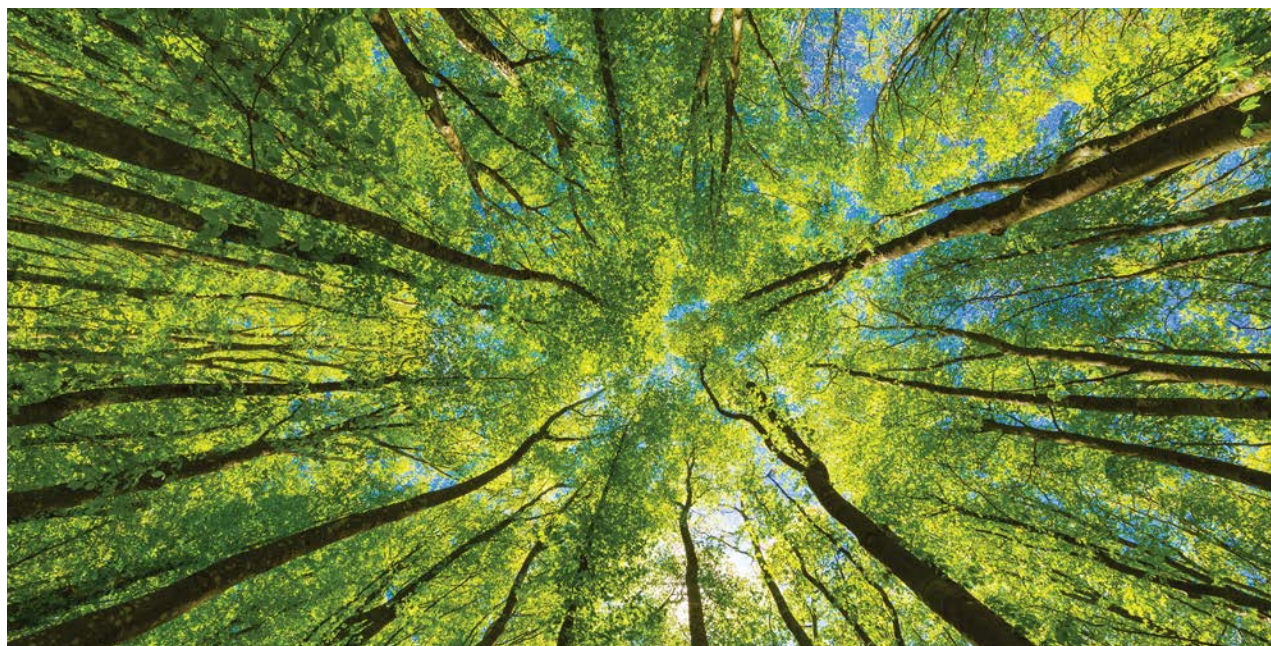
Paul Haase
VP, EHS
paul.haase@rrd.com

EHS Policy

It is RRD's policy to protect the health and safety of our employees, clients, and the public, and to conduct all activities in an environmentally responsible manner. We are committed to this policy worldwide as an integral part of being the world's premier business and marketing communications company.

Senior Corporate management ensures alignment of RRD's business strategy and operations with this Environmental, Health, and Safety (EHS) policy and confirm the commitment of RRD to:

- Conduct global operations in accordance with all applicable laws, regulations, and other requirements, anticipate EHS issues and promote appropriate voluntary initiatives that support this policy;
- Strive for an injury free workplace through high employee involvement and a strong health and safety program;
- Minimize the EHS impact to our employees, facilities, and communities in which we do business;
- Strive to continuously improve global EHS performance by utilizing practices that protect employees and the environment, including reducing the quantity of emissions, including greenhouse gas (GHG) emissions, developing opportunities for recycling and pollution prevention and using paper, energy, water, and other resources more efficiently;
- Partner with our clients to ensure that we manufacture, source, and distribute products that meet all applicable safety regulations, and identify opportunities to further minimize their product's environmental impact;
- Train and motivate employees to conduct their activities in a safe and environmentally responsible manner; and
- Review and report to executive management on a periodic basis the EHS performance of global operations which may include the setting and review of EHS objectives and targets used to promote continuous improvement.



EHS Management System

At RRD, we have developed a comprehensive management system that enables us to effectively control our EHS impacts using a model consistent with well-accepted international management standards such as the International Organization for Standardization (ISO).

The elements of our EHS Management System include:

- **EHS Policy:** A corporate policy defines the EHS principles that guide the conduct of RRD operations worldwide.
- **Programs and Standards:** Define the elements of our management system to protect the safety of employees, contractors, and visitors. These also include our environmental management expectations to ensure compliance with legal requirements.
- **EHS Roles and Responsibilities:** EHS responsibilities are integrated into every level of our organization.
- **Training:** Management of a comprehensive training and awareness program, including new employee orientation programs, online training and communications, topic-specific workshops and webinars, and mentoring activities to develop leadership and expertise in the field.
- **Measuring:** Measuring our EHS results company-wide and closely monitoring our progress toward implementing the RRD EHS Standards are critical to meeting our commitment of continuous improvement.
- **Monitoring:** RRD has put processes in place to test and oversee compliance.

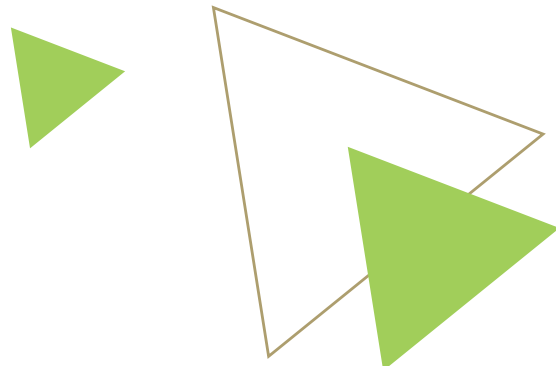
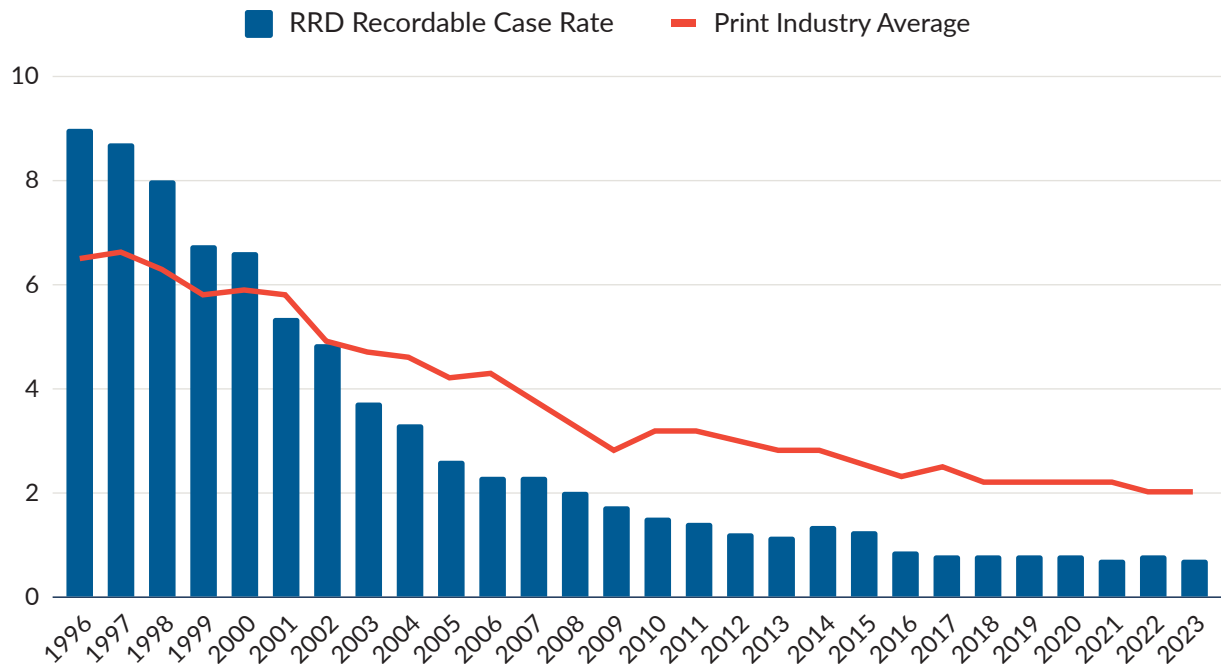


Recordable Case Rate

Our health and safety results mean the most to us because they help us measure how well we are keeping our employees safe. While we report our numbers as a rate (which helps us to standardize our global reporting with the government method for calculating injury rates), what truly matters is the number of people who are hurt. Lower rates mean fewer injuries and more people able to work and support their loved ones. In the chart below, you can see the continuous improvement in our Health and Safety rates over the past several years.

The “Recordable Case Rate” (RCR) is a rate, per 100 employees, of the number of times an employee received treatment beyond basic first aid for a work-related injury or illness. Our full-year 2022 RCR finished at 0.8, which is more than 60% lower than the current U.S. print industry average. Multiple facilities also completed the year without a single recordable case. While we continue to be extremely proud of our results, our continued goal is to achieve zero work-related injuries or illnesses.

RRD Recordable Case Rate and Print Industry Average



2023 Milestones

Many of our worldwide locations are recognized each year for achieving a significant milestone relative to the number of recordable cases experienced.

1 Year Without a Recordable Case

- Austell, GA
- Buffalo Grove, IL (Veritas)
- Columbia, SC (State Printing and Wentworth)
- Columbus, OH
- Dallas, TX (Jarvis)
- De Moines, IA (Garner)
- Durham, NC (Litho)
- Greenville, SC (Keys Printing)
- Indianapolis, IN (Jackson Group)
- Kent, WA (Emerald City)
- Madison Heights, MI (EGT Printing)
- Mount Vernon, MD
- Oakdale, MN
- Oberlin, OH
- Quakertown, PA
- San Antonio, TX (Clear Visions)
- Shanghai, China
- St Charles, IL
- Wilson, NC
- Yamagata, Japan

2 Years Without a Recordable Case

- Atlanta, GA
- Chaska, MN
- Houston, TX
- Nacogdoches, TX
- Osage, IA
- Sacramento, CA (Pacific Standard Print)
- San Salvador, El Salvador
- Seymour, IN
- Weifang, China

3 Years Without a Recordable Case

- Debrecen, Hungary
- Streamwood, IL (Carqueville)

5 Years Without a Recordable Case

- Liaobu, China (Labels)
- Tempe, AZ (Ironwood)

6 Years Without a Recordable Case

- Singapore

Large Facilities With a Recordable Case Rate Less Than Half of the 2023 Company Average

- Chengdu, China
- Humen, China
- Kunshan, China
- Liaobu, China
- Lodz, Poland
- Reynosa, Mexico

EHS External Certifications

Our company EHS Management System has positioned many locations to earn certification from third-party organizations including ISO 14001 and OHSAS 18001. For a complete listing by site, please visit:

Worldwide Health & Safety

Each of our worldwide locations works to continuously improve their health and safety performance. Examples include:

- Streamwood, IL (Carqueville): Added new dock chocks, chains, and signage to improve truck dock safety
- Laurel, MD (Mt Vernon Printing): Installed a vacuum system to transport paper waste to the waste baler room, improving employee safety due to safer transport of this waste as compared to moving manually
- Debrecen, Hungary: Purchased lift tables to minimize employee bending and lifting in the production process, held a forklift accident prevention workshop for warehouse employees, and completed a 3-hour work safety workshop for all employees
- Vietnam: Implemented engineering controls in production to minimize employee noise exposure
- Lodz, Poland: Improved site hazard identification and audit process to further reduce site safety risk
- Milwaukee, WI: Implemented Toolbox Talks and monthly meetings with site production employees to discuss a broad range of safety topics applicable to the site
- Osage, IA: Reconfigured two press deliveries to establish a more ergonomically neutral body position when removing product from the press delivery
- Aurora, CO (Frederic Print): Improved safety signage throughout the facility and implemented a safety committee to identify, review, and resolve identified safety issues
- Las Vegas, NV: Improved communications on health and safety initiatives, including through employee toolbox meetings, safety meetings, visual aids, and discussion of key EHS topics in management review meetings




SUSTAINABILITY

“Sustainability cannot be considered an extra initiative beyond our daily priorities. In order to be successful, it must be ingrained in everything we do.”

Dennis Aler

Director, EHS/Sustainability
dennis.m.aler@rrd.com



At RRD, sustainability is not considered an extra initiative. From collaborating with our clients to ensure we meet their stringent environmental specifications, to continuously working to identify and implement energy and waste reduction initiatives in our worldwide manufacturing locations, we are focused on improving sustainability performance.

The RRD Global Environmental, Health, & Safety (EHS) Policy outlines our commitment to utilizing practices that protect the environment, including reducing the quantity of emissions — including greenhouse gas (GHG) emissions — developing opportunities for recycling and pollution prevention, and using paper, energy, water, and other resources more efficiently. This commitment informs and guides our company's sustainability objectives.

Resource Efficiency

We identify, measure, and continuously improve efficiencies associated with the consumption and use of energy, raw materials, water, and other resources.

Responsible Procurement

We extend our influence across the breadth of the supply chain by encouraging sustainable practices among our suppliers and offering raw material solutions that meet the specifications of our clients.

Waste Minimization

Every day, we reduce, reuse, and recycle in our worldwide manufacturing locations.

Stewardship

We find, learn, and share best practices and demonstrate our commitment to sustainability.

Resource Efficiency

RRD is pursuing energy efficiency programs in our worldwide manufacturing locations. We're investing in several different programs and technologies that promote enhanced energy consumption and recovery systems. Examples include:

- **Electrical demand response programs:** RRD locations commit to reducing energy consumption during peak demand periods, allowing local utilities to avoid brownouts or investment in costly generation capacity.
- **Heat recovery:** A proprietary process that captures heat and allows it to be used again. This heat is used to reduce ambient heating needs, to more effectively dry printing inks, and to operate boilers more efficiently.
- **Lighting upgrades:** RRD is taking advantage of advances in lighting technology by continuing to install lighting system retrofits in our domestic and international facilities.
- **Alternative energy:** We continuously seek opportunities to use increased alternative energy, including through geographic power grid utilization, onsite physical installations, and through power purchase agreements.
- **Greenhouse gas (GHG) emissions tracking:** We've partnered with an external organization to track our energy consumption and GHG emissions by site. This data supports our annual Carbon Disclosure Project (CDP) Climate Change questionnaire response and company-wide energy reduction initiatives. We've also identified an internal Sustainability Metrics Dashboard to track our performance by site.



Greenhouse Gas (GHG) Emissions Reduction Target

In 2023, RRD officially announced a commitment to reduce our GHG emissions by 25% over the next 10 years in U.S. and Mexico manufacturing locations. The target built upon our past U.S. performance of GHG reductions of approximately 17% from 2018 to 2022. RRD has now expanded this GHG Emissions reduction target to all worldwide manufacturing sites in the U.S., Asia, Latin America, and Europe. The reduction target — a total reduction of 70,654 metric tons of CO₂e — will be reported via the 2024 climate change questionnaire conducted by the Carbon Disclosure Project (CDP), a nonprofit that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. Utilizing 2022 as the third-party verified baseline year, RRD's 10-year roadmap will lower emissions (Scopes 1 and 2) across its operations by pursuing the energy efficiency programs outlined above.

Waste Minimization

- RRD routinely works to reduce the amount and types of by-products produced and reuse and recycle those that are. Our largest by-product, paper, is systematically segregated and recycled at all of our worldwide manufacturing locations.
- While specific initiatives will vary by site and manufacturing process, examples include: recycling of paper, including add roll trim, paper tear off, office paper, butt rolls (also used as packing material), bound and stapled waste, cardboard (including bare cores from printing rolls), plastic wrap, and aluminum printing plates; returning reusable rags, oil pigs, and oil mats to external vendors for decontamination and reuse; returning forklift batteries to battery vendors for recycling; sending used oil to licensed third parties for recycling; and repairing broken or damaged pallets for reuse.
- We partner with a national by-products broker for U.S. manufacturing sites. Materials recycled with this broker include, but are not limited to: coated board stock, old corrugated containers, mixed paper, sorted office waste, metals, and plastics. In 2023, RRD's U.S. manufacturing locations recycled over 83 thousand tons of by-products produced. This is equivalent to the avoidance of over 1.3 million trees, 334 million kWh of electricity, 342 thousand tons of CO₂ emissions, 571 million gallons of water, and 274 thousand cubic yards of landfill space (data equivalency conversions from: US EPA Facts and Figures about Materials, Waste, and Recycling).
- Several locations have installed on-demand corrugated box-making equipment, allowing for the onsite production of specific box sizes to match the product shipped, resulting in less corrugated material, less waste material, and minimized use of non-recyclable box fillers.
- We use a licensed external vendor to manage our IT equipment at its end of life. They are R2 (Responsible Recycling) certified, meaning they utilize the Reuse, Recycle, Recover hierarchy. They are third-party audited annually, with all of their downstream vendors also vetted. In addition to reselling reusable assets, they donate good working equipment to charities. Ultimately their goal is to extend the life of used assets and if necessary recycle them in an environmentally responsible manner.
- Processless plate initiative: 17 RRD print sites have fully implemented processless plate technology and seven sites are in the testing phase. Processless plate production represents the simplest way to make litho plates. Once the plate has been imaged in a plate setter, it is mounted directly on the press where the removal of the plate coating has been integrated into the start-up of the press. There is a complete elimination of the plate processor, associated chemistry, energy required to power the processor, water, and waste from plate production.

Responsible Procurement

- RRD currently maintains more than 85 Forest Stewardship Council® (FSC®), Sustainable Forestry Initiative® (SFI®), and Programme for the Endorsement of Forest Certification (PEFC) chain of custody (CoC) certified sites worldwide in North America, Latin America, Europe, and Asia. In 2022, RRD locations sold over 114,000 U.S. tons of certified material.
- We have robust environmental specifications that are part of our purchasing program. These Regulated Product and Material (RPM) safety specifications outline commonly supplied product and material categories in an effort to assist raw material suppliers in meeting their obligations to comply with applicable regulations. RRD has also developed additional requirements that in many instances are more protective than applicable laws.
- For inks and coatings used, we routinely collaborate with our vendors to ensure alignment with applicable industry requirements. We also consider the best new and evolving technologies and solutions with increased environmental attributes (such as by minimizing or removing hazardous constituents, and identifying the optimal amount of vegetable-based content).
- RRD's suppliers can provide paper to support all of our clients' sustainability goals, including paper that includes certified fiber, recycled content, and hybrid products containing both certified fiber and recycled content.

Client Sustainability Collaboration

As a custom contract manufacturer, RRD produces products to our clients' specifications and ensures any sourced wood-based materials meet established environmental criteria as outlined in the product specifications. We are able to do this because of the depth of our supply-chain expertise and our subject matter experts on environmentally preferable products. Examples include:

- The use of wood fiber sourced from forestry operations certified by the FSC®, SFI®, or PEFC, and as required by our clients, the use of paper products processed without chlorine or chlorine compounds in paper.
- Increased recycled content: the paper mills selected by RRD offer products with various percentages of PCW (post-consumer waste) content, usually ranging from 10% to 30%, with a few specialty products at 100% levels of PCW.
- Use of materials that are highly recyclable, and/or do not inhibit the recyclability of the product at its end of life.
- We also support our clients who wish to exclude fiber from sources they determine to be unacceptable. This may include fiber from unwanted sources as defined by forestry certification, including: fiber in violation of internationally accepted instruments and treaties protecting the rights of indigenous or forest-dependent people, high conservation value areas (e.g., areas of old growth and/or endangered forests and endangered species habitat), areas that have been converted from natural forests to plantations and other land uses after November 1994, and plantations using genetically modified trees.
- Lacey Act Compliance: RRD will vigorously support compliance to the U.S. Lacey Act as well as all applicable environmental laws and regulations for wood-based materials purchased. We have informed all of our suppliers that we expect total compliance relative to the materials that we source.

Worldwide Sustainability

Each of our worldwide locations works to continuously improve their sustainability performance.

Examples include:

United States

- Streamwood, IL (Carqueville): Through the site's electric utility energy efficiency program, the site was able to repair all compressor air leaks throughout the facility via a no-cost onsite assessment
- Sacramento, CA (RRD Sacramento): By installing a smaller compressor, the plant saved over 40 hours per month in energy previously used by the larger compressor
- Osage, IA: A "War on Waste" project reduced press paper waste by 17%. They also implemented a weekly focus on high-waste jobs to identify corrective actions to reduce future waste amounts
- Aurora, CO (Frederic Print): New LED lights were installed throughout the facility, and a new, more energy-efficient air compressor was installed with all downstream leaks fixed
- Las Vegas, NV: The plant installed a timer on the water system for their plate maker and adjusted it to run only during production hours to reduce water consumption
- Completed 4 LED lighting projects in Angola IN, Aurora CO (Frederic Print), Durham NC, Lemont IL, and Seymour IN.
- Westlake Village, CA (T/O Printing): The facility converted their warehouse and fulfillment buildings to LED lighting. They also began using processless plates resulting in no chemicals and a reduction in water when compared to traditional plate-making

Asia

- China: The Humen site has re-engineered their web printing press to replace hot-drying ink with cold-drying ink, saving 200,000 M3 of natural gas per year. The Shanghai site installed an energy-efficient magnet motor upgrade that saves 69,279 kWh of electricity per year as compared to the prior version. The Liaobu site updated their compressed air systems, resulting in approximately 204,000 kWh of electricity saved per year.
- China: In 2023, China sites produced 2,442 mWh of onsite solar energy, and also purchased 42,672 mWh of renewable energy.
- In 2023, RRD's China and Vietnam manufacturing locations recycled over 27,250 tons of by-products produced. This is equivalent to over 3.6 million trees, 3,982 million kWh of electricity, 39,601 tons of CO2 emissions, and 227 million gallons of water (data equivalency conversions from: Chaoyang Villagers Committee).
- All China and Vietnam manufacturing locations implemented upgraded waste management procedures outlining on-site waste classification, collection, traceability, and end-of-life recycling/disposal verification. The Liaobu 3 and Kunshan sites have also achieved Zero Waste Landfill certification status.
- China Waste Minimization: UV printing in place of plastic lamination resulted in a reduction of 563 tons of plastic. The use of 89% to 100% post-consumer waste recycled fiber Gray Back Card Paper resulted in a savings of 15,996 tons of virgin fiber. The use of paper fiber dye in lieu of traditional dyes reduced wastewater pollution by over 80%.
- India: 95% of the facility's lighting installation across 275,000 square feet of office space is now LED. They are also now using solar power to supply air conditioning to two hub rooms, and have adopted a transport routing automation system, resulting in the elimination of four reams of paper per day

- RA Puram office: The facility is now using solar power to supply AC to two hub rooms
- Vietnam: The plant installed LED lighting, more accurately classified and segregated wastes to optimize amounts recycled, and wastes previously sent to the landfill are now being sent to a waste-to-energy facility
- For a listing of current China-specific sustainability initiatives and associated results, please visit our RRD Asia Sustainability Overview document located at:

Europe

- Debrecen, Hungary: The plant replaced previous plant lighting with LED lighting, and also installed LED lighting in the new digital and flexo printing area. They additionally installed sensor water taps in the kitchen
- Lodz, Poland: None of the plant's collected waste goes to a landfill. 94.4% of waste is recycled (amounting to 996 tons in 2023), and 5.6% of the waste is sent to an RDF facility (Refuse Derived Fuel; alternative fuel derived from waste such as solid municipal waste or industrial waste unsuitable for recycling characterized by high calorific value). In 2023, only 22kg (from total waste amounting to 1055 tons) were incinerated

Latin America

- San Salvador: Site lighting systems are being converted to LED, and traditional air conditioners are being converted to more energy-efficient inverter systems



AWARDS + RECOGNITION



Year	Award Name	Organization Granting Award	Country	Short Description
2024	Connector Award for Innovation	HealthEquity	US	RRD received the 2024 Connector Award for Innovation at HealthEquity's 2024 Key Client Summit. The award highlights RRD's commitment to employee health and well-being, notably through its implementation of Health Payment Accounts (HPAs) in partnership with Paytient®. These accounts provide an interest-free line of healthcare credit, enhancing the benefits package alongside HealthEquity's Health Savings Account (HSA) plan. This initiative addresses rising healthcare costs, offering employees additional payment options for medical expenses.
2023	Safety Enterprise	Humen Town Safety Production Committee	China	The RRD Humen site was recognized by the Humen Town Safety Production Committee 'Safety Enterprise' for their excellent safety management program, including their daily safety risk management, safety awareness education and training, hazard exposure control, emergency response plan, occupational disease prevention, and employee safety culture.

Year	Award Name	Organization Granting Award	Country	Short Description
2023	Top Graduate Employer Brands	51job	China	RRD Asia has been selected as a winner of the “Top Graduate Employer Brands 2023” award, an award sponsored by 51job.com, China’s leading human resource provider. The award is presented to companies in China whose human resources practices have made a significant contribution to their corporate development. Award criteria includes talent strategy, long-term cooperation with universities, development of young talent and corporate culture, and employer reputation and recognition on campus. This is one of the most comprehensive, in-depth, and far-reaching awards in the field of human resources.
2023	Top 100 Employer Excellence	51job	China	For the fourth consecutive year, RRD Asia was named one of the 2023 ‘Top 100 Employer Excellence of China.’ The award recognizes companies whose Human Resources practices made a significant contribution to their corporate development. In addition, RRD Asia was also awarded as a model employer for Human Resources Digitalization. The 2023 awards were selected from a vast number of companies and are initiated annually by 51job, China’s leading human resource service provider.

Year	Award Name	Organization Granting Award	Country	Short Description
2023	Disability Equality Index® (DEI)	Fortune 1000 and Am Law 2001	US	The DEI is the world's most comprehensive benchmarking tool for the Fortune 1000 and Am Law 2001 to measure disability workplace inclusion against competitors. The DEI helps companies demonstrate stakeholder commitment to disability inclusion and equality, as well as broader social issues. In 2023, 485 corporations – including 71 Fortune 100, 207 Fortune 500, and 249 Fortune 1000 – utilized the DEI to benchmark their disability inclusion efforts.
2023	Sustainable Rural Employment Award	Real Leaders Impact Awards	India	Recognizing business as a force for good, the 2023 Real Leaders Impact Awards ranks 300 impact companies solving existential problems through innovative and sustainable market-based solutions. The 2023 list features organizations of all sizes and industries, with RRD GO Creative ranked at 137 on the list. The Impact Awards are based on each company's five-year sales growth, revenue, and impact assessment.

Year	Award Name	Organization Granting Award	Country	Short Description
2023	Blood Donation Award	Sree Chitra Tirunal Institute for Medical Science and Technology	India	RRD Trivandrum, India was recognized for their participation in National Blood Donation Day and for their efforts in promoting awareness and organizing multiple blood donation camps. The event was hosted by Sree Chitra Tirunal Institute for Medical Science and Technology with support from Terumo.
2023	Best Unique or Innovative Learning and Development Program	Brandon Hall Group	US	RRD received Gold for “Best Unique or Innovative Learning and Development Program” at the 2023 Brandon Hall Group™ Human Capital Management (HCM) Excellence Awards®. Brandon Hall Group states that the HCM Excellence Award winners are “shown to be organizations that truly value their employees and invest in them through their human capital management programs.” The awards recognize organizations that have successfully developed and deployed programs that have achieved measurable results.

Year	Award Name	Organization Granting Award	Country	Short Description
2022	Corporate Equality Index	Human Rights Campaign	US	RRD received a score of 95 out of 100 on HRC's 2022 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.
2022	2022 Exemplary Employer	Wisconsin Department of Workforce Development	US	The Wisconsin Department of Workforce Development (DWD) has recognized RRD Supply Chain Solutions – Plover as an exemplary employer for diverse and inclusive hiring practices that welcome individuals with disabilities into the workforce. In conjunction with National Disability Employment Awareness Month (NDEAM), Wisconsin Gov. Tony Evers presented the award to RRD on October 19, 2022.
2022	BCI Continuity & Resilience Collaboration Most Effective Recovery	BCI Awards	India	For the third year in a row. RRD Go Creative™ was recognized at the BCI India and South Asia Awards. The BCI Awards recognize the outstanding contributions of business continuity, risk, and resilience professionals.

Year	Award Name	Organization Granting Award	Country	Short Description
2021	America's Best Employers for Diversity	Forbes	US	RRD was named to the Forbes America's Best Employers for Diversity 2021 list. RRD's commitment to diversity, equity, and inclusion (DEI) takes many forms. To benefit the company's employees, RRD launched RRD UNITED (Understand, Nurture, Include, Together, Equal, and Diverse), which brings together leaders from throughout the organization to champion, advise, and provide support to achieve DEI goals by leading programs and facilitating alignment with other RRD initiatives.
2020-2022	Best Places to Work for Disability Inclusion	Disability: IN and the American Association of People with Disabilities (AAPD)	US	RRD was recognized as one of the Best Places to Work for Disability Inclusion because of the numerous practices on the Disability Equality Index that have been established within the company. According to Maria Town, President and CEO of the American Association of People with Disabilities, "The Disability Equality Index top-scoring companies represent those businesses that have invested in accessibility and inclusion across their enterprise."

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Innovation & Excellence Since 1864