



Mondi's human trafficking and modern slavery statement 2017

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This document is our 'human trafficking and modern slavery statement' for the 2017 financial year (1 January 2017 to 31 December 2017) required in accordance with the UK Modern Slavery Act 2015 (the "Act"). This statement outlines the steps we have taken during the financial year as well as measures that we plan to put in place in future to address potential risks of slavery, servitude, human trafficking and forced and compulsory labour within our operations and supply chain.

This statement is made on behalf of those legal entities within the Mondi Group that had a turnover exceeding £36 million during 2017 and had directly or indirectly provided goods or services to the UK in 2017.

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Business organisation and structure

Mondi is an international packaging and paper Group with revenues of €7.1 billion in 2017, employing around 26,000 people across more than 100 production sites in more than 30 countries. Our key operations are located in central Europe, Russia, North America and South Africa.

We are fully integrated across the packaging and paper value chain – from managing forests and producing pulp, paper and plastic films, to developing effective and innovative industrial and consumer packaging solutions. The Group is structured around four business units – Packaging Paper, Fibre Packaging, Consumer Packaging and Uncoated Fine Paper, with over 100 products customised into more than 100,000 solutions across a variety of industries such as agriculture; automotive; building and construction; chemicals and dangerous goods; food and beverages; graphic and photographic; home and personal care; medical and pharmaceutical; office and professional printing; packaging and paper converting; pet care; retail and e-commerce; and shipping and transport.

Our supply chain is outlined below in ‘Our approach’.

More information can be found on pages 67-69 of our online [Sustainable development report 2017](#).

Our approach

We recognise that human rights risks (including modern slavery and human trafficking) are not limited to our own operations, but can occur everywhere along the value chain. Our impact on human rights can occur through our own activities or through our business relationships and suppliers. We believe all those involved – suppliers, customers, distributors, partners and other key stakeholders – need to work together to develop practical, risk-based solutions for a responsible and inclusive supply chain.

We acknowledge our role in proactively addressing human rights issues, including modern slavery and human trafficking, and that we need to continually improve our understanding of our supply chain. As we continue to utilise our existing systems and procedures to manage potential risks related to modern slavery and human trafficking in our operations and supply chain, we have taken the following steps in 2017:

- we have made progress in mapping our supply chain by starting the process to identify salient human rights risks including modern slavery and human trafficking that could potentially be linked to our supply chain practices, using credible global frameworks (see details in ‘Our supply chain’ and ‘Risk assessments’); and
- we are strengthening our risk assessment mechanisms (see details in ‘A risk-based approach: risk assessment and due diligence’).

Our own operations

Our overall approach to managing labour and human rights issues in the workplace and our existing policies (specifically the Safety and Occupational Health and Labour and Human Rights Policies) support us in mitigating and combating potential modern slavery and human trafficking risks and concerns.

We comply with applicable national laws and industry standards on working hours and we promote a

culture that fosters workplace flexibility and work/life balance. Mondi does not tolerate inhumane treatment of employees or any form of forced labour, slavery, human trafficking, physical punishment or other abuse. Responsibility for implementing these principles lies with local line management. More information can be found on pages 36-40 of our online [Sustainable development report 2017](#).

The safety and health of our employees and contractors is of paramount importance, which is why our goals are zero harm to employees and contractors and providing a safe and healthy workplace. We work very closely with our contractors on health and safety and other matters to manage our risks. We also include safety and health assessments in our supply audits and central Supplier Relationship Management (SRM) approach. More information can be found on pages 27-31 of our online [Sustainable development report 2017](#).

Our supply chain

Our supply chain is complex and global, spanning more than 18,000 direct suppliers (suppliers that were active in 2017 with at least one purchase order, grouped into single entities¹) in 86 countries.

Key procurement categories

Fibre

Fibre is one of our primary raw materials. We procured 16.9 million m³ of wood, 0.3 million tonnes of external pulp, 1.3 million tonnes of paper for recycling (recovered paper) and 0.7 million tonnes of virgin and recycled finished paper in 2017, representing 27% of our overall procurement spend.

Plastics and films

The plastics category includes different types of polymers, films and fabrics, amounting to 0.4 million tonnes and representing 13% of our overall spend in 2017.

Chemicals, starch and fillers

We use starch, fillers and other paper and process chemicals, mainly as coating in the pulp- and paper-making process, and in combination with other input materials for creating high performance packaging products. These were 1.1 million tonnes and 6% of our overall spend in 2017.

Transport

Transport of our products and raw materials is also a key procurement focus area (9% of overall spend in 2017).

Other

Other spend categories include capital expenditure (12% of spend in 2017), indirect spend including travel and contracted services such as cleaning, catering and consulting (9%), energy (7%), technical and production equipment (6%), inks, dyes, adhesives and packaging material (5%), aluminium (1%), and silicone (1%).

¹ In the cases where Mondi was supplied from multiple locations of the same global company, these have been grouped into a single entity under the name of the global company.

Countries of sourcing

Our wood is sourced in Europe, Russia, South Africa and the US mostly from local/regional suppliers or from our owned or leased forestry land in South Africa and Russia. Chemicals and polymers are mostly sourced through a number of larger companies as well as some local suppliers close to our operations, with the majority of suppliers based in Europe with subsidiaries in Asia, Middle East and the US.

Due diligence and evaluation systems currently in place

Procurement is governed by our Group-level Supply Chain and Responsible Procurement Policy. Our [Code of Conduct for Suppliers](#) sets out the minimum standards and expectations for environmental, social and ethical performance, including modern slavery and human trafficking aspects, for all our direct suppliers. While all our direct suppliers are expected to sign the Code of Conduct as part of each contract, we do not have auditing mechanisms in place across our business to assess the compliance of suppliers with the requirements in our Code of Conduct. As a next step we plan to integrate the process of signing and checking compliance with our Code into our Supplier Relationship Management (SRM) system to achieve a more detailed overview on whether this requirement is being met and to ensure full compliance across all our direct suppliers.

In high-risk countries², we source wood from Forest Stewardship Council™ (FSC™)-certified forests or Controlled Wood sources. We believe that implementing credible certification can support us to identify and address potential risks related to modern slavery and human trafficking by including these aspects in existing due diligence processes. We have made it a priority to procure fibre only from sustainable sources and we use forest certification to assist us in assuring that the fibre we source comes from sustainably managed forests.

Our procurement teams conduct regular audits of our suppliers, covering various commercial, quality and sustainability (mostly safety and health, and hygiene) aspects. In 2017, our teams audited three paper chemicals suppliers and one starch supplier. However, our supplier audits do not yet explicitly cover topics such as forced labour.

Updates to current systems

In 2017, we developed an updated and extended Code of Conduct for Suppliers to help manage our relationships with suppliers and identify, monitor, manage and report on any sustainability risks related to our supply chain, including those related to modern slavery and human trafficking. We will roll out the updated Code of Conduct to our businesses and our suppliers during 2018, as part of our 'Responsible Procurement' project that commenced in 2017 to address sustainability in the supply chain and responsible procurement (see below). Going forward, all our existing and new direct suppliers will continue to be required to sign our Code of Conduct in order to work with Mondri, and their performance in relation to the Code will be monitored and assessed in our SRM system as a next step.

² We define high-risk countries using various filters, including: Global Forest Registry, Corruption Perception Index, and other relevant indices where considered necessary, as part of the Mondri due diligence system.

We will also look to strengthen human rights criteria (including modern slavery and human trafficking) where there are gaps in our fibre due diligence and audit protocols for our wood suppliers. We initiated a high level risk assessment of our procurement categories in 2017, including wood, pulp and recovered paper, which will also help us identify any gaps in our fibre procurement practices related to modern slavery and human trafficking. The assessment and resulting action plan will be completed within the next two years.

We have commenced the update of our audit protocol and scope to strengthen the risk assessment, identification, reporting and addressing of potential modern slavery and human trafficking risks in all procurement categories.

We are implementing a central Supplier Relationship Management (SRM) approach, which will be used to assess our suppliers of resins, films and other raw materials and services, for potential modern slavery and human trafficking issues among other sustainability aspects. Work has commenced in 2017 to develop tools, risk assessment and evaluation criteria and frameworks that can be implemented in our SRM for efficient and regular monitoring of our suppliers' sustainability performance.

Policies and governance

Leadership and accountability for human rights

Our Boards and committees provide the leadership necessary to implement the principles of good corporate governance across the Group so that all our decisions and actions are based on integrity, responsibility, accountability, fairness and transparency. The Boards approve our approach and review performance. This includes our approach and performance with regard to addressing risks related to modern slavery and human trafficking.

While the Boards have ultimate accountability with respect to sustainability issues, including human rights, modern slavery and human trafficking, the local business units establish appropriate responsibilities and procedures at local level, guided by values and principles set out at the Group level. This is done together with relevant central procurement teams where appropriate. At each operation, the Managing Director (MD) or equivalent is responsible for ensuring the effective implementation of sustainability governance (including human rights, modern slavery and human trafficking) within his/her area of responsibility. This includes identification, mitigation and remediation of human rights risks, including modern slavery and human trafficking. The MD ensures that the roles and responsibilities associated with the implementation of sustainability governance are identified, defined and documented and that these are communicated to all relevant people.

Our policies

Our Sustainable Development (SD) Policies and processes help embed our commitment to human rights. These policies apply to all our owned and managed operations. Our Labour and Human Rights Policy and Supply Chain and Responsible Procurement Policy support our approach to addressing modern slavery and human trafficking risks.

The Boards review the Group's policies on an annual basis. Our annual updates look to address any changes in the sustainability landscape, regulatory requirements and stakeholder expectations.

Our policies set out that we will:

- undertake human rights assessments, drawing on existing best guidance, to identify those areas of our business where there may be higher risk of human rights abuse, including modern slavery, forced labour and human trafficking;
- avoid causing or contributing to modern slavery and other adverse human rights impacts through our own activities, and address such impacts – if they do occur – in a timely and appropriate manner;
- seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products or through our business relationships; and
- if we identify that we have caused or contributed to adverse human rights impacts, provide for or cooperate in their remediation through legitimate processes.

Following our 2016 policy update which involved a much stronger focus on human rights, in 2017 we integrated further elements into our policies that can strengthen our response to potential modern slavery and human trafficking issues. Examples include:

- a policy commitment to setting time-specific, quantitative targets to meet our policy requirements (reflected in our Sustainable Development Governance Policy);
- a policy commitment to ensuring that all work is voluntary, and that our employees are free to leave work or terminate their employment upon notice, in line with mandatory and contractual regulations, and that all employees have employment contracts or terms and conditions outlining their rights and obligations if required by law (reflected in our Labour and Human Rights Policy); and
- taking steps to strengthen and coordinate further alignment between policies applicable to our own operations, and those applicable to our contractors and suppliers.

Policy review

The Boards' SD committee conducted a review of Mondi's approach to the UK Modern Slavery Act during 2017. The committee assessed the business' current position in terms of our policies relating to labour and human rights, and supply chain and responsible procurement. The committee considered these policies in the context of our principal risks, key areas of our supply chain to be reviewed, and our reporting mechanisms, including the requirement for new KPIs. The committee established that while we already have good policies and practices in place, further work is required. For example, the committee requested KPIs to be developed to allow them to track and monitor progress regularly. Progress against the commitments we made in the 2016 and 2017 modern slavery and human trafficking statements will remain a focus for the SD committee in 2018.

Improvements to operational management

In 2017, we also kicked off the process to update and enhance our Operating Standards, which, after our Group-wide policies, form the next tier in our Sustainable Development Management System. Operating Standards define the minimum requirements for good operational management and control across all policy areas and provide guidance on the implementation of the policies at Group, business unit and operational levels. Mondi's policies that capture modern slavery and human trafficking aspects (Labour and Human Rights; Safety and Occupational Health; and Supply Chain and Responsible Procurement) will be supported by respective Operating Standards, including one on Human Rights and Working Conditions.

This Operating Standard will cover:

- an outline of the human rights linked to our business and operations;
- the accountability for effective implementation of the Labour and Human Rights Policy;
- stakeholder consultation and other means of understanding our human rights impacts;
- basic requirements for human rights risk assessment and due diligence;
- mitigation and remedy measures in case of human rights risks and impacts;
- training and competency; and
- audits and assurance.

The Operating Standards will be rolled out to the operations during 2018, with the follow-up actions to include self-assessment pilots, training, risk assessment and due diligence, internal audits, and actions plans, anticipated to be completed by 2020, to address any gaps against full compliance. The Sustainability governance section can be found on pages 22-25 of our online [Sustainable development report 2017](#) and our updated SD policies are available on our Mondi Group [website](#).

A risk-based approach: risk assessment and due diligence

We emphasise and prioritise areas of highest risk to business and to people, therefore appropriate risk assessment is central to our supply chain management.

Principal risks

Our risk and internal control management framework is designed to address the significant strategic, financial, operational and compliance-related risks that could undermine our ability to achieve our business objectives in the future. The Boards are responsible for the effectiveness of the Group's risk management activities and internal control processes. They have put procedures in place for identifying, evaluating, and managing the significant risks that the Group faces.

We incorporate human rights risks into 'reputational risk', 'cost and availability of raw materials' and 'country risk', three of the Group's 15 principal risks monitored by the Boards. The introduction of the Act has further highlighted the need to identify and address potential risks of child labour, forced or bonded labour, modern slavery and human trafficking in our supply chain (read more about our principal risks on pages 34-41 of our [Integrated report and financial statements 2017](#)).

Integrating sustainability risk management into procurement practices

In 2017 we kicked off 'Responsible Procurement' – a project to design, pilot and implement a company-wide programme to monitor and, where applicable, reduce potential labour risks (such as human rights and modern slavery), as well as health and safety, and environmental risks from our supply chain. The project involves:

- assessing related risks and developing tools to monitor and manage these risks;
- reviewing our existing documentation, such as procedures, guidelines and codes related to procurement;
- assessing our SRM system for a possible SAP solution that can automate our long-term risk screening and assessment processes; and
- providing training to raise awareness of new industry standards and competency, and
- to prepare our procurement staff for the use of the new system.

The initial stage of the project, to be completed by June 2018, will result in the following outputs:

- development of methodology and pilot for supplier risk assessment;
- finalised risk assessment tool incorporating country risk, sector risk, parent company risk, and ESG external factors review;
- auditing protocol to be used in 2nd party assessment of our suppliers on-site;
- integration of new tools and protocols into existing business processes;
- updated/new policies including the Code of Conduct for Suppliers; and
- training for procurement specialists.

Through generating an ongoing, digitalised and efficient method to assess sustainability risks including modern slavery and human trafficking arising from our supply chain, the project will ultimately provide our operations, including our procurement staff, with the training, skills, systems, procedures and guidance necessary to identify, mitigate and remediate such risks, and to contribute to a fairer, more equitable supply chain. The first phase which commenced in 2017 is focused on developing and testing protocols to achieve this.

Embedding the UN Guiding Principles

The UN Guiding Principles on Business and Human Rights (UNGP) informs our governance structure including our Labour and Human Rights Policy and Supply Chain and Responsible Procurement Policy. We recognise that the UNGP will also need to be integrated into our operational procedures for managing risks and in mapping our supply chain. As part of the Responsible Procurement project (see above), we will use the UNGP as a framework to identify the Group's most salient human rights issues in our operations and supply chain, including potential risks of modern slavery and human trafficking.

Risk assessments

On a business and local level, we conduct risk assessments for various procurement areas. Our risk-based due diligence system for fibre covers the wood-based products that we source. It provides a framework for gathering and recording information, conducting risk assessments and mitigating risk where appropriate.

We are incorporating further databases/tools into our processes that are more likely to identify and flag specific risks related to modern slavery and human trafficking, and with higher accuracy where we consider this appropriate. These include, but are not limited to, the [Global Slavery Index](#), the World Bank's [Worldwide Governance Indicators](#), the [Corruption Perception Index](#), and [the International Organization for Migration](#). Through the Responsible Procurement project, we began in 2017 to develop high level risk-rating and risk assessment procedures for our various procurement categories based on the nature of industry/products, location of operations, and other criteria inherent to our suppliers' business, utilising credible indices and databases (see above). Assessing related risks (incorporating country risk, sector risk, parent company risk, and ESG external factors review) and developing tools to monitor and manage these will be a key component of the Responsible Procurement project during 2018, which will also cover potential risks related to modern slavery and human trafficking.

Going forward, we will regularly assess our suppliers' performance – covering, among other criteria, human rights aspects, including modern slavery and human trafficking based on the criteria developed as part of the Responsible Procurement project described above.

Evaluation and compliance

Our current reporting mechanisms (such as our whistleblowing system, Speakout, as well as other incident monitoring and reporting channels across the Group) form part of Mondy's key performance indicators to monitor and measure the performance of human rights and anti-slavery actions undertaken by the business.

While we have not received reports of human rights or modern slavery breaches through these reporting mechanisms, we recognise that such risks may exist and we need to strengthen our mechanisms of identifying, mitigating and remediating them. These mechanisms include our monitoring and reporting systems, and the KPIs used to track progress on these matters. These systems will be regularly re-evaluated for their coverage and effectiveness.

Once our updated Operating Standards (see above) are rolled out and in place across all operations, compliance with them (and reporting progress on achieving and maintaining compliance) by each operation will play a central role in our approach to identify, mitigate and remediate risks related to or potential breaches of human rights including modern slavery and human trafficking.

Our new Operating Standards will set out our approach to address any impacts which may be identified. Where an adverse human rights impact has been identified, our operations will take the necessary steps to cease or prevent the impact. This may include ceasing from undertaking an investment, sale or closure of

assets, expansion, business partnership, process, product launch, etc., where the likelihood that these activities might impact human rights is deemed high and ability to mitigate these risks deemed low. If that is not achievable, we will mitigate any remaining impact to the greatest extent possible. Where actual adverse human rights impacts are identified to have already occurred, the relevant business will initiate remediation.

Our current KPIs related to tracking and reporting of our human rights impacts include:

- safety and health performance, training and reporting (various KPIs, see pages 27-31 of our [Sustainable development report 2017](#));
- environmental performance, training and reporting (specifically KPIs that relate to the impact of our manufacturing operations on land, air and water systems in or close to the neighbourhoods and communities where we operate. See pages 47-58 of our [Sustainable development report 2017](#);
- Speakout tool, training, reporting, investigation and resulting actions (see the section below on Grievance mechanisms); and
- environmental due diligence conducted before acquiring new operations and making investments in upgrading and expanding existing operations (as in the case of environmental performance and reporting above, this is relevant to our human rights impacts where and when these activities impact people and communities).

We will continue to review and evaluate the scope and effectiveness of the current mechanisms to improve risk assessment, identification and reporting of human trafficking and modern slavery risks in order to strengthen our approach going forward.

Audits

We conduct formal and informal meetings and have day-to-day interactions with our suppliers, in order to strengthen our understanding and assessment of our suppliers. However, we recognise that we need to incorporate more specific criteria related to human rights (including modern slavery and human trafficking) into our audit protocols. This is an important component of the Responsible Procurement project. We will conduct supplier evaluation through different means and varying levels of detail, based on the perceived level of risk linked with supplier performance, or the risk inherent to the product sector or manufacturing/sourcing geography among others. For the majority of suppliers, regular monitoring and assessment through our SRM would likely be sufficient to identify and mitigate risks. For a limited number of suppliers, where the risk assessment in SRM may highlight potentially higher risk, we will conduct 2nd and 3rd party audits for a more thorough understanding of supplier performance. Our approach to auditing suppliers will be established, rolled out, trained and communicated through the Responsible Procurement project.

Due diligence

Due diligence specific to human rights issues (including modern slavery and human trafficking) will be conducted for our operations and supply chain once our Responsible procurement project and new

Operating Standards are rolled out and resulting procedures are in place. However, existing due diligence mechanisms in the business partly cover or link to human right issues. These include:

- safety and health due diligence, audits and assessments for new acquisitions, as well as on an ongoing basis for our existing operations including contractors on our premises;
- environmental due diligence conducted before acquiring new operations and making investments in upgrading and expanding existing operations (this is relevant to our human rights impacts where and when these activities impact people and communities); and
- wood and fibre procurement due diligence which covers legality and sustainability aspects (according to the EU Timber Regulations, the US Lacey Act, and FSC™ and PEFC standards) including some human rights aspects.

Grievance mechanisms

We have existing internal processes and tools to facilitate the reporting, investigation and resolving of grievances. All our operations make formal grievance mechanisms available to the public. These include local hotlines and [Speakout](#), the Group's confidential reporting and whistleblowing hotline, which is operated by an independent 3rd party. It provides a simple, accessible and confidential channel through which employees and other stakeholders, including our contractors and suppliers, can raise concerns. These grievance mechanisms support us in identifying and reporting potential human rights, modern slavery and human trafficking risks and concerns.

The Boards' audit committee oversees the adequacy of the Speakout procedures, while internal audit is responsible for the day-to-day monitoring of the Speakout process. This enables management to be appropriately informed about reported issues and that risks are adequately managed.

During 2017, we received 120 Speakout messages relating to 74 cases. These covered a number of topics; in particular the reporting of human resources-related concerns, potential business irregularities and perceived fraudulent activities; none of the cases related to modern slavery. All Speakout messages were forwarded to the respective Mondi management team in accordance with our standard procedures. We responded and took appropriate corrective action where required.

Training

Training is an important component of our approach to addressing potential modern slavery and human trafficking risks. This helps raise awareness of potential risks, inform our people of our policies and approach, improve knowledge and learning across the Group, and provide the tools and know-how to relevant teams on how to monitor, report and manage risks and incidents.

In 2017 we provided training and awareness-raising to various employee groups. These included sessions held during internal meetings and conferences, such as a procurement business breakfast, our Uncoated Fine Paper business unit's annual Sales and Marketing Conference, our annual Social Sustainability

Network meeting, 'Meet Mondì' for new leaders, at a due diligence management system training, and at our Safety Health and Environmental Managers' meeting.

We published articles in our global employee newsletters during 2017 and 2018 on modern slavery and human trafficking as well as wider human rights aspects, and raised awareness on the UK Modern Slavery Act and the human rights impacts that relate to our industry. We are working on a more targeted communication and awareness-raising campaign on human rights and modern slavery during 2018.

We also developed a sustainability training module in 2017, including a module on modern slavery and human trafficking, which we are planning to roll out to senior management and relevant employee groups and corporate functions during 2018.

Going forward, we will also provide specific training on human rights, including modern slavery and human trafficking, for those employees working with suppliers, and general training related to our Labour and Human Rights Policy to everyone across the Group.

Summary

There is increasing recognition in our business of the importance of understanding and managing risks related to human rights. We welcome legislation, such as the UK Modern Slavery Act, that we believe can be a force for positive and scalable change across global supply chains. We recognise that we are not yet where we wish to be in ensuring that adverse impacts on human rights are prevented, mitigated and – if they do occur – remediated, and we are committed to strengthening our systems and procedures and to working with our suppliers to fulfil this goal. During the coming years, the two essential components of our approach to fulfilling this goal will be the realisation of our Responsible Procurement project, and roll out and ongoing compliance with our new Operating Standards. Both components involve a strengthened approach to identifying, preventing, mitigating and remediating our human rights impact, and an efficient way to monitor, report on and improve our performance across our operations and along our supply chain.

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and constitutes Mondì's statement for the financial year commencing 1 January 2017 and ending 31 December 2017. The Mondì Boards reviewed and approved the statement on 15 May 2018, and it has been signed on their behalf. The statement has also been confirmed by all obligated legal entities within the Mondì Group. A list of those legal entities has been attached.



Peter Oswald
Chief Executive Officer

15 May 2018

Mondi plc and Mondri Limited human trafficking and modern slavery statement 2017

Obligated companies:

Mondi AG
Mondi Ascania GmbH
Mondi Békéscsaba Kft
Mondi Belcoat N.V.
Mondi Coating Štětí a.s.
Mondi Coating Zeltweg GmbH
Mondi Consumer Goods Packaging UK Ltd
Mondi Dynäs AB
Mondi Frantschach GmbH
Mondi Gronau GmbH
Mondi Grünburg GmbH
Mondi Halle GmbH
Mondi Heerlen B.V.
Mondi Inncourt GmbH
Mondi Italia S.r.l.
Mondi Jülich GmbH
Mondi Kale Nobel Ambalaj Sanayi Ve Ticaret A.Ş.
Mondi Korneuburg GmbH
Mondi Limited
Mondi Maastricht N.V.
Mondi Neusiedler GmbH
Mondi Örebro AB
Mondi Paper Sales GmbH
Mondi Poperinge N.V.
Mondi Poznań Sp. z o.o.
Mondi Release Liner Austria GmbH
Mondi SCP, a.s.
Mondi Scunthorpe Limited
Mondi Solec Sp. z o.o.
Mondi Štětí a.s.
Mondi Štětí White Paper s.r.o.
Mondi Styria GmbH
Mondi Świecie S.A.
Mondi Szada Kft.
Mondi Tire Kutsan Kagit Ve Ambalaj Sanayi A.Ş.
Mondi Trebsen GmbH
Mondi Warszawa Sp. z o.o.
Mondi Wellpappe Ansbach GmbH
OJSC Mondri Syktyvkar