



Our updated MAP2030 targets to 2030

While our MAP2030 commitments remain unchanged, we have updated our targets to drive our progress. Here is the overview of all targets valid from 2026 to 2030 across our three action areas, with commitments highlighted in bold.



Make our packaging and paper solutions reusable, recyclable or compostable

100% of our packaging and paper products are designed to be reusable, recyclable or compostable by 2030

Avoid waste by keeping materials in circulation

Eliminate waste to landfill from our manufacturing processes

Work with others to eliminate unsustainable packaging

Progress made through our partnerships and stakeholder engagement activities each year



Build skills that support long-term employability

Achieve a 75% internal fill rate for defined roles

Achieve a 35% internal fill rate for production roles

Achieve a 45% internal fill rate for non-production roles

Provide purposeful employment for all our employees in a diverse and inclusive workplace

Achieve 30% female representation across Mondi

Achieve a 35% internal female fill rate

Stay within a 3%–8% female voluntary attrition rate

Create an environment that enables a positive work-life experience, valuing safety, health and mental wellbeing

Achieve zero fatalities

Achieve zero life-altering injuries

Achieve a 15% reduction in Total Recordable Case Rate

Stay within a 3%–9% voluntary attrition rate



Reduce our greenhouse gas emissions in line with science-based Net-Zero targets

Reduce Scope 1 and 2 GHG emissions by 46.2% by 2030 from a 2019 baseline

Reduce Scope 3 GHG emissions by 27.5% by 2030 from a 2019 baseline

Reduce Scope 1, 2 and 3 GHG emissions by 90% by 2050 from a 2019 baseline

Maintain zero deforestation in our wood supply, sourcing from resilient forests

Maintain 100% FSC™ certification in our own forestry landholdings

100% responsibly sourced fibre with 75% FSC™- or PEFC-certified fibre procured and the remainder being controlled wood

Implement leading forestry measures to ensure productive and resilient forests

Safeguard biodiversity and water resources in our operations and beyond

Conduct regular reviews of water stewardship and biodiversity assessments covering 100% of our mills and forestry operations, and implement appropriate action plans



Our updated targets for Responsible Business Practices

Overview of our updated targets to continue to drive our progress towards achieving our commitments from 2026 to 2030.

Environmental performance

Commitment: We will continually work on improving the environmental performance of our operations to minimise environmental impacts

Reduce specific contact water consumption by 10% by 2030 from a 2020 baseline

Reduce specific effluent load to the environment (measure COD) by 15% by 2030 from a 2020 baseline

Reduce specific NOx emissions by 20% by 2030 from a 2020 baseline

Reduce specific waste to landfill by 40% by 2030 from a 2020 baseline

Human rights

Commitment: Strengthen governance systems to prevent human rights violations and remedy any adverse impacts

Regularly review the effectiveness of our risk-based Human Rights Due Diligence process and take appropriate actions

Communities

Commitment: Maintain social investments in our communities to support sustainable development aligned with local needs

Report on our total social investment annually

Responsible procurement

Commitment: We mitigate risks and create greater transparency in our supply chains through our Responsible Procurement process

100% of key suppliers in highest-risk categories are covered by our Responsible Procurement process

Commitment: Ensure that all our wood fibre (round wood, wood chips and market pulp) is sourced solely from credible wood sources

Maintain 100% of wood fibre compliant with credible standards (FSC, PEFC or Controlled Wood)

For high-risk countries, maintain 100% FSC-certified fibre sourcing or implement additional risk mitigation measures

100% PEFC- or FSC-certified market pulp

100% PEFC- or FSC Chain-of-Custody certification for our pulp and paper mills

Continue to work with certification bodies to ensure credibility of the certification and controlled wood systems

