



DIVERSITY & INCLUSION POLICY

Purpose

We believe it is the differences in people – not uniformity – that are key to Mondy's success. The geographic, cultural and personal diversity of the business is one of our greatest strengths. We strive to create an inclusive environment where differences are respected and valued. We want to inspire our people and offer them a wide range of learning experiences, so they can grow and be inspired in our company.

The purpose of this Diversity & Inclusion ("D&I") Policy is to ensure fair and non-discriminatory working practices and compliance with equality and discrimination legislation in the jurisdictions within which we operate. We also aim to promote diversity and an inclusive work environment across the Group.

We treat all our employees, contractors and workers, whether part-time, full-time or temporary, fairly and with respect. Selection for employment, engagement, promotion, training or any other benefit is based on skills, behaviour and ability to perform.

Policy

As a global organisation, we are committed to employing, inspiring, empowering and developing our people with the necessary skills and ability required to expand their careers and become valuable participants in sustaining our competitive business advantage. As the management of people is a function and responsibility of line management, so is the creation of a culture that embraces inclusion and diversity.

We recognise that in some jurisdictions within which we operate employment equality is entrenched in legislation. We will comply with all applicable laws and regulations in such jurisdictions. Where local legislation conflicts with this policy, we will comply with the law but will seek, within our sphere of influence, to raise awareness and provide examples of good practice through our own business conduct.

In line with our philosophy of encouraging diversity and inclusion, we provide equal opportunities for all, irrespective of gender, marital status, ethnicity, colour, nationality, national origin, disability, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity or paternity, political opinion, trade union membership, age or other characteristics. We are focusing on increasing the diversity of our workforce at all levels in the organisation.

Where possible and relevant, we work together with external parties such as NGOs, local and international organisations and other key stakeholders for joint solutions on specific issues and projects.

This policy supports our Labour and Human Rights Policy (see: <https://www.mondigroup.com/en/sustainability/governance-of-sustainability/>)

Policy guidelines

Board and Executive Committee Level

- The board of Mondi plc (the “Board”) supports the achievement of diversity and inclusion across all levels of the organisation.
- The Board supports the principles outlined in the Lord Davies report, ‘Women on boards’, and the Hampton-Alexander review, ‘FTSE Women Leaders’ and is committed to increasing levels of gender diversity on the Board and across the Executive Committee and in direct reports to the Executive Committee.
- The Board supports the principles set out in the Parker review relating to ethnic diversity on boards.
- Search firms used for appointments to the Board will be requested to include credible and suitably experienced female candidates as well as candidates from a variety of ethnic backgrounds.
- Appointments will continue to be made on merit against objective criteria, in the context of the overall balance of skills and backgrounds that the Board needs to maintain in order to remain effective.
- Where possible, Mondi will only engage executive search firms that have signed up to the Voluntary Code of Conduct for Executive Search Firms and best practice.
- The Board, via the Nominations Committee, will review at least annually succession plans in relation to the Board, Executive Committee and the wider Group, as well as diversity across the Group, and the composition of the Board and Executive Committee, taking into account skills, experience and diversity requirements.
- Mondi commits to complying with the seven UN Women Empowerment Principles.

All employees

- All recruitment activities will be fair and will adhere to our D&I Policy and any requirements prescribed in applicable employment/equality legislation in jurisdictions in which we operate.
- When reviewing succession plans we aim to ensure that a sufficient pipeline of high-calibre candidates of diverse backgrounds are considered, and that succession planning is fair, equitable and non-discriminatory across the Group and in compliance with local legislation.
- We will aim to ensure that at Group, business unit, business segment and site management function level the nationalities of the candidates at long and short list stages are appropriately representative of our international footprint, subject to the availability of candidates with the necessary qualifications and experience.
- We will create and maintain fair and equal opportunities for training and development, and provide programmes and learning experiences that focus on shaping an inclusive mind-set within the Group, and encouraging the participation of underrepresented groups within the workforce.

Suppliers

We expect our suppliers to adhere to standards of equal opportunity without discrimination within their operations. We are committed to transparency and collaboration with our suppliers to improve D&I practices in our value chain.

Governance

It is the ultimate responsibility of the Board, supported by the work of the Nominations Committee, to oversee the implementation of, and to regularly monitor progress under, the D&I Policy. Line management and executives at all levels of the organisation have responsibility to implement the policy and ensure progress against its guidelines.

We will set targets where meaningful, and will monitor and report as appropriate against these targets and other initiatives taking place within the Group to promote diversity and inclusion.

For this purpose, Mondi has a D&I Steering Committee and a D&I Task Force to drive the D&I agenda in Mondi. While the D&I Steering Committee establishes the strategic environment for D&I, the Task Force oversees and coordinates concrete projects to implement the D&I Policy. The D&I Steering Committee will ensure appropriate objectives and milestones are set to achieve the objectives set out in this policy and will monitor progress against these.

All employees have individual responsibility to follow the procedures introduced to ensure equal opportunity and non-discriminatory practices.

We place emphasis on training as an important enabler of this policy, and are committed to providing targeted training to our leadership and employees, on this policy and related policies, on inclusive behaviour, on mentoring, and on other aspects that support our D&I objectives across the Group.

We are committed to transparency on our D&I practices and approach, and put systems in place to monitor and report on these and on progress against our objectives, both internally and externally.

Stakeholder inclusiveness is a key aspect of our D&I practices beyond our boundaries, and we are committed to effective representation and participation of local communities in practices and decisions that affect them.

Incident reporting and grievance mechanisms

All employees are encouraged to raise any concern about discrimination or harassment. In the first instance, concerns are reported directly to line management or HR.

In circumstances where internal incident reporting has been ineffective or is not appropriate, Speakout may be used. Speakout is the confidential service for Mondi employees and external partners to report and raise concerns about any behaviour or activities which may conflict with our business ethics. Speakout is operated by an independent organisation and is available 24 hours a day, seven days a week, by dialling a free phone number or via email. Local numbers and more information are available on Mondi's website.

We periodically evaluate our primary grievance mechanism, Speakout, to ensure its effectiveness in identifying and addressing practices and incidents that may violate this policy, as defined by Principle 31 of the UN Guiding Principles for Business and Human Rights.

Monitoring

This policy will be enforced through regular monitoring and review and will form part of the Board's annual agenda.

Adopted: 13 October 2020