

Employees



Communities



Environment



Prosperity



Driving Sustainable Results

2016-2018

Corporate Social Responsibility Plan

Profile

Transcontinental Inc. (TSX: TCL.A TCL.B), known as TC Transcontinental, has over 8,000 employees in Canada and the United States, and revenues of C\$2.0 billion in 2015.

www.tc.tc

Canada's largest printer, with operations in print, flexible packaging, publishing and digital media, TC Transcontinental's mission is to create products and services that allow businesses to attract, reach and retain their target customers.

Respect, teamwork, performance and innovation are strong values held by the Corporation and its employees. The Corporation's commitment to all stakeholders is to pursue its business and philanthropic activities in a responsible manner.

Forward-looking information

Please refer to forward-looking information in the 2015 Annual Report available on the Company's website at www.tc.tc

Message from the President and Chief Executive Officer



Driving sustainable results

We are proud to mark Transcontinental Inc.'s 40th anniversary this year. Since the beginning, we have been driven by our constant determination to build a company that can adapt and transform itself to ensure its long-term success.

Our corporate social responsibility journey began when we adopted our environmental policy in 1993, paving the way for numerous achievements. Then, we formalized our commitment by outlining a structured approach implemented through three-year plans. This allowed us to focus on the issues that were most relevant to our operations while setting related objectives on which we aim to progress over the short term.

We are proud of what we have accomplished to date, but we feel that we can continue to improve. With this in mind, we have developed our next corporate social responsibility plan, in effect until 2018, by establishing quantifiable targets that are in line with our strategy and by taking into account input from our stakeholders. Reflecting a spirit of continuity, this plan addresses topics relating to employees, communities and the environment, and has been expanded with objectives for prosperity.

Once more, we commit to working toward the objectives we have established. In closing, I wish to thank all our stakeholders who took the time to share their comments with us and are accompanying us on this journey in order to drive sustainable results.

A handwritten signature in black ink, appearing to read 'F. Olivier', written in a cursive style.

FRANÇOIS OLIVIER
President and Chief Executive Officer

Employees



1 Talent

1.1 Develop talent

TARGET: Ensure that **100%** of business units implement at least one of the three components of the Leadership Journey program.

1.2 Retain talent

TARGET: Maintain successor retention rate of at least **80%** for senior management.

2 Health, Safety and Wellness

2.1 Maintain a safe and healthy work environment

TARGET: Reduce the frequency of work accidents to less than **0.64 accident per 200,000 worked hours**.

2.2 Maintain an environment conducive to health and well-being

TARGET: Ensure that **100%** of business units deploy the Health and Wellness Journey program.

3 Governance

3.1 Progressively move to a more balanced gender representation in the workforce

TARGET: Develop and deploy a gender diversity strategy with a focus on achieving a more balanced workforce.

Communities



1 Community Well-Being

1.1 Maintain philanthropic involvement

TARGET: Maintain donations of cash or goods and services to the communities of at least **1%** of the adjusted operating earnings.

2 Community Access to Local Information

2.1 News coverage of local communities

TARGET: Maintain news coverage of local communities, that we already serve, through our digital or printed newspapers.

Prosperity



1 Future Growth

1.1 Grow the packaging division

TARGET: Increase the share of revenues and profitability of the packaging division.

1.2 Foster innovation

TARGET: Finance 10 projects per year related to innovation initiatives.

2 Return on Investment

2.1 Optimize capital allocation

TARGET: Achieve a return on invested capital above the cost of capital.

Environment



1 Environmental Impact of our Activities

1.1 Optimize waste management

TARGET: Maintain a waste discharge rate below **5%**.

1.2 Reduce energy consumption

TARGET: Reduce by **5%** the intensity of energy consumption (in KWh per tonne of paper consumed).

1.3 Reduce greenhouse gas emissions

TARGET: Reduce by **3%** the intensity of greenhouse gas emissions (in Kg of CO₂e per tonne of paper consumed).

2 Ecoresponsible Procurement Practices

2.1 Maintain our preference for paper made from 100% recycled fiber (Gold Plus) or a combination of recycled and either FSC®, SFI® or PEFC certified fibres (Gold)

TARGET: Maintain at **95%** our purchases of Gold and Gold Plus papers.

3 Ecoresponsible Corporate Practices

3.1 Increase TC Media publications bearing a certified paper logo

TARGET: Increase to **95%** TC Media publications bearing a certified paper logo.

Corporate Information

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Other information

DONATIONS

For more information about the [Transcontinental Inc. Donation Policy](#), visit the Corporation's website at www.tc.tc and go to "[About/Governance](#)".

To request a donation, please fill out the form available under "[About/Community](#)".

PRODUCTION OF THE CORPORATE SOCIAL RESPONSIBILITY REPORT

Project management
Sustainable Development Steering Committee and the Communications Department

Sustainable Development Steering Committee Members

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TC Transcontinental

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TC Transcontinental Printing and
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Translation
SDL

Ce Plan de responsabilité sociale de l'entreprise 2016-2018 est disponible en français sur notre site Internet www.tc.tc sous la rubrique « À propos / Responsabilité sociale ».



The mark of
responsible forestry