

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Cross-reference/Direct answer	Page Number	Reported		
				Fully	Partially	Not
1.1	Statement from the most senior decision-maker of the organization.	Message from the President and CEO Message from the President and CEO Our Business Stakeholder Engagement Governance - Message from the Chair of the Board Governance - Key Numbers Governance - Management of the Corporation People - Message from the Chief Human Resources Officer People - Key Numbers People - Talent Management Environment - Message from Procurement & Technology VP Environment - Paper Environment - Greenhouse Gas Emissions Environment - Energy Management Prosperity - Message from Chief Financial & Development Officer Prosperity - Key Numbers Prosperity - Optimizing our Assets	4 4 7 16 23 24 29 33 34 37 47 55 59 60 65 66 68			✓
1.2	Description of key impacts, risks, and opportunities.	2. Organizational Profile Transcontinental Inc. Our Business Our Business Profile Profile Profile Our Business Report Card Our Business Message from the President and CEO Our Business Reporting Approach Stakeholder Engagement	2 2 7 7 6 6 6 7 7 7 4 7 2 16			✓
2.1	Name of the organization.	Transcontinental Inc.	7			✓
2.2	Primary brands, products, and/or services.	Our Business	7			✓
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Our Business	7			✓
2.4	Location of organization's headquarters.	Profile	6			✓
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Profile	6			✓
2.6	Nature of ownership and legal form.	Profile	6			✓
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Our Business	7			✓
2.8	Scale of the reporting organization.	Report Card Our Business Message from the President and CEO Our Business	7 7 4 7			✓
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Message from the President and CEO Our Business Reporting Approach Stakeholder Engagement	4 7 2 16			✓
2.10	Awards received in the reporting period.	Recognition and Awards Environment - Greenhouse Gas Emissions	20 59			✓
3. Report Parameters						
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Reporting Approach	2			✓
3.2	Date of most recent previous report (if any).	Reporting Approach	2			✓
3.3	Reporting cycle (annual, biennial, etc.)	Reporting Approach	2			✓
3.4	Contact point for questions regarding the report or its contents.	Reporting Approach	2			✓
3.5	Process for defining report content.	Reporting Approach Our commitment - Our Sustainable Development Steering Committee Stakeholder Engagement	2 12 16			✓
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Reporting Approach	2			✓
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Reporting Approach	2			✓
3.8	Bases for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Reporting Approach	2			✓
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the completion of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Reporting Approach All sections in People, Environment and Prosperity Reporting Approach Report Card	2 23, 33, 47, 65 2 1			✓
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Prosperity - Economic Values Environment - Approach to Environmental Management Environment - Greenhouse Gas Emissions	70 52 59			✓
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Reporting Approach Message from the President and CEO	2 4			✓
3.12	Table identifying the location of the Standard Disclosures in the report.	http://tcranscontinental.com/about/sustainable-development	4			✓
3.13	Policy and current practice with regard to seeking external assurance for the report.	Reporting Approach	2			✓
4. Governance, Commitments, and Engagement						
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance - Board Description	26 to 28			✓
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Governance - Board Description	26			✓
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Governance - Board Description	26			✓
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	People - Talent Management	37			✓
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Stakeholder Engagement Governance - Management of Corporation Governance - Guidelines We Respect	16 29 31			✓
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Code of Ethics 5.14 (http://tcranscontinental.com/politiques/code_ethics.pdf) Public document on our website: Role and Responsibilities of the Corporate Governance Committee (http://tcranscontinental.com/politiques/RR_president_CRE_en.pdf) Governance - Management of the Corporation	34, 35 36, 37 47 29			✓
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Message from the President and CEO Our Business Our Commitment Stakeholder Engagement Governance - Message from the Chair of the Board Governance - Front page, Our Results Governance - Other Governance Related Topics, Guidelines We Respect People - Message from Chief human resources officer Code of Ethics (http://tcranscontinental.com/documents/1018045244/code_ethics.pdf) People - Key Numbers, Our Results People - Our Values, Employment Conditions, Talent management Environment - Message from Procurement & Technology VP Environment - Key Numbers, Our Results Environment - Approach to Environmental Management	4 7 11 16 24 24, 25 30, 31 33 34, 35 36, 37 47 48, 49 52			✓
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Governance Governance - Board Characteristics Governance - Enterprise Risk Management Process Environment - VOC Emissions Environment - Greenhouse Gases People - Product Responsibility People - Employment Conditions	22 to 31 28 30 58 59 43 37			✓
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Governance	22 to 31			✓
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Governance - Board Characteristics	28			✓
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Governance - Enterprise Risk Management Process Environment - VOC Emissions Environment - Greenhouse Gases People - Product Responsibility	30 58 59 43			✓
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	People - Employment Conditions Reporting Approach Environment - Approach to Environmental Management Environment - Paper Environment - Greenhouse Gas Emissions	37 2 52 55 59			✓
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or ** Views membership as strategic.	People - Invest in Community Well-Being, Product Responsibility, Value of Our Products and Services to Consumers Environment - Paper, Greenhouse Gas Emissions Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	42, 43, 44, 45 55, 59 50			✓
4.14	List of stakeholder groups engaged by the organization.	Stakeholder Engagement	16			✓
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement	16			✓
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder Engagement	16			✓
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Stakeholder Engagement	16			✓

Profile Disclosure	Description	Cross-reference/Direct answer	Page Number	Reported	
				Fully	Partially / Not
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)					
DMA EC	Disclosure on Management Approach				
Economic Aspects	Economic performance	Report Card Message from the President and CEO Our Business	1 4 7		✓
	Market presence	Prosperity - Economic Values Our Business	7 7		✓
	Indirect economic impacts	Prosperity - Economic Values	70		✓
		Prosperity - Economic Values	71		✓
DMA EN	Disclosure on Management Approach				
Environmental Aspects	Materials	Environment - Key Numbers, Our Results	48, 49		✓
		Environment - Paper	55		✓
		Environment - Inks	58		✓
	Energy	Environment - Energy Management	60		✓
	Water	Environment - Water Use	53		✓
	Biodiversity	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50		✓
		Environment - VOC Emissions	58		✓
		Environment - Greenhouse Gas Emissions	59		✓
	Emissions, effluents and waste	Environment - Inks	58		✓
		Environment - Waste Management	61		✓
		People - Product Responsibility	43		✓
	Products and services	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50, 51		✓
	Compliance	Environment - Approach to Environmental Management	53		✓
		Environment - Paper	57		✓
	Transport	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50		✓
Overall	Environment - Letter from Procurement and Technology VP	47		✓	
	Environment - Approach to Environmental Management	53		✓	
DMA LA	Disclosure on Management Approach				
Labour Practices and Decent Work Aspects	Employment	Governance - Guidelines We Respect	31		✓
	Labor/management relations	Governance - Management of the Corporation	29		✓
		People - Key Numbers, Our Results	34, 34		✓
		People - Employment Conditions	37		✓
	Occupational health and safety	People - Our Results	35		✓
	Training and education	People - Health, Safety & Wellness	40 to 42		✓
	Diversity and equal opportunity	People - Talent Management	37 to 39		✓
	Governance - Our Results	25		✓	
	Governance - Board Description	26		✓	
DMA HR	Disclosure on Management Approach				
Human Rights Aspects	Investment and procurement practices	Governance - Guidelines We Respect	31		✓
	Non-discrimination	Stakeholder Engagement	18		✓
		Code of Ethics - 5.7			✓
		(http://tctranscontinental.com/documents/1018045244/code_ethics.pdf)			✓
	Freedom of association and collective bargaining	Report Card	1		✓
		People - Key Numbers	34		✓
	Child labor	Governance - Guidelines We Respect	31		✓
		Governance - Management of the Corporation	29		✓
		Code of Ethics - 5.8			✓
		(http://tctranscontinental.com/documents/1018045244/code_ethics.pdf)			✓
Forced and compulsory labor	Governance - Guidelines We Respect	31		✓	
Security practices	Code of Ethics - Section 5.8			✓	
	(http://tctranscontinental.com/politiques/code_ethics.pdf)			✓	
Indigenous rights	Code of Ethics - Section 5.8			✓	
	(http://tctranscontinental.com/politiques/code_ethics.pdf)			✓	
DMA SO	Disclosure on Management Approach				
Society Aspects	Community	People - Invest in Community Well-Being	42		✓
		Governance - Key Numbers, Our Results	24, 25		✓
	Corruption	Governance - Guidelines We Respect, Other Governance-Related Topics	31		✓
		Governance - Enterprise Risk Management Process	30		✓
		Code of Ethics - 5.19			✓
		(http://tctranscontinental.com/documents/1018045244/code_ethics.pdf)			✓
	Public policy	Governance - Guidelines We Respect, Other Governance-Related Topics	31		✓
	Governance - Enterprise Risk Management Process	30		✓	
Anti-competitive behavior	Governance - Guidelines We Respect, Other Governance-Related Topics	31		✓	
	Governance - Enterprise Risk Management Process	30		✓	
Compliance	People - Value of Our Products and Services to Customers	45		✓	
	Environment - Paper	57		✓	
	People - Product Responsibility	43		✓	
DMA PR	Disclosure on Management Approach PRODUCT RESPONSIBILITY				
Product Responsibility Aspects	Customer health and safety	People - Product Responsibility	43		✓
	Product and service labelling	People - Product Responsibility	43		✓
	Marketing communications	People - Value of Our Products and Services to Customers	44		✓
	Customer privacy	People - Value of Our Products and Services to Customers	45		✓
	Compliance	People - Value of Our Products and Services to Customers	45		✓

Profile Disclosure	Description	Cross-reference/Direct answer	Page Number	Reported
STANDARD DISCLOSURES PART III: Performance Indicators				Fully Partially Not
Economic				
Economic performance				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Prosperity - Economic Values People - Invest in Community Well-Being	70, 71 42	✓
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	People - Value of Our Products and Services to Customers Environment - Greenhouse Gas Emissions	45 59	✓
EC3	Coverage of the organization's defined benefit plan obligations.	Report Card	1	✓
EC4	Significant financial assistance received from government.			✗
Market presence				
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.			✗
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.			✗
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Governance - Other Governance Related Topics	31	✓
Indirect economic impacts				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Prosperity - Economic Values People - Invest in Community Well-Being	71 42	✓
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	People - Product Responsibility Prosperity - Economic Values	43 71	✓
Environmental				
Materials				
EN1	Materials used by weight or volume.	Environment - Paper Environment - Inks	55 58	✓
EN2	Percentage of materials used that are recycled input materials.	Report Card Environment - Paper	1 55	✓
Energy				
EN3	Direct energy consumption by primary energy source.	Environment - Energy Management, Greenhouse Gas Emissions	59, 60	✓
EN4	Indirect energy consumption by primary source.	Environment - Energy Management, Greenhouse Gas Emissions	59, 60	✓
EN5	Energy saved due to conservation and efficiency improvements.	Environment - Energy Management	60	✓
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Environment - Energy Management, Greenhouse Gas Emissions	59, 60	✓
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Environment - Energy Management	60	✓
Water				
EN8	Total water withdrawal by source.	Environment - Water Use	53	✓
EN9	Water sources significantly affected by withdrawal of water.			✗
EN10	Percentage and total volume of water recycled and reused.			✗
Biodiversity				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50	✓
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle Environment - Paper	50 55	✓
EN13	Habitats protected or restored.			✗
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50	✓
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.			✗
Emissions, effluents and waste				
EN16	Total direct and indirect greenhouse gas emissions by weight.	Environment - Greenhouse Gas Emissions	59	✓
EN17	Other relevant indirect greenhouse gas emissions by weight.	Environment - Greenhouse Gas Emissions	59	✓
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Environment - Greenhouse Gas Emissions	59	✓
EN19	Emissions of ozone-depleting substances by weight.			✗
EN20	NOx, SOx, and other significant air emissions by type and weight.	Environment - VOC Emissions	58	✓
EN21	Total water discharge by quality and destination.	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	51	✓
EN22	Total weight of waste by type and disposal method.	Environment - Waste Management	61	✓
EN23	Total number and volume of significant spills.	Report Card	1	✓
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.			✗
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50	✓
Products and services				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Environment - Approach to Environmental Management Environment - Water Use Environment - Paper Environment - Inks Environment - Greenhouse Gas Emissions Environment - Energy Management Environment - Waste Management	52 53 55 58 59 60 61	✓
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	People - Value of Our Products and Services to Customers	44	✓
Compliance				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Report Card	1	✓
Transport				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Environment - TC Transcontinental actions supporting environmental management across a printed product life-cycle	50	✓
EN30	Total environmental protection expenditures and investments by type.			✗
Social: Labor Practices and Decent Work				
Employment				
LA1	Total workforce by employment type, employment contract, and region.	Report Card	1	✓
LA2	Total number and rate of employee turnover by age group, gender, and region.	People - Our Numbers, Our Results	34, 35	✗
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Report Card	1	✓
Labor/management relations				
LA4	Percentage of employees covered by collective bargaining agreements.	Report Card	1	✓
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.			✗
Occupational health and safety				
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise.	Report Card	1	✓
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Report Card People - Our Results	35 40	✓
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	People - Health, Safety & Wellness	41, 42	✓
LA9	Health and safety topics covered in formal agreements with trade unions.			✗
Training and education				
LA10	Average hours of training per year per employee by employee category.			✗
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career change.			✗
LA12	Percentage of employees receiving regular performance and career development reviews.	Report Card People - Talent Management	1 38	✓
Diversity and equal opportunity				
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Governance - Board Description Report Card	26 1	✓
LA14	Ratio of basic salary of men to women by employee category.			✗

Profile Disclosure	Description	Cross-reference/Direct answer	Page Number	Reported	
				Fully	Partially / Not
Social: Human Rights					
Investment and procurement practices					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.				✗
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.				✗
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.				✗
Non-discrimination					
HR4	Total number of incidents of discrimination and actions taken.				✗
Freedom of association and collective bargaining					
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.				✗
Child labor					
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Not material to TC Transcontinental operations. Governance - Guidelines We Respect	31		✓
Forced and compulsory labor					
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.				✗
Security practices					
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.				✗
Indigenous rights					
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.				✗
Social: Society					
Community					
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.				✗
Corruption					
SO2	Percentage and total number of business units analyzed for risks related to corruption.	All Governance - Board Description Mandate of the Audit Committee (http://tctranscontinental.com/politiques/mandat_CV_en.pdf) Mandate of the Corporate Governance Committee	28		✓
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	All			✓
SO4	Actions taken in response to incidents of corruption.	Governance - Guidelines We Respect	31		✗
Public policy					
SO5	Public policy positions and participation in public policy development and lobbying.				✗
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Code of Ethics - 5.19 (http://tctranscontinental.com/documents/1018045244/code_ethics.pdf)			✓
Anti-competitive behavior					
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.				✗
Compliance					
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	None Report Card	1		✓
Social: Product Responsibility					
Customer health and safety					
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	People - Product Responsibility Stakeholder Engagement	43 16		✓
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	None People - Value of Our Products and Services to Customers	45		✓
Product and service labelling					
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Environment - Paper People - Product Responsibility	55 43		✓
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	None Environment - Paper People - Value of Our Products and Services to Customers	55 45		✓
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	People - Value of Our Products and Services to Customers	44		✓
Marketing communications					
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	People - Value of Our Products and Services to Customers Environment - Paper	45 57		✓
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	None People - Value of Our Products and Services to Customers	45		✓
Customer privacy					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	People - Value of Our Products and Services to Customers	45		✓
Compliance					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.				✗