

On Women's Equality Day, Staples Shows Commitment to Ending Gender Wage Gap
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Joining "Employers for Pay Equity" Consortium Latest in Series of Steps Aimed at Advancing Women in the Work Place

In honor of Women's Equality Day, commemorating the 19th Amendment granting women the right to vote, [Staples](#) (NASDAQ: SPLS) is showing its committed to doing its part to end the gender wage gap and advancing women in the workplace by becoming the biggest retailer to join a consortium of companies that will share best practices and promote new ideas called the Employers for Pay Equity.

Earlier this year, Staples became one of the first companies to sign the [Equal Pay Pledge](#) initiated by the White House and the Obama Administration and participated in three events aimed at gender pay equity and leveling the playing field for women: a pay equity roundtable, a White House briefing on diversity in the corporate sector, and The United State of Women Summit. Out of these events, the Employers for Pay Equity consortium was born. The group is comprised of companies that understand the importance of diversity and inclusion, including ensuring that all individuals are compensated equitably for equal work and experience and have an equal opportunity to contribute and advance in the workplace.

For a list of companies already participating and for corporations who would like to learn how to join the consortium please visit www.employersforpayequity.com.

Beginning in September, Staples recruiters will eliminate salary inquiries during the interview process. This specific tactic aimed at ending the wage gap will become mandatory in Massachusetts in 2018, after Governor Charlie Baker recently signed into law "An Act to Establish Pay Equity", to ensure equal pay for comparable work for all Massachusetts workers and equal opportunities to earn competitive salaries in the workplace.

"Staples promotes equality among its associates because we understand the value of an inclusive and diverse workforce, and we're joining with other companies to not only spread this message, but raise awareness of the gender pay gap that still exists," said Regis Mulot, executive vice president, human resources, Staples, Inc. "By changing the way we recruit talent to mitigate gender bias two years before it will be necessary by law, we're showing that we realize change is needed now, and we're committed to helping make it happen."

Previously, Staples announced that it [signed onto the 100% Talent – The Boston Women's Compact](#), an innovative effort to end the gender-based wage gap and advance women in the workforce. The Compact is an initiative of the Boston Women's Workforce Council, an advisory board to Mayor Marty Walsh and is supported by the School of Management at Simmons College. Signatories agree to take steps to eliminate the gender wage gap and remove the visible and invisible barriers to women's advancement. Signatories agree to report associate demographic and salary data to the Council anonymously every two years so that progress on closing the gap can be checked.

The company has also signed on to The Corporate Challenge, a groundbreaking effort by Bentley University's Center for Women and Business to challenge companies to develop and retain their female talent and position women on their boards. Participating companies commit to define their gender-inclusiveness goals, develop strategies to meet those goals and track their progress.

Staples has long been a leader in equality in the workforce, with programs like its "Women Who Lead" Associate Resource Group, whose mission is to build a thriving community of female associates. The group routinely engages its members with developmental, networking and community focused events.

About Staples, Inc.

Staples retail stores and Staples.com help small business customers make more happen by providing a broad assortment of products, expanded business services and easy ways to shop, all backed with a lowest price guarantee. [Staples](#) offers businesses the convenience to shop and buy how and when they want - in store, online, via mobile or through social apps. Staples.com customers can either buy online and pick-up in store or ship for free from Staples.com with Staples Rewards minimum purchase. Expanded services also

make it easy for businesses to succeed with in-store Business Centers featuring shipping services and products, copying, scanning, faxing and computer work stations, Tech Services, full-service Print & Marketing Services, Staples Merchant Services, small business lending and credit services.

[Staples Business Advantage](#), the business-to-business division of Staples, Inc., helps mid-market, commercial and enterprise-sized customers make more happen by offering a curated assortment of products and services combined with deep expertise, best-in-class customer service, competitive pricing and state-of-the-art e-commerce site. Staples Business Advantage is the one-source solution for all things businesses need to succeed, including office supplies, facilities cleaning and maintenance, breakroom snacks and beverages, technology, furniture, interior design and Print & Marketing Services. Headquartered outside of Boston, Staples, Inc. operates throughout North and South America, Europe, Asia, Australia and New Zealand. More information about Staples (NASDAQ: SPLS) is available at www.staples.com.

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